

## **Regular Meeting**

Wednesday, March 5, 2014 7:00 PM

Auditorium, 129 Church Street, Bristol, CT 06010

1. **Call to Order, Pledge of allegiance, National Anthem, Moment of Silence**

2. **Staff and Student Recognition**

3. **Election of Officers**

4. **Approval of Minutes**

5. **Committee Reports**

6. **Superintendent Report**

7. **Consent Agenda**

7.1. Personnel

7.1.a. Teacher Retirements - Effective June 30, 2014

7.1.b. Teacher Resignations

7.1.c. A-2 Teacher Appointment

7.2. Grants

7.2.a. Title III Grant, Immigrant & Youth Grant, Federal Improvement Project Grant (PIP)

8. **Public Comment**

9. **Deliberated Items/District Leadership Team Reports**

9.1. Consideration of Student Transportation Contract

10. **Old Business**

11. **New Business**

12. **Information**

13. **Executive Session**

14. **Adjournment**

**BOARD OF EDUCATION**  
**Bristol, Connecticut**  
**Regular Meeting – February 12, 2014**

The regular monthly meeting of the Bristol Board of Education was held on Wednesday, February 12, 2014 at 7:00 p.m., at the Board of Education Administration Building, 129 Church Street, Bristol, Connecticut.

**PRESENT:** Commissioners: Jennifer Dube, Genard Dolan, Jill Fitzgerald, Karen Hintz, Jeffrey Morgan, Karen Vibert, and Chairman Lawrence Amara; Ellen W. Solek, Superintendent of Schools, Dennis Bieu, Director of Human Resources and Henri Martin, City Council Liaison

**ABSENT:** Thomas O'Brien, Christopher Wilson

**CALL TO ORDER, NATIONAL ANTHEM, MOMENT OF SILENCE**

Chairman Amara called the meeting to order at 7:08 p.m. and invited the audience to join him in reciting the Pledge of Allegiance. The Nation Anthem was performed by Bristol Central Flute Choir. Student performers included: Nicole Tabak (student leader), Kaitlyn Thormahlen, Tiffany Sarmiento, Brianna St. Onge, Lauren Godin and Elizabeth Sears. Chairman Amara asked the audience to observe a moment of silence for Joseph Salis a Custodian at Bristol Central from January 2, 1962 to October 1, 1993 and Patrick Sullivan, a board member from 1975 to 1978 and Chairman from 1976 to 1978.

**STAFF AND STUDENT RECOGNITION**

Dr. Solek wanted to recognize Lori Eschner, City Wide Art Department Head for her work in the district. We should be proud of all that she has done in helping to get our students and teachers where they are and for the District to have won 21 scholastic art awards.

**Approval of Minutes**

Approval of the January 8, 2014 Regular Meeting Minutes as written.

**Motion:** *passed by Genard Dolan and a seconded by Jill Fitzgerald.*

**COMMITTEE REPORTS**

**Finance Committee** – Commissioner Fitzgerald reported that the committee met on February 6th and they will now be meeting the first Thursday of every month at 6:30 p.m. Commissioner Fitzgerald reported that the year to date financial report and reforecast was presented by Director of Finance, Gary Franzi. The General Fund operating budget for the fiscal year July 1, 2013 thru June 30, 2014 is \$104.2 million, with 1% prior year reserve of \$1,026,859; the total operating budget for the fiscal year is \$105.3 million. Expenditures thru January 31st total \$56.1 million with encumbrances of \$11.1 million. The current reforecast for the fiscal year is \$105.1 million; with a projected operating favorability of \$152,582.

**Communications & Community Relations** – Commissioner Vibert reported that the committee met February 4th and discussed communication and miscommunication surrounding Common Core and SBAC (Smarter Balance Assessment Consortium) the testing portion. Commissioner Vibert shared some examples of untruths that are circulating, and as a result of that the committee has decided to disseminate information to the community to get the correct and clarify some of the misconceptions. Fliers will go out on a weekly basis to the grades that will be affected by these changes; a link will be on the Board of Education website that will address frequently asked questions and there will be two information sessions Wednesday, February 26<sup>th</sup>, at Bristol Central at 6:30 p.m. and Tuesday, March 11<sup>th</sup>, at Bristol Eastern at 6:30. Dr. Solek and the District Leadership Team will be there to provide information on SBAC and gather questions in the meantime, if people have questions they can email the Superintendent at: [ellensolek@ci.bristol.ct.us](mailto:ellensolek@ci.bristol.ct.us). We hope to see a lot of people at the sessions.

## **SUPERINTENDENTS REPORT**

Dr. Solek shared district updates with the Board:

**Full Day Kindergarten:** Classroom space inventory has been conducted by Tim Callahan. The district has available space to house all required FDK classrooms. The Finance Committee will be reviewing the fiscal requirements for Full Day Kindergarten – inclusive of one or two year rollout proposals at their next scheduled meeting. The committee will make its recommendation to the full board regarding FDK based on its review of those proposals.

**SBAC:** Two Information Sessions for Bristol parents and the community are scheduled for:

- **Wednesday, February 26th 6:30-8:00 PM BCHS Auditorium**
- **Tuesday, March 11th 6:30-8:00 PM BEHS Auditorium**

The sessions will include a 10-15 minute presentation of information around SBAC and its connections to Common Core State Standards and that will be followed by a Q & A and discussion period. In addition to that, parents that have question about SBAC and the Common Core are welcome to email her and the district will be posting those questions and answers on a fact sheet on our website. We will have the fact sheet up and running within 48-72 hours – weather dependent.

**BPS Leadership Cohort:** Met on Tuesday, January 28th – Topics for discussion included effective leadership strategies in the midst of chaos. Thursday, February 6th there was a presentation from CCSU regarding the possibility of running a 6th year Leadership Cohort in Bristol. We are very excited about the prospect of CCSU's willingness to bring their leadership program to us.

**CT Educator Evaluation Update:** On February 10th, the State Department of Education issued an update to all Superintendents regarding flexibilities to the guidelines for educator evaluation. Flexibilities include:

- Number of goals/objectives can be *one*
- Option of discounting standardized test scores as evaluation indicators for 2013-14 and 2014-15
- Variation on the number of required classroom observations
- Selection of district data system by the Board of Education
- Evaluation exemptions for selected programs (ex: Pre-K, Charter School administrators)

Flexibilities to the existing plan for Bristol must be approved by the Board of Education and submitted to the State Department of Education by March 30, 2014. Dr. Solek will bring back the suggested flexibilities to the Board in early March for consideration and a vote.

**AED's:** Have been ordered for all schools. The installation of the units will begin as soon as the order is received. She anticipates the ordering being received within the next 8 to 10 days.

**Proposed Legislation:** There are quite a few educational proposals coming up in the legislative session. Dr. Solek has attached them to the agenda for commissioners to review them.

Dr. Solek announced that the Bristol Public Schools will be closed tomorrow, Thursday, February 13, 2014, due to inclement weather. Our offices will be opening at 10:00 a.m. however depending on weather conditions that may be subject to change.

## **CONSENT AGENDA**

### **Personnel**

#### **Administrator Resignation**

Patricia Auber - BOE - Supervisor of Special Services - Effective February 18, 2014

**Motion:** *passed by Karen Hintz and seconded by Karen Vibert*

#### **Administrator Retirement**

Denise Carabetta - BOE - Director of Teaching & Learning - Effective June 30, 2014

Ronda Merriman - BOE - Supervisor of Special Services - Effective June 30, 2014

**Motion:** *passed by Karen Hintz and seconded by Karen Vibert*

#### **A-2 Teacher Resignation**

Lisa Rocco - BEHS - Freshman Class Co-Advisor - Effective January 16, 2014

**Motion:** *passed by Karen Hintz and seconded by Karen Vibert*

#### **Sixth Year Salary Credit Effective February 1, 2014**

See Attached Worksheet

**Motion:** *passed by Karen Hintz and seconded by Karen Vibert*

### **Grants**

#### **Continuing Grant from the United Way of West Central Connecticut for Kids in the Middle and Education of Homeless Children and Youth**

**Motion:** *passed by Karen Hintz and seconded by Karen Vibert*

### **PUBLIC COMMENT**

Chairman Amara went over the rules of Public Comment; speakers must stick to the topic that is written on the sign in sheet, all comments will be directed to the Chair and you will have about 3 minutes for your comments.

Al Cianchetti – 198 Crown Street – addressed the Board regarding the flag pole project at Bristol Central and Bristol Eastern, Patriotic Bottle fund raiser and he shared a few articles about education.

Chairman Amara directed Mr. Cianchetti to meet with the Superintendent or the Deputy Superintendent about his issues. Mr. Cianchetti presented Dr. Solek with a bottle and he hoped that she would give a donation.

Kathy Martin – 466 Hill Street - Addressed the Board regarding Cafeteria Outsourcing. She has been a food service worker for the past thirteen years. She loves her job, her school and she is honored to serve the children of Bristol. She has been reading and doing research regarding outsourcing and has a made a list of advantages and disadvantages (of which there are many). She suggested that we tap our resources and see what our own cafeteria workers have to offer. She posed several suggestions: planting vegetables gardens with students and use them in the cafeteria, we could investigate creative recycling methods, instead of two entrées we can offer one and second chose being a sandwich, soup or salad– this could cut cost, there could cost cutting committee and hold brainstorming meetings with each lead person of each school attending.

Dylan Cushing – 214 Brentwood Drive - Addressed the Board regarding reinstating the general music program in the middle schools. This Friday is the two year anniversary of the Board's decision to remove

middle school general music. He is asking that the Board reinstate the program; he will not be affected by this decision because he will be attending high school next year. This request is for the thousands of students that will come after him, that will not get the chance to experience music in their schools. Currently the only music being offered in schools is band and chorus. While these are great programs, some students are too shy to perform in front of group and would be better suited for a general music class where there is not the pressure to perform on a stage at the end of the semester. He goes on to say that music has been linked to higher test scores in several studies and with the new common core standards he believes music is needed to help improve test scores against this new more challenging curriculum.

Dorothy Chambers – 1327 Stafford Avenue – Addressed the Board regarding Cafeteria Outsourcing – She is a lifelong Bristol Resident, tax payer and a Board of Education employee for 26 years. She would like to speak against the plan to outsource the cafeteria to Whitson’s. Outsourcing will not make things better, for taxpayers, parents and ultimately for the children who have been left out of the decision making process. Mrs. Chambers shared that the Board and Whitson’s have led the taxpayers to believe that they will be investing over \$200,200 in equipment and other improvements, however that is not true it will need to be paid back by the taxpayers. There is also the Management Fee; Whitson’s will charge taxpayers \$35,000 per year plus an administrative fee of \$145,000 per year. That is \$175,000 per year coming out of pockets to replace cafeteria workers that make \$14.00 per hour if that. So the Board is asking the taxpayers to pay over \$400,000 in the first year alone, plus \$175,000 per year after that. With so much money going to Whitson’s, what does Bristol get in return? What guarantees has the Board gotten that there will be savings to the Bristol taxpayer or that they will provide healthy meals to our students or their intention to continue to utilize local cafeteria businesses who employ local residents, or that they will not deny lunches to kids who balances are considered to low – Are school lunches now a profit center? Beware of the law of unintended consequences; the repercussions of these decisions will be on the Board who has leaped before you looked, by supporting outsourcing.

Calvin Brown – 286 Ivy Drive – Addressed the Board by reading a letter from a constituent regarding her respectfully disagreement of the idea of outsourcing the cafeteria workers.

## **DELIBERATED ITEMS/DISTRICT LEADERSHIP TEAM REPORTS**

### **Preliminary Calendar for the 2014-2015 School Year (*Second Presentation*)**

Dennis Bieu presented the calendar for the 2014-2015 School Year for its second presentation. Copies of the calendar were sent to all bargaining groups, P.T.O./P.T.A Presidents and the Parents Advisory Board asking them to review and submit input to the Human Resource Office by January 22, 2014. Discussion followed regarding the need to add how snow days are calculated at the bottom of the calendar.

**Motion:** *passed by Karen Hintz and seconded by Genard Dolan.*

### **Enrollment Update**

Dennis Bieu presented the Quarterly Enrollment update.

### **Return of Part of the North Wing of the former Westwoods School to the City**

The Board of Education has retained total use of the north wing of the former Westwoods School since the school was returned to the City in 1987. A majority of district programming was moved from this wing due to budget constraints two years ago. Recently, staff from the City and school district met to determine whether space could be returned to the City as a means for moving Probate Court out of City Hall. The motion specifies: That the Board of Education agrees to return rooms 20, 19, 18, 17 and half of 16, of the north wing at the former Westwoods School, now known as the Beals Senior Center, to the City. Discussion followed regarding our current use of the building and the idea of turning the entire building over to the city and what the bathroom layout would be once students were back in the building; and would it be separate from probate. Dr. Solek said that it would be separate.

**Motion:** *passed by Karen Vibert and seconded by Jill Fitzgerald.*

#### **OLD BUSINESS**

There was no Old Business to come before the Board.

#### **NEW BUSINESS**

There was no New Business to come before the Board.

#### **INFORMATION**

Commissioner Fitzgerald thanked everyone for presenting their information. She wanted to know if we have nurse in all of our schools, current ratio for nurses information. If there is a change it could affect our K-8

**VOTE TO CONVENE INTO EXECUTIVE SESSION** *for the purpose of discussing:  
Negotiations with AFSME #2267.*

**Motion:** *passed by Karen Fitzgerald and seconded by Genard Dolan. (7:55 p.m.)*

#### **EXECUTIVE SESSION**

**PRESENT:** Commissioners: Jennifer Dube, Genard Dolan, Jill Fitzgerald, Karen Hintz, Jeffrey Morgan, Karen Vibert, and Chairman Lawrence Amara; Ellen W. Solek, Superintendent of Schools, Dennis Bieu, Director of Human Resources, Kim Hapken, Director of Special Services, Gary Franzi, Director of Finance, Henri Martin, City Council Liaison and Brian Clemow, Legal Counsel, Shipman & Goodwin

Executive Session was called to order **(8:05 p.m.)**

The session convened to discuss Local #2267 contract negotiations.

**RECONVENE INTO PUBLIC SESSION** *to take any necessary votes from Executive Session:*

**Motion:** *passed by Jill Fitzgerald and seconded Genard Dolan. (9:12 p.m.)*

#### **Adjournment**

The being no other business to come before the Board of Education the meeting should adjourn.

**Motion:** *passed by Karen Vibert and seconded by Karen Hintz. (9:12 p.m.)*

Respectfully Submitted

*Susan P. Everett*

Susan P. Everett

Executive Secretary to Board of Education