

## Regular Board template

Wednesday, January 7, 2009 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. Sixth Year Salary Credit

4.1.b. Coaching Resignations

4.1.c. Coaching Appointment

4.2. Grants

4.2.a. School Readiness Grant

5. **Public Comment**

6. **Deliberated Items**

6.1. Preliminary Calendars for 2009-2010 and 2010-2011 (First Presentation)

**Presenter:** Anthony Malavenda

7. **Old Business**

8. **New Business**

9. **Building Committee Reports**

10. **Information**

**Presenter:** Barbara Doyle

11. **Vote to Convene Into Executive Session**

**Presenter:** Barbara Doyle

12. **Reconvene Into Public Session**

**Presenter:** Barbara Doyle

13. **Adjournment**

**Presenter:** Barbara Doyle

**BOARD OF EDUCATION**  
Bristol, CT  
**Regular Meeting – December 3, 2008**

The regular monthly meeting of the Bristol Board of Education was held on Wednesday, December 3, 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 (left at 8:00 p.m.), 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 7:01 p.m. and invited the audience to join her in reciting the Pledge of Allegiance. A moment of silence was observed for Marion Burns a longtime Elementary Teacher at South Side School.

**All East Band and Chorus Selections**

JoAnn Thomas, Music Department Head, was present to introduce Michael Coderre and Stephen Brookes, Choir and Band Directors at Bristol Eastern High School. Mr. Coderre and Mr. Brookes introduced two students from Bristol Eastern who have been selected for the All East Band and Chorus. Mr. Brookes explained the arduous road to the All Eastern Selection. Every two years the National Committee (Music Educators National Conference) puts together an All Eastern Level Music Festival. The committee has members from the following states: Connecticut, Districts of Columbia, Maryland, New Hampshire, New York, Rhode Island, Delaware, Maine, Massachusetts, New Jersey, Pennsylvania and Vermont. A student must make All State in their state before being considered for All East, and because this selection occurs every other year, it increases the level of competitiveness. Two years ago, Bristol Central had a student Nick Talotta make All Eastern. He is now studying music at the University of Miami. It is tremendous honor to have three students selected in two rounds of All Easterns.

Jacob Humerick has been selected to the All Eastern Band. Jacob is the current Band President at Bristol Eastern, he is a four year member of the award winning Jazz band. He has been selected for three years for of the Northern Regional Band and Orchestra, and two years to All State.

Andrew Degan has been selected to the All Eastern Chorus. Andrew is currently the vocal Jazz Coir President, he is also a member of Madrigal Singers. A four year member of the Jazz band and is also the drum major of the marching band. He has made Northern Regions all four years and made All State for three years.

The All East Concert will take place in March in Providence, Rhode Island.

Dr. Streifer reiterated what an amazing accomplishment this selection is for Andrew, Jacob and the district. He congratulated them again.

Council Liaison Cliff Block thanked the students on behalf of the City of Bristol.

The Bristol Eastern Holiday Concert will take place on Thursday, December 18, 2008 at 7:00 p.m. in the Bristol Eastern Auditorium.

## **Approval of Minutes**

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

***VOTED: That the minutes of the November 3, 2008 Regular Meeting be approved as written.***

## **Committee Reports**

**Student Achievement** – Commissioner Luczkow reported that the committee met on November 21, 2008. Two new curriculums in the high school business department were presented. They will appear later on the agenda. The committee also received reports on proposed school calendars, middle school co-curricular activities, attendance guidelines at the high schools and the middle school FLEX program.

**Operations Committee** – Commissioner Coan reported that the committee met last night and discussed a sidewalk waiver on Dorothy Road.

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

***VOTED: That the Board of Education place the sidewalk waiver for Dorothy Road on tonight's agenda.***

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

***VOTED: That the Board of Education deny the sidewalk waiver on Dorothy Road.***

**Communications & Community Relations** – Commissioner Vibert reported that Volume One of "Spotlight on Education" newsletter is complete. It will appear in The Observer on Friday. Commissioner Vibert thanked Jeannie Audette and Michael Consonni for their hard work and dedication in putting the newsletter together. It is a great first edition at a nominal cost. She also thanked the The Observer for their help.

**Personnel** – Commissioner O'Brien reported that the board will be meeting later to discuss the teacher contract which has been approved by the BFT. It will be submitted to the Board and will be voted upon following Executive Session

## **Consent Agenda**

### **New Administrator Hire Effective on or before December 15, 2008**

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

***VOTED: That the Board of Education approve the following New Administrator Hire:***

***David Huber – Assistant Principal – O'Connell School – Effective on or before December 15, 2008***

### **Teacher Retirements Eligible for the Early Announcement Incentive**

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

***VOTED: That the Board of Education approve the following Teacher Retirements Eligible for the Early Announcement Incentive:***

***Peter Blum – BCHS – English – Effective June 30, 2009***

**Teacher Retirements Eligible for the Early Announcement Incentive (con't)**

*Diane Brooks – CTO – Grade 2 – Effective June 30, 2009*  
*Charlene Bugnacki – BEHS – Special Education – Effective June 30, 2009*  
*Tina Della Bernarda – Citywide – Elementary Math Specialist – Effective June 30, 2009*  
*Ann Garrity – CTO – Grade 2 – Effective June 30, 2009*  
*Gregory Jahne – CHMS – Language Arts – Effective June 30, 2009*  
*Patricia Jandreau – MBMS – Language Arts – Effective June 30, 2009*  
*Kathleen Kempf – BEHS – Family & Consumer Science – Effective June 30, 2009*  
*MaryAnn Kowalczyk – STAF – Kindergarten – Effective January 30, 2009*  
*Dorothy Raviele – BCHS – Italian/French – Effective June 30, 2009*  
*Mark Redman – MBMS – Social Studies – Effective June 30, 2009*  
*Frederick Whitford – BEHS – Math – Effective December 31, 2009*

**Certified Request for an Unpaid Leave of Absence**

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

***VOTED: That the Board of Education approve the following Certified Request for an Unpaid Leave of Absence:***

*Allison Kelly – City Wide Music – Effective 1/5/09 through 6/30/09*

**Non-Certified Request for an Unpaid Leave of Absence**

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

***VOTED: That the Board of Education approve the following Non-Certified Request for an Unpaid Leave of Absence:***

*Ivette Scanlan – CTO – Paraprofessional 1/26/09 through 5/8/09*

**Coaching Appointment**

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

***VOTED: That the Board of Education approve the following Coaching Appointment:***

*Iris Powell – Cheerleading Coach – Memorial Boulevard M.S.*

**Appointments Under the Athletic A-2 Schedule for the Winter 08-09 School Year**

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

***VOTED: That the Board of Education approve the following Appointments Under the Athletic A-2 Schedule for the Winter 08-09 School Year:***

*Girls' Basketball – Anthony Nocera – Bristol Central*  
*Boys' Basketball – Jason Stafford – Bristol Eastern*  
*Indoor Track & Field – David Jackman – Bristol Eastern*

**Administrator Introduction**

Dr. Streifer introduced and welcomed David Huber. David is the new Assistant Principal at Clara T. O’Connell School. David is currently a Grade 5 teacher at Smith Elementary School in New Britain. Prior to that, he spent time in an administrative internship in Wethersfield and he also taught Grades 4 and 5 for several years at the Charles Wright Elementary School in Wethersfield. We are looking forward to having David join our team.

**Schedule of Board of Education Meetings for the 2009 Calendar Year**

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

***VOTED: That the Board of Education approve the Schedule of Board of Education Meetings for the 2009 Calendar Year.***

**Grants**

**Continuing Grant from the United Way of West Central Connecticut**

The United Way has continued funding \$15,000 for half of the salary of the Coordinator for the “Kids in the Middle” program at Chippens Hill Middle School, the remainder of this salary is paid through another grant. This program engages students in volunteer activities throughout the school and our community.

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

***VOTED: That the Board of Education approve the Continuing Grant from the United Way of West Central Connecticut.***

**School Improvement Grant**

Recently, the State Department of Education designated Bristol “Supported School District” Status as part of their *No Child Left Behind* assistance model. As part of that designation O’Connell will become a demonstration school for school improvement. It is an ideal school, given it is the only school in Connecticut to have twice been removed from the No Child Left Behind List. They will be working in the school with technical assistance for data teams and Mr. Audette will also be assigned an Executive Coach. Hopefully, we will get interesting feedback from this work. We will be provided funding to cover substitute teachers and other related expenses.

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

***VOTED: That the Board of Education approve the School Improvement Grant.***

**Public Comment**

No members of the public wished to address the Board.

**Deliberated Items**

**Curriculum Revision: Business Management:**

Dr. Richard Gagliardi presented the curriculum revision for the Business Management course. A team of business teachers from both high schools have revised the Business Management curriculum. Business Management is an elective class available to students in grades 9-12.

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

**Curriculum Revision: Business Management (con't)**

***VOTED: That the Board of Education approve the Curriculum Revision for the Business Management Course.***

**High School Course Proposal: Video Production Techniques:**

Dr. Richard Gagliardi presented the High School Course Proposal entitled Video Production Techniques. The Engineering & Technology Departments at both high schools are proposing a new course within their curricular offerings. If approved, Video Production Techniques will be offered as an elective to students in grades 9-12.

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

***VOTED: That the Board of Education approve the High School Course Proposal entitled Video Production Techniques.***

**2009-2010 Program of Studies:**

Each year the Program of Studies needs to be adopted by the Board of Education prior to copying and distribution to students. Each year it is the responsibility of one of the high school principals to work with members of the Office of Teaching and Learning, Department Coordinators and city-wide coordinators to determine the program of study for the upcoming school year. Both high school principals work collaboratively to review the suggested changes and to determine the final contents of the Program of Studies. This year Dr. Semmel, Principal of Bristol Central High School, is responsible for the development of the 2009-2010 Program of Studies.

Following Dr. Semmel's presentation, and discussion regarding credits received for college courses taken by students and

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

***VOTED: That the Board of Education approve the 2009-2010 Program of Studies.***

**Affirmation of the Superintendent's Decision to Join CCJEF**

The Superintendent of Schools recently joined the Connecticut Coalition for Justice in Education Funding (CCJEF) case on behalf of the Bristol Board of Education. CCJEF has taken a law suit against the State of Connecticut over the manner in which schools are funded. The basis of the CCJEF case is that education is severely underfunded in Connecticut school districts, particularly urban ones. Similar cases in many other states have held for the plaintiffs causing states to change their education funding formulas resulting in additional monies provided poorer school districts. Since the CCJEF case will likely not be class action, only member districts will benefit as has been the case elsewhere including New Jersey. Thus, it is important for the Bristol Public Schools to be a member.

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

***VOTED: That the Board of Education Affirm the Superintendent's Decision to Join CCJEF.***

Commissioner Vibert thanked Dr. Streifer for all of his work on this issue.

**Budget/Cafeteria Report**

Steven DeVaux presented the Budget and Cafeteria Report for the District. Food prices have begun to recede, but not as fast as they increased. Free and Reduce Lunch requests continue to grow daily. We are under-funded about 10 cents per free and reduced lunch. Participation in the overall program remains constant.

## Superintendent's Report

### Strategic School Profile Report

Each year, the State Department of Education compiles Strategic School Profile reports for the district and each school within the district. The profiles report data on student performance, expenditures, and school programs. Attached is the District profile. Included in the profile are comparisons between Bristol, our District Reference Group (DRG=G) and the State.

Highlights of the presentation included:

- Discussion followed regarding how our district has performed on the SAT's in recent years. The board has requested a comprehensive report on our performance to be presented at an upcoming meeting.
- Bristol Public School's student population continues to grow in ethnic and socio-economic diversity.
- Bristol's per pupil expenditure continues to fall below the DRG average.
- Bristol has **more teachers with Master's Degrees** and above than both the DRG and State.
- Bristol's **cumulative drop out rate** of 3.3% **is lower** than the state average and continues to decrease annually.
- Even with the challenges we face, **Bristol students are performing very well**
- Bristol students perform well on the Physical Fitness test with almost 50% of our students passing all four tests.
- On the Grade 8 CMT, Bristol students outperformed students in most towns in our DRG for mathematics, reading, writing, and science proficiency.
- On the Grade 10 CAPT, Bristol students outperformed students in almost every town in our DRG for mathematics, reading, writing, and science proficiency.

### District Accountability Report

Each school as well as the district annually develops an accountability report. The report is comprised of two sections:

#### 1. Tier I Report

- a. Provides demographic information regarding student population based on October 1st of the previous school year
- b. Reports on student performance towards the District Tier I indicators for the past school year.

#### 2. Tier II Report – the district and each school develops their own Tier II indicators that will contribute to the success of District Tier I indicators. Tier II's may be modified throughout the year as necessary.

- a. Provides results for Tier II indicators from the previous school year and
  - b. provides detailed information regarding newly developed Tier II indicators for the current school year
- District and School Accountability Reports are posted on the Bristol Public Schools' website in October of each school year. The District Accountability Report can be accessed through the "District Information" link. Each school report is located on their individual school website and can be accessed through the "Accountability Report" link on their school home page.

### 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 committee decided that one architect should not do both schools. No company is staffed to complete a project of this magnitude. Unfortunately based on cost of the bids that were submitted, the differential was quite large, and they rejected all four bids and asked the purchasing agent to go back to the four architects and ask them to re-bid the project.

Dr. Streifer updated the board that the concerns the committee had regarding the cost differential has been resolved. Dr. Streifer is confident that city council will approve this. Therefore we have decided to proceed with contract negotiations and to consummate a contract with their architect and those discussions are ongoing.

### **West Bristol Building Committee**

Commissioner Wilson reported that the committee had already selected an architect, DRA Associates, and that their big concern was how we were going to deliver the school. The committee wanted more information on hiring a Construction Manager, or doing the projects the way they have been done in the past. The committee was unsure whether they had the authority to make this decision or was it a decision to be made by the City. Steven DeVaux informed Commissioner Wilson that the committee has the authority to decide whether or not they will use a Construction Manager.

### **INFORMATION**

Chairman Doyle read a letter that was received by Paul Hyland, Unified Sports Coach from the Connecticut Special Olympics Organization. The Unified Sports Program has been selected Special Olympics because of their dedication to providing opportunities for our athletes. One athlete from our high school program whose perseverance and courage demonstrates the championship spirit that is synonymous with Special Olympics will receive the Spirit of Life Award on behalf of our team".

The letter goes on to thank Mr. Hyland for his assistance over the years. Congratulations to Mr. Hyland and the team on that honor!

### **VOTE TO CONVENE INTO EXECUTIVE SESSION**

On motion of Commissioner Coan, seconded by Commissioner Bonala, 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, Pending Claims and Litigation (8:57 p.m.).***

### **EXECUTIVE SESSION**

**PRESENT:** Commissioners Jane E. Anastasio, Margaret L. Bonola, Amy D. Coan, Barbara Y. Doyle, 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

**EXCUSED:** Julie M. Luczkow

Executive Session was called to order. **(9:15 p.m.)**

A report regarding two student expulsions was presented by Dr. Moreau.

A report regarding the provisions of the BFT contract was given by Commissioner O'Brien.

**EXECUTIVE SESSION (con't)**

A report was given regarding a claim and possible litigation.

**RECONVENE INTO PUBLIC SESSION**

On motion of Commissioner Anastasio seconded by Commissioner Coan it was unanimously

***VOTED: The Board of Education reconvene into Public Session to vote on any items discussed in Executive Session. (10:26 p.m.)***

**BFT Contract**

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

***VOTED: The Board of Education approve the Bristol Federation of Teacher's contract for 2009 to 2012.***

**Claims/Litigation**

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

***VOTED: The Board of Education authorize a settlement with T.H. not to exceed \$8,750.***

**ADJOURNMENT:**

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

***VOTED: That the Board of Education meeting be adjourned. (10:30 p.m.)***

Respectfully Submitted:

*Susan P. Everett*

Susan P. Everett  
Executive Secretary