

## Regular Board template

Wednesday, October 1, 2008 7:00 PM

Board of Education Auditorium, 129 Church Street, Bristol, CT 06010

I. **Call to Order, Pledge of Allegiance, Moment of Silence**

II. **Bristol Business Education Foundation SMARTboard Check Presentation**

III. **Approval of Minutes**

IV. **Committee Reports**

V. **Consent Agenda**

V.A. Personnel

V.A.1. A-2 Resignations - Effective September 9, 2008:

V.A.2. Coaching Appointments

V.A.3. Volunteer Coaching Appointments

V.B. Grants

VI. **Public Comment**

VII. **Deliberated Items**

VII.A. Early Retirement Announcement Incentive for Teachers and Administrators

VII.B. Approval of the 403B Plan from Gatekeeper

VIII. **Old Business**

IX. **New Business**

X. **Building Committee Reports**

XI. **INFORMATION**

**Presenter:** Barbara Doyle

XII. **VOTE TO CONVENE INTO EXECUTIVE SESSION**

**Presenter:** Barbara Doyle

XIII. **RECONVENE INTO PUBLIC SESSION**

**Presenter:** Barbara Doyle

XIV. **Adjournment**

**Presenter:** Barbara Doyle

**BOARD OF EDUCATION**  
Bristol, CT  
**Regular Meeting – September 10, 2008**

The regular monthly meeting of the Bristol Board of Education was held on Wednesday, September 10, 2008, at 7:00 p.m., at the Board of Education Administration Building, 129 Church Street, Bristol, Connecticut.

**PRESENT:** Commissioners Jane E. Anastasio (arrived at 7:20), Margaret L. Bonola, Amy D. Coan, Barbara Y. Doyle, Julie M. Luczkow, Thomas P. O'Brien, Karen L. Vibert, Christopher C. Wilson; Philip A. Streifer, Superintendent of Schools, Susan Kalt Moreau, Deputy Superintendent of Schools, Steven DeVaux, Assistant to the Superintendent for Business, Anthony Malavenda, Human Resources Director and Clifford Block, Council Liaison to the Board of Education.

**EXCUSED:** Commissioner Sherry A. Turcotte

**CALL TO ORDER/PLEDGE OF ALLEGIANCE/MOMENT OF SILENCE:**

Chairman Doyle called the meeting to order at 7:05 p.m. and invited the audience to join her in reciting the Pledge of Allegiance.

**APPROVAL OF MINUTES:**

On motion of Commissioner O'Brien, seconded by Commissioner Vibert, it was unanimously

***VOTED: That the minutes of the August 20, 2008 regular meeting be approved as written.***

**PRESENTATIONS:**

Dr. Moreau presented Jean Andrews, Principal at Hubbell her with a retirement apple for her years of service to the Bristol Public Schools. We are doing the presentation publically because although Mrs. Andrews will officially retire in October, she will remain on until the end of the school year and because of what she has meant to the Literacy Program here in Bristol. Mrs. Andrews is an innovator; she has played such large role in the literacy success of our district. She was first trained Reading Recovery teacher, then as our teacher trainer, she trained all of the first grade teachers in our district. It was the beginning of elevating literacy instruction in our schools.

Marty Semmel, Principal at Bristol Central High School announced that Bristol Central has been recognized as a Vanguard School by the State Department of Education. They are one of three schools who will receive this award this year. This award validates the hard work of the entire Bristol Central community. In addition to the honor, they will receive at \$15,000 monetary prize to further implement their accountability plan. Congratulations to Bristol Central on a job well done!

Dr. Moreau acknowledged that both of our high schools are now State of Connecticut Vanguard schools. No other town in the State has that distinction.

**COMMITTEE REPORTS:**

**Personnel Committee:**

Commission O'Brien reported that the committee met last night to begin discussion with the teachers and they are optimistic that they will come to an agreement without having to go to mediation.

**CONSENT AGENDA**

Commissioner Luczkow asked that Consent Agenda Items 4.1.5 – Coaching Appointments and 4.1.6 – Volunteer Coaching Appointment be held. The items will be held out from the vote and placed under New Business for further discussion.

**PERSONNEL:**

**New Teacher Hires**

On motion of Commissioner O'Brien, seconded by Commissioner Vibert it was unanimously

***VOTED: That the Board of Education approve the following New Teacher Hires:***

*Linda Beaudoin – CTO – Instructional Support – Effective 8/25/08*  
*Stephen Carr – STAF – Grade 5 – Effective 8/25/08*  
*Danyell Ciccarelli – CHMS – Special Education – Effective 9/15/08*  
*Jennifer Gura – CTO – Literacy Teacher – Effective 8/25/08*  
*Nicole Machia – SSS – Kindergarten – Effective 8/25/08*  
*Amy Martino – MBMS – Psychologist – Effective 1/5/09*  
*Andrea Nadeau – JJJ – Psychologist – Effective 8/25/08*  
*Misty-Dawn Palaia – MTV – .5 Kindergarten – Effective 8/25/08*  
*Elizabeth Porter – CHMS – Science, grade 7 – Effective 8/25/08*  
*Michael Schleer – BCHS – Social Studies – Effective 8/25/08*

**A-2 Teacher Appointments**

On motion of Commissioner O'Brien, seconded by Commissioner Vibert it was unanimously

***VOTED: That the Board of Education approve the following A-2 Teacher Appointments:***

*Lisa Carroll – BEHS – Freshman Class Co-Advisor*  
*Patricia Coley – BEHS – Sophomore Class Co-Advisor*  
*Gina D'Amato – BEHS – Freshman Class Co-Advisor*

**Teacher Sixth Year Salary Credit – Effective September 1, 2008**

On motion of Commissioner O'Brien, seconded by Commissioner Vibert it was unanimously

***VOTED: That the Board of Education approve the following Sixth Year Salary Credits:***

*Maria Chora – CTO – Grade 5*  
*Diane Godbout – SSS – Special Education*  
*Ann Marie Mayer – MBMS – Language Arts*  
*Jennifer Michalek – CHMS – Math*  
*Matthew Stellmach – NEMS – Social Studies*

**Part Time Teacher Hired to Full Time Position**

On motion of Commissioner O'Brien, seconded by Commissioner Vibert it was unanimously

***VOTED: That the Board of Education approve the following Part Time Teachers Hired to Full Time Position:***

*Lyndsey Hazzard a .5 kindergarten teacher at Ivy Drive has been hired as a full time kindergarten teacher at Ivy Drive effective 8/25/08.*

*Diane Pratt a .5 kindergarten teacher at Jennings has been hired as a full time kindergarten teacher at Jennings effective 9/2/08.*

**GRANTS:****Project Aware Grant**

On motion of Commissioner O'Brien, seconded by Commissioner Vibert it was unanimously

***VOTED: That the Board of Education approve the Project Aware Grant.***

**PUBLIC COMMENT**

Monique Dillion – 302 Burlington Avenue. Mrs. Dillion addressed the board regarding the lack of busing for students living on Burlington Avenue. She is aware of the 2 mile policy, but her daughter has to walk from the top of Burlington Avenue to Bristol Eastern. Farmington Avenue is not safe. There are no crosswalks and the closest crosswalk is at Kentucky Fried Chicken. She was told that Bristol has the 2<sup>nd</sup> highest number of sexual predators in the state. She is worried about this as well. They have been taking turns driving them to and from school, but she is going back to work. There a bus in their area, but she was told that she would have a hard time getting a bus pass.

Dr. Streifer, informed Mrs. Dillion that there is a provision in the policy for the administration to review issues if there is a safety concern, but there is a process for the parent to go through for that review to take place. She should contact Mr. DeVaux and he will provide her with the necessary information.

Angela La Rue – 109 Cherryhill Drive. She has a child at Ivy Drive and a child at Northeast. She addressed the board regarding her safety issue on Stevens Street. No one pays attention to the crosswalks. She has left messages at various departments regarding the safety of the children on Stevens Street. On September 2<sup>nd</sup> she left messages at the Board of Education, Police Department and the Department of Public Works yet only after writing an email letter to the Mayor regarding her issues did she get a response. When she did speak with someone, she was told that there is no funding to connect sidewalks, but that the crosswalk would be painted. As of today, the crosswalk has not been painted. There is a lack of signage in that area, she would like to see signs similar to those at Jennings School. She wants to go through the proper channels to get her concerns addressed.

Dr. Streifer said that she was in the right place to voice her concerns. He would contact the Mayor's office and Public works to expedite any work that needs to be done.

Stacy Brown – 86 Daisy Circle. Mrs. Brown addressed the board regarding a busing matter. She was told at the beginning of the year that her bus stop would be 285 Candlewood. The bus never stops there; it stops at 291 or 391 Candlewood. She is not happy with the idea of her son being dropped off at a different location each day. She is unable to be at the bus stop all the time, and when she is there, the bus drops him off at different locations. Principal Scott Gaudet followed the bus recently, and witnessed the bus stopping at the incorrect bus stop, at the end of the street. She is concerned about her son's safety. Mrs. Brown also felt the bus was too crowded and needs an aide. She would like something done. Dr. Streifer told Mrs. Brown that her case had been reviewed, and she has not implemented what she needs to do as he outlined in his letter to her.

**DELIBERATED ITEMS****New Teacher Hiring overview for 2008-2009**

Anthony Malavenda, Human Resource Director reported on New Teacher Hiring for 2008-2009. A total of 37 new teachers have been hired, it was a productive hiring season. Mr. Malavenda thanked everyone involved. He feels that we have a good class of teachers. Discussion followed regarding shortage areas.

**457 Resolution**

Steven DeVaux, Assistant to the Superintendent for Business presented the 457 Resolution. The Board needs to authorize the Assistant to the Superintendent for Business to sign releases of ownership for retiree 457 accounts. As the owners of the account, the Board of Education must sign a release of ownership for the retirees to cash in their accounts.

On motion of Commissioner O'Brien, seconded by Commissioner Anastasio, it was unanimously

**VOTED:** *That the Board of Education approve the 457 Resolution with the necessary corrections.*

**SUPERINTENDENT REPORT****CMT-CAPT 2008 Results and Cohort Analysis**

Kris Irvine and Dr. Streifer presented the Results and Cohort Analysis to the Board. Based on the report, the goals for the district are as follows:

- Continue path focused on high achievement for *all* students
- Invest in continued professional development
- Maximize opportunities for all students to attend a rigorous four-year college program
- Hire the best, brightest and most diverse staff possible
- Communicate Successes and Needs with all City Boards and Community At-Large

There was a question and answer period that focused on writing scores, the Columbia Writing Project and what the districts' focus should be going forward.

**Enrollment Report**

At each Commissioners' place were enrollment numbers for the first, fourth and seventh day of school. Anthony Malavenda, Human Resource Director presented a preliminary enrollment report. The absentee rate on the first day of school was 4% for the elementary, 3% for Middle School and 4% for high school. On the fourth day of school there were no significant changes. Our seventh day enrollment indicated that Kindergarten enrollment is back up from a year ago. However, our K-5 numbers are down slightly from last year. Our class averages are very good. Our Middle School numbers are down slightly from last year and at the high school level we are down approximately 100 students from 2007-2008. The board will receive another report after the October 1 numbers are in, as they are a better snapshot of our actual enrollment, and they are the numbers that we use for State reporting.

**OLD BUSINESS:**

Commissioner Anastasio asked about the next Student Achievement committee meeting. Chairman Doyle stated that a date needed to be set. Commissioner Anastasio would like to refer Policy 5113.2 – Truancy/Attendance to the committee for review and discussion.

**NEW BUSINESS:****Consent Agenda Items**

Consent Agenda Items 4.1.5 – Coaching Appointments and 4.1.6 – Volunteer Coaching Appointments were pulled out of the Consent Agenda by Commissioner Luczkow for further discussion. Both appointments were pulled out because the applications were sparse. The applications look the same, even though one is coaching and the other is volunteer coaching. Neither of the applicants has any coaching experience nor the required permits and certifications.

These questions were referred to Ellen Benham, who was in the audience. Mrs. Benham explained that at the time the paperwork was submitted the permits and certification were pending. Cassie Stanz is now

**NEW BUSINESS: (con't)**

certified. She is teacher she has applied for her 5 year renewable coaching permit, she does have first aid and CPR. She has no coaching experience. There were two applicants for this position; young ladies, right out of college, no coaching experience but they played college level soccer. Commissioner Luczkow would like to see more information on the application sheet, explaining a little more about the applicant. Mrs. Benham continued, Mark Blasik is also very young. He is a volunteer coach. All of our volunteer coaches have to have the same certifications and procedures that our regular coaches possess. His permit and certifications are no longer pending. He did play college soccer and he played for Bristol Central, where he is a volunteer coach.

On motion of Commissioner Luczkow, seconded by Commissioner Vibert, it was unanimously

***VOTED: That the Board of Education approve the Coaching Appointments and the Volunteer Coaching Appointments.***

Commissioner Coan wanted to comment about the Connecticut State Sex Offenders Registry, as it had been mentioned in Public Comment. She recalls hearing on the radio that the three cities in Connecticut with the greatest number of sex offenders were Hartford, New Haven and Bristol. That story got picked up by the Associated Press, the radio, the television stations and the newspapers. It was reported incorrectly. Unfortunately, the correction did not get as much publicity. It should have been reported as Hartford, New Haven and Bridgeport which makes more sense. In Bristol the ratio is approximately 1 to 1000; it is not zero, but at least we are not one of the top three. The parent that brought it up was no longer in the audience, so if someone could let her know.

**BUILDING COMMITTEE REPORTS:****West Bristol Committee:**

Commissioner Wilson reported that he did not attend the last West Bristol committee meeting but he did receive a report from Roger Rousseau. The Architectural Committee members were given submissions to go and narrow then narrow it down to at least four of the most qualified firms that they are interested in interviewing. The Architectural Committee from both West Bristol and Forestville are going to try to meet the week of September 15<sup>th</sup> to go over the firms. A decision has to be made as to whether to go with one firm for the both projects or to pick separate firms.

This past Monday they did meet with a joint session committee of the City Council Real Estate Committee as a whole. The site selection will be placed on the September 24, 2008 Planning Commission Agenda.

**Forestville Committee:**

Commissioner O'Brien reported that their group has had similar activity. They met with the Council who voted unanimously to acquire the Crowell Property and proceed forward with the construction of the Forestville School. The process states the Planning Commission has to vote its approval, so they will also be on the September 24, 2008 Planning Commission Agenda.

Steven DeVaux stated it was wise of the Building Committees to adopt a parallel approach; that means while we moved to acquire the land, we also paralleled the architect so that they might arrive at the same time, so that we can proceed immediately forward upon approval of the RFP with the architect and the acquisition of land immediately into design to meet the date of June 2010 to keep us on a proper timeline.

**INFORMATION:**

There was not information to come before the board.

**CONVENE INTO EXECUTIVE SESSION**

There being no further business to come before the Board and

On motion of Commissioner Anastasio, and seconded by Commissioner Vibert it was unanimously

***VOTED: That the Board of Education convene into Executive Session for the purpose of discussing Teacher Negotiations, Student Expulsions and Special Education Litigation in the case of C.T. v. Bristol BOE. (8:23).***

**EXECUTIVE SESSION**

**PRESENT:** Commissioners Jane E. Anastasio, Margaret L. Bonola, Amy D. Coan, Barbara Y. Doyle, Julie M. Luczkow, Thomas P. O'Brien, Karen L. Vibert, Christopher C. Wilson; Philip A. Streifer, Superintendent of Schools, Susan Kalt Moreau, Deputy Superintendent of Schools, Steven DeVaux, Assistant to the Superintendent for Business, Anthony Malavenda, Human Resources Director and Clifford Block, Council Liaison to the Board of Education.

**EXCUSED:** Commissioner Sherry A. Turcotte

The Board of Education convened into Executive Session and the meeting was called to order. (8:40 p.m.)

Update on Teacher Negotiations by Commissioner O'Brien and Anthony Malavenda.

Student Expulsions Review by Susan Moreau

Settlement regarding C.T. v. Bristol BOE was reviewed.

No votes were taken.

**RECONVENE INTO PUBLIC SESSION**

On motion of Commissioner Luczkow, seconded by Commissioner Vibert it was unanimously

***VOTED: The Board of Education reconvene into Public Session to vote on any items discussed in Executive Session. (9:55 p.m.)***

**ADJOURNMENT:**

On motion of Commissioner Wilson, seconded by Commissioner Anastasio it was unanimously

***VOTED: That the Board of Education meeting be adjourned (9:55 p.m.)***

Respectfully Submitted:

*Susan P. Everett*

Susan P. Everett  
Executive Secretary

## **BRISTOL BOARD OF EDUCATION**

### **STUDENT ACHIEVEMENT COMMITTEE MEETING**

**Friday, September 19, 2008 – Minutes**

Present: Julie Luczkow, Barbara Doyle, Chris Wilson, Karen Vibert, Jane Anastasio, Ellen Benham, Denise Carabetta, Dominique Fox, Sue Moreau, Peter Blauvelt, Jodi Beauchamp

**The meeting was called to order at 1:03 p.m.**

1. Approval of the August 12, 2008 Student Achievement Committee minutes.

*On a motion by Commissioner Wilson and seconded by Commissioner Vibert, it was unanimously*

**VOTED: to approve the minutes of the August 12, 2008 meeting.**

2. Math Foundations Course – Information Item

Dominique Fox provided the committee with an overview of this course and explained why we do not have a formal curriculum. This course is taken by grade 9 students enrolled in algebra I who struggle with mathematics. Taught in a ‘skinny’ block [1/2 block], course content is intended to meet the needs of enrolled students by reinforcing foundational math skills and supporting their success in the algebra I class. Students are selected for this credit bearing course based on specific entrance criteria and permitted to cease enrollment when they meet proscribed exit criteria.

Ms. Fox will prepare an Executive Summary for Board members who were not present for this presentation.

3. Athletics – Information Items

- a. Gymnastics – A “Team of One” may include up to 3 athletes from a town who ask to compete with the team of another town when the sending town does not have a team of its own. There may be interest by 4 students to compete in girls gymnastics. Previously, Bristol had one student compete as a “Team of One” with Farmington High School. Mrs. Benham presented a cost analysis for the formation of a girls’ gymnastics team. None of these costs exist in the 2008-09 Board of Education budget. Committee members requested the Mrs. Benham prepare an actual estimate of the costs of a coach, transportation, gym usage fees, liability insurance, equipment, uniforms and officiating for the next meeting.
- b. South Windsor will be sending 3 girls to swim with Bristol Central again this year.
- c. St. Paul HS is sending 2 boys to swim with our team as a “Team of One”.
- d. Boy’s volleyball update: Bristol Eastern will have their first season of Varsity volleyball this spring; Bristol Central will have a JV team beginning this spring.

- e. Request for Bristol Eastern High School Girls Basketball Team to travel to New Hampshire.  
The committee discussed this trip in accordance with its revised Field trip Policy. As this trip is not a part of the regular season or post-season invitational, the trip does not meet the criteria to participate.

*On a motion by Commissioner Wilson and seconded by Commissioner Vibert, it was unanimously*

**VOTED: to communicate with Bristol Eastern High School Girls Basketball Coach Tony Floyd that his proposed trip to Nashua, NH does not conform to the Bristol Board of Education Field Trip policy and therefore, neither he nor the members of the Girls Basketball Team may travel to Nashua, NH for the Girls Basketball Jamboree/Scrimmage.**

4. Review of legislative changes regarding Policy 5131.911 – Students: Hazing – Bullying  
Committee members requested time to consider these changes.

Having no other business,

*On a motion by Commissioner Doyle and seconded by Commissioner Vibert, it was unanimously*

**VOTED: to adjourn at 3:27 p.m.**

**The next meeting of the Student Achievement Committee is scheduled for October 14, 2008 at 1:00 p.m.**

**Respectfully submitted:**

*Susan Kalt Moreau*  
Susan Kalt Moreau, Ph.D.