

**BOARD OF EDUCATION  
REGULAR MEETING MINUTES  
JUNE 10, 2014**

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 June 10, 2014.

1. **CALL TO ORDER:** The meeting was called to order at 7:04 PM by Chairman Sirard.
2. **INVOCATION OR MOMENT OF SILENCE:** Stacy Thurston
3. **PLEDGE OF ALLEGIANCE:** Stacy Thurston
4. **FIRE EVACUATION ANNOUNCEMENT:** Chairman Sirard announced the fire evacuation announcement.
5. **ROLL CALL:**

**MEMBERS PRESENT:** Peter Jonaitis, Raymond Peabody, Lori Unghire, David Wawer (phoned in at 9:43 PM), Vin Grady, Tina LeBlanc (arrived at 7:44 PM), Timothy Neville, Stacy Thurston and Tom Sirard

**MEMBERS ABSENT:** None

**ALSO PRESENT:** Dr. Jeffrey Schumann, Superintendent; Chris Drezek, Deputy Superintendent; EHS Student Representative Christine Luksic and FHS Student Representative Katie Saltzgiver

Chairman Sirard stated the Mr. Wawer will remotely participate at tonight's meeting per BOE Policy #9341.8 Participation at Board of Education Meetings by Remote Methods and Mrs. LeBlanc will arrive a bit later. She is at the Enfield High School World Languages Award Ceremony where her daughter is receiving an award.

6. **BOARD GUEST(S)** - None
7. **SUPERINTENDENT'S REPORT**
  - a. Student Representatives Report– as presented

EHS Student Representative Christine Luksic thanked the Board for the plaque she received during the EHS Awards Ceremony and for Mr. Grady presenting it to her. This recognition means a lot to her. She enjoys being the EHS Student Representative and looks forward to participating again next year.

FHS Student Representative Katie Saltzgiver thanked the Board for the opportunity to be the Fermi Student Representative. She has learned a lot over the past two years. She has grown as an active member of the Enfield Community from her experiences being part of Board. She thanked the Board for instilling in her the passion to serve her people to her utmost potential. She believes that local government is the most important kind because we can make the most kinds of changes and let our voices be heard. Thank you for the experience she has had as the Fermi Student Representative.

Chairman Sirard thanked both Student Representatives for being awesome representatives to the Board. You should both be proud of the jobs you have done as our representatives. You have done Enfield proud – thank you.

- b. Thank You Mount Carmel Society – as presented
- c. EHS Thespian Ceremony – as presented
- d. Adult Education Graduation – as presented
- e. Rachel's Challenge Kindness Carnival – as presented
- f. EHS/FHS Graduations – as presented

**8. AUDIENCES - None**

**9. BOARD MEMBER COMMENTS**

Mrs. Thurston attended the Eli Whitney grade 5 concert. The students did a great job. She also attended the Head Start classroom 4 certification ceremony. The students were extremely excited. Get ready Kindergarten Teachers; they are a lively bunch of students.

Mr. Jonaitis extended birthday wishes and anniversary wishes to his family members.

Mr. Jonaitis stated that Board members will need to make an important decision tonight about the budget. We have been discussing the budget since February. He does not like the way the budget has been handled. We have staff members that do not know if they have a job to come back to. He feels this is one of the worst budgets he has participated in. A decision regarding the JFK principal also needs to be made. He is not happy with what has transpired.

Mr. Jonaitis wished the teachers and students a good summer. He wished the graduates good luck and is sure the ceremonies will go very nicely. He wished Ms. Saltzgeber good luck and has enjoyed sitting next to her over the past two years.

Mr. Jonaitis further added that the Board will come to some decisions during the Executive Session. He wished that this could be done during the Board's open session.

Mr. Peabody stated the Board has been working diligently on the budget since February. Both he and Mr. Wawer have tried applying some of their work experience ideas to our budget so they could understand the process. They are ready to discuss some of these ideas with the Board tonight. Our schools should be an asset to the community. We are looked at as a liability due to the fact that we have not provided the details the town is looking for with our budget. At his job, details are provided in the budgets. We have provided some details with our budget otherwise he would not be on board with it. In order to be an asset to the community, we need to have our financials in good working order with detailed analytics. He commends the administrative team for putting up with his questions during this budget cycle.

Mr. Peabody further added that the Central Office is not a taj mahal. The public has a misconception about this. The town has painted the walls and put in industrial carpeting.

Mr. Peabody believes we need to do a better job of disseminating information to the public. He applauds Ms. McKernan's efforts with the curriculum committee and getting information out to the public. The Board has an obligation. It is our fact based responsibility and not faith based responsibility when it comes to the budget. He looks forward to further discussions on the budget with Dr. Schumann and the Board.

Mrs. Unghire wished all the dad's a happy Father's Day. She attended a Curriculum meeting and it was extremely interesting. She also attended the Hazardville Memorial pot luck supper. She attended the CREC meeting where they gave us a beautiful dinner and two students from the Greater Hartford Academy of Performing Arts performed for us. They were wonderful performances.

Mrs. Unghire thanked Ms. Saltzgiver and Ms. Luksic for your service to the Board. She wished Ms. Saltzgiver good luck with her future endeavors. We will miss you on the Board.

Mrs. Unghire stated she attended the NHS Dinner Reception. The room was cold and the food was hot. She truly enjoyed herself. Thank you.

Mr. Grady attended both Enfield High and Enrico Fermi High's awards ceremonies. They were both well attended and he congratulated the students for their hard work and commitment. It was nice to see the amount of scholarships and awards the students received.

Mr. Grady also thanked the Mount Carmel Society for the meal they provided us with tonight. This event was also well attended. He congratulated all of the national honor society recipients for all of the hard work they have done over the past four years. He wished all of the EHS and FHS graduating senior's good luck with your future endeavors. Some of the students are planning to attend some pretty prestigious schools.

Mr. Grady stated the Relay for Life was held in Suffield. A lot of our Enfield students participated in this event. It is nice to see our students supporting this cause. Our students helped to raise a lot of money for this great cause.

Mr. Grady stated our students do so many good things in our community. He was really surprised to see the hit we have taken with our budget this year. The Board took a proactive stance with full day Kindergarten this year. This is a tremendous asset to our community and to our students. He saw something positive and was looking forward to what we could do next for our students. He feels we are going to take a step backwards with the budget cuts that are needed. He is not happy with this. We need to be proactive with our students and town. We are reacting and will need to cut programs and teachers. We are going to make cuts with our budget that will ultimately affect our kids. This Board should take a stance and making more programs available to our students so they can attend these prestigious colleges. We are asking way too much from our administrators. They are making do with what they can with the cuts we have made to the budget. How much more are we going to ask them to do? We presented a budget that we needed not wanted.

Mr. Grady would like Chairman Sirard to contact the Town Manager to put signs on the new trucks we received with our budget this year. He would like the signs to say they were bought with public education funds. This way, people will understand where our tax dollars are going.

Mr. Neville also attended the awards ceremonies. It amazes him with the amount of achievements our students accomplished. We all ran for the Board of Education because we wanted to make a difference. Look at the work that our two student representatives have done academically. We are extremely proud of you both. We are here for the right reasons because we want to improve.

Mr. Neville added that he is also upset with the budget. He does not believe the right thing was done for our budget. We worked hard to bring full day Kindergarten to Enfield. This was an item that we knew would need to be funded each year. He feels the Board worked responsibly to come up with a budget that was reasonable. We tried to economize and make ourselves more efficient. We have a million dollar shortfall that we must now deal with. He thanked the parents that have written him and that have spoken to him about their concerns. He has tried to respond to all of their concerns. The Board would like to keep all of these items but we are charged with trying to find a way to minimize the impact on all of the students. Any cuts we make will affect some group of individuals, teachers, parents and students. No good can come from any cuts we make. We take our jobs as Board members seriously and will try to minimize the hurt with our budget so our students can continue to do their best.

Mr. Jonaitis stated we recently hired 3 new elementary principals and he welcomes them. He also was able to tour the Head Start building today.

Mr. Peabody stated that he would like the Board to start the next budget cycle after this one has been completed. This way we can give the administrative team an opportunity to meet our needs with the budget process. We need to look at our mainstream students and their needs.

Chairman Sirard thanked the Mount Carmel Society for the National Honor Dinner Reception they provided for our students and parents earlier tonight. He also wanted to mention FHS student Daniel Salisbury who received a 4 year full scholarship by the Navy ROTC. He sets an example for all of us. He wishes him all the best and wished him Godspeed.

Chairman Sirard stated that we all worked hard and diligently on the budget. This has been one of the longest budget processes he has been involved with. We were shorted funds for our budget allocation but we need to look at the big picture. We need to look at all of the unfunded mandates the State has handed us. This has added 2% to our budget. We are doing all of the heavy lifting in Enfield and we are not getting any help from the State or from Washington. He does not like hearing the dissension from his fellow Board members. He has been saying for the past 6 years that the mandates will catch up to us. He urged everyone to think long and hard about whom is really shorting us. We were shorted \$11 million dollars in 2010 and the number increases every year. The budget process is backwards. By the time we receive our allocation it is too late. We are put through the ringer every year.

Chairman Sirard stated Board members will address Item #10a and 11a after Item 17. The Board may be in Executive Session for a longer amount of time due to matters relating to personnel.

**10. UNFINISHED BUSINESS**

**a. Continue the FY2014-15 Budget Discussion and Action, if any**

**11. NEW BUSINESS**

**a. Action, if any, on the Appointment of the John F. Kennedy Principal Position**

**b.& c. Approve Final Plans and Professional Cost Estimate for Phase Two of the EHS Expansion & Renovation Project and Authorize the Chairman to Endorse Form ED042; and Approve Superintendent's Request to review Final Plans, Project Manual, Ineligible and Limited Eligible Costs Worksheet & Professional Cost Estimate for Phase Two of the EHS Expansion & Renovation Project – State Project 049-0138 and Endorse Form ED042**

Dr. Pongratz and Mr. Petrucelli from Silver Petrucelli Associates, Architects and Engineers from the Enfield High School Expansion Project are present. Mr. Petricelli gave an overview of what is next for the phase 2 of 3 expansion project and what Board action is required tonight. Both Chairman Sirard and Dr. Schumann need to endorse form ED042 for State Project #049-0138.

Mr. Daigle was also present to address any questions from the Board.

Chairman Sirard asked Mr. Daigle if this is the recommendation from the members on the Building Committee. Mr. Daigle stated the Building committee endorses this recommendation for phase 2 of 3 of the EHS Expansion and Renovation Project.

Mr. Neville moved, seconded by Mr. Peabody that the Enfield Board of Education approves the

Expansion & Renovation Project and Authorizes the Chairman to Endorse Form ED042; and Approve Superintendent's Request to review Final Plans, Project Manual, Ineligible and Limited Eligible Costs Worksheet & Professional Cost Estimate for Phase Two of the EHS Expansion & Renovation Project – State Project 049-0138 and Endorse Form ED042.

A vote by **roll-call 7-0-0** passed unanimously. Both Mr. Wawer and Mrs. LeBlanc were not present during the vote.

**d. Approval of Perkins Supplemental Career, Technical Education Innovation Grant and Sustainability Plan**

Dr. Schumann stated that we have just received word that our first STEAM initiative has been granted. Ms. McKernan informed me that we have received a \$68K grant to create a multi media laboratory at JFK for next year. This will need to be in place for September 2014. We have chosen the location at JFK and this will be a collaborative space for the students work and get involved. The Buildings and Grounds crew will be busy setting this up over the summer.

Dr. Schumann reviewed the Perkins Supplemental Career, Technical Education Grant and the Sustainability Plan with the Board that is being submitted by Dr. Faulkner and Mr. Dague. We can receive an additional \$40K from the Perkins Grant.

Mr. Peabody moved, seconded by Mr. Neville that the Enfield Board of Education approves the Perkins Supplemental Career, Technical Education Innovation Grant and Sustainability Plan as presented.

**Discussion:**

Mr. Peabody was pleased with the progress that we are making with technology. We are in line with what the business world is doing. We discussed this all at the last Curriculum Committee meeting. We are moving in the right direction with our technology.

Mr. Neville added that we are hi-lighting the work that our administrators and staff are doing and he also likes the direction we are moving in with our technology.

Mr. Jonaitis added that STEAM will give the potential for jobs in the future. He would still rather see us provide our students with a vocational program.

Mr. Peabody stated that this grant will give students the opportunity to learn about different career options with the program at Asnuntuck Community College.

A vote by **roll-call 6-0-1** passed with Mr. Jonaitis abstaining and both Mr. Wawer and Mrs. LeBlanc were not present during the vote.

**12. BOARD COMMITTEE REPORTS**

**a. Curriculum Committee**

Mr. Neville stated the Curriculum Committee met and reviewed the direction we are moving towards. We also discussed software and we will continue the discussion of where we are headed, the work that is being done, curriculum writing, our mission and vision. Our next meeting will be held on June 18<sup>th</sup>.

Mr. Peabody added that there is a culture change at Central Office. Ms. McKernan is looking to do things cheaper, faster and better. Our relationship with Asnuntuck Community College

(ACC) is improving. ACC is working with our students with vocational, manufacturing and coding. Coding is programming with logic. Our kids will be able to go out into the workforce and be able to compete for a job.

Mrs. LeBlanc arrived at 7:44 PM.

**13. APPROVAL OF MINUTES**

Mrs. Thurston moved, seconded by Mr. Grady that Special Meeting minutes of April 21, 2014 be approved. A vote by **show-of-hands 8-0-0** passed unanimously.

Mr. Grady moved, seconded by Mrs. LeBlanc that the Special Meeting Minutes of April 28, 2014 be approved. A vote by **show-of-hands 8-0-0** passed unanimously.

Mr. Grady moved, seconded by Mrs. LeBlanc that the Special Meeting Minutes of May 27, 2014 be approved. A vote by **show-of-hands 8-0-0** passed unanimously.

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

**15. CORRESPONDENCE AND COMMUNICATIONS**

- a. Invitation to attend the EHS Graduation on June 19<sup>th</sup> at 7:00 PM and the FHS Graduation on June 20<sup>th</sup> at 7:00 PM.

**16. AUDIENCES - None**

**17. EXECUTIVE SESSION**

Mr. Grady moved, seconded by Mr. Neville that the Enfield Board of Education enters into Executive Session for:

- Matter(s) Related to Personnel Including Interview Candidate(s) for the John F. Kennedy Principal Position

A vote by **show-of-hands 8-0-0** passed unanimously.

The Board relocated to the Enfield Room for the Executive Session at 7:46 PM. Dr. Schumann, Mr. Drezek and Mr. Coccia joined the Board.

Candidate A joined the Board in Executive Session and was excused at 8:20 PM.

Candidate B joined the Board in Executive Session and was excused at 8:50 PM.

No Board action occurred while the Board was in Executive Session.

Mr. Wawer joined the Board meeting remotely at 9:44 PM.

Chairman Sirard stated the Board is now back in open session at 9:47 PM.

**11. NEW BUSINESS**

**a. Action, if any, on the Appointment of the John F. Kennedy Principal Position**

Mr. Grady moved, seconded by Mrs. Thurston that the Enfield Board of Education authorizes the Superintendent to offer a contract to Candidate B for the position of Principal at John F.

Kennedy Middle School.

A vote by **roll-call 8-1-0** passed with Mr. Jonaitis in dissent.

**Motion to Suspend the Rules:**

Mr. Grady moved, seconded by Mrs. Thurston that the Enfield Board of Education adds two items to the agenda – appoint the assistant principal at Enrico Fermi High School and at John F. Kennedy Middle School.

A vote by **roll-call 9-0-0** passed unanimously.

**b. Appoint the John F. Kennedy Middle School Assistant Principal**

Mr. Grady moved, seconded by Mr. Neville that the Enfield Board of Education authorizes the Superintendent to offer contract to Candidate A for the position of Assistant Principal at John F. Kennedy Middle School.

A vote by **roll-call 9-0-0** passed unanimously.

**c. Appoint the Enrico Fermi High School Assistant Principal**

Mr. Grady moved, seconded by Mrs. Unghire that the Enfield Board of Education authorizes the Superintendent to offer contract to Candidate A for the position of Assistant Principal at Enrico Fermi High School.

A vote by **roll-call 9-0-0** passed unanimously.

**10. UNFINISHED BUSINESS**

**b. Continue the FY2014-15 Budget Discussion and Action, if any**

Mr. Grady moved, seconded by Mr. Neville that the Enfield Board of Education approves the Superintendent's budget as amended and authorize the Superintendent to call back all non-renewed teachers.

**Discussion:**

Mr. Jonaitis asked about the reductions.

Chairman Sirard reviewed the Superintendent's recommended reductions.

- Not filling 6 vacancies created by retirements (4 FTE teaching positions & 2 FTE paraprofessional positions);
- Utilizing one librarian split between both high schools;
- Reducing Suffield Vo-Ag available seats for FY2014-15 from 10 to 7 seats;
- Consolidation of Business & FACS Department Chairs and expanding the World Language Department Chair to grades 6-12;
- Adding Freshman sports and moving up the consolidation of the FHS/EHS Athletic programs to FY2014-15 versus the fall of 2016.

Information Technology Reductions	- \$200,707
Legal for Negotiations	- \$ 20,000
CFO Salary Savings during Interim Status	- \$ 40,000
Magnet School Tuition Reduction	- \$ 25,200

Administrative Vacancy Replacement Savings	- \$ 96,798
3.0 FTE Additional Retirements (Business, English, World Language)	- \$271,909
1.0 FTE Library/Media Consolidation	- \$ 53,009
Department Chair Consolidation	- \$ 1,222
Athletic Consolidation & Freshman Sports Addition	- \$286,891
2.0 FTE Paraprofessional Positions	- \$ 40,500
Elimination of CAFE	- \$ 20,000
BOE Travel Reduction	- \$ 5,200

Mr. Jonaitis stated that we will not know about the consolidated sports decision with the CIAC until Friday. He is uncomfortable with increasing the administrative salaries. Cuts should be made in this area.

Chairman Sirard asked if cutting the middle school world language teacher position will create a burden. He would recommend offering Spanish in grade 6 as an exploratory option. He is not in favor of the budget and will not vote for it.

Mr. Peabody stated that we have been reassured that the other world language teachers at the high school can absorb the additional classes.

Dr. Schumann added that the world language teacher reduction is at the high school and the retirement is at the middle school. We will transfer a world language teacher from the high school to the middle school.

Mr. Peabody stated we are taking a risk moving forward with the budget but not by much. We are working on a plan B for just in case the CIAC does not allow the consolidation of the athletic teams. We did not want to do any harm to the students. There are no smoke and mirrors here. We have gone through the budget line-by-line. This is all real budget information that is being shared with the public. We will increase the granular layers of the budget during the next budget session in order to be more transparent. He thanked the administration and Board members for their hard work on the budget.

Mrs. LeBlanc stated she will support the budget. She thanked Dr. Schumann for thinking outside of the box and coming up with the list of reductions. The reductions made will affect the least amount of students. There was talk that full day Kindergarten was going to get cut. Everything was on the table because we were underfunded. Consolidating our sports teams will save us \$300K. Dr. Schumann has moved this along with hard work and diligence. Her message is next year this will be consolidated and full day Kindergarten will be considered unless we can get people to support our budget next year. There are people that support the education budget that do not want to see full day Kindergarten get cut or programs at the high schools. She is comfortable with the budget presented by the administration. The budget we submitted to the Town Council was within Town Charter and amendments can be made. She is sure amendments will be made since this is an election year.

Mr. Neville stated our job was to minimize the hurt. There is still some hurt here that we will work through. He applauds the administration for the reductions they are proposing. We need to get through the consolidation. Merging two schools will be a difficult transition. This transition is needed as we move forward. Parts of the gym or outside areas at EHS will not be available at times during the construction process. This is a reasonable way for us to move forward. He supports this budget.

Mr. Peabody does not recall full day Kindergarten being on the table. He does not want us to use emotional tactics. We discussed class sizes but not full day Kindergarten.

Mrs. LeBlanc stated that everything was considered as stated by our Chairman several times.



This was also discussed with Dr. Schumann and Mr. Drezek. She did not use a spreadsheet on her own and discuss it with Town Council members. She consulted with the administration regarding sufficient funding for our budget.

Mr. Peabody does not recall that and would like to see where it was listed in the minutes. He does not recall the Board discussing this. Ms. LeBlanc had the opportunity to join him to work on the spreadsheet.

Mr. Grady stated that we have no choice but to support this budget. He commends Dr. Schumann for these proposed reductions. This budget will give us minimal cuts. He would like to know why the school district and education budget being constantly hit.

Mr. Grady stated full day Kindergarten was on the table. This should not be a political venue. Comments have been made from both sides. We have been taking away from our budget every year. We are not adding onto our budget. We have been accused of mismanagement of our funds. He is tired of the slamming. We are here for the kids. We need to add programs and not cut programs so our kids will know what they will do in their future endeavors. Last year, we added full day Kindergarten and was hoping that we could continue with it. We need to cut \$1 million dollars from our budget. We are losing good teachers and some of it is due to common core. We do not mismanage our funds and are audited each year. Our Board and Central Office Administration are not doing anything wrong. We need to look at what our kids need for a better education by adding programs.

Mr. Jonaitis stated 62% of the budget is for our school system. We provide a good education for our kids with what we can afford in our town. Mrs. LeBlanc is taking a shot at our party by stating there is an election next year. There is an election this year for our State Representatives. We need representatives that will look at the mandates we are forced to deal with. The problem is not with the Town Council. The problem is with what is coming out of Hartford. These mandates are spinning out of control and he is frustrated.

Mrs. LeBlanc stated we need to get our State Representatives here so they can help us with these mandates so we can move forward. We are constantly fighting with magnet schools and these mandates. We are all frustrated with this budget. She said what she needed to say. We need to move forward. We have great teachers and we need to support the budget.

Mr. Jonaitis stated he would like to see our State Representatives say they can do this or that. He wants them to speak up for us and support us - stand up for Enfield.

Mrs. LeBlanc added that regardless of our party affiliations, we all have the same vices with the State mandates we are forced to deal with in our budgets.

Mr. Peabody would like to continue to work on the budget so we can get details. He does not want to rally the troops. We work well together as a Board and we can present a better detailed budget in the future.

Mr. Neville stated we are all frustrated with the budget and we have a general agreement. The budget process includes the public. No one came and spoke to us about the budget. You need to stand up and ask questions. This process takes the entire community. We are here to support the kids. We are trying to make this a quality school system.

Mr. Wawer thanked Dr. Schumann, Mr. Drezek and all of the Board members for their patience and diligence during this budget session. You have all done an exemplary job under extreme pressure and he thanks everyone.

Chairman Sirard stated the budget cycle is an ongoing process. He agrees with both sides of

the table on many items. We had 3 late retirements and the athletic consolidation that will allow us to keep full day Kindergarten in place. We worked with the town and the administration on the budget. This is how we were able to make this happen. The budget process never stops.

Chairman Sirard added that it was an inappropriate comment that was made about malfeasances from both sides of the political fence. This was a bi-partisan attack. We are trying very hard as the Board of Education to work together for Enfield.

Mr. Jonaitis stated that salaries, benefits, employees, magnet school costs and our budget costs go up every year. Next year our costs may rise to 64%. We are caught in a nasty cycle. The only solution is cutting class sizes and cutting teachers. This is an area he does not want to touch. We want to keep full day Kindergarten but we are stealing from Peter to pay Paul. This is something that the next Board will also need to deal with. He will fight to keep class sizes low.

Mr. Peabody added that \$1.3 million dollars from our budget goes to CREC for magnet school costs. We need to call our State Representatives to have our legislators take the pressure from us and place it on CREC.

A vote by **roll-call 8-1-0** passed with Mr. Jonaitis in dissent.

## **18. ADJOURNMENT**

Mr. Grady moved, seconded by Mrs. Thurston to adjourn the Regular Meeting of June 10, 2014.

All ayes, motion passed unanimously.

Meeting stood adjourned at 10:15 PM.

Vincent M. Grady  
Secretary  
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary