

Board of Education Regular Meeting

Wednesday, November 5, 2008 7:00 PM

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

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

2. **Approval of Minutes**

3. **Committee Reports**

4. **Consent Agenda**

4.1. Personnel

4.1.a. Administrative Hire

4.1.b. New Teachers Hired

4.1.c. Request for an Unpaid Leave of Absence

4.1.d. Certified Personnel Who Have Attained Tenure

4.2. Grants

4.2.a. Bilingual Education Grant

4.2.b. School Readiness Grant

4.2.c. AT&T High School Success Grant

5. **Public Comment**

6. **Deliberated Items**

6.1. October 1 Enrollment Count for the 2008-2009 School Year

6.2. Quarterly Financial Report

Presenter: Steve DeVaux

7. **Policy Revision**

7.1. Policy Elimination - Policy 6130 - Organizational Plan

7.2. Policy Revision - #5131.911 - Students - Hazing - Bullying - First Reading

8. **Old Business**

9. **New Business**

10. **Building Committee Reports**

11. **Information**

Presenter: Barbara Doyle

12. **Vote to Convene into Executive Session for the purpose of discussing:**

Presenter: Barbara Doyle

13. **Reconvene into Public Session**

Presenter: Barbara Doyle

14. **Adjournment**

Presenter: Barbara
Doyle

BOARD OF EDUCATION
Bristol, CT
Regular Meeting – October 1, 2008

The regular monthly meeting of the Bristol Board of Education was held on Wednesday, October 1, 2008, at 7:00 p.m., at the Board of Education Administration Building, 129 Church Street, Bristol, Connecticut

PRESENT: Commissioners Jane E. Anastasio, Margaret L. Bonola, Amy D. Coan, Barbara Y. Doyle, Julie M. Luczkow, Thomas P. O'Brien, Sherry A. Turcotte, 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

Call to Order, Pledge of Allegiance, Moment of Silence

Chairman Doyle called the meeting to order at 7:06 p.m. and invited the audience to join her in reciting the Pledge of Allegiance. A moment of silence was observed for Charlotte Aston a teacher from September 1958 to June 1979.

Bristol Business Education Foundation SMARTboard Check Presentation

Jeanine Audette was present to represent the Board of Directors of the Bristol Business Education Foundation. Last year the Business Education Foundation presented the Board of Education, \$18,000 to fund the Middle School Robotics program. That program resulted in the first Middle School Robotics Competition which was a great success. This year the foundation is donating \$25,000 to the Board of Education earmarked towards the purchase of SMARTboards. The foundation Board has voted once again to support the SMARTboard initiative through their 2008-2009 fundraising efforts. The impact this technology has made in the classroom has made it a priority of them. The Foundation will also allocate at least \$10,000 to fund the mini grant program which this fall will be open to Administrators, Professional Staff and Teachers. The grants will be used to fund innovative programs and projects that focus on improving student mastery of targeted content areas.

Mrs. Audette also wished to acknowledge the retirement of Robert Messier. Mr. Messier is retiring as CEO of Valley Bank and has stepped down as the Chairman of the Board of Directors of the Foundation. On behalf of the school system, she would like to publically thank him for his generosity and commitment to the Bristol Public School System.

Approval of Minutes

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

VOTED: That the minutes of the September 10, 2008 regular meeting be approved as written.

Committee Reports

Student Achievement – Commissioner Luczkow reported that the committee met on September 19, 2008. Dominique Fox provided the committee with an overview of the Math Foundations course. This course is taken by Grade 9 students enrolled in Algebra I who struggle with mathematics. Mrs. Benham provided the committee with informational items on a variety of athletic subjects. The next scheduled meeting is October 14, 2008 at 1:00 p.m. Commissioner Luczkow also reminded Commissioners that the Unified Soccer Tournament is being held at Bristol Central on Wednesday, October 15, 2008. The parade of athletes will begin at 3:00 p.m. Commissioners' attendance would be greatly appreciated.

Committee Reports (con't)

Communications & Community Relations – Commissioner Vibert noted that the committee has not met, but a meeting is set up for October 7, 2008 at 6:30 p.m. in Room 34.

Operations – Commissioner Coan reported that the committee met on September 17, 2008 and voted to approve the addition of the Greene Hills Playscape Superdome.

Personnel – Commissioner O'Brien reported that the committee has been meeting with Teachers regarding negotiations. Progress is being made.

Consent Agenda

A-2 Resignations – Effective September 9, 2008:

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

***VOTED: That the Board of Education approve the following A-2 Resignations – Effective 9/9/08:
John Abucewicz – BCHS – Musical Director (2nd Semester Only).***

Coaching Appointments

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

***VOTED: That the Board of Education approve the following Coaching Appointments:
Linda Edwards – Girls Volleyball Coach – MBMS, effective 9/23/08;
Eric Steinfeld – Girls Soccer Coach – NEMS, effective 9/10/08;***

Volunteer Coaching Appointments

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

***VOTED: That the Board of Education approve the following Coaching Appointments:
Addison Fasolo – Boys Soccer Program – BEHS, effective: 9/12/08;
Anthony Julius – Football Program – BEHS, effective 9/1/08;***

Grants

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

***VOTED: That the Board of Education approve the following Grants:
Adult Education Grant;
Carl D. Perkins Career & Technical Education Act of 2006;
Consolidated Federal Grant;
Consolidated State Grant;
Fruit and Vegetable Grant for O'Connell School;
Homeless Children and Youth Grant;
Interdistrict Cooperative Grant – Adventures in Peace Making and Diversity;
Women & Girls/Main Street Foundation Grant;***

Public Comment

No members of the public wished to address the Board.

Deliberated Items

Early Retirement Announcement Incentive for Teachers and Administrators:

Mr. Malavenda presented the early retirement incentive for teachers and administrators. The Board of Education will offer a \$1,000 stipend to any teacher or administrator who submits a letter no later than 4:00 p.m., Monday, November 17, 2008 indicating retirement, effective on or after June 30, 2009 and before February 1, 2010. The teacher or administrator must retire on or after June 30, 2009 and before February 1, 2010 to receive this stipend. Anyone retiring prior to June 30, 2009 will not be eligible for the stipend.

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

VOTED: That the Board of Education approve the Early Retirement Announcement Incentive for Teachers and Administrators.

Approval of the 403B Plan from Gatekeeper

Steven DeVaux presented the Approval of the 403B Plan from Gatekeeper. Mr. DeVaux explained that new rules promulgated by the IRS last year requires Board of Educations to be agents for 403B plans, formally held by individuals. Bristol Board of Education engaged GateKeeper as the Third Party Administrator for the purpose of design and implementation for the Bristol Board of Education. CASBO looked into this for three months, and selected Gatekeeper because it is an independent gatekeeper. The plan is offered to all employees of the Board of Education.

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

VOTED: That the Board of Education approve the 403B Plan from Gatekeeper.

Old Business

There was no old business to come before the Board.

New Business

There was no new business to come before the Board

Building Committee Reports

Forestville Building Committee

Commissioner O'Brien reported that the Forestville building project is moving forward. The Council and the planning Commission unanimously voted to approve the site for the new school. The committee has met and reduced the potential architects down to four. Each company will need to come back with their fee schedule. It is probable that they will be selecting an architect very soon.

West Bristol Building Committee

Commissioner Wilson reported that their committee has met quite a bit recently, and at one of those meeting they narrowed down their potential architect selection to four. Each firm will be getting back to them with their fee information. The Planning Commission rejected the Scalia site at their September 24, 2008 meeting. The Committee met tonight to discuss a possible new site. They will be asking City Council to consider this new site. If passed, it will then be referred to the Planning Commission. Councilman Block clarified that the City Council has not yet denied the Scalia site. They would have to vote down or reject the Scalia before they approve or refer another site.

INFORMATION

Commissioner Turcotte congratulated Edgewood School on the great float they had in the Mum Parade. Their float received the Mayor's Award.

VOTE TO CONVENE INTO EXECUTIVE SESSION

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

VOTED: That the Board of Education vote to convene into Executive Session for the purpose of discussing Teacher Negotiation and Student Expulsions (7:25 p.m.).

EXECUTIVE SESSION

PRESENT: Commissioners Jane E. Anastasio, Margaret L. Bonola, Amy D. Coan, Barbara Y. Doyle, Julie M. Luczkow, Thomas P. O'Brien, Sherry A. Turcotte, 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

Executive Session was called to order (7:35 p.m.)

There was discussion of student expulsions.

An update of Teacher Negotiations was given.

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. (8:30 p.m.)

ADJOURNMENT:

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

VOTED: That the Board of Education meeting be adjourned. (8:30 p.m.)

Respectfully Submitted:

Susan P. Everett

Susan P. Everett
Executive Secretary

DRAFT

**Bristol Board of Education
Bristol, Connecticut**

Communications and Community Relations Committee

October 7, 2008 Minutes

Present: Karen Vibert, Sherry Turcotte, Peg Bonola, Barbara Doyle, Rich Gagliardi, Gail Gilmore, Sue Moreau

The meeting was called to order at 6:30 p.m.

On a **MOTION** by Commissioner Bonola and seconded by Commissioner Turcotte, it was unanimously **voted** to:

Approve the Minutes from the February 27, 2008 Communications and Community Relations Committee meeting.

Jeanine Audette, School-Business/Mentor/Community Coordinator was introduced. Mrs. Audette distributed information about a possible promotions DVD to be created for the school district. The 5 minutes DVD would be distributed to realtors and businesses to inform people relocating to this area about the schools and the cultural and environmental benefits of living in Bristol.

Mrs. Audette shared initial ideas for the community newsletter intended to be mailed to all residences in Bristol.

Feedback from the website survey completed by parents at spring conferences was discussed. Commissioner Vibert collated the responses and this feedback will be shared with school technology leaders for potential website improvements.

Mr. Gagliardi shared data on the usage of our websites for the month of September.

Having no other business,

On a MOTION by Commissioner Turcotte and seconded by Commissioner Bonola, the meeting was adjourned. [7:30]

Respectfully submitted:

Susan Kalt Morzau

Susan Kalt Moreau, Ph.D.

Deputy Superintendent of Schools

**BRISTOL BOARD OF EDUCATION
STUDENT ACHIEVEMENT COMMITTEE MEETING
October 14, 2008**

DRAFT of Minutes

Present: Barbara Doyle, Jane Anastasio, Ellen Benham, Marty Semmel, Denise Carabetta, Sue Moreau, Everett Lyons, Chris Wilson

Excused: Julie Luczkow

One parent was present.

Meeting began at 1:30 p.m.

1. Approval of the minutes of the September 19, 2008 Student Achievement Committee minutes.
On a motion by Commissioner Wilson and seconded by Commissioner Anastasio, it was unanimously

VOTED: to approve the minutes of the September 19, 2008 meeting.

2. Gymnastics

This is a follow-up to last month's discussion. Mrs. Benham reviewed budgets. Costs include the coach's salary, rental of facility, transportation for practice and meets, equipment/uniforms, and officials.

- Farmington Valley - \$11,146.33
- Family Center – \$12,722.33
- Gymnastics Unlimited - \$11,521.89
- New England Gymnastics Express – waiting for rental cost

Mrs. Benham discussed the co-option but there are no teams able to coop at this time. This is not an option at this time.

Per the CIAC, the girls could go to Farmington High School; transportation would have to be provided out-of-town; there would have to have an adult on the bus and this cannot be a volunteer coach; the girls would be coached by Farmington Coach and train with Farmington students. So, the cost would include transportation, a coach, rental, equipment/uniforms.

There are four girls from BEHS wanting to form a gymnastics team.

There was discussion about the cost of adding a gymnastic team. One student has been competing as a team of one. Four is the number that requires a team, so four girls cannot be a team of one. At this time, we do not have any extra funds to add a sport.

3. Coordination of handbook language regarding attendance

There was discussion about co-curricular activity participation. Both high schools have the same language in the handbooks. BCHS has an additional statement for student athletes.

There was discussion about class cuts. Currently, the teacher's syllabus describes the consequences of class cuts. Commissioner Anastasio stated that final grades should not be affected by discipline for tardiness. There are high school teachers who deduct points from grades for unexcused absences and tardies. Commissioner Anastasio feels that points should not be deducted from grades for tardiness to class. Commissioner Wilson asked if doing this would affect class management. Marty Semmel discussed the tardiness policy put in place by the Governance Council at BCHS; so far, it has been working, however, all teachers need to buy in to this. Everett Lyons stated that he is not wedded to the point deduction system. Sue Moreau asked if Marty Semmel could collect some data on how this new system is working. Commissioner Wilson asked if Everett Lyons and Marty Semmel would collect information at the end of the first marking period, (1) how many teachers deduct points from the final grade, (2) what is the range of points deducted from the grade, and (3) how many students were impacted by a deduction of points from the grade. Data will need to be shared at the November Student Achievement committee meeting.

4. Policy and Regulation 5113.2: Students - Truancy

This will be on a later agenda after the above described data is collected and reported.

5. Policy 6130 – Organization Plan

The policy was reviewed.

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

VOTED: to send this policy to the full Board with a recommendation to eliminate this policy.

6. Policy and Regulation 5131.91: Students – Hazing – Bullying

There was discussion about the new legislation and the need for this policy. By February 1, the school district has to submit a revised policy incorporating the new legislative requirements. This has to be in policy by January 1.

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

VOTED: to send this policy to the full Board for a first reading at the November meeting with reservation and need for further discussion.

Commissioner Anastasio asked that the following items be placed on the next agenda.

- Policy 6145 - Invite the middle school principals and JoAnn Thomas regarding co-curricular eligibility
- Middle School update

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

VOTED: to adjourn at 2:50 p.m.

Respectfully submitted:

Denise D. Carabetta
Denise D. Carabetta

BOARD OF EDUCATION
Bristol, Connecticut

TENURE ELIGIBILITY LIST

Certified professional personnel who became eligible for continuing contract status (tenure) during the period of September 1, 2007 through September 1, 2008 are listed below.

Bristol Central High School

Effective Date

Cassie Becce – Math	6/30/08
Monika Frant– Math	6/30/08
Sarah Ramsey – Science	6/30/08

Bristol Eastern High School

Priscilla Arcamone – Math	6/30/08
Michael Archangelo – Physical Ed	6/30/08
Stephen Brookes - Music	6/30/08
Michael Coderre – Music	6/30/08
Laurie Gammons – Math	1/31/08
Allen Grunerud – English	6/30/08
Michael Higgins – English	6/30/08
Thomas Lavoie – Social Studies	6/30/08
Erin Park - Spanish	12/31/07
Joanne Peluso – English	6/30/08
John Stavens – Social Studies	1/31/08
Jennifer Tulacro – Guidance	6/30/08
Melanie Vetrano – Science	6/30/08

Chippens Hill Middle School

Sarah Bradanini – Technology Ed.	1/31/08
Kimberly Nettleton – Science	6/30/08
Brian Troccoli – Art	6/30/08
Taloria Vance – Language Arts	10/31/07

Memorial Boulevard Middle School

Isabel Imfeld – Science	6/30/08
-------------------------	---------

Northeast Middle School

Susan Linz – Language Arts	6/30/08
Ingrid Scalise - Social Studies	6/30/08

Bingham School

Shannon Lindberg – Kindergarten	6/30/08
---------------------------------	---------

Edgewood School

Jennifer Labbe – Grade 2

Effective Date

6/30/08

Greene-Hills School

Amy Dillon – Grade 3

6/30/08

Elizabeth Girard - Kindergarten

6/30/08

Danielle Lathrop - Grade 5

6/30/08

Julie Scirpo - Pre-K

6/30/08

Ellen P. Hubbell School

Tara Salvadori – PreK

6/30/08

Ivy Drive School

Linda Nettleton – Grade 4

6/30/08

Mary Rustico – Grade 3

6/30/08

John J. Jennings School

Scott Ruel – Grade 4

6/30/08

Mountain View School

Holly Caruso - Kindergarten

6/30/08

Kathryn Dickman – PreK

6/30/08

Polly Geda – PreK

6/30/08

Ellen Lagassie – Grade 2

6/30/08

Clara T. O'Connell School

Ella Boulli – Grade 4

6/30/08

Kevin Browning – Grade 5

6/30/08

Kara Gonzalez – Kindergarten

6/30/08

Karen Hurlbert – Grade 5

6/30/08

Paula Lodovico – Kindergarten

6/30/08

Gale McGrail - Grade 3

6/30/08

Tina Monteleone – Grade 4

6/30/08

South Side School

Kathryn Wollenberg – Grade 3

12/31/07

Stafford School

Neil O'Rourke – Grade 5

12/31/07

Alan Theriault – Grade 3

6/30/08

Citywide

Allison Kelly - Music - GH/STAF

6/30/08

Karen Pileski – Art - CAB/JJJ

6/30/08

Special Education

Paige Flint – CAB – Psychologist

Margaret Shapleigh - STAF - Autism

Mary Sirianni – .5 EPH

Sandra Sylvester – STAF – Pre-K

Effective Date

4/30/08

10/31/07

6/30/08

6/30/08

Administrators

Catherine Carbone - CHMS - Principal

6/30/08