

**ENFIELD BOARD OF EDUCATION  
ENFIELD, CONNECTICUT**

**Time-Place:**

**Council Chambers  
820 Enfield Street  
Enfield, CT  
7:00 PM Regular Meeting**

**Date: 03/10/15**

- 1. Call to Order – 7:00 PM**
- 2. Invocation or Moment of Silence – Vincent M. Grady**
- 3. Pledge of Allegiance – Vincent M. Grady**
- 4. Fire Evacuation Announcement**
- 5. Roll Call**
- 6. Board Guest(s)**
  - a. JFK Student Athletes**
  - b. Enfield Legislators**
- 7. Superintendent's Report**
  - a. Student Representatives Report**
  - b. March Events**
- 8. Audiences**
- 9. Board Members' Comments**
- 10. Unfinished Business**
- 11. New Business**
- 12. Board Committee Reports**
  - a. Building Committee**
  - b. Curriculum Committee**
- 13. Approval of Minutes: Special Meeting Minutes A – February 17, 2015, special Meeting Minutes B – February 17, 2015 and Regular Meeting Minutes – February 24, 2015**
- 14. Approval of Accounts and Payroll**
- 15. Correspondence and Communications**
- 16. Audiences**
- 17. Executive Session**
  - a. Matter(s) Related to Personnel**
- 18. Adjournment**



# ENFIELD PUBLIC SCHOOLS

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## OFFICE OF THE SUPERINTENDENT OF SCHOOLS

**Date:** March 10, 2015  
**To:** Enfield Board of Education  
**From:** Dr. Jeffrey A. Schumann  
**Re:** Board Guest(s)

- a. **JFK Student Athletes:** Tonight, we will recognize our boys and girls JFK student athletes for their 2014-15 undefeated basketball seasons. We welcome Housemaster Connell Clark and Faculty Manager Bob Cressotti to tonight's meeting. They will introduce the coaches and student athletes.
- b. **Enfield Legislators:** Board members expressed their interest to invite our legislators back to give us an update regarding magnet costs, unfunded mandates and upcoming legislation. Tonight, we welcome back our Enfield Legislators – Senator John Kissel, Representative David Kiner and Representative David Alexander.



# ENFIELD PUBLIC SCHOOLS

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## OFFICE OF THE SUPERINTENDENT OF SCHOOLS

**Date:** March 10, 2015  
**To:** Enfield Board of Education  
**From:** Dr. Jeffrey A. Schumann  
**Re:** Superintendent's Report

- a. **Student Representative Report:** Enclosed in your packet, you will find a report from both BOE Student Representatives regarding events/happenings at their respective high schools. Student Representatives may have some additional information or comments to share with Board members.
- b. **March Events:** The Board and Town Council will hold a joint meeting on March 11<sup>th</sup> in the Enfield Room to discuss information received from the School Security Public community Sessions. This meeting will start at 7:00 PM and is open to the public.

The Board will present their FY2015-16 budget to the Town Council on March 12<sup>th</sup> in the Enfield Room. This meeting will start at 6:30 PM and is open to the public.

The Town Manager will present his FY2015-16 budget recommendations to the Town Council on March 16<sup>th</sup>. This meeting will be held in Council Chambers at 7:00 PM and is also open to the public.



# **ENFIELD PUBLIC SCHOOLS**

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## **OFFICE OF THE SUPERINTENDENT OF SCHOOLS**

**Date:** March 10, 2015  
**To:** Enfield Board of Education  
**From:** Dr. Jeffrey A. Schumann  
**Re:** Executive Session

The Board of Education needs to discuss the following items:

- Matter(s) Related to Personnel

Therefore, I recommend that the Enfield Board of Education enter into executive session, with the appropriate personnel invited, for the reasons described above. An affirmative vote of two-thirds of the members present and voting is required. Board members will relocate to the Enfield Room for the Executive Session.

**2014-15 Winter Athletic Awards Recognition**

**John F. Kennedy Middle School Basketball:**

**JFK Girls – Undefeated 2014-15 Season (10-0)**

**Jessica Marcotte; Morgan Ludwick; Holly Jutras; Kaitlyn Blethen; Madison Daly; Shelby Bedard; Cassandra Urso; Victoria Grigaitis; Samantha Langan; Samantha Ferrato; Kaitlyn Bourque; Tori Geaglone; Olivia Mannette ; and Jasmine Kopacz**

**JFK Boys – Undefeated 2014-15 Season (10-0)**

**Jadon Archer; Kyle Bak; Alexander Krawiec; Kyle Menaker; Matthew O'Connell; Christian Pasini; Lloyd Rowland; Kevin Wilson; Matthew Bourque; Vincent Delano; Devon Edwards; Owen Lawler; Brandon Smith; Cameron Hicks; Dylan Hurlburt; and Carina Filippa, Manager**



## **EHS/FHS Student Representative Reports – March 10, 2015**

### **Enfield High & Enrico Fermi High School:**

- EHS Instrumental Benefit Pops Concert will be held on March 12, 2015 at 6:30 PM in the Auditorium.
- EHS Family Movie Night "Frozen" will be held on March 13, 2015 at 5:00 PM in the Auditorium.
- Enfield Chorus Festival will be held on March 14, 2015 at 3:30 PM in the Enfield High School Auditorium.
- EHS Safe Grad Auction will be held on March 19, 2015 at 6:00 PM at Mount Carmel.
- EHS Junior Prom will be held on March 20, 2015 at 6:30 PM at Chez Joseph.



DRAFT

**BOARD OF EDUCATION  
SPECIAL MEETING MINUTES - A  
FEBRUARY 17, 2015**

A special meeting of the Enfield Board of Education was held in the Conference Room at Henry Barnard Elementary School, located at 27 Shaker Road, Enfield, CT on February 17, 2015.

1. **CALL TO ORDER:** The meeting was called to order at 6:03 PM by Secretary Grady
2. **PLEDGE OF ALLEGIANCE:** Secretary Grady
3. **FIRE EVACUATION ANNOUNCEMENT:** Secretary Grady announced the fire evacuation announcement.
4. **ROLL CALL:**

**MEMBERS PRESENT:** Raymond Peabody, Lori Unghire, Vin Grady, Timothy Neville, Stacy Thurston and Tom Sirard (arrived at 6:20 PM)

**MEMBERS ABSENT:** David Wawer, Lori Unghire and Tina LeBlanc

**ALSO PRESENT:** Dr. Jeffrey Schumann, Superintendent; Mr. Christopher Drezek, Deputy Superintendent; John Coccia, Chief Personnel Officer and Attorney Richard Mills, Shipman & Goodwin

5. **PRESENTATION AND DISCUSSION RELATED TO ETA GRIEVANCE:**

Mr. Tod Couture, the ETA President presented his case regarding the interim administrator job posting grievance. He distributed folders to each Board member. He reviewed ETA Exhibits 1-8 and past history with the Board.

Mr. Couture added that the ETA is looking for the opportunity for their members to be able to apply for any subsequent position and interim position. He reviewed the 9 points listed on Exhibit 7. The ETA membership deserves the right to apply for these positions. We are not looking for this job to be reposted.

Mr. Peabody stated that the last bullet point summarizes your point. Mr. Couture stated we are looking for any future job postings to be posted.

Mr. Neville stated his interpretation of Article 9, section K-2 in Exhibit 3 is that all positions in the teachers bargaining unit would qualify. Mr. Couture stated in the second paragraph it lists "Where candidates are equally qualified, preference for positions in the bargaining unit shall be given to teachers currently employed by the Board."

Mr. Neville added that if you read the first sentence of that paragraph it makes sense. He believes this refers to positions listed in Article 2 or teacher positions in the contract.

Mr. Couture stated we have different interpretations of the contract. The first section lists the Superintendent shall establish and publish criteria to be used in the hiring of administrative personnel. The second section lists current bargaining unit members have the opportunity. We are looking for any promotional opportunities and the Humanities Coordinator position is a promotion with a salary change to have the opportunity to apply for this position.

Mr. Neville added that we call department heads as an administrative position. Mr. Couture stated they are not administrative positions.

Mr. Neville stated we use that term because they carry out some administrator functions. You are connecting language that he does not see.

Mr. Couture understands what Mr. Neville is saying but there are clear distinctions in the contract. Department heads are not promotional opportunities. They are teachers with added responsibilities. We are here because of interpretation.

Mr. Jonaitis stated you were looking for an opportunity for interim positions being posted for 6 months or less. Mr. Couture stated we signed an MOU for an unfair labor practice in September 2014. If a teacher becomes an interim administrator for 6 months or less, they will need to discuss this with the ETA. If they are going to be in this position for 7 months or longer, the ETA will not bargain for them, the Administrator's bargaining unit would bargain for them.

Mr. Jonaitis stated Central Office has the right to hire someone for an interim position for 6 months or less and if it is more than 6 months it should be posted.

Chairman Sirard arrived at 6:20 PM.

Mr. Couture stated that is where the differential is. The MOU dealt with a brief period of time where a member from our bargaining unit was placed in the Administrators bargaining unit for a brief amount of time. They are still a member of our bargaining unit and they would negotiate the different pay for them while they did this job during the 6 months timeframe. We are discussing posting positions.

Mr. Couture added the job should be posted while someone fills the position as an interim appointment as an administrator.

Mr. Jonaitis added if Mr. Drezek could no longer work in his position due to a family matter and there is 4 months left to the year, could Mr. Coccia fill this position. Mr. Couture stated that these positions are not under the ETA bargaining unit.

Mr. Jonaitis asked if the position should be posted. Mr. Couture stated no, since it is only going to be for that amount of time. We are talking about a position that is going to be available for more than 6 months. The administrator position at Fermi was posted and was filled much later. The opportunity was available for any bargaining unit member to apply for that position.

Mr. Jonaitis stated if the position continues for less than 6 months that is where the issue lays.

Mr. Neville asked how long the interim Humanities position is for. Dr. Schumann stated until the end of this fiscal year.

Mr. Jonaitis asked how many months is it for. Dr. Schumann stated 7 months.

Mr. Peabody stated a department chair is under the ETA bargaining unit and is a teaching position. This position receives a stipend for the additional work. You are talking about posting the position for an administrator position. Mr. Couture stated any promotional opportunities should be posted.

Mr. Neville stated if a principal was to be out for a certain amount of time due to a medical concern, the Superintendent would fill the position quickly to run the building smoothly. This is not what you are talking about. If they were in this position for more than 6 months, this position would need to be posted.



Mr. Couture stated this person left and the position was not posted so everyone in the bargaining unit could have the opportunity to apply for this open position. This was not an emergency job that needed filling immediately.

Mr. Neville hears what you are saying, but again this comes down to interpretation. You are trying to justify. The bargaining language is clear. He is not reading the language that way. The ETA contract is pretty specific.

Mr. Couture referred to Article 9, Section K and #2 under the first paragraph. He will argue that teachers will not have promotional opportunities if the jobs are not posted. He is looking at "all" salary differentials and he believes all teachers deserve the opportunity for promotional opportunities. He understands that it will come down to interpretation.

Chairman Sirard asked if Mr. Couture considers a head teacher a promotion. Mr. Couture stated no.

Chairman Sirard asked if Mr. Couture considers a department head a promotion. Mr. Couture stated no. A department chair is a teacher with added responsibilities.

Chairman Sirard stated if a department chair is receiving a pay differential that is higher than what they would normally receive, you would not consider that a promotion. Mr. Couture stated no. This would be a teacher with added responsibilities that receives a stipend not a differential.

Chairman Sirard asked if a head teacher has supervisorial capabilities to other teachers. Mr. Couture stated no.

Chairman Sirard asked if they perform evaluations of other teachers. Mr. Couture stated no.

Chairman Sirard asked if they are responsible for scheduling of other teachers. Mr. Couture stated no.

Chairman Sirard asked if they fill in for an administrative position at any time or are they ever in charge of other teachers. Mr. Couture stated yes.

Mr. Neville added they attend PPT's. Mr. Couture stated they do not receive a stipend for this.

Mr. Neville stated department chairs are paid per diem and work during the summer. Mr. Couture stated the additional money they receive is listed in the contract.

Mr. Neville stated they are also leading their departments.

Mr. Jonaitis asked if Meghan Burr is filling in for Anne McKernan. Dr. Schumann stated that Mrs. Burr was assigned to Ms. McKernan's position in the interim.

Mr. Jonaitis asked where Mrs. Burr came from. Mr. Neville stated she was a English department chair at Fermi. Mr. Jonaitis stated she was moved into this position without it being posted.

Mr. Couture stated that is correct.

Mr. Peabody stated that in the grievance you list that this position was filled without it being posted. Your remedy is for these positions to be posted for any future positions.

Mr. Couture stated when the grievance was written it did not include this. When we met at the

Superintendent's level we explained the recommended remedy for this grievance for any future positions and for them to be posted so any bargaining member could apply.

Mr. Neville stated that Mrs. Burr is currently at Central Office until June. Where will she go after the end of school? Dr. Schumann stated she will return back to her position at Fermi.

## **6. EXECUTIVE SESSION**

Mr. Peabody moved, seconded by Mr. Neville that the Enfield Board of Education enters into Executive Session for Matter(s) Related to Collective Bargaining.

A vote by **show-of-hands 6-0-0** passed unanimously.

The Board remained in the Board Conference Room for the Executive session portion of the meeting at 6:33 PM. Dr. Schumann, Mr. Drezek, Mr. Coccia and Attorney Mills joined the Board in Executive Session.

No Board action occurred while in Executive Session.

## **OPEN SESSION:**

The Board returned to open session at 7:05 PM.

Mr. Neville moved, seconded by Mr. Peabody that the Enfield Board of Education denies the grievance filed by the ETA (Enfield Teachers' Association) and heard by the Board on February 17, 2015, for the reasons set forth in the Superintendent's January 29, 2015 grievance response.

A vote by **roll-call 5-1-0** passed with Mr. Jonaitis in dissent.

## **7. ADJOURNMENT**

Mr. Neville moved, seconded by Mrs. Thurston to adjourn the Special Meeting of February 17, 2015.

All ayes, motion passed unanimously.

Meeting stood adjourned at 7:06 PM.

Vincent M. Grady  
Secretary  
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary

**BOARD OF EDUCATION  
SPECIAL MEETING MINUTES - B  
FEBRUARY 17, 2015**

A special meeting of the Enfield Board of Education was held in the Conference Room at Henry Barnard Elementary School, located at 27 Shaker Road, Enfield, CT on February 17, 2015.

1. **CALL TO ORDER:** The meeting was called to order at 7:15 PM by Chairman Sirard.
2. **PLEDGE OF ALLEGIANCE:** Chairman Sirard
3. **FIRE EVACUATION ANNOUNCEMENT:** Chairman Sirard announced the fire evacuation announcement.
4. **ROLL CALL:**

**MEMBERS PRESENT:** Peter Jonaitis, Raymond Peabody, Lori Unghire, Vin Grady, Timothy Neville, Stacy Thurston, Tina LeBlanc (arrived at 8:35 PM) and Tom Sirard

**MEMBERS ABSENT:** David Wawer

**ALSO PRESENT:** Dr. Jeffrey Schumann, Superintendent; Mr. Christopher Drezek, Deputy Superintendent; Mr. John Coccia, Chief Personnel Officer and Attorney Richard Mills, Shipman & Goodwin

5. **EXECUTIVE SESSION:**

a. **Matters Related to Collective Bargaining**

Mr. Peabody moved, seconded by Mr. Neville that the Enfield Board of Education enters into Executive Session for Matter(s) Related to Collective Bargaining.

A vote by **show-of-hands 7-0-0** passed unanimously.

The Board remained in the Board Conference Room for the Executive session portion of the meeting at 7:16 PM.

Dr. Schumann, Mr. Drezek, Mr. Coccia and Attorney Mills joined the Board in Executive Session. No Board action occurred while in Executive Session.

**Open Session:**

The Board returned to open session at 8:03 PM.

6. **ACTION IF ANY, RELATED TO COLLECTIVE BARGAINING:** None
7. **CONTINUE THE FY2015-16 SCHOOL CALENDAR DISCUSSION:**

Dr. Schumann distributed a draft copy of the FY2015-16 school calendar. At the last meeting, Mr. Neville asked where one of the professional learning (PL) dates was moved from. The calendar Board members received in the fall had a PL date scheduled for May 27<sup>th</sup>. We presented the Board at the last meeting using November 25<sup>th</sup> as a half day PL date. After further review of the draft calendar, there were too many teacher days. The revised version

now has November 25<sup>th</sup> as a no school day. This will give the Building Committee the entire day for them to move items as requested.

Chairman Sirard asked about the proposed regional calendar for the 2016-17 calendar and would we still be able to schedule firm graduation dates. Dr. Schumann stated the Board could still place firm graduation dates on the calendar if you choose to.

Mr. Peabody stated if everyone has the same graduation dates this might cause some problems for scheduling safe graduation events.

Dr. Schumann stated you will still have some flexibility with your calendars. The holidays will all be the same. There will be some flex days for scheduling.

Mr. Neville asked if snow days will mess this up for the end of school. Dr. Schumann stated you can always push the last day of school to June 30<sup>th</sup>.

Mr. Neville stated we might all have the same days for PL. The reason for this was to save money and utilize PL days with other school districts. He wondered if this would affect any of the bargaining units.

Dr. Schumann added the Board will need to revise the Board's Calendar policy #6111 School Calendar to reflect the regional calendar. The draft calendar is in compliance with the Board's current policy and adheres to all State laws.

Mr. Jonaitis asked about the second week in November. Dr. Schumann stated some of those days are for elementary conferences and half day PL activities.

Mr. Jonaitis does not like the idea of half day PL.

Chairman Sirard added the Board will vote on the proposed 2015-16 School Calendar at the next regular meeting on Tuesday, February 24<sup>th</sup>.

#### **8. CONTINUE THE 2015-16 BUDGET DISCUSSION AND ACTION IF ANY:**

Dr. Schumann distributed a document listing budget adjustments as requested by the Board starting with 8.75% down to 0%. He explained the attachments that are coded: A = Athletic, B = Budget, EC = Extra Curricular, F = Financial, I = Instructional, NC = Non-certified, O = Other and S = Special Areas.

Dr. Schumann stated we have discussed items B previously - adjustments to Workers Compensation and Health Insurance costs.

Mr. Neville stated that this should fall under the Town for these projected costs. They can take any extra money from the Town's fund. The Board does not have a surplus to draw from. Any additional costs will need to come from teacher's salary line item and lay off staff to cover additional workers compensation costs.

Dr. Schumann added that we have \$1.3 million in the budget and feel that we can reduce this number and will still be safe.

Mr. Peabody believes they should pick up any additional costs than what we have budgeted for.

Mr. Neville would also like to see them pickup any additional IT costs. Every year they give us money towards this item. These two items would take a huge chunk off of our budget.

Chairman Sirard stated that he is comfortable with Dr. Schumann's recommendation for health insurance. He feels we should budget for \$501K for workers compensation. The Town is our fiduciary agent and does not believe that they will take issue with this.

Mr. Peabody stated the IT budget will save us \$400K. What are we budgeting for IT costs? When will we know this number? Mr. Neville stated we will find this out at our next ITPC meeting.

Mr. Peabody stated last year we paid \$500K for IT costs out of a \$2 million dollar budget. He feels the town should pick up the same amount again.

Mr. Neville added if they are going to do this again, they should just do it and let us know.

Mr. Peabody added that we could adjust our proposed budget by \$1.5 million and an additional \$400K for a total reduction of \$1.9 million.

Chairman Sirard stated our insurance costs are still uncertain. Our workers compensation budget of \$501K is a comfortable number to budget for. The ITPC costs are at the discretion of the Town Council. We should not factor this into our budget based on past practice. We will need to consider a backup plan for \$1.5 million for just in case the Town Council does not assist us again.

Mr. Peabody would like us to present this past practice to the Town Council. The past practice was for them to assist us with our IT costs. We need them to consider this again.

Mr. Neville stated at the last meeting, we asked the Superintendent to come up with a number that won't cut any programs or staff and presented us with a 7.99% number.

Dr. Schumann stated the recommendations he made were for B1, B2, F1, F2 and F3 or 7.99% budget. This equals a reduction of \$487,430 from his previous budget recommendation.

Chairman Sirard stated the \$501K workers compensation number was reduced by \$169K. This will bring us to 7% or a reduction of \$641,167K.

Mr. Neville would like to receive an electronic copy of this.

Chairman Sirard stated by using these figures, the Town Council would have a hard time disputing this.

Mr. Grady added that we would still like the Town Council to allocate another \$1.5 million towards Workers Compensation and IT costs.

Mr. Peabody stated these are the reductions we are talking about. Mr. Neville added that we are getting down to a reasonable number.

Mr. Peabody added any additional reductions will mean program cuts. Mr. Neville does not want to make any cuts without knowing what the impacts are.

Chairman Sirard added that he is fairly confident with the \$501K figure.

Mr. Neville stated we will need to show the history to the Town Council.

Mr. Peabody agrees that the ITPC Committee needs to meet. We need to discuss shared services and costs. He would like to know the hourly rates we are being charged. Mr. Wawer and he discussed breaking down the costs showing the affect when we present to the Town

Council.

Mr. Neville would like to bring Mr. Coppler and Mr. Russell to a Board meeting to discuss this publically. This way the public will know where the money is going.

Mr. Peabody stated that he sent Dr. Schumann an e-mail. He asked if he has had the opportunity to look at it. Dr. Schumann stated no, that he was working on this information for the Board.

Mr. Neville stated we gave the Superintendent a short time frame to come up with these figures. As we move forward, he sees this as a starting point with the budget. As each number comes in, we can continue to work our numbers downward. We need to come up with a number tonight that we can work from. We need a starting point.

Mr. Peabody would like to receive a copy of this electronically.

Chairman Sirard asked about items A1-31 and are we having any difficulties filling any of these athletic teams? Dr. Schumann stated both football teams and the EHS boys' tennis have difficulties with low participation numbers. We are in the process of asking the CIAC about a co-op for the football team for the 2015-16 school year. If they allow us to co-op, it will save us some money.

Chairman Sirard stated the Board voted to wait until the high schools consolidated before consolidating any teams. Dr. Schumann stated this would be for a co-operative team. A co-op is different from consolidating and there are specific rules that apply for co-ops.

Chairman Sirard would like to see the participation numbers for athletic competition teams. This way we can amend our budget accordingly.

Mr. Neville would like Dr. Schumann to invite them to a Board meeting to discuss this with them. Chairman Sirard would like them to attend the next Board meeting as guests.

Mr. Neville stated we have a co-op hockey team. Mr. Peabody added the coaches are in favor to co-op the football team.

Chairman Sirard stated we can look at teams with low participation numbers. This can help as financially. That would be sharpening our pencils.

Mr. Neville added that any cooperative teams could play as the Enfield Eagles. This would help us as we move forward with the consolidation. We can also look to the Town for any of these one-time costs for uniforms. Uniforms are not included in our Building Committee's budget.

Mr. Neville stated we can continue with reductions as we go along during the budget process.

Mr. Peabody added that uniforms are not included in our budget either. The Town Council would like to divide these costs over 2 fiscal years. Mr. Neville added this could be discussed at the Governance Council meetings. One-time costs should be addressed differently.

Mr. Neville would like to know what our budget looks like now with the additional budget reductions.

Dr. Schumann stated with the additional reductions taken from his previous recommendation of 7.99% we are currently at 6.99% budget increase of \$4,496,184 or \$68,758,341.

Mr. Jonaitis added that we have not looked at any staffing reductions yet. Mr. Neville stated



we do not want to do that yet. We are trying to layout what the impacts of these cuts would be.

Chairman Sirard stated he is comfortable with this number at this point. He would like to see the participation numbers for boys' tennis and football teams.

Mrs. LeBlanc arrived at 8:35 PM.

Dr. Schumann stated there are no other teams that could co-op at this time.

Mr. Neville would like to hear from the coaches about a co-op.

Dr. Schumann added that boys' tennis was denied to co-op for this year. We can ask about a co-op for next year's fall teams. We will look at our current numbers for next year's fall petition to co-op. We believe there will only be 2 or 3 Enfield boys that can play with the Fermi students but they will participate as independent students. They will be independent of Fermi. By doing this, we will provide them with an opportunity to practice and play.

Dr. Schumann stated concerning football, this item has been brought to the Pequot League and the CCC Conference. The CCC Conference has looked at the request and agreed that they could play under Fermi in the CCC Conference as a cooperative team. They are in the process of submitting a full application to the CIAC. We should hear about their final decision by April 2015 if the two teams could co-op for the Fall 2015 football season.

Mr. Grady asked about the coaches. Dr. Schumann stated our coaches are hired for one year positions. They can re-apply for the position and go through the process with Mr. Coccia, Mr. Bernstein and the high school principals.

Mrs. Unghire asked if anyone knows where we stand with Legislation regarding CREC tuitions.

Mr. Peabody stated that a bill has been written by the committee (Representative Kiner and Alexander) and submitted to the Legislation to transfer the costs from the Towns to the State. He is not sure of the bill number.

Mr. Neville asked if there is any chance of this passing. Mr. Peabody doesn't believe it has any chance of passing this year. But if they continue to submit it, more representatives will get on Board with this idea.

Mr. Neville moved, seconded by Mr. Peabody that the Enfield Board of Education approves a 6.99% Budget and will continue to work on the Budget with real-time cuts as we move forward.

#### **Discussion:**

Mr. Peabody would like to include a caveat letter with an executive summary with value added and our accomplishments. We need to include the items we discussed.

Chairman Sirard stated we will adopt a 6.99% with a caveat. We should continue to look for efficiencies as we move along. We can include that with our budget presentation to the Town Council.

Mr. Peabody would like to see Dr. Schumann present the priorities and include an executive summary.

Mr. Neville stated we need to submit a number and what goes along with it to the Town Council. We could see what would be the best way to do this by asking Dr. Schumann and Mr.

Drezek.

Mr. Peabody stated we need to add the value added to this, what are we spending and what we are going to do with it.

Mr. Neville asked what we submit to the Town Council.

Dr. Schumann stated we will give them the budget book and the adjustments from tonight. We can include the executive summary.

Chairman Sirard is comfortable with this.

Mr. Peabody stated can give them this information when we present our budget to them.

Mr. Jonaitis stated this is to present a 6.99% budget to the Town Council. Chairman Sirard stated that is correct.

A vote by **roll-call 7-1-0** passed with Mr. Jonaitis in dissent.

## **9. ADJOURNMENT**

Mr. Grady moved, seconded by Mrs. Thurston to adjourn the Special Meeting of January 20, 2015.

All ayes, motion passed unanimously.

Meeting stood adjourned at 8:20 PM.

Vincent M. Grady  
Secretary  
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary

**BOARD OF EDUCATION  
REGULAR MEETING MINUTES  
FEBRUARY 24, 2015**

A regular meeting of the Enfield Board of Education was held at Town Hall in Council Chambers, located at 820 Enfield Street, Enfield, CT on February 24, 2015.

1. **CALL TO ORDER:** The meeting was called to order at 7:00 PM by Chairman Sirard.
2. **INVOCATION OR MOMENT OF SILENCE:** Peter Jonaitis
3. **PLEDGE OF ALLEGIANCE:** Peter Jonaitis
4. **FIRE EVACUATION ANNOUNCEMENT:** Chairman Sirard announced the fire evacuation announcement.
5. **ROLL CALL:**

**MEMBERS PRESENT:** Peter Jonaitis, Raymond Peabody, Lori Unghire, David Peabody, Vin Grady, Timothy Neville, and Stacy Thurston

**MEMBERS ABSENT:** Tina LeBlanc

**ALSO PRESENT:** Dr. Jeffrey Schumann, Superintendent; Mr. Christopher Drezek, Deputy Superintendent; EHS Student Representative Christine Luksic and FHS Student Representative Eric Barnes

6. **BOARD GUEST(S)**

a. Athletic Co-op Update

Mr. Newton stated he is the Chair and President for the CIAC. He reviewed the guidelines for a cooperative team and the consolidation of athletic teams. We are currently having cooperative teams for swimming with Enfield, Fermi and Somers and ice hockey with Enfield and Fermi. The application for boy's tennis with Fermi and Enfield was denied due to the participation numbers at Fermi. The CIAC is currently reviewing our application to have a cooperative football team for Enfield and Fermi.

Mr. Peabody asked about the numbers for the teams.

Mr. Bernstein stated they are looking at our current grade 10-12 numbers. No students can be cut from a cooperative team. We are looking to coop the EHS boy's tennis team with Somers since the application to coop with Fermi was denied.

Mr. Bernstein added the CIAC had some questions regarding the number of students that started on the 2014 football roster at Enfield High. We lost 25 EHS students during the football season for various reasons. The CIAC asked for the reasons and I have submitted an explanation for each athlete to them.

Mr. Neville asked about our chances for this football coop for the fall 2015 season. Mr. Bernstein stated the CIAC will make their decision for May 1<sup>st</sup> for the fall sports. He is fairly confident this coop will happen. We submitted the football coop application early because there are many components with football that need to be considered.

Mr. Neville is concerned for the younger players playing with juniors and seniors. The weight difference for a freshman and a senior is quite different. Mr. Bernstein added with the cooperative team, we will be able to reinstate freshman and junior varsity programs.

Mr. Neville stated if the CIAC approves the cooperative football team and we receive an influx of students wanting to participate, what will happen. Mr. Bernstein stated no students will be cut from a cooperative team.

Mr. Newton added the coop application presented to the CIAC committee can be approved for a 1 or 2 year cooperative team. We will be consolidating, so only a 1 year cooperative team is needed. He has asked them to rush their decision due to Enfield High needing to pull out from the Pequot League for the fall 2015. The Pequot League will need to fill the vacant spot and additional time is needed to accomplish this. We are hopeful that we will receive a decision earlier than May 1<sup>st</sup>.

Mr. Bernstein added that we have been transparent about everything with the Pequot League. They were appreciative about this information and he gave them some schools that are interested in joining their league.

Mr. Neville is very appreciative for everything you are doing for our students. This will help with the consolidation process. Currently, we have cooperative teams for girls swimming and boy's ice hockey. Mr. Bernstein stated EHS boy's tennis will coop with Somers once the application is approved.

Mr. Newton added that we are currently looking at the field hockey numbers. EHS's numbers are very low. This might be another team that we can potentially co-op. The Fermi numbers might be too high for them to co-op with just like the boys tennis numbers.

Mr. Neville added that he applauds your efforts to give our students every opportunity to participate in athletic sports.

Mr. Grady stated that Enfield has been known for our robust youth athletic programs. He wondered why we are losing students in football and ice hockey.

Mr. Bernstein stated that there are many reasons like extreme costs for ice hockey. There are fewer hockey programs in CT now. You see strong participation at parochial schools and in Fairfield County. You are seeing more cooperative ice hockey teams now.

Mr. Newton added most hockey teams north of Hartford are cooperative teams.

Mr. Grady stated a lot of students are going to prep schools. It just seems like we are losing a lot of students.

Mr. Bernstein added that ice hockey teams are becoming an elite sport. You may lose a student or two here and there. Field hockey numbers at EHS are low for returning athletes. We are not sure how many freshman students we will have. You need 11 players on the field. Fermi has around 16 returning players.

Mr. Wawer thanked them for the information and your dedicated work. He asked if the State of Connecticut has looked at the trends for high sports participation. Are they stable or influx?

Mr. Newton stated that some sports like lacrosse are growing while others are shrinking. Basketball and soccer are sports that are thriving.

Mr. Peabody stated that ice hockey is a big expense for many families. He would like to see the demographics for the cooperative football team once it is completed. Injuries for the younger football players are a huge concern for many parents. They are playing against larger players and can get seriously injured. He has spoken to several parents and coaches about the football cooperative team and they are in favor of this. What are your plans for the ancillary aspect for the co-op team?

Mr. Bernstein stated we have been discussing logistics. Any interested coach will need to apply for the position and they will be interviewed by a committee. In preparation for the consolidation, both football head coaches had the two teams practice together once a week in the fall. They would travel back and forth between the two schools. This was a positive step and the booster clubs are going to work together to make the program the best that it can be.

Mr. Peabody asked how the bands are doing with this. Mr. Bernstein stated we are looking at the safety concerns due to low participation numbers for the student athletes. The bands will need to be addressed at another time. In the past when the two schools played on Thanksgiving, both bands played at half time and it worked out fine.

Mr. Peabody added that when he was in high school there were two bands and they worked together and everything worked out nicely. He just wanted to know if we were going to incorporate all groups.

Mr. Newton stated that we are not looking at co-curricular programs at this time.

Mr. Jonaitis asked how many students are enrolled at EHS and FHS. Mr. Longey stated 710 and Mr. Newton stated 890.

Mr. Jonaitis asked why is the boys and girls swimming and volleyball held in different seasons?

Mr. Newton stated from the CIAC standpoint, the swimming participation is different and they run separate State tournaments in separate seasons. It is also a facilities concern. Usually swim meets are extremely long and if they were combined it would be impossible.

Mr. Jonaitis asked about volleyball. Mr. Bernstein stated they are held in opposite seasons for similar reasons and we also have a lot of 3 season athletes at our high schools.

Chairman Sirard stated our existing cooperative teams are for ice hockey and girls swimming. The new proposed cooperative teams will be for football, EHS boy's tennis with Somers and possibly EHS field hockey.

Mr. Bernstein added the other teams we are watching closely are for the FHS and EHS wrestling teams. Fall sports have deadlines of May 1<sup>st</sup>, Winter sports deadline is September 15<sup>th</sup> and Spring sports deadline are January 15<sup>th</sup>. We have time for the coaches to check on participation numbers for next year's teams.

Mr. Grady asked if the cooperative teams will disappear when we consolidate. Mr. Bernstein believes we would still coop for girls swimming and ice hockey based on past participation numbers.

Chairman Sirard thanked them for the information.

## **7. SUPERINTENDENT'S REPORT**

- a. Student Representatives Report – as presented
- b. Special Recognition – as presented

Dr. Schumann recognized EHS Student Representative Christine Luksic for being nominated by the Enfield Rotary as a student of the month. He also showed Board members a picture she made called "Forest Fire" from her portfolio art class with Mr. Fahey.

Dr. Schumann also recognized both FHS Student Representative Thomas Vose and FHS Student Alternate Representative Eric Barnes for their participation with Buzz Robotics. They have just finished the assembly of the robot for recycled rush.

Dr. Schumann added the competitions will be held in Springfield and Worcester, Massachusetts and Hartford, Connecticut.

- c. Budget Presentation – as presented
- d. Grants Update – as presented
- e. Personnel Report – as presented

Mr. Neville would like to request that the March 12<sup>th</sup> meeting with Town Council be taped for public viewing. A lot of work has gone into our budget and he would like the public to see this if they are unable to attend.

Dr. Schumann will bring this up at the next Governance meeting with the Mayor and Town Manager.

Chairman Sirard congratulated both Christine Luksic and Eric Barnes for their outstanding work.

Mr. Peabody asked if we included any of the budget detail in the budget presentation that was requested by the Board. You were sent an e-mail with this information.

Dr. Schumann stated that both he and Chairman Sirard have not gone over the budget presentation together yet.

Mr. Neville stated in the past, they have put together a comprehensive presentation and include these items during the presentation to the Town Council.

Chairman Sirard added that when we present the budget to the Town Council, we add additional items or addendums that will explain items.

Mr. Peabody stated that his question specifically was have the details in the budget book been updated to include specific information about buildings, class sizes, certified staff broken down by teachers, guidance counselors, psychologists, etc. These items have been requested for quite some time. He would like to know if this information will be added.

Dr. Schumann stated the budget book that was presented to the Town Council was the exact booklet the Board received with the Board's column added. This format was approved by the Mayor at a Governance Council meeting in the fall. We submitted what the Board approved.

Mr. Peabody is looking for the details for each building on each page broken down.

Chairman Sirard stated per the Town Charter, we are obligated to present the budget in the approved format that the Town Manager approves and requests. That format will be submitted as approved to the Town Manager. The addendum you are discussing will be included in the presentation to the Town Council. This is the only why we can do this and still be in compliance with the Town Charter.



Mr. Peabody is asking about the content not the format. Chairman Sirard stated that information will be included as an addendum when we present the budget to the Town Council. It may not be attached to the booklet but it will be an addendum.

Mr. Neville stated that when he and Mr. Peabody submitted the memo, we were looking to add value by adding a cover letter. Dr. Schumann had discussed the information we were looking for at the last meeting as an addendum. This would include information about grants, class sizes and value added. We would be more than happy to put together the addendum for you if needed.

Mr. Peabody agreed with Mr. Neville.

Chairman Sirard stated the addendum will be included in the budget presentation.

## **8. AUDIENCES**

Joan Larson & Bev Harrison, Enfield Together Coalition & Enfield Residents: Ms. Lawson congratulated both student representatives for their dedicated hard work. It is nice to see our youth doing such wonderful things.

Ms. Lawson recently attended a CADCA (Community Anti Drug Coalition of American) meeting in Washington, DC with Jean Haughey, SRO Rick Gutska, SRO Joe Fillmore and Bev Harrison. She distributed information about the program and what they are doing in Enfield. Their mission is to strengthen the capacity of community coalitions to create and maintain safe, healthy and drug free communities globally. This information will help us to prevent underage drinking and drug use with our youth in Enfield. There are medication drop boxes at the EPD to help get prescription drugs off the streets. We will hold an informational meeting on March 4<sup>th</sup> in Council Chambers at 6:00 PM that is open to the public about prescription drug and over the counter drug abuse. Flyers will be going home with students about this.

Ms. Harrison stated that she loved attending the conference. We heard from many experts about substance abuse. Our coalition is going to start the discussion about recreational marijuana use. We will be sending out postcards to families for 6 months. Most medical Doctors do not recommend marijuana use. We want to keep recreational marijuana use out of Connecticut. Thank you.

Chairman Sirard thanked them for everything they do for our youth.

## **9. BOARD MEMBER COMMENTS**

Mr. Jonaitis stated that the Journal Inquirer reported the vote for the Board's budget incorrectly. It was not unanimously approved. He did not vote in favor of the budget for the record. He asked the JI to correct this and is not sure if they did. The Hartford Courant reported the information correctly.

Mr. Peabody attended the Nathan Hale PTO meeting. They are doing a great job for the students. He participated in the First Reader Trivia Night that was held at Mount Carmel. It was a lot of fun and they raised a lot of money for a worthy cause. He urged everyone to attend the Fermi Jazz Festival.

Mr. Peabody is not happy that the content that was discussed previously was not included in the budget report. He appreciates the amount of work that went into the budget. He appreciates the impact assessment Board members received from Dr. Schumann.

Mr. Peabody hopes that the efforts that have gone into the cooperative football team will be the same for when the bands consolidate.

Mrs. Unghire attended the CREC Council meeting. They are looking for an Executive Director to replace Dr. Douglas. The CABE Day of the Hill will be held on March 25<sup>th</sup>. She also congratulated both Christine and Eric for all of their hard work. Mrs. Unghire wished the Robotics Team a happy 20<sup>th</sup> anniversary and wished them good luck with their upcoming competitions.

Mr. Wawer thanked the parents that sent e-mails to the Board and Town Council about the guards in our schools.

Mr. Wawer stated that we are not receiving any help from legislators with our budget. We have received increases with mandates, sped costs and magnet school costs. We need our legislators to help us and hope they will listen to us and file bills about this.

Mr. Grady stated that he also attended the First Readers Trivia Night. It was a well attended event and the program will continue to run with the proceeds they made. It was a fun night and encouraged everyone to attend this event next year.

Mr. Grady also thanked the parents and grandparents for their e-mails and comments about the SSO program in our schools.

Mr. Grady asked what the task for the Buzz robot is this year. FHS Student Representative Eric Barnes stated the robot must stack items. Mr. Grady would like them to modify the robot so the robot can shovel and clear off some of the roofs.

Mr. Neville stated the First Readers Trivia Night was a good time while raising funds for this great program. He would like to see the Board sponsor a team next year. He congratulated both Student Representatives for jobs well done. He would like to know where the meets will be held for upcoming Robotics Competitions.

Mr. Neville attended a couple of the school security public comment sessions. A lot of the same people are attending these meetings, especially parochial parents. He would like to see more public school parents attend these meetings. Our decision has not been made yet and we need to hear from you.

Mr. Neville stated the State will need to find another \$60 million dollars from the budget. He asked about the legislators attending a Board meeting. Dr. Schumann stated they are planning to attend the March 10<sup>th</sup> Board meeting.

Mrs. Thurston stated a retraction was placed in the Journal Inquirer about the Board's budget vote.

Mrs. Thurston congratulated both student representatives for their hard work and dedication. She also attended the First Readers Trivia event. It was a lot of fun and everyone had a good time.

Chairman Sirard congratulated Buzz Robotics for their 20<sup>th</sup> anniversary. He is a big fan of the robotics team. You all deserve a lot of congratulations for everything you have accomplished over the past twenty years. You continue to represent us very well.

Chairman Sirard personally congratulated EHS Student Representative Christine Luksic for her art work. It is always nice when one of our own are recognized for something you love to do.

Chairman Sirard congratulated the First Readers for another successful event. Recognizing our students for reading their first book is an important milestone. He was unable to attend this year's event. He would like to see the Board sponsor a table next year. This event is always a lot of fun and nothing beats reading a book.

Chairman Sirard thanked the parents and guardians for sending us e-mails about the school security guards. We need to hear from you. If you can't attend the next public community session, please e-mail the Town Council and Board members with your views.

Chairman Sirard stated the budget process continues. If the numbers from the State hold true, they will need to make up the \$60 million dollars from somewhere. He does not believe this amount will be divided evenly between all of the 169 towns. We are already being flat funded. This shortage will affect us deeply and we will need to be prepared for this. He urged parents and taxpayers to attend the upcoming budget meetings. We need to hear from you and want you to send us e-mails. If you wait until the end of the budget process, it will be too late.

#### **10. UNFINISHED BUSINESS**

##### **a. Approve FY2015-16 School Calendar**

Mr. Grady moved, seconded by Mr. Peabody that the Enfield Board of Education approves the FY2015-16 school calendar as presented.

##### **Discussion:**

Mr. Jonaitis stated that he will vote against the calendar because he does not like the 10 half day professional learning days. He believes we are inconveniencing families with these half day early releases. We could remedy this by making some of these full day professional learning days.

Mr. Neville stated that parents will still be affected if we have a full day or half day professional learning day.

Mr. Jonaitis stated that a lot of parents are picking up their children afterschool and doing this for a half day dismissal is a major inconvenience for many parents.

Mr. Wawer asked if the 2015-16 calendar will conform with the uniform school calendar State mandate. Dr. Schumann stated no we will not be in compliance with the mandate and are not required to do this until the 2016-17 school year.

A vote by **roll-call 7-1-0** passed with Mr. Jonaitis in dissent.

#### **11. NEW BUSINESS**

##### **a. Approval of Continuing Education Certificate of Authority**

Mr. Neville moved, seconded by Mr. Wawer that the Enfield Board of Education approves the Continuing Education Certificate of Authority as presented and authorize the Superintendent to endorse it.

##### **Discussion:**

Mr. Neville asked if the students will receive credit for the courses they will take at Asnuntuck?

What kinds of programs can they participate in? Dr. Schumann stated that he is not sure and will find out about this. Mr. Drezek was involved with this and he would know the answers.

Mr. Neville asked if there will be any costs associated with this that we should be aware of. Dr. Schumann stated there are no costs for the Board. They just need the Board to approve the certificate of authority.

A vote by roll-call 8-0-0 passed unanimously.

**b. Action if any, regarding Collective Bargaining**

Chairman Sirard stated this item will be addressed after the Executive Session.

**12. BOARD COMMITTEE REPORTS**

**a. Building Committee**

Mr. Neville reported the Building Committee will meet on Thursday, February 26<sup>th</sup>. He will forward the comprehensive FF&E pdf files to all Board members to view. It is interesting to look at the different kinds of equipment we will be purchasing. He will update the Board at the next meeting after our next Building Committee meeting. The construction is progressing and they are all working very hard especially with the extreme weather conditions they have encountered during this project.

Chairman Sirard added the construction process has changed greatly over the past 20 years. The temperature changes affect the curing process and they will make adjustments as needed. These guys are working hard and deserve a lot of credit for the work they are doing.

**13. APPROVAL OF MINUTES**

Mr. Grady moved, seconded by Mrs. Thurston that the Regular Meeting Minutes of February 10, 2015 be approved. A vote by show-of-hands 7-0-1 passed with Mr. Wawer abstaining.

**14. APPROVAL OF ACCOUNTS PAYROLL - None**

**15. CORRESPONDENCE AND COMMUNICATIONS - None**

**16. AUDIENCES - None**

**17. EXECUTIVE SESSION**

Mr. Neville moved, seconded by Mr. Wawer that the Enfield Board of Education enters into Executive Session for Matter(s) Related to Collective Bargaining and Matter(s) Related to Personnel.

A vote by show-of-hands 7-1-0 passed with Mr. Jonaitis in dissent.

The Board remained in Council Chambers for the Executive Session at 8:17 PM. No Board action occurred while in Executive Session.

**Open Session:**

The Board ended the Executive Session at 8:35 PM.

**Item #11:**

**b. Action if any, regarding Collective Bargaining**

Mr. Peabody moved, seconded by Mrs. Thurston that the Enfield Board of Education approves the Tentative Agreement with the Enfield Teacher's Association as presented.

A vote by **roll-call 7-0-0** passed unanimously.

**18. ADJOURNMENT**

Mr. Grady moved, seconded by Mrs. Thurston to adjourn the Regular Meeting of February 24, 2015.

All ayes, motion passed unanimously.

Meeting stood adjourned at 8:36 PM.

Vincent M. Grady  
Secretary  
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary