

Revised

ENFIELD BOARD OF EDUCATION
ENFIELD, CONNECTICUT

Time-Place:

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

Date: 05-10-22

<https://youtu.be/8W863D60TMI> 24

1. Call to Order – 7:00 PM
2. Invocation or Moment of Silence – Amanda Pickett
3. Pledge of Allegiance – Amanda Pickett
4. Fire Evacuation Announcement
5. Roll Call
6. Board Guest(s)
7. Superintendent’s Report
 - a. EPS Update
 - b. Early Release Day
8. Audiences
9. Board Members’ Comments
10. Unfinished Business
 - a. BOE Policy Adoptions & Policy Revision – Second Reading
 - b. Discussion and Action if any Regarding the Formation of the Pizza Consent Assignment Task Force
(Tabled 04-26-22)
11. New Business
 - a. Appointment of Enfield Cultural Arts Commission BOE Liaison
 - b. Discussion and Action if any regarding the May 24, 2022 BOE Meeting
 - c. Action if any, Waiving the 181st School Day for Henry Barnard School
12. Board Committee Reports
 - Curriculum Committee
 - Finance, Budget Committee
 - Policy Committee
 - Leadership Committee
 - Joint Facilities Committee
 - JFK Building Committee
 - Joint Security Committee
 - Joint Insurance Committee
 - Enfield Mental Health Wellness Workgroup
 - Any Additional Committees
13. Approval of Minutes:
 - Regular BOE Meeting Minutes: April 26, 2022
14. Approval of Accounts and Payroll:
 - For the Month of April 2022
 - Line Item Transfers, if any
15. Correspondence and Communications
16. Executive Session
 - a. Discussion of Attorney-Client Privileged Communication Regarding Response to FOI Requests
17. Adjournment



Date: May 10, 2022
To: Enfield Board of Education
From: Mr. Christopher J. Drezek
Re: Superintendent's Report

- a. **EPS Update:** I will update the Board regarding our schools at this time.
- b. **Early Release Day:** All Enfield Public students will be dismissed early with lunch on May 25th for staff PD.



Date: April 26, 2022
To: Enfield Board of Education
From: Mr. Christopher J. Drezek
Re: BOE Policy Adoption & Policy Revision – Second Reading

Board members approved the first reading of four policies at the April 26th meeting. These policies have been placed on the website for public input and are listed below.

Policy Committee Chair Scott Ryder and Policy Committee Liaison Assistant Superintendent Longey can address any Board member questions regarding the proposed policy revisions and the proposed new policies.

Policy Revisions:

- 4118.232 Alcohol, Tobacco and Drug-Free Workplace
- 5131.911 Bullying, Teen Dating Violence Prevention and Intervention

Proposed New Policies:

- 3171.1 Non-Lapsing Education Fund (Non-Regional School Districts)
- 6140 Curriculum

Therefore, the Enfield Board of Education may take any action(s) deemed appropriately regarding the proposed policy revisions and proposed new policies as presented for a Second Reading.



Date: May 10, 2022
To: Enfield Board of Education
From: Mr. Christopher J. Drezek
Re: Discussion and Action if any Regarding the Formation of the Pizza Consent Assignment Task Force (*Tabled 04-26-22*)

This item will be addressed by Madam Chair LeBlanc.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriately regarding the Formation of the Pizza Consent Assignment Task Force.



Date: April 26, 2022
To: Enfield Board of Education
From: Mr. Christopher J. Drezek
Re: Appointment of Enfield Cultural Arts Commission BOE Liaison

This item will be addressed by Madam Chair LeBlanc.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriately regarding appointing a Board Liaison to the Enfield Cultural Arts Commission.



Date: May 10, 2022
To: Enfield Board of Education
From: Mr. Christopher J. Drezek
Re: Discussion and Action if any regarding the May 24, 2022 BOE Meeting

This item will be addressed by Madam Chair LeBlanc.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriately regarding the May 24, 2022 Board of Education Meeting.



Date: May 10, 2022
To: Enfield Board of Education
From: Mr. Christopher J. Drezek
Re: Action if any, Waiving the 181st School Day for Henry Barnard School

I will address this item with the Board at this time.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriately regarding Waiving the 181st School Day for Henry Barnard School.



Date: May 9, 2022
To: Enfield Board of Education
From: Mr. Christopher J. Drezek
Re: Executive Session

The Board of Education has the need to discuss the following item:

- Discussion of Attorney-Client Privileged Communication Regarding Response to FOI Requests

Therefore, I recommend that the Enfield Board of Education enter into executive session, with the appropriate personnel invited, for the reasons described above. An affirmative vote of two-thirds of the members present, and voting is required. Board members can remain in Council Chambers for the executive session.

ENFIELD PUBLIC SCHOOLS
Enfield, Connecticut

Personnel – Certified/Non-Certified**4118.232****Alcohol, Tobacco and Drug-Free Workplace****Purpose**

The Board of Education (Board) is concerned with maintaining a safe and healthy working and learning environment for all staff and students. The Board recognizes the importance of maintaining an environment for its staff and students that is drug and alcohol free. Reasonable steps will be taken to create a safe workplace free from the effects of alcohol, second-hand smoke and drug abuse. The purpose of this policy is to establish a workplace which is free of the effects of alcohol and second hand smoke, and free from drug abuse. By accomplishing this purpose, the Board also seeks to promote a safe, healthy working environment for all employees and to reduce absenteeism, tardiness and other job performance problems which may be caused by alcohol and/or drug abuse.

Employees must abide by the terms of this policy as a condition of employment. This policy is adopted in accordance with state law and the Drug Free Workplace Act.

Statement of Policy

~~Employees shall not be involved with the unlawful manufacture, distribution, possession, or use of an illegal drug, controlled substance or alcohol and shall not be under the influence of such substances while on school property or while conducting Board business on or off school property. Any employee who discovers illegal drugs or alcohol on school property shall notify the Superintendent or his/her designee who shall investigate the matter.~~

~~An employee must report any conviction under a criminal drug statute for violations occurring on or off school property while on Board business, to the Superintendent or his/her designee within five (5) days after the conviction. The Board will notify any agency awarding a grant to the Board of such conviction, within ten (10) days thereafter.~~

~~Employees shall only use prescription drugs on school property, or during the conduct of Board business, that have been prescribed by a licensed medical practitioner, and such drugs shall be used only as prescribed. However, in accordance with Conn. Gen. Stat. §21a-408a through 408q, the Board specifically prohibits the palliative use of marijuana on school property, at a school-sponsored activity, or during the conduct of Board business, and specifically prohibits employees from being under the influence of intoxicating substances, including marijuana used for palliative purposes, during work hours.~~

~~The Board prohibits smoking, including smoking using an electronic nicotine delivery system (e.g. e-cigarettes), and the use of tobacco products on school property or at any school sponsored activity. For purposes of this policy, the term “electronic nicotine delivery system” shall mean an electronic device that may be used to simulate smoking in the delivery of nicotine or other substance to a person inhaling from the device and includes, but is not limited to, an electronic~~

Personnel – Certified/Non-Certified

Alcohol, Tobacco and Drug-Free Workplace

~~eigarette, electronic cigar, electronic cigarillo, electronic pipe or electronic hookah and any related device and any cartridge or other component of such device.~~

~~Violations of this policy may result in disciplinary action, up to and including possible termination of employment.~~

Definitions

“Cannabis” means marijuana which includes all parts of a plant or species of the genus cannabis, whether growing or not, and including its seeds and resin; its compounds, manufactures, salts, derivatives, mixtures, and preparations; and cannabimon, cannabinol, cannabidiol (CBD), and similar compounds unless derived from hemp as defined in federal law. The definition of marijuana also includes any product made using hemp, as defined in state law, with more than 0.3% total THC concentration on a dry-weight basis, manufactured cannabinoids, and certain synthetic cannabinoids.

“Cannabis product” is cannabis in the form of a cannabis concentrate or a product that contains cannabis, which may be combined with other ingredients, and is intended for use or consumption.

“Cannabis concentrate” is any form of concentration extracted from cannabis, such as extracts, oils, tinctures, shatter, and waxes.

“Medical marijuana product” is cannabis that (1) dispensary facilities and hybrid retailers exclusively sell to qualifying patients and caregivers and (2) the Department of Consumer Protection (DCP) designates on its website as reserved for sale to those individuals.

“Manufactured cannabinoid” means cannabinoids naturally occurring from a source other than marijuana that are similar in chemical structure or physiological effect to cannabinoids derived from marijuana, but that are derived by a chemical or biological process.

“Workplace” means the site for the performance of work done, which includes work done in connection with a federal grant. The workplace includes any District building or property; any District-owned vehicle or any other District-approved vehicle used to transport students to and from school or school activities; and off-District property during any school-sponsored or school approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction/supervision of the District, which could also include work on a federal grant.

“School-sponsored activity” means any activity sponsored, recognized, or authorized by the Board and includes activities conducted on or off school property.

“Drug” is defined as:

1. ***“Controlled substances”*** which includes all forms of narcotics, depressants, stimulants, hallucinogens, steroids, and cannabis (including products made with or infused with these substances) whose sale, purchase, transfer, use, or possession is prohibited or restricted by state or federal law;

Personnel – Certified/Non-Certified

Alcohol, Tobacco and Drug-Free Workplace

Definitions (continued)

2. ***“Synthetic cannabinoids”*** which include drugs which are known or advertised as possibly affecting judgment, coordination, or any of the senses, including those which may cause drowsiness or dizziness; and
3. Illegal substances.

“Prescription drugs” means drugs which are used in the course of medical treatment and have been prescribed and authorized for use by a licensed medical practitioner/physician or dentist, other than marijuana (cannabis) and marijuana-related substances.

“Smoking” means the burning of a cigarette, cigar, pipe or other similar device that contains in whole or in part, cannabis or hemp, in addition to tobacco.

“Electronic nicotine delivery system” for purposes of this policy means an electronic device used in the delivery of nicotine or other substances to a person inhaling from the device, and includes, but is not limited to, an electronic cigarette, electronic cigar, electronic cigarillo, electronic pipe or electronic hookah and any related device and any cartridge or other component of such device, including, but not limited to, electronic cigarette liquid.

“Vapor product” means any product that employs a heating element, power source, electronic circuit or other electronic, chemical, or mechanical means to produce a vapor that may or may not include nicotine and is inhaled by the product’s user.

“Under the influence” means any noticeable use, any detectable level of drugs or alcohol in the employee’s blood or urine or any noticeable or perceptible impairment of the employee’s mental or physical faculties.

“Criminal drug statute” means any criminal statute involving the manufacture, distribution, dispensing, use, or possession of any controlled substance.

I. Prohibited Behavior

To help maintain a drug-free school, community, and workplace, the following conduct is strictly prohibited of all District employees and volunteers. An employee who violates this policy may be required to successfully complete an appropriate rehabilitation program, may not be renewed or his/her employment may be suspended or terminated, at the discretion of the Board.

- A. Reporting to work or the workplace under the influence of alcohol, illegal and/or controlled substances including marijuana (cannabis) and anabolic steroids;
- B. Manufacturing, selling, delivering, soliciting, consuming, using, possessing, or transmitting alcohol in any amount or in any manner on District property or a District workplace at any time while students are under the supervision of the

Personnel – Certified/Non-Certified

Alcohol, Tobacco and Drug-Free Workplace

Prohibited Behavior (continued)

- District, or when involved as an employee in a District activity on or off school district property;
- C. Unlawfully manufacturing, distributing, dispensing, possessing, or using a controlled substance in a District workplace;
- D. Using the workplace, District property or the staff member's position within the District to make or traffic alcohol, illegal and/or controlled substances, including marijuana (cannabis) and anabolic steroids;
- E. Using, possessing or transmitting illegal and/or controlled substances, including marijuana (cannabis) and anabolic steroids in a manner that is illegal or which impairs job performance or poses a hazard to the safety and welfare of the employee, the public, the students, or other employees; and
- F. Smoking or other use of tobacco products on school property during regular school hours, on transportation provided by the Board of Education, or during the course of any trip sponsored by the Board or under the supervision of the Board or its authorized agent.

II. Use of Prescription Drugs

- A. Employees are permitted to use prescription drugs on school property, or during the conduct of Board business, which have been prescribed by a licensed medical practitioner. Such drugs shall be used only as prescribed. In addition, employees shall not possess prescription drugs for the purpose of sale or distribution.
- B. However, the Board, in compliance with C.G.S. 21a-408a through 408q, prohibits the palliative use of marijuana on school property, at a school-sponsored event, or during the conduct of Board business. Employees are prohibited from being under the influence of intoxicating substances, including marijuana used for palliative purposes, during the workday.

III. Smoking

- A. The Board prohibits smoking, including smoking using an electronic nicotine delivery system (e.g., e-cigarettes), and the use of tobacco products on school property or at any school-sponsored activity. This ban applies to any area of the workplace and outside within 25 feet of a doorway, operable window or air intake vent.
- B. The workplace smoking ban also applies to cannabis, hemp, and e-cigarette use, involving cannabis.

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Smoking (continued)

- C. Smoking, including cannabis, will be permitted in a situation in which a classroom is used during a smoking or e-cigarette demonstration that is part of a medical or scientific experiment or lesson.
- D. The District will not make accommodations for an employee or be required to allow an employee to perform his/her duties while under the influence of cannabis or allow the employee to possess, use or otherwise consume cannabis while performing his/her employment duties.

IV. Notification Requirements

- A. Any staff member who is taking prescribed or over-the-counter medications will be responsible for consulting the prescribing physician and/or pharmacist to ascertain whether the medication may interfere with the safe performance of his/her job. If the use of a medication could compromise the safety of the staff member, other staff members, students or the public, it is the staff member's responsibility to use appropriate personnel procedures (e.g., use leave, request change of duty, or notify his/her supervisor of potential side effects) to avoid unsafe workplace practices. If a staff member notifies his/her supervisor that the use of medication could compromise the safe performance of his/her job, the supervisor, in conjunction with his/her superior, will determine whether the staff member can remain at work and whether any work restrictions will be necessary.
- B. As a condition of employment, each employee will notify his or her supervisor of a conviction under any criminal drug statute. Such notification will be provided no later than five (5) days after such conviction. The District will inform the federal granting agency within ten (10) days of such conviction, regardless of the source of the information.
- C. District employees are directed to report any suspected violation of this policy to an administrator or directly to the Superintendent of Schools or his/her designee. The Superintendent or designee will investigate the allegation and meet with the alleged violator.
- D. All employees will be notified of this policy on a yearly basis and instructed to recognize that compliance is mandated.
- E. This policy shall be made known to prospective employees prior to employment.

V. Disciplinary Action Upon Violation of Policy

- A. An employee who violates this policy may be subject to disciplinary action, consistent with applicable state and federal laws, up to and including termination.

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Alcohol, Tobacco and Drug-Free Workplace

Disciplinary Action Upon Violation of Policy (continued)

- B. Enrollment and successful completion of an appropriate drug-or alcohol-abuse, employee-assistance rehabilitation program may be required at the discretion of the administration, at the employee's expense. Nothing in this policy will be construed to guarantee reinstatement of any employee who violates this policy, nor does the District incur any financial obligation for treatment or rehabilitation required as a condition of eligibility for reinstatement.
- C. Disciplinary action will include, at a minimum, a letter of reprimand and may include, but is not limited to suspension or termination from employment.
- D. The Board shall take disciplinary action with respect to an employee convicted of a drug offense in the workplace within thirty (30) days after receiving notice of the conviction.
- E. Should District employees be engaged in the performance of work under a federal contract or grant, or under a State contract or grant of \$5,000 or more, the Superintendent shall notify the appropriate State or Federal agency from which the District receives contract or grant monies of the employee's conviction within ten (10) days after receiving notice of the conviction.
- F. The District may notify law enforcement agencies regarding a staff member's violation of this policy at the District's discretion or take other actions as the District deems appropriate.

VI. Employee Assistance

~~“School property” means any land and all temporary and permanent structures comprising the district’s elementary and secondary schools, and administrative office building and includes, but is not limited to, classrooms, hallways, storage facilities, theatres, gymnasiums, fields and parking lots.~~

~~“School-sponsored activity” means any activity sponsored, recognized or authorized by a Board of Education and includes activities conducted on or off school property.~~

~~In appropriate circumstances, the Board shall provide an employee with an opportunity for rehabilitation in overcoming addiction to, dependence upon or other problem with alcohol or drugs.~~

~~An employee who feels he or she has developed an addiction to, dependence upon or other problem with alcohol or drugs, is encouraged to seek assistance. Certain benefits for alcoholism or drug addiction are provided under the Board’s group medical insurance plan. An employee~~

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Alcohol, Tobacco and Drug-Free Workplace

Employee Assistance (continued)

~~may be given an opportunity to participate in a rehabilitation program which requires absence from work for bona fide treatment. Such absence may be charged to the employee's accrued and unused sick leave, subject to the provisions of the employee's collective bargaining agreement and/or any applicable Board policies and regulations.~~

~~Any request for assistance with a drug or alcohol problem will be treated as confidential and only those persons "needing to know" will be made aware of such request.~~

In order to make employees aware of dangers of drug and alcohol abuse, and to provide an employee with the opportunity for rehabilitation in overcoming addiction to, dependence upon or other problem with alcohol or drugs, the District will:

- A. provide each employee with a copy of this District Drug- and Alcohol-Free Workplace policy;
- B. post notice of the Drug- and Alcohol-Free Workplace policy in a place where other information for employees is posted;
- C. make available materials from local, state, and national anti-drug and alcohol-abuse organizations;
- D. enlist the aid of community and state agencies with drug and alcohol informational and rehabilitation programs to provide information to District employees;
- E. provide information about benefits available under the Board's group medical plan for treatment;
- F. establish a drug-free awareness program to inform employees about:
 - the dangers of drug abuse in the workplace,
 - available drug and alcohol counseling, rehabilitation, re-entry, and any employee assistance programs, and
 - the penalties that the District may impose upon employees for violations of this policy.

CBD Products

Employees are prohibited from possessing or using any product with cannabidiol (CBD), whether derived from hemp or cannabis, regardless of the amount of THC in the product or to the extent to which it is legal or illegal under state law.

Personnel – Certified/Non-Certified

Alcohol, Tobacco and Drug-Free Workplace

Legal Reference: Connecticut General Statutes
P.A. 21-1 (June Spec. Session) An Act Concerning Responsible and Equitable Regulation of Adult-Use Cannabis
Controlled Substances Act, 21 U.S.C. §812; 21 C.F.R. 1308.11-1308.15
Drug-Free Workplace Act of 1988, 41 U.S.C. §701 et. seq.
Drug-Free Schools and Community Act, P.L. 99-570, as amended by P.L. 101-226 (1999)
Safe and Drug-Free School and Communities Act of 1994, 20 U.S.C. §7101-71187 (as amended by Title IV – 21st Century Schools)
Drug-Free Workplace Act, 30 ILCS 580/1 et. seq.
Drug-Free Workplace Requirements for Federal Grant and Recipients 41 U.S.C. 8103

Policy Adopted: April 23, 2019
Policy Revised:

**ENFIELD PUBLIC SCHOOLS
Enfield, Connecticut**

Students

5131.911

Bullying, Teen Dating Violence Prevention and Intervention

The Enfield Board of Education is committed to creating and maintaining an educational environment that is physically, emotionally and intellectually safe and thus free from bullying, teen dating violence, harassment and discrimination. In accordance with state law and the Board's Safe School Climate Plan, the Board expressly prohibits any form of bullying, teen dating violence behavior on school grounds; at a school-sponsored or school-related activity, function or program, whether on or off school grounds; at a school bus stop; on a school bus or other vehicle owned, leased or used by a local or regional Board of Education; or through the use of an electronic device or an electronic mobile device owned, leased or used by Board of Education.

The Board also prohibits any form of bullying, teen dating violence behavior outside of the school setting if such bullying, teen dating violence (i) creates a hostile environment at school for the student against whom such bullying, teen dating violence was directed, (ii) infringes on the rights of the student against whom such bullying, teen dating violence was directed at school, or (iii) substantially disrupts the education process or the orderly operation of a school. Discrimination and/or retaliation against an individual who reports or assists in the investigation of an act of bullying, teen dating violence is likewise prohibited.

Students who engage in bullying, teen dating violence behavior shall be subject to school discipline, up to and including expulsion, in accordance with the Board's policies on student discipline, suspension and expulsion, and consistent with state and federal law.

For purposes of this policy, "**Bullying, Teen Dating Violence**" means the repeated use by one or more students of a written, verbal or electronic communication, such as cyberbullying, teen dating violence, directed at or referring to another student attending school in the same school district, or a physical act or gesture by one or more students repeatedly directed at another student attending school in the same school district, that:

1. causes physical or emotional harm to such student or damage to such student's property;
2. places such student in reasonable fear of harm to himself or herself, or of damage to his or her property;
3. creates a hostile environment at school for such student;
4. infringes on the rights of such student at school; or
5. substantially disrupts the education process or the orderly operation of a school.

Bullying, teen dating violence shall include, but not be limited to, a written, verbal or electronic communication or physical act or gesture based on any actual or perceived differentiating

Students

Bullying, Teen Dating Violence Prevention and Intervention (continued)

characteristics, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, socioeconomic status, academic status, physical appearance, or mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics.

For purposes of this policy, “**Cyberbullying**” means any act of bullying, teen dating violence through the use of the Internet, interactive and digital technologies, cellular mobile telephone or other mobile electronic devices or any electronic communications.

Consistent with the requirements under state law, the Enfield Board of Education authorizes the Superintendent or his/her designee(s), along with the Safe School Climate Coordinator, to be responsible for developing and implementing a Safe School Climate Plan in furtherance of this policy. As provided by state law, such Safe School Climate Plan shall include, but not be limited to provisions which:

1. Enable students to anonymously report acts of bullying, teen dating violence to school employees and require students and the parents or guardians of students to be notified annually of the process by which students may make such reports;
2. enable the parents or guardians of students to file written reports of suspected bullying, teen dating violence;
3. require school employees who witness acts of bullying, teen dating violence or receive reports of bullying, teen dating violence to orally notify the safe school climate specialist, or another school administrator if the safe school climate specialist is unavailable, not later than one school day after such school employee witnesses or receives a report of bullying, teen dating violence, and to file a written report not later than two school days after making such oral report;
4. require the safe school climate specialist to investigate or supervise the investigation of all reports of bullying, teen dating violence and ensure that such investigation is completed promptly after receipt of any written reports made under this section;
5. require the safe school climate specialist to review any anonymous reports, except that no disciplinary action shall be taken solely on the basis of an anonymous report;
6. include a prevention and intervention strategy for school employees to deal with bullying, teen dating violence;
7. provide for the inclusion of language in student codes of conduct concerning bullying, teen dating violence;
8. require each school to notify the parents or guardians of students who commit any verified acts of bullying, teen dating violence and the parents or guardians of students

Students

Bullying, Teen Dating Violence Prevention and Intervention (continued)

against whom such acts were directed not later than forty-eight hours after the completion of the investigation;

- ~~9. require each school to invite the parents or guardians of a student who commits any verified act of bullying, teen dating violence and the parents or guardians of the student against whom such act was directed to a meeting to communicate to such parents or guardians the measures being taken by the school to ensure the safety of the student against whom such act was directed and to prevent further acts of bullying, teen dating violence;~~
- ~~10. establish a procedure for each school to document and maintain records relating to reports and investigations of bullying, teen dating violence in such school and to maintain a list of the number of verified acts of bullying, teen dating violence in such school and make such list available for public inspection, and annually report such number to the Department of Education and in such manner as prescribed by the Commissioner of Education;~~
- ~~11. direct the development of case-by-case interventions for addressing repeated incidents of bullying, teen dating violence against a single individual or recurrently perpetrated bullying, teen dating violence incidents by the same individual that may include both counseling and discipline;~~
- ~~12. prohibit discrimination and retaliation against an individual who reports or assists in the investigation of an act of bullying, teen dating violence;~~
- ~~13. direct the development of student safety support plans for students against whom an act of bullying, teen dating violence was directed that address safety measures the school will take to protect such students against further acts of bullying, teen dating violence;~~
- ~~14. require the Principal of a school, or the Principal's designee, to notify the appropriate local law enforcement agency when such Principal, or the Principal's designee, believes that any acts of bullying, teen dating violence constitute criminal conduct;~~
- ~~15. prohibit bullying, teen dating violence (A) on school grounds, at a school-sponsored or school-related activity, function or program whether on or off school grounds, at a school bus stop, on a school bus or other vehicle owned, leased or used by a local or regional Board of Education, or through the use of an electronic device or an electronic mobile device owned, leased or used by the local or regional Board of Education, and (B) outside of the school setting if such bullying, teen dating violence (i) creates a hostile environment at school for the student against whom such bullying, teen dating violence was directed, (ii) infringes on the rights of the student against whom such bullying, teen dating violence was directed at school, or (iii) substantially disrupts the education process or the orderly operation of a school;~~
- ~~16. require, at the beginning of each school year, each school to provide all school employees with a written or electronic copy of the school district's Safe School Climate Plan; and~~

Students

Bullying, Teen Dating Violence Prevention and Intervention (continued)

~~17. require that all school employees annually complete the training described in Connecticut General Statute §10-220a.~~

~~The notification required pursuant to subdivision (8) (above) and the invitation required pursuant to subdivision (9) (above) shall include a description of the response of school employees to such acts and any consequences that may result from the commission of further acts of bullying, teen dating violence. Any information provided under this policy or accompanying Safe School Climate Plan shall be provided in accordance with the confidentiality restrictions imposed under the Family Educational Rights Privacy Act (“FERPA”) and the district’s Confidentiality and Access to Student Information policy and regulations.~~

~~Not later than January 1, 2012, the Enfield Board of Education shall approve the Safe School Climate Plan developed pursuant to this policy and submit such plan to the Department of Education. Not later than thirty (30) calendar days after approval by the Board, the Board shall make such plan available on the Board’s and each individual school in the school district’s web site and ensure that the Safe School Climate Plan is included in the school district’s publication of the rules, procedures and standards of conduct for schools and in all student handbooks.~~

The Board of Education (Board) promotes a secure and happy school climate, conducive to teaching and learning that is free from threat, harassment and any type of bullying behavior. Therefore, it shall be the policy of the Board that bullying of a student by another student is prohibited.

The Board believes that a school environment in which students feel safe, supported, engaged and helpfully challenged is optimal for learning and healthy development. The Board seeks an educational environment in which students and adults feel socially, emotionally, intellectually and physically safe; an environment that is free of harassment, discrimination, teen dating violence, intimidation and bullying.

Definitions

“Bullying” means an act that is direct or indirect and severe, persistent or pervasive which:

- A. causes physical or emotional harm to an individual,
- B. places an individual in reasonable fear of physical or emotional harm, or,
- C. infringes on the rights and opportunities of an individual at school.

Bullying shall include, but need not be limited to, a written, oral, or electronic communication or physical act or gesture based on any actual or perceived differentiating characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression, socioeconomic status, academic status, physical appearance, or mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics.

Students

Bullying, Teen Dating Violence Prevention and Intervention

Definitions (continued)

“Cyberbullying” means any act of bullying through the use of the Internet, interactive and digital technologies, cellular mobile telephone or other mobile electronic devices or any electronic communications.

“Teen dating violence” means any act of physical, emotional or sexual abuse, including stalking, harassing and threatening that occurs between two students who are currently in or have recently been in a dating relationship.

“Mobile electronic device” means any hand-held or other portable electronic equipment capable of providing data communication between two or more individuals, including, but not limited to, a text messaging device, a paging device, a personal digital assistant, a laptop computer, equipment that is capable of playing a video game or a digital video disk, or equipment on which digital images are taken or transmitted.

“Electronic communication” means any transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photoelectronic or photo-optical system.

“Hostile environment” means a situation in which bullying among students is sufficiently severe or pervasive to alter the conditions of the school climate.

“Outside of the school setting” means at a location, activity or program that is not school related, or through the use of an electronic device or a mobile electronic device that is not owned, leased or used by a local or regional board of education.

“School employee” means (a) a teacher, substitute teacher, school administrator, school superintendent, guidance counselor, school counselor, psychologist, social worker, nurse, physician, school paraprofessional or coach employed by a local or regional board of education or working in a public elementary, middle or high school; or (b) any other individual who, in the performance of his or her duties, has regular contact with students and who provides services to or on behalf of students enrolled in a public elementary, middle or high school, pursuant to a contract with the local or regional board of education.

“School climate” means the quality and character of school life based on patterns of students, parents’ and guardians’ and school employees’ experiences of school life, including, but not limited to, norms, goals, values, interpersonal relationships, teaching and learning practices and organizational structures.

“Positive school climate” means (A) a school climate in which the norms, values, expectations and beliefs that support feelings of social, emotional and physical safety are promoted, (B) students, parents and guardians of students and school employees feel engaged and respected and work together to develop and contribute to a shared school vision, (C) educators model and nurture attitudes that emphasize the benefits and satisfaction gained from learning, and (D) each

Students

Bullying, Teen Dating Violence Prevention and Intervention

Definitions (continued)

person feels comfortable contributing to the operation of the school and care of the physical environment of the school.

“Emotional intelligence” means the ability to (A) perceive, recognize and understand emotions in oneself or others, (B) use emotions to facilitate cognitive activities, including, but not limited to, reasoning, problem solving and interpersonal communication, (C) understand and identify emotions, and (D) manage emotions in oneself and others.

“Social and emotional learning” means the process through which children and adults achieve emotional intelligence through the competencies of self-awareness, self-management, social awareness, relationship skills and responsible decision-making.

Examples of Bullying include, but are not limited to:

1. physical violence and attacks
2. verbal taunts, name-calling and put-downs including ethnically based or gender-based verbal put-downs
3. threats and intimidation
4. extortion or stealing of money and/or possessions
5. exclusion from peer groups within the school
6. The misuse of electronic communications for the purpose of bullying, harassing, or sexually harassing other students within school or out of school (“cyberbullying”)
7. Targeting of a student based on the student’s actual or perceived “differentiating” characteristics such as race; color; religion; ancestry; national origin; gender; sexual orientation; gender identity or expression; socioeconomic or academic status; physical appearance; or mental, physical, developmental, or sensory disability.

Such conduct is disruptive of the educational process and, therefore, bullying is not acceptable behavior in this district and is prohibited.

Students who engage in any act of bullying, on school grounds, at a school-sponsored or school-related activity, function or program whether on or off school grounds, at a school bus stop, on a school bus or other vehicle owned, leased or used by the Board of Education, or through the use of an electronic device or an electronic mobile device owned, leased or used by the Board of Education, and outside of the school setting if such bullying:

1. creates a hostile environment at school for the victim,
2. infringes on the rights of the victim at school, or
3. substantially disrupts the education process or the orderly operation of a school,

are subject to appropriate disciplinary action up to and including suspension, expulsion and/or referral to law enforcement officials.

Students

Bullying, Teen Dating Violence Prevention and Intervention

Bullying (continued)

A comprehensive program, to improve the school climate, involving everyone in the schools and the community, to address bullying at all school levels is essential to reducing incidences of bullying. Such a program must involve interventions at all levels, school wide, classroom and individual.

The District's program: *(Also outlined in the section pertaining to the "Safe School Climate Plan.")*

1. Requires the development and implementation of a safe school climate plan by the Board of Education to address the existence of bullying and teen dating violence in its schools and requires at the beginning of each school year that students and their parents/guardians be notified of the process by which students may make such reports;
2. Permits anonymous reports of bullying by students to school employees and written reports of suspected bullying by parents or guardians and requires at the beginning of each school year that students and their parents/guardians be notified of the process by which students may make such reports;
3. Requires school employees who witness acts of bullying or receive reports of bullying to orally notify the safe school climate specialist or another school administrator if the safe school climate specialist is unavailable, not later than one school day after such school employee witnesses or receives a report of bullying and to file a written report not later than two school days after making such an oral report;
4. Requires the safe school climate specialist to investigate or supervise the investigation of all reports of bullying and ensure that such investigation is completed promptly after receipt of any written report, and that the parents or guardians of the student alleged to have committed an act or acts of bullying and the parents or guardians of the student against whom such alleged act or acts were directed receive prompt notice that such investigation has commenced;
5. Requires the safe school climate specialist to review any anonymous reports, except that no disciplinary action shall be taken solely on the basis of an anonymous report;
6. Requires each school to have a prevention and intervention strategy, as defined by statute, as amended, for school employees to deal with bullying or teen dating violence, including language about bullying in student codes of conduct and in all student handbooks;
7. Provides for the inclusion of language in student codes of conduct concerning bullying;

Students

Bullying, Teen Dating Violence Prevention and Intervention

Bullying (continued)

8. Requires each school to notify parents or guardians of all students involved in a verified act of bullying not later than forty-eight hours after the completion of the investigation of the results of such investigation and verbally and by electronic mail, that such parents/guardians may refer to the plan language explanation of the rights and remedies posted on the district's website. (available under CGS 10-4a and 10-4b);
9. Requires each school to invite the parents/guardians of a student against whom such act was directed to a meeting to communicate to such parents/guardians the measures being taken by the school to ensure the safety of the students against whom such act of bullying was directed and the policies and procedures in place to prevent further acts of bullying;
10. Requires each school to invite the parents or guardians of a student who commits any verified act of bullying to a meeting, separate and distinct from the meeting of the parents/guardians of the student against whom the act of bullying was directed, to discuss specific interventions undertaken by the school to prevent further acts of bullying;
11. Establishes a procedure for each school to document and maintain records relating to reports and investigations of bullying in such school and to make such list publicly available; and annually report such number to the Department of Education and in such manner as prescribed by the Commissioner of Education;
12. Requires the development of case-by-case interventions for addressing reported incidents of bullying against a single individual or recurrently perpetrated bullying incidents by the same individual that may include both counseling and discipline;
13. Prohibits discrimination and retaliation against an individual who reports or assists in the investigation of an act of bullying;
14. Requires the development of student safety support plans for students against whom an act of bullying was directed that addresses safety measures the school will take to protect such students against further acts of bullying;
15. Requires the principal of a school or the principal's designee, to notify the appropriate local law enforcement agency when such principal or the principal's designee believes that any acts of bullying constitute criminal conduct;
16. Prohibits bullying (A) on school grounds, at a school-sponsored or school-related activity, function or program whether on or off school grounds, at a school bus stop, on a school bus or other vehicle owned, leased or used by a local or regional board of education, or through the use of an electronic device or an electronic mobile device

Students

Bullying, Teen Dating Violence Prevention and Intervention

Bullying (continued)

owned, leased or used by the local or regional board of education, and (B) outside of the school setting if such bullying (i) creates a hostile environment at school for the student against whom such bullying was directed, (ii) infringes on the rights of the student against whom such bullying was directed at school, or (iii) substantially disrupts the education process or the orderly operation of a school;

17. Requires, at the beginning of each school year, for each school to provide all school employees with a written or electronic copy of the school district's safe school climate plan; and
18. Requires all school employees to annually complete the training required by C.G.S. 10-220a, or 10-222j, as amended. Such training shall include identifying and responding to bullying and preventing and responding to youth suicide;
19. As required, the Board of Education shall approve the safe school climate plan developed pursuant to statute and submit such plan to the Department of Education for its review, analysis, cooperative assistance and approval not later than July 1, 2014; and
20. Requires that not later than thirty calendar days after approval by the State Department of Education, the safe school climate plan shall be made available on the Board's and each individual school in the District's Internet website and such plan is to be included in the District's publication of the rules, procedures and standards of conduct for schools and in all student handbooks.

The Board expects prompt and reasonable investigations of alleged acts of bullying and teen dating violence. The safe school climate specialist of each school is responsible for handling all complaints of alleged bullying and teen dating violence. The safe climate specialist shall investigate or supervise the investigation of all reports of bullying and teen dating violence promptly.

In addition, the norms that are established by adults through consistent enforcement of all policies pertaining to conduct and modeling appropriate behavior at school and at home will reduce the instances and damage of bullying and teen dating violence. It is necessary for students to promote the concept that caring for others is a valued quality, one that is accepted and encouraged.

Prevention and Intervention Strategy

The District shall implement, as required by C.G.S. 10-222g, as amended, a prevention and intervention strategy which may include, but is not limited to:

Students

Bullying, Teen Dating Violence Prevention and Intervention

Prevention and Intervention Strategy (continued)

1. Implementation of a positive behavioral interventions and supports process or another evidence-based model approach for safe school climate or for the prevention of bullying and teen dating violence identified by the Department of Education.
2. School rules prohibiting bullying, teen dating violence, harassment, and intimidation and establishing appropriate consequences for those who engage in such acts.
3. Adequate adult supervision of outdoor areas, hallways, the lunchroom, and other specific areas where bullying or teen dating violence is likely to occur.
4. Inclusion of grade-appropriate bullying and teen dating violence education and prevention curricula in kindergarten through high school.
5. Individual interventions with the bully or student who commits teen dating violence, parents and school employees and interventions with the students against whom the acts of bullying and teen dating violence are directed, parents, and school employees.
6. School wide training related to safe school climate.
7. Student peer training, education and support.
8. Promotion of parent involvement in bullying and teen dating violence prevention through individual or team participation in meetings, trainings, and individual interventions.
9. Culturally competent school-based curriculum focusing on social-emotional learning, self-awareness and self-regulation.

Note: Funding for the school-based bullying intervention and school climate improvement may originate from public, private, or philanthropic sources. For purposes of this section, “interventions with the bullied child” includes referrals to a school counselor, psychologist or other appropriate social or mental health service, and periodic follow-up by the safe school climate specialist with the bullied child.

District Safe School Climate Coordinator

Annually, the Superintendent of Schools shall appoint, from among existing District staff, a District Safe School Climate Coordinator.

The Coordinator shall:

Students

Bullying, Teen Dating Violence Prevention and Intervention

District Safe School Climate Coordinator (continued)

1. Implement the District's safe school climate plan;
2. Collaborate with safe school climate specialists, the Board, and the Superintendent to prevent, identify, and respond to bullying and teen dating violence in the schools of the district.
3. Provide data and information derived from the safe school climate assessments, in collaboration with the Superintendent to the Department of Education;
4. Respond to bullying and teen dating violence in District schools;
5. Meet with the safe school climate specialists at least twice during the school year to discuss bullying and teen dating violence issues in the District and make recommended changes to the District's safe school climate plan.
6. Successfully complete the mental health first aid training provided by the Commissioner of Mental Health and Addiction Services. (Such training only required once.)

Safe School Climate Specialist

Annually, each school Principal shall serve, or designate someone to serve, as the Safe School Climate Specialist for the school.

The Specialist in each school shall:

1. Investigate or supervise the investigation of reported acts of bullying or teen dating violence in the school in accordance with the District's Safe School Climate Plan;
2. Collect and maintain records of reports and investigations of bullying and teen dating violence in the school; and
3. Act as the primary school official responsible for preventing, identifying and responding to bullying and teen dating violence reports in the school.

Safe School Climate Committee

Annually, the Principal of each District school shall establish a new committee or designate at least one existing committee that is responsible for developing and fostering a safe school climate and addressing issues related to bullying in the school. The committee must include at least one parent/guardian of a student enrolled in the school, appointed by the Principal.

Such committee shall also include: (a) school personnel, including, but not limited to, at least one teacher selected by the exclusive bargaining unit representative for certified employees, (b) medical and mental health personnel assigned to such school, and (c) at the high school level at

Students

Bullying, Teen Dating Violence Prevention and Intervention

Safe School Climate Committee (continued)

least one student enrolled at the school. The student is to be selected by the students in a manner determined by the school Principal.

The Safe School Climate Committee shall:

1. Receive copies of completed reports following investigations of bullying and teen dating violence;
2. Identify and address patterns of bullying and teen dating violence among students in the school;
3. Implement the provisions of the school security and safety plan regarding the collection, evaluation and reporting of information relating to instances of disturbing or threatening behavior that may not meet the definition of bullying or teen dating violence (defined in Connecticut General Statutes 10-222d) and report such information, as necessary, to the District Safe School Climate Coordinator and to the school's security and safety committee;
4. Review and amend school policies relating to bullying and teen dating violence;
5. Review and make recommendation to the District Safe School Climate Coordinator regarding the District's Safe Climate Plan based on issues and experiences specific to the school;
6. Educate students, school employees and parents and guardians of students on issues relating to bullying and teen dating violence;
7. Collaborate with the District Safe School Climate Coordinator in the collection of data regarding bullying and teen dating violence; and
8. Perform any other duties as determined by the School Principal that are related to the prevention, identification and response to school bullying and teen dating violence for the school.

Parent and student members of the Safe School Climate Committee are excluded from activities #1 and #3 or any other activity that may compromise the confidentiality of a student.

Safe School Climate Plan

The Board of Education shall develop and implement a Safe School Climate Plan to address the existence of bullying and teen dating violence in its schools. Such plan shall:

Students

Bullying, Teen Dating Violence Prevention and Intervention

Safe School Climate Plan (continued)

1. Require school employees who witness acts of bullying or receive reports of bullying to orally notify the Safe School Climate Specialist, or another school administrator if the Safe School Climate Specialist is unavailable, not later than one school day after such school employee witnesses or receives a report of bullying, and to file a written report not later than two school days after making such oral report;
2. Require the Safe School Climate Specialist to investigate or supervise the investigation of all reports of bullying and ensure that such investigation is completed promptly after receipt of any written reports made under this section and that the parents or guardians of the student alleged to have committed an act or acts of bullying and the parents or guardians of the student against whom such alleged act or acts were directed to receive prompt notice that such investigation has commenced;
3. Require the Safe School Climate specialist to review any anonymous reports, except that no disciplinary action shall be taken solely on the basis of an anonymous report;
4. Include a prevention and intervention strategy for school employees to deal with bullying and teen dating violence;
5. Provide for the inclusion of language in student codes of conduct concerning bullying;
6. Require each school to notify the parents or guardians of students who commit any verified acts of bullying and the parents or guardians of students against whom such acts were directed not later than forty-eight hours after the completion of the investigation of the results of such investigation, and verbally and/or by electronic mail, if such parents or guardians electronic mail addresses are known, that such parents or guardians may refer to the plain language explanation of the rights and remedies available under C.G.S. 10-4a and 10-4b published on the District's website;
7. Require each school to invite the parents or guardians of a student who commits any verified act of bullying and the parents or guardians of the student against whom such act was directed, to a meeting to communicate to such parents or guardians the measures being taken by the school to ensure the student's safety and to prevent further acts of bullying;
8. Establish a procedure for each school to document and maintain records relating to reports and investigations of bullying in such school and to maintain a list of the number of verified acts of bullying in such school and make such list available for public inspection, and annually report such number to the Department of Education, and in such manner as prescribed by the Commissioner of Education;
9. Direct the development of case-by-case interventions for addressing repeated incidents of bullying against a single individual or recurrently perpetrated bullying incidents by the same individual that may include both counseling and discipline;

Students

Bullying, Teen Dating Violence Prevention and Intervention

Safe School Climate Plan (continued)

10. Prohibit discrimination and retaliation against an individual who reports or assists in the investigation of an act of bullying;
11. Direct the development of student safety support plans for students against whom an act of bullying was directed that addresses safety measures the school will take to protect such student against further acts of bullying or teen dating violence;
12. Require the Principal of a school, or the Principal's designee, to notify the appropriate local law enforcement agency when such Principal, or the Principal's designee, believes that any acts of bullying constitute criminal conduct;
13. Prohibit bullying (A) on school grounds, at a school-sponsored or school-related activity, function or program whether on or off school grounds, at a school bus stop, on a school bus or other vehicle owned, leased or used by the Board or through the use of an electronic device or an electronic mobile device owned, leased or used by the Board and (B) outside of the school setting if such bullying (i) creates a hostile environment at school for the student against whom such bullying was directed, (ii) infringes on the rights of the student against whom such bullying was directed at school, or (iii) substantially disrupts the education process or the orderly operation of a school;
14. Require, at the beginning of each school year, each school to provide all school employees with a written or electronic copy of the school district's Safe School Climate Plan; and
15. Require that all school employees annually complete the training described in C.G.S. 10-220a, as amended.

The Board of Education shall publish on the District's website the plain language explanation of the rights and remedies available under C.G.S. 10-4a and C.G.S. 10-4b.

The Board of Education, in consultation with the State Department of Education (SDE) and the social and emotional learning and school climate advisory collaborative, shall provide on the SBE's website training materials to school administrators regarding bullying prevention and intervention.

- (cf. 0521 – Nondiscrimination)
- (cf. 4131 – Staff Development)
- (cf. 5114 – Suspension and Expulsion/Due Process)
- (cf. 5131 – Conduct)
- (cf. 5131.21 – Violent and Aggressive Behavior)
- (cf. 5131.8 – Out-of-School Misconduct)
- (cf. 5131.912 – Aggressive Behavior)
- (cf. 5131.913 – Cyberbullying)
- (cf. 5131.91 – Hazing)
- (cf. 5144 – Discipline/Punishment)

Students

Bullying, Teen Dating Violence Prevention and Intervention

(cf. 5145.4 – Nondiscrimination)
(cf. 5145.5 – Sexual Harassment)
(cf. 5145.51 – Peer Sexual Harassment)
(cf. 6121 – Nondiscrimination)
(cf. 6121.1 – Equal Educational Opportunity)

Legal Reference: Connecticut General Statutes
10-15b Access of parent or guardian to student’s records. Inspection and subpoena of school or student records.
10-220a Inservice training
10-222d Policy on bullying behavior as amended by PA 08-160, P.A. 11-232, P.A. 14-172 and PA 18-15 and PA 19-166.
10-222g Prevention and intervention strategy re bullying and teen dating violence
10-222h Analysis of school districts’ efforts re prevention of and response to bullying in schools. School climate assessment instruments
10-222k District safe school climate coordinator. Safe school climate specialist. Safe school climate committee (as amended by PA 21-95, Section 14)
10-233 Review of school climate plans by Department of Education
10-233a through 10-233f
P.A. 06-115 An Act Concerning Bullying Policies in Schools and Notices Sent to Parents or Legal Guardians.
P.A. 19-166 An Act Concerning School Climates
P.A. 21-95 An Act Concerning Assorted Revisions and Additions to the Education Statutes

Adopted: January 24, 2012
Revised: March 27, 2012
Revised: May 12, 2015
Adopted: February 23, 2021
Revised:

Proposed New Policy – First & Second Reading
ENFIELD BOARD OF EDUCATION
ENFIELD, CONNECTICUT

Business and Non-Instructional Operations

3171.1

Non-Lapsing Education Fund (Non-Regional School Districts)

The Enfield Board of Education (Board) may request the town's Board of Finance deposit into a non-lapsing account any unexpended funds from the Board's prior fiscal year general operating budget, provided such deposited amount does not exceed two percent (2%) of the total budgeted appropriation for education for such prior fiscal year pursuant to C.G.S. 10-248a.

Any expenditure from the Non-Lapsing Education Fund shall be authorized solely by the Board of Education. Each expenditure from such account shall be made only for educational purposes.

The Board of Finance shall create the non-lapsing account and be responsible for the accounting of the funds in accordance with Governmental Accounting Standards and Generally Accepted Accounting Principles (GAAP). The account shall be subject to the annual audit as required by State statute. The Board of Education shall review the fund balance on an annual basis.

Reserve Fund for Capital and Nonrecurring Expenditures (Regional School Districts)

The Regional Board of Education (Board), by a majority vote of its members, may create a reserve fund for capital and nonrecurring expenditures. Such fund shall be termed "reserve fund for capital and nonrecurring expenditures." The aggregate amount of annual and supplemental appropriations by a district to such fund shall not exceed two percent (2%) of the annual district budget for such fiscal year.

Annual appropriations to such fund shall be included in the share of net expenses to be paid by each member town. Supplemental appropriations to such fund may be made from estimated fiscal year end surplus in operating funds. Interest and investment earnings received with respect to amounts held in the fund shall be credited to such fund.

The Board shall annually submit a complete and detailed report of the condition of such fund to the member towns. Upon the recommendation and approval by the Board, any part or the whole of such fund may be used for capital and nonrecurring expenditures, but such use shall be restricted to the funding of all or part of the planning, construction, reconstruction or acquisition of any specific capital improvement or the acquisition of any specific item of equipment.

Such fund may be discontinued, after the recommendation and approval by the Board, and any amounts held in the fund shall be transferred to the general fund of the District.

Legal Reference: Connecticut General Statutes
10-51 (d) (2) Fiscal year. Budget. Payments by member towns; adjustments to payments. Investment of funds. Temporary borrowing. Reserve funds. (as amended by PA 21-2, JSS, Section 363)
10-222 Appropriations and budget
10-248a Unexpended education funds account (as amended by PA 19-117, Section 285)

Policy Adopted:

**ENFIELD BOARD OF EDUCATION
ENFIELD, CONNECTICUT**

Instruction

6140

Curriculum

In accordance with state statutes, the prescribed course of study shall include at least the following subject matter:

1. The arts, including dance, music, art and theater;
2. Career education;
3. Consumer education;
4. Health and safety, including, but not limited to, human growth and development; nutrition; first aid including CPR training; disease prevention and cancer awareness, including age and developmentally-appropriate instruction in performing self-examinations for screening breast and testicular cancer; community and consumer health, physical mental and emotional health, including youth suicide prevention, substance abuse prevention including opioid use and related disorders; safety, including the use of social media, and may include the dangers of gang membership; and accident prevention;
5. Language arts, including reading, writing, grammar, speaking and spelling;
6. Mathematics;
7. Physical education;
8. Science, which may include the climate change curriculum;
9. Social studies, including citizenship, economics, geography, government, history, and Holocaust and genocide education and awareness;
10. African-American and Black Studies;
11. Puerto Rican and Latino Studies;
12. Native American Studies (*effective 2023-2024 school year*);
13. Computer programming instruction; and
14. At least on the secondary level, one or more world languages and vocational education.

The curriculum development/revision process will be conducted by a District Curriculum Committee that has the responsibility to recommend, develop, review, and approve all curriculum for the District and said curriculum shall be subject to the approval of the Board of Education.

Instruction

6140

Curriculum

The Board of Education reserves the responsibility for establishing and approving curricula for the school district. Teachers shall teach within the approved curricula.

(cf. 6110 - Provisions of Negotiated Agreements)
(cf. 6121 - Nondiscrimination: Instructional Program)

Legal Reference: Connecticut General Statutes
10-16b Prescribed courses of study, as amended by PA 08-153, PA 21-2 JSS, Sections 374, 375, 376.
10-16c et seq. re Family life education.
10-17 English language to be medium of instruction.
10-17 et seq. re Bilingual instruction.
10-18 Courses in United States history, government and duties and responsibilities of citizenship.
10-18a Contents of textbooks and other general instructional materials.
10-18 bet seq. re Firearms safety programs.
10-19 Effect of alcohol, nicotine or tobacco and drugs to be taught. Training of personnel. Evaluation of programs by alcohol and drug abuse commission and department of education.
10-19a et seq. re Substance abuse prevention team.
10-24 Course in motor vehicle operation and highway safety.
10-21 et seq. re Vocational education and cooperation with business.
10-220 Duties of boards of education as amended by PA 08-153.
10-221a High School graduation requirements.

Policy Adopted:

**BOARD OF EDUCATION
REGULAR MEETING MINUTES
APRIL 26, 2022**

A regular meeting of the Enfield Board of Education was held in Council Chambers on April 26, 2022.

1. **CALL TO ORDER:** The meeting was called to order at 7:00 PM by Madam Chair LeBlanc.
2. **INVOCATION OR MOMENT OF SILENCE:** Tina LeBlanc
3. **PLEDGE OF ALLEGIANCE:** Tina LeBlanc
4. **FIRE EVACUATION ANNOUNCEMENT:**
5. **ROLL CALL:**

MEMBERS PRESENT: Jean Acree, Dr. Gerald Calnen, Janet Cushman, Joshua Hamre, Jonathan LeBlanc, Amanda Pickett (remote), Scott Ryder (arrived at 7:05 PM), John Unghire and Tina LeBlanc

MEMBERS ABSENT: None

ALSO PRESENT: Mr. Christopher J. Drezek, Superintendent & Mr. Andrew B. Longey, Assistant Superintendent

Madam Chair stated that Mr. LeBlanc will arrive later. He is currently at a Baseball game coaching.

6. **BOARD GUEST(S)**
 - a. **EHS Community Action Learning Students**

Mr. Drezek welcomed Mr. Allegro. Mr. Allegro stated he teaches the Community Action class at Enfield High School. He introduced student Jack Winans who is the president of his community project.

Mr. Allegro explained the do's and don'ts for the community projects. He is there as a guide for the students. We design the class as a nonprofit organization. The class will conduct research on a topic that will make the most positive impact for the community. They looked at 5 different projects and chose the best ones. The students learn about finances, fund raising, how to create partnerships and do great things for our community.

Mr. Ryder arrived at 7:05 PM.

Mr. Winans stated our class project is the Kindness Carnival. He explained what the Kindness Carnival will be like. We chose this project to bring more kindness to our community and to appreciate each other. Since Covid, we are trying to make up for lost time. This event will be held at Enfield High School on June 3rd from 5-7:00 PM. The Friends of Rachel and Student Council from EHS will also be helping us. We are looking for the school PTO's and elementary schools for support. We are in the process of designing our website and a social media campaign to advertise this event and get the word out. We will also hold several fund raising events to help cover the costs associated with this event. We would like to recognize acts of kindness in our schools and community and reward students with a ticket for them to use on the games at the Kindness Carnival.

Mr. Winans added that if you have any questions, you can contact Mr. Allegro at aallegro@enfieldschools.org. We need all the help we can get. Thank you.

Mr. Allegro added we will be reaching out to the principals and teachers to get them involved in the Kindness Carnival. He asked if Mr. Ryder could help get the word out to the PTO's about this event. We stress to the students in order to put on a good community event, you need to bring the community together and form partnerships. The students will be contacting local businesses and restaurants to see if they would like to sponsor or assist. If you know of any organizations or businesses that might be interested in helping us, please contact him. We appreciate your support.

Mr. Ryder stated he will promote this event on the EnfieldPTO.com website, Facebook and Twitter and to each of the school PTO's.

Mrs. Acree stated it was nice to hear Jack's voice. He was part of the play "Once Upon a Mattress" and did not have a speaking role as the mute king. You have a very nice voice.

Madam Chair stated it is great to hear that the Kindness Carnival is back. She remembers when it was at Fermi. She loves to hear that Friends of Rachel and other clubs will be assisting. We definitely need more kindness in our world. She knows Mr. Ryder will help to promote this great event. She appreciates you coming here and telling us and the community about the Kindness Carnival because it is a community event. The next time she might see Mr. Winans is when you are walking down the hill at Enfield High for graduation. Thank you, Mr. Winans and Mr. Allegro.

Mrs. Pickett stated listening to you both brings kindness to her heart. One of the last in-person events she attended was the Kindness Carnival with her children. She is excited to hear this event will be happening again. She has marked June 3rd from 5-7:00 PM on her calendar. Partnership was mentioned and you are in the perfect spot tonight. Some of our town services and KITE are in Council Chambers tonight. They would be great partners for this event. Your acts of kindness made her think of her son's school and what they are doing. She loves hearing about the connections with the elementary schools for this event. Thank you for what you are doing and keep doing this great work.

b. Enfield Youth Council Students

Mr. Drezek welcomed Belle Cyr and the Enfield Youth Council Students. Ms. Belle stated she is the Enfield Youth & Family Services Prevention Coordinator, and she also works alongside of the Enfield Together Coalition. EHS students each introduced themselves to the Board. Attending was Jamie Pereira, Dylan Lawson, Jaci Estrada and Angelina Shi.

Mr. Lawson explained to the Board about the Enfield Youth Council and how they are promoting their message to the youth of Enfield. Ms. Shi explained the public service announcement (PSA) they made is part of a statewide youth media project. Their PSA was about Gambling Prevention.

Mr. Lawson added the PSA message is about gambling and gaming that is geared towards children. We partnered with Adam Rivers through Asnuntuck Community College radio station. We learned at the showcase that we won "Best Message to the Community." Ms. Shi stated we are recruiting new members for the Youth Council. If you are interested, please contact Belle Cyr if interested.

They played the PSA announcement for the Board and public.

Mr. Hamre asked if the voice on the PSA was Mr. Lawson's? Great job! The material in your PSA is very strong about the traps with issues with gambling. Your timing is great with the State online gambling that is happening now. Thank you for bringing this to us.

Mr. Ryder stated that was really neat to work with Adam Rivers. He helped us with the Connecticut Children's PJ Day. He appreciates him helping you. Your PSA sounds amazing. Great job!

Mr. Unghire congratulated the students for making this important PSA. He has known many people that have been victims from gambling and have lost everything. Great job!

Mrs. Pickett stated partnering with Asnuntuck is great. She loves the connection with our students and the radio station. She hopes that more students will join you. This is an awesome way to gain leadership skills, make new friends and help our community. Thank you.

Madam Chair thanked the students for their PSA announcement. This is a youth led group. She loves when students help other students with the assistance from our teachers and advisors. She is glad to hear you are also working with the Enfield Together Coalition. With all of the online gambling, it is very easy to fall into this. She appreciates you sharing your PSA with us. Thank you.

c. Amy Morales & LeAnn Beaulieu

Mr. Drezek welcomed Amy Morales and LeAnn Beaulieu to tonight's meeting.

Mrs. Morales thanked the Board for allowing them to talk about the School Readiness Grant they are applying for. She gave a brief overview of the grant requirements and high quality childcare programs. Enfield has received funding since 1998. She spoke about the collaboration partnership with Enfield Social Services and Enfield Public Schools.

Mrs. Beaulieu also thanked the Board for this opportunity. She addressed the grant process and the grant they are applying for is for 2 years. They work in collaboration with KITE and the schools. We are fortunate to have 3 collaborating programs at the Stowe Early Learning Center and we are very proud of the work we are doing. She urged Board members to visit Stowe to see all the hard work that is being done with the programs. Stowe is a valuable resource especially now when it comes to mental health of our youngest.

Mrs. Morales added we need to submit the application to the community for any interested daycare providers. We only received one application and it was from the Enfield Child Development Center (ECDC). The committee met last week and reviewed the application and are recommending it for funding.

Dr. Calnen congratulated them for all the hard work being done at Stowe and with Kite. The key to success is collaboration. The work being done at Stowe is seamless and this is not seen everywhere. Enfield has a very orderly productive early childhood program. He is glad the focus is on early childhood education. Early childhood health, wellness and more importantly mental health, is critically important to nurture our children at an early stage. This is what SELC is all about. We are proactively supporting our children.

Mrs. Pickett stated she has experienced this at Stowe what Mrs. Morales and Mrs. Beaulieu are talking about for the past 4 years. SELC is a premier program for the State. Our partnership at Stowe and high quality childcare facility we offer with your assistance is outstanding. She also needs to thank Ms. Valley for her leadership and dedication.

Mrs. Pickett asked about the expansion of slots beyond 28. Is this an option at Stowe and to receive more funding? Mrs. Morales stated we have 28 slots and 3 preschool rooms at Stowe and received funding for just these slots. Other programs have applied for additional funding. Unfortunately, we do not have any additional classroom space.

Mrs. Pickett thanked them all for everything they are doing.

Mr. Hamre stated only 1 group applied. Do you normally get more applicants? Mrs. Morales stated the requirements limit the number of applicants. Programs need to be accredited and are not eligible to apply. If another program applied, we would review their program and application.

Mrs. Beaulieu stated there was a year when we had more applicants. We would redact the program names on the applications so the committee would not know who was applying. The requirements apply to education also.

Mr. Hamre is glad to hear the bar is set high. Is there a need for other groups to step-up for more competition to receive funding?

Mrs. Beaulieu stated ECDC has done an exceptional job. She wished we could receive more funding and offer funding to more groups.

Mrs. Morales added ECDC has a sliding fee scale for families.

Mr. Unghire thanked them for the invitation to visit Stowe. He would like to visit and learn more about mental health issues being addressed at young ages. This is important. He will follow-up with you.

Madam Chair thanked our former Board members for helping to create this program at SELC. The staff is very dedicated. It helps our community as a whole. She will also plan to visit Stowe.

Mrs. Beaulieu added we hope to open up the play lab soon. Thank you.

7. SUPERINTENDENT'S REPORT

a. Early Release Day - as presented

b. EPS Update

Mr. Drezek stated the Town Council will hold a public hearing on the Budget tomorrow in Council Chambers at 7:00 PM. When we approved our proposed budget there were some things, we were not aware of like retirements and insurance costs. We have been able to reduce our request by around \$500K for these reasons. Our budget has not been cut and all programming remains the same. He has been working closely with the Town Manager about the budget. We look at our budget in January which is backwards. We are starting to get a clearer picture of the budget.

Mr. Drezek explained to the Board and Public that we are not an alliance district. There is a possibility that we may receive this designation from the commissioners office. When we receive this notice, he will make it public. He explained the process for becoming an alliance district. Only 33 districts can be an alliance district. He was told 3 districts would be leaving and 3 new districts could be added. He explained the qualifications needed to become an alliance district. Test scores do not tell the entire story. Alliance districts are defined as 33 of the lowest performing districts in the state and being the 33 neediest. We cannot ignore facts.

Mr. Drezek stated our kids and Enfield families have needs. We have 48.6 % students that qualify for free and or reduced lunch in 2019-20. The past two years, all students are eligible for free and/or reduced lunch due to the pandemic. He showed a slide with percentages and our numbers have more than doubled.

Mr. Drezek stated we owe it to our kids to give them what they need. We have taken action to give our kids what they need and deserve. Every student situation is different. We speak 14

different languages in our community. This is a great thing but these kids they are starting school without knowing English. They are expected to speak English proficiently and test proficiently within one year coming here. This will impact test scores. Our diversity is our strength. Every student in our community brings something that makes this place what it is. Our kids come from different backgrounds and have different needs. We have a responsibility to provide them with what they need in order to succeed. Every home and family in Enfield are different. Each home structure is different. This is what makes us diverse and special.

Mr. Drezek stated a few months ago he introduced a new position in Enfield – Director of Education and Diversity. He had plans to introduce Ms. Cox-Blackwell to the district by now. He reminded the Board that racial equity is a part of this position, but equity is a much broader definition. Race, gender equity, sexual orientation, cultural, language, disability and social economic status are all matters of equity. We need to prioritize what we need to give our kids. Alliance designation or not, structural changes to address equity to our kids is already underway. We owe it to each child to give them what they need.

Mr. Drezek stated we have had discussions about money and the State of Connecticut in this room. Do you think we would receive more money if we were not spending it correctly? You become an alliance district because you have needs. The state will compare ECS grant funding you have received in the past to calculate your alliance grant. We could receive \$1.5 million once we are designated as an alliance district. This funding will be given directly to the school and not the town. We are currently around a \$1 million short from where our spending needs are. Every year in his budget presentation, he includes the per pupil expenditures. This year he omitted it due to the grants we received. Every year we are applauded because our per pupil expenditure is lower than everyone else. Eventually this will catch up to us. As our needs grow, our needs for additional resources also grow. We are accountable for where all our funding goes and need to certify with the State of Connecticut. We are audited each year to track our expenditures. If there were any discrepancies, the State and our auditors would find them and report them. The Board also receives a report from the auditors with their findings. The BOE finance committee reviews all financial expenses each month.

Mr. Drezek added that it is possible we may become an alliance district. Our scores are not where they should be, but the root cause is the needs of our kids has changed and we need to change too. He will never allow this to turn into a negative talking point. We need to show our kids we are better than this.

8. AUDIENCES

Madam Chair stated we have a lot of people that would like to speak tonight. She read a prepared statement about expectations for audience participation. We will continue to utilize a 3-minute time limit for audience participation tonight. She added that you will need to sign up to talk and she will not call up anyone from the audience to speak. Thank you.

Christine Asselin, Pearl Street – Ms. Asselin stated she has 3 kids in the Enfield Public Schools. One just graduated last year, and another child is having difficulties learning. She has always been involved with her children when they were in school. Test scores may be down. We need to take accountability and stop blaming the teachers. The sex education assignment started so many conversations. People with no children are inserting themselves into our conversations. Why are they taking such an interest in our children's learning? The emails that have been posted have added many concerns and opened up our eyes. Our students are now being exploited. See read an e-mail. Parents now need to decide to keep our kids in school or pull them. The Board is supposed to protect our kids. This is very concerning to her. She believes some of our Board members are a danger to our children.

Ray Peabody, Washington Road – Mr. Peabody stated Enfield Public Schools may become an alliance district. He gave statistics on graduation rates and SAT rates. We are exceeding the state average. We have ELS students that speak 14 different languages. When you do not

know the language, it is hard for these kids to learn. Our special education students are also expected to perform and test and grade level. He stated our free and reduced lunch students are at 48.6%. Do not evangelize our students. That is what church is for.

Rob Anderson, Bass Drive – Mr. Anderson spoke about the pizza and consent assignment. He would like to know what the other assignment was. He would also like to know who the special guest was that helped to teach this lesson. He is concerned that student data for this assignment was put into a database. What procedures have changed. He gave each Board member a document.

Colleen O’Callaghan, Midway Street – Mrs. O’Callaghan knows someone that received the pizza consent assignment. This assignment was very uncomfortable for the students. This assignment is shocking. Paring students to work on this assignment together is very disturbing. What other assignments have our children been exposed to?

Ryan Schuetz, Church Street – Mr. Schuetz stated the assignment that was given out was inappropriate. He reviewed some inappropriate assignments from other school districts. This is why we need extra eyes. He is not out to get our teachers. He is looking out for his child and the kids. Positive change is needed for our community. A committee is needed for the bullying, safety and mental health of our kids. He would like us to come up with new ideas that are positive for our kids and community. United we stand divided we fall. Let’s accomplish something. He asked why we are setting the bar so high for foreign students.

Ryan Moore, Ryefield Drive – Mr. Moore feels he has a target on his back. He read an e-mail about our teachers and the CEA. Nonresidents have spoken at meetings before. Who is making our town divisive? He has never said a bad word about our teachers. Someone is telling our teachers this. This is a sham and a shame. There is no reason for this. There is still time to make a change and change the direction. Go Decklan! His son got his first hit of the baseball season.

Jonathan Grande, Spruceland Road – Mr. Grande stated residents obtained an FOI and chose one e-mail to read. They want to deflect from the pizza consent assignment. We need to get to the root cause of this mistake. Why and what are you afraid of by using a proven method? What will you learn from this? Do you want to keep this information sealed? Politics are involved whether we like it or not. The curriculum being taught is political. It was a mistake is not enough. We need to ask the hard questions about the assignment. Please investigate this and review the sex education curriculum.

Amanda Marquez, Hoover Lane – Mrs. Marquez spoke about the pizza consent assignment and asked if this really was a mistake. No action has been taken by leadership regarding this mistake. They are saying this curriculum is from the State. BOE and administration has been working against the parents. Everything that has happened is a result of your lack of leadership. What does the edited assignment look like? Being open and transparent would have stopped all the negative reactions. She has been asking questions for months. She has removed her children from the EPS. She is a taxpayer and has a vested interest in our town. Your lack of action allows this behavior to continue and will continue until you address this problem.

Sheila Munroe, Stacy Lane – Mrs. Munroe stated the pizza consent assignment mistake is a criminal offence against minors. This kind of conversation is no ones business. Do not be afraid to report this to the police about what occurred in your child’s classroom. She has been asking questions about Covid and is still waiting for an answer.

Mrs. LeBlanc stopped Mrs. Munroe’s time. She will not have people interrupting audience member comments. We have a full agenda to address. We are elected to conduct Board business. We allow for public comments so people can come and feel heard and report on topics. Please direct your comments to the Board and not to the audience members. Audience

members need to leave audience members alone. Please continue.

Mrs. Munroe stated a Board member has brought a proven study to the Board that could help to resolve this issue and it is being ignored. This person is being ridiculed for this suggestion. She does not understand why. They think it is because of religion. Maybe it is because he has a moral standard.

Matt Schmidt, Bigelow Commons – Mr. Schmidt stated the pizza assignment occurred in January. It is now April. There has been a lot of seriousness with this assignment. Underage children were asked their sexual preference. What is being done to prevent this from happening again? How will this process be changed? A Board member has presented a task force to look into this. He supports this idea. This idea has been attacked. He is interested in a solution. He would like to hear any other proposals. You can criticize but we need to make sure this won't happen again. We need to all work together to make this proposal work. Trust is needed. Thank you.

Joe Golas, Stardust Drive – Mr. Goals is here about science and math historical perspective. He grew up in Enfield. He worked in manufacturing and knew how to make things. He also taught students. We are not getting rid of fossil fuels. His students learned about communication. His generation used a slide rule and not fancy technology like what is being used now. We put a man on the moon with a slide rule. We taught with chalk and a chalk board. He created a test for his students to learn. He had a student from Egypt that did not understand or speak English but understood the periodic table in his Chemistry class that she aced. We don't define equity and diversity.

Kimberlee Anderson, Bass Drive – Ms. Anderson stated she was a democrat and is now a republican because of this pizza consent assignment with the hopes that some of them still had a moral compass and demand answers. The people in this room do not want us to question assignments. She spoke about comments made by a resident. The division that has been created is harmful to our community. This assignment should not have been given to 12 and 13 year old children. This is happening in a trusted space in a school. What is going on? The Board answers to us the taxpayers and the superintendent answers to you. Why aren't you using the chain of command.

Mr. LeBlanc arrived at 8:44 PM

Liz Davis, North Maple Street – Mrs. Davis stated that audience members have spoken about the emails from the FOI request and the pizza assignment. The emails were disturbing. She has a child in our school. She read an email. The facts are the facts. She asked for her time to be stopped because of audience members comments.

Madam Chair asked for the audience to stop the back and forth. This is audience members time to speak, and we will have our turn next.

Mrs. Davis continued reading the e-mail and stated these are false facts. This person stands by this email. The lord will not bring harm to our children, teachers and administrators. These facts are false. This was a mistake. If you had a child in this class, you were told about this. It was a mistake.

Gina Sullivan, Spier Avenue – Mrs. Sullivan read an email and some of the responses. She said the comments made about our superintendent are inappropriate.

Madam Chair stopped Mrs. Sullivan's time. She asked the audience to stop with the comments. She can end public comments now if needed. You expect our children to act a certain way wthey they are in school. We as the adults need to lead by example. Please allow audience members speak.

Mrs. Sullivan continued reading e-mails.

Kelly Jackson, Meade Lane – Mrs. Jackson stated there are things that are going on behind the scenes. She referred to the e-mails and read some of them. An audience member spoke about Enfield High School's equity and diversity that is in violation of the equal protection clause and federal and state anti-discrimination laws. She spoke about incident reports and laws previously mentioned about FAIR at a Board meeting. These people do not have children in our schools. We have many important issues that need to be addressed. Board members are supposed to protect all students, not just certain ones. All our children are worth protecting.

Lynn Kostic, Teach Street – Mrs. Kostic read an email. She has been listening to these meetings and you shouldn't be mixing church and state. Some of the people in your church are not residents of Enfield or have kids in our schools. They have no reason to come here and speak. She has had enough of this. She moved here from Hartford. She is embarrassed by what is going on in this town.

Emily Hulevitch, Cutter Lane – Mrs. Hulevitch congratulated Mr. Ryder for being named the CEA Salute Awards recipient. The Salutes Award recognizes individuals and organizations for their commitment to public education. He was the only one chosen out of the State of Connecticut. We want to thank him publicly and recognize his accomplishments. The hostility that has been displayed towards the teachers in our town needs to end. It has increased since the release of the emails from the FOI request. She is here to defend the teaching profession. We put our hearts and souls in our work. We have read emails from people that do not respect us. We are being referred to being as low as a used car salesman and have been called hurtful names. Now a rally will be held at one of our schools about firing individuals. One of the faculty members that was mentioned is deceased. We have been caught in the middle of this national movement. This is affecting our morale and it is disheartening. We have been targeted and it needs to stop.

Madam Chair reminded audience members about talking. She can see the audience from her seat and is not going to argue with anyone. We are here to conduct a Board meeting. You can have your 3 minutes as long as you are respectful.

Mr. Jonaitis, Farmstead Lane – Mr. Jonaitis discussed the pizza assignment and it being a mistake. He read the definition of a mistake. There has been lack of action by our leadership. They are the ones that have made the ultimate mistake. Our kids are in a classroom discussing sexual activities that was asked by a teacher.

Madam Chair stopped the meeting. She reminded audience members to refrain from making comments and ended public comments. We have adults that cannot sit in the audience and respect each other. Board members sit here and listen to audience members with respect. She has warned the audience 3 times.

Mr. Jonaitis asked audience members to please be quiet.

Madam Chair asked audience members to be mindful about a child that is in the audience. She will allow Mr. Jonaitis to continue providing the audience does not interrupt. If you do, I will end audience participation. We have a full agenda of items we need to address. One of the items is the Mr. Unghire's formation of a pizza consent assignment task force. This is something he asked to be placed on the agenda to discuss. The more time we talk now, the less time we have to conduct Board business. We were elected to conduct Board business. We are not here to just sit and listen to audience members. We have jobs. We have Policy and Finance items to discuss. We have items that need to be approved like our budget and calendar. We work on things that are listed in our town charter and are within the Board's bylaws. This divisive behavior is preventing us from doing this. If there is one more outburst, we as a Board will decide if we want to continue public comment. We have this right moving forward. This applies to everyone in the audience.

Mr. Jonaitis added there were children in the classroom when this was happening, and they were uncomfortable. He continued by stating you would also be uncomfortable with these questions also. If this were addressed from the beginning, this would not be such a problem now. This is happening because of the lack of leadership.

Madam Chair ended audience participation.

9. BOARD MEMBER COMMENTS

Mrs. Acree attended the Enfield Public Schools Arts Festival. She congratulated all the students that participated. The student's artwork was impressive. We have some very talented students. She also congratulated the EHS Lamplighters for their production of Once Upon a Mattress. Their performance was outstanding, and their voices were beautiful. Kudos to all the staff who assisted the students with these events.

Mrs. Acree stated Prudence Crandall has a scholastic book fair happening tonight and again on Thursday, April 28th from 5:30 – 7:30 PM. The Henry Barnard and Prudence Crandall PTO sponsor this event. Tonight they held a bake sale. On Thursday, they will have an ice cream social for the students.

Mrs. Acree addressed an audience member by thanking her for her comment about moral standards. She believes it is not evangelizing our children, it is about having moral standards in this community and for our children. Thank you.

Dr. Calnen stated Kite, Family Resource Center, Enfield Public Library and the Enfield Public Schools celebrated the Week of the Young Child during April 4-9th. There were a variety of activities to do with your children. These activities have one thing in common, the joint involvement of children and parents. These events help to develop early childhood development. Kite recently released their spring and summer edition of its community resources for young families. Valuable information can be found in this publication. Kite has launched their annual self-assessment. The results will serve as the basis for activities in the year to come will be shared at their next meeting in May. Kite has recently applied for a grant extension, and they are participating in the Town of Enfield's Social Services Mental Health and Wellness Community Assessment.

Mrs. Cushman stated there have been a lot of questions about the motives and what we do. Really it is about protecting the innocence of our children. We have added to our Enfield Public Schools website a tech support page a link for internet safety where you can view a document with resources from the State about K-12 internet safety for parents to use to help their children to be safe on their school devices and at home. She thanked Mr. Bourassa for his assistance with this.

Mr. Hamre shared his condolences to the Bosco and Rutledge families. He recently loss his father-in-law Wayne Kinney who worked for Smyth Bus. Smyth Bus has been very helpful and supportive to my family. They loved him as much as we did.

Mr. Hamre thanked Mr. Winans and the EHS Lamplighters for the production they put on. They did an amazing job with 3 shows in 2 days. They also did the same during covid and practiced outside. This may be their last time performing for those students that will be graduating. It goes to their testament about their hard work and the love for the theatre. Congratulations to them and he looks forward to more theatrical shows. He added the JFK theater group will be putting on Moana Jr. on May 6-7th. They will also put on 3 shows in 2 days. Please come and support the students and staff.

Mr. Hamre thanked the audience members for speaking. He wished we had more civility and understands why we don't. The conversations are gut-wrenching and are emotionally charged.

Mr. LeBlanc stated we won our baseball game. The conversation has been the same. Stepping back and looking at this - one side is upset about the assignment, another side wants to protect the teachers and another side wants to get back to normalcy. They want us to get back to discussing school items. We need talk about courses and test scores, but we haven't heard anything about this. He listens to the audience members and what our town members want. When he first started on the Board, we talked about our students and what they were doing and the courses/programs. We have not been able to do this. We have a full agenda that we need to discuss. We need to get back to being Enfield public schools. There is a lot of good here. We have a lot we need to discuss tonight.

Mrs. Pickett appreciates hearing more about the Enfield Public schools like Mr. LeBlanc stated. You are all entitled to your beliefs. We are making decisions about public education. It is critical to separate personal and professional values as Board members. We need to be self-aware. We welcome all and support all students. She ran for the Board of Education as a democrat and mostly for her children. She wished our board were not party affiliated. Her children attend Enfield Public Schools. She is proud to hear our superintendent speak so passionately about our students and the work that is being done in our district. Enfield schools need improvements, and this is not a secret. Our staff and administrators care about our kids. Learning happens when kids feel loved. The attack on our district needs to stop and it is not helpful. There is so much more than the data and numbers. Her children are part of a district that loves and supports them and pushes them to their greatest potential. Learning happens when our children feel secure and affirmed. There are countless number of staff and our community that are working really hard to do this. We need to stop slandering our administration and impeding the meaningful work of our educational equity and our staff and all children. We need to address behavioral, mental health and academic needs of our students. We are here to create change. That is why she ran for the Board of Education.

Mrs. Pickett added becoming an alliance district has not been written in stone. This is not a shock. She came to the Board meetings with concerns about data as a parent in the audience like you are doing. She believes in our leadership to make systemic shifts to make the necessary changes that we are all looking for. She hopes this designation is not long term and an opportunity to build on to get our ship in the right direction.

Mrs. Pickett stated summer school programs for our kids are available. Enfield Public schools is offering summer school for students in grades K-8 and a credit recovery program for high school students. We also have an arts camp. She is not sure if students can participate in both programs. ERfC also has a summer escape program they are offering. The Town has their Tons of Fun Summer Camp. She encourages families to check out the websites for these programs. She would like to see all of these available summer programs available on the town website for parents along with other programs available for families.

Mrs. Pickett stated Enfield Street School is planning a Family Fun Run on May 6th from 4-7 PM. This information can be found on the PTO page and in the principal's newsletter.

Mrs. Pickett stated Parkman will hold a teacher appreciation staff lunch on May 3rd, May 4th they will hold nominations for PTO members and a Fun Slime Walk on May 7th. The money raised for the fun walk will go towards their end of year celebration. The student that raises the most money can slime a staff member.

Mrs. Pickett stated that ERfC is offering before school and afterschool activities for students along with their summer from programs for students.

Mrs. Pickett stated family engagement is something she takes very seriously. This is very important, and this has come up in many of our curriculum meetings about sharing information with parents. This is something that is not being ignored. She believes a more positive outcome is needed.

Mr. Unghire stated Hazardville Memorial held their first in-person PTO meeting in two years on April 19th. It was refreshing to see everyone in person. The spring picnic planned for tonight was cancelled due to the rain. This will be postponed until another date. They will hold field day on June 10th. They will have t-shirts for the students and all kinds of events for the students.

Mr. Unghire stated he attended the Joint Facilities meeting. Madam Chair told him he could discuss this on Committee Reports.

Mr. Unghire stated at the February 8th meeting there was standing room only and parents spoke about the pizza consent assignment. Mr. Drezek stated this was a mistake. He suggested we address this item and give suggestion to the administration to prevent this from happening again. He gave a presentation at the last Board meeting. He thanked Mr. Bourassa and Mr. Giner for their assistance. He has heard many different things about this, and people are asking questions. People do not like the word task force so we will call it a committee. He supports our staff and administration and is offering to assist them address this mistake. This committee or process is not meant to place blame or find fault but to make the education system better. We need to understand the process and visibility. This committee is not political but will be a bipartisan committee. It has the best interest of our kids at heart. We need to know how to prevent this mistake from happening again. Check lists are a good thing to have. This is something he uses when he is flying a plane. Ignoring a problem will not resolve it. Parents entrust us to give their children a quality education and take care of them. Some people are removing their children from Enfield Public Schools and that is sad. Many of us here tonight are feeling the effect of this mistake. We can prevent this from happening again. A mistake was made, and we must correct it. This is about our kids. Calling this a committee and protecting our administration is not a bad thing.

Mr. Unghire added this community elected us because they have faith in us. The formation of this committee will help us. This cooperative effort will serve to restore their faith in us and show the Enfield Community you care. He is asking for his fellow Board members to support this committee. This is being proposed as a good idea.

Mr. Ryder stated he has posted the summer school links on the enfieldputblicschools.org and enfieldpto.com websites as well as on each school page. He reminded parents about the deadline for summer school applications is Friday, April 29th. Summer school is being offered free for all Enfield Public School students. Summer school will be held in one location for the K-5 and another for 6-12 students.

Mr. Ryder stated we last met before April break. He hopes you all had a great break. Eli Whitney had a visit from the Humane society and the Enfield Police Department K9 Unit. Students are working on a recycling project for earth day. The money they raise will go towards school programs. They also had an author visit. They held a PJ day and the donations raised with go to the Enfield Loaves and Fishes. Enfield Loaves and Fishes will have their grand opening in their new location on May 1st. We raised \$160 and collected personal care items for them. Our grade 4 students had a field trip, and they went to see the Hartford Yard Goats. We collected spare change for Superheroes Day from Whitney and Memorial students and raised \$1,184. SBAC testing will be happening at Whitney. Please make sure students are well rested and all iPads are fully charged for testing. Progress reports will also be going out. Each grade 5 student will receive a sapling to plant for Arbor Day. The scholastic book fair will be happening next week. If you would like to help out at the book fair for the day, you can go to enfieldpto.com and sign up.

Mr. Ryder stated one of our school custodian has built 25 bird houses that will be auctioned off starting with Eli Whitney on May 4th which is our family day. All proceeds will go to a charity. He will email each of the school PTO's about.

Mr. Ryder stated the Prudence Crandall PTO reached out to him about the food boat. They broke the record for donations this year. They raised \$4,461 and 3,296 pounds of food or 5,273 meals for the Enfield Food Shelf which is amazing. The students will receive an incentive for participating. The last time they taped Mr. Sills to the wall. This year they will throw water balloons at Mr. Sills and Mrs. Dennis.

Mr. Ryder thanked Kite for speaking tonight. He is a graduate from the Parent Leadership Academy. Another thing Kite does is the Kite Leadership Tag Sale. They will hold this again on Saturday, May 14th. The cost to get registered is \$25 which goes to the Enfield Food Shelf.

Mr. Ryder stated the North Central Chamber of Commerce, Kite and the Enfield Public Schools will hold an employment resource fair on April 28th from 5-7 PM at Enfield High School. This is a great opportunity for anyone interested in looking for a job. There will also be food trucks.

Mr. Ryder stated Board members are liaisons to our schools. He read the liaison names: Barnard – Jonathan LeBlanc; Crandall – Janet Cushman; Enfield Street – Amanda Pickett; Memorial – John Unghire; Parkman – Jean Acree; Whitney – Scott Ryder; JFK – Joshua Hamre and Enfield High – Tina LeBlanc. Also Suffield Vo-ag, ETLA and Eagle Academy are handled by Board Leadership. Dr. Callen and Mr. Leblanc are the SELC and Head Start. Kite is represented by Mr. LeBlanc and Dr. Calnen.

Mr. Ryder thanked the Board members for keeping our schools in mind. This is the platform he ran on as a Board member. He has been promoting our schools since his daughter started kindergarten and will next be at the high school.

Madam Chair stated we will need to put the new subcommittee appointees on the agenda. Dr. Calnen will be on the Mental Health and Wellness and Mrs. Acree will be the alternate. We will also need to appoint liaisons for the ECAC (Enfield Cultural Arts Committee). This will be placed on the next agenda so we can appoint everyone appropriately. Mrs. Acree is the liaison for Prudence Crandall and Mrs. Cushman is the liaison for Parkman. Mrs. Zalucki will update the lists and will send them out.

Madam Chair congratulated Mr. Ryder for receiving the CEA Salutes Award. A local teacher submitted the nomination. The CEA's Board of Directors reviewed it. He can bring guests to this ceremony, but he hasn't announced who he is bringing yet. If you have ever served with Mr. Ryder, you wonder when he sleeps. Congratulations!

Madam Chair attended the Arts show and it was great seeing so many Board members attending this event. The student artwork was amazing, and she wished she could have purchased some of it. We have very talented artists. Some of the elementary students painted items while being upside down or painted with the brushes upside down. JFK had an upside down house. Their imagination is amazing. She loved the pottery. This event makes her very proud. Music was also playing during this event.

Madam Chair stated EHS senior prom will be on Friday, May 20th. The awards and scholarship night will be held on Wednesday, May 25th. They will have their class picnic. Safe Grad released the packets. Safe Grad is very near and dear to her. A lot of work goes into planning a safe fun drug-alcohol free night for our graduates. They fund raise around \$30-40K for this event at no cost to our community. We have 380 students that will be graduating. This is very important to her that is why she gives these updates.

Madam Chair thanked Chef O for his successful Empty Bowls fundraiser event. They raised \$1,000 for the Enfield Food Shelf. This is an annual fund raiser event that is held. Students and staff create ceramic bowls, and they are sold. They also sell a cookbook. This is a collaborative effort from the Enfield High Culinary Arts Department and the Visual Arts Department. All proceeds are donated our Enfield Food Shelf. Since they started doing this, they have raised almost \$10K. A special thank you goes out to Chef O and his students; Mrs.

Nassau and her students; and Mrs. Pasco and her students. Congratulations to all our amazing staff and students.

Madam Chair stated that any teacher, staff or Enfield Public Schools employee can speak at Board meetings. You must give your home address. We have a policy in place #9325.2 Order of Business and Meeting Conduct. She read the policy item pertaining to audience participation. You cannot use the address of 155 Raffia Road. You say you are not attacking our teachers, but this is cynical. Please use your home address. Our teachers have a right to speak even if they do not live in Enfield. They are employees of the Enfield Board of Education.

Madam Chair stated she is the longest standing Board member she has seen a lot politically. It has been very divisive serving. We have some former Board members in the audience that she served with. They also cared about our kids. The time she served with them is different than now. Now it is very divisive. She has addressed members on the Board and her job as the Chair is to bring the Board together. We may not agree on all items, but she will not hinder their ideas. She has spoken to Mr. Unghire about a committee, and she has spoken to Mrs. Cushman about iPads. The divisiveness is coming from the audience. Board members know they can bring up items at any time and we can add items to our agendas to discuss. There is a process. The public is making assumptions about the Board. Some residents have contacted her, and they have been respectful and have offered suggestions. When you speak as an audience member, you should not use other peoples words against them. She appreciates that from Mr. Schmidt, Mr. Schuetz and Mr. Anderson. People will speak about both sides of an issue. It is our job to work together, and it is your job to let us do this. The nine of us represent every member from Enfield. We may not agree but then would the world be better if we all agreed? We owe it our students to work together. We understand your concerns. You say the Board is divisive. She does not feel that we are divisive. We are a new Board, and we are trying to just be the Board of Education. It is very disheartening that we cannot conduct Board business. Are hands were tied with the masks. We got through this. People can wear masks if they want to. From the start of this Board's term, there were direct actions that were working against us.

Madam Chair stated when you put something out in the media, there will be unintended consequences. To turn the narrative around and say because we did not do something as a school district, and this is why we are getting these threats is wrong. Actions have unintended consequences and unfortunately, they are happening to our school district and at JFK. This brings down the morale of our staff. Our teacher's morale is already down from working through Covid. Please stop. We are receiving messages from people beyond Enfield. Pointing blame will not resolve anything. We need accountability. It is not okay to threaten. What has happened to Board members and employees is disgusting. Now our parents are scared to send their children to school. This is not what we want for Enfield or how we want to be remembered. She has listened to all of you with your concerns and she hears you. You need to leave your disrespect out of this room. We are not going to allow this behavior anymore. It is not fair to any of us. Public comments are a privilege. We will not remove it because we do not want the residents to feel silenced. We are asking the residents of Enfield to let us do our jobs and have a more productive conversation. She appreciates solutions from you. We are a new Board, and we are all trying. Every Board member brings something positive to this Board and she has had personal conversations with each member. We are doing this because we love it, and we were elected to be here to represent the Enfield community. The divisiveness is coming from you. You need to figure this out. Attacking your Board is no way to work cohesively. She does not care what your party affiliation is. She wished there were no party affiliations. She is hopeful that we can approach our next meeting with civility, more solutions and more cohesiveness. She does not like the political tone.

Madam Chair stated we lost 3 community members. Let's work together and stop blaming each other and move forward. Life is not guaranteed and none of us want to leave this life angry over a volunteer position or feeling stressed. Let's work together and figure this out and

stop placing the blame. Let's fix this and move forward. Not every answer is the right answer, but all suggestions are considered.

Extend the Meeting past 10:30 PM

Madam Chair asked for a motion to extend the regular meeting past 10:30 PM.

Mr. Ryder moved, seconded by Mr. Hamre that the Enfield Board of Education extends the meeting past 10:30 PM.

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

10. UNFINISHED BUSINESS:

a. BOE Policy Adoption & Policy Revisions – Second Reading

Mr. Ryder moved, seconded by Mr. Hamre that the Enfield Board of Education approves the proposed new policy and policy revisions as presented for a second reading.

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

11. NEW BUSINESS:

a. Approval of School Readiness Grant

Dr. Calnen moved, seconded by Mr. Hamre that the Enfield Board of Education approves the School Readiness Grant Application as presented.

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

b. Approval of FY2022 Head Start Grant

Dr. Calnen moved, seconded by Mr. Hamre that the Enfield Board of Education approves the FY2022 Head Start Grant as presented.

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

c. BOE Policy Adoptions & Policy Revisions – First Reading

Mr. Ryder moved, seconded by Mr. Hamre that the Enfield Board of Education approves the proposed Policy Revisions and proposed new Policy Adoptions as presented for a first reading.

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

d. Discussion and Action if any Regarding the Formation of the Pizza Consent Assignment Task Force

Mr. Unghire would like to make a motion to form this committee to look at the root cause for the pizza consent assignment and make recommendations to the administration for corrective actions or make recommendations to the administration that would help prevent “mistakes” from recurring.

Mrs. Cushman moved, seconded by Mrs. Acree that the Enfield Board of Education forms a committee to look into the root cause for the pizza consent assignment and make recommendations to the administration for corrective actions and or make recommendations to the administration that would help prevent “mistakes” from recurring.

Discussion:

Mr. Unghire stated he made his comments under Board member comments.

Mr. Ryder stated that a committee that increases the opportunity for parental engagement and feedback is positive. Mrs. Pickett will speak about this. A "task force" is not needed. He thanked Mr. Unghire for changing the name. It is on the agenda as a task force because that is the way it was presented to the Board. During Mr. Unghire's presentation, it was said this would be a one-time task force to find an escape on this one issue. If this issue is not sorted out, it would open and close with this one item. He feels this is partisan. It was presented to the Board on screen, but it was never sent to us electronically. So we were unable to review it.

Mr. Ryder added Mr. Unghire was offered feedback by Mrs. Pickett but it was not included or considered. You also did not respond to her e-mail. This is Mr. Unghire's plan, and it has not been shared with the entire Board. The public has been supporting this plan. He is glad this is now a committee and not a task force. An audience member spoke of this plan, and that it is a proven method that a big tech company uses. He does not see the need for a specific pizza consent committee. He would like Mrs. Pickett to share her idea for improving parental engagement that is not so focused on one escape.

Mrs. Pickett stated this pizza assignment has not been ignored and has been addressed by the superintendent. She has also spoken about this topic. Students in grade 8 have an opt out for health education. They will receive a permission slip. With everything that is going on with the FOI's, this is not what is best for our kids. She would like the superintendent and chair to explore forming a permanent stake holder advisory committee. She spoke about this at our last meeting. She can give a presentation about this group with the purpose and membership. The purpose would be to connect learning to home and home to school. This would provide a partnership, feedback, transparency awareness and decision making. This will be a stakeholder group of parents, students, staff, families and community liaisons to help set goals for the district and action planning as well as providing feedback and proposed policy. Assist the curriculum committee with tasks like TAG or giving feedback on course progression. Sharing assessments with families, curriculum learning tasks and other ways. This committee would be formed to assist the district with positive change moving forward. It would not be a root cause analysis of an assignment. This is what she is proposing.

Mrs. Pickett added she is fully supportive of family engagement and family partnerships in a constructive helpful way. She is proposing a more permanent stakeholder advisory committee.

Mr. Hamre stated he was here for Mr. Unghire's virtual presentation. He thought we were supposed to receive this presentation to review. He does not believe he ever received this presentation. He is going on what he recalls seeing. The text of the presentation was extremely small. Not being able to recall the specifics of the presentation and the information provided in the FOI discussion, he feels this is not necessary. We are in a situation that has been allowed to progress. From an administrative perspective, it has been addressed through the proper channels. The thought that the Board would want to promote the investigation of something that was administratively handled, is to acknowledge that we do not trust the process. When there is a disciplinary action with a staff member, we are that process. We are the people that determine what happens with the process of the disciplinary action for staff members. This process will only come before the Board when it is necessary and in this case, it was not necessary because it was resolved administratively. He learned about this issue from a Board member. It was disseminated somewhere else outside of our purview. A process and procedure are in place without the Board in a disciplinary role with the staff member. This is outside of our scope as Board members. No one agrees that this was acceptable. This is a Board that has been in place for 6 months. This assignment and curriculum were developed by another Board. Where was the oversight then? Where was the taskforce then along with discussion and rallying? Why wasn't this discussed then. He appreciates everyone speaking tonight and listening.

Dr. Calnen stated if this were a pattern of behavior, he would be more upset. It was isolated event and has been addressed by the superintendent. He does not feel we need to continue with this discussion.

Mrs. Cushman stated the assignment overall is most alarming that it was posted and that these kinds of assignments are available to our students. If this is what is out there, how can we protect and prevent this from happening again. When we look at the big picture of what is happening in our country, is there a fundamental link between pornography against our youth and children being trafficked and exploited? Our students are being introduced to topics in the classroom that seem safe and yet online they are encountering discussions with strangers. Our students are vulnerable because of what they are being introduced to. There are 13 states with pending legislation to lower the consent age to 14. They are legalizing pedophilia. There is a lot of concern in the community and what else can the door be opened to.

Mrs. Cushman added that community members have expressed questions that are good questions. We may feel that we have addressed their questions, but they are still out there. There may be some confusion. She has questions as a Board member. She sees this committee as an opportunity to have questions answered so our community can be at peace.

Mr. Ryder stated Mr. Unghire's one-time pizza committee will not solve your concerns. We have Mrs. Pickett's permanent parental stakeholder advisory committee to consider. We do not have a presentation about this to share with anyone, but Mrs. Pickett is working on it. We have not received Mr. Unghire's presentation that was presented virtually. You said it was a one time task force to get to the root cause and to find the escape regarding the pizza consent assignment that was presented virtually.

Mr. Ryder added this one-time pizza committee will not solve any future problems. Mrs. Pickett's committee can address current and future concerns unlike your committee.

Mr. Unghire stated when he proposed this, he could see this evolving to address many issues that face our school system. What Mrs. Pickett is recommending will not address the mistake "pizza consent assignment."

Mrs. Pickett stated adjustments can be made. She would like for parents to better understand the curriculum writing process, about lessons and how can families access the lessons. These are all reasonable questions. How do we share curriculum, how do we let families know what learning is happening in the classrooms and have more open conversations? Having a committee to just look at a grade 8 consent assignment is inappropriate to her.

Mr. Unghire stated that is not how he presented it. This is being misrepresented. Mrs. Pickett disagrees with Mr. Unghire.

Mr. Unghire stated he has a slide on this. Mr. Ryder stated we did not receive the presentation.

Madam Chair added we will not argue about this. The way she understood Mr. Unghire's presentation is that we would create a task force to find the root cause of the pizza assignment. Mr. Unghire agreed with Madam Chair.

Madam Chair stated then we would move forward after the root cause of this was addressed. Mr. Unghire stated and other things would be addressed. This was not presented as a one time only item. It was to address the most important and most concerning item today and being sure that something like the release of this assignment would not happen again. We could put in corrective actions to be sure this doesn't happen again. There are ways to do this and that this could evolve into something bigger and better. That was the intent.

Mr. Unghire added in October there was another lesson that got people concerned, that was a social identity lesson that parents objected to. It brought many concerned parents here. The superintendent addressed it. The Board adopts policies that we are responsible for. He thought this was a one-time happening and the administration would make sure this wouldn't happen again. Then this mistake was made with the pizza consent assignment. Now there has been 2 questionable assignments. It is clear that he will not change your mind. If you do not think this is important to address the pizza consent assignment, please state that. Tell our community that you do not feel this is important to take a closer look at this. You will be accountable for the very people that put you in these responsible positions.

Madam Chair stated it is not that they do not like it. There is a better resource, and it comes down to better understanding the curriculum., That is what Mrs. Pickett is trying to accomplish. Why are things taught, where do they come from, and why are they mandated? She was here in October when the social civic mini lesson. This was not part of the health assignment. Was that identified as a mistake.

Mrs. Pickett stated she recalls discussing adjustments to the categories on the wheel that people were uncomfortable with. She does not recall it being called a mistake. Madam Chair agreed with Mrs. Pickett's recollection.

Mr. LeBlanc has found some common ground with all of this. He thanked Mr. Unghire for brainstorming this idea. It is generating conversation that is going to lead us to a place where we need to be. Before this gets his support, he needs to see a more concrete vision of what we are going to do. Mrs. Pickett may present a slide. She may present something that is not concrete either. We need to come together as a Board maybe in Leadership and iron out some of this. Combine the ideas and come up with a multi-pronged approach where we could get answers. He is looking at the Board committees where certain issues could be addressed at these committees. He feels we will be adding a committee to Item #12 in the near future that is from the 9 of us that would have his support. People might have a concern with a policy or curriculum. We would ask questions from people at these committee meetings. We need to be careful and this needs to be more thought out or concrete. We need to understand as a Board what we can and can't do. There are state laws and some things we are mandated and must do. He does not want our teachers to feel they are under a microscope with any committee. They have the right to be questioned and the parents have the right to know what the education and lessons are being taught in the classroom. It is a very fine line. We need to understand what that is before any decisions are made or vote is taken in support for or against any committee regardless, who presents it.

Mr. LeBlanc would like from this Board and for the nine of us to come up with a more concrete foundation of what this committee is before we vote on it. Once this is created, it will have his support to add this to our list of committees on #12. He believes this will happen.

Madam Chair asked Mr. Unghire what will be the outcome of this committee? The committee gets approved, and we find out the curriculum was available from the state and the wrong material was grabbed, what is your solution?

Mr. Unghire stated that is the point of this. It is not his solution. It would be the committees solution. When you have a group of people from a variety of backgrounds together you view things differently and come up with creative ideas and solutions. This is why you employ them and provide them with tools. He put together a presentation at the last meeting that had a tool that was proven to be effective, and it is used in industries, and it is applicable in a variety of different settings as being proven methodology for learning and deducing the source of these type of things.

Madam Chair added what if it was human error - it was human error. We cannot as a Board get involved in personnel matters.

Mr. Unghire stated the committee can make recommendations like a check list. When you have lessons of this nature, rather than letting them go you use your checklist. This cannot be placed on the website unless I have an approval sheet from a parent. You make sure all the items on the checklist have been addressed. This is just one example. You will create a process that needs to be satisfied before these things can be released to our kids. It could be when you are dealing with sexually related things or other things. It would fall into a category.

Madam Chair added we are assuming there is no process. Mr. Unghire added there is a process, and a mistake was made. We can't afford to make mistakes. We need to look at what broke down in the process that allowed the mistake to be made.

Madam Chair feels like that is what Central Office and the administration is for - to identify this. Board members develop policies, and we have a curriculum committee where we approve courses, but we do not oversee curriculum as Board members.

Mr. Unghire added this is an opportunity to engage.

Mr. Ryder stated he was not copied on your email about the minutes. He read from the minutes where you said it was prudent that the Board to initiate the formation of a task force specific to pizza consent. This is what you said during your virtual presentation. We still have not received that presentation.

Mr. Ryder would recommend moving to close this discussion so we can specifically vote on the pizza consent task force. You are asking us to approve something that we have not all received.

Mr. Unghire stated he shared it with everyone. You all had the opportunity to see my presentation. He has not withheld the presentation from anyone.

Mr. Hamre added he sat here and looked at the presentation that used the smallest font. He had a hard time seeing the presentation and the screen was right in front of him.

Mr. Ryder added this should have been shared with the 9 of us. No proposal has been shared with us except for what you presented virtually.

Mr. Unghire agrees that he did not share his PowerPoint presentation. Mr. Ryder again referred to the minutes that we will approve.

Mr. Unghire asked if Mr. Ryder saw the presentation.

Madam Chair asked the audience to refrain from making comments again.

Mr. LeBlanc stated the conversation you and Madam Chair had would be a perfect discussion for that committee. This would have been a creative thought out discussion that could happen in the committee. We need to figure out what this committee is and fast forward, this would be the conversation for this committee.

Mr. Unghire stated he made a proposal for the formation of a pizza consent assignment task force. He would like to table this discussion and he withdraws his motion. He added that Mrs. Pickett does not have an agenda item.

Madam Chair stated we can table this item. Mrs. Pickett would need to go through the same process as Mr. Unghire if she wanted to create something and she can present it during her Board member comments or we can add it to an agenda.

Mr. Unghire stated that is fine, but she has said they will not address the pizza assignment, the release of the mistake and the release of the pizza assignment. This was made to the

community and him.

Madam Chair is going to wrap up this discussion. We should not accuse people of not caring. The community is divided on this. There is a community that supports this, a community that doesn't and a community in the middle.

Mrs. Pickett stated this is not your or my committee. We are here to see what the best interest of our students, families and staff of the Enfield Public Schools is. What she is proposing is not just about the pizza assignment. Families are concerned about many issues like the pizza assignment. Families have come to us with many concerns. She also sat in the audience with concerns before becoming a Board member. However we make this committee, even if it is talking about the pizza assignment, we need to decide on the specific issues that need to be discussed. We can talk about a stakeholder advisory committee that will address many of the concerns expressed by parents and families. She does not support making this committee to discuss a pizza assignment only.

Mr. Hamre asked about Mr. Ryder saying he wanted to make a motion. Does this still stand? Tabling the conversation? Does this require us voting?

Madam Chair stated we will need to vote to table this item.

Mr. Drezek does not recall if there was a motion made. Mr. Hamre added Mr. Ryder stated he would like to make a motion. Mr. Drezek stated a second would need to have been made and none was made.

Mr. Hamre thanked Mr. Drezek for the clarification.

Mr. LeBlanc stated if Mrs. Pickett has a presentation and places, it on the agenda, it would not have his support either. This will need to come from the 9 of us. He is eager to hear what will be presented next. The item on tonight's agenda does not have his support either.

Madam Chair stated we have representation on all our committees. In order for a committee to be successful, you also need to loop in your Policy and Curriculum Committees. This all goes back to state mandates and state curriculum and what we are mandated to teach in health. We all would like to see materials taught in a certain way. Our community is divided. There is a correct way to go about this where we can make everyone feel comfortable and come together as a community. We have our standing committees that we can pull from regarding policies and curriculum. We are not curriculum writers and we do not know the state mandates. We need to defer to our educational leaders to work on this. She is not opposed to any parent asking questions about curriculum. You have this right to ask about the curriculum.

Madam Chair moved, seconded by Mr. Unghire to table the Discussion and Action if any Regarding the Formation of the Pizza Consent Assignment Task Force

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

e. Discussion and Action if any Regarding COVID Premium Pay for EPS Staff

Madam Chair moved, seconded by Mr. Hamre regarding premium Covid pay for Enfield Public School Staff in the amount of \$1,000.

Discussion:

Mr. Ryder stated our teachers, EPS staff members did double duty during Covid going back 2 years. We may have closed our buildings, but we never stopped the learning and teaching. If this is something we can do, he stands behind this and our staff. We are still struggling to get through this with mental and emotional problems. Including some of the behavioral issues we

are seeing.

Mr. Ryder added Smyth Bus has something similar to this. Mr. Drezek stated we have an agreement in place with Smyth Bus for any of their employee and the specifics are with them. Any of their employees that meet the criteria will receive a \$1,000 at the conclusion of this school year.

Mr. Ryder wanted to make sure because they are part of our family. Mr. Drezek added this was done back in the fall.

Mr. LeBlanc stated private companies were also provided funds. They also provided employees stipends. He supports this and would like to see the criteria.

Mr. Hamre agrees with this, and our staff deserves to be recognized. He trusts the numbers. Give them what we can. How quickly will this happen?

Mr. Drezek stated this was discussed during our budget presentation with the town. The town did this via payroll as taxable income. It won't be done tomorrow for our employees. He will need to talk to our payroll person about this. We are discussing this now with our collective bargaining units. We have 12 month employees are paid in 26 pay periods. Every once in a while, the way the calendar falls we will have 27 pay periods. We have employees that live paycheck to paycheck. This could create hardships. If this passes, it would need to be done in this fiscal year to lessen the hardship of going with an extra pay period. This will be a lot of work for her.

Mrs. Pickett stated anything we can do to support all our amazing staff she fully supports. She also supports any additional ways we can support our staff

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

12. BOARD COMMITTEE REPORTS:

Curriculum – Mrs. Pickett reported the Curriculum Committee met on April 21st. We discussed TAG with Dr. Berrios. We will get input from surrounding towns and JFK staff, students and families.

Finance – Dr. Calnen reported the Finance Committee we met on April 4th and will have items for Board approval. We reviewed the TAG investments and will meet with Wolf Financial representatives to discuss financial losses.

Policy – Mr. Ryder reported the Policy Committee met on April 19th. We will meet next on May 17th. We reviewed materials with recent legislation changes and will continue discussing them at our next meeting.

Leadership – Madam Chair reported Leadership did not meet. She would like us to meet to discuss the process to create a committee going forward. This is a priority. We also need to discuss public comments. We cannot have public comments that will be disruptive to our Board business.

Joint Facility – Mr. Ryder reported the Joint Facility Committee meet and they will meet next on May 12th.

JFK Building – Mr. Ryder reported that JFK Building Committee members met on April 7th and will meet again next month.

Joint Security – Mr. Ryder reported the Joint Security Committee will meet on June 1st.

Joint Insurance – Madam Chair reported they will meet on May 12th. She can meet with Mrs. Acree before the meeting and give you an overview.

Youth Mental Health – Dr. Calnen reported the town of Enfield Social Services Department will now look at the mental health of all Enfield citizens. The Enfield Board of Education will join this initiative with the Department of Social Services. The new name of this committee will be Enfield Mental Health Wellness Workgroup. We will advocate for the children and adolescents of Enfield. Both Mrs. Acree and he will be the liaisons on this committee. We met on April 5th to review survey results. He reviewed some of the results with the Board. Our workgroup will meet again on May 3rd to discuss the ramifications of these findings and to map out a community wide plan. There was a gap with children under the age of 5. We will need to find a way to address this. Addressing mental health at an early age is extremely important.

Mr. LeBlanc asked if this committee will now meet regularly? Dr. Calnen stated we will discuss this at the May 3rd meeting about structuring this workgroup.

Madam Chair added we will change the name of this committee to the Enfield Mental Health Wellness Workgroup. This committee will continue to evolve into a community wide type initiative.

13. APPROVAL OF MINUTES

Mr. Ryder moved, seconded by Mr. Ryder that the Regular Meeting Minutes of March 22, 2022, be approved. A vote by **show-of-hands 9-0-0** passed unanimously.

14. APPROVAL OF ACCOUNTS AND PAYROLL

Dr. Calnen moved, seconded by Mr. Hamre that the Enfield Board of Education accepts the superintendent's certification for:

- The month of March 2022 the total expenditures amount to \$6,550,466.63, broken down between payroll totaling \$4,583,306.24 and other accounts totaling \$1,967,160.09 and;
- All payments have been made in accordance with the approved budget and are properly accounted for within the books of accounts. Copies of approval for check invoices are properly document.

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

Dr. Calnen moved, seconded by Mr. Ryder that the Enfield Board of Education accepts the superintendent's certification for:

- The month of March 2022 total Grant and Head Start expenditures amount to \$521,827.74 broken down between payroll totaling \$447,313.74 and other accounts totaling \$74,514; and
- All payments have been made in accordance with the approved budget and are properly accounted for within the books of accounts. Copies of approval for check invoices are properly document.

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

Line Item Transfers, if any - None

15. CORRESPONDENCE & COMMUNICATION - None

16. EXECUTIVE SESSION

Mr. Hamre moved, seconded by Mr. Ryder that the Enfield Board of Education enter into Executive Session – Discussion and Possible Action Regarding Board Member’s Conduct.

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

Both Mr. Drezek and Mr. Longey joined the Board in Executive Session at 11:15 PM.

No Board action occurred while in Executive Session.

Open Session:

The Board returned to open session at 11:36 PM.

17. ADJOURNMENT

Mr. Hamre moved, seconded by Mr. Ryder to adjourn the Regular Meeting of April 26, 2022.

All ayes, motion passed unanimously. Meeting stood adjourned at 11:37 PM.

Jonathan LeBlanc
Secretary
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary