ENFIELD BOARD OF EDUCATION ENFIELD, CONNECTICUT

Time-Place:

Council Chambers 820 Enfield Street Enfield, CT 7:00 PM Regular Meeting Date: 09/15/15

. C	all to	Order	-7:00	PM
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- 2. Invocation or Moment of Silence Peter Jonaitis
- 3. Pledge of Allegiance Peter Jonaitis
- 4. Fire Evacuation Announcement
- 5. Roll Call
- 6. Board Guest(s)
 - a. 2015 Teacher of the Year
- 7. Superintendent's Report
 - a. Student Representative Report(s)
 - b. Rachel's Challenge Week
 - c. Family Day
 - d. School Events
 - e. JFK NEAS&C Accreditation Visit
- 8. Audiences
- 9. Board Members' Comments
- 10. Unfinished Business
- 11. New Business
 - a. CIP Radio System Update and Action, if any
- 12. Board Committee Reports
 - a. Curriculum Committee
- 13. Approval of Minutes: Regular Meeting Minutes August 25, 2015
- 14. Approval of Accounts and Payroll
- 15. Correspondence and Communications
- 16. Audiences
- 17. Executive Session
 - a. Matter(s) Related to Personnel Superintendent's Evaluation
- 18. Adjournment



OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date:

September 15, 2015

To:

Enfield Board of Education

From:

Dr. Jeffrey A. Schumann

Re:

Board Guest(s)

a. <u>2015 Teacher of the Year:</u> Tonight, we welcome our 2015 Teacher of the Year Connie Mazzetta to the Board meeting. Mrs. Mazzetta can explain the process about being how she was nominated as our Teacher of the Year.



OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date:

September 15, 2015

To:

Enfield Board of Education

From:

Dr. Jeffrey A. Schumann

Re:

Superintendent's Report

- a. <u>Student Representative Report(s)</u>: We welcome back our Student Representatives to the Board meetings. 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.** Rachel's Challenge Week: This year, schools will participate in Rachel's Challenge "Start a Chain Reaction" program during the week of September 14th. Enclosed in your packet is a press release with additional information about this.
- **c.** Family Day: Family Day 2015 will be held on Sunday, September 20th on the Town Green at 11:30 AM. Enclosed in your packet is a press release and a flyer about Family Day. Additional information can be found on our website.
- **d.** <u>September Events</u>: Listed below are some of the events that are happening during the month of September:
 - JFK Grade 6 Curriculum Night will be held on September 21st starting at 6:30 PM;
 - K-2 Open House will be held on September 22nd at the primary schools starting at 6:00 PM;
 - Elementary Instrumental Rental Night will be held on September 23rd starting at 6:00 PM in the JFK Auditorium;
 - EHS/FHS Open House will be held on September 24th at both high schools starting at 6:30 PM.
 - JFK Grade 7 Curriculum Night will be held on September 28th at 6:30 PM.
- e. JFK NEAS&C Accreditation Visit: The NEAS&C Accreditation Team will be at John F. Kennedy starting on October 25th. This is part of the process for JFK's 10 year accreditation. Last year, JFK conducted a self-study in preparation for the visit. The 12 member team will spend 4 days at JFK looking for evidence that supports the self-study and will also identify areas in need of improvement based on the NEAS&C accreditation rubric. Board members will receive a copy the NEAS&C schedule and time line in October.



OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date:

September 15, 2015

To:

Enfield Board of Education

From:

Dr. Jeffrey A. Schumann

Re:

CIP - Radio System Update and Action, if any

Dr. Schumann and Mr. Drezek will update the Board regarding this item.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriately regarding the CIP – Radio System Update as presented.



OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date:

September 15, 2015

To:

Enfield Board of Education

From:

Dr. Jeffrey A. Schumann

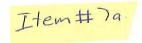
Re:

Executive Session

The Board of Education needs to discuss the following item:

- Matter(s) Related to Personnel - Superintendent's Evaluation

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 can relocate to the Staff Lounge for the executive session.





EHS/FHS Student Representative Reports - September 15, 2015

Enfield High & Enrico Fermi High School:

- FHS Fermi Fest will be held on September 25th at 5:00 PM in the Gym.
- FHS Homecoming Parade will be held on September 26th at 10:00 AM starting at Kelly Fradet.
- FHS Homecoming Varsity Football Game against N.W. Catholic will be held on September 26th at 11:00 AM on the FHS Athletic Field.

HOME			Game Time	Bus Time
HOME				18
STAFFORD MS	@	JFK GIRLS SOCCER	3:45 P.M.	
Away				
JFK Boys Soccer	@	Stafford Middle School	3:45 P.M.	2:30 P.M.
Tuesday, September 15		NO GAME SCHEDULED		
Wednesday, September 16				
<u>HOME</u>				
PLAINVILLE	@	GIRLS SWIM (Fermi pool)	4:00 P.M.	
STAFFORD (Varsity)	@	ENFIELD FIELD HOCKEY	6:30 P.M.	Turf field
EAST HARTFORD	@	FERMI BOYS SOCCER (JV)	3:45 P.M.	Grass field
EAST HARTFORD	@	FERMI BOYS SOCCER (V)	3:45 P.M.	Turf field
RHAM	@	FERMI CROSS COUNTRY (Powder Hollow Park)	4:00 P.M.	
TIA PERODD DI DI IC (NA)			4:00 P.M.	
HARTFORD PUBLIC (JV)	@	FERMI GIRLS VOLLEYBALL FERMI GIRLS VOLLEYBALL	5:00 P.M.	
HARTFORD PUBLIC (V)	@	FERMI GIRLS VOLLEYBALL	5:00 P.M.	
Away				
Enfield Cross Country	@	Granby Memorial High School	4:00 P.M.	2:30 P.M.
Enfield Girls Volleyball (JV)	@	Granby Memorial High School	4:30 P.M.	2:30 P.M.
Enfield Girls Volleyball (V)	@	Granby Memorial High School	6:00 P.M.	
Fermi Girls Soccer (JV)	@	East Hartford High School	3:45 P.M.	2:15 P.M.
Fermi Girls Soccer (Varsity)	@	East Hartford High School	6:30 P.M.	
Fermi Field Hockey (JV)	@	Northwest Catholic (St. Thomas Seminary – Bloomfield)	3:45 P.M.	2:15 P.M.
Fermi Field Hockey (Varsity)	@	Northwest Catholic (St. Thomas Seminary – Bloomfield)	5:15 P.M.	
Thursday, September 17				
HOME	1		-	
STAFFORD MS	@	JFK CROSS COUNTRY	3:45 P.M.	
SUFFIELD (JV)	@	ENFIELD BOYS SOCCER	3:45 P.M.	Grass field
SUFFIELD (Varsity)	@	ENFIELD BOYS SOCCER	3:45 P.M.	Turf field
TOLLAND (JV)	@	FERMI GIRLS SOCCER	3:45 P.M.	Turf field
TOLLAND (Varsity)	@	FERMI GIRLS SOCCER	6:00 P.M.	Turf field
Away				

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Enfield Girls Volleyball	@	SMSA (JV)	4:00 P.M.	2:30 P.M.
Enfield Girls Volleyball	@	SMSA (Varsity)	5:30 P.M.	
Fermi Boys Soccer (JV)	@	Tolland High School	4:00 P.M.	2:30 P.M.
Fermi Boys Soccer (Varsity)	@	Tolland High School	6:30 P.M.	
Fermi Girls Volleyball	@	Tolland High School (JV)	5:00 P.M.	3:45 P.M.
Fermi Girls Volleyball	@	Tolland High School (Varsity)	6:00 P.M.	
Friday, September 18	- Control			
<u>HOME</u>				
MS OF PLAINVILLE	@	JFK BOYS SOCCER	3:45 P.M.	
SOMERS	@	ENFIELD FIELD HOCKEY	3:45 P.M.	Turf field
AVON	@	FERMI FIELD HOCKEY (V)	3:45 P.M.	Turf field
AVON	@	FERMI FIELD HOCKEY (JV)	5:15 P.M.	Grass field
TOLLAND	@	FERMI FOOTBALL (Varsity)	7:00 P.M.	Turf field
Away				
JFK Girls Soccer	@	Middle School of Plainville	3:45 P.M.	2:30 P.M.
Enfield Girls Soccer	@	Suffield High School (JV & V)	6:00 P.M.	4:30 P.M.
Enfield Football (Varsity)	@	Granby Memorial High School	7:00 P.M.	5:00 P.M.
Saturday, September 19				
<u>HOME</u>				
GRANBY MEMORIAL	@	ENFIELD FOOTBALL (JV)	10:00 A.M.	Turf field
FERMI (Varsity)	@	ENFIELD FIELD HOCKEY	1:00 P.M.	Turf field
TOLLAND (JV)	@	FERMI FOOTBALL	10:00 A.M.	Turf field
Away				
Fermi Cross Country	@	Stratton Brook Invitational (Stratton Brook – Simsbury)	9:30 A.M.	TBA
Sunday, September 20		NO PRACTICE OR GAMES		



27 Shaker Road • Enfield, Connecticut 06082 Tel; 860.253.6500 • Fax: 860.253.6510 • www.enfieldschools.org

FOR IMMEDIATE RELEASE

From: Dr. Jeffrey A. Schumann, Superintendent of Schools

Date: September 4, 2015

2015 EPS Rachel's Challenge Chain Reaction Press Release

Enfield Public Schools is pleased to announce that the Rachel's Challenge – "Start a Chain Reaction" program will once again be taking place at the 3 secondary schools. Chain Reaction is a powerful, high-energy program in which youth and adult participants are guided through a series of experiential learning processes. The overall goals of the program are to increase personal power and self-esteem, to shift dangerous peer pressure to positive peer support, and to eliminate the acceptability of teasing, violence, and all forms of oppression. John F. Kennedy, Enrico Fermi and Enfield High students will participate in the Rachel's Challenge Chain Reaction events during the school day. Approximately 300 students and faculty members will participate in the "Start a Chain Reaction" over the 3 days.

Program dates/locations are as follows:

<u>Tuesday</u>, <u>September 15</u>th - Enfield High School (events will be held at Enfield Street School due to the construction at Enfield High)

Wednesday, September 16th - John F. Kennedy Middle School

Thursday, September 17th - Enrico Fermi High School



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September 1, 2015

PRESS RELEASE

Family Day

The Enfield Public Schools, with sponsorship from the LEGO Community Fund U.S., will be hosting the 17th annual Family Day, Sunday, September 20th from 11:30 am – 4:00 pm on the Town Green. All community members are invited to join us for this fun filled day of free entertainment, contests, and games. As a fundraiser, local school organizations will be selling food items, doing crafts and having games for children to play. All other activities are free. For a complete list of activities and participants, along with times of contests and entertainment, please visit www.enfieldschools.org. In the event of inclement weather, please call the School Closing Hotline at 860-253-5170 for information.

SEPTEMBER 20

FAMILY DAY!

Fire Trucks & Smoke House
Sidewalk Chalk Contest
Crafts
Bingo Tent
Mini Golf
K-9 Demo
Soccer Shoot Out
1K Kids Run
Entertainment
Amber Alert Registration
Large Inflatables
Information Booths



SUNDAY, SEPTEMBER 20TH 11:30 - 4:00 ON THE TOWN GREEN!

All activities are free excluding food and items being sold by school organizations as fundraisers.

This event is sponsored by the Enfield Public Schools with the generous support of the LEGO Community Fund U.S.

For a complete schedule of Entertainment and Contests visit the Enfield Public School's website www.enfieldschools.org.

Item#13

BOARD OF EDUCATION REGULAR MEETING MINUTES AUGUST 25, 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 August 25, 2015.

- 1. CALL TO ORDER: The meeting was called to order at 7:03 PM by Chairman Sirard.
- 2. INVOCATION OR MOMENT OF SILENCE: Tom Sirard
- 3. PLEDGE OF ALLEGIANCE: Tom Sirard
- **FIRE EVACUATION ANNOUNCEMENT:** Chairman Sirard announced the fire evacuation announcement.
- 5. ROLL CALL:

MEMBERS PRESENT:

Peter Jonaitis, Raymond Peabody, Lori Unghire, Vin Grady, Tina

LeBlanc, Timothy Neville, Stacy Thurston and Tom Sirard

MEMBERS ABSENT:

David Wawer

ALSO PRESENT:

Dr. Jeffrey Schumann, Superintendent and Mr. Christopher

Drezek, Deputy Superintendent

BOARD GUEST(S)

a. EHS Building Committee

Dean Petrucelli from Silver Petrucelli & Associates and Amar Shamas from Gilbane Construction Company gave the Board an update regarding the Enfield High School Building Project. They showed slides of the progress made.

Mr. Petrucelli stated that Phase III FF&E has been approved by the State. He added that they are here to support Gilbane throughout the remainder of the project.

Mr. Shamas added that it has been equally enjoyable to work with everyone involved in the project. We are on target to move into the STEAM wing in November. Construction site curb work will start next week. Landscaping will start within the next 3 weeks. The cafeteria is expected to open in November. The Culinary Arts space is targeted for completion in September/October.

Mr. Shamas stated furniture packages are out to bid and are due in September. The entire project is on schedule.

Lynn Scull, EHS Building Committee member added that it has been a pleasure to work with Silver Petrucelli & Associates and Gilbane Construction Company.

Mr. Neville stated the cafeteria is scheduled to open in November. Mr. Shamas agreed with Mr. Neville.

Mr. Neville asked about the music wing. Mr. Shamas stated we will start the construction in late November/December 2015 and should be completed in March 2017.

Mr. Neville stated the overall project is on schedule. Mr. Shamas stated we are on schedule and the trades are keeping us online and are moving us forward with the project.

Mr. Neville added that this has been a great group to work with. He thanked them for everything they have done.

Mrs. LeBlanc stated the progress that has been made is phenomenal. The building looks great. This has been such a great transition.

Mr. Jonaitis asked when all the students move into the building. Mr. Shamas stated the Enfield High students will move into the Fermi STEAM Wing November 25, 2015. Both schools will be combined for September 2016.

Mr. Jonaitis asked about the capacity of the STEAM Wing. Will all the students fit? Mr. Shamas stated they will all fit. There are 16 classrooms in the STEAM Wing and the cafeteria will also be used for classrooms while we renovate "A" Wing. We have enough space to cover all existing classes.

Mrs. Scull stated the band/music room will be ready around February/March 2016.

Mr. Jonaitis stated all the students will be together at EHS in September 2016. Students will be using the Fermi STEAM Wing in November 2015.

Chairman Sirard thanked the members of the Building Committee for their top notch professionalism.

7. SUPERINTENDENT'S REPORT

- a. Student Representatives Report as presented
- b. First Day of School as presented
- c. Grants Report as presented
- d. Personnel Report as presented

8. AUDIENCES

<u>Vincent Weseliza, Deer Run</u> – Mr. Weseliza stated that JFK has been left untouched for years and will need roughly \$15-18 million for renovations. We are expecting the number of band students to increase at JFK. Storage and classroom space is needed at JFK. The grounds at JFK also need to be renovated. Using the Fermi building for the middle school will give us the space that is need for all programs. Using Fermi as a middle school could meet future growth needs. He would like to see a study done comparing JFK and FHS to see which building would be better for our middle school. He has done extensive work on this and Fermi could be our best option for a middle school. Thank you.

Amy Tanguay, Renee Lane – Mrs. Tanguay agrees with Mr. Weseliza. She thanked the Board for their responses to her e-mails she sent them. Expense is a concern for her. She would like the Board to look at the future. We need our middle school to prepare our children for our great high school. We need to improve our middle school education. We need long term plans for the future of our students.

Elizabeth Davis, North Maple Street – Ms. Davis agrees with Mr. Weseliza and complemented him on his extensive research he has done about Fermi. The two Fermi reports do not match. We need to do what is best for our kids and our town. Our buildings are falling apart. She has been asking for a plan for quite some time and has not seen anything. We consolidated our neighborhood schools. She is all for saving money. We need to invest in our schools and

education. If we do this, it will boost our home values. We have great educators in Enfield and need to stand behind them. Our high school will be state of the art once it is completed. We need to look at the whole picture. We are giving our students free lunches and they are tossing items in the trash. Someone needs to look into this. She agrees with Mr. Weseliza's report. She would like to see us use Fermi as the middle school. Thank you and urged Board members to remember why you ran for the Board of Education.

<u>Josh Hamre, New King Street</u> – Mr. Hamre also thanked Mr. Weseliza for his report about using Fermi as the middle school. When we closed Alcorn, there was no bond owed to the State. This was not a positive experience for him. He does not want to see the Fermi/JFK issue to be made based on State bonding. We did what was best for the bottom line not what was best for the kids. Thank you.

9. BOARD MEMBER COMMENTS

Mr. Grady thanked the speakers and for Mr. Weseliza for his report about Fermi. He wishes everyone a good school year and welcomed back the teachers.

Mrs. LeBlanc also thanked all of the speakers tonight. You are fighting for Fermi and that is great. There is no bond for Fermi. She also welcomed back the students and teachers.

Mr. Jonaitis stated he will not be running for the Board again. He will step aside for the Joint Security Committee meetings as previously asked by the Chairman for Mr. Peabody to take his place.

Mr. Jonaitis did not know we had summer high school classes. If a student has a question or is having difficulties, someone needs to be available for them to address their concerns.

Mr. Jonaitis is not happy that we will not present anything tonight about the Future Use of Fermi Committee. He thought this would be addressed tonight. He would like this issue to be resolved as soon as possible. He would like to see us use Fermi in some capacity. We need to look at using Fermi for educational uses.

Mr. Jonaitis stated the Town is responsible for keeping up the conditions of the buildings not the school board.

Mr. Jonaitis has a concern with the capacity of the new STEAM Wing at EHS.

Mr. Jonaitis stated the audience speakers made some great comments tonight. Mr. Weseliza gave the Board a great report.

Mr. Peabody recognized some past students and Enfield residents. He thanked Mr. Weseliza for his report and Mrs. Tanguay for her comments. He also thanked the speakers for their comments made tonight.

Mr. Peabody stated the Board values education and he is proud to work with them.

Chairman Sirard stated there was no bond at Alcorn. There were other issues for us closing Alcorn. We were cited for having to large of a minority population at Alcorn. The building also had a second floor which posed another problem with the Fire Marshall.

Chairman Sirard stated the Town is responsible for the school buildings and grounds. If you have any concerns about the buildings and grounds, you can bring them to the Town Council to address.

Chairman Sirard also thanked the audience speakers. He thanked his fellow Board members for all of their hard work and dedication to the town and students.

10. UNFINISHED BUSINESS - None

11. NEW BUSINESS

a. Approve Employee Technology Purchase Program - 2015-16

Mr. Grady moved, seconded by Mr. Neville that the Enfield Board of Education approves the Employee Technology Purchase Program for 2015-16 as presented.

Discussion:

Mr. Jonaitis asked if the money will come out of the employees paychecks. Dr. Schumann stated that is correct. This program allows employees to purchase new technology and will not cost the district anything financially.

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

12. BOARD COMMITTEE REPORTS

a. Curriculum Committee

Mr. Neville reported the Curriculum Committee met last night. He will address this item at the next Board meeting.

b. Finance Committee

Mrs. LeBlanc reported the Finance Committee met earlier today and we will address this item later on the agenda.

c. Future Use of Fermi Committee

Chairman Sirard read a prepared statement – unfortunately due to the complexity of the task and the challenges of collecting the data, the committee was unable to make a clear, singular recommendation to the board. Therefore, the leadership committee will now take the data and determine a process for moving forward.

He thanked the committee members for their dedicated effort to meet their charge. They have collected a large amount of credible data which was included in the Board packet.

13. APPROVAL OF MINUTES

Mr. Grady moved, seconded by Mrs. Thurston that the Regular Meeting Minutes of June 9, 2015 be approved. A vote by **show-of-hands 8-0-0** passed unanimously.

Mr. Grady moved, seconded by Mrs. Thurston that the Special Meeting Minutes of June 16, 2015 be approved. A vote by **show-of-hands 8-0-0** passed unanimously.

Mr. Grady moved, seconded by Mrs. Unghire that the Special Meeting Minutes of June 22, 2015 be approved. A vote by **show-of-hands 8-0-0** passed unanimously.

14. APPROVAL OF ACCOUNTS PAYROLL

Mrs. LeBlanc moved, seconded by Mr. Neville that the Enfield Board of Education accepts the superintendent's certification as follows:

"I hereby certify the following months of total expenditures:

Month	Payroll Payroll	Other Accounts	Total
March	3,916,052.05	1,456,208.12	\$5,372,260.17
April	4,009,542.48	1,751,022.45	\$5,760,564.93
May	5,957,995.02	1,804,573.74	\$7,762,568.76
June	2,779,736.05	3,475,672.38	\$6,255,408.43

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 document."

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

Mrs. LeBlanc moved, seconded by Mrs. Thurston that the Enfield Board of Education accepts the Superintendent's line item transfers as follows:

From:	
Certified Salaries	1,124,791
Benefits	988,296
Other Purchased Services	39,200
Education Supplies	22,804
Textbook/Library Textbooks	14,769
Total	\$2,189,860
To:	
Non-certified Salaries	321,234
Salaries, Other	419,001
Professional Services	870,995
Transportation	112,557
Magnet School Tuition	53,684
SPED Tuition	335,616
Technology	22,804
Athletic Supplies & Equipme	nt 39,200
Dues/Fees/Subscriptions	14,769
Total	\$2,189,860

A vote by roll-call 7-0-1 passed with Mr. Jonaitis abstaining.

15. CORRESPONDENCE AND COMMUNICATIONS - None

16. AUDIENCES

<u>Elizabeth Davis</u>, <u>North Maple Street</u> – Ms. Davis stated that she is aware that the Town Council is responsible for the school buildings and grounds. She has concerns with wasted food. The Board Leadership Committee will make the decision about the Use of Fermi. Will you give the public a report about this for transparency concerns or will this be done in private? She is looking for clarification on this.

Suspend the Rules and Add an Item to the Agenda:

Mr. Sirard moved, seconded by Mr. Grady that the Enfield Board of Education suspends the rules to add an item to the agenda to address audience member questions about the Use of Fermi.

Discussion:

Mr. Jonaitis would like to know if the Board can also address this issue.

Both Mr. Sirard and Mr. Grady withdrew the motion.

<u>Josh Hamre</u>, <u>New King Street</u> – Mr. Hamre stated when the Alcorn school closure discussion happened, the members of the PTO were told not to show up at any Board or Town meetings. The minority status could have been rectified.

<u>Elizabeth Windsor Post, Indian Run</u> – Mrs. Post stated the initial Future Use of Fermi Committee was valued. The education budget has not increased in 5 years. What do we value in Enfield?

<u>Mary Scutt, Yale Drive</u> – Mrs. Scutt is concerned that a presentation about the use of Fermi was not given tonight. Transparency is needed. She would like some clarification about who will make the decision about the use of Fermi.

<u>Kim Knapp</u>, <u>Roland Street</u> – Mrs. Knapp would also like transparency about the use of Fermi. She does not know the procedure but transparency is needed. She is also disappointed that no report will be discussed and that the Board Leadership Committee will make the recommendation.

Ed Deni, Aloha Drive – Mr. Deni stated that we have 7 elementary schools that need repairs. This will be done by a referendum. The Town owns the Fermi building. He expressed his concerns about the Board and the Future Use of Fermi committee. Mr. Weseliza's presentation makes sense. He would like to see the middle school moved into the Fermi building. We could move the Intermediate schools to the JFK building. This would save us money. There is no long term plan in place. This needs to be addressed.

17. EXECUTIVE SESSION - None

18. ADJOURNMENT

Mr. Grady moved, seconded by Mrs. Thurston to adjourn the Regular Meeting of August 25, 2015.

All ayes, motion passed unanimously.

Meeting stood adjourned at 8:28 PM.

Vincent M. Grady Secretary Board of Education Respectfully Submitted,

Kathy Zalucki, Recording Secretary