

The minutes presented within this document summarize the discussion of the Regular Board of Education meeting. To view the meeting in its entirety and hear full reports please click the following link: [12/3/25- Regular BoE Meeting](#) Passcode: ?FS6f&?!

Bristol Board of Education
Bristol, Connecticut
Wednesday, December 3, 2025 – 7:00 p.m.
Regular Meeting Minutes

The Bristol Board of Education regular meeting was held on Wednesday, December 3, 2025 at 7:00 p.m. in the Bristol Board of Education Auditorium located at 129 Church Street and via Zoom Meeting Platform.

Present: Chair Shelby Pons, Commissioners: Russel Anderson, Jill Fitzsimons-Bula, Kristen Giantonio, Kara Ledger, Lorianne Osenkowski, Maria Simmons, Barbara Tedesco, and Jennifer Van Gorder

Also, Present: Superintendent Iris White and Deputy Superintendent Mary Hawk

Call to Order/Pledge of Allegiance:

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

Superintendent White Recognition's are:

1. Nikeisha Yanke- Paraeducator LEAD Program at Stafford Elementary School-B.U.D.D.Y (Building Up Diverse Dynamic Youth) Program.

Approval of Minutes

November 5, 2025- Regular Meeting Minutes

The Board of Education voted to approve the November 5, 2025- Regular Meeting Minutes as written.

Motion made by Jennifer Van Gorder and second by Kristen Giantonio. Motion passed unanimously.

November 12, 2025 - Special Meeting Minutes

The Board of Education voted to approve the November 12, 2025 - Special Meeting Minutes – Regular Meeting Minutes as written.

Motion made by Jennifer Van Gorder and second by Kristen Giantonio. Motion passed unanimously 9-1, with Commissioner Russell Anderson abstaining.

Committee Reports

Student Achievement & Outcome Committee –Commissioner Ledger reported that the committee met on November 19, 2025, Carly Fortin provided new committee members with a curriculum overview so the new members could get acquainted with the process of research and writing and refining different curriculum. Received timelines of all of the different curriculums that will be reviewed in the past and present, future. Presented with the on-track graduation, rates, which we are highest on track graduation rate since 2019.

School, Family, and Community Partnerships – No report was provided.

Policy Committee – Commissioner Fitzsimons – Bula reported that the committee met at a Special Policy Meeting on November 24, 2025 which focused on the policies that were identified as priorities in our audit. Six of which will be moved to the floor and discussed this evening.

School Safety Committee – No report was provided.

Finance and Operations Committee – Commissioner Simmons reported that the committee met on November 12, 2025. Discussed the budget update through October 31, 2025 - Cafeteria report, pupil services, student activity accounts, substitute teachers look forward to continuing conversations about fiscal needs to the schools and community.

Questions & Discussions in regards to the Finance Committee and staff shortages.

Student Representatives Report

Bristol Central

Bristol Central Senior Representative Amelia Browne was out of town and therefore did not provide a monthly update.

Bristol Eastern

Bristol Eastern Senior Representative Paige Ansah presented the monthly Bristol Eastern Student Representative Report. The report highlighted recent and upcoming events at Bristol Eastern High School. The school held its annual pep rally in advance of the Bell Game against Bristol Central High School. The event followed Spirit Week, sponsored by the Student Council, during which students and staff participated in themed days including Pajama Day, Meme Day, Dress as Your Type Day, Class Color Day, and Class T-Shirt Day. The football team, cheerleaders, and marching band delivered strong performances, and Head Coach Mr. Julius and Mr. Higgins offered motivational remarks to build school spirit. Although Bristol Eastern did not win the Bell Game, both schools came together in support of the Salvation Army's "Battle of the Kettles," which Bristol Eastern won.

The Concert Band will hold its first winter concert rehearsal on Thursday, December 4, with the winter concert scheduled for Thursday, December 18.

The annual PJ Day fundraiser, which supports children undergoing cancer treatment at Connecticut Children's Medical Center, is also underway. Fall sports have concluded, and winter sports have begun. Wrestling began on December 1, and boys and girls indoor track, boys swimming, and boys basketball will begin practices later this week.

The National Honor Society is reinstating its annual Student-Teacher Basketball Game on December 23. The event will also feature halftime games for student participation. In addition, Lancer Nation is sponsoring a schoolwide door-decorating activity in Homerooms to encourage teamwork and celebrate the winter season.

That concluded the student representative's report, with well wishes for a pleasant evening and holiday season.

Chair Report

The report noted that the Bristol Board of Education will participate in a professional development onboarding session with Nick Caruso of CAFE on December 17. This session will provide an opportunity for the Board to reflect on its collaborative practices, strengthen leadership skills, and consider strategies for approaching governance responsibilities. Over the coming year, the Board will focus on advancing both Board and district goals. By establishing clear objectives and working with intention, the Board aims to enhance its service to students and the broader community. Successful progress in this work may position the Board for consideration for the CAFE Board Leadership Award, though no outcome is guaranteed.

The Superintendent and Mayor will host a joint special meeting on January 13 with the Board of Education, Board of Finance, and City Council. Representatives from Shipman & Goodman will present an overview of the laws governing the education budget. This informational meeting is designed to build a shared understanding of each body's role as the upcoming budget season approaches and to support collaboration and coordination throughout the budget process.

These efforts to strengthen Board effectiveness are ongoing. Appreciation was expressed for the commitment of all Board members to participate in the CAFE onboarding. Through goal-setting, learning from experts, and improving collaboration—both within the Board and with city partners—the Board is working to govern more effectively and make a meaningful impact on students and the community.

Superintendent Report

The Superintendent introduced Ms. Sydney Molina, the new Executive Assistant in the Office of the Superintendent. She also welcomed Mr. Peter Kelly, the new City Council liaison to the Board, replacing Eric Rosengren. Appreciation was expressed to Mr. Rosengren for his years of service.

The Superintendent thanked the Bristol NAACP for inviting her to serve as the keynote speaker at the annual Dr. Martin Luther King Jr. Breakfast on January 19, 2026. She noted that she looks

forward to sharing her personal journey, highlighting the Board's commitment to improving outcomes for all students, and recognizing the many ways students contribute to the community. Proceeds from the breakfast support a scholarship fund benefiting students from Bristol and surrounding districts.

The Superintendent provided an update on the 2025–2026 district priorities, with a focus on strengthening community partnerships. The next “Coffee with the Superintendent” will be held on Wednesday, December 10, from 3:00 to 5:00 p.m. at Cambridge Park, 61 Davis Drive, in partnership with Jay Meyer of the Boys & Girls Club. The event will offer an opportunity to meet with students in the after-school program, their families, and program staff, and to continue strengthening the district's partnership with the Boys & Girls Club.

The Superintendent thanked Prudence Crandall for developing a training session for school psychologists, social workers, and school counselors focused on recognizing signs of sex trafficking and supporting victims. This workshop is expected to be delivered in January, with plans for ongoing training.

In the area of staff engagement, the Superintendent has partnered with Partners for Educational Leadership to conduct deeper engagement work with teachers and administrators. This initiative will include opportunities for staff to share what is working well, identify areas for growth, and help inform future district structures, including the formation of a Superintendent's Advisory Council. Focus groups are expected to begin in January.

The Superintendent reviewed her goals previously shared in August and expressed appreciation to Chief Academic Officer Carly Fortin and the CIS Office for presenting accountability and Smarter Balanced data. She emphasized the district's priority of strengthening data-driven decision-making and ongoing progress monitoring.

The Superintendent Goal is to become a Data-Driven Decision-Making district by June 2026, all schools will regularly collect, analyze, and present key student outcome data—including achievement, discipline, and attendance—to the Board of Education, demonstrating how data informs improvement strategies.

The Superintendent also provided an update on the upcoming budget process. Meetings with principals and departments regarding budget requests are underway. Due to positive feedback about weekend meetings last year, the presentation of the Superintendent's Proposed Budget will be held on Saturday, January 24, from 9:00 to 11:00 a.m. in the City Hall Council Chambers. The public is invited to attend in person or via Zoom.

The second budget workshop will take place on Tuesday, February 3, 2026, from 6:00 to 8:00 p.m. in the Board of Education Auditorium. A third meeting date with the Board of Finance is forthcoming.

Questions & Discussions in regards to the Superintendent's goal for data-driven decision making.

Consent Agenda

Chair Pons called for a motion to approve the Consent agenda, which include items from 8.1.a – 8.2.b

Motion made by Jennifer Van Gardner and second by Kara Ledger. Motion passed unanimously.

Question and discussion followed regarding replacing Mr. Madruga and the vacancy and posting of three school psychologists.

8.1 Personnel

8.1.a Administrative Resign

Madruga, Matthew – EPH – Interim Principal effective November 28, 2025

8.1.b Teacher Retirements

Freedman, Margaret - EPH - Art Teacher - effective December 31, 2025

8.1.c Teacher Resignations

Hogan, Larissa – BEHS – Psychologist - effective December 12, 2025

Miller, Erin – WB – Psychologist – effective December 31, 2025

Owens, Emily – BEHS – Psychologist – effective January 2, 2026

8.1.d Teacher Hires

Burke, Patrick – EPH – Special Education Teacher (LEAD) effective November 21, 2025

Corey, Jameson – BEHS – School Counselor – effective November 10, 2025

8.1.e A-1 Resignations

Mirmina, Shawn – BCHS – Future Teachers Club Co-Advisor

8.1.f A-2 Hire

Silva, Alyson – BCHS – Future Teachers Club Advisor

8.1.g A-3 Resign

Currao, Merriah – EPH – Science Co-Leader

8.2.a Alliance Grant

8.2.b McKinney-Vento Grant

Public Comments

No members of the public wished to address the Board of Education.

Deliberated Items/District Leadership Team Reports

Pupil Personnel Services Report

Amy Martino presented the monthly Pupil Personnel Services Report. Mrs. Martino reported as of November 1st, 2025, there were 1,769 students of the 7,892 enrolled, Pupils required special education programming. This enrollment maintains the 22.42% that we've been seeing over the past few months. As of November 1st, 122 students with disabilities are required to go out of district programming. There were 92 students requiring special education programming at other public schools, that would include magnet schools. During the month of October 2025, 37% of our newly registered students required special education programming at the time of registration with no student receiving their programming and services at an out-of-district special education school program. During the month of September, there were (33) 211 calls and (6) 911 calls.

As of November 1, 2025, all budget lines represented are trending as expected. Though over in a couple of lines, but have yet to receive excess cost funds of \$24 million. As previously noted, we were over in our extended school year line, as well as in our preschool line, primarily due to the professional services or contracted services that were prior to budget cuts.

BAIMS Music 2028 Europe Trip

Ken Bagley is seeking approval for our BAIMS music students to take a trip to Europe to explore the music district. Teresa McDonald, music teacher at BAIMS, provided the details of the 9 day trip to Europe, including itinerary and educational rationale for each day of their 9 day trip.

Questions and discussions followed regarding fundraising and college credit that could be attained for students attending.

Motion made by Kristin Giantonio and second by Jennifer Van Gardner. Motion passed unanimously.

Redistricting Option

Deputy Superintendent Hawk introduced MP Planning. Bristol Public Schools entered into a contract with MP Planning group led by Patrick Gallagher, who assisted with the Phase 1 redistricting. The focus of their work on Phase 2 is to develop redistricting boundaries for Phase 2 of the Reimagine BPS plan that will go into effect for the 2026-2027 school year.

There was no formal presentation for the board but just to go over the highlights of what MP is recommending for implementation next fall is focused on the middle schools, and it would be to align the two middle school attendance zones with the high schools.

Questions and discussions followed regarding students traveling concerns from both Chippens MS to Bristol Central and Northeast to Bristol Eastern.

Motion made by Kristin Giantoni and second by Russell Anderson. Motion passed unanimously.

Fall Sports Presentation

Senior students that participate on the Student Athlete Leadership Council from Bristol Central High School and Bristol Eastern High School provided a Fall Sports presentation. The presentation recapped team inputs as well as team and individual accomplishments accompanied with photos of each Fall sports teams.

Regular Board of Education 2026 Meeting Dates

Question and Discussion in regards to the proposed regular meeting dates for 2026. Adjustment of September & July to 2nd week for the holidays.

Curriculum Revisions

11.1 Personal Finance & Investment

Laura Lanza provided an overview on the curriculum revision for Personal Finance & Investment and thanked the staff that worked on the revision.

Question and discussion in regards to the course and credits.

Motion made by Kristen Giantonio and seconded by Lorianne Osenkowski. Motion passed unanimously.

11.2 PLTW Civil Engineering & Architecture

Lauren Lanza provided an overview on the curriculum revision for PLTW Civil Engineering & Architecture and thanked the staff that worked on the revision.

Question and discussion in regards to the course revision, prerequisite and course pathway.

Motion made by Kristen Giantonio and seconded by Russell Anderson. Motion passed unanimously.

Policy Revisions

12.1 Policy 5144.12 - Restorative Justice Practices

Mary Hawk gave an overview for the purpose of Policy 5144.12 - Restorative Justice Practices. Provided details of the policy and regulation that is mandated by the state per the CABE Audit.

Questions and discussion in regards to repeat offenders, consequences, and procedure.

Motion made by Jill Fitzsimons- Bula and seconded by Maria Simmons. Motion passed unanimously.

12.2 Policy 4212.42 - Drug and Alcohol Testing for Bus Drivers

Mary Hawk gave an overview for the purpose of Policy 4212.42 - Drug and Alcohol Testing for Bus Drivers details included a new update of needing to train all bus drivers in using an epi pen.

Motion made by Krista Giantonio and seconded by Jennifer Van Gorder. Motion passed unanimously.

Questions and discussion in regards to the new training requirement for the bus drivers and who would be providing them the training.

12.3 Policy 4113.12 Minimum Duty-free lunch periods for teacher and other certified staff

Mary Hawk gave an overview for the purpose of Policy 4113.12 Minimum Duty-free lunch periods for teachers and other certified staff.

Motion made by Jill Fitzsimmons-Bula and seconded by Jennifer Van Gorder. Motion passed unanimously.

12.4 Policy 3542.43 Charging Policy Food Service

Mary Hawk gave an overview for the purpose of Policy 3542.43 Charging Policy Food Service and the mandation by CAFE in regards to not withholding food from a student due to debt.

Motion made by Lorianne Osenkowski and seconded by Jill Fitzsimmons-Bula. Motion passed unanimously.

Questions and discussion in regards to the legality of charging a student.

12.5 Policy 6141.52 Challenging Curriculum

Cary Fortin gave an overview for the purpose of Policy 6141.52 Challenging Curriculum, revisions were made to ensure it aligns with Policy 6141.51 and to ensure that it aligns with Bristol Public Schools students.

Motion made by Jill Fitzsimmons- Bula and seconded by Lorianne Osenkowski. Motion passed unanimously.

12.6 Policy 6172.1 Gifted and Talented Students

Cary Fortin gave an overview for the purpose of Policy 6172.1 Gifted and Talented Students and the revisions that were made to expand our efforts.

Motion made by Kristen Giantonio and seconded by Kara Ledger. Motion passed unanimously.

Questions and discussion in regards to the funding of the talented and gifted programming.

New Business

13.1 Appointments to BAIMS Project Building Committee

Chair Pons looking for a volunteer to serve on the building committee to replace former Commissioner Eric Carlson.

Questions & Discussion in regards to upcoming meetings.

Commissioner Anderson was appointed to serve on the BAIMS Project Building Committee.

13.2 Appointments to Edgewood Pre-K Project Building Committee

Chair Pons appointed herself to serve on the NEMS Project Building Committee.

13.3. Appointment to NEMS Project Building Committees

Chair Pons looking for a volunteer to serve on the building committee to replace former Commissioner Eric Carlson.

Questions & Discussion in regards to upcoming meetings.

Commissioner Giantonio was appointed to serve on the NEMS Project Building Committee.

13.3. Appointment to BCHS Roof Replacement Project Committee

Chair Pons appointed Commissioner Simmons to serve on the NEMS Project Building Committee.

14. Information/Liaison Reports

No report provided

15. Executive Session

Chair Pons called for a motion to convene into Executive Session for the purpose of discussion and possible action on Superintendent Goals 25-26. They would invite Superintendent White to join the Executive Session. (9:10 p.m.).

*Jill Fitzsimons-Bula. made the motion and it was seconded by Jennifer Van Gorder
The motion passed unanimously.*

Executive Session

PRESENT: Chair Shelby Pons, Commissioners: Russell Anderson, Jill Fitzsimons-Bula, Kristen Giantonio, Kara Ledger, Lorianne Osenkowski, Maria Simmons, Barbara Tedesco, Jennifer Van Gorder(left at 9:15pm)

ALSO PRESENT: Iris White, Superintendent

Convened to Executive Session 9:14pm

Vote to Reconvene into Public Session

The Board of Education will reconvene into public session to take votes on any items discussed in the Executive Session.

Motion made by Maria Simmons, Seconded by Lori Osenkowski. Carried.

No items to be voted on.

16. Adjournment

There being no other business to come before the Board, the Regular Board of Education Meeting should adjourn. (10:10 p.m.)

Respectfully Submitted,



Recording Secretary
Bristol Board of Education