

Regular BOE Meeting  
Wednesday, August 21, 2013 7:00 PM Eastern

Auditorium  
129 Church Street  
Bristol, CT 06010

Lawrence Amara: Present  
Karen Bourassa: Present  
Genard Dolan: Present  
Jill Fitzgerald: Present  
Karen Hintz: Present  
Jeffrey Morgan: Absent  
Thomas O'Brien: Absent  
Karen Vibert: Present  
Christopher Wilson: Present  
Present: 7, Absent: 2.

1. Call to Order, Pledge of Allegiance, Moment of Silence
2. Approval of Minutes
3. Committee Reports
4. Superintendent Report
5. Consent Agenda
  - 5.1. Personnel
    - 5.1.a. Teachers Resignations
    - 5.1.b. New Teachers Hired - Effective August 26, 2013
    - 5.1.c. Teacher Request for an Unpaid Leave of Absence - Effective the 2013-2013 School Year
    - 5.1.d. Teacher Recalled From Layoff
    - 5.1.e. Part Time Teacher Hired for Full Time Position - Eff. August 26, 2013
    - 5.1.f. A-1 Teacher Appointment - Effective August 26, 2013
    - 5.1.g. A-2 Appointments for the 2013-2013 School Year
    - 5.1.h. A-3 Teacher Appointment - Effective August 26, 2013
    - 5.1.i. Sixth Year Salary Credit - Effective September 1, 2013
  - 5.2. Grants
    - 5.2.a. Access Health Connecticut - Assister Grant
    - 5.2.b. Stocker Foundation - Raising Readers Together Grant (RRT)
    - 5.2.c. Bristol Business Education Foundation Grant - Mentor Program
    - 5.2.d. Business Education Foundation Grant - CHMS and NEMS
6. Public Comment
7. Deliberated Items/District Leadership Team Reports
  - 7.1. Report on Dress Down for 2012-2013 School Year
8. Policy Revision
  - 8.1. Policy 5144.1 - Restraint/Seclusion Revision - Second Reading
9. Curriculum Revision
  - 9.1. Second Presentation: ELL Algebra Curriculum
  - 9.2. Second Presentation: Civics Curriculum

9.3. Second Presentation: Grade 9 Social Studies Curriculum

10. Old Business

11. New Business

12. Information

13. VOTE TO CONVENE INTO EXECUTIVE SESSION for the purpose of discussing:

14. Reconvene Into Public Session

15. Adjournment

**BOARD OF EDUCATION**  
Bristol, CT  
**Regular Meeting – July 10, 2013**

The regular monthly meeting of the Bristol Board of Education was held on Wednesday, July 10, 2013 at 7:00 p.m., at the Board of Education Administration Building, 129 Church Street, Bristol, Connecticut.

**PRESENT:** Commissioners: Lawrence Amara, Genard Dolan, Jill Fitzgerald, Karen Hintz, Jeffrey Morgan, Thomas O'Brien, Karen Vibert, and Chairman, Christopher Wilson; Ellen W. Solek, Superintendent of School, Dennis Bieu, Director of Human Resources and David Mills, City Council Liaison

**EXCUSED:** Commissioner Karen Bourassa

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

Chairman Wilson called the meeting to order at 7:00 p.m. and invited the audience to join him in reciting the Pledge of Allegiance.

**APPROVAL OF MINUTES**

On motion of Commissioner Dolan, seconded by Commissioner Hintz, it was unanimously

***VOTED: That the minutes of the June 5, 2013 Regular Meeting be approved as written.***

**Committee Reports**

**Student Achievement**

Commissioner Amara reported that the Committee met on Tuesday, June 24, 2013. A proposed revision for Policy 5144.1 Physical Restraint(s)/Seclusion was presented and will appear on tonight's agenda for a first reading. Four curricular revisions were presented to the committee: AP Chemistry Curriculum, Grades 6-7-8 Engineering and Technology Curriculum, High School Physical Education and Grade 7 Social Studies Curriculum; these all appear on tonight's agenda for a second reading.

**Personnel**

Commissioner O'Brien reported that the Committee has been involved in negotiations with Local 2267 at this point they have limited the discussion to the possibility of outsourcing the cafeteria and the impact on the current employees. They have made a proposal to the union that would allow us to continue using existing employees and they are looking at it, and will get back to the committee. However, if they are unsuccessful, they will be going to mediation within the next 30 days to try to resolve their differences, there may even be the possibility of going to arbitration.

**Finance**

Commissioner Vibert reported that the committee met earlier this evening. The committee conducted a wrap up of the 2012-2013 school year. There are a few things that still need to be resolved in Mr. Franz's office, but we are looking to return a surplus of approximately \$280,000 to the city. The committee also discussed the 2013-2014 budget and we will be working with an increase of 1.6 million dollars; and with that increase we will not be laying anyone off and will not be cutting any programs.

**Superintendent Report**

Dr. Solek on behalf of the Board of Education thanked everyone for their efforts throughout the 2012-2013 school year a success and making the end of the ceremonies and graduations such a success.

## **Superintendent Report – con't**

Dr. Moreau will be out on medical leave from now until August 12th or longer, she has had surgery and is comfortably resting. On behalf of the Board of Education, we wish her well in her recovery.

Dr. Solek led a discussion regarding the possibility of bringing full day kindergarten to the district. Each commissioner was provided auxiliary information at their seat regarding the proposal such as detailed financial breakdown, resources, references and the Connecticut State Standards as they apply to kindergarten. Dr. Solek discussed the three options that have been identified by the District Leadership Team which include:

### **Full Day K Proposal**

- 600 Kindergarten Student Cohort 20 students per classroom
- 15 Additional classrooms/staffing - \$107,000,000
- Additional Specials - \$1,050,000
- Special Services - \$312,024
- Estimated Total Cost - \$2,224,350

### **Extended Day K Proposal**

- 600 Kindergarten Student Cohort 20 students per classroom
- 15 Additional classrooms/staffing - \$107,000,000
- Transportation - \$800,000
- Aide to Principal - \$18,000
- Special Services - \$312,024
- Estimated Total Cost - \$2,154,374

### **Full day Kindergarten Multi-Year Implementation**

- 200 Kindergarten Student Cohort 20 students per classroom
- 5 Additional classrooms/staffing - \$340,000
- Additional Specials - \$364,000
- Special Services - \$312,024
- Estimated Total Cost - \$1,030,374

Following the detailed presentation, questions followed regarding: committee set up and membership, feedback from parents, the specials that would be included, the transition timeframe, getting our students ready for kindergarten right now, and getting the parents involved in the transition from PreK.

There will a formation of a district Full Day Kindergarten Committee in September to conduct further research regarding implementation, the committee will conduct detailed cost analyses, examine alternative funding options and make a final report to the Board in December of 2013.

## **Consent Agenda**

### **Personnel**

#### **Administrator Resignation - Effective June 30, 2013**

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

***VOTED: That the Board of Education accept the following Administrator Resignation – Eff. - 6/30/13  
Mary Joscelyn-Gadd - BCHS - Assistant Principal***

**Teacher Retirement - Effective June 30, 2013**

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

***VOTED: That the Board of Education accept the following Teacher Retirement – Eff. - 6/30/13:  
Diane Devnew - Ivy Drive - Grade 1***

**Teacher Resignation - Effective June 30, 2013**

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

***VOTED: That the Board of Education accept the following Teacher Resignation – Eff. - 6/30/13  
Sarah Lupo - SSS - Physical Education***

**New Teachers Hired - Effective August 26, 2013**

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

***VOTED: That the Board of Education approve the following New Teacher Hires – Eff. – 8/26/13  
Jessica Brown - BCHS - Special Education  
Teresa DiCarlo - BCHS - French  
Angela Scaccianemici - BCHS - Italian  
Jeremy Sloate - GH – Wellness***

**A-1 Teacher Resignation - Effective June 30, 2013**

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

***VOTED: That the Board of Education accept the following A-1 Teacher Resignation – Eff. - 6/30/13  
Dawn Killiany - CHMS - Gold Team Leader***

**A-1 Teacher Appointment - Effective August 26, 2013**

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

***VOTED: That the Board of Education approve the following A-1 Teacher Appointment – Eff. – 8/26/13  
Amy Lipscomb - CHMS - Yellow Team Leader***

**A-3 Teacher Resignations - Effective June 30, 2013**

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

***VOTED: That the Board of Education accept the following A-3 Teacher Resignations – Eff. - 6/30/13  
Jennifer O'Donnell - EDGE - K-5 Co-Technology Leader  
Sarah Behrendt - EDGE - K-5 - Co-Technology Leader***

**A-3 Teacher Appointment - Effective August 26, 2013**

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

***VOTED: That the Board of Education approve the following A-1 Teacher Appointments – Eff. – 8/26/13  
Michelle Gallant - EDGE - K-5 Co-Technology Leader  
Jennifer Labbe - EDGE - K-5 Co-Technology Leader  
Ingrid Scalise - NEMS - Social Studies Curriculum Coordinator***

**Teacher Requests for an Unpaid Leave of Absence**

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

## **Teacher Requests for an Unpaid Leave of Absence – con't**

***VOTED: That the Board of Education approve the following Teacher Requests for an Unpaid Leave of Absence***

***Elizabeth Flynn - SSS - Special Education - Effective 2013-2014 School Year***

## **Grants**

### **Inter-district Cooperative Grant - Adventures in Peace-Making and Diversity 2013-2014**

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

***VOTED: That the Board of Education approve the Inter-district Cooperative Grant - Adventures in Peace-Making and Diversity 2013-2014.***

### **Lead Awareness and Management Challenge (LAMC) Grant**

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

***VOTED: That the Board of Education approve the Lead Awareness and Management Challenge (LAMC) Grant.***

### **Main Street Foundation Grant to Bristol Central High School**

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

***VOTED: That the Board of Education accept the Main Street Foundation Grant to Bristol Central High School .***

### **Main Street Grant to West Bristol School**

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

***VOTED: That the Board of Education accept the Main Street Grant to West Bristol School.***

## **Public Comment**

Charlene Clevenger - 351 Beths Avenue – Addressed the Board regarding recess. She provided information to each commissioner. She is part of a group of parents concerned with the current recess structure; they are part of group called Free Recess Free Minds. They are advocating for an update of the current recess policies. They would like to see the immediate return of 20 minutes of open play recess for all half day kindergarteners and the withdrawal of the policy that allows school staff to withhold recess from students of all ages. Research proves how important recess is for students of all ages. Currently, recess is only for grades 1-5 with kindergarteners only occasionally getting to go outside. She is petitioning the Board to update the recess policy and comply with the current law. She would like the Board to allot one recess period in a half day program and two recess periods for a full day program if that is implemented in Bristol in the future and eliminating the provision of withholding recess for incomplete work or behavioral issues, and educating teachers on alternatives of denying recess.

Michelle Burns - Kindergarten - 51 Eugene Avenue - Addressed the Board regarding Full Day Kindergarten. She moved to Bristol nine years ago. She was fortunate to be able to participate in the extended kindergarten program at South Side School, her daughter was reading in kindergarten. She clearly saw the advantage of her participating in the program. With her son being born in November they have had to hold him back and may consider pulling him out and placing him in a private kindergarten program. She would like to ensure that we are looking at this program and that there will be parent involvement and she would like to

## **Public Comment – con't**

participate on the committee if possible. She is heavily vested in seeing the program come to fruition in 2014-2015

## **Deliberated Items/District Leadership Team Reports**

### **Budget Adoption for the 2013-2014 School Year**

On motion of Commissioner Dolan, seconded by Commissioner Morgan, it was unanimously

***VOTED: That the Board of Education adopt the Board of Education budget for the fiscal year 2013-2014 in the amount of \$104,285,960. The total increase for the Board of Education will be \$1,600,000 over the adopted 2012-2013 budget.***

### **Curriculum Revision**

#### **6-8 Engineering & Technology Curriculum Revision - Second Reading**

On motion of Commissioner Hintz, seconded by Commissioner Dolan, it was unanimously

***VOTED: That the Board of Education approve the 6-8 Engineering & Technology Curriculum Revision.***

#### **Grade 7 - Social Studies - Global Studies II Revision - Second Reading**

On motion of Commissioner Dolan, seconded by Commissioner Amara, it was unanimously

***VOTED: That the Board of Education approve the Grade 7 - Social Studies - Global Studies II.***

#### **High School - AP Chemistry - Second Reading**

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

***VOTED: That the Board of Education approve the High School - AP Chemistry Revision.***

#### **High School Physical Education Curriculum Revision - Second Reading**

On motion of Commissioner Hintz, seconded by Commissioner Amara, it was unanimously

***VOTED: That the Board of Education approve the High School Physical Education Curriculum Revision.***

## **Textbook Recommendations**

### **Spanish III Textbook Adoption - First Reading**

The Spanish III curriculum was revised this spring as part of the district's routine cycle of updating curriculum. As a result of the process, a committee of Spanish teachers from both high schools determined that a current and rigorous textbook was needed to help deliver the curriculum effectively.

The committee recommends the approval the following textbook: *Aventura Level III*, published by EMC Publishing.

On motion of Commissioner Dolan, seconded by Commissioner Amara, it was unanimously

***VOTED: That the Board of Education waive the Second Reading of Spanish III Textbook.***

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

***VOTED: That the Board of Education approve the Spanish III Textbook entitled Aventura Level III.***

**Grade 7 - Social Studies Textbook - First Reading**

The curriculum for Grade 7 Social Studies was revised to align with the Common Core State Standards in English Language Arts and Literacy in Social Studies/History and with the Connecticut Social Studies Framework. A committee of teachers and students recommends that this new curriculum be supported through the following textbook: Discovering Our Past: A History of the World by Jackson Spielvogel.

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

***VOTED: That the Board of Education waive the Second Reading of Grade 7 - Social Studies Textbook.***

On motion of Commissioner Dolan, seconded by Commissioner Fitzgerald, it was unanimously

***VOTED: That the Board of Education approve the Grade 7 - Social Studies Textbook entitled Discovering Our Past: A History of the World by Jackson Spielvogel.***

**Policy Revision**

**Policy 5144.1 - Restraint/Seclusion Revision - First Reading**

The current Restraint/Seclusion Policy was originally adopted by the Board of Education in June 2008. Since that time, the laws regarding the use of restraint and seclusion in the public schools have changed. It is therefore necessary to update the Board of Education policy on Restraint and Seclusion to be in compliance with the current CT state statutes. Policy change highlights include: The only time Restraint/seclusion can be used in an emergency, monitoring students was added and definition of restraints was added and Seclusion avoided.

This is the first reading of the policy; please direct any questions in the subsequent month to Mrs. Hapken.

**Old Business**

There was no Old Business to come before the Board.

**New Business**

There was no Old Business to come before the Board.

**Information**

Commissioner O'Brien wanted to say that what a great reflection of our high schools; that the top four students are going to Boston College, Harvard, Brown and Villanova. We will be providing more information on where all of our students are going.

Commissioner Dolan reported that he attended the AVID graduation ceremony; he was impressed. This is the first graduating group, and they are all being accepted into college, and other post-secondary programs. AVID is a tremendous program that helps the disadvantaged student and gives them an opportunity to experience things that they normally would not have the chance to do. He is looking forward to next years graduation.

Commissioner Fitzgerald reported that she was impressed with the Chippens Hill Middle School graduation and that so many of the students received outstanding awards.



## **Information – con’t**

Commissioner Vibert reported that she attended the Bristol Central High School graduation, and many of our students are going to top colleges and universities. She was impressed with the numerous tassels hanging from their caps boards signifying the various groups/societies that they have participated in.

Commissioner Morgan reported that four boys from Bristol Central High School qualified for full scholarships for their participation in lacrosse program.

## **Vote To Convene Into Executive Session**

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

***VOTED: That the Board of Education convene into Executive Session for the purpose of discussing: Non-Renewal for Reduction in Force, BAPS - Personnel Matter and Superintendent Evaluation. (8:17 p.m.)***

## **EXECUTIVE SESSION**

**PRESENT:** Commissioners: Lawrence Amara, Genard Dolan, Jill Fitzgerald, Karen Hintz, Jeffrey Morgan, Thomas O'Brien, Karen Vibert, and Chairman, Christopher Wilson; Ellen W. Solek, Superintendent of School, Dennis Bieu, Director of Human Resources and David Mills, City Council Liaison

1. Discussion of a Non-Renewal for Reduction in Force
2. Discussion of a BAPS Personnel Matter
3. Superintendent Evaluation

## **Reconvene Into Public Session**

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

***VOTED: That the Board of Education reconvene into Public Session to take any votes on matters discussed in Executive Session. (9:00 p.m.)***

## **Adjournment**

There being no further business to come before the Board and

On motion of Commissioner Morgan seconded by Commissioner Dolan it was unanimously

***VOTED: That the Board of Education meeting be adjourned. (9:00 p.m.)***

Respectfully Submitted

***Susan P. Everett***

Susan P. Everett

Executive Secretary to Board of Education