

## Regular Board template

Wednesday, August 17, 2011 7:00 PM

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

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

2. **Election of Board of Education Officers**

3. **Approval of Minutes**

4. **Committee Reports**

5. **Consent Agenda**

5.1. Personnel

5.1.a. Administrator Resignation - Effective August 26, 2011

5.1.b. Administrator Hired

5.1.c. Teacher Resignations

5.1.d. New Teachers Hired - Effective August 29, 2011

5.1.e. A-1 Teacher Appointment - Effective August 29, 2011

5.1.f. A-2 Personnel Appointment Schedule for the 2011-2012 School Year

5.1.g. A-3 Teacher Resignations - Effective June 30, 2011

5.1.h. A-3 Teacher Appointments - Effective August 29, 2011

5.1.i. Sixth Year Salary Credit - Effective September 1, 2011

5.1.j. Part Time Teachers Hired for Full Time Position - Effective August 29, 2011

5.1.k. Coaching Resignations

5.1.l. Appointment of A-2 Athletic Personnel

5.2. Grants

5.2.a. ASQ Grant

5.2.b. Consolidated State Grant

6. **Public Comment**

7. **Deliberated Items**

7.1. Bristol Central Trip to Quebec

7.2. Student Accident and Sports Insurance - 2011-2012

7.3. Hartford Financial Group Grant through the Business Education Foundation.

7.4. Curriculum Revision

7.4.a. Advanced Placement World History  
Curriculum Revision (Second Presentation)

7.4.b. English Skill for Success and Mathematics  
Skills for Success (Second Presentation)

7.5. Policy Revisions

7.5.a. Policy 5131.911 - Bullying - First  
Presentation

7.5.b. Proposed Policy 6172.6 - Distance  
Education- Online Course - Second Presentation

7.5.c. Revisions to Policy and Regulations 6146  
- Graduation Requirements - Second Presentation

7.5.d. Revisions to Policy 6145.2 Co-Curricular  
and Extra Curricular Activities - Second  
Presentation

8. **Old Business**

9. **New Business**

10. **Building Committee Reports**

11. **Information**

12. **Vote To Convene Into Executive Session**

13. **Reconvene Into Public Session**

14. **Adjournment**

**BOARD OF EDUCATION**  
Bristol, CT  
**Regular Meeting – July 6, 2011**

The regular monthly meeting of the Bristol Board of Education was held on Wednesday, July 6, 2011 at 7:00 p.m., at the Board of Education Administration Building, 129 Church Street, Bristol, Connecticut.

**PRESENT:** Commissioners Margaret L. Bonola, Orlando J. Calfe, Jr., Barbara Y. Doyle, Thomas P. O'Brien (arrived 7:27 p.m.), Sherry Turcotte, Christopher Wilson; Philip A. Streifer, Superintendent of Schools, Susan Kalt Moreau, Deputy Superintendent of Schools, Dennis Bieu, Human Resources Director and Cliff Block, City Council Liaison

**EXCUSED:** Commissioners Amy D. Coan, Julie M. Luczkow , and Karen Vibert

**CALL TO ORDER, PLEDGE OF ALLEGIANCE, MOMENT OF SILENCE**

Chairman Doyle called the meeting to order at 7:04 p.m. and invited the audience to join her in reciting the Pledge of Allegiance. A moment of silence was observed for Paul Castolene former teacher and administrator and Jean Mizzell, secretary at Memorial Boulevard.

**APPROVAL OF MINUTES**

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

***VOTED: That the minutes of the June 1, 2011 Regular Meeting be approved as written.***

On motion of Commissioner Wilson seconded by Commissioner Turcotte it was unanimously

***VOTED: That the minutes of the June 7, Special Meeting be approved as written.***

**COMMITTEE REPORTS:**

**Student Achievement Committee**

Commissioner Wilson reported that the Student Achievement committee met on May 12, 2011. The committee reviewed the Electronic Device policy which is currently being waived at the high school. Favorable reports were given by both high school principals to continue the waiver; thus the recommendation of the committee is to continue the waiver of the Electronic Device policy and for the Committee to work on a permanent revision to the policy.

**Operations Committee**

Dr. Moreau reported that the Operations Committee met in June and discussed several items, one of which will appear later on the agenda; another is to serve as the project committee for the turf projects.

**CONSENT AGENDA**

Dr. Streifer asked that item 4.1.1 – Administrator Hired be held out and Commissioner Wilson asked that Item 4.2.4 - Interdistrict Cooperative Grant – Adventures in Peacemaking and Diversity 2011-2012 be held out for discussion.

**PERSONNEL:**

**Teacher Retirement Eligible for the Retirement Incentive Effective June 30, 2011**

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

***VOTED: That the Board of Education accept the following Teacher Retirement Eligible for the Retirement Incentive Eff. 6/30/11:***

***Patricia Coley – BEHS – Special Education***

**Teacher Resignations – Effective June 30, 2011**

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

***VOTED: That the Board of Education accept the following Teacher Resignations – Effective 6/30/11:***

***James Antonucci – BEHS – Music***

***Michael Drury – BCHS – Special Education***

**Part Time Teachers Hired for Full Time Positions**

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

***VOTED: That the Board of Education approve the following Part Time Teachers Hired for Full Time Positions:***

***Klaudia Sienko a .5 Spanish teacher at BCHS has been hired as .5 Spanish/.5 TESOL Teacher at NEMS.***

***Erin South a .5 Science Teacher at BEHS has been hired as a full time Science Teacher at MBMS.***

**A-1 Teacher Appointment – Effective July 1, 2011**

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

***VOTED: That the Board of Education approve the following A-1 Teacher Appointment – Effective July 1, 2011:***

***Sheri Amara – BCHS – Guidance Department Chair***

**Coaching Resignations**

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

***VOTED: That the Board of Education accept the following Coaching Resignations:***

***Anthony Carrier – Head Girls Soccer Coach – BCHS – Effective 6/1/2011***

***Jessica Covino – Assistant Girls Soccer Coach – BEHS – Effective 5/25/11***

**Grants**

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

***VOTED: That the Board of Education approve the following Grants:***

***Cub Corner Grant***

***O’Connell School FRC***

***South Side School FRC***

***Secondary School Reform – BCHS***

***Secondary School Reform – BEHS***

**Policy Manual Affirmation**

Each year, the Bristol Board of Education will affirm that the documents included in the manuals and on line are its policies.

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

***VOTED: That the Board of Education affirm its policies for the 2011-2012 school year.***

### **Reappointment to Plainville Area Cable Television Advisory Council**

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

***VOTED: That the Board of Education reappoint Dr. Richard Gagliardi to the Plainville Area Cable Television Advisory Council***

### **Item 4.2.4 - Interdistrict Cooperative Grant – Adventures in Peacemaking and Diversity 2011-2012**

Commissioner Wilson stated that the topic of grants came up at recent CREC meeting and one of the items discussed was were all districts receiving grant information or only certain districts. He is unfamiliar with the grant process; so he wanted to know how faculty and students in Bristol find out about grants that are available to them. Dr. Moreau explained that the district subscribes to the State Department of Education for grant notifications. Typically knowledge of grants is started in the Office of Teaching and Learning, and faculty is brought in as appropriate to the particular grant.

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

***VOTED: That the Board of Education approve the following Grant:***

### ***Interdistrict Cooperative Grant – Adventures in Peacemaking and Diversity 2011-2012***

### **Item 4.1.2 – Administrator Hired Effective August 1, 2011**

Dr. Streifer introduced Michael Dietter; a Special Education Supervisor who will replace Kathy Bourgault who recently retired. Mr. Dietter soon to be Dr. Dietter (anticipated in June 2012), is a doctoral student at Central Connecticut State University. He has a Master's of Science from Southern Connecticut State University, a Masters of Education from Leslie University and a Bachelors of Arts from Central Connecticut State University. For the past several years he has been the Director of Education at The Academy of Wheeler Clinic; prior to that he was the Educational Coordinator at Northwest Village School of Wheeler Clinic. Michael emerged after an extensive interview process, and the Board is pleased that he has chosen to join the Bristol Public School. On behalf of the Board, Dr. Streifer welcomed Mr. Dietter to the district.

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

***VOTED: That the Board of Education approve the following Administrator Hire – Effective 8/1/11 Michael Dietter – BOE – Supervisor of Special Education.***

### **PUBLIC COMMENT**

Jennifer Dess, 430 Fern Hill Road - addressed the Board regarding Middle School sports. She attended the last meeting to speak on behalf of middle school sports. This evening she was looking for an update. Dr. Streifer stated that we have not made changes to the recommendation regarding middle school sports. Despite the city savings that she recently read about in the paper, the Board of Education is independent of the City and the finance board, they have not indicated that they will send additional funds to the board. We did go to our unions and Local 2267 made concessions yet the others did not. Middle school sports will definitely be out next year. Ms. Dess questioned why we cannot utilize pay-to-play. Dr. Streifer expressed various reasons why that is not a viable solution for the district. But it is something that the Board may want to look into within the next year or so.

Tammy Cruz, 92 Pondview Lane - addressed the board regarding sports. She had several people sign a petition regarding sports; she wanted the Board to entertain pay-to-play. Dr. Moreau stated that we will still maintain intramural sports at the middle schools; we just will not have interscholastic play.

Bill Sweet, 24 Oakwood Circle - addressed the board regarding freshman sports. He is the varsity soccer coach at Bristol Eastern. Losing the middle school sports will hurt the program at the high schools. He was unclear as to which sports will or will not be dropped. Dr. Streifer commented that the district is in the process of a Title Nine review, so we have to be careful with what we drop so that we are not in violation. He is not prepared tonight to state what will and will not remain. Mr. Sweet concern is that the district would choose one sport over another. He wanted to know what the criteria will be in deciding what sports will remain. Dr. Moreau stated that one of the criteria used was looking at other schools in our conference to see if they had freshman teams for our teams to compete against. Dr. Streifer stated we will have more information in August.

Susan Holden, 112 Baldwin - addressed the board regarding middle school sports. She was concerned that the intramurals program would last a week or two, and that the games are not taken seriously. Once we know how much money we have, we will know what the program will look like. Mrs. Benham will be working on the program, and it will be different than it has been in the past. Mrs. Holden also suggested that the district look at pay-to-play.

Barbara Lozier, 205 Summer Street - addressed the board regarding sports. She attended the last meeting. She knew that the Board had gone to the unions, and she was aware that the teachers had given back; she knew what their contract looked like. She wanted to know if the administration had been asked to give concessions. Did they opt out? Did they offer to help? Dr. Streifer stated that all groups have been asked, or have had their salaries significantly reduced, or leveled out; keeping in mind that we are working with a two to three year time frame. So, not all groups have been asked right now, but that this is a staggered process based on when each contract concludes. Mrs. Lozier also asked whether the Board of Education has given back to the city the last three years. Dr. Streifer confirmed that we have given back a surplus to the city the last three years.

## **DELIBERATED ITEMS**

### **Report on Dress Down Days for the 2010-2012 School Year**

Dr. Moreau gave the report on Dress Down Days for the 2010-2012 School Year. The Board of Education agreed to waive the staff dress code for monthly dress down days that would benefit students and/or staff. This year staff donated a total of \$32,729.30.

### **Acceptance of the South Side School Roof Project as Complete**

Dr. Moreau gave the report on Acceptance of the South Side School Roof Project as Complete. The Operations Committee of the Board of Education served as the Building Committee for the South Side School Roof Project per City Ordinance. The Operation Committee accepted the project as complete at their June 6, 2011 meeting and has referred this recommendation to the full Board for consideration.

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

***VOTED: That the Board of Education accept the South Side School Roof Project as complete and direct Dr. Moreau to send a letter to the City Council, and Mayor Arthur Ward on behalf of the Operations Committee, serving as the South Side School Roof Project Committee, informing them of the acceptance of the South Side School Roof Project as completed and that the committee's work is complete and final paperwork for reimbursement has been filed with the Connecticut State Department of Education School Facilities Bureau.***

### **Bid Proposal for School Traffic Control Services for the Board of Education**

A Request for Proposal was issued to solicit proposals for School Traffic Control Services for the Board of Education. One proposal was received. A committee comprised of Karen Vibert, Roger Rousseau, Greg Boulanger and Dennis Bieu interviewed the firm. The firm G4S Secure Solutions was unanimously approved by the committee. The anticipated savings for the 2011-2012 school year is \$219,900.00.

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

***VOTED: That the Board of Education approve the selection of G4S Solutions for contract 2P11-111, for School Traffic Control Services for the Bristol Schools in the amount of \$203, 560.00.***

Discussion followed regarding the actual savings the Board will receive using this service over the next couple of years and the changes that will be made.

### **Textbook Adoption**

#### **Grade K, 2 and 4 Mathematics Textbook - Second Presentation**

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

***VOTED: That the Board of Education approve the Mathematics Textbook entitled enVisionMATH, published by Pearson for Grades K, 2 and 4.***

***Discussion followed regarding the need to purchase books at this time despite our financial shortfall.***

#### **Communication Skills for the 21<sup>st</sup> Century 1 & 2 – Second Presentation**

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

***VOTED: That the Board of Education approve the Communication Skills for the 21<sup>st</sup> Century 1 & 2 Textbook entitled Communication Works – Tenth Edition by Teri Kwal Gamble & Michael Gamble.***

### **Policy Revision**

#### **School Attendance Areas – Racial Imbalance Policy 5117.5 – First Reading**

Dennis Bieu, Director of Human Resources presented Policy 5117.5 – Racial Imbalance. When a school's minority population is 15 percentage points above or below the grade level [K-5, 6-8 ...] average; the State Department of Education notifies the district that they are in pending racial imbalance. When a school has a minority population that is at or exceeds 25% of that level's minority count, the District must complete a plan to ameliorate this imbalance. Part of that plan includes a Board policy regarding racial balance among its schools. O'Connell School has a minority population of 58.6% and the elementary level minority percentage is 32.85%.

On motion of Commissioner Wilson seconded by Commissioner Calfe it was unanimously

***VOTED: That the Board of Education waive the second reading of Policy #5117.5 - Racial Imbalance.***

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

***VOTED: That the Board of Education approve the Racial Imbalance Policy.***

### **Old Business**

There was no Old Business to come before the Board.

### **New Business**

A Special meeting of the Board of Education will need to be for Wednesday August 3<sup>rd</sup> to address the Racial Imbalance Report that will need to be submitted to the State and other items that will need to be address prior to our August 17<sup>th</sup> meeting.

There have been quality improvements that have occurred based on our administration. Commission Wilson would like a report to compare where we are administratively versus other districts. He would also like details as to what our Assistant Principals and Special Services Supervisors jobs entail. Dr. Streifer stated that we would prepare the report and try to have it for the September meeting, but if not, we will definitely have it for the October meeting.

### **Building Committee Reports**

#### **Forestville School Committee**

Commissioner O'Brien reported that steel had not arrived at the site, the building manager will visit the site tomorrow to insure that the building is moving ahead appropriately. The good news, the entire foundation is in and next building committee meeting will be on site. Commissioner Calfe asked if we have performance contracts with our contractors; Dr. Moreau confirmed that we do have performance contracts.

#### **West Bristol School Committee**

Commissioner Wilson reported that the committee met on site and has named the school. The committee was able to walk the facility during the last meeting. The crew is doing something interesting at West Bristol; the construction supervisor has the workers flex and stretch each morning. When asked, they were told that the flexing and stretching it is not unusual, but it's also not a common practice.

### **INFORMATION**

There was no 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 Turcotte and seconded by Commissioner Calfe it was unanimously

***VOTED: That the Board of Education convene into Executive Session for the purpose of discussing Student Expulsions. (7:52 p.m.)***

### **EXECUTIVE SESSION**

**PRESENT:** Commissioners Margaret L. Bonola, Orlando J. Calfe, Jr., Barbara Y. Doyle, Thomas P. O'Brien, Sherry Turcotte, Christopher Wilson, Philip A. Streifer, Superintendent of Schools, Susan Kalt Moreau, Deputy Superintendent of Schools, Dennis Bieu, Human Resources Director and Cliff Block, City Council Liaison

**EXCUSED:** Commissioners Amy D. Coan, Julie M. Luczkow, and Karen Vibert

The Board of Education convened into Executive Session and the meeting was called to order. ***(8:07 p.m.)***

### **STUDENT EXPULSIONS**

An update of an 8th grade student expulsion was conducted.

### **RECONVENE INTO PUBLIC SESSION**

On motion of Commissioner Turcotte 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. (8:25 p.m.)***

**ADJOURNMENT:**

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

***VOTED: That the Board of Education meeting be adjourned (8:25 p.m.)***

Respectfully Submitted:

*Susan P. Everett*

Susan P. Everett

Executive Secretary

Bristol Board of Education

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**BOARD OF EDUCATION**  
Bristol, CT  
**Special Meeting – August 3, 2011**

A Special meeting of the Bristol Board of Education was held on Wednesday, August 3, 2011 at 7:00 p.m., at the Board of Education Administration Building, 129 Church Street, Bristol, Connecticut.

**PRESENT:** Commissioners Margaret L. Bonola, Orlando J. Calfe, Jr., Julie Luczkow, Sherry Turcotte, Karen Vibert, Christopher Wilson; Susan Kalt Moreau, Deputy Superintendent of Schools and Dennis Bieu, Human Resources Director

**EXCUSED:** Commissioners Amy Coan and Thomas P. O'Brien

**CALL TO ORDER, PLEDGE OF ALLEGIANCE, MOMENT OF SILENCE**

Chairman Luczkow called the meeting to order at 7:00 and invited the audience to join her in reciting the Pledge of Allegiance. A moment of silence was observed for Barbara Doyle, Teacher and Board of Education Member/Chairman.

**Racial Imbalance Report**

Dennis Bieu, Director of Human Resources presented the Racial Imbalance Report. The Connecticut State Board of Education has notified us that Clara T. O'Connell School is racially imbalanced. Racial imbalance exists when the proportion of minority students for any school exceeds twenty-five percentage points more than the comparable proportion for the school district. The comparable proportion is determined by comparing the total number of racial minorities in a school to the district-wide total pupil enrollment in the same grades. O'Connell School has a minority population of 58.6% and the elementary level minority population is 32.85%. The Board is required to submit a plan to correct the racial imbalance at O'Connell School. Mr. Bieu went over the report, and explained how and why they answered each of the required sections of the report.

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

***VOTED: The Board of Education approve the Racial Imbalance Report for submission to the Connecticut State Board of Education.***

**Policy 6146 – Graduation Requirements (First Reading)**

Dr. Moreau presented Policy 6146 – Graduation Requirements. Due to budget reductions, several revisions to this policy and regulations are being proposed. These include (1) a reduction in the number of credits required for graduation from 26.25 to 25.25 due to the elimination of teaching positions in the elective areas; (2) addition of courses allowed for high school credit, including (a) World Language courses taken privately through a non-profit provider, (b) online courses, (c) Higher Education courses, and (d) Algebra I and Geometry high school courses taken in grades seven and/or eight; and (3) provisions for meeting the graduation requirement in writing and mathematics by English Language Learners. Commissioner Calfe suggested that credit for high school courses taken in middle school, be retroactive.

Questions followed regarding provisions for English Language Learners, Secondary School Reform, and middle school Credits at the high school level.

This is the first reading of the policy; Commissioners should contact Denise Carabetta with any questions.

**Policy 6145.2 – Co-Curricular and Extra Curricular Activities (First Reading)**

Dr. Moreau presented Policy 6145.2 – Co-Curricular and Extra Curricular Activities. The recommendation has been made to revise Policy 6146, Graduation Requirements, reducing the number of

**Policy 6145.2 – Co-Curricular and Extra Curricular Activities (First Reading) – con't**

credits required for graduation from 26.25 to 25.25. This necessitates revision to the Co-Curricular and Extra-Curricular Policy regarding high school full and partial eligibility for extra-curricular activities. For a high school student to be eligible to participate in extra-curricular activities, the credit requirement is reduced from 6 to 5.5. These changes may be found on page 4, item I-2 under full eligibility, and on page 5, item 1 under partial eligibility.

This is the first reading of the policy; Commissioners should contact Denise Carabetta with any questions.

**Policy 6172.6 – Distance Education - Virtual/Online Courses (First Reading)**

Dr. Moreau presented Policy 6172.6 – Distance Education - Virtual/Online Courses. The district is moving into the future; with students participating in on-line learning opportunities. Since online courses are an option for students in some situations. The Bristol Board of Education does not have a policy regarding this. The provision for providing credit for online courses is included in the proposed revision to Policy 6146, Graduation Requirements. This policy was developed to address the situations in which students could take online courses.

Questions followed regarding all students being allowed to attain credits for online courses.

This is the first reading of the policy; Commissioners should contact Denise Carabetta with any questions.

**PUBLIC COMMENT**

Joseph Brault – 42 Birge Road, addressed the board regarding school sports. He has coached soccer and basketball for 14 years. If you take sports away, what will the children have?

Rich Plantamuro – 56 Pondview Lane, addressed the board regarding sports. He feels it is imperative that we save sports. What will the kids do without it? He will be watching the dropout rate from today vs. what it will be next year and the watching the crime rate from today vs. what it will be next year. The Board of Education is about the children. Saving school sports is about the children. The band is just as important as sports; we need to save them both. Mr. Plantamuro read the Board Mission Statement; having sports plays an important role in adhering to our Mission Statement.

Daryl Darby – addressed the board regarding sports. He has coached three different sports, and to put it into perspective – where some of these students come from without sports they have nowhere else to go. Telling them to play AAU ball or outside leagues does not work, they cannot afford them, they cost about \$1,000; taking away sports leaves our students with nothing.

**ADJOURNMENT:**

On motion of Commissioner Wilson seconded by Commissioner Turcotte it was unanimously

***VOTED: That the Board of Education meeting be adjourned (7:50 p.m.)***

Respectfully Submitted:

*Susan P. Everett*

Susan P. Everett  
Executive Secretary  
Bristol Board of Education