

**ENFIELD BOARD OF EDUCATION
ENFIELD, CONNECTICUT**

Time-Place:

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

Date: 11/28/17

1. **Call to Order – 7:00 PM**
2. **Invocation or Moment of Silence – Ashley Depeau**
3. **Pledge of Allegiance – Ashley Depeau**
4. **Fire Evacuation Announcement**
5. **Roll Call**
6. **Board Guest(s)**
 - a. **Vincent M. Grady**
 - b. **Rachel's Challenge & JFK LEGO Partnership**
7. **Superintendent's Report**
 - a. **Student Representatives**
 - b. **Torchlight Parade & Carol Sing**
 - c. **JFK & EHS Conferences**
 - d. **Tri-M Induction Ceremony**
 - e. **December Events**
 - f. **Grants Report**
 - g. **Personnel Report**
8. **Audiences**
9. **Board Members' Comments**
10. **Unfinished Business**
 - a. **Policy Revisions - Approve the 0000 Series – Second & Final Reading**
11. **New Business**
 - a. **Approval of the FRC Location Move to Henry Barnard**
 - b. **2017-19 BOE Standing Committee Appointments**
 - c. **Action if any, regarding Matter(s) Related to Collective Bargaining**
12. **Board Committee Reports**

<ol style="list-style-type: none">a. Building Committeeb. Curriculum Committeec. Finance Committee	<ol style="list-style-type: none">d. Leadership Committeee. Policy Committeef. Any Other Committees
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13. **Approval of Minutes:**
 - **Regular Meeting Minutes – October 24, 2017 and Special Meeting Minutes – November 14, 2017**
14. **Approval of Accounts and Payroll**
15. **Correspondence and Communications**
16. **Executive Session**
 - a. **Matter(s) related to Personnel**
 - b. **Matter(s) related to Collective Bargaining**
17. **Adjournment**

***Note:** Item 11c.
may be addressed
after Item 16.*



ENFIELD PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date: November 28, 2017
To: Enfield Board of Education
From: Mr. Christopher J. Drezek
Re: Board Guest(s)

- a. **Vincent M. Grady:** Tonight, we welcome past Board member Vin Grady. Chairman Kruzel will recognize him for his service to the Board of Education and students of Enfield.
- b. **Rachel's Challenge & JFK LEGO Partnership:** We welcome John F. Kennedy Middle School Assistant Principals David Iacobucci and Sarah Horan. They are here with several JFK students to discuss new the JFK LEGO partnership and Rachel's Challenge. The JFK Student Council will recognize Kathleen Souvigny, the Executive Director of the Enfield Food Shelf and will present fund raising efforts by both groups.



ENFIELD PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date: November 28, 2017
To: Enfield Board of Education
From: Mr. Christopher J. Drezek
Re: Superintendent's Report

- a. **Student Representatives:** Enclosed in your packet, you will find a report with events/happenings at Enfield High School. Each Student Representative may have some additional information or comments to share with the Board.
- b. **Torchlight Parade & Carol Sing:** The Enfield Torchlight Parade and Carol Sing will be held on Sunday, December 3rd. The parade will start at 6:00 PM from Enfield Street Elementary school ending on the Town Green for a carol sing and tree lighting ceremony at 7:00 PM.
- c. **JFK & EHS Conferences:** John F. Kennedy parents will attend parent/teacher conferences on Tuesday, November 28th starting at 6:00 PM and on Wednesday, November 29th starting at 3:00 PM. Enfield High parents will attend the second parent/teacher conferences on Thursday, November 30th at 6:00 PM.
- d. **Tri-M Induction Ceremony:** The Enfield High Music Honor Society program will recognize their top music students at an induction ceremony on Thursday, December 7th at 6:30 PM in the auditorium. This is part of a national organization that we joined last year which provides leadership and service opportunities to our musicians.
- e. **December Events:** Listed below, you will find some of the events happening in our schools during December.
 - 12-01-17 EHS Safe Grad Auction will be held at the Elks Club on North Maple Street at 6:00 PM;
 - 12-13-17 EHS National Honor Society Induction Ceremony will be held in the EHS Auditorium at 7:00 PM.
- f. **Grants Report:** Enclosed, please find the Grants report through November 2017 in your packet.
- g. **Personnel Report:** Also enclosed in your packet is the Personnel Report through November 2017.



ENFIELD PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date: November 28, 2017
To: Enfield Board of Education
From: Mr. Christopher J. Drezek
Re: Policy Revisions – Approve the 0000 Series – Second Reading

The members of the Policy Committee and Mr. Longey reviewed the policy revision process with the new Board members. Board members were electronically sent the 0000 series to review prior to tonight's meeting. Tonight, the Board will approve the entire 0000 policy series as the second and final reading. Mr. Regnier, the Policy Committee Chair or Mr. Longey, may have some additional comments.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriate regarding approving the 0000 series as presented for the second and final reading.



ENFIELD PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date: November 28, 2017
To: Enfield Board of Education
From: Mr. Christopher J. Drezek
Re: Approval of the FRC Location Move to Henry Barnard

We welcome Amy Morales, Coordinator for the Enfield Family Resource Centers to tonight's meeting. As the Board knows, we relocated the Enfield Street Family Resource Center to Henry Barnard. The Family Resource Center (FRC) needs approval from the State of Connecticut for the grant they receive. Enclosed is a detailed memo from Dawn Homer-Bouthiette, Director of Social Services and Amy Morales explaining this. They have also included a letter previously sent to the State of Connecticut regarding the relocation of the FRC to Henry Barnard.

Mrs. Morales is available to address any questions from the Board regarding the request for the Board to approve this location move of the Family Resource Center.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriate regarding approving the Family Resource Center location move to Henry Barnard Elementary School.



ENFIELD PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date: November 28, 2017
To: Enfield Board of Education
From: Mr. Christopher J. Drezek
Re: 2017-19 Standing Committees of the Board

The Board's Policy #9132 Standing Committees references the Board will maintain four (4) Standing Committees of the Board: Leadership Committee, Curriculum Committee, Finance, Budget Committee and Policy Committee. The Board's Policy #9130 Committees references these committees shall be established at the first regularly scheduled meeting in November by a majority vote. Both Board policies have been included in the packet.

Chairman Kruzel will announce the members of each of the four (4) Standing Committees of the Board along with the committee chairs.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriate regarding the approving the membership of the (4) Standing Committees of the Board as presented.

Item #7a.



EHS Student Representative Report – November 28, 2017

- EHS Parent/Teacher Conferences will be held on November 30th at 6:00 PM;
- EHS Safe Grad Auction will be held on December 1st at 6:00 PM at the Elk's Club on North Maple Street;
- EHS Tri-M Induction Ceremony will be held on December 7th in the EHS Auditorium at 6:30 PM;
- EHS National Honor Society Induction Ceremony will be held on December 13th in the EHS Auditorium starting at 7:00 PM.

Item # 7F

ENFIELD PUBLIC SCHOOLS

FY 2018 GRANTS

	<u>Applied For</u>	<u>Awarded</u>	<u>Date Submitted</u>	<u>Approval Date</u>
Adult Education - (Grant Portion)	192,584.00	192,584.00	4/7/2017	9/6/2017
Adult Education - Cooperative	60,404.00	60,404.00	4/7/2017	9/6/2017
Adult Education Program Enhancement Project Grant (PEPG)	40,000.00	40,000.00	4/25/2017	10/2/2017
Head Start Federal Grants (FY 3/1/17 - 2/28/18)	824,234.00	838,870.00	10/25/2016	3/7/2017
Head Start State Grants (Enhancement, Extended Services, Early Link)	123,020.00	115,796.00	5/16/2017	8/8/2017
IDEA Section 611, Special Education Assistance (FY 07/01/17-06/30/19)	1,287,968.00	1,287,968.00	4/27/2017	6/8/2017
IDEA Section 619, Preschool Education (FY 07/01/17-06/30/19)	51,865.00	51,865.00	4/27/2017	6/8/2017
Perkins	61,647.00	62,198.00	6/29/2017	10/13/2017
Perkins Innovation (7/01/17 - 09/30/17)	100,000.00	100,000.00	7/27/2017	9/22/2017
Smart Start Grant- Capital Improv.(5/1/17-6/30/18)	75,000.00	75,000.00	10/25/2016	5/31/2017
Smart Start Grant- Operations (7/1/17-6/30/19)	65,000.00	65,000.00	10/25/2016	7/13/2017
Smart Start Cohort I (07/1/17-06/30/19)	120,000.00	120,000.00	3/28/2017	7/13/2017
Title I Entitlement	-	786,258.00	11/20/2017	Pending
Title II Entitlement	-	146,522.00	11/20/2017	Pending
Title III Entitlement	-	14,872.00	11/20/2017	Pending
TOTAL	3,001,722.00	3,957,337.00		

11/20/2017

Item # 7g.

**CERTIFIED PERSONNEL MATTERS
OCTOBER 21, 2017 THROUGH NOVEMBER 24, 2017**

RETIRMENTS:

<u>NAME</u>	<u>DOH</u>	<u>EFFECTIVE DATE</u>	<u>POSITION / LOCATION</u>	<u>REASON</u>
Susan Boucher	09/01/97	12/20/17	Science / Enfield High	Retirement
Barbara Gokey	09/01/06	06/30/18	Grade 4 / P Crandall	Retirement

**NON-CERTIFIED PERSONNEL MATTERS
OCTOBER 21, 2017 THROUGH NOVEMBER 24, 2017**

NONE

A new policy to consider.

SECOND
READING

Mission-Goals-Objectives

Philosophy of the Public Schools

The Philosophy of the Enfield Public Schools is based on the conviction that the dignity and worth of each child is of primary concern and on the belief that the aim of education is to help prepare young people to assume a meaningful and productive role in school and society. To achieve this goal, which is a responsibility shared by the Board of Education, staff, students, parents, and community, we subscribe to the following tenets:

1. that our obligation is to help students mature into independent, reasoning, and responsible individuals who can adapt constructively to an ever-changing, multi-cultural world;
2. that this obligation can be accomplished by challenging students and staff to perform at their highest capabilities;
3. that students will best attain these capabilities if their unique needs, interests, strengths, weaknesses, backgrounds, learning styles, and range of scholastic and creative abilities are acknowledged;
4. that students need to develop self-esteem, an appreciation of the worth of others, a joy in learning, and a desire and willingness to achieve a standard of excellence commensurate with their abilities;
5. that students need to develop a respect for the earth's unique and diverse human and natural resources;
6. that the schools must convey to students the purpose of the educational program and help them to understand that they must share responsibility for its success;
7. that the curriculum will provide comprehensive programs and a range of instructional strategies to meet the requirements of students with varied backgrounds, abilities, aspirations, and needs, and that this curriculum will be evaluated periodically to ensure that it does so;
8. that the schools actively will seek community support and involvement through close communication and cooperation;
9. that our educational aim will best be achieved in an atmosphere of mutual respect, concern, and support;
10. that in the final analysis, we are all to be accountable for the present and the future success of the Enfield Public Schools.

Policy adopted:

ENFIELD PUBLIC SCHOOLS
Enfield, Connecticut

(Reviewed and approved by the Policy Review Committee)

A new policy to consider.

Mission - Goals - Objectives

School District Legal Status

The United States Constitution leaves to the individual states the responsibility for public education. The Constitution of the State of Connecticut requires the Legislature to establish and maintain a system of free public schools open to all children of the State. To carry out this mandate, the Legislature has provided for a State Board of Education with broad powers for the general supervision and control of the educational interests of the State.

The unit of local school management and control is the Board. State statutes designate the town as a school district and, thus, the geographical limits and boundaries of the town are also the territorial limits and boundaries of the Enfield Public School District.

Legal Reference: United States Constitution, Tenth Amendment

Connecticut State Constitution, Art. VIII, Sec. 1

Connecticut General Statutes

10-1 et seq.i

10-240 et seq.

Policy adopted:

ENFIELD PUBLIC SCHOOLS
Enfield, Connecticut

(Reviewed and approved by the Policy Review Committee)

A new policy to consider.

Mission - Goals - Objectives

Mission Statement

We believe public education is an essential component of a free and democratic society. In a partnership of family, school, community, and local and state government, our mission is to enable all students to meet high standards, make productive choices in their personal lives, contribute to a diverse global society and act as responsible citizens. To accomplish this, we must seek the necessary resources to:

- Provide a safe, nurturing and academically challenging learning environment.
- Provide students and staff with opportunities to reach their full potential.
- Prepare students to become productive, lifelong learners.
- Instill in our students a curiosity and love for learning which embraces the arts and the world around them.
- Prepare students to become self-reliant, honest, respectful and responsible members of a diverse and global society.
- Improve student learning by holding staff accountable for providing the most effective learning environment and using the most effective teaching strategies.

Policy adopted:

ENFIELD PUBLIC SCHOOLS
Enfield, Connecticut

(Reviewed and approved by the Policy Review Committee)

The recommended replacement for existing policy #0200 adopted 11/23/04.

Mission-Goals-Objectives

Educational Goals

Enfield Public School students will be provided the following opportunities, consistent with a realistic evaluation of their own abilities, to:

- develop into responsible citizens who exhibit moral and ethical behavior;
- acknowledge, explore, and value the importance of diversity;
- develop a healthy personal identity and self-reliance; demonstrate strong motivational persistence to learn;
- exhibit an inquisitive attitude, open-mind, and curiosity;
- acquire an understanding and appreciation of other cultures;
- understand international issues and demonstrate the skills needed to participate in a global society; and
- acquire knowledge of the following areas of study: science; technology; mathematics; language arts; social studies; literary, visual, and performing arts; world language; unified arts; health and physical education.

Achievement of Educational Goals

In order to achieve the above Educational Goals, Enfield Public School students shall acquire knowledge and mastery of skills by:

- engaging in critical thinking through
 - collaboration
 - problem solving
 - analyzing data and complex systems
 - acquiring, evaluating, and applying information to build greater understanding
 - transforming existing ideas, knowledge, and solutions into new ideas, products, and processes
 - innovative, creative, and artistic expression;
- communicating effectively by
 - mastering the skills needed for effective reading, writing, speaking, and listening
 - asking questions, listening, and thinking adaptively while making connections and creating innovative solutions
 - conducting research and demonstrating the skills necessary to locate and use information effectively
 - expressing feelings and ideas clearly and effectively;
- achieving an understanding of themselves and others by
 - utilizing effective study skills and articulating their own learning style
 - self-advocacy
 - taking advantage of opportunities to explore, develop, and express their own uniqueness and creativity

Mission-Goals-Objectives

Educational Goals

Achievement of Educational Goals (continued)

- recognizing the importance of healthy social, emotional, and physical growth
- exhibiting ethical conduct
- demonstrating empathy for others;
- mastering literacy and numeracy;
- gaining understanding of the interactions among various areas of study;
- recognizing one's individual civic responsibility by;
 - developing an understanding of local, state, national, and international governments
 - exhibiting civic mindedness through participation in local, state, national, and international communities.
- develop the knowledge and skills necessary for gainful employment and/or further education by;
 - gaining a general education, sufficient to enter an institute of higher education
 - developing an awareness of the requirements for and knowledge of specific information about a particular vocation
 - developing the ability to use information and counseling services related to job selection
 - acquiring the knowledge of science and technology, mathematics, history, social sciences, fine and performing arts, literature and languages
 - acquiring the knowledge necessary to use computers and other technologies for learning and problem solving.

Policy adopted:

ENFIELD PUBLIC SCHOOLS
Enfield, Connecticut

(Reviewed and approved by the Policy Review Committee)

A new policy to consider.

Mission - Goals - Objectives

Policies for Enfield Public Schools

The Board of Education is the policy-making body for the Enfield Public Schools. Decisions of the Board, such as the adoption of the budget, the approval of curriculum, and the adoption of education specifications for new schools, often have the force of policy.

The District is administered by the Superintendent and those to whom he/she delegates. The role of the Board in this process is limited to the adoption of written policies, which are codified in a Policy Manual and may be further articulated by administrative regulations. The policies must at all times be in harmony with applicable law.

The Board of Education's policies shall have their sources in the Board-adopted Philosophy, Mission, and Goals.

The Board of Education views its policies as aids to decision-making and will, to the best of its abilities, make all its actions consistent with those policies.

Policy adopted:

ENFIELD PUBLIC SCHOOLS
Enfield, Connecticut

(Reviewed and approved by the Policy Review Committee)

A new policy to consider.

Mission - Goals - Objectives

Equal Opportunity - Nondiscrimination

The President and the Congress of the United States and the State of Connecticut have enacted laws and issued directives affirming their intent to protect and grant equal opportunity, to all employees and students. Also the federal government and the State of Connecticut have enacted and enforced laws regarding the equality of employment and equality of opportunity in education.

The Board of Education reaffirms its policy of equal educational opportunity for all students and prohibits discrimination because of race, color, religious creed, age, marital status, national origin, ancestry, genetic information, sex, sexual orientation, gender identity or expression, learning disability, intellectual disability and mental disability or physical disability in district educational programs and activities, including, but not limited to course offerings, athletic programs, guidance and counseling, and tests and procedures. The District provides equal access to the Boy Scouts and other designated youth groups. To the maximum extent possible an intensive affirmative action program shall be an integral part of an educational policies and programs.

The Board of Education also reaffirms its policy of equal employment opportunity for all persons and to prohibit discrimination in employment because of race, color, religious creed, age, marital status, national origin, sex, sexual orientation, including gender identity/expression, ancestry, present or past history of mental disorder, mental retardation, pregnancy, or physical disability except in the case of a bona fide occupational qualification or need. Sexual harassment shall not influence employment decisions, nor shall decisions be influenced, affected or determined on the basis of membership in or holding of office in an employee association or union. This policy shall be relevant to every aspect of employment not limited to but including upgrading, demotion or transfer, recruitment and/or recruitment advertising, layoff or termination, rates of pay, other forms of compensation including fringe benefits, employment selection or selection for training and apprenticeships, promotion or tenure.

These statements shall be made available to all present and future employees and students.

(cf. 4112/4212 - Nondiscrimination)

(cf. 6121 - Nondiscrimination in Instruction)

Legal Reference: Connecticut General Statutes

10-153 Discrimination on account of marital status. (as amended by PA 11-55 to include gender identity or expression)

46a-60 Discriminatory employment practices prohibited.

Federal Law

Title VII of the Civil Rights Act 1964

20 U.S.C. 7905 (Boy Scouts of America Equal Access Act contained in No Child Left Behind Act of 2001)

Mission - Goals - Objectives

Equal Opportunity - Nondiscrimination

Legal Reference: Connecticut General Statutes (continued)
Section 504 and the Federal Vocational Rehabilitation Act of 1973, 20 U.S.C. 706(7)(b).
The Americans with Disabilities Act as amended by the ADA Amendments Act of 2008
Chalk v. The United States District Court of Central California.
The Vietnam Era Veterans' Readjustment Act of 1974, as amended, 38U.S.C. §4212
Title II of the Genetic Information Nondiscrimination Act of 2008
Title IX of the Education Amendments of 1972.
Civil Rights Act of 1987.
Public Law 111-256
Meacham v. Knolls Atomic Power Laboratory 128 S.Ct. 2395, 76 U.S.L.W. 4488 (2008)
Federal Express Corporation v. Holowecki 128 S.Ct. 1147, 76 U.S.L.W. 4110 (2008)
Kentucky Retirement Systems v. EEOC 128 S.Ct. 2361, 76 U.S.L.W. 4503 (2008)
Sprint/United Management Co. v. Mendelsohn 128 S.Ct. 1140, 76 U.S.L.W. 4107 (2008)

Policy adopted:

ENFIELD PUBLIC SCHOOLS
Enfield, Connecticut

(Reviewed and approved by the Policy Review Committee)

REPORT FORM FOR COMPLAINTS OF DISCRIMINATION

Complainant: _____
Home Address: _____
Home Phone: _____
School Building: _____
Date of Alleged Incident(s): _____

Alleged harassment was based on: (Check all that apply.)

☐ Race ☐ Color ☐ National Origin ☐ Gender Identity or Expression
☐ Gender ☐ Disability ☐ Religion
☐ Ancestry ☐ Age ☐ Sexual Orientation

Name of person you believe violated the District's nondiscrimination policy:

If the alleged discrimination was directed against another person, identify the other person:

Describe the incident as clearly as possible, including any verbal statements (i.e., threats, derogatory remarks, demands, etc.) and any actions or activities. Attach additional pages if necessary:

When and where incident occurred: _____

List any witnesses who were present: _____

This complaint is based on my honest belief that _____ has discriminated against me or another person. I certify that the information provided in this complaint is true, correct and complete to the best of my knowledge.

Complainant's Signature

Date

Received By

Date

This notice meets the minimum requirement of the regulation enforced by the Department of Education's Office for Civil Rights (OCR)

Non-Discrimination Notice

The Enfield Public Schools doesn't not discriminate on the basis of a disabling condition as it applies under Section 504 of the Rehabilitation Act of 1973.

The Enfield Public Schools does not discriminate on the basis of race, color, religion, national/ethnic origin, age, sex, sexual orientation, gender identity or expression, or disability in its programs, activities, and employment practices. Equal access is provided to the Boy Scouts and other designated youth groups.

The following individuals are coordinators for Title IX (sex discrimination), Title VI (race, creed and color) and Section 504 (disabled):

Title IX and Title VI	<u>Andrew Longey</u> <i>Name</i>	<u>860-253-6533</u> <i>Telephone Number</i>
Section 504	<u>Julie Carroll</u> <i>Name</i>	<u>860-253-4709</u> <i>Telephone Number</i>

Discrimination Grievance Form

Any student, parent/guardian, employee or employment applicant who feels that he/she has been discriminated against on the basis of race, color, age, religion, national origin, ancestry, sex, sexual orientation, gender identity or expression, marital status, disability or equal access to the Boy Scouts and other designated youth groups may discuss and/or file a grievance with either of the Civil Rights Coordinators of the _____ Public Schools. Reporting should take place within 40 calendar days of the alleged discrimination. Civil Rights Coordinators:

_____ at _____ or _____ at _____

Name of Presenter/Complainant: _____

Employee _____ Employment Applicant _____ Student _____ Parent/Guardian _____

Home address _____

Phone _____ Date of Claim _____ Date of Incident _____

1. Statement of Incident/Issue (include all pertinent information: who, how, where, when, how often, feelings, witness).
2. Please attach any additional information/documentation as necessary.

Signature of Presenter: _____

Signature of Civil Rights Coordinator: _____

Date Received: _____

*Forms are available from either of the Civil Rights Coordinators,
Administrators and Guidance Offices.*

A new regulation.

Mission-Goals-Objectives

Grievance Procedure for Section 504, Title IX, and Title VII Regulations

The Board of Education does not knowingly condone discrimination on the basis of race, color, religion, national origin, marital status, age, sex, sexual orientation, gender identity or expression, or disability in admission or access to, or treatment, or employment in its programs or activities.

Inquiries regarding compliance, including receipt and investigation of any complaint alleging non-compliance may be directed to the Superintendent of Schools, or in the Superintendent's absence, the Supervisor of Special Services.

Definitions

A "grievance" is a complaint by an employee, or group of employees, or a student or group of students based upon an alleged violation of the provisions of Section 504, Title IX, or Title VII, or The Americans with Disabilities Act.

The term "employee" is considered to apply to any employee of the Enfield Board of Education. The term "student" is considered to apply to any student enrolled in the Enfield Public Schools. The term "teacher" is considered to apply to any teacher employed by the Enfield Board of Education. The "teacher", "employee", or "student" may include a group of teachers or a group of employees or a group of students who are similarly affected by a grievance.

An "aggrieved person" is the person or persons making the claim.

The term "days", when used in this article, shall, except when otherwise indicated, mean working days.

Purpose

The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems which may arise under the provisions of Section 504, Title IX, or Title VII.

The parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure.

Nothing herein contained shall be construed as limiting the right of the complainant having a problem to discuss the matter informally with any appropriate member of the administration.

Mission-Goals-Objectives

Grievance Procedure for Section 504, Title IX, and Title VII Regulations

Purpose (continued)

Any complainant shall have the right at any time to present any grievance to such persons and through such channels as are designated for that purpose in this article.

Time Limits

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement in writing.

If a complainant does not file a grievance in writing as provided herein within 30 days after the aggrieved person knew or should have known of the act or condition on which the grievance is based, then the grievance shall be considered waived.

Informal Procedure

Any student, employee or applicant to a program who feels that he/she has been discriminated against on the basis of race, color, national origin, sex, sexual orientation or handicap shall contact the building Principal/supervisor within 30 days of the alleged occurrence to discuss the nature of the complaint.

The Principal/supervisor shall maintain a written record which shall contain the following:

1. Full name and address of complainant.
2. Full name and position of person(s) who allegedly discriminated against the complainant.
3. A concise statement of the facts constituting the alleged discrimination.
4. Dates of the alleged discrimination.

Mission-Goals-Objectives

Grievance Procedure for Section 504, Title IX, and Title VII Regulations

Informal Procedure (continued)

At the time the alleged discrimination complaint is filed, Principal/supervisor shall review and explain the grievance procedures with the complainant and answer any questions. An investigation of the complaint shall begin as soon as practical, but in no case, more than ten (10) working days from the time the complaint was received. Within this time limit, the Principal/supervisor shall meet informally with the complainant and the individual(s) against whom the complaint was lodged and shall provide confidential counseling where advisable and shall finally seek an informal agreement between the parties concerned. Every attempt shall be made to seek a solution and resolve the alleged discrimination complaint at this level.

If the complainant is not satisfied with these initial informal procedures, within twenty (20) school days from the date of the original discussion with the principal/supervisor, more formal procedures may be initiated by the complainant to further explore and resolve the problem.

Formal Procedure

1. Level One - School Principal

If a complainant is not satisfied with the disposition of the problem through informal procedures, he/she may submit his/her claim as a formal grievance in writing to the Principal.

The Principal shall within five (5) days render a decision and the reasons therefore in writing to the complainant, with a copy to the Superintendent of Schools.

2. Level Two - Superintendent of Schools

If the complainant is not satisfied with the disposition of his/her grievance at Level One, or if no decision has been rendered within five (5) days after presentation of the grievance in writing, the complainant may file a written appeal for a hearing by the Superintendent of Schools within five (5) days.

The Superintendent of Schools shall represent the administration at Level Two of the grievance procedure. Within ten (10) days after receipt of the written appeal for a hearing by the Superintendent, the Superintendent shall meet with the complainant for the purpose of resolving the grievance. A full record of such hearing shall be kept by the Superintendent. The Superintendent shall within three (3) days of the hearing render the decision and the reasons therefore in writing to the complainant.

Mission-Goals-Objectives

Grievance Procedure for Section 504, Title IX, and Title VII Regulations

Formal Procedure (continued)

3. Level Three - Board of Education

If the complainant is not satisfied with the disposition of the grievance at Level Two, or if no decision has been rendered within three (3) days after first meeting with the Superintendent, the person may file the grievance again with the Board of Education within five (5) days.

Within fifteen (15) days after receiving the written appeal, the Board shall meet with the complainant for the purpose of resolving the grievance. The decision of the Board shall be rendered in writing within three (3) days.

General Provisions

Decisions rendered at all levels of the formal grievance shall be in writing setting forth the decision and the reasons therefore.

All documents, communications and records dealing with the processing of a grievance shall be filed separately from the existing files of the participants.

Any person may also file a complaint of illegal discrimination with the Office for Civil Rights, Washington, D.C., at the same time he/she files the grievance during or after use of the grievance process, or without using the grievance process at all. If a complaint is filed with the Office for Civil Rights, it must be filed in writing no later than 180 days after the occurrence of the possible discrimination.

The Deputy Superintendent is the Title VII, Title IX and Section 504 Coordinator and may be contacted at 860-253-6533.

Regulation approved:

ENFIELD PUBLIC SCHOOL
Enfield, Connecticut

(Reviewed and approved by the Policy Review Committee)

A new policy to consider.

Mission – Goals – Objectives

Nondiscrimination

Commitment to Religious Neutrality (Prayer in the Schools)

It is the policy of the Board of Education to not prevent, or otherwise deny participation in, constitutionally protected prayer in the district's schools, consistent with previous guidance issued by the U.S. Department of Education under the No Child Left Behind Act of 2001, and applicable judicial decisions interpreting the religion clauses of the First Amendment of the U.S. Constitution.

This policy supersedes any other Board Policy that might be inconsistent with it.

Legal Reference: Connecticut General Statutes

10-16a Silent meditation.

10-15c Discrimination in public schools prohibited.

Lee v. Weisman, 112 S. Ct. 2649 (1992).

Jones v. Clear Creek Independent School District, 977 F. 2d 963 (5th Cir. 1992).

Harris v. Joint School District, 41 F.3d 447 (9th Cir., 1994).

American Civil Liberties Union of NJ v. Black Horse Pike Regional Board of Education, 84 F.3d 1471 (3rd Cir., 1996).

20 U.S.C. 7904 (No Child Left Behind Act of 2001)

Policy adopted:

ENFIELD PUBLIC SCHOOLS
Enfield, Connecticut

(Reviewed and approved by the Policy Review Committee)

A new policy to consider.

Mission – Goals – Objectives

Equity and Diversity

The Board of Education (Board) is committed to the success of every student in each of our schools and to achieving the mission of ensuring that all students graduate ready for college, career and life. The Board believes that the responsibility for student success is broadly shared by District staff, administrators, teachers, community and families. The Board is focused on closing the opportunity gap and creating learning communities that provide support and academic enrichment programs for all students. [or: The Board believes that every student has the potential to achieve and it is the responsibility of the District to give each student the opportunity and support to meet his or her highest potential.]

The concept of educational equity extends beyond formal equity, where all students are treated the same, to fostering a barrier-free environment where all students, regardless of their race, class, or other personal characteristics such as creed, color, religion, ancestry, national origin, age, economic status, gender, sexual orientation including gender expression or identity, pregnancy status, marital status, physical appearance, or the presence of any sensory, mental or physical disability, have the opportunity to benefit equally.

The responsibility for the disparities among our youth rests with adults, not the children. The Board is aware that student achievement data from across the country reveal similar patterns and those complex societal and historical factors contribute to the inequities faced by students. Rather than perpetuating such disparities, the Board believes the District must address and overcome this inequity and institutional racism, providing all students with the support and opportunity to succeed. This means differentiating resource allocation, within budgetary limitations, to meet the needs of students who need more supports and opportunities to succeed academically. The district will provide additional and differentiated resources to support the success of all students, including students of color.

District schools will significantly change/improve its practices in order to achieve and maintain racial equity in education. Educational equity means raising the achievement of all students while (1) narrowing the gaps between the lowest and highest performing students and (2) eliminating the racial predictability and disproportionality of which student groups occupy the highest and lowest achievement categories.

With these commitments in mind, the Enfield Public Schools shall:

- Provide every student with equitable access to high quality and culturally relevant instruction, curriculum, support, facilities and other educational resources, even when this means differentiating resources to accomplish this goal.
- Create multiple pathways to success in order to meet the needs of its diverse students, and shall actively encourage, support and expect high academic achievement from all racial groups.

Mission – Goals – Objectives

Equity and Diversity (continued)

- Recruit, employ, support and retain a teacher, administrator, instructional and support workforce that is balanced and reflects the diversity of the student body.
- Provide professional development to strengthen employees' knowledge and skills for eliminating cultural, racial and ethnic disparities in achievement.
- Ensure that each school creates a welcoming culture and inclusive environment that reflects and supports the diversity of the District's student population, their families and communities.
- Remedy the practices, including assessment, that lead to the over-representation of students of color in areas such as special education and discipline, and the under representation in programs such as talented and gifted and Advanced Placement.
- Review existing policies, programs, professional development and procedures to ensure the promotion of racial equality, and all applicable new policies, programs and procedures will be developed with a racial equity approach.
- Include other partners who have demonstrated culturally specific expertise, including families, government agencies, institutions of higher learning, early childhood education organizations, community-based organizations, businesses, and the community in general, in meeting the District's high goals for educational outcomes.
- Provide, consistent with state regulations and District policy and within budgetary considerations, materials and assessments that reflect the diversity of students and staff, and which are geared towards the understanding and appreciation of culture, class, language, ethnicity and other differences that contribute to the uniqueness of each student and staff member.

The Board recognizes that these are long-term goals that require significant work and resources to implement in all schools. All District employees are responsible for the success and achievement of all students. The Superintendent is authorized to develop procedures to implement this policy, including an action plan with clear responsibility. Annually, the Superintendent shall report to the Board on the progress towards achieving the goals outlined in this policy.

(cf. 0521 – Nondiscrimination)
(cf. 1110.1 – Parental Involvement)
(cf. 1110.3 – School Governance Council)
(cf. 1210 – Community Associations)
(cf. 1212 – Volunteers)
(cf. 1330 or 3515 – Use of School Facilities)
(cf. 1205 – Participation by the Public)
(cf. 4111 – Recruitment and Selection)
(cf. 4111.1/4211.1 – Affirmative Action)
(cf. 4118.11 – Nondiscrimination)

Mission – Goals – Objectives

Equity and Diversity (continued)

(cf. 4118.113/4218.113 – Harassment)
(cf. 4118.3 – District Minority Recruitment Plan)
(cf. 4131 – Staff Development)
(cf. 5118.1 – Homeless Students)
(cf. 5131.911 – Bullying/Safe School Climate Plans)
(cf. 5145.4 – Nondiscrimination)
(cf. 5145.5 – Sexual Harassment)
(cf. 5145.51 – Peer Sexual Harassment)
(cf. 5145.52 – Harassment)
(cf. 5145.53 – Transgender and Non-Conforming Youth)
(cf. 5145.6 – Student Grievance Procedure)
(cf. 6115 – Ceremonies and Observances)
(cf. 6121 – Nondiscrimination)
(cf. 6121.1 – Equal Educational Opportunity)
(cf. 6141.21 – Religions in the Public Schools)
(cf. 6141.22 – Religious Accommodations)
(cf. 6141.311 – Programs for limited English Proficient Students)
(cf. 6171 – Special Education)
(cf. 9133 – Board of Education Advisory Committees)

Legal Reference: Connecticut General Statutes
 46a-60 Discriminatory employment practices prohibited.
 10-15c Discrimination in public schools prohibited. School attendance by
 five-year olds. (Amended by P.A. 97-247 to include “sexual orientation”
 and P.A. 11-55 to include “gender identity or expression”)
 10-153 Discrimination on account of marital status.
 17a-101 Protection of children from abuse.
 Connecticut State Board of Education, “Position Statement on Culturally
 Responsive Education,” adopted May 4, 2011
 Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.
 29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.
 Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.
 34 CFR Section 106.8(b), OCR Guidelines for Title IX.
 Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62,
 #49, 29 CFR Sec. 1606.8 (a0 62 Fed Reg. 12033 (March 13, 1997) and 66
 Fed. Reg. 5512 (January 19, 2001)
 20 U.S.C. 7905 (Boy Scouts of America Equal Access Act contained in
 No Child Left Behind Act of 2001)
 Meritor Savings Bank. FSB v. Vinson, 477 U.S. 57 (1986)

Mission – Goals – Objectives

Equity and Diversity

Legal Reference: Connecticut General Statutes (continued)
Faragher v. City of Boca Raton, No. 97-282 (U.S. Supreme Court, June 26, 1998)
Gebbs v. Lago Vista Indiana School District, No. 99-1866, (U.S. Supreme Court, June 26, 1998)
Davis v. Monroe County Board of Education, No. 97-843, (U.S. Supreme Court, May 24, 1999.)
The Vietnam Era Veterans' Readjustment Act of 1974, as amended, 38 U.S.C. §4212
Title II of the Genetic Information Nondiscrimination Act of 2008
The Americans with Disabilities Act as amended by the ADA Amendments Act of 2008
Public Law 111-256
Meacham v. Knolls Atomic Power Laboratory 128 S.Ct. 2395, 76 U.S.L.W. 4488 (2008)
Federal Express Corporation v. Holowecki 128 S.Ct. 1147, 76 U.S.L.W. 4110 (2008)
Kentucky Retirement Systems v. EEOC 128 S.Ct. 2361, 76 U.S.L.W. 4503 (2008)
Sprint/United Management Co. v. Mendelsohn 128 S.Ct. 1140, 76 U.S.L.W. 4107 (2008)

Policy adopted:

ENFIELD PUBLIC SCHOOLS
Enfield, Connecticut

(Reviewed and approved by the Policy Review Committee)

ENFIELD PUBLIC SCHOOLS
Enfield, Connecticut

9130

Bylaws of the Board

Committees

Committees of the Enfield Board of Education shall be established at the first regularly scheduled meeting in November, or as needed, by a majority vote of the Board.

Duties of each committee shall be determined as a committee is formed.

Each committee may make a report through its Chairperson at each regular meeting of the Board of Education.

No committee shall have power other than to recommend to the Board of Education unless specially authorized. No committee, or member of a committee, is authorized to make any contract or enter into any agreement which involves the expenditure of money, unless such contract or agreement is authorized by the Board either in regular or special meeting.

All committees of the Board of Education shall follow the provisions of the Freedom of Information Act as required by statute.

The Board of Education shall act as a committee of the whole in final consideration of all matters.

Record Keeping

All committees shall keep minutes of business conducted at meetings. The minutes will be kept on file in the Superintendent's office and available at all times to the Board of Education members. The minutes shall include the names of the committee members in attendance, listing of topics discussed and committee recommendations.

(cf. 9131 – Committee of the Whole)
(cf. 9132 - Standing Committees)
(cf. 9133 - Special/Advisory Committees)

Legal Reference: Connecticut General Statutes
 1-200 through 1-241 of the Freedom of Information Act.
 1-200 Definitions.
 1-225 Meetings of government agencies to be public.

Bylaw adopted by the Board: October 24, 2017

ENFIELD PUBLIC SCHOOLS
Enfield, Connecticut

9132

Bylaws of the Board

Standing Committees

The Board of Education shall maintain four Standing Committees as set forth herein in sections 1 – 5 below.

The Chairperson, with approval of the Board, may appoint any special committee and/or advisory committees to the Board. Committees considered Special or Advisory will receive their duties at the time of appointment and the committee shall be considered dissolved when its final report has been made to the Board or upon being dissolved by the Board.

The Chairperson of the Board shall appoint up to three (3) Board members to each committee and shall be an ex officio member of each committee. The Standing Committee Chairperson or designee shall report to the full Board items requiring official actions.

The Board shall act as a committee of the whole in final consideration of all matters except where otherwise authorized by law.

All committees of the Board shall follow the provisions of the Freedom of Information Act as required by statute.

Leadership Committee

The Leadership Committee shall be composed of the Board of Education Committee Chairperson, Vice-Chairperson, and two other members of the Board constituting an equal representation from both major parties. The Chairperson of the Board shall be Chairperson of the Leadership Committee and shall appoint a secretary. The Superintendent shall be the Leadership Cabinet liaison to the committee. The minutes of the meetings of the leadership Committee shall be distributed promptly after each meeting to every member of the Board. At each meeting of the Board, the proceedings and action taken by the Leadership Committee since the last meeting of the Board shall be reported to the Board.

This committee will provide input to the Board of Education Chairperson and the Superintendent on the construction of Board meeting agendas. The committee shall advise the school administration on personnel policy development and shall assist the administration when appropriate in interviewing applicants for administrative vacancies.

Other responsibilities may include:

1. Recommends an evaluation system for various categories of personnel;
2. Implements the Superintendent's evaluation program;
3. Appoints the Chairpersons of the negotiating teams;

Bylaws of the Board

Standing Committees

Leadership Committee (continued)

4. Recommends salary annually for the supervisory and confidential personnel;
5. Reviews staffing requirements periodically;
6. Reviews position descriptions and functional requirements periodically;
7. Acts as the initial Board contact on all personnel and grievance matters;
8. Represents the Board in liaison sessions with the faculty and bargaining units;
9. Recommends action to the entire Board that the committee deems appropriate for the Board to consider.

Curriculum Committee

The Chairperson of the Curriculum Committee shall appoint a Secretary for the committee. The Chief Academic Officer shall be the Leadership Cabinet liaison to the committee. This committee shall consider and make recommendations concerning the District's Board policies of education and research. This committee reviews major areas of curriculum development, regular/special education services, student assessment, long-term program review and program revisions. Committee members consider the Board's priorities in curriculum areas. The committee reports its findings to the Board and suggests programs and policy modifications that may be appropriate in curriculum and program areas. New program activities undertaken by the district, the implementation of new curricula, or the piloting of new programs would be topics of particular interest. The committee shall review research on the curriculum and program changes and report its recommendations to the Board. The committee shall review proposals concerning student courses, ensure the Board's familiarity with district educational programs, monitor achievements and cause the evaluation of education programs.

Other responsibilities may include:

1. Conduct or coordinates curriculum studies undertaken by the Board;
2. Periodically reports to the Board on the status of the curriculum and suggest area in need of study;
3. Periodically studies and reports on student progress and on standardized test results;
4. Review and recommends textbook usage;
5. Evaluates curriculum in view of school population trends;
6. Recommends budget changes in view of curriculum developments;
7. Assumes like responsibilities for extra-curricular and co-curricular activities.

Bylaws of the Board

Standing Committees

Finance, Budget Committee

The Chairperson of the Finance and Budget Committee shall appoint a Secretary for the committee. The Chief Finance Officer of the District shall be the leadership Cabinet liaison to the committee. This committee shall be concerned with the preparation of the budget and periodic reviews of the actual expenditures as compared to the budget. The committee works with the Superintendent of Schools in developing a recommended budget for the Board. As such, the committee reviews the budget development process, analyzes the budget document and makes public presentations as necessary. The committee shall offer recommendations regarding accounting procedures and alternative expense saving suggestions. The committee will insure an audit annually and report to the Board of Education when it is completed. The committee shall monitor the fiscal activities of the school district, including reviewing the monthly financial statement and annual end of year transfer report, and shall review and make recommendations concerning the annual audit and recommend annual budget guidelines and priorities. Other responsibilities may include:

1. Recommends special internal audit needs;
2. Reviews and reports on accounting and purchasing procedures;
3. Recommends the annual budget schedule and parameters;
4. Represents the Board during the various budget preparation stages.

Policy Committee

The Chairperson of the Policy Committee shall appoint a Secretary for the committee. The Deputy Superintendent shall be the Leadership Cabinet liaison to the committee. This committee shall review all Board policies and by-Laws to identify areas needing update for conformity with changes in local, state and federal law. All other standing committees shall recommend policy changes when appropriate to the Policy Standing Committee for advancement to the entire Board for consideration and adoption.

Legal Reference: Connecticut General Statutes
 1-200 through 1-241 of the Freedom of Information Act.
 1-200 Definitions.
 1-225 Meetings of government agencies to be public.

Bylaw adopted by the Board: October 24, 2017



Item # 11a.

TOWN OF ENFIELD

November 15, 2017

Mr. Christopher J. Drezek
Superintendent, Enfield Public Schools

Subject: Family Resource Center Relocation Request

The Enfield Family Resource Center (FRC) is seeking approval from the Connecticut State Department of Education (CSDE) to move its Enfield Street School location to Henry Barnard School. Due to the closing of Nathan Hale School, the dedicated space for the FRC at Enfield Street School was needed for a kindergarten classroom. An agreement was made with the Town of Enfield to relocate the FRC to Henry Barnard School. Because the FRC grant was written for Enfield Street School, a request for this relocation needs to be made to the CSDE from the Superintendent which is incumbent upon the official approval of the Enfield Board of Education.

The Family Resource Center is a Division of the Enfield Social Services Department and provides families with a variety of programs and services to help ensure children enter school ready to learn and support parents in their role as their child's first teacher. The Family Resource Center grant has been submitted collaboratively with the Board of Education with the Town of Enfield being the fiscal agent responsible for grant administration since 1998. For the 2018 fiscal year, the Enfield FRC is anticipating funding in the amount of \$100,000 from the State budget.

Respectfully Submitted,

Dawn Homer-Bouthiette
Director of Social Services

Amy Morales
Family Resource Center Coordinator



ENFIELD PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

November 9, 2017

John Frassinelli, Manager
Bureau of Health/Nutrition, Family Services and Adult Education
Connecticut Department of Education
450 Columbus Blvd Suite 504
Hartford, CT 06457
Cc: Louis Tallarita

November 9, 2017

Dear Mr. Frassinelli,

I am writing to submit a relocation request for the Enfield Family Resource Center. At the end of the 2016-17 school year, the Enfield Public Schools closed the Nathan Hale Elementary School due to reduced census. The students from Nathan Hale were redistricted into other school buildings, including the Enfield Street School. The dedicated Family Resource Center (FRC) space at Enfield Street School is now being used as a Kindergarten classroom. With no suitable space available to maintain the FRC at Enfield Street School, an agreement was made with the Town to relocate the FRC to Henry Barnard School.

Henry Barnard School is a Kindergarten-Grade 2 school that currently serves 575 students. There are eight kindergarten classrooms and seven first and second grade classrooms. In addition, there is a specialized classroom for children with Autism, the Education Counseling Program (ECP), and the Primary Adaptive Learning program (PAL). As was the case at Enfield Street School, Henry Barnard School has a population of families that are low-income. According to the 2015-16 Strategic School Profile, 44% of the students are eligible for free or reduced-price meals. The students are comprised of a more culturally diverse population than the district overall and include a slightly higher number of English Language Learners.

The designated space for the FRC in Henry Barnard School is an improvement in terms of the size and amenities. The play space is able to be set up in more clearly defined learning areas with a separate space for a literacy area and parent resource/lending library. There are three offices that will be used by the FRC Coordinator, Parent Educator, and Social Worker. There is also a conference room within this area that can be used as a work space and for private meetings which has a glass window looking out into the FRC. The school has two playgrounds that the FRC will have access to including one in close proximity to the FRC that is appropriate for young children.

Over→

Mr. John Frassinelli
Connecticut Department of Education
November 9, 2017
Page 2

Work must be done to integrate the FRC into this new location so the Henry Barnard school community utilizes it as a resource. FRC staff will have regular meetings with the building principal and attend relevant school staff meetings to provide staff with information about the FRC that can help the families of their students. The building principal had been in a school where the privately funded FRC was located so he is familiar with and supportive of the program. The FRC will attend PTO meetings and collaborate with the PTO and the After School Program on Family Engagement Nights to develop relationships with families and recruit for FRC programs. FRC monthly newsletters and program flyers will be sent home to all families. The FRC Social Worker, a Town-funded position that works out of the FRC, will attend Student Assistance Team and PPT meetings as needed to provide more intensive supports to families. During parent conference weeks, the FRC will be available to provide a space for conferences if needed and to provide resources to families. The FRC will stay aware of the school's focus areas on academic achievement and any other goals to be able to provide support wherever possible. Additionally, the principal, one or two classroom teachers, the PTO president and additional Henry Barnard parents will be invited to participate on the FRC Advisory Committee.

Please note that this request is pending approval by the Enfield Board of Education at their November 28th meeting. Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Chris Drezek", with a long horizontal flourish extending to the right.

Christopher J. Drezek
Superintendent of Schools

**BOARD OF EDUCATION
REGULAR MEETING MINUTES
October 24, 2017**

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 October 24, 2017.

1. **CALL TO ORDER:** The meeting was called to order at 7:01 PM by Tom Sirard.
2. **INVOCATION OR MOMENT OF SILENCE:** Tom Sirard
3. **PLEDGE OF ALLEGIANCE:** Tom Sirard
4. **FIRE EVACUATION ANNOUNCEMENT:** Tom Sirard announced the fire evacuation announcement.
5. **ROLL CALL:**

MEMBERS PRESENT: Rich Regnier, Charlotte Riley, Lori Unghire, Walter Kruzel, Tina LeBlanc, Tim Neville, Stacy Thurston, Vin Grady and Tom Sirard

MEMBERS ABSENT: None

ALSO PRESENT: Mr. Christopher J. Drezek, Superintendent; Mr. Andrew P. Longey, Deputy Superintendent; Student Representatives Sarah Passmore and Matt Campo

Suspend the Rules to Add an Item to the Agenda:

Mr. Kruzel moved, seconded by Mrs. LeBlanc to suspend the rules and add an item to the agenda under Board Guests – Kelly Fisher from Alex's Army as Item #6a.

A vote by **show-of-hands 9-0-0** passed unanimously.

6. BOARD GUEST(S)

a. Kelly Fisher

Mr. Neville welcomed Kelly Fisher and stated the Board wanted to recognize you for the goodness of the work you are doing with Alex's Army. The Board is wearing Alex's Army t-shirts in support.

Mrs. Fisher thanked the Board and the community for their support. Mr. Neville stated we wanted to recognize your efforts.

Mrs. Fisher stated her son passed away on September 30, 2016 from using prescription drugs. She started Alex's Army to talk to parents and students about drugs. We are channeling our anger to helping others. They have a mock bedroom they set up and show parents where to look for hiding places for drugs and alcohol. We want parents to be aware of what might be going on. She does not want to see anyone else go through what they have gone through. They have prescription marijuana glasses and alcohol glasses to show the affects from using drugs and alcohol when your drive. We want to educate everyone. The more parents know the better.

Mr. Neville thanked her for her dedication and your efforts. We have all joined your army. Is there anything you need from us? Mrs. Fisher just wants to get the word out and get into the

schools. A backpack is a great place for your children to hide things.

Mr. Neville asked through the Chairman to the Superintendent if he can meet with her. Mr. Drezek stated they have already met.

Mrs. LeBlanc stated she met Kelly years ago. She admires what you are doing. You turned a tragedy into a positive. You are such a strong person and truly are a hero. It is great to see that a parent started this and is sending out such a strong message to the community. This can happen to anyone. She is proud to know you.

Mrs. Unghire stated she is very sorry for your loss. This is every parent's nightmare. She has known you for many years. She thanked her for educating us about your program and for helping to educate parents about your experiences. Thank you.

Chairman Sirard also thanked Mrs. Fisher. You are a courageous person and we all look up to you and admire you. Please ask us if you need anything from us.

Mrs. Fisher thanked the Board for your support and the support from everyone in the Enfield community.

b. Enfield Legislators

Chairman Sirard welcomed Senator Kissel, Representative Hall and Representative Stokes to the Board meeting.

Senator Kissel thanked the Board for the invitation. He reviewed the proposed budget recommendations with the Board. It is not perfect but it is better than what was being recommended by the Governor. He knows the administration will be meeting on Wednesday regarding the budget and difficult decisions will need to be made. We all did not want to see Enfield's rating downgraded. The Senate will vote on the proposed budget on Wednesday. We all want to see this come to an end. The pensions will not be placed on municipalities.

Both Representatives Hall and Stokes agreed with Senator Kissel regarding the proposed budget. Ms. Hall will send the Board copies of this. We passed an amazing budget and compromises were made across the board. The car taxes have been left in place. The town will gain a little. We know you were concerned about the ECS funding.

Mr. Stokes stated there will not be any tax increases for the state. We created a budget that is positive for the Town. We all work on the appropriations committee. We were forced to work together to make a better State of Connecticut. He is proud of the work done by our legislators. If this budget passes, we will all have an enjoyable Thanksgiving.

Ms. Hall stated the bonding will not be adjusted and will not affect the JFK project. Mr. Stokes added since the JFK project was already in the pipeline, it will not be adjusted.

Mr. Neville thanked them for taking care of our needs. He added that it seemed that Enfield was being punished for having a rainy-day fund. What will prevent this from happening again?

Representative Hall and Stokes agreed with Mr. Neville. Senator Kissel added that was the Governor's Executive order and it seemed to punish towns that have reserves and were run well. They were targeted. They looked at town reserve funds years ago. The amount of the reserves funds will be raised to 15% from 5%. They want towns to have healthy reserve accounts. This is the direction all towns need to be moving towards.

Mr. Neville hopes we have learned from this so we don't need to go through this again. Senator Kissel supports this bi-partisan budget. It has been decades since we had a bi-partisan budget.

Representative Hall stated everyone worked really hard on this budget. We are here for the betterment of the State, town and municipalities without making too many compromises. The alternatives are ugly. If the details of the proposed budget remain the same, she also supports it. Anything else presented with devastate towns.

Representative Stokes wants to protect the town. He feels this is a good compromised budget. A lot of hard work went into this budget and he is proud of it. He is proud of the team work. Working together is important.

Mrs. LeBlanc thanked them for your hard work on the budget. Compromise is a give and take and working with the Town Council has been great. We have a good working relationship. She thanked you for your updates. If we were forced to make drastic cuts to our budget, she would have been angry since we would still be required to support magnet tuitions. We are doing a lot to try to keep our students here in Enfield and this bill would not have changed.

Representative Stokes understands your concerns with magnet costs but they are still Enfield students but are at other schools. They deserve our support. The governor forced this to be us against them. We need to provide the best education we can. Mrs. LeBlanc added this is tough to swallow when we can't pay our bills.

Mrs. LeBlanc would like the kindergarten entrance age changed for all students to be eligible for kindergarten - they must be 5 on September 1st. Other states are following this and it helps parents who are struggling with the decision to hold their child back. She held one of her children back and does not regret that decision. Also, if a child is receiving special services, they need to go to school to receive the services. If you hold your child back a year, they will not receive these services until they are in school.

Representative Stokes stated that Representative Hall has written this down. We are on the education committee and will bring this concept to the committee to discuss.

Mrs. LeBlanc stated we have great early education programs in Enfield like our Head Start program and the PK STEAM program. She just wanted to share this.

Senator Kissel stated that he has heard this request before and it is not an easy change. He also held one child back and agrees it was a good decision. There are benefits to doing this. The Enfield delegation will look into the Kindergarten entrance date. Mrs. LeBlanc thanked them. Representative Hall added we serve on the Education committee and we will look into this.

Mr. Regnier also thanked the Enfield delegation for what you are doing. Is there any news on cuts to the transportation funding? Representative Stokes stated he is not aware of any and he will look into this. He does not believe there have been any changes from last time.

Mr. Regnier asked about the ECS formula. Representative Hall will share a copy of the proposed new hybrid formula with the Board and reviewed the timeline. Senator Kissel stated we really haven't had a formula for many years. Part of our mission was to rationalize this. There are different criteria. There a lot of good changes in the budget because it is bi-partisan. We really worked together.

Mr. Regnier asked about CREC funding in the proposed budget. Representative Hall stated we have not received that information yet. We only received the ECS and municipalities runs. We will get the details and will share it with you.

Mr. Grady stated we will take a hit this year and will make it up next year. Is there a guarantee that we will make it up next year? Representative Stokes stated there are no guarantees. These are revenue numbers and there is a strong desire for education for all the children. He does not see this being part of a deficit negotiation. We made commitments to our towns.

Representative Hall stated Enfield negotiated additional funds through a bill for the East Windsor casino. The revenue streams we are proposing will be okay. She hopes they do not touch the education funds.

Representative Stokes added we fought hard for the towns that would be affected by the casino. The Board did a good job keeping us informed. We also fought hard to not have the teacher's pensions being transferred to the towns. Representative Hall added that keeping us informed has helped us greatly.

Chairman Sirard thanked them for the updates. We are proud of the work you have been doing. He asked about the excess costs cap. Both Representative Stokes and Hall stated there are no changes to the cap.

Chairman Sirard asked about cuts to CREC and they will pass them on to us. Can you make sure that CREC will not back door us?

Chairman Sirard asked about the bailout for Hartford and other large municipalities. Senator Kissel stated there is money for Hartford and other large cities and communities to help them reorganize their debt. The money is attached with strings. If they are not followed, there will be repercussions.

Representative Stokes stated the revenue board for the bond money has added an accountability component to the funding they will receive.

Chairman Sirard stated in the original proposed budget, it did not address contract negotiation issues and employee benefits. He hopes there will be some changes to address this. Representative Hall stated we did make structural changes to the contracts. Senator Kissel added we can veto a contract and it will go to an arbitrator. They will come back to us and we could reject one more time. Time limits have been implemented for contract negotiations. Representative Hall stated that structural changes for arbitration have always been our last best offer. Now the arbitrator can make a compromise. This is a big change.

Chairman Sirard is concerned with the top cities that are in the red. Enfield has been fiscally responsible. The Governor has increased their funding and will set a precedent. Senator Kissel added we are hoping the strings that are attached to the funding will change things. There will be tracking.

Mr. Neville also supports the change for Kindergarten entrance to September 1st. We are one of the few states that don't do this. He also held back one of his kids. Research is in favor of this practice. He encourages you to look into this.

Mr. Neville asked about charter schools and funding. Charter schools do not use the same standards we use. We are proud of the progress our kids have made. Charter schools are not assessed the same as us. Mr. Drezek stated students at Charter schools are assessed by policy. Mr. Neville feels standards are needed.

Mr. Neville stated the state did not make the necessary payments to the pensions properly and underfunded them. He hopes the proposed budget will have them paying their fair share to the

pensions. Senator Kissel reviewed the percentages for the pensions. The state will not renege on their obligations.

Mr. Neville is concerned with what the state is doing and pension's needs to be paid. Senator Kissel added that we want Connecticut on a sound financial footing for future bond ratings. He has faith in them. Representative Hall stated they are contributing. We will get you these numbers. Representative Stokes added that adjustments will be made to the fund. Ms Hall stated the numbers come from the retirement board.

Mr. Neville stated the ECS funding formula has not always been followed. Can you make sure the new formula is followed? Representative Hall stated the formula will now be in writing. Representative Stokes stated he can accept what we get as long as it is across the board and being fairly distributed across the state. He hopes a standard has been set. We are hoping this proposed budget will pass.

Mr. Neville added we need predictability. Representative Stokes added if everything goes as plans, Friday will be a bright sunny day for all of us.

Mr. Kruzel asked if they gave the Governor a copy of the proposed budget. He is always saying he can't discuss that because he doesn't have a copy. Representative Stokes and Hall said not yet. Representative Hall added we have been told that he will veto what is presented. We just need to make sure this is veto proof.

Mr. Kruzel stated this presentation is exclusive to the ETV viewing population. He asked about the Enfield High traffic light. Representative Hall stated there is nothing new to report. She has forwarded the information to the State Department of Transportation. She expects an answer about this tomorrow. Representative Stokes added the turning lane into Enfield High will make it safer.

Representative Stokes stated that has served with Chairman Sirard, Mr. Grady and Mrs. Thurston. He thanked them for your service to the Board and congratulated them.

Chairman Sirard stated there is an amendment to the constitution for a balance budget. Please come up with a set of rules for this. Representative Stokes added there is a spending cap that has been put in place.

The Enfield delegation thanked the Board for allowing them to be here tonight.

Mr. Drezek thanked the Enfield delegation for their constant contact with his office. You have kept us informed and he appreciates that.

c. Asnuntuck Partnership

Mr. Muller thanked the Board for the opportunity to speak about the programs being offered at Asnuntuck. He has worked as the building superintendent for 22 years. We recently changed the look of the building. We offer the College Career Pathways program, the College Connections program and the High School Partnership program for students to earn up to 13 college credits.

Mr. Neville is impressed with how the building has changed. He is impressed with the partnership with the high school. He asked how many high school students are enrolled at Asnuntuck. Mr. Drezek stated we have around 16 students enrolled. There is a demand for more. Mr. Lombella will attend an upcoming Board meeting about the programs they offer high school students.

Mr. Neville asked about transportation for students. Are we using the Magic Carpet or is Smyth Bus transporting the students? Mr. Drezek stated Smyth Bus is transporting the students to Asnuntuck.

Mr. Neville thanked Mr. Muller for his update and to keep up the good work. He wished he had this opportunity when he was starting off.

Mr. Muller stated the manufacturing program starts at JFK and continues to the high school.

Mrs. Unghire thanked Mr. Muller for what you are doing. She attended the stairway dedication ceremony with Mr. Kruzel. Mr. Muller can give tours of the building if you are interested.

Mr. Regnier stated he took part of the connections program when he was in high school taking a criminal justices course. The experience was overwhelming. This is a great partnership program. The manufacturing program is great for students.

Mr. Kruzel thanked Mr. Muller. The machine shop program is great at Asnuntuck.

Chairman Sirard stated the he and Mr. Neville have worked with the administration to expand our partnership program for welding and manufacturing. Some of the students graduating from the welding and manufacturing programs and are making a good living doing this. Not everyone will go to college. Students that attend these programs graduate with a years-worth of college credits through this partnership program.

Mr. Neville added it is nice to see that other community colleges and towns are copying what Enfield is doing. A lot of good things come from Enfield. Thank you.

d. ERfC Before School and After School Program

Claire Hall thanked the Board for the opportunity to discuss the ERfC program with the Board. She reviewed the programs they are offering, the core values, funding and partnership with the Enfield Public Schools. They offer quality before school and after school programs that keep our kids and communities safe. They also partnership with the Enfield Food Shelf with their Healthy Meals & Healthy Minds program as well as Community Engagement programs, Summer Lunch Bunch program and tonight in Thompsonville monthly dinners. All of this could not be done without the support of the Enfield Public Schools.

Mrs. Riley thanked the ERfC program for what you are doing. She especially likes your partnerships with the school PTO's. Thank you for everything you do for our families.

Mrs. LeBlanc is glad to see the changes for the K-2 and 3-5 transition with ERfC offering childcare for parents. Mrs. Hall thanked the Enfield Public schools for working with them. They are still working on the Parkman morning program. She added the Vacation Destination program is growing.

Mrs. LeBlanc stated she is a strong supporter of ERfC.

Mr. Neville stated he has watched the ERfC program grow and evolve. You are very dedicated applying for grants. Has the budget affected any of your grants? Mrs. Hall stated she is still waiting to hear from the State and Federal government about grants. We are still operating our programs and are holding on.

Mr. Neville added that he knows you will make this work. You have impressive, powerful staff and are doing a great job by adding new programs.

Chairman Sirard stated he has known Mrs. Hall for many years. You have done a wonderful job with the ERfC program. You are tenacious and he knows you will continue to fight for your funding. Keep up the good work.

7. SUPERINTENDENT'S REPORT

- a. Student Representatives – as presented
- b. Recognition of EHS Student Athletes – as presented
- c. Election Day & Veteran's Day – as presented
- d. Special BOE Meeting – as presented
- e. October/November Events
- f. Grants Report
- g. Personnel Report

Mr. Drezek gave the Board an update about the Youth Vote program and the grade 5 Kids Governor race that is being held in Connecticut. Primary elections were held in the classrooms. They would like to bring the Enfield Kid Governor Candidate to the November 14th meeting. We have spoken to Mayor Kaupin about this program. If our student does not win the governorship, we will name the student as the Enfield Kid Mayor.

8. AUDIENCES

Chris Rutledge, Victory Street – Mr. Rutledge spoke to the Board a year ago about forming a debate team. He has worked with Kim Bender who is a Family and Consumer Sciences Teacher at EHS. He is proud to announce that the students at EHS are preparing for their first debate at Crosby high school on Saturday, November 11th. He is hoping this is the start to something great. Debating helps students to know how to talk to people and expand critical thinking. Hopefully, Enfield High will be able to hold a debate in the future.

Trish Neild Barry, Buchanan Road – Mrs. Neild Barry distributed flyers to the Board regarding the JFK referendum. She stated she is the Chairperson for the JFK PAC and Renovation Committee. We are trying to make this the best JFK ever and we came up with a great plan. We will receive 70% reimbursement from the State for this project. The school needs the complete renovations done for the future of our kids. The pool is staying and the locker rooms will be renovated also. She is doing this for the kids and the kids only. She does not like politics and wants to get the message out to the public about voting for the referendum. The committee will meet on Wednesday, October 25th at JFK about this. She hopes many residents will attend and have their questions asked and tour the building. Please give us your support. Thank you.

9. BOARD MEMBER COMMENTS

Mrs. LeBlanc supports the JFK referendum for many reasons. She has spoken to the teachers and administrators at JFK about classes remaining at JFK. Renovating makes the most sense. The building needs help. She cannot change things from the past. We need to look towards the future and the needs of our students.

Mrs. LeBlanc attended the Trick or Trunk event at Enfield High School last night. The football players decorated the trunks of the cars and the Rambler's and Flag Football teams participated. It was a lot of fun. The parents thanked the students for holding this trick or treat event.

Mrs. LeBlanc requested via the Chairman to Mr. Drezek about the status of the K-2 schools since the consolidation. How is everything going? Mr. Drezek distributed information about the comparison projections for the consolidation, current K-5 class sizes and the 10-01-17 official enrollment numbers. Based on projections, we are on target. Our official number is

down by 50 students but our high school numbers have increased by 40 students. This means that our students are coming back. Our numbers are in-line with Mr. Prowda's numbers. Mr. Prowda was not aware of the magnet schools. That is why there is a shift with students.

Mrs. Leblanc was originally concerned with the increase of students at Hazardville Memorial. Mr. Drezek stated Memorial is in-line with the other schools. Two years ago, the enrollment at Memorial was larger. We have since moved the Integrated Pre-Kindergarten students to the Stowe Early Learning Center.

Mrs. LeBlanc asked if there is enough support staff at Memorial. Mr. Drezek stated we are seeing an increase of students with significant behavior concerns. There are challenges we are dealing with. This is a challenge schools are dealing with all over Connecticut. Staff are being trained with PBIS. We are grateful for the additional support and are gaining valuable data. We are being pro-active with the supports we have in place.

Mrs. LeBlanc asked about PowerSchool. Mr. Drezek stated PowerSchool is up and running at the high school. We held a K-5 Standards Based Report Card Information night for parents last night. The traditional grades for K-5 students will now be different. This will be a change for parents. We are working on the JFK rollout. Some JFK parents have access.

Mrs. LeBlanc asked if the Magic Carpet bus goes to Barnard? Are there any issues with the bus line? Mr. Drezek is not sure if the Magic Carpet bus goes to Barnard. He will look into this. Mr. Kruzel believes it does not. It does stop at Walgreens.

Mrs. LeBlanc wished Lori Unghire good luck with the elections. She is moving on. She has enjoyed working with her. She asked her to not forget about the Board of Education when she is elected to the Town Council.

Mrs. LeBlanc stated she will miss working with Stacy Thurston and Vin Grady. They have both been valuable members to the Board of Education and will be missed. Mrs. Thurston has been a backbone for us when we struggled with tough decisions. We will never forget you. Mr. Grady has always been an inspiration to us all. He loves the town of Enfield. She will keep in touch with both of them. Your journey with the Board of Education has not gone unnoticed.

Mr. Neville asked if we could get the enrollment information monthly. He likes the class sizes at the K-5 schools. He asked about the magnet school numbers. Mr. Drezek stated we will continue to distribute information in the same manner as we always have.

Mr. Neville asked about the parent teacher conferences at the high schools and two nights are not enough. He would like Mr. Drezek look into this and give the Board an update.

Mr. Neville stated the Youth Vote Program is a great program for our youth. Voting is a cherished right. We need everyone to vote on Election Day. Every election is important. Parents are being role models for our kids. The JFK Referendum Committee has done a great job. He complements Mrs. Neild Barry for doing this for our kids.

Mr. Neville asked about the behavioral specialists and would like to receive an update with the number of students they are working with. We may need additional specialists expanding this. Years ago, he went to PBIS training. This is a good program.

Mr. Neville thanked Mrs. Fisher for what she is doing for our community with Alex's Army. He would like us to help her in any way we can.

Mr. Neville stated the Magic Carpet transportation is extremely important to community members that do not have vehicles. This helps families to get to our schools.

Mr. Neville thanked Mrs. Thurston, Mr. Grady, Mrs. Unghire and Mr. Sirard for their service to the Board and community. He is sorry to see you go. He wishes you all well. He enjoyed working with all of you. You have all brought so much to this Board. We all put aside our differences and worked together and accomplished many great things together. Thank you and we will miss you.

Mrs. LeBlanc thanked Mr. Sirard for being our Chairman. You always listened to what we were saying even if you didn't always agree with us. Thank you.

Mr. Grady stated this is his last Board meeting. He thanked his wife and family for their support for the last 10 years while he served on the Board of Education. He thanked the voters for their support. Our school system has amazing staff. He thanked past administration and current administration for their support and guidance. He thanked the teachers, secretaries, guidance counselors and custodial staff for everything you do is for the best of our students. He will miss going to the schools and seeing the students. He thanked past Board members and current Board members. He thanked Mrs. Unghire, Mrs. Thurston and Mr. Sirard for being on the Board of Education. He wished Mr. Regnier and Mrs. Riley continued good luck as Board members. Continue serving with your passion. He has enjoyed working with you all. Forget political parties and do what is best for our students. Vote with your hearts and visit our schools. He will miss graduations. He thanked everyone for the opportunity to serve on the Board of Education and the Enfield Public Schools.

Mrs. Thurston thanked the voters for the opportunity to serve on the Board of Education for the past 6 years. She has quite an experience and considers herself lucky and blessed. She might not have always spoken up, but she always did what was best for the kids. She wishes the new Board much success. Remember when you walk through the schools and see the kids smiles when they achieve their goals. These are the main reasons for being a Board member. While being a Board member, she gained some awesome friends. It has been a great experience that she is not ready to let go and one she will never forget. She thanked them and will miss you all.

Mr. Regnier thanked Mrs. LeBlanc for asking the questions about student ratios. He congratulated our student athletes for a strong performance this year. These student athletes are giving Enfield such a bright light.

Mr. Regnier thanked Mrs. Fisher for Alex's Army and everything she is doing. This is a great cause and he is proud to wear this t-shirt.

Mr. Regnier attended a meeting in Holyoke where the school district that are receiving an influx of enrollments from Puerto Rico. He hopes that if Enfield receives any displaced students, that the Department of Social Services will work with them to make it a smooth transition.

Mr. Regnier stated it has been a pleasure working on the Board with Mrs. Thurston, Mr. Grady, Mrs. Unghire and Mr. Sirard. You all have such passion for the kids in Enfield. He has enjoyed being a Board member. Thank you for being bright stars for the town of Enfield. You have given us all something to look up to. Thank you.

Mrs. Riley congratulated the student athletes going onto compete at the college level. She also played as a Lady Blue Devil. She wished them luck playing in college and encouraged them to keep the perspective of their educational goals.

Mrs. Riley asked via the Chairman to the Superintendent if there will be another Standards Based Report Card night for parents that missed the presentation the other night or will they send out information about this. Mr. Drezek stated they are working to see if they can schedule another session.

Mrs. Riley asked if the pickup and drop off areas at the K-2 schools have been evaluated for better practices. Mr. Drezek stated that adjustments will be made on the fly. If there are concerns, we can use the Police Department or Mr. Harrison. Some concerns were addressed within the first two weeks of school. Mrs. Riley stated there are a number of vehicles parking on the lawn at Barnard. This might be a problem when it snows.

Mrs. Riley thanked Mrs. Unghire, Mr. Sirard, Mrs. Thurston and Mr. Grady for their service to the Board. She has only been here for a short-time and everyone has made her feel very welcome on the Board. You are all awesome!

Mrs. Unghire thanked our student representatives for their reports. She congratulated the EHS band for their competition award.

Mrs. Unghire previously reported the class of 1977 held their reunion at Grassmere's. They raised \$515 for the 50/50 raffle and donated that to Rachel's Challenge. She thanked Scott Leonard for his generous donation. Kudos to the class of 1977.

Mrs. Unghire attended her last CREC meeting. She encouraged any Board member to take her place as a liaison. This is a good networking connection and you learn a lot about what is going on at other schools in Connecticut.

Mrs. Unghire stated this is her last meeting as a Board member. She thanked everyone for a good run. We have had challenges and great successes. She has enjoyed working with the Board. She thanked the administration for everything. She thanked the teachers. She thanked the Town of Enfield, the voters and her husband. It has a privilege giving back to the community. She is running for Town council and hopes she gets to still see you all again.

Mrs. Unghire visited each elementary school today where she donated a book she wrote. She met each of the elementary librarians.

Mrs. Unghire has learned so much while being a Board member. She will miss you all. She thanked the administration team for their support. Thank you all very much - you have all touched her heart.

Mr. Kruzel congratulated the student athletes. Kudos to our athletic teams for their accomplishments. He was listening to the radio where they were talking about Enfield athletics.

Mr. Kruzel stated the Jack-O-Lantern Festival was another great event held in Enfield. There were a lot of carved pumpkins. The turnout was great.

Mr. Kruzel thanked Mr. Grady for serving on the board for the past 10 years. Thank you for helping him. You will be missed. He thanked Mrs. Thurston for her service. You were a rock on this Board and will also be missed. He stated that Mrs. Unghire is taking a promotion for the Town and he knows you will do a great job on the Town Council. He thanked Chairman Sirard for his service and wealth of knowledge. You will also be missed.

Chairman Sirard stated this is the last regular meeting for him as chairman. Last Thanksgiving, he decided not to run for election. He has done everything he set out to do. He has a lot to be proud of over the time he has served on the Board.

Chairman Sirard started out with Mr. Grady. He thanked Mr. Grady for serving on the Board. We did not always agree but worked things out. Mrs. Thurston has brought sense to the board and it was a pleasure serving with both you and Mr. Grady. He considers you both as good friends.

Chairman Sirard stated he met Mr. Neville as an administrator at JFK and has served with him for 6 years. Your heart is in the right place.

Chairman Sirard stated that both Mrs. Leblanc and Mr. Ludwick saved us a ton of money with the insurance knowledge they brought the Board.

Chairman Sirard thanked both Mr. Regnier and Mrs. Riley for joining the Board. You both fit in and it seems like you have been here for years. Your hearts are in it for the right reasons.

Chairman Sirard stated Mrs. Unghire is the heart of the Board. She is a tough fighter and will do a great job on the Town council.

Chairman Sirard stated Mr. Kruzel is a great friend is has given him reliable support and also has great knowledge.

Chairman Sirard stated that both Vin Grady and Chuck Johnson helped him to become a good Board member along with other past Board members Judy Apruzzese-Desroches and Joyce Hall. They all taught him that you need to know the rules. Town Council Member Donna Szewczak is another former Board member who is a tough fighter.

Chairman Sirard thanked his colleagues and his friends for their support. He hates that this is his last meeting. His wife and sons will be glad to have him back again. He thanked them for their support. He will not miss dealing with the budget. He will miss graduations and honoring our students. He will miss being on the Board with his colleagues. He considers you all part of his team.

Chairman Sirard stated we heard some good news from our legislatures tonight. He is concerned with the future and hopes the State fixes the problems so we do not find ourselves in this situation again. He encouraged the next Board to make the tough decisions, be honest with the public and use your heads. Stay together and work together. Know the rules and don't take too long to make a decision.

10. UNFINISHED BUSINESS

a. Policy Revisions – Approve the 9000 Series – Second & Final Reading

Mr. Kruzel moved, seconded by Mr. Grady that the Enfield Board of Education approves the second reading of the 9000 Series as presented.

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

11. NEW BUSINESS

a. Approve FY2018 Head Start Federal Grants

Mrs. Clement and Mrs. Levasseur gave the Board an update regarding the Head Start program and reviewed the FY2018 grants they are applying for.

Mrs. Thurston moved, seconded by Mr. Kruzel that the Enfield Board of Education approves the Head Start Federal Grants, Personnel Policies including the Grievance & Impasse Procedure and Early Childhood Community Assessments as presented.

Discussion:

Mr. Neville asked if the lack of a budget has impacted your grants? Mrs. Clement stated the grants are on a 5-year cycle. We have been flat funded before and there may be some cuts.

She hasn't heard anything but will keep you posted. Mr. Neville thanked her and urged her to keep up the good work you are doing at Head Start.

Mrs. Thurston thanked Mrs. Clement and Mrs. Levasseur. She has enjoyed being the Head Start Liaison. She will miss seeing the children. The parent involvement in your program is amazing. Mrs. Clement thanked Mrs. Thurston for her continued support.

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

b. Approve 2018 Schedule of Regular Meetings

Mr. Neville moved, seconded by Mrs. Unghire that the Enfield Board of Education approves the 2018 Schedule of Regular Meetings as presented.

Discussion:

Mr. Regnier asked if the Board could meet at Alcorn. Chairman Sirard stated this is something the next Board of Education can address. This is the official dioses for the Town Council, Board and commissions to meet.

Mr. Neville added ETV cannot tape the meetings live at Alcorn. The cameras are setup here for that purpose.

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

c. Policy Revisions – Approve the 0000 Series

Mr. Regnier stated the Policy Committee members reviewed the recommended 0000 Series polices from CAGE and added some other needed polices for the Board to approve.

Mrs. Thurston moved, seconded by Mr. Kruzel that the Enfield Board of Education approves the 0000 Series as presented for a First Reading.

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

12. BOARD COMMITTEE REPORTS

a. Building Committee - None

b. Curriculum Committee - None

c. Finance Committee - None

d. Leadership Committee - None

e. Policy Committee

Mr. Regnier reported the Policy Committee met on October 18, 2017 and reviewed the 1000 Series.

f. Joint Facilities Committee - None

g. JFK Pre-Referendum Committee - None

13. APPROVAL OF MINUTES

Mrs. Thurston moved, seconded by Mr. Kruzel that the Regular Meeting Minutes of September 26, 2017 be approved. A vote by **show-of-hands 6-0-3** passed with Mrs. Leblanc, Mrs. Unghire and Mr. Neville abstaining.

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

15. **CORRESPONDENCE AND COMMUNICATIONS** - None

16. **AUDIENCES** - None

17. **EXECUTIVE SESSION** - None

18. **ADJOURNMENT**

Mr. Grady moved, seconded by Mrs. Thurston to adjourn the Regular Meeting of October 24, 2017.

All ayes, motion passed unanimously.

Meeting stood adjourned at 9:45 PM.

Tina LeBlanc
Secretary
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary

**BOARD OF EDUCATION
SPECIAL ORGANIZATIONAL MEETING MINUTES
NOVEMBER 14, 2017**

An organizational meeting of the Enfield Board of Education was held at the Enfield Town Hall in Council Chambers, located at 820 Enfield Street, Enfield, CT on November 14, 2017.

1. **CALL TO ORDER:** The meeting was called to order at 7:00 PM by Mr. Neville.

2. **PLEDGE OF ALLEGIANCE:** Mr. Neville

3. **OATH OF OFFICE FOR THE NEWLY ELECTED BOARD MEMBERS:**

Town Clerk, Mrs. Suzanne Olechnicki administered the Oath of Office for the 2017-19 Board of Education Members – Ashley Depeau, Sarah Hernandez, Walter Kruzel, Tina LeBlanc, Timothy Neville, Rich Regnier, Charlotte Riley, Chris Rutledge and Scott Ryder.

Mrs. Olechnicki congratulated Board members and wished them a successful term as Board of Education Members.

4. **ROLL CALL:**

MEMBERS PRESENT: Ashley Depeau, Sarah Hernandez, Walter Kruzel, Tina LeBlanc, Timothy Neville, Rich Regnier, Charlotte Riley, Chris Rutledge and Scott Ryder.

MEMBERS ABSENT: None

ALSO PRESENT: Christopher J. Drezek, Superintendent; Mr. Anthony B. Longey, Assistant Superintendent and EHS Student Representative Sarah Passmore

5. **ELECTION OF OFFICERS:**

Mr. Kruzel opened the floor for nominations for Chairperson.

a. Chairperson of the Board of Education

Mrs. Riley nominated Walter Kruzel as the Chairperson for the Enfield Board of Education, seconded by Mr. Rutledge. Mrs. Riley read a prepared statement endorsing her nomination for Mr. Kruzel as the Enfield Board of Education Chairman.

Mr. Rutledge moved, seconded by Mr. Neville to close the nominations for Chairperson. All ayes, motion passed unanimously.

Mr. Kruzel called for a roll call vote for the Chairperson for the Enfield Board of Education.

A vote by **roll-call 9-0-0** passed unanimously in favor of Mr. Kruzel as the 2017-19 Chairperson for the Enfield Board of Education.

Chairman Kruzel received a standing Ovation.

b. Vice Chairperson of the Board of Education

Chairman Kruzal opened the floor for nominations for Vice Chairperson.

Mr. Regnier nominated Charlotte Riley as the Vice Chairperson for the Enfield Board of Education, seconded by Mrs. Depeau. Mr. Regnier read a prepared statement endorsing his nomination for Mrs. Riley as the Enfield Board of Education Vice Chairman.

Mr. Rutledge moved, seconded by Mr. Neville to close the nominations for Vice Chairperson. All ayes, motion passed unanimously.

A vote by **roll-call 9-0-0** passed unanimously for Mrs. Riley as the 2017-19 Vice Chairperson for the Enfield Board of Education.

Vice Chairman Riley received a standing ovation.

c. Secretary of the Board of Education

Chairman Kruzal opened the floor for nominations for Secretary.

Mr. Neville nominated Tina LeBlanc as the Secretary for the Enfield Board of Education, seconded by Mr. Ryder. Mr. Neville read a prepared statement endorsing his nomination for Mrs. LeBlanc as the Enfield Board of Education Secretary.

Mr. Regnier moved, seconded by Mr. Rutledge to close the nominations for Secretary. All ayes, motion passed unanimously.

A vote by **roll-call 9-0-0** passed unanimously for Mrs. LeBlanc as the 2017-19 Secretary for the Enfield Board of Education.

Secretary LeBlanc received a standing ovation.

6. RECOGNITION OF ENFIELD'S CANDIDATE FOR CONNECTICUT'S KID GOVERNOR

Chairman Kruzal, Vice Chairman Riley, Secretary LeBlanc and Mayor Ludwick welcomed Jalen Alcime for being named Enfield's 2017-18 Kid Mayor. Mr. Ludwick stated this is part of the K-5 Youth Vote program. She has a presentation about her Enfield Kid Mayor campaign.

Ms. Alcime stated she went through a lot to get to this point. There were 7 candidates at her school. She competed against the other schools. This was a lot of fun. She is looking forward to working with you in the future to make school lunches better. A video of her campaign presentation was played for audience members to view.

Mayor Ludwick presented Ms. Alcime with a plaque for being named Enfield's 2017-18 Kid Mayor. He endorses her as Connecticut's next Kid Governor.

Ms. Alcime thanked her mom and her teacher Mrs. Nuzzo. They helped her during this process. She also thanked the Board and Mayor for this honor.

7. SERVICE RECOGNITION AWARDS TO OUTGOING BOARD MEMBERS:

Chairman Kruzal stated we will now present service recognition awards to the outgoing Board members.

Chairman Sirard stated that Mr. Grady is unable to attend tonight.

Chairman Kruzal, Vice Chairman Riley and Secretary LeBlanc presented Mrs. Unghire with

gifts of appreciation from the administration along with her name plate.

Chairman Kruzel congratulated her for her service on the Board of Education. He added that it has been a pleasure and honor working with you and wishes her good luck with her future endeavors as a Town Council member.

Mrs. Unghire thanked everyone. It has been a privilege and honor being on the Board of Education. She has learned a lot. She wished the new Board members good luck and she knows you will all do an excellent job. She is leaving you all in good hands. She wished them all the best and she will miss you all.

Chairman Kruzel, Vice Chairman Riley and Secretary LeBlanc presented Mrs. Thurston with gifts of appreciation from the administration along with her name plate.

Chairman Kruzel congratulated her on your service to the Board of Education. He stated it has been a privilege to serve with you on the Board of Education.

Mrs. Thurston stated it has been an honor and privilege to serve on the Board of Education. This is where my heart is and she will miss you all. She added that you were her family while she was a member on the Board. She congratulated them all and wished them all the best. The Board is in good hands. Thank you.

Chairman Kruzel, Vice Chairman Riley and Secretary LeBlanc presented Mr. Sirard with gifts of appreciation from the administration along with his name plate and gavel.

Chairman Kruzel congratulated him for your service to the Board of Education. He stated that Mr. Sirard will be missed and thanked him for what you have done for this town and school system. You have put your heart and soul into this Board. He hopes to continue in your footsteps.

Mr. Sirard stated that it has been an honor and privilege to be on the Board of Education. You are all my friends. I will miss the policy discussions. I will not miss going to Hartford. He knows your hearts are all in the right place and you will do a wonderful job. If you ever need him, call him and he will not let you down. He added that Mr. Kruzel is the right man for the job.

Motion to Change the Order of the Agenda

Mrs. LeBlanc moved, seconded by Mr. Neville that the Enfield Board of Education change the order of the agenda and start with Item 9 and then Item 8.

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

8. COMMENTS, IF ANY, FROM THE NEWLY ELECTED BOARD MEMBERS:

Mr. Ryder thanked the voters of Enfield. Many of you got to know me from Hazardville Memorial, Eli Whitney, Two Moms on a Mission or many of the volunteer hats I have held. He thanked his family and his wife for their support. His kids are the real reason he is up here and to make a difference for all the children in Enfield. He looks forward to visiting the other schools in Enfield and getting to know the other families that have taken a chance on him.

Mr. Ryder stated he is saving this seat for all of you. Please let him know if you have any questions or if you need something addressed. You can contact any Board member.

Mr. Ryder thanked the teachers, specialists, paras, staff and all the adults that interact with our children every day. You all have a hand in helping to raise our children. He thanked his neighbors and teacher friends.

Mrs. Hernandez thanked the voters for entrusting her with the education of our youth. She will bring a diverse perspective to the Board and our community. She thanked her parents for raising her with integrity and setting her on a successful path. She thanked her husband for being the logic to her passion and her children for being the dream she wakes up to every day. She appreciates the opportunity to sit on the Board of Education.

Mr. Neville thanked his wife for allowing him to continue serving on the Board of Education. None of us could do this job without the support of our spouses, family and children. He thanked the voters of Enfield. We know what we are trying to do. We are trying to come up with successful things for our families, students and staff. We thank you for voting for us.

Mr. Neville stated what we do is special and we welcome your questions and need to hear from you. He thanked our veteran Board members. Mrs. Thurston said we were family. This is very true. He wished Mr. Grady, Mr. Sirard and Mrs. Unghire the best. He especially will miss Mrs. Thurston. She did an excellent job as a member on the Curriculum committee. You are a wonderful person. You didn't speak a lot but when you did, it counted. He will miss you and wished her well thoughts. He hopes you come back again with your experiences. Thank you all.

Mrs. LeBlanc stated she reflected after the campaign and election. This is a humbling experience. Some of your team is elected and some isn't elected. She thanked everyone who ran for the Board of Education. She thanked the Enfield voters for coming out for our local election that impacts all of us. Change is good and she embraces the new Board.

Mrs. LeBlanc stated this is a Board of promises. She promises to the voters of Enfield to keep you well and be fiscally responsible. She will voice concerns within the school system. She promises to work with the staff, administration and teachers. She promises to be a voice that champions your hard-work with our students. She promises to be patient with our new Board members and help you learn about the budget, ECS cost sharing grant, unfunded mandates and to listen to your new thoughts and ideas.

Mrs. Leblanc added that it is okay to disagree and not compromise your integrity even if you are the only one that doesn't agree with the rest of the Board. She will continue to be fair and voice her opinions and thoughts while respecting her fellow Board members. You would expect nothing less from her. She promised her family to first be a mother and wife. Thank you.

Mrs. Depeau thanked the voters for this opportunity to sit on the Board of Education. You made this happen for all of us sitting up here. Being a Board member means a lot to her. She has had many conversations with Enfield residents during the campaign. These conversations have been meaningful to her and she wants to continue them. Please contact her if you have any questions or concerns. Our doors and e-mails are always open.

Mrs. Depeau thanked her family for their support. She has a super husband and awesome dad that support her. She could not have done this without you. She thanked all the teams for getting us here and the voters. We couldn't have done this without your support. She is excited to be a Board of Education member.

Mr. Rutledge thanked the voters of Enfield for putting your faith in us. He thanked the voters that did not support them. He would like to earn your trust over the next two years. He is happy with team sitting on the Board of Education. He looks forward to working with the entire Board. We are all dedicated to education in Enfield.

Mr. Rutledge added that getting elected does not happen by chance. He thanked his colleagues. He thanked his wife for her support. He especially thanked Maryann Turner and Representative Stokes for all your advice, support, encouragement and mentoring. He thanked Mr. Sirard, Mayor Ludwick, Deputy Mayor Szewczak and Mrs. Hemmeler. He has learned so much from you all. He looks forward to working on this Board and to continue the trend of sound education in Enfield.

Mr. Regnier thanked his family, his wife and children for their support. He thanked the voters of Enfield. The journey getting here was long and we are here ready to work. We are not here by accident. The excellent candidates were chosen by Maryann Turner and Liz Davis. He is fortunate to be elected. Thank you both for your support.

Mr. Regnier added that on election day, there was great team camaraderie from both parties. We were all smiling because we know what we want to do and what we need to do. All nine of us know what path we need to take.

Mr. Regnier referred to what the mayor said about our future being bright and to wear some shades. He is very excited with the new administration, Mr. Drezek and the new Board. The town of Enfield is very lucky to have us as the Board of Education. It is on us to make the Town of Enfield even better than our predecessors left it.

Mrs. Riley stated she is blessed, ecstatic and humbled. This is an immense responsibility that she does not take lightly. She has seen dedicated administrators, teachers, parents, volunteers and community groups that nurture, educate and enrich our children's lives. She hopes to continue with this framework and offer the best resources we can afford making our children into successful creative learners so they are prepared for life.

Mrs. Riley stated that being a Board member can be tough at times especially when tough decisions need to be made. We will research, rationalize and will leave no stone unturned to ensure the success of our future, which is our children.

Mrs. Riley thanked the voters of Enfield for putting your faith in her and she hopes to earn your trust. She thanked her teammates that offered their support. She thanked Maryann Turner for all her hard-work during this campaign. She thanked Mr. Sirard, Mrs. Unghire, Mrs. Thurston and Mr. Grady for your dedication and service to this town is second to none. She especially thanked Mr. Sirard and Mrs. Unghire who she will miss and for accepting her and answering her many questions.

Mrs. Riley thanked her parents and her husband. You are my role models and give yourselves selflessly to your family. Lastly, she thanked her children. They are the reason she is here. You should always try and give it your all. You never know how far you will go. She looks forward to serving the Enfield Public School system and community. Thank you.

9. COMMENTS, IF ANY, FROM THE NEWLY ELECTED CHAIRMAN:

Chairman Kruzel thanked everyone that voted for him. It is a great honor to serve as the Chairman of the Board of Education. He thanked his wife for her support and sacrifices she has made while he was the Vice Chairman of the Board of Education. He thanked his children for their support. He thanked his parents and his family members watching this on YouTube. He thanked the Enfield Republican Chairman Maryann Turner for her hard-work, dedication and perfection to detail during the campaign. We would not be here if it was not for her.

Chairman Kruzel recognized Representative Stokes, Mayor Ludwick, Deputy Mayor Szewczak, Councilor Bosco, Councilor Mueller, Councilor Unghire, Councilor Cressotti, Councilor Davis,

Emeritus Mayor Kaupin, Emeritus Chairman Sirard, Emeritus Board member Thurston, Superintendent Drezek and Deputy Superintendent Longey who could not be here tonight.

Chairman Kruzel was honored three years ago as Enfield's Republican of the Year. He was asked if would run for office and he replied that he might. Two years ago, he was sworn in and participated remotely from Florida for the 2015-17 organizational meeting. Since then, he has not missed a meeting. He was honored to be Vice Chairman for the past two years. He read a text message from Dr. Schumann congratulating him being the Chairman.

Chairman Kruzel thanked the residents of Enfield for having faith in him to serve another 2 years. He thanked his colleagues to entrust him to serve as Chairman of the Board of Education. He is hoping the chair he is sitting in will give him the wisdom that was left by past Chairman Sirard and Past Mayor Kaupin. According to our Mayor, our future will be bright, but watch out, it is only going to get brighter.

Chairman Kruzel stated the Enfield High Field Hockey team lost during the State semi-finals. Also, the Enfield High Girls Soccer team also lost their State game. We are extremely proud of both teams and their accomplishments during this season. We will recognize them later.

Chairman Kruzel stated St. Martha's will hold an open house on Wednesday night.

Chairman Kruzel proudly introduced the 2017-19 Board of Education to the audience and E-TV audience.

10. ADJOURNMENT

Mr. Regnier moved, seconded by Mr. Rutledge to adjourn the Special Organizational Meeting of November 14, 2017.

All ayes, motion passed unanimously.

Meeting stood adjourned at 7:47 PM.

Tina LeBlanc
Secretary
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary