

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

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

PRESENT: Commissioners: Eric Carlson, Jennifer Dube, Kristen Giantonio, Thomas O'Brien, Shelby Pons, John Sklenka (arrived 7:05 p.m), Karen Vibert (virtual), Allison Wadowski and Christopher Wilson; Dr. Catherine Carbone, Superintendent, Dr. Michael Dietter, Deputy Superintendent, Jill Browne, Business Director, and Peter Kelley, Council Liaison

CALL TO ORDER/PLEDGE OF ALLEGIANCE/ MOMENT OF SILENCE

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

MEETING NORMS

Chair Dube acknowledged the meeting norms.

STAFF & STUDENT RECOGNITION

The Board recognized the following staff and students:

Annette Grabowski - BEHS - Grade 12 – Received a 2022 National Merit Scholarship Program Award Nomination.

Lawson Sewell - BCHS – Grade 9 - ALEKS Summer Challenge – Completed 252 Topics independently and won his own ice cream truck visit.

Dr. Corey Nagle - Science Teacher - BCHS - Selected to the Student Achievement Partners Advisory Board.

Julia Darcy - Grade 5 Teacher - GHS – Wrote a piece titled: *Rebuilding Elementary Education* that was published by the Connecticut Education Association. The link to the monograph is here: <https://cea.org/wp-content/uploads/2021/05/TLFP-Monograph-2021-Final.pdf> .

Doctoral Recognition of the following staff members:

Tanya Bulls, Ed.D. - Dean of Students

Molly Goodine, Ed.D. - Special Education Supervisor

Ana O'Donnell, Ed.D - Special Education Teacher

Kristin Woods, Ed.D. - K-5 Library Media Specialist

APPROVAL OF MINUTES

September 15, 2021 - Regular Meeting Minutes

Following a motion by Eric Carlson and a second by John Sklenka

Approval of the **September 15, 2021 - Regular Meeting Minutes PASSED UNANIMOUSLY** with nine (9) Commissioners (Carlson, Dube, Giantonio, O'Brien, Pons, Sklenka, Vibert, Wadowski, and Wilson) in favor of the motion.

COMMITTEE REPORTS

Communications - Commissioner Pons reported that the committee met earlier this evening and discussed ParentSquare usage and different ways we can communicate with the program. The committee also heard more information regarding the intradistrict magnet school that will be opening in 2022. Information was shared regarding the different communications that will be happening at the middle schools later this month. Dr. Dietter

Communications Committee – cont'd

shared that there may be a possibility of afternoon tours on Wednesdays that people can sign up for and perhaps later in the year the building will be more accessible to visitors. Reimagining 2023 was also discussed. Dr. Carbone gave an overview of the changes that will be occurring in the next five years. The timeline shared with the committee will be shared with all board members.

Personnel – Commissioner O'Brien reported that the Personnel Committee met and following a lengthy meeting we have reached a tentative agreement with the teachers last night and earlier reached a tentative agreement with the custodial workers, maintenance, IT, and the secretaries.

Policy – Commissioner Giantonio reported that the committee met on September 22nd and held a discussion regarding Policy 5132 – Dress Code and Grooming. Dr. Dieter presented to the committee the work that was done with the regulation. Commissioners will hear more about that later this evening. There was also a discussion of Policy 3160 – Transfer of Funds. At the Finance Committee meeting, there were questions regarding clarity, there was not much done to the policy, but commissioners will hear more about that later this evening as well.

STUDENT REPRESENTATIVE REPORTS

Sydney Rodriguez – Student Representative from Bristol Central shared what is happening at Bristol Central. Sydney shared that this year felt the most normal since March 2020. There are more activities taking place. Sports and activities have begun. This year students are taking advantage of office hours, all of the teachers have been very helpful. Most clubs have started up or will begin soon. Hispanic Heritage Month began September 15 and the Office of Teaching and Learning has expanded its resources for teachers around diversity and multiculturalism. This month our Annual Homecoming Dance will take place on October 16th it will be held outdoors, next Wednesday PSATs will be held as will virtual Parent-Teacher conferences and finally School Counseling will be holding a financial aid night.

Trisha Monahan - Student Representative from Bristol Eastern reported that they have hit the midway point of the academic quarter, grades have closed and parents will be receiving students' grades. Students are back roaming the halls and everyone is excited to see one another again. For those students that have been struggling various national honor societies will be offering tutoring help, Lancer Nation mentors are also planning daily activities to help freshmen remain organized and set goals to help better themselves academically. Next week on October 13th is PSAT Day, Parent conferences and they are also offering financial aid night. Sports teams have begun and competitions are taking place, fan sections have come alive again. Clubs have been allowed to meet in person this year. This allowed for many new clubs to start up and existing clubs to return to regular meetings. Elections are taken place for clubs and honor societies, and fundraisers have returned. Student Council is planning an outdoor homecoming dance, pep rally and other student events are still up in the air, but are being worked through behind the scenes. Finally, BE has been rewarding the good behavior of students and faculty by choosing a student in each grade level along with a teacher each month who has been seen being awesome. They are rewarded with a gift card.

CHAIR REPORT – Chair Dube addressed the board regarding the start of the school year and thanked everyone for their hard work and patience as we all work through a close to; but still not normal school year.

SUPERINTENDENT REPORT – Dr. Carbone shared information related to the opening and communication of our Bristol Arts and Innovation School, this year's Alliance Grant allocation and use of funds, which is on the agenda later this evening, and a reminder to the parent community of our upcoming parent-teacher conferences scheduled in October.

BAIMS - During the past few weeks we have finalized the communication plan and parent and student sessions schedule for families and students in grades 5, 6, and 7 who may wish to enroll at our new Arts and Innovation interdistrict Magnet school. Dr. Carbone shared the schedule with the board. During that the sessions, Dr. Dieter,

SUPERINTENDENT REPORT – cont'd

Carly Fortin, Dr. Sarli, and Dr. Carbone will visit each grade 6 and 7 or grade 5, 6, and 7 students' classrooms to share the course and programs available at our new school.

Alliance Grant - Dr. Carbone explained how the Alliance Grant works. Pursuant to CT general statute, each Alliance District's receipt of its designated ECS funding is conditioned upon district submission and the Commissioner of Education's approval of a plan, district progress and performance relative to that plan, and subsequent annual amendments, in the context of the district's overall strategy to improve academic achievement. The CSDE reviews district plans on an annual basis and approves plans aligned to the goals of the program. Goals must be aligned to a tiered system of interventions. Foundational reading programs (Grades K-3). Additional learning time, either extended day or extended year A talent strategy designed to "attract, retain, promote and bolster the performance of staff," Training for school leaders and staff early childhood education, student support and Wraparound Services, Minority teacher/administrator recruiting, and or Enhancement of bilingual education programs. Dr. Carbone shared Bristol's Alliance Grant allocation for the 21-22 school year totaling \$6,484,828.00. Funding will support literacy coaching for teachers (5.75 literacy coaches) and support for students in grades K-3 who are reading below the Bristol reading benchmark (6.8 Instructional Support Teachers). In addition, we fund 13.5 kindergarten teachers, 5 mathematics coaches, 5.0 Library Media Specialists, 3.5 Deans, a dean of Climate and culture, a .5 STEM Supervisor, 3 IT Specialists, a Pre-K teacher and para-educator, 4.8 SSW, a Communication and School Partnerships Director, 2 Family Liaisons, 1 Inclusion Specialist, 1 School Psychologist, 2 School Climate/Security Personnel, 2 CREC Teacher Residents, .5 CTE Teacher, Student Support and Math Interns at NEMS, 25 current staff will receive a TESOL certificate after successful completion of the ARCTEL alternative route to certification program, and portions of salaries in the grants office. Employee benefits for all positions are also funded. Additional items include but are not limited to, ALEX 6-12: 4 Year Subscription to ST Math, ParentSquare, Digital backpack, Pear deck, Thought exchange. Our grant goals must be measurable and aligned with the State Accountability Plan.

Parent Conferences - A reminder to parents our fall conferences begin October 12th. Parents or guardians should have received information from each high school through ParentSquare regarding ways to sign up for a conference with teachers at the high school level. Conferences run through October 14th and will be held via video conferencing. Middle-Level Conferences begin on October 26th and Elementary and K8 conferences begin on October 27. Conferences for these schools run through October 29. Again teachers, principals, and team leaders will send or have sent messages through ParentSquare for conference time slots.

Reimagining BPS 2023 - Dr. Carbone reported on the Reimagining BPS 2023 - Update of Town Council Presentation. Dr. Carbone shared the 5 year Reimagining BPS Timeline with commissioners.

Update on Executive Order 13G – BPS Employee Vaccination - We are compliant with Executive Order 13G with 87.9 percent of the staff having been vaccinated.

CONSENT AGENDA

Chair Dube called for the approval of the Consent Agenda which included Items VIII.A.1. through VIII.B1.

Following a motion by Eric Carlson and a second by Kristen Giantonio

Questions followed regarding the Alliance Grant and exiting the plan.

Approval of the **Consent Agenda PASSED UNANIMOUSLY** with nine (9) Commissioners (Carlson, Dube, Giantonio, O'Brien, Pons, Sklenka, Vibert, Wadowski, and Wilson) in favor of the motion.

PERSONNEL

Teacher Retirement - Effective October 15, 2021

DeFeo, Melissa - EDGE - IST Literacy Coach

Following a motion by Eric Carlson and a second by Kristen Giantonio

Approval of the **Teacher Retirement PASSED UNANIMOUSLY** with nine (9) Commissioners (Carlson, Dube, Giantonio, O'Brien, Pons, Sklenka, Vibert, Wadowski, and Wilson) in favor of the motion.

Teacher Resignations

Castles, Anna - MTV - Special Education Teacher effective September 7, 2021

Kelley, Jillian - CHMS - Special Education Teacher effective October 2, 2021

Marsella, Shea - ID - Speech and Language Pathologist effective August 2, 2021

Following a motion by Eric Carlson and a second by Kristen Giantonio

Approval of the **Teacher Resignations PASSED UNANIMOUSLY** with nine (9) Commissioners (Carlson, Dube, Giantonio, O'Brien, Pons, Sklenka, Vibert, Wadowski, and Wilson) in favor of the motion.

New Teacher Hires

Baronowski (Shea), Rebecca - BECC - Speech and Language Pathologist effective Sept. 20, 2021

Boswell, Samantha - WB - Grade 1 Teacher effective October 12, 2021

Fedorchick, Jennifer - SSS - Grade 1 Teacher effective October 13, 2021

Holmes, Tyrell - BCHS - Special Education Teacher effective September 27, 2021

Nelson, Kyle - EPH/BPA/SSS - .4 PE/Health Teacher effective September 20, 2021

Voisine, Stephanie - CHMS - Grade 8 Math Teacher effective October 1, 2021

Following a motion by Eric Carlson and a second by Kristen Giantonio

Approval of the **New Teacher Hires PASSED UNANIMOUSLY** with nine (9) Commissioners (Carlson, Dube, Giantonio, O'Brien, Pons, Sklenka, Vibert, Wadowski, and Wilson) in favor of the motion.

A-2 Resignation - Effective August 24, 2021

Russo, Dean - WB - Instructional Technology Coordinator K-8

Following a motion by Eric Carlson and a second by Kristen Giantonio

Approval of the **A-2 Resignation PASSED UNANIMOUSLY** with nine (9) Commissioners (Carlson, Dube, Giantonio, O'Brien, Pons, Sklenka, Vibert, Wadowski, and Wilson) in favor of the motion.

A-2 Hire - Effective August 24, 2021

Bolton, Sara - WB - Instructional Technology Coordinator K-8

Following a motion by Eric Carlson and a second by Kristen Giantonio

Approval of the **A-2 Hire PASSED UNANIMOUSLY** with nine (9) Commissioners (Carlson, Dube, Giantonio, O'Brien, Pons, Sklenka, Vibert, Wadowski, and Wilson) in favor of the motion.

A-3 Resignation - Effective August 24, 2021

Russo, Dean - WB - Webmaster

A-3 Resignation - Effective August 24, 2021 – cont'd

Following a motion by Eric Carlson and a second by Kristen Giantonio

Approval of the **A-3 Resignation PASSED UNANIMOUSLY** with nine (9) Commissioners (Carlson, Dube, Giantonio, O'Brien, Pons, Sklenka, Vibert, Wadowski, and Wilson) in favor of the motion

A-3 Hire - Effective August 24, 2021

Martino, Rocco - WB – Webmaster

Following a motion by Eric Carlson and a second by Kristen Giantonio

Approval of the **A-3 Hire PASSED UNANIMOUSLY** with nine (9) Commissioners (Carlson, Dube, Giantonio, O'Brien, Pons, Sklenka, Vibert, Wadowski, and Wilson) in favor of the motion

Teacher Requests for Unpaid Leave of Absences

Hoyt, Sara - MTV/WB - Music Teacher - effective August 24, 2021, through January 2, 2022

Mercier, Elena - STAF - Social Worker - effective December 3, 2021, through May 2, 2022

Following a motion by Eric Carlson and a second by Kristen Giantonio

Approval of the **Teacher Requests for Unpaid Leave of Absences PASSED UNANIMOUSLY** with nine (9) Commissioners (Carlson, Dube, Giantonio, O'Brien, Pons, Sklenka, Vibert, Wadowski, and Wilson) in favor of the motion.

GRANTS

VIII.B.1. Alliance and Priority School District Grants

Following a motion by Eric Carlson and a second by Kristen Giantonio

Approval of the **Alliance and Priority School District Grants PASSED UNANIMOUSLY** with nine (9) Commissioners (Carlson, Dube, Giantonio, O'Brien, Pons, Sklenka, Vibert, Wadowski, and Wilson) in favor of the motion.

PUBLIC COMMENT

Chair Dube read into the record all public comments that were received prior to this evening's meeting.

Emily Bailey – 21 Tiffany Lane – addressed the board regarding Superintendent executive powers.

Mary Nelson – 186 Burlington Avenue – addressed the board regarding the mask mandate.

Lauren Vernaglia – 79 Beechwood Lane – addressed the board regarding the mask mandate and the pending vaccine mandate.

Kristen Bevins – 41 Leon – addressed the board regarding parental choice.

Jennifer Van Gorder – 272 Candlewood Drive – addressed the board regarding mask choice.

Emily Michaud – 19 Driftwood Road – addressed the board regarding choice.

DELIBERATED ITEMS/DISTRICT LEADERSHIP TEAM REPORTS

Policy 6114.81 - Emergencies and Disaster Preparedness - Pandemic/Epidemic Emergencies - Emergency Suspension of Policy During Pandemic

Upon the extension of the Governors's executive authority, the Board must now vote in accordance with this policy if Dr. Carbone needs an extension of the executive authority granted to her in March 2020.

Policy 6114.81 - Emergencies and Disaster Preparedness - Pandemic/Epidemic Emergencies - Emergency Suspension of Policy During Pandemic – cont'd

Following a motion by Karen Vibert and a second by Christopher Wilson

Approval of an Extension of the Superintendent's Executive Authority **PASSED** following a **Roll Call Vote** of with five (5) Commissioners (O'Brien, Pons, Vibert, Wadowski, and Wilson) in favor of the motion and four (4) Commissioners (Carlson, Dube, Giantonio, and Sklenka) **OPPOSED**.

Special Services Leadership Team Report - Mrs. Culkin presented the Special Services Leadership Report. Mrs. Culkin reported that her report will be brief as the finance subcommittee of the Board had not met since the last Board of Education meeting. The enrollment information will be provided to the committee at next week's meeting and then the subsequent board meeting in November. This evening Mrs. Culkin shared that the CSDE is developing a comprehensive statewide Special Education Data System referred to as (CT-SEDS). CT-SEDS includes an adaptive electronic Individual Education Program (IEP) document designed to improve the format and flow of individualized educational programming (or IEP) information with intuitive, easy-to-use displays. The new system will include a parent portal for families to access their student's IEP and other important information as well as a language translation feature to ensure that parents receive information in their native language. The new and improved document will also assist planning and placement teams (PPTs) in navigating the special education process, leading to the development of high-quality IEPs for students.

The new process will:

- Reduce the current local data reporting burdens, eliminating the need for various local data uploading or collection reports (SEDAC, Evaluation Timelines, ECO, and Restraint/Seclusion);
- Provide a document repository and facilitate timely record transfers;
- Allow for the interoperability with PowerSchool

CT-SEDS will include

The following modules and functions according to a staggered timeline:

- IEP Module
- Statewide Assessment Eligibility and Accommodations Testing Designated Supports/Accommodations Form and Alternate Assessment Eligibility Form
- Service Delivery Tracking
- Documentation for Medicaid billing
- Progress Monitoring and Student Progress Reporting
- Services Plan Module
- Multi-tiered Systems of Support/Scientific Research-Based Interventions (MTSS/SRBI) Management Module
- Section 504 Accommodation Plan Module
- Gifted and Talented Module
- Surrogate Parent Module
- Document Repository Module
- Restraint/Seclusion Module
- Due Process Module
- Special Education Excess Cost Grant Module

A core leadership team will participate in 8-1.5 hour sessions starting in January to prepare for district implementation. The core team will consist of special education administrators and teachers/staff as well as general education teachers and administrators. The training sessions are at no cost to the district and the CT-SEDS IEP platform will be provided to local education agencies (LEAs) at no cost. In partnership with the Greater Bristol SEPTO, we will provide parents and families with information to aid in the transition to the new IEP document and format. Implementation of the new IEP document and platform will begin July 1, 2022.

POLICY REVISIONS

Policy 3160 – Transfer of Funds – Revision – Dr. Dietter presented Policy 3160 – Transfer of Funds. The committee did discuss the policy and at this time the only change being made is that we will need to provide a written explanation of the aforementioned transfer to the town's legislative body.

Following a motion by Eric Carlson and a second by Kristen Giantonio

Approval of the **Policy 3160 – Transfer of Funds – Revision PASSED UNANIMOUSLY** with nine (9) Commissioners (Carlson, Dube, Giantonio, O'Brien, Pons, Sklenka, Vibert, Wadowski, and Wilson) in favor of the motion.

Regulation 5132 – Dress and Grooming – Information - Dr. Dietter presented information regarding Regulation 5132 – Dress and Grooming. The policy has been revised, updated, and passed at a previous meeting. We have done our due diligence and updated the regulation associated with the policy. The revised regulation has been shared with the subcommittee.

NEW BUSINESS - There was no new business to come before the Board.

BUILDING REPORTS

BAIMS Update (aka known as MBIAMS Update)

Dr. Dietter provided the Memorial Boulevard Intradistrict Arts Magnet School Update and shared photos of the building's progress. The project is moving along on budget and on our established timeline. We are anticipating a turnover of the building for June 1, 2022. The addition to the back of the building that will be the gymnasium now has a roof on it. The walls are up and we are anticipating new windows to be delivered shortly. The majority of the windows have been installed on all exterior elevations of the building. Windows that are not in have purposefully held out to get large mechanicals and other items hoisted or craned into the building. Once that is complete we will install the remaining windows and begin interior work. There is a model classroom that is coming together on the 3rd floor. The flooring has been installed, the walls are in, most of the millwork is done and, the ceiling, lighting, etc are going in. The project is progressing nicely. Work continues with FF&E. We are finalizing equipment that will go into classrooms, furniture, technology, etc. We are in regular collaboration with the State regarding reimbursables and non-reimbursables and we continue to have a healthy contingency. Dr. Dietter shared that on October 16, 2021, there will be a celebration on the boulevard, sponsored by Bristol Parks and Community & Youth Services. They have invited the Board of Education and the constructors to participate. We will have a table set up with information regarding the program, enrollment, and FAQ's.

South Side HVAC Project

Tim Callahan provided an update on the South Side HVAC Project. There are a couple of issues, from Phase 1 there is water leakage from the units that have been installed. We are working with the manufacturer. It looks like it is a manufacturer leak and they will be coming out to look at it. We have some negative pressure on the unit as well. Allstate is now repairing where the leaks are and drawing air in. We will be shutting the system down on a Saturday, re-working it, which will be followed up with testing and balancing. We are moving along with Phase 2, the multipurpose room. The unit should be shipped and installed by the 29th.

INFORMATION/LIAISON REPORTS

Commissioner Sklenka shared a liaison report from Stafford School. The report has been shared via email with all commissioners.

VOTE TO CONVENE INTO EXECUTIVE SESSION *for the purpose of discussing:*

1. Superintendent's Evaluation

Following a motion by Eric Carlson and a second by John Sklenka

The Board of Education voted to **CONVENE INTO EXECUTIVE SESSION** for the purpose of discussing the Superintendent's Contract. (8:23 p.m.)

EXECUTIVE SESSION

PRESENT: Commissioners: Eric Carlson, Jennifer Dube, Kristen Giantonio, Thomas O'Brien, Shelby Pons, John Sklenka, Allison Wadowski, and Christopher Wilson

Executive Session was called to order at 8:33 p.m.

Dr. Carbone presented the Evidence of Effort of the goals set last year.

RECONVENE INTO PUBLIC SESSION

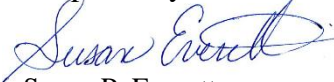
The Board of Education should reconvene into Public Session to take any votes on matters discussed in Executive Session.

ADJOURNMENT

There being no other business to come before the board and

Following a motion by Eric Carlson and a second by John Sklenka, the Board of Education meeting was adjourned. (9:15 p.m.)

Respectfully Submitted,



Susan P. Everett
Executive Secretary to the Board of Education