

Regular BoE Meeting

Wednesday, October 5, 2022 7:00 PM

Board of Education Auditorium and via Zoom, 129 Church Street, Bristol, CT 06010

I. **CALL TO ORDER/ PLEDGE OF ALLEGIANCE/MEETING NORMS**

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

III. **VOTE TO RECONVENE INTO PUBLIC SESSION**

IV. **STAFF AND STUDENT RECOGNITION**

V. **APPROVAL OF MINUTES**

VI. **COMMITTEE REPORTS**

VII. **STUDENT REPRESENTATIVE REPORTS**

VIII. **CHAIR REPORT**

IX. **SUPERINTENDENT REPORT**

X. **CONSENT AGENDA**

X.A. **PERSONNEL**

X.A.1. Teacher Resignations

X.A.2. New Teacher Hires

X.A.3. A-1 Resignations - Effective August 23, 2022

X.A.4. A-1 Hires - Effective August 23, 2022

X.A.5. A-2 Hire - Effective August 23, 2022

X.A.6. A-3 Resignation - Effective August 23, 2022

X.A.7. A-3 Hire - Effective August 23, 2022

XI. **PUBLIC COMMENT**

XII. **DELIBERATED ITEMS/DISTRICT LEADERSHIP TEAM REPORTS**

XII.A. Presentation of Bristol Student Performance on 2022 Smarter Balanced Assessment

XII.B. Discussion and a possible vote of the tentative agreement between the Bristol Association of Principals and Supervisors (BAPS) and the Board of Education for a 2023-2026 contract.

XII.C. Participation in Cooperative Hockey Program

XIII. **POLICY REVISION**

XIII.A. Policy 2100 - Administrative Staff
Organization - Revised

XIV. **NEW BUSINESS**

XV. **BUILDING REPORTS**

XVI. **INFORMATION/LIAISON REPORTS**

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

XVIII. **VOTE TO RECONVENE INTO PUBLIC SESSION**

XIX. **ADJOURNMENT**

BRISTOL BOARD OF EDUCATION
Bristol, Connecticut
Wednesday, September 14, 2022 – 6:15 p.m.
Special Meeting - Meet & Greet Minutes

A Special Bristol Board of Education meeting was held on Wednesday, September 14, 2022, at 6:15 p.m. in Room 36 of the Bristol Board of Education, located at 129 Church Street, Bristol, Connecticut.

PRESENT: Commissioners: Russell Anderson, Kristen Giantonio, Shelby Pons, Dante Tagariello, Karen Vibert, Christopher Wilson, and Chair Jennifer Dube

ALSO PRESENT: Lynn Boisvert, Business Director (Virtual), Dr. Catherine Carbone, Superintendent, Dr. Michael Dietter, Deputy Superintendent, Carly Fortin, Director of Teaching and Learning, Dr. Sam Galloway, Director of Talent Management, and Alissa Keane, Candidate

ABSENT: Commissioners: Eric Carlson, Todd Sturgeon,

I. CALL TO ORDER

Chair Dube called the Special Meeting to order at 6:15 p.m.

Alissa Keane was interviewed as the new Dean of Students at West Bristol School.

II. ADJOURNMENT

There being no other business, the meeting should adjourn. (6:27 p.m.)

Respectfully Submitted,



Susan Everett, Recording Secretary
Bristol Board of Education

The minutes presented within this document are a summary of the discussion that took place at the Board of Education meeting. To view the meeting in its entirety and hear full reports please go to: [September 14, 2022 Meeting Recording](#) Passcode: 7v!1o6Av

BRISTOL BOARD OF EDUCATION
Bristol, Connecticut
Wednesday, September 14, 2022 – 7:00 p.m.
Regular Meeting Minutes

The Bristol Board of Education meeting was held on Wednesday, September 14, 2022, at 7:00 p.m. at the Bristol Board of Education auditorium and via the Zoom Meeting Platform.

PRESENT: Commissioners: Russell Anderson, Eric Carlson, Jennifer Dube, Kristen Giantonio, Shelby Pons, Todd Sturgeon (Virtual), Dante Tagariello, Karen Vibert, and Christopher Wilson; **ALSO PRESENT:** Dr. Catherine Carbone, Superintendent, Dr. Michael Dietter, Deputy Superintendent and Jolene Lusitani, Council Liaison

I. CALL TO ORDER/PLEDGE OF ALLEGIANCE/MOMENT OF SILENCE

Chair Dube called the meeting to order at 7:01 p.m. and asked attendees to stand for the Pledge of Allegiance. A moment of silence was observed for Carl Josephson, Carl a Hall and In-School Suspension Monitor at Bristol Eastern; Harold McKearney an AV Technician at the Board of Education; Joseph Maggipinto, a Teacher at South Side and Greene-Hills and Principal at Ellen P. Hubbell and Nicholas Parenti a Student at Greene-Hills School.

MEETING NORMS

Chair Dube read the meeting norms into the record.

II. STAFF AND STUDENT RECOGNITION

The Board of Education recognized Peyton Troth a 10th grader at Bristol Eastern and Connecticut's Miss Outstanding Teen and welcomed new Bristol Arts and Innovation Magnet School staff.

III. APPROVAL OF MINUTES

August 17, 2022 – Special Meeting – Meet & Greet

On a motion by Eric Carlson and second, by Shelby Pons, the Board of Education approved the August 17, 2022, Special Meeting – Meet & Greet minutes as written.

Following a roll call vote, Chair Dube declared the motion **PASSED** with eight (8) Commissioners (Anderson, Carlson, Giantonio, Pons, Sturgeon, Tagariello, Wilson, and Dube) in favor of the motion. Commissioner Vibert Abstained.

August 17, 2022 – Regular Meeting

On a motion by Dante Tagariello and second, by Kristen Giantonio, the Board of Education approved the August 17, 2022, Regular Meeting minutes as written.

Following a roll call vote, Chair Dube declared the motion **PASSED** with nine (9) Commissioners (Anderson, Carlson, Giantonio, Pons, Sturgeon, Tagariello, Vibert, Wilson, and Dube) in favor of the motion.

September 1, 2022 – Special Meeting – Meet & Greet

On a motion by Dante Tagariello and second, by Kristen Giantonio, the Board of Education approved the September 1, 2022, Special Meeting – Meet & Greet minutes as written.

Following a roll call vote, Chair Dube declared the motion **PASSED** with nine (9) Commissioners (Anderson, Carlson, Giantonio, Pons, Sturgeon, Tagariello, Vibert, Wilson, and Dube) in favor of the motion.

III. APPROVAL OF MINUTES – cont'd

September 1, 2022 – Regular Meeting

On a motion by Dante Tagariello and second, by Eric Carlson, the Board of Education approved the September 1, 2022 Regular Meeting minutes as written.

Following a roll call vote, Chair Dube declared the motion **PASSED** with nine (9) Commissioners (Anderson, Carlson, Giantonio, Pons, Sturgeon, Tagariello, Vibert, Wilson, and Dube) in favor of the motion.

IV. COMMITTEE REPORTS

The Board received the following monthly Committee Reports: Communications, Finance, Operations, Personnel and Policy.

V. SUPERINTENDENT REPORT

Dr. Carbone presented the monthly Superintendent Report. Highlights from her report included the opening of the 2022-2023 school year with the district welcoming 8,151 scholars. An explanation of the Alliance Grant, a reminder that there is now a link to report positive COVID cases on each school's website, and a redistricting plan update which included Dr. Carbone and Dr. Dieter plan to visit PTA/PTO meetings to discuss redistricting and sharing that redistricting community forums will be held in October and November.

VI. CONSENT AGENDA

VI.A. PERSONNEL

VI.A.1. New Administrative Hire

Keane, Alissa – WB – Dean of Students – effective October 1, 2022

On a motion by Dante Tagariello and a second by Shelby Pons the Board of Education voted to approve the New Administrative Hire as written.

Following a roll call vote, Chair Dube declared the motion **PASSED** with nine (9) Commissioners (Anderson, Carlson, Giantonio, Pons, Sturgeon, Tagariello, Vibert, Wilson, and Dube) in favor of the motion.

VI.A.2. Teacher Resignations

Bailey, Amy - SSS - Special Education Teacher - effective September 1, 2022

Colbert, Brittnie - MTV - Social Worker - effective August 16, 2022

Duffany, Susan - WB - Special Education Teacher - effective August 17, 2022

Folino, Nicole - WB - Social Worker - effective August 22, 2022

Italia, Romina - BCHS - Science/Chemistry Teacher - effective August 23, 2022

King, Brendan - NEMS - Special Education Teacher - effective September 30, 2022

Mathena, Kelly-Lynn - EDGE - School Psychologist - effective August 23, 2022

Siegel, Liza - DW - Music Teacher - effective September 17, 2022

On a motion by Dante Tagariello and a second by Shelby Pons the Board of Education voted to accept the Teacher Resignations as written.

Following a roll call vote, Chair Dube declared the motion **PASSED** with nine (9) Commissioners (Anderson, Carlson, Giantonio, Pons, Sturgeon, Tagariello, Vibert, Wilson, and Dube) in favor of the motion.

VI.A.3. New Teacher Hires

Agmon, Sarah – STAF – Speech and Language Pathologist - effective August 29, 2022

Bieu, Richard – WB – School Psychologist - effective September 26, 2022

Buchenholz, Jessica – WB – Grade 4 Teacher - effective August 29, 2022

VI.A.3. New Teacher Hires – cont'd

Cook, Brandy – WB – 6-8 ELA Teacher - effective August 24, 2022
Cyr, Kaitlynn – ID – PreK School Readiness Teacher - effective TBD
Diaz, Elaine – BEHS – Family Consumer Science - effective August 23, 2022
Hill, Ryan – DW – FTE 1.2 Art Teacher - effective August 31, 2022
Ieronimo, Amy – BCHS – Biology Teacher - effective August 24, 2022
Levesque, Sarah – BCHS – Spanish Teacher - effective September 12, 2022
Livingston, Michael – STAF – Grade 1 Teacher - effective August 23, 2022
Rode, Theresa – CHMS – Extended Resource Teacher - effective TBD
Schuster, Gerry – BECC – PreK Special Education Teacher effective - September 9, 2022
Tevnan, Abbryann – BECC – PreK SPED Teacher - effective September 8, 2022
Trottier, Christine – EPH – Grade 5 Teacher - effective TBD
Wright, Stephanie – SSS - School Psychologist - effective September 6, 2022

On a motion by Dante Tagariello and a second by Shelby Pons the Board of Education voted to approve the New Teachers Hires as written.

Following a roll call vote, Chair Dube declared the motion **PASSED** with nine (9) Commissioners (Anderson, Carlson, Giantonio, Pons, Sturgeon, Tagariello, Vibert, Wilson, and Dube) in favor of the motion.

VI.A.4. A-1 Hire - Effective August 23, 2022

Blancq, Shelly - BAIMS - Grade 7 Team Leader
DeVito, Margaret - BAIMS - Grade 8 Team Leader

On a motion by Dante Tagariello and a second by Shelby Pons the Board of Education voted to approve the A-1 Hires as written.

Following a roll call vote, Chair Dube declared the motion **PASSED** with nine (9) Commissioners (Anderson, Carlson, Giantonio, Pons, Sturgeon, Tagariello, Vibert, Wilson, and Dube) in favor of the motion.

VI.A.5. Sixth Year Salary Credit - Effective September 1, 2022

| <u>Name</u> | <u>Assignment</u> |
|-------------------|--------------------------------|
| DeLucia, Domenico | WB - Special Education Teacher |
| King, Elizabeth | CHMS - TESOL Teacher |
| Kulig, Sara | ID - Math Coach K-5 |
| Loi, Marisa | ID - Grade 5 Teacher |
| Meyers, Erin | BEHS Biology Teacher |

On a motion by Dante Tagariello and a second by Shelby Pons the Board of Education voted to approve the Sixth Year Salary Credits as written.

Following a roll call vote, Chair Dube declared the motion **PASSED** with nine (9) Commissioners (Anderson, Carlson, Giantonio, Pons, Sturgeon, Tagariello, Vibert, Wilson, and Dube) in favor of the motion.

VI.B. GRANTS

- VII.B.1. Alliance Grant 2022-2023
- VII.B.2. Barnes Foundation Donation to South Side School

On a motion by Dante Tagariello and a second by Shelby Pons the Board of Education voted to approve the Grants as written.

Following a roll call vote, Chair Dube declared the motion **PASSED** with nine (9) Commissioners (Anderson, Carlson, Giantonio, Pons, Sturgeon, Tagariello, Vibert, Wilson, and Dube) in favor of the motion.

Dr. Carbone introduced Alissa Keane as the newly appointed Dean of Students at West Bristol School. Mrs. Keane was present in the audience and stood to address the board briefly.

VII. PUBLIC COMMENT

Christina and Carl Brault – 281 Stafford Avenue – submitted public comment regarding redistricting.

Heather Rutsch – 78 Vernon Street – submitted public comment regarding redistricting.

Nicole Cyr – 54 Jennifer Road – submitted public comment regarding Bristol Eastern fence project.

Barbara Lozier – 205 Summer Street – addressed the Board regarding Bristol Eastern fence project.

VIII. DELIBERATED ITEMS/DISTRICT LEADERSHIP TEAM REPORTS

VIII.A. Request Board of Finance to Transfer FY 22 General Funds and request a set aside of funds in the Board of Education General Fund

In accordance with CT General Assembly P.A. Sec. 10 248a (https://www.cga.ct.gov/current/pub/chap_171.htm#sec_10-248a), the Bristol Board of Education voted to request a transfer of funds from its general fund surplus to a separate Sinking Fund account in order to re-invest into the Bristol Public Schools.

On a motion by Dante Tagariello and a second by Kristen Giantonio the Board of Education voted to make a formal request to the City Comptroller's Office to set aside the total surplus of the Board of Education General Fund in the amount of five hundred four thousand one hundred ninety-five dollars and 45 cents (\$504,195.45) to a separate Sinking Fund account to re-invest back into the Bristol Public Schools. Such investments will include no more than \$31,000 to complete the fencing on the Bristol Eastern Baseball field. This action will result in an FY22 surplus balance of Four hundred seventy-three thousand one hundred and ninety-five dollars and 45 cents (\$473,195.45). Said balance to be set aside in order to mitigate any FY23 deficit due to expenses associated with inflationary cost escalations, and/or any special education shortfall, or if unused, to be rolled forward to the BoE 2023-24 Budget.

Following a roll call vote, Chair Dube declared the motion **PASSED** with nine (9) Commissioners (Anderson, Carlson, Giantonio, Pons, Sturgeon, Tagariello, Vibert, Wilson, and Dube) in favor of the motion.

VIII.B. Request Board of Education to consider \$3,000 Donation to Bristol Eastern High School

A BEHS football team alumni wishes to donate \$3,000 dollars to provide weekly team dinners for the BEHS football team.

On a motion by Dante Tagariello and a second by Kristen Giantonio the Board of Education voted to accept the \$3,000 Bristol Eastern High School Football Team Gift.

Following a roll call vote, Chair Dube declared the motion **PASSED** with nine (9) Commissioners (Anderson, Carlson, Giantonio, Pons, Sturgeon, Tagariello, Vibert, Wilson, and Dube) in favor of the motion.

VIII.C. 2023 Redistricting and Enrollment Updates

Reimagining BPS 2023 Phase I will be completed by the end of the 2023-24 school year, with the opening of a PreK Academy at Edgewood, and the redistricting of Edgewood elementary students and all students in PK-8 aligned to the four goals of the Reimagining Plan:

1. Renovate old and outdated schools;
2. Redistrict to create parity in class sizes and demographics;
3. Adopt consistent grade configurations and instructional models across all schools aligned to the developmental plane of the child; and
4. Increase access to full-day prekindergarten programming

Patrick Gallagher from SLAM consulting presented a detailed presentation regarding the next steps of the redistricting plan.

VIII.D. Special Services Report

Dr. Galloway presented the Special Services report on behalf of Dr. Culkin. As of September 1, 2022, 1,658 of 8,065 Bristol students are identified as students requiring Special Education programming. This enrollment reflects 20.55% of the total BPS student population. During the months of July and August 2022, 54 of the 440 newly registered students were identified as students with special education programming needs at the time of registration. Five (5) students newly enrolled in BPS during the summer for the 2022-23 school year were receiving their programs and services at out-of-district special education school programs at the time of enrollment. Since the start of the school year on August 29, 2022, two (2) risk assessments have been conducted by BPS staff and one (1) 911 response was required. As of September 1, 2022, 122 of our 1,658 identified students require out-of-district placements at private special education school programs and 71 students require special education programming services at other public out-of-district schools including magnet schools.

Staffing Update

Dr. Galloway provided a brief staffing update. To date, we have hired 65 new employees, and there are currently four (4) vacancies in the Special Education department; we have five candidates in the queue (meaning they are in various stages of the hiring process, background check, fingerprinting, etc.). For regular education staffing, we need to fill 25 certified positions districtwide, inclusive of Adult Education and TESOL there are 5 candidates in the queue. Regarding diversity, it sits around 10% and we will be actively involved in reciprocity with the 12 States now that we can receive teachers from other states.

VIII.E. Discussion and possible action regarding the temporary suspension of Board Policy 1316 entitled, Relations Between Public and School Personnel Conduct on School Property.

Dr. Carbone presented the discussion and possible action regarding the temporary suspension of Board Policy 1316 entitled, Relations Between Public and School Personnel Conduct on School Property.

On a motion by Kristen Giantonio and a second by Dante Tagariello the Board of Education voted to temporarily suspend Board Policy 1316 entitled, Relations Between Public and School Personnel Conduct on School Property, specifically the provision regarding the consumption/possession/being under the influence of alcoholic beverages on public areas, as defined by Bristol Municipal Code 15-46, of the Bristol Arts and Innovations Magnet School, for the limited purpose of allowing a third party vendor to serve alcohol to guests, age 21 years or older, during the Mum Festival from September 23 through September 25th only.

Following a roll call vote, Chair Dube declared the motion **PASSED** with nine (9) Commissioners (Anderson, Carlson, Giantonio, Pons, Sturgeon, Tagariello, Vibert, Wilson, and Dube) in favor of the motion.

IX. CURRICULUM REVISION

IX.A. Illustration, 9-12 – HS Elective for BAIMS – Second Reading

Ken Bagley, Fine Arts Supervisor was present to answer any questions regarding the curriculum revision for Illustration, 9-12 – HS Elective for BAIMS.

On a motion by Karen Vibert and a second by Shelby Pons, the Board of Education voted to approve the Illustration, 9-12 – HS Elective for BAIMS curriculum.

Following a roll call vote, Chair Dube declared the motion **PASSED** with nine (9) Commissioners (Anderson, Carlson, Giantonio, Pons, Sturgeon, Tagariello, Vibert, Wilson, and Dube) in favor of the motion.

X. POLICY REVISION

X.A. Policy 6145.2 - Extra Curricular and Co-Curricular Activities

Dr. Dietter presented Policy 6145.2 - Extra Curricular and Co-Curricular Activities. This policy requires clarification of scholastic eligibility. The revisions align course load requirements with graduation requirements; eliminates the use of GPA in determining eligibility, relies on grades at progress monitoring, end of the semester, and end of year

X.A. Policy 6145.2 - Extra Curricular and Co-Curricular Activities – cont'd

respectively; provides clarity for partial eligibility and eligibility decisions, and aligns operationally with the Scholar-Athlete Handbook and Coaches Handbook which is currently in revision.

On a motion by Kristen Giantonio and a second by Dante Tagariello, the Board of Education voted to approve Policy 6145.2 - Extra Curricular and Co-Curricular Activities.

Dr. Dieter shared that since the policy committee meeting, further clarifications have been made to the policy. Dr. Dieter called the commissioners' attention to the clarification in their packet.

On a motion by Kristen Giantonio and a second by Shelby Pons, the Board of Education voted to approve the clarifications made to Policy 6145.2 - Extra Curricular and Co-Curricular Activities.

Following a roll call vote, Chair Dube declared the motion **PASSED** with nine (9) Commissioners (Anderson, Carlson, Giantonio, Pons, Sturgeon, Tagariello, Vibert, Wilson, and Dube) in favor of the motion

XI. NEW BUSINESS

There was no New Business to come before the Board.

XII. BUILDING REPORTS

Commissioners received updates from the following building projects.

1. MBIAMS Committee Update
2. High School Culinary Project Update
3. ESSER/ARP Building Committee Update

XIII. INFORMATION/LIAISON REPORTS

No information was shared or liaison reports were given.

XIV. ADJOURNMENT

There being no other business to come before the Board, the meeting should adjourn. (8:23 p.m.)

Respectfully Submitted,



Susan Everett, Recording Secretary
Bristol Board of Education

MELISSA BERNADEL

Special Education Teacher

Experienced middle school and high school special education teacher in a setting. Provide a safe classroom environment to foster a culture of safety, high expectations, equity, diversity, respect, and growth for all students. Considerable amount of experience working with students with a wide range of disabilities and extensive trauma.

TEACHING EXPERIENCE:

Slade Middle School, New Britain, CT

8/2021-Present

Grade 7 & 8 Special Education Teacher

- Case manager for a cohort of 18-24 students. Resource teacher for students in grade 8. Provide inclusion services in both ELA and math classes. Create and implement IEPs and behavior plans. Conduct triannual evaluations using the WJ-IV. Collaborate weekly with SPED and grade level teams to ensure SPED services and accommodations/modifications are being met. Teach a reading intervention class with both SPED and EL students who perform at a K-2 reading level. Use a wide range of technology platforms on a daily basis to support students.

Common Ground High School, New Haven, CT

8/2014-6/2021

Grade 9-12 Special Education Teacher, 504 Coordinator, and Guidance Teacher

- Resource teacher for students in grade 9-12. Created and implemented IEPs, 504, behavior and safety plans. Collaborated with over ten different urban and suburban school districts and play an active role in both PPT and 504 meetings. Consulted and assisted general education teachers in modifying and differentiating their curriculum by building upon the strengths and challenges of a diverse population of learners. Administered and coordinated the PSAT, NGSS, SAT, MAP, and LAS Links for all special education, 504, and EL students. Taught a post-high school/transition course for SPED students. Guidance/Advisory teacher all four years for a cohort of students in the class of 2020; focusing on social emotional learning, career and college exploration, community building trips and activities, and transition planning.

Martin Luther King Jr. Elementary School, Hartford, CT

8/2007-6/2014

Grade 4 and Grade 6 Elementary Education Teacher

- Incorporate the CCSS, RTI, and leveled center activities in both literacy and math to help accommodate a variety of learning modalities including kinesthetic, auditory, visual, and tactile for underserved students in a Title 1 school.

- Instilled a safe classroom in a challenging environment for all students by using proper behavior management, especially implementing the positive behavior intervention system.
- Fourth grade achieved the highest CMT scores in all of grades 3-8 at MLK (2010-2011), and sixth grade received the most improved CMT scores in the district of Hartford for both reading and math (2008-2009).
- Taught in an all-inclusion classroom working collaboratively with the SPED teacher

STUDENT TEACHING EXPERIENCE:

Grade 6-12 SPED practicum, Kleinburg, New Britain, CT (Forthcoming 07/14-08/14)

Fourth Grade SPED practicum, Martin Luther King Jr. Elementary School, Hartford, CT (05/14-Present)

Third Grade Student Teacher, Vernon Elementary School, Vernon, VT (January-May 2006)

Kindergarten Methods Experience, Fuller Elementary School, Keene, NH (September-December 2005)

RELATED EXPERIENCE: *Additional professional experience as a Hartford tutor (grade 6, 7, 10, 11), Sylvan Learning Center (grade pre-K-12), Newington SPED Tutor (grade 7).*

CT CERTIFICATION: (013): Elementary-Kindergarten through Grade 6
(165): Comprehensive Special Education K-12

EDUCATION: **Bachelor of Science in Elementary Education**
 Minor: Psychology
 GPA: 3.1; Dean's List
 Keene State College, Keene, NH
 Master's in Special Education (Summer 2014)
 GPA: 3.8
 Central Connecticut State University, CT

Ryan C. Mancini

EDUCATION:

- 2022 **Tomorrow's Filmmakers**, Remote
- Award winning online education for videographers
- 2021 **Jumpcut: Mental Mastermind**, Remote
- 8 week intensive mentorship program with social media consultants Kong Pham and Beor Ong
- 2018-2019 **Jumpcut: Viral Academy**, Remote
- Videographer based education with an emphasis on promotion and growth for social media
- 2017-2021 **University of Hartford: The Hartt School**, West Hartford, CT
- B.M. in Music Education (Summa Cum Laude)

EXPERIENCE:

- 2022 **Ready Room Tutor**
Henry James Memorial School, Simsbury, CT
- Organize and manage a Ready Room for students that need one-on-one tutoring and a place to relieve stress
 - Work one-on-one with students with exceptionalities
- 2021 **Long Term Substitute: Choral Teacher**
Henry James Memorial School, Simsbury, CT
- Long term substitute for fall 2021
 - Organize in person concerts during a the Covid-19 pandemic while adhering to local health mandates
 - Teach 7th and 8th choir and music production classes
 - Direct a musical that sold out 6 shows (2400 tickets sold)
- 2021 **Singer**
Playhouse on Park, West Hartford, CT
- Bass singer in the professionally filmed production of All is Calm: The Christmas Truce of 1914
- 2020-2021 **Director and Project Coordinator**
The Lift Every Voice and Sing Virtual Performance, Remote
- A virtual performance of the black national anthem using over 300 videos from musicians, dancers, and artists for the purpose of uplifting the black community
 - Create and design a website for informational use and directions on how to join the ensemble
 - Compose a full orchestra and choir arrangement of "Lift Every Voice and Sing"
 - Fundraise over \$2k to donate to the Family Community Life Center
- 2019-Present **Cantor and Video Editor**
Westminster Presbyterian Church, West Hartford, CT
- Sing Bass 2 in quartet and choral ensembles for church related events and services

- Produce audio and video for online worship services during the COVID-19 pandemic
- 2018-Present ***Videographer/Photographer/Editor***
Freelance Work, Hartford, CT
- Record video and take photos for live performances, musicians, corporate functions, festivals, and more.
 - Work with high profile figures such as Senate Majority Leader Chuck Schumer, Rep. Lee Zeldin, Rep. Tom Suozzi, NYS Gov. Kathy Hocu, and Javier Colon (first season winner of NBC's The Voice).
- 2018-2020 ***Music Director***
HartAttack A Cappella, West Hartford, CT
- Teaching music to college students with or without musical literacy, writing arrangements of music from any genre, and organizing performances
 - General member since 2017-2021
 - Produce audio and video for social media
- 2018-2020 ***Choral Member***
University of Hartford Chamber Choir, West Hartford, CT
- High level select choir ensemble
 - Sing bass voice parts for all events
- 2018 ***Background Singer***
Javier Colon at Infinity Music Hall
- Performance with premiere season winner of NBC's The Voice, Javier Colon
- 2017-2019 ***Saxophonist***
University of Hartford Omni-Ensemble, West Hartford, CT
- Perform in orchestral and wind ensemble orchestrations as a saxophonist
- 2016-Present ***Founder & Performer***
Mancini Music, Coventry, RI
- Singing and playing instruments for nursing homes, special events, and restaurants in RI, MA, CT
 - Booking paid gigs
 - Producing audio and video for social media
- 2011-Present ***Band Member***
First Baptist Church of Riverhead, Riverhead, NY
- Play electric bass and sing at all church related events and services

SKILLS/PROFICIENCIES:

Software: Logic Pro X, Final Cut Pro, Adobe Creative Suite

Primary Instruments: Saxophone, Voice, Electric bass, Piano

Applied Skills: Audio/Video Production, Music arranging, Music composition, Sight-Reading, Ensemble Leadership, Videography, Sales, Marketing, Social Media Management, Content Creation

Matthew Mercier

Special Education Teacher

EXPERIENCE

Northwest Village School, Plainville CT — *Certified Special Education Teacher*

Aug 2020 - Present

Certified Special Education Teacher with state endorsement 165 and EIN 6743821678 for a twelfth grade classroom. Responsible for IEP creation and implementation, differentiation, transition planning, British Lit, Consumer Math, Employability, Life Skills, testing, and other academics.. Managed school greenhouse and property management programs.

Northwest Village School, Plainville CT — *Teacher Sub*

October 2019 - June 2020

Special Ed Teacher substitute for a middle school classroom and a high school classroom. Tasked with stabilizing classrooms to access student learning, brainstorming and implementing accommodations, transitioning teachers in once hired, organizing PPTs, testing, clinical and therapeutic care and implementing structure. Taught ELA, Social Studies, Literacy, Reading, and Men's Group.

Northwest Village School, Plainville CT — *Paraprofessional*

March 2018 - October 2019

Paraprofessional for 6th, 7th and 8th grade classrooms. Provided one on one curriculum support, crisis intervention and therapeutic deescalation.

Farmington Parks and Recreation and CSSA, Farmington CT — *Soccer Referee Coordinator*

June 2014 - PRESENT

Coordinated, trained, mentored and assigned youth soccer officials for Farmington as well as adult referees for the State of Connecticut.

EDUCATION

CCSU, New Britain, CT — *BA*

August 2000 - December 2005

Bachelors of Arts in English with concentrations in Secondary Education and Communications

CCSU, New Britain, CT — *MS Special Education with Specialization in Initial Teacher Certification*

SKILLS

Calm Every Storm
Trainer
Risking Connections
CPR, First Aid, AED
CIAC Coaches Permit
National Referee
Emeritus
College Soccer Referee
USSF Assessor and
Mentor

AWARDS

Teacher of the Month NWVS
Nov 2019
NFHS referee of the Year 2014
National Honors Society
Magna Cum Laude

LANGUAGES

Conversational Spanish

December 2019 - May 2021

Masters in Special Education with combined Teacher Certification:

Traci Montineri

Objective: To acquire a position in which I can utilize my experience and teaching skills.

Certification: Elementary 013, Grades K-6 (1/2/08)
Provisional Educator (July 16, 2015-July 15, 2023)

Education: University of Bridgeport, Bridgeport, CT
Master's Degree: Graduate School of Education
Date of Graduation: May 2007

Central Connecticut State University, New Britain, CT
Bachelor's Degree: Psychology
Date of Graduation: May 2004

Student Teaching: Clarence A. Bingham Elementary School, Bristol, CT
(August 2007-November 2007)

- * Fourth Grade Classroom
- * Planned daily with cooperating teacher
- * Full-day teacher for 3 weeks
- * Attended weekly staff meetings
- * Science Unit Plan/Experiments
- * Guided Reading Groups
- * Math lessons and assessments
- * Participated in Professional Development Days
- * Self-reflections with cooperating teacher and college supervisor

Professional Experience:

Keigwin Middle School/Beman Middle School, Middletown, CT
Grade 6-8 Math 180 Intervention Teacher
(August 2019-Present)

- *Build foundational skills to close skill gaps and successfully transition to Algebra
- *Create experiences to help students grow a positive mindset
- *Partner with technology to maximize effectiveness

Keigwin Middle School, Middletown, CT
Sixth Grade Math Teacher (August 2010-June 2019)

- *Planned and presented lessons to facilitate students' understanding and application of mathematical concepts
- *Prepared and distributed learning materials
- *Collaborated with colleagues and math coaches

Keigwin Middle School, Middletown, CT
Grade 6 Math/LA Intervention Teacher (August 2009-June 2010)

- *Collaborated with sixth grade teachers to identify students in need of extra support using benchmark testing
- *Created lessons based on areas of weakness to help students achieve grade level goals

Martin Kellogg Middle School, Newington, CT
Academic Learning Tutor (August 2008-June 2009)

- * Met weekly with teachers to discuss classroom needs
- * Supported students in small group or individual settings
- * Worked with ESOL students 3 times a week
- * Assisted students in grades 5-8 in all academic areas

Environmental Learning Centers of CT
After-School Basketball Program (October 2007-March 2009)

- * Responsible for planning activities to encourage physical fitness and sportsmanship

Bingham Elementary School, Bristol, CT
Special Education Long-Term Substitute (April 2008-June 2008)

- * Created lesson plans for Kindergarten, 2nd Grade, and 3rd Grade
- * Communicated with parents daily
- * Completed and recorded behavior charts for all children
- * Managed a classroom with multi-grade levels

Bingham Elementary School, Bristol, CT
Third Grade Long-Term Substitute (January 2008-March 2008)

- * Created lesson plans
- * Graded papers
- * Completed Report Cards
- * Administered Connecticut Mastery Tests and District Reading Assessments
- * Attended weekly faculty and grade-level meetings

Bingham Elementary School, Bristol, CT
Building Intern (August 2006-June 2007)

- * Responsible for classroom management

* Implementing lesson plans

OBJECTIVE

To acquire a challenging and rewarding teaching position in the education field that utilizes my skills in communication, organization, and motivation.

EDUCATION

AARC

Special Education Certification, August 2015

University of Bridgeport

Master's in Education, December 2010

GPA: 3.7/4.0 (Elementary Education 013)

University of Connecticut, Storrs, CT

Bachelor of Science, Agriculture and Resource Economics, May 2006

Major GPA: 3.30/4.00

WORK EXPERIENCE

Sedgwick Middle School, West Hartford, CT

Teacher, 8/19-present

* Case manager for 7 individual special education students.

* Co-teacher for LA/Math

* Content Support Teacher (LA/MATH)

* Collaborate with regular education teacher for accommodations and modifications for special education students. *

Responsible for academic testing for eligibility into special education.

Wheeler Clinic, Plainville, CT

Teacher, 8/13-6/19

* Case manager for 12 individual Special Education students.

* Head Teacher in self-contained classroom setting.

* Supervisor of 6 paraprofessional staff and co-educator.

* Responsible for staff supervision and the evaluation process.

* Create and palm curriculum catered towards students with behavior and learning disorders.

Wheeler Clinic, Plainville, CT

Assistant Teacher, Teacher 4/11-Present

- Contribute as an integral member of a psycho-educational team
- Create and plan curriculum catered towards students with behavior and learning disorders

- Implement instruction based on each student needs

- Provide therapeutic care within a classroom setting

Devereux-Glenholme, Washington, CT

Boarding Faculty, 12/08- 1/10 – 12/10-4/11

- Effectively implement instruction appropriate to each child's cognitive, emotional, social, and psychological development

- Promote social and moral development through planned activities

- Maintain accurate, comprehensive documentation of instructional and management activities

- Communicate effectively with students, educational and residential faculty, parents and agency representatives

Areas of Expertise

- Microsoft Word, Excel, Power Point

- SmartBoard

- Integration of technology in lesson planning

SANDRA B. ROBAIR

Education

Central Connecticut State University

M.A. Molecular Biology, Biomolecular Science

B.S. Biology/General Science

Professional Summary

Dedicated Science Teacher with a concentration in molecular biology, but can also teach anatomy and physiology, genetics, general and environmental science. Reaches students by creating comprehensive and engaging lesson plans, taking a personal interest in each student's success particularly ELL students. Dedicated to the education of each student by leading students to perform at the best of their abilities.

Credentials

Connecticut Teaching Certificate: Provisional Educator

Biology Grades 7-12 (030)

Pre-AP Biology Certificate

Google Certified Educator

Leo Club Advisor (community outreach)

Extensive Laboratory Research Experience

Special Needs Experience

ELL Experience

Experience

General Science Teacher (presently employed)

Torrington Middle School

200 Middle School Drive, Torrington CT 06790

General Science Teacher

Curriculum development

PIC's

Lesson Planning

Leadership Committee

Connecticut Technical Education and Career System

Vinal Technical High School

69 Daniels Street, Middletown CT

2020-2021

Biology and General Science Teacher

Pre-AP certified instruction

Prepared students for the NGSS test

Lesson planning

General Science Teacher

Schaghticoke Middle School, New Milford Ct. Life Science Teacher

2018-2020

- Collaborated with other teachers to develop engaging, modified and differentiated lesson plans and labs.
- Worked closely with students with special needs to assist them in understanding the material.

- Developed a close relationship with the parents of the students that needed the most assistance.
- Successfully transitioned to online learning during the 2020 pandemic.

Science Teacher, February 2018- June 2018 (long term coverage)

Bristol Eastern High School Accelerated Biology, AP Biology and Anatomy/Physiology.

- Devised lesson plans in line with state regulations and NGSS requirements.
- Created interactive biology laboratory exercises.
- Prepared students for the AP exam in Biology.
- Maintained a passing percentage of 84 percent of students.

Science Teacher, August 2018-present

Schaghticoke Middle School, New Milford Ct. Life Science Teacher

- Collaborated with other teachers to develop engaging labs.
- Worked closely with students with special needs to assist them in understanding the material.
- Developed a close relationship with the parents of the students that needed the most assistance.
- Successfully transitioned to online learning during the 2020 pandemic.

TECHNICAL SKILLS

- Google Classroom
- Explore Learning Gizmo Simulation Labs
- Nearpod
- Peardeck
- CMT testing trained and ESL testing certified
- Microsoft Word
- Google docs.
- Google Slides.
- Google Drive.
- Screencastify.

- Google meets.
- Zoom
- Flipgrid.

RELATED RESEARCH/LAB EXPERIENCE

The roll of P120 and related cadherins with particular attention to the roll of E-cadherin in the directed migration of parietal endoderm through utilization of siRNAs to knock down the protein's function and to assess effects in processes such as cancer metastasis.

LABORATORY TECHNIQUES

- Maintenance of stable F9 mouse testicular cancer cell cultures and SF9/HI5 insect cells lines.
- Performed multiple differentiation protocols.
- Lipid based transfection delivery system.
- Immunofluorescence.
- Western Blotting.
- Protein purification.
- RNA extraction/purification.
- Reverse Transcription.
- Polymerase Chain Reaction.

INDEPENDENT GRADUATE REASEARCH WORK

Studied the roll of P120 and related cadherins with particular attention to the roll of E-cadherin in the directed migration of parietal endoderm through utilization of siRNAs to knock down the protein's function and to assess effects in processes such as cancer metastasis. Concentration on developmental biology and oncogenesis.

OTHER WORK EXPERIENCE

Substitute Teacher with Kelly Educational 2016-2018

- Long term substitute for two AP Biology classes, two accelerated Biology classes and two Anatomy and Physiology classes.
- Lesson planning and creation.
- Grading.
- Substitute teaching in General Science, Spanish and Math classes at the Middle School and High School levels.

Scientific Research 2014-2016 University of Connecticut Health Center

- Protein purification in a wet Biochemistry lab.
- Maintenance of stable F9 mouse testicular cancer cell cultures and SF9/HI5 insect cells lines.
- Performed multiple differentiation protocols.
- Lipid based transfection delivery system.
- Immunofluorescence.
- Western Blotting.
- Protein purification.
- RNA extraction/purification.
- Reverse Transcription.
- Polymerase Chain Reaction.
- Ordering of all laboratory supplies.

Legal Research and office management

2004- 2014

- Manager of the Personal injury department and the Foreclosure department.
- Prepare petitions for Chapter 7 Bankruptcies. Complete initial intakes with clients. Coordinate files from start to finish.
- Coordinate Personal Injury and Litigation files from start to completion.
- Assist with the Family files such as Divorce and Custody.
- Coordinate all Real Estate transactions from start to closing date.

- Manage the office schedule coordinating all court appearances.
- Translate all Spanish language matters for the attorneys.
- Legal research across all disciplines.

Science/ESL Tutor

1999-2004

- Proficient at running tutoring sessions of large to small groups with English as second language learners in elementary school aged children.

Laboratory Assistant

1996-1999

- Prepared specimens for specific tests and analysis in different departments.
- Maintained inventory in the deep freezers for subsequent or additional testing.
- Quality control and accuracy control of labeled serum tubes and their perspective tests.

Fluent in Spanish.

Availability: Open for discussion and open to teaching online courses.

REFERENCES AVAILABLE UPON REQUEST

Anne Marie Saucier

CERTIFICATION

CT Provisional Educator Certificate 165
Special Education: Comprehensive: Grades K through 12

EDUCATION

MPS – ELEMENTARY AND SPECIAL EDUCATION

Manhattanville College – Purchase, New York 1996

BA – PSYCHOLOGY

Marymount College – Tarrytown, New York 1994

PROFESSIONAL EXPERIENCE

CITY OF WATERBURY BOARD OF EDUCATION – Waterbury, CT 8/16 – Present

Special Education Teacher

- Provided instruction to students in resource, co-laught, and specialized classroom settings
- Collaborated with classroom teachers to implement modifications and accommodations in support of support students' IEP goals and objectives
- Differentiated instruction, for students with disabilities, using a variety of instructional approaches
- Maintained accurate and complete student records and prepared reports as required by laws, district policies and administrative regulations
- Conducted initial and reevaluation achievement testing, using the WIAT III, GORT-V and CTOPP-2
- Utilized behavioral management strategies that were consistent, respectful and responsive to students' needs

EC GOODWIN TECHNICAL HIGH SCHOOL – New Britain, CT 8/15-5/16

Long-Term Substitute Teacher – Special Education Teacher

- Collaborated with classroom teachers to implement modifications and accommodations in support of students' IEP goals and objectives
- Engaged in team teaching as a means to provide differentiated learning instruction
- Collected and analyzed student data as a method to inform instruction
- Utilized behavioral management strategies that were consistent, respectful and responsive to students needs

PLYMOUTH BOARD OF EDUCATION – Plymouth, CT 9/09 – 5/11

Reading Tutor

- Planned and executed lessons for at-risk readers in grades 3-5
- Monitored progress of students' acquisition of skills and adjusted instruction accordingly
- Collaborated with classroom teachers to promote students' generalization of acquired skills
- Provided small group instruction to students using a guided reading approach

UNIVERSITY OF CONNECTICUT HEALTH CENTER — Farmington, CT 8/98 – 8/00

Research Assistant – Division of Child and Family Studies

- Implemented teaching routines, using experimental curriculum, within early childhood programs
- Administered developmental assessments
- Conducted environmental assessments of early childhood programs throughout CT, NY and MA
- Designed and conducted recruitment presentations
- Assisted in the development of data collection methods
- Utilized data to drive instruction
- Conducted home visits

FAMILY JUNCTION BIRTH TO THREE – Watertown, CT 8/96-8/98

Developmental Therapist – Early Intervention

- Provided case management: developing and maintaining IFSP (Individualized Family Service Plan)
- Supported families in identifying goals for themselves and their children
- Conducted home visits to assist families in reaching their goals
- Assisted families in locating community resources to support their goals
- Designed learning environments with caregivers to promote children's acquisition of skills
- Established community partnerships in which to support families' needs
- Developed teaming approaches to enhance service delivery
- Conducted ongoing formal and informal assessments with children and families in support of their goals

REFERENCES: Available Upon request

Draft

2100 REVISED: The Superintendent shall organize the staff to achieve the school district goals as expressed by the Board of Education. The Superintendent shall be the administrator responsible to the Board of Education and shall identify lines of primary authority for all employees.

The primary responsibility of the administrative staff is to help create and foster an environment of excellence in which students can learn most effectively. Excellence in education includes ensuring district role models reflect diversity. In an effort to provide such role models, the Board supports measures to increase diversity through effective recruitment and hiring practices, in accordance with its Minority Recruitment Plan.

The Superintendent will, on an annual basis, provide the Board an organization chart delineating staff positions, direction of authority, and staff responsibility, based on job descriptions and required credentials/certifications).

The Superintendent will keep the administrative structure up to date in light of the needs for supervision and accountability in the school system. Therefore, the Superintendent may, from time to time, make changes to the organizational chart. The Superintendent will inform the Board of changes to the organizational chart in a timely manner.

To effectuate its oversight responsibilities, only the Board may appoint and discharge administrators. For purposes of this policy, "administrator" shall include the following endorsement codes: 085, 092 and 093.

For appointment, the Superintendent shall recommend candidates for administrators other than Superintendent for consideration to the Board. The Board ~~may~~ shall delegate to a five-person to a hiring selection committee the responsibility of considering the candidacy of two or more candidates recommended by the Superintendent and make a hiring recommendation for consideration by the entire Board.

The hiring selection committee shall at minimum include:

1. The Chair of the Board ~~shall~~ and/or:
2. The Chair of the Personnel Committee and/or:
3. The Chair of a Committee the potential hire will work with during their tenure.
In the event the administrative role will be assigned as a liaison to multiple reports to two committees, the Chair of the Board shall decide which committee chair shall be seated.
4. If the same person is responsible under items 2 and 3, the Chair of the Board shall choose another Board Commissioner.
5. Members from the school community, BFT, BAPS, AFSCME 2267, AFSCME 3351 will participate on the committee as appropriate.

Notwithstanding, Commissioner participation on the hiring selection committee, should not affect the timeliness, such that, ~~within~~ the hiring process shall remain unabated.

The Board will accept or reject the Superintendent's recommendation at the next regular or special Board meeting.

The hiring selection committee will be conducted in accordance with the Freedom of Information Act.