

**BOARD OF EDUCATION  
REGULAR MEETING MINUTES  
March 25, 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 March 25, 2014.

1. **CALL TO ORDER:** The meeting was called to order at 7:07 PM by Chairman Sirard.
2. **INVOCATION OR MOMENT OF SILENCE:** Vincent Grady
3. **PLEDGE OF ALLEGIANCE:** Vincent Grady
4. **FIRE EVACUATION ANNOUNCEMENT:** Chairman Sirard announced the fire evacuation announcement.
5. **ROLL CALL:**

**MEMBERS PRESENT:** Peter Jonaitis, Raymond Peabody, Tina LeBlanc, Vin Grady, Timothy Neville, Stacy Thurston and Tom Sirard

**MEMBERS ABSENT:** Lori Unghire and David Wawer

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

Chairman Sirard apologized for starting the meeting late. Several Board members attended an earlier meeting with Governor Malloy which caused them to be late.

**6. BOARD GUEST(S)**

**a. Special Recognition**

- **Joseph Ravalese**

Chairman Sirard read the following proclamation recognizing Joseph Ravalese as a Distinguished Friend of Education Award Recipient on behalf of Mayor Scott Kaupin:

Whereas, Joseph Ravalese has been honored with the Distinguished Friends of Education Award for his exemplary service as a principle supporter of the Transitional Learning Academy since its inception over ten years ago; and

Whereas, this program provides vocational and extended learning experiences for students with significant developmental disabilities; and

Whereas, during his involvement with the program, Joseph has employed countless ETLA students at his restaurant, the Country Diner, providing each with a safe, structured and supportive work environment; and

Whereas, the Transitional Learning Academy empowers these students with essential skills that will allow them to be successful and contributing members of society; and

Whereas, at his own personal expense, Joseph caters an annual graduation luncheon for Academy staff, students and their families; and

Whereas, Joseph present each graduate with a personalized plaque, which is another example of how his generosity and kindness has served as a model to inspire other community businesses to reach out and support our local school programs; and

Now, Therefore, I Scott Kaupin, Mayor of the Town of Enfield, on behalf of the Town council, the Town Administration and the entire community do hereby recognize Joseph Ravalese for his support of the Transitional Learning Academy, and honor him on behalf of the many students and residents that he has inspired over the years.

Chairman Sirard expressed Mayor Kaupin's regret for not being at tonight's meeting.

Chairman Sirard presented Joe Ravalese with an engraved plaque from the Board of Education for his commitment, dedication and generous contributions to the students in Enfield along with the proclamation from the Mayor.

Mr. Ravalese thanked the Board. He stated that he came to Enfield to be a police officer and retired after 20 years. He planned to go to Florida where it is warm when he retired. Instead of doing that, he fell in love with Enfield and opened the Country Diner. He has enjoyed working with the wonderful children of Enfield and citizens. He thanked everyone and added this has been a very humbling experience and he takes these gifts with honor. Thank you.

Mr. Newton and students Kelly and Dillon addressed the Board about the special things Mr. Ravalese has done for the students and community. Mr. Newton thanked the Board for recognizing Mr. Ravalese. He is a special person and our schools are in a much better place because of his dedication to us.

- **Board of Education Members**

Dr. Schumann stated in addition to congratulating Mr. Ravalese, the community would like to recognize the Board for their hard work and dedication. The students have prepared banners, cards, gifts and flowers for each Board member. Several principals were in the audience including Mr. Newton, Mrs. Krieger, Mrs. Collins, Mrs. Ingalls, Mrs. Cox-Blackwell and Mrs. Clement.

JFK students from the volleyball club team explained to the Board that 35 students participate every Monday. They have learned how to play the game and have met new friends. They hope that this club continues because it was a lot of fun.

JFK students from the Rachel's Challenge club explained to the Board about the acts of kindness they have done like raising money for Cancer Awareness, Ride for Nico and the Turkey Trot. They spoke at the Wreaths across America and volunteered at the Pancake Breakfast in December as well as the Heritage Fair. They have also been tour guides for the incoming grade 5 students. We are looking forward to the Kindness Carnival at the end of the year.

Students from the JFK Cares Club stated they have sold Ducks for homeless Veteran's, baked cookies for the Camouflage Campaign, and made centerpieces for the Valentines Dance at Parkway Pavilion. We also sold ducks to buy tissue boxes for the residents at the Parkway. We are now decorating the tissue boxes. They also wrote cards for the soldiers that are deployed.

Students from JFK distributed gifts to the Board, a JFK pin and a key chain that was made by the 3D Printers Club.

Dr. Schumann thanked the students for the gifts and thoughtful words and for the

administrators attending tonight's meeting in support of the Board. We thank you for everything you do supporting the students and staff.

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

- a. Student Representatives Report– as presented
- b. Woman's Club Art Festival – as presented
- c. Kindergarten Registration Week – as presented
- d. Spring Vacation – as presented
- f. Grants Report – as presented
- g. Personnel Report – as presented

## **8. AUDIENCES**

AnnKera Carlander, Washington Road – Ms. Carlander stated she is here tonight to ask the Board if they could support sending more students to Suffield Vo-Ag next year. Her son has been placed on a waiting list. He is a student at St. Martha's. She urged the Board to increase the number of seats available. Thank you.

## **9. BOARD MEMBER COMMENTS**

Mr. Grady thanked everyone at Parkman and stated that Parkman rocks! This is a part of our job that we enjoy. We don't like the budgets and making tough decisions that affects people's lives. He thanked everyone from the bottom of his heart.

Mr. Grady thanked Mr. Ravalese. He has done a lot for our students and community. He truly has a heart of gold. He has done a lot for our town. He helps with all kinds of fundraiser events. He is an awesome man.

Mr. Grady attended the Invention Convention and was impressed with what he saw. We have some pretty smart kids. Their ideas are amazing. He is looking forward to attending the Arts Festival this weekend. We have some talented and gifted kids in Enfield

Mrs. LeBlanc thanked the schools for recognizing the Board last year. It was so humbling. You do not need to thank her for what she does. She appreciates seeing the students and teachers happy. Seeing our students at the Invention Convention and Arts Festival showing their accomplishments, lets us know that we are all doing our jobs right. We enjoy working hard for you and she knows you are all working hard in school for them. Thank you for recognizing us again tonight.

Mrs. LeBlanc stated that she received an e-mail regarding additional seats from another Vo-Ag parent. She will look into this further.

Mrs. LeBlanc wished everyone a nice spring vacation.

Mr. Neville thanked the students for recognizing the Board. You are the reason we do this. We should be thanking you for everything you are doing. We are truly overwhelmed and humbled by your recognition of the Board. It was nice to see the JFK students and symbolize some of the good things you are doing. We are proud of your accomplishments. He thanked everyone and added this is truly appreciated. This speaks well of your character.

Mr. Neville stated that Mr. Ravalese is a fixture for us. He is thrilled that we are recognizing him. He does so much for our students and does it without any recognition. He truly loves Enfield and our students. He was thrilled to hear that he was recognized at the Aqua Turf and that we were able to recognize him tonight. We have wonderful people and kids in Enfield. We

need to recognize these accomplishments more.

Mrs. Thurston thanked everyone for recognizing them. She added that both Eli Whitney and Head Start also rock! She thanked the JFK students that go to Parkway Pavillion. She used to work there and when the students came to visit the residents, it brightened up their days and makes such a difference for them. The residents look forward to the events when the children are present.

Mr. Jonaitis thanked Mr. Ravalese for what you are doing for the kids. He thanked the students for the cards. This is very nice and appreciated – thank you.

Mr. Jonaitis stated we met with the Governor earlier tonight and we were able to bring up some important topics like common core and evaluations.

Mr. Jonaitis stated JFK held an open house for the incoming students and parents. There were around 312 students and parents at this event. This is a good transition program for the kids to show them what JFK is like. The incoming students will later in the year shadow a student at JFK.

Mr. Peabody thanked students and principals for the flowers and well wishes.

Mr. Peabody stated Mr. Ravalese is a tremendous man. He cares about our town and our kids. His is passionate about our town and follows through with what he says he is going to do. He helps to make us a community. He has done things for the boy scouts and many other student groups.

Mr. Peabody attended a Curriculum meeting and appreciates what Ms. McKernan is doing. She is integrating businesses into our schools. She is also targeting our vocational programs. They are working to save us money by producing our own textbooks.

Mr. Peabody stated that he went to the State Legislator and testified about common core to the Education Committee. He cannot believe the disparity that is going on between the towns.

Mr. Peabody stated that several parents have contacted him regarding the approved FY2014-15 calendar and would like the Board to revisit the calendar so some of the events line up with other surrounding towns.

Mr. Peabody saw the 3D key chains being made at the Heritage Fair. He had heard about this but had never seen them. It was really cool seeing them being made.

Chairman Sirard stated that Mrs. Unghire is out of town and could not be at tonight's meeting.

Chairman Sirard apologized for coming to tonight's meeting late. We were meeting with the Governor prior to the start of the meeting. We had a good conversation with him regarding common core and the teacher's evaluation. We will continue this discussion with him at a later date.

Chairman Sirard thanked the students and administrators. You are the ones that deserve the thanks. The recognition for what we do here humbles him. He is amazed by this. He likes the Eagle in the plants.

Chairman Sirard thanked Mr. Ravalese for everything he does for our students. You are an asset to Enfield. He represents Enfield at its best.

Chairman Sirard stated that he attended a CAFE meeting today. This was a fun and

enlightening experience. He added that Enfield is facing all of the challenges the other towns from across the State are going through. We are not alone here.

Chairman Sirard asked Mr. Peabody what items on the FY2014-15 calendar you were referring to. Mr. Peabody stated the April vacation week. Suffield is holding their vacation week the week before us.

## **10. UNFINISHED BUSINESS**

### **a. Continue the Discussion Regarding the Use of the Enrico Fermi Building**

Mr. Neville would like to move Item 12 Board Committee Reports up on the agenda because this might address some of the questions we may have.

Chairman Sirard stated the Future Use of Fermi Advisory Committee met. The minutes of the meeting will be posted and assignments were issued. This can be discussed under Board Committee Reports. If any Board member has any concerns or opinions regarding the use of the Enrico Fermi building we can open the floor up. If there are no items, we will move on to the next agenda item.

## **11. NEW BUSINESS**

### **a. Approval of FY2015 Head Start Federal COLA Grant and Sequestration Restoration Funds**

Mrs. Clement, Head Start Director and Kelly Bowles, Family Support Coordinator gave the Board an update about the Enfield Head Start Program. Mrs. Clement thanked the Board for supporting Enfield Head Start. We are looking for the Board's approval to apply for a Federal Cost-of-Living Adjustment and the Sequestration Restoration Funds from the Department of Health and Human Services.

Mr. Grady moved, seconded by Mr. Peabody that the Enfield Board of Education approves the FY2015 Head Start Federal COLA Grant and the Sequestration Restoration Funds as presented.

A vote by **roll-call 6-0-0** passed unanimously. Mr. Jonaitis was not present during the vote.

Mr. Neville thanked Mrs. Clement for the good work they are doing.

### **b. "Receipt of and Action upon Recommendation of Superintendent of Schools Concerning Teacher Contract Non-renewals in Accordance with Connecticut General Statutes 10-151"**

Mr. Grady moved, seconded by Mr. Neville that the contract employment of:

Anthony Allegro  
Lauren Andrews  
William Barrett  
Jessie Bartram  
Adam Behling  
Stephanie Carrion  
Brian Davis  
Kristin Deming  
Jacquelyn Denapoli  
Amy Dennis

Tara Discepolo  
Linsey Eslinger  
Kristen Fitzsimons  
Steven Fix  
Deborah Gaskell  
Stephen Gorniak  
Mackenzie Griffin  
Erin Hayes  
Stacy Hicks  
Lisa Hunter

Alyssa Ivanoff  
Jane Karcz  
Kathryn Kudlac  
Adam Mitchell  
Kim Muggleton  
Matthew Murray  
Daniel Paradis  
Amber Pascoe  
Nicole Ricci  
Jacquelyn Sawn

Leigh Scordato  
Jennifer Scully  
Joel Senez  
Samantha Sugrue

Justin Teraila  
Kelly Turgeon  
John Unghire  
Heather Vaughn

William Walpole  
Brianna Wilson  
Laura Wisnesky  
Nicole Wright

not be renewed for the following year upon its expiration at the end of the 2013-14 school year, and that the Superintendent of Schools be directed to advise such persons in writing of this action.”

**Discussion:**

Mr. Peabody asked if we have a figure of what the salary impact would be for these employees. Dr. Schumann stated it would be around \$1 million.

Mr. Peabody asked what is our history for calling these teachers back.

Mr. Neville responded that it depends on what the ultimate dollar amount awarded to us from the Town Council. He believes this would cost us more the \$1 million. Mr. Neville asked what number Dr. Schumann used to come up with this amount.

Dr. Schumann stated he used \$25K per employee since each employee would be eligible for unemployment benefits.

Mr. Neville stated unfortunately there is no other place to cut except for staff. This would affect class size numbers.

Mr. Jonaitis understands why this is being done. This is something that all new teachers must go through in our backwards budget process. He does not like doing this. He would rather do this for employees that are not making the grade. He will vote against this because he wants class sizes to remain where they are.

Mr. Neville stated the process is a technicality for the Board. This protects the Board from financial obligations. In the past, we have brought back most of them. He hopes we can bring them all back. The Superintendent will approach us soon once we have a better idea about the budget to bring back the teachers in the hard to fill shortage areas. We do not want to lose these good teachers to other school districts. He understands what Mr. Jonaitis is saying.

Chairman Sirard agrees with Mr. Neville. This is an unfortunate technicality we need to go through every year. Historically speaking these people will not lose their jobs. He doesn't like to close our options. Some of these options are painful. We need to make some tough decisions regarding the budget. We have an obligation to the law and need to read these names.

Mr. Peabody stated the State does not have the authority to tell us what to do except for holding back our funds. He is having a hard time with this. The unfunded mandates are killing us.

Mr. Jonaitis stated we need to read the teachers names due to unemployment. If the teachers do not receive a letter from us by a certain date, they would be able to collect unemployment from us. He feels we should identify the teachers in shortage areas first. If we vote against this, it will force us to do something else. This is a way for the Board to commit to keep class sizes down.

Chairman Sirard sated the State owns our purse strings and a significant part of our budget. The threat of removing that funding would put us in jeopardy. We would end up needing to

come up with the twice the amount of the funding we are requesting from the town. They could withhold our ECS cost sharing grant along with other grants we are eligible for. This is why we read the names. It is an unfortunate part of the process. It leaves us with options while we maintain our school system. He would entertain ideas that would change our dependency from the State. He does not want the vote to be a pre-empted action that would have given us an option that will not be executed. He does not understand that kind of thinking.

A vote by **roll-call 4-3-0** passed with Mr. Grady, Mr. Jonaitis and Mr. Peabody in dissent.

**c. Budget Workshops**

Board members decided to add additional budget workshop dates for the Board to look for efficiencies and discuss ideas on the following Mondays: March 31<sup>st</sup>, April 7<sup>th</sup>, April 21<sup>st</sup> and April 28<sup>th</sup>. The meetings can be cancelled if needed. All budget workshops will be held in the Board conference room and will start at 7:00 PM and are open to the public.

**12. BOARD COMMITTEE REPORTS**

**a. Use of Fermi Advisory Committee**

Chairman Sirard stated the Future Use of Fermi Advisory Committee met on Tuesday, March 18<sup>th</sup>. The minutes will be sent out and will be posted on the website. The first meeting was good and the committee is positive. The members are extremely enthusiastic. We will hold our next meeting on March 27<sup>th</sup> at Enrico Fermi where we will tour the building. The Executive committee made an educated decision with the committee member appointments.

**b. Finance Committee**

Mrs. LeBlanc stated the Finance Committee met on Thursday, March 20<sup>th</sup> and we are finalizing the Simcovitz Estate. The funds from this will be coming forward and will be used for our TAG program.

Mr. Drezek stated the Board will need to approve the resolution for this at an upcoming meeting.

**13. APPROVAL OF MINUTES**

Mr. Grady moved, seconded by Mr. Neville that the Regular Meeting minutes of March 11, 2014 be approved. A vote by **show-of-hands 7-0-0** passed unanimously.

**14. APPROVAL OF ACCOUNTS PAYROLL**

**a. For the Month of January 2014**

Mrs. LeBlanc moved, seconded by Mr. Grady that the Enfield Board of Education accept the Superintendent's certification as follows: "I hereby certify that in the month of January, total expenditures amount to \$8,696,561.61, broken down between payroll totaling \$3,907,678.83 and other accounts totaling \$4,788,882.78. All payments have been made in accordance with the approved budget and are properly accounted for within the books of accounts. Copies of approval for check invoices are properly documented."

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

**b. For the Month of February 2014**

Mrs. LeBlanc moved, seconded by Mr. Grady that the Enfield Board of Education accept the Superintendent's certification as follows: "I hereby certify that in the month of February, total expenditures amount to \$6,197,407.79, broken down between payroll totaling \$3,936,469.28 and other accounts totaling \$2,260,938.51. All payments have been made in accordance with the approved budget and are properly accounted for within the books of accounts. Copies of approval for check invoices are properly documented."

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

**c. Line Item Transfers, if any - None**

**Point of Information:**

Mr. Neville would like Board members to request data for the budget workshops through the Chair to the Superintendent. He doesn't want to waste any time at the workshops.

Chairman Sirard stated Board members can submit their request to the Superintendent and we will prepare the agenda accordingly.

**15. CORRESPONDENCE AND COMMUNICATIONS**

- a. Flyer for the 48<sup>th</sup> Annual Arts Festival on Friday, March 28<sup>th</sup> starting at 7:00 PM and Saturday, March 29<sup>th</sup> starting at noon.

**16. AUDIENCES - None**

**17. EXECUTIVE SESSION**

Mr. Neville moved, seconded by Mrs. Thurston that the Board enters into Executive Session for:

- a. Matter(s) Related to Personnel
- b. Matter(s) Related to the Superintendent's Contract
- c. Matter(s) Related to Collective Bargaining

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

The Board remained in Council Chambers for the Executive Session. All audience members were excused at 8:13 PM. Joining the Board in Executive Session were Dr. Schumann and Mr. Drezek.

The Executive Session ended at 9:06 PM. No Board action occurred while in Executive Session.

**Return to Public Session:**

Mrs. LeBlanc moved, seconded by Mr. Grady that the Enfield Board of Education authorizes Superintendent Dr. Schumann and Deputy Superintendent Mr. Drezek to act on behalf of the Board and place their signatures on the Enfield Board of Education's credit card account with Tobacco Valley Teachers Federal Credit Union.

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

Mr. Peabody moved, seconded by Mr. Grady that the Enfield Board of Education approves the Superintendent's Professional Agreement as presented.



A vote by **roll-call 6-1-0** passed with Mr. Jonaitis in dissent.

**18. ADJOURNMENT**

Mr. Grady moved, seconded by Mr. Neville to adjourn the Regular Meeting of March 25, 2014.

All ayes, motion passed unanimously.

Meeting stood adjourned at 9:10 PM.

Vincent M. Grady  
Secretary  
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary