

**ENFIELD BOARD OF EDUCATION
ENFIELD, CONNECTICUT**

Agenda

Date: 02/26/13

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

- 1. Call to Order – 7:00 PM**
- 2. Invocation or Moment of Silence – Kevin Fealy**
- 3. Pledge of Allegiance – Kevin Fealy**
- 4. Fire Evacuation Announcement**
- 5. Roll Call**
- 6. Board Guest(s)**
- 7. Superintendent’s Report**
 - a. Barnard Kindergarten iPad Consortium Update – Kyle Charette & Emily Miarecki**
 - b. Personnel Report**
- 8. Audiences**
- 9. Unfinished Business**
 - a. Approve the 2013-14 School Year Calendar**
 - b. Discussion and Action Related to the Consolidated High School Mascot and School Colors**
 - c. 2013-14 Budget Discussion Continued and Adoption of the FY2013-14 Budget**
- 10. New Business**
- 11. Board Committee Reports**
- 12. Board Members’ Comments**
- 13. Approval of Minutes: Special Meeting Minutes – February 5, 2013 – 5:30 PM; Special Meeting Minutes – February 5, 2013 – 6:30 PM and Regular Meeting Minutes – February 19, 2013**
- 14. Approval of Accounts and Payroll**
- 15. Correspondence and Communications**
- 16. Executive Session**
 - a. Matter(s) Related to School Security**
 - b. Matter(s) Related to Students**
 - c. Matter(s) Related to Personnel**
- 17. Adjournment**



ENFIELD PUBLIC SCHOOLS

27 SHAKER ROAD · ENFIELD, CONNECTICUT 06082
TEL: 860.253.6500 · FAX 860.253.6510 · WWW.ENFIELDSCHOOLS.ORG

Date: February 26, 2013
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Superintendent's Report

- a. **Barnard Kindergarten iPad Consortium Update:** Tonight you will hear a presentation from Henry Barnard Grade One Teachers Kyle Charette and Emily Miarecki regarding the Kindergarten iPad Consortium.
- b. **Personnel Report** – The Personnel Report through February 22nd is enclosed for your review.



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Date: February 26, 2013
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Approve the 2013-14 School Year Calendar

Board members were presented the DRAFT 2013-14 School Year Calendar at the January 29th Special Board Meeting. Per Board Policy #6111 School Calendar(s), the Board must set the calendar for the following school year no later than the end of February.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriate regarding approving the 2013-14 School Year Calendar.



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Date: February 26, 2013
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Discussion and Action Related to the Consolidated High School Mascot and School Colors

Board members discussed the process for consolidating the two high schools at the January 8th and February 12th Board meetings and the decisions that need to be made regarding school colors and a mascot. The final decision on these matters is the responsibility of the Board. Mr. Drezek, Deputy Superintendent is available to answer any additional questions Board members may have.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriate regarding approving the Consolidated High School Mascot and School Colors.



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Date: February 26, 2013
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: 2013-14 Budget Discussion Continued and Adoption of the
FY2013-14 Budget

At this time, the Board will continue their 2013-14 budget discussion and any take actions deemed appropriate for the adoption of the FY2013-14 Budget.



ENFIELD PUBLIC SCHOOLS

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Date: February 26, 2013
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Executive Session

The Board of Education needs to discuss the following item:

- Matter(s) Related to School Security
- Matter(s) Related to Students
- Matter(s) Related to Personnel

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

CERTIFIED PERSONNEL MATTERS
JANUARY 21, 2013 through February 22, 2013

RETIREMENTS

<u>NAME</u>	<u>DOH</u>	<u>EFFECTIVE DATE</u>	<u>POSITION / LOCATION</u>	<u>REASON</u>
Melinda Authier	09/01/78	06/30/13	Grade 5 / Parkman	Retirement
Marlene Clarke	10/24/78	06/30/13	Psychologist / Fermi High	Retirement
Paula Corkum	09/01/73	06/30/13	Guidance Counselor / Parkman	Retirement
Michael Duffy	09/01/74	06/30/13	Math / Fermi High	Retirement
Barbara Hargraves	11/25/74	06/30/13	English / JFK Middle	Retirement
Linda Hayden	11/16/87	06/30/13	Grade 1 / Hale	Retirement
Charlene Lauria	11/12/74	06/30/13	Reading / JFK Middle	Retirement

RESIGNATION:

<u>NAME</u>	<u>DOH</u>	<u>EFFECTIVE DATE</u>	<u>POSITION / LOCATION</u>	<u>REASON</u>
Amy Bartok	09/01/99	02/04/13	Special Education / JFK	Resignation / Moved

NON-CERTIFIED PERSONNEL MATTERS
January 21, 2013 through February 22, 2013

TRANSFER:

<u>NAME</u>	<u>DOH</u>	<u>EFFECTIVE DATE</u>	<u>FROM / TO</u>	<u>REASON</u>
Ellen Smith	09/25/89	01/30/13	12-mth Secretary/10-mth Secretary Central Office / Fermi High	Open Position due to retirement

HIRE:

<u>NAME</u>	<u>DOH</u>	<u>EFFECTIVE DATE</u>	<u>FROM / TO</u>	<u>REASON</u>
Judy Zaylor	12/19/05	02/04/13	Part-time Asst Secretary / 12-mth Secretary Henry Barnard / Central Office	Open Position due to transfer



Enfield Public Schools 2013-14 School Calendar

School Closing Hotline - 860-253-5170

Website - www.enfieldschools.org

Teacher In-Service Days

- August 27 Staff Convocation
- August 28
- August 29
- October 11
- November 5
- May 23

Teacher In-Ser/Early Rel w/Lunch

- September 24
- October 29
- November 8 (K Only)
- November 12 & 15
- December 17
- January 28
- February 28
- March 25
- April 29

Color Code
Full Day PD
Half Day PD
Elem. Conf.
K Conf. Only

AUGUST - 0 Days						
s	m	t	w	th	f	s
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4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	*27*	<28>	<29>	30	31

SEPTEMBER - 20 Days						
s	m	t	w	th	f	s
1	[2]	"3"	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

27 Staff Convocation Day [2] Labor Day - NS
 <28> Professional Development Day - NS "3" First Day of School
 <29> Professional Development Day - NS 24> K-12 Early Release & Staff PD

OCTOBER - 21 Days						
s	m	t	w	th	f	s
		1	2	3	4	5
6	7	8	9	10	<11>	12
13	[14]	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

NOVEMBER - 17 Days						
s	m	t	w	th	f	s
					1	2
3	4	<5>	6	7	{8}	9
10	[11]	12	'13'	'14'	15	16
17	18	19	20	21	22	23
24	25	26	27	[28]	[29]	30

DECEMBER - 16 Days						
s	m	t	w	th	f	s
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	[24]	[25]	[26]	[27]	28
29	[30]	[31]				

<11> Staff PD - NS 17> K-12 Early Release & Staff PD
 [14] Columbus Day Observed - NS [24-31] Christmas Vacation - NS
 29> K-12 Early Release & Staff PD
 <5> Election Day & Staff PD - NS
 {8} All Day K Conference - NS K Only
 [11] Veteran's Day Observed - NS
 12>&15> K-5> Early Release Day - Elem. Conf.
 '13' & '14' Evening Elem. Conf.
 27> PK-12 Early Release Day
 [28 & 29] Thanksgiving Break - NS

JANUARY - 21 Days						
s	m	t	w	th	f	s
			[1]	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	[20]	21	22	23	24	25
26	27	28	29	30	31	

FEBRUARY - 18 Days						
s	m	t	w	th	f	s
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	[17]	[18]	19	20	21	22
23	24	25	26	27	28	

MARCH - 21 Days						
s	m	t	w	th	f	s
						1
2	*3	*4	*5	*6	*7	8
9	*10	*11	*12	*13	*14	15
16	*17	*18	*19	*20	*21	22
23	*24	*25	*26	*27	*28	29
30	31					

[1] New Year's Day Observed - NS *3-*28 CMT/CAPT Testing
 [20] MLK Day - NS 25> K-12 Early Release & Staff PD
 28> K-12 Early Release & Staff PD
 [17] President's Day - NS
 [18] Winter Vacation - NS

APRIL - 17 Days						
s	m	t	w	th	f	s
		1	2	3	4	5
6	7	8	9	10	11	12
13	[14]	[15]	[16]	[17]	[18]	19
20	21	22	23	24	25	26
27	28	29	30			

MAY - 20 Days						
s	m	t	w	th	f	s
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	<23>	24
25	[26]	27	28	29	30	31

JUNE - 10 Days						
s	m	t	w	th	f	s
1	2	3	4	5	6	7
8	9	10	11	12	"13"	14
15	16	17	18	19*	20*	21
22	23	24	25	26	27	28
29	30					

[14-18] Spring Vacation - NS <23> Staff PD - N/S
 29> K-12 Early Release & Staff PD [26] Memorial Day Observed - N/S
 "13" - 181st Student Day
 19* - 185th Student Day - EHS Graduation
 20* - 186th Student Day - FHS Graduation

Regular School Hours

- 8:55 - 11:45 - AM-K
- 12:30 - 3:21 - PM-K
- 8:55 - 3:21 - Full Day K-2
- 8:35 - 3:01 - 3-5
- 7:43 - 2:31 - 6-8
- 7:26 - 2:02 - 9-12

90 Minute Delay Hours

- Cancelled - AM-K
- 12:30 - 3:21 - PM-K
- 10:25 - 3:21 - Full Day K-2
- 10:05 - 3:01 - 3-5
- 9:13 - 2:31 - 6-8
- 8:56 - 2:02 - 9-12

90 Minute Delay Head Start

- Reg. Program - 11:00 - 1:00 PM
- Ext. Day - Use 90 Min. Delay

90 Minute Delay - Pre-K

- AM-Pre-K - Cancelled
- PM-Pre-K - 12:20 - 2:50 PM

Early Release Days with Lunch

- 10:55 - Head Start
- 11:05 - AM-K (milk only)
- 11:10 - Pre-K
- 1:20 - PM-K, Full Day K-2
- 1:00 - 3-5
- 12:30 - 6-8
- 12:05 - 9-12

Last Two Days of School:

The last two days of school will be Early Release Days **without lunch** for grades K-8. The last day of school is subject to change due to school cancellations.

Firm Graduation Dates:

- EHS: (June 19th) 185th Day
- FHS: (June 20th) 186th Day

Note: In the event that school closings require that school be extended beyond June 30th, makeup days from that point will be deducted from the April vacation commencing with the "first day" of the vacation and working into the week.

DRAFT: 1-29-13



Enfield Public Schools 2012-13 School Calendar

School Closing Hotline - 860-253-5170

Website - www.enfieldschools.org

Teacher In-Service Days

- August 27 Staff Orient. - NS
- August 28 - NS
- August 29 - NS
- August 30 - NS
- February 19 - NS
- April 1 - NS

Teacher In-Service & Early Rel.

- November 15 & 16
- December 4 & 21
- February 12
- May 7

AUGUST - 0 Days

s	m	t	w	th	f	s
				1	2	3
			4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

- {27} Staff Orientation Day - NS
- <28> In-Service Day - NS
- <29> In-Service Day - NS
- <30> In-Service Day - NS

SEPTEMBER - 19 Days

s	m	t	w	th	f	s
						1
2	[3]	"4"	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

- [3] Labor Day - NS
- "4" First Day of School

OCTOBER - 22 Days

s	m	t	w	th	f	s
1	2	3	4	5	6	
7	[8]	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

- [8] Columbus Day - NS

NOVEMBER - 18 Days

s	m	t	w	th	f	s
				1	2	3
4	5	[6]	7	8	'9'	10
11	[12]	13'	14'	'15>	'16>	17
18	19	20	21>	[22]	[23]	24
25	26	27	28	29	30	

- [6] Election Day - NS
- '9' All Day K Conf. - **NS K Only**
- [12] Veteran's Day Observed - NS
- '13' & '14' Evening Elem. Conf.
- '15' & '16' K-12 Early Rel. & Elem. Conf.
- 21> PK-12 Early Release Day
- [22 & 23] Thanksgiving Break - NS

DECEMBER - 15 Days

s	m	t	w	th	f	s
						1
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9	10	11	12	13	14	15
16	17	18	19	20	21>	22
23	[24]	[25]	[26]	[27]	[28]	29
30	[31]					

- 4> In-Service - K-12 Early Rel.
- 21> K-12 Early Release Day
- [24-31] Christmas Vacation - NS

JANUARY - 21 Days

s	m	t	w	th	f	s
		[1]	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	[21]	22	23	24	25	26
27	28	29	30	31		

- [1] New Year's Day Observed - NS
- [21] MLK Day - NS

FEBRUARY - 18 Days

s	m	t	w	th	f	s
					1	2
3	4	5	6	7	8	9
10	11	12>	13	14	15	16
17	[18]	<19>	20	21	22	23
24	25	26	27	28		

- 12> In-Service - K-12 Early Rel.
- [18] President's Day - NS
- [19] In-Service Day - NS

MARCH - 20 Days

s	m	t	w	th	f	s
					*1	2
3	*4	*5	*6	*7	*8	9
10	*11	*12	*13	*14	*15	16
17	*18	*19	*20	*21	*22	23
24	*25	*26	*27	*28	[29]	30
31						

- 1-28 CMT/CAPT Testing
- [29] Good Friday - NS

APRIL - 16 Days

s	m	t	w	th	f	s
	<1>	2	3	4	5	6
7	8	9	10	11	12	13
14	[15]	[16]	[17]	[18]	[19]	20
21	22	23	24	25	26	27
28	29	30				

- <1> In-Service Day - NS
- [15-19] Spring Vacation - NS

MAY - 22 Days

s	m	t	w	th	f	s
				1	2	3
4	5	6	7>	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	[27]	28	29	30	31

- 7> In-Service - K-12 Early Rel.
- [27] Memorial Day Observed - N/S

JUNE - 10 Days

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9	10	11	12	13	"14"	15
16	17	18	19	20*	21*	22
23	24	25	26	27	28	29
30						

- "14" - 181st Student Day
- 20* - 185th Student Day - FHS Graduation
- 21* - 186th Student Day - EHS Graduation

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90 Minute Delay Hours

- Cancelled - AM-K
- 12:30 - 3:21 - PM-K
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- 10:05 - 3:01 - 3-5
- 9:13 - 2:31 - 6-8
- 8:56 - 2:02 - 9-12

90 Minute Delay Head Start

- Reg. Program - 11:00 - 1:00 PM
- Ext. Day - Use 90 Min. Delay

90 Minute Delay - Pre-K

- AM-Pre-K - Cancelled
- PM-Pre-K - 12:20 - 2:50 PM

Early Release Days with Lunch

- 10:55 - Head Start
- 11:05 - AM-K (*milk only*)
- 11:10 - Pre-K
- 1:50 - PM-K, Full Day K-2
- 1:30 - 3-5
- 12:55 - 6-8
- 12:20 - 9-12

***Early Release Days without Lunch**

- 10:55 - Head Start
- 11:05 - AM-K (*milk only*)
- 11:10 - Pre-K
- 1:20 - PM-K, Full Day K-2
- 1:00 - 3-5
- 12:30 - 6-8
- 12:05 - 9-12

Last Two Days of School:

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Firm Graduation Dates:

- FHS: (June 20th) 185th Day
- EHS: (June 21st) 186th Day

Note: In the event that school closings require that school be extended beyond June 28th, makeup days from that point will be deducted from the April vacation commencing with the "first day" of the vacation and working into the week.

Adopted: 02-29-12

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**ENFIELD BOARD OF EDUCATION
ENFIELD, CONNECTICUT**

SCHOOL CALENDAR(S)

6111

The superintendent shall recommend to the Board of Education, in January, a school calendar(s) that will meet the requirements of law. The school calendar(s) shall show the beginning and ending dates of school, legal holidays, student days, teacher workdays, vacation periods, and other pertinent dates. In creating the recommended calendar(s), the superintendent shall incorporate the following requirements into the school calendar(s):

1. Teachers report prior to opening day.
2. Barring any contractual conflicts:
 - a. If Labor Day falls on September 5, 6, or 7, school shall begin on the Tuesday prior to Labor Day.
 - b. If Labor Day falls on September 1, 2, 3, or 4, school shall begin on the Tuesday following Labor Day.
3. If snow or other emergency closings require that classes run beyond June 30, makeup days from that point will be deducted from any break beginning with the Monday and working towards the end of the week.
4. The Board of Education may declare a holiday in the schools under its jurisdiction when good reason exists.
5. The Board will set the calendar(s) for the following school year(s) no later than the end of February.
6. The graduation date(s) for the senior class will be fixed to the 185th and 186th days for the two high schools within the adopted calendar(s) and are required to take place prior to July 1st of each year. Graduations must occur on weekdays (Monday through Friday). The two high schools will annually rotate graduation dates between the fixed 185th and 186th days.

Policy Adopted: May 23, 1995
Policy Revised: March 10, 1998
Policy Revised: July 8, 2008
Policy Reviewed: June 23, 2009
Policy Revised: May 10, 2011

DRAFT

**BOARD OF EDUCATION
SPECIAL MEETING MINUTES – 5:30 PM
FEBRUARY 5, 2013**

A special meeting of the Enfield Board of Education was held at John F. Kennedy Middle School Staff Lounge, located at 155 Raffia Road, Enfield, CT on February 5, 2013.

- 1. **CALL TO ORDER:** The meeting was called to order at 5:36 PM by Chairman Neville.
- 2. **PLEDGE OF ALLEGIANCE:** Chairman Neville
- 3. **FIRE EVACUATION ANNOUNCEMENT:** Chairman Neville announced the fire evacuation announcement.
- 4. **ROLL CALL:**

MEMBERS PRESENT: Tina LeBlanc, Vin Grady, Donna Szewczak, Joyce Hall, Jen Rancourt and Timothy Neville

MEMBERS ABSENT: Peter Jonaitis, Kevin Fealy, Tom Sirard

ALSO PRESENT: Dr. Jeffrey Schumann, Superintendent; Mr. Christopher Drezek, Deputy Superintendent; Police Chief Carl Sferrazza; Police Captain Fred Hall and Public Safety Director Chris Bromson

5. **EXECUTIVE SESSION:**

a. **Matters Related to Security:**

Mr. Grady moved, seconded by Mrs. Szewczak that the Board enters into Executive Session for Matter(s) Related to Security.

Joining the Board in Executive Session were Dr. Schumann, Mr. Drezek, Chief Sferrazza, Captain Hall and Mr. Bromson.

The Executive Session ended at 6:29 PM. No Board action occurred while in Executive Session.

6. **ADJOURNMENT**

Mr. Grady moved, seconded by Mrs. Szewczak to adjourn the 5:30 PM Special Meeting of February 5, 2013.

All ayes, motion passed unanimously.

Meeting stood adjourned at 6:30 PM.

Donna Szewczak
Secretary
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary

**BOARD OF EDUCATION
SPECIAL MEETING MINUTES – 6:30 PM
FEBRUARY 5, 2013**

A special meeting of the Enfield Board of Education was held at John F. Kennedy Middle School Cafe, located at 155 Raffia Road, Enfield, CT on February 5, 2013.

1. **CALL TO ORDER:** The meeting was called to order at 6:38 PM by Chairman Neville.
2. **PLEDGE OF ALLEGIANCE:** Chairman Neville
3. **FIRE EVACUATION ANNOUNCEMENT:** Chairman Neville announced the fire evacuation announcement.
4. **ROLL CALL:**

MEMBERS PRESENT: Tina LeBlanc, Vin Grady, Donna Szewczak, Joyce Hall, Jen Rancourt and Timothy Neville

MEMBERS ABSENT: Peter Jonaitis, Kevin Fealy and Mr. Sirard

ALSO PRESENT: Dr. Jeffrey Schumann, Superintendent and Mr. Christopher Drezek, Deputy Superintendent

5. **BOARD GUEST(S):**

a. **Fall 2012 Student Athlete Recognition**

Chairman Neville welcomed Athletic Director Barry Bernstein to the meeting and stated tonight we will recognize some of our student athletes. This is something Board members enjoy doing recognizing our students.

Mr. Bernstein thanked Chairman Neville. Tonight we will recognize some of the students from Enfield and Enrico Fermi that received special recognition this past Fall. We are unable to recognize all our fine athletes. Between 82% and 96% of our student athletes achieved either high academic honors or honors in addition to devoting their time to participate in particular sport. We truly have student athletes in Enfield. Many of these athletes will be recognized more than one time.

The following students were recognized by Chairman Neville, Vice Chairman Grady, and Secretary Szewczak:

Enfield High CIAC Sportsmanship Conference Attendees were Rachel Kaliff, Gabbi Grossi, Maggie Richards, Laurel Sheehan, Mike Crowley, Kevin Camidge, Tom Meskell, Bryan Murphy and Ian Lempitsky (also a State Sportsmanship Representative).

Enrico Fermi CIAC Sportsmanship conference Attendees were Conor Glettenberg, Dustin Sroka, Alex Zachary, Jason Despard, Lindsay Vose, Sheena Ware.

Mr. Bernstein presented the Fall Sportsmanship Award to Mr. Newton and added that Enrico Fermi High School was the overall winner and recipient for the CCC East Fall Sportsmanship Award.

Chairman Neville stated this is one of the nicest things Board members are able to do – recognize our outstanding students and athletes.

Enfield High Journal Inquirer Fall All Academic Student Athletes were Ian Lempitsky (football) and

Sydney Ballou (Girls Soccer).

Fermi High Journal Inquirer Fall All Academic Student Athletes were Conor Glettenberg (Boys Soccer) and Lindsay Vose (Cross country).

Enfield High CIAC All State Team Selections were Madison LaRusso – First Team Field Hockey Class “M” and Liam Kin, National Soccer Association of America, Senior Excellence Award.

Enrico Fermi CIAC All State Team Selections were Marci Macsata First Team Field Hockey Class “L” and Conor Glettenberg – First Team Boys Soccer Class “L”.

Enfield High Fall Teams – The Sports Department Student Athlete of the Month Program were Avery Boissy (Football), Liam King (Boys Soccer) and Sierra Trzepacz (Girls Soccer).

Enrico Fermi High Teams – The Sports Department Student Athlete of the Month Program were Emily Quail (Volleyball), Haley Cotnoir (Field Hockey), Dustin Sroka (Football) and Conor Glettenberg (Boys Soccer).

Mr. Bernstein announced that a special coaching recognition will be presented to Kathleen “Cookie” Bromage, Enfield High Field Hockey Coach that will be inducted into the National Coaches Hall of Fame in Des Moines, Iowa in June 2013.

Vice Chairman Grady presented a plaque from the Board of Education and Enfield High School congratulates Coach Kathleen “Cookie” Bromage for her induction into the National Coaches Hall of Fame, June 2013. We thank her for over 45 years of coaching excellence, commitment and dedication to Enfield Field Hockey Athletics – February 5, 2013.

Chairman Neville stated she has coached for 46 years, with nearly 400 Wins, 9 Conference Titles, 5 State Championships, twice ranked the number one team in the State, 38 All State players, over 40 of her athletes played at the Collegiate Level, 14 Athletic Scholarships, 2 High School All Americans and 1 Collegiate All American.

Coach Cookie Bromage received a standing ovation. She thanked everyone and congratulated all of the student athletes present. It is because of athletes like you that old coaches like her can receive awards like this one. Enfield was the only place at which she wanted to teach and coach. She has been blessed with working with great Boards of Education, great superintendents, great principals, great athletic directors, co-workers and outstanding athletes. This award is very special and she thanked everyone.

Chairman Neville added that we have been blessed by your presence. Thank you for your service.

6. **AUDIENCE PARTICIPATION:** None

7. **ACTION, IF ANY, REGARDING THE APPROVAL OF THE BUILDING COMMITTEE RECOMMENDATION FOR ARCHITECT:**

Dr. Schumann stated tonight we have Dr. Arthur Pongratz and Chairman Mr. Randy Daigle from the High School Building Committee. They are here to discuss the process used for selecting an architect.

Chairman Neville welcomed Town Consultant Dr. Pongratz and Mr. Daigle. Mr. Daigle stated also present is Walter Kruzel and Wendy Osata.

Mr. Daigle stated they held interviews for the 4 shortlisted architect firms for the Enfield High Building project. They used QBS (Quality Based Selection) which is an approved selection method

used by the State of Connecticut. We felt it was important to follow these procedures for a project of this magnitude. Everything done was transparent. They were all given the same RFP's where they presented their presentation to the committee. There was a fifteen minute question and answer session. An executive session was then held where each committee member could express their opinions. They also looked at performance evaluations for each firm that were provided by the State. All the scoring was handed into Mr. Daigle. Dr. Pongratz made copies of the sheets and totals were tallied.

Mr. Daigle stated we then ranked them from 1-4: Silver Petruccelli & Associates; JCJ Architecture; Fletcher Thomson Architects and Design Partnership of Cambridge. We then looked at the price bids that were publically read. JCJ Architecture - \$3,198,000.00; Silver Petruccelli & Associates - \$3,378,400.00; Fletcher Thomson Architects - \$3,406,000.00 and Design Partnership of Cambridge - \$5,500,000.00.

Mr. Daigle stated the committee recommended using Silver Petruccelli & Associates.

Chairman Neville stated our two liaisons to the Building Committee, Mrs. Szewczak and Mrs. LeBlanc have kept us up to date with updates from the committee. You all have our extreme thanks for the amount of work you have put into this project. He is very happy to see that Silver Petruccelli & Associates has been recommended and was endorsed by the Town Council last night.

Dr. Pongratz stated a motion is needed.

Mrs. Szewczak moved, seconded by Mr. Grady that the Enfield Board of Education approves the Building Committee's recommendation of Silver Petruccelli & Associates Architects and Engineers for State Project #049-0138 subject to contract negotiations by the Town Manager.

A vote by **roll call 6-0-0** passed unanimously.

Mr. Daigle thanked both Mrs. Szewczak and Mrs. LeBlanc for their participation on this committee.

Chairman Neville thanked Mr. Daigle and Dr. Pongratz for their work on this project. People in this community are excited about this project. Thank you for everything you have done.

8. 2013-14 BUDGET DISCUSSION CONTINUED:

a. Discussion Related to Goal #5 – New Educator Evaluation Plan & Board's Priority to Expand Middle School Sports

Dr. Schumann stated tonight is our third focus discussion for Goal #5 and expanding middle school sports. Goal #5 is to recommend a new educator evaluation system for adoption by the Board of Education per the new State guidelines. The theory of action is educators are evaluated using a system that will increase their capacity to provide effective instruction, then students will learn and achieve at high levels.

Dr. Schumann stated effective teachers are the most important factor in student learning. Effective leadership is an essential component of any successful school and school district. High quality educator evaluation is the cornerstone of developing capacity in our teachers and administrators.

Dr. Schumann stated this is a complicated and complex process. At the end of the school year teachers and administrators will receive a ranking.

Dr. Schumann reviewed the timeline. By July 1, 2013, all Connecticut districts must implement approved Educator Evaluation Plan in accordance with CSDE guidelines. Items that will increase are teacher observations with written feedback – 2,460; total teacher goals evaluated – 3,374; number of

administrator goals developed and evaluated - 546, number of observations conducted by each administrator - 98.4; number of goals evaluated by each administrator - 134.9. The State Department of Education is calling this a heavy lift.

Dr. Schumann stated we need to create and submit to the CSDE a teacher and administrator evaluation plan by April 15th. We need to train evaluators in the use of the new plans by July 1st and we need to begin using the new Teacher and Administrator Evaluation Plans by July 1st.

Dr. Schumann reviewed the budgetary implications that will affect 2012-13 and 2013-14. The costs to develop a teacher and administrator evaluation plan will cost around \$110,000 - \$125,000.

Dr. Schumann is proposing to add 7 assistant principals at the elementary level. The budgetary impact is \$758,723.00.

Dr. Schumann stated we have prepared a secondary plan where we would use 3 assistant principals and complementary evaluators at the intermediate schools. Complementary evaluators may assist primary evaluators. They must be certified teachers and be fully trained as evaluators. Primary evaluators will have sole responsibility for assigning final summative ratings. By using the secondary plan, the costs would be \$387,667.

Dr. Schumann stated our response to the mandates of P.A. 10-111 is to work with a consultant to create and submit Educator Evaluation Plans and train Complementary Evaluators. The cost for a consultant would be around \$30,000 to \$45,000. By doing this we would extend the deadlines to July 1st.

Dr. Schumann stated we have two options to either add 7 elementary principals or adding 3 intermediate assistant principals and utilizing a team of Complementary Evaluators.

Dr. Schuman stated last year the Board added sports at JFK. We are proposing to add a coed track and field program and a coed development volleyball program during 2013-14 for a cost around \$9,807.

Ms. Hall asked what are the advantages to having towns pilot this if we need to implement this new evaluation program immediately.

Dr. Schumann stated your question has been asked by many different districts including Attorney Mooney. The plan does not seem to be well thought out. Districts have been asked to implement this before the plan is complete and if it actually works. The rubrics are not complete. NEAYC will evaluate the plans and their evaluation is not due to the State until January 2014. We will have already started our new evaluation process not knowing if SEED is a good plan. Attorney Mooney has argued that our plans should be in place for July 1, 2014 instead of 2013. This would make more sense. They are holding us to the July 1, 2013 implementation date.

Ms. Hall stated all evaluators must pass a state exam. She is assuming the consultant would cover all of this including the necessary materials or would it be our training materials the consultant would use. Dr. Schumann stated the consultant would do the training that would be purchased through CREC or we could use our materials.

Ms. Hall asked if everyone would receive the same evaluator training. Dr. Schumann stated the training is geared towards the guidelines of the State test. Everyone will take the same test. We would not be getting the same training as everyone else.

Mrs. Szewczak stated we discussed unfunded mandates with our State Legislatures. This is a brand new unfunded mandate that we know what it will cost us. She does not believe that this will make education any better for our students. Now we will have over tested students and over evaluated

teachers. We need to just teach. We need motivated students in the classroom. Why don't we just tell the State "no"!

Ms. Hall agreed with what Mrs. Szewczak has stated.

Chairman Neville stated we would be penalized and we may not have a choice. He has several questions. If we use the consultant, we will have the same person. If we go with CREC we may have several people giving us training. There would be no continuity. He believes using the same person would be better for us.

Dr. Schumann stated you are correct. There are no guarantees you would have the same person if you went with CREC.

Chairman Neville asked who would put together the rubrics for the specialists. Dr. Schumann stated the consultant will put together the rubrics using Google Docs. The committee can they work together with them on LiveTime. It is a fluid process where the consultant would write the rubrics. Several districts have done this already.

Chairman Neville asked if the State will accept Attorney Mooney's interpretation of the law. Dr. Schumann stated they will not accept Mr. Mooney's recommendation for an extension.

Chairman Neville stated using the consultant is somewhat doable. It would not be fair to use Mr. Drezek and Ms. McKernan based on the amount of work they are currently doing. He asked Dr. Schumann if he has a preference.

Dr. Schumann would like to hire 7 assistant principals but using a consultant is doable. Using both Mr. Drezek and Ms. McKernan would create additional concerns and costs.

Mrs. Rancourt asked if the 7 assistant principals would be used 12 months or 10 months. Using them would help the principals and would be an asset. Dr. Schumann stated they are for 12 months but we could use them for 10 months and it would reduce the costs around \$30K.

Chairman Neville would like to see Dr. Schumann look into Mrs. Rancourt's suggestion and give the Board additional information based on 10 months instead of 12 months.

Mrs. Rancourt stated we are sharing 2 guidance counselors in the 4 primary schools. Having an assistant principal would help out greatly. Even having additional assistant principals at the intermediate schools will help.

Mrs. Rancourt asked how much of the principal's daily time will be devoted to SEED. Dr. Schumann stated they will need to conduct 6-8 observations a week.

Mr. Grady stated unfunded mandates can drive any school Board nuts and agrees with what Mrs. Szewczak has stated.

Mr. Grady would like to see Freshman sports be brought back. He would like to know how much this would cost to bring this program back. Bringing back sports at the middle school is a good thing, but we are not offering Freshman sports. Anything gained at the middle school will be lost when they go to high school.

Chairman Neville would like to see what this would cost also.

Mrs. Szewczak asked about the number of evaluations for staff in grades K-12. Department Chairs are currently conducting evaluations. Dr. Schumann stated they conduct observations not evaluations. The principals would now need to do both. We are currently using an informal

observation. This would formalize the process using the Department Chairs.

Mrs. Szewczak stated we will be doing 8 times more observations under the new evaluation guidelines. She is appalled by this. She cannot see the value of doing this. We should not be doing this.

Chairman Neville agrees with Mrs. Szewczak about the amounts. All teachers will need to go through a formal evaluation process now with a written document at the end that will need to be signed off on.

Dr. Schumann stated they will use the iPads using Real-Time almost instantaneously now. Teachers will now have feedback within an hour. He would like to agree with Mrs. Szewczak about unfunded mandates. Something is wrong here.

Mrs. Szewczak stated 20 observations would need to be done each day district wide. That is over 1 per building. These are professionals. We have good ways of observing them. You can get parent feedback. She wishes Hartford and Washington, DC would listen to us.

Chairman Neville stated we need to hire a consultant in order to meet the deadline to get the training completed. We will not know if an extension will be given. It would make sense to get the first step going so we are not wasting our time. Do we have any money to hire a consultant? It seems like it needs to be done.

Dr. Schumann stated the initial thought is to freeze the budget and watch our line items. We will prepare something so the Board can see where the funds will come from.

Ms. Hall stated we are already trying to save \$150K.

Chairman Neville would like them to present something about this next week. Staffing with plan B is the next step. We may find out some additional things as we move through the budget process.

Mrs. Rancourt asked Dr. Schumann what he prefers more – hiring 7 assistant principals or hiring 3 assistant principals with complimentary evaluators? Can you see the value of hiring 7 assistant elementary principals like she does?

Dr. Schumann would prefer hiring 7 assistant principals. After discussing this with the principals he knows we can do a good job with 3 assistant principals and Complimentary Evaluators.

Mrs. Rancourt asked if we would need to hire from the outside for these positions or do we have some good internal candidates. Dr. Schumann stated we have some excellent internal candidates that could fill some of these positions.

9. BOARD MEMBERS COMMENTS:

Ms. Hall stated that Enfield High School has been accepted into the Face of Connecticut Geology Program that is offered by Talcott Mountain Science Center. This is a TAG/STEM program. Enfield High students will participate in 9 sessions. This program is also being offered to the TAG program at JFK.

Mrs. Szewczak thanked the Board for voting unanimously for the architect. They have gone through a lot of work. They appreciate your support.

Mr. Grady congratulated the student athletes and Coach Bromage for their accomplishments. It is nice to see a coach that excels in getting our students to the next level so they can play at the college level. She has done a fantastic job.

Mrs. LeBlanc stated the Lady Patriots at JFK will be recognized in an article in the JI about moving up to the high school next year. It is a nice article. Next Wednesday at 4-6 at the McDonald's by Shoprite will hold a McEducator night.

Chairman Neville thanked the student athletes and Coaches for coming tonight. We have some wonderful students in our district. Thank you. He thanked both Mrs. Szewczak and Mrs. LeBlanc for their devotion on the Building Committee. You have done a great job and have represented us well.

Chairman Neville stated we lost a former superintendent – Dr. Louis Mager. He loved what he did and was dedicated to students. He will be greatly missed. We offer our condolences to his family.

Ms. Hall added he started the 20 year terms for Enfield Superintendents.

Mrs. Rancourt stated we forgot to recognize a group of students at the bottom of the list from the Sports Department.

Chairman Neville stated we will recognize them on Tuesday.

10. ADJOURNMENT

Mr. Grady moved, seconded by Mrs. Szewczak to adjourn the Special Meeting of February 5, 2013.

All ayes, motion passed unanimously.

Meeting stood adjourned at 7:53 PM.

Donna Szewczak
Secretary
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary

**BOARD OF EDUCATION
REGULAR MEETING MINUTES
FEBRUARY 12, 2013**

A regular meeting of the Enfield Board of Education was held at Town Hall in Council Chambers, located at 820 Enfield Street, Enfield, CT on February 12, 2013.

1. **CALL TO ORDER:** The meeting was called to order at 7:00 PM by Chairman Neville.
2. **INVOCATION OR MOMENT OF SILENCE:** Donna Szewczak
3. **PLEDGE OF ALLEGIANCE:** Donna Szewczak
4. **FIRE EVACUATION ANNOUNCEMENT:** Chairman Neville announced the fire evacuation announcement.
5. **ROLL CALL:**

MEMBERS PRESENT: Peter Jonaitis, Tina LeBlanc, Kevin Fealy, Vin Grady, Donna Szewczak, Tom Sirard, Jen Rancourt and Timothy Neville

MEMBERS ABSENT: Joyce Hall

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

6. **BOARD GUESTS**

- a. Fall 2012 Student Athlete Recognition

Chairman Neville stated tonight we will continue with our 2012 student/athlete fall awards.

Mr. Bernstein stated we will continue recognizing our student athletes. Chairman Neville, Vice Chairman Neville and Board Secretary Mrs. Szewczak distributed certificates to the following student athletes.

Enfield High School – The Sports Department All Area Team Recipients – Liam King (Boys Soccer); Kaylee Polmatier (Girls Soccer); Sierra Trzepacz (Girls Soccer) and Michael Crowley (Football).

Enrico Fermi High School – The Sports Department All Area Team Recipients – Conor Glettenberg (Boys Soccer).

Enfield High School NCCC All Conference Recipients – Liam King (Boys Soccer); Kaylee Polmatier (Girls Soccer); Sierra Trzepacz (Girls Soccer) and Madison LaRusso (Field Hockey).

Enfield High School All Pequot Conference Athletes – Avery Boissy (Football) and Michael Crowley (Football)

Enrico Fermi High School CCC All Conference Recipients – Katie Saltzgeber (Cross Country); Marci Macsata (Field Hockey); Julie Pycz (Field Hockey); Danielle Lavender (Field Hockey); Frank Kusta (Football); Baily Raymond (Football); Dustin Sroka (Football); Tyler Timpone (Football); Conor Glettenberg (Boys Soccer); Adrian Case (Boys Soccer); Dale Quesnel (Boys Soccer) and Rebecca Kaliff (Girls Swimming).

7. **SUPERINTENDENT’S REPORT**

- a. Staff In-Service Days, President's Day & Winter Vacation – as presented
- b. Final Superintendent's Book Club – as presented
- c. 2012-13 School Calendar & Graduation Update

Dr. Schumann stated to date, we have used 5 snow dates on October 29th and 30th, January 16th, February 8th and 11th. The last day for school or the 181st student day as of February 12th is scheduled for June 21, 2013. The firm dates for graduations are still planned to be held for Fermi on June 20th and Enfield High on June 21st providing there are no additional school closings.

Chairman Neville stated per Board Policy #6111 School Calendar we need to adopt the school calendar by the end of February. He would like this placed on the next regular meeting agenda for Board approval. Dr. Schumann stated this will be included on the next regular BOE Agenda.

8. AUDIENCES

Vin Weseliza, Deer Run – Mr. Weseliza stated he is here regarding the high school consolidation and the best course of action for our middle school. He would like to see the middle school moved to the Enrico Fermi building. JFK does not have adequate classroom space and athletic space. It also would require renovation to bring it up to what is currently available at Enrico Fermi. Fermi is a larger building by 40,000 feet. He believes we should move the middle school to Enrico Fermi. It would be a campus that the students would be proud to attend. He thanked the Board for listening to him.

9. UNFINISHED BUSINESS

a. Policy Revision #6146 Requirements for Graduation – Second Reading

Dr. Schumann stated this is the second reading for policy #6146 Requirements for Graduation. Ms. McKernan is available to answer any questions from Board members.

Ms. McKernan stated that Enrico Fermi Principal Newton is also available to answer any questions. The conversation regarding this policy revision was discussed with both high school principals. Ms. McKernan stated the Board had two questions the last time we discussed this policy revision. The Board wanted to know what other districts have science graduation requirements. In our DRG, they all of the schools have science graduation requirements. We also looked at schools in our athletic conferences. In the NCCC conference they all have science graduation requirements. Schools in the CCC conference - 17 out of 32 schools have science graduation requirements and 2 of the 32 schools are parochial schools.

Ms. McKernan stated the Board also asked about science related courses. Students can earn science credits in different areas. Mr. Newton stated we have 3 cross discipline courses in Technology Education and Automotive. Each course (Automotive I and II) are 2 credit course and .5 can be cross credited into science. In technology, students can take an Electricity and an Electronic Course. Each course is a 1 credit course and the entire course can be cross credited into science.

Ms. McKernan stated we also made an additional change to the language of the policy on line 18 starting with the class of 2016.

Mr. Jonaitis asked about the cross credited courses totaling 1 and ½ credits. Mr. Newton stated students could potentially earn 2 credits.

Chairman Neville is pleased to hear about the cross credits.

Mrs. Szewczak moved, seconded by Mr. Sirard that the Enfield Board of Education approves the

proposed revisions to policy #6146 Requirements for Graduation as a second and final reading.

Discussion:

Mr. Jonaitis asked if there are any additional crossover credits listed in the program of studies booklet? Mr. Newton stated you can view the program of studies on line. Architectural Drafting and Mechanical Drafting are each 1 credit courses in the Technology Education area and can each be cross credited into a .5 math credit. Business and Consumer Math I and II are in the Business Education can each be cross credited into a .5 math credit. Business Law I and II can each be cross credited into a .5 Social Studies credit. Economics also falls under the Business Education and can be cross credit into a .5 Social Studies credit.

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

b. Discussion Related to the Consolidated High School, Mascot and School Colors

Chairman Neville stated this was discussed several weeks ago. Our student reps came up with the suggestion to involve the students in the decision.

Mr. Drezek stated this was discussed on January 8th. The administration presented some ideas to start the discussion. The name of the school will remain the same – Enfield High School per our current Board Policy #9610 The Naming of Schools. The administration came up with the idea to name the new STEAM wing the Enrico Fermi STEAM Wing.

Mr. Drezek stated school colors were presented by the administration using the current 4 school colors that the combined Hockey Team is currently using – Black, Blue, Green and Gold. The Board asked the administration to solicit ideas from our students. Enrico Fermi teacher Mr. O’Connell’s period 5 & 6 Statistics & Probability course students were in the process of gaining Mr. Newton’s approval to conduct a project on the creation, development and administering a survey. Mr. Newton thought this would be a perfect opportunity to use this class project as part of the survey. Both Dr. Schumann and Mr. Drezek agreed with Mr. Newton for this class project and endorsed the project fully. The students did a great job especially Eric Mazarella. He prepared and presented the survey results to Mr. Newton, Mrs. Krieger and Mr. Drezek with the findings.

Mr. Drezek stated the survey asked two questions, what colors would you like the new high school to be. We used a color wheel with all of the current colors used in the CIAC that was used in each home room along with choice for them to write in color. The next question was in regards to the school mascot. We listed all the current mascots in the CIAC along with choice for them to write in a mascot. The students were randomly surveyed from the 3 secondary schools. We surveyed all the students at JFK but only used 500 surveys from JFK. We randomly selected 500 students from both EHS and FHS to take the survey. They presented the results from the surveys on Monday, February 4th.

Mr. Drezek stated the students chose black as the number 1 choice, gold was the number 2 choice and purple was the third choice for school colors. The students chose the Falcon as the number 1 choice for a mascot, a Spartan as the number 2 choice and an Eagle at the third choice.

Mr. Drezek showed Board members sample uniforms with the chosen colors. He thanked Mr. Bernstein for his help with the uniforms. Some uniforms will need to be white. We wanted to give the Board some options to view.

Mr. Drezek stated Board members will make the final decision regarding the school colors and mascot. Board members have 3 options. The first option is the 4 combined school colors with the Falcon as the mascot, the second option is using black and gold as the school colors with the Falcon as the mascot.

Mr. Drezek stated at the January 8th Board meeting, a Board member suggested using history from Enfield. We have the Town of Enfield Flag and the Enfield Town Seal colors are Blue and Gold. The third option is to use blue and gold as the school colors with an Eagle as the mascot. We chose the Eagle due to Bald Eagles that are currently nesting on the grounds by Enfield High School.

Chairman Neville thanked the student representatives for their suggestions and that this was made into a school project.

Mrs. LeBlanc thanked the student representatives. Green is a color for sports in Enfield. She would personally like to see the colors be green and black but she does like the blue and gold colors. Students that play travel sports in Enfield wear the color green proudly.

Mr. Fealy would like to hear from our two student representatives.

FHS Student Representative Katie Saltzgeber likes black and gold with the Falcon and the navy blue and gold with an Eagle for a mascot. She does not believe it is her right to say what she would like. You know what the students want and she is here to represent them.

EHS Student Representative Brandon Andexler stated he does not want to be biased but the Raider was not included on the survey. He believes we should get away from both current mascots. He likes Eagle vs. the Falcon. The Enfield High students also like the Eagle. If you have ever attended an outside game at EHS, occasionally you can see an Eagle fly over the field.

Mr. Jonaitis stated he likes the black and gold colors with the Eagle as the mascot. Maybe we can add a blue/gold patch on the uniform with the Town Seal.

Mr. Sirard likes both black and gold and blue and gold. The student's chose black and gold. He would like the Eagle as the mascot. The Enfield Eagles sounds better than the Enfield Falcons. Having Eagles residing on the property and being at a home game seeing a live mascot flying over head would be an amazing thing to see.

Chairman Neville thanked Mr. Sirard for the visual.

Mrs. Szewczak is more in favor of the Enfield Eagles and likes the black and gold. We are keeping the same name but are moving forward. Her children wore green until they went to school at Fermi. She likes the idea of the Eagle.

Mr. Fealy likes the black with gold. He is not in favor of gold with black. He thanked the student for their good input. Maybe black with gold piping on the uniform would be something to consider.

Mrs. LeBlanc also likes the Enfield Eagles.

FHS Student Representative Katie Saltzgeber agrees with the black and gold and not the other way. The home uniform should be black and with gold trim.

Chairman Neville stated his children all went to Fermi. He likes the idea of the Eagle as a mascot also. He would also like to see some uniforms with gold piping on them. We are here to hear information. We would like to hear from the public on this. This item can be placed on the February 26th Board meeting as an action item.

Mr. Drezek added when the students presented this information to us, they wore black and gold. He thanked the Fermi student who prepared and presented the power point presentation to them. He also thanked Mr. Newton for his participation.

Chairman Neville thanked everyone for this information. Next we need to hear from community members.

c. 2013-14 Budget Discussion Continued – SEED & Freshman Athletics

Chairman Neville stated Dr. Schumann presented this information to us last week. We were waiting for information regarding SEED. We will also discuss freshman athletics.

Dr. Schumann reviewed the Superintendent's recommendations from January 8th for a 5.98% budget increase. He reviewed full day kindergarten and the benefits. He reviewed curriculum, professional development, data warehousing, budget impacts and benefits. He reviewed JFK Athletics for \$9,807 and the additional requests for Freshman Sports for Football, Basketball and Soccer for a total of \$67,000. He reviewed adding 7 elementary assistant principals and benefits for \$758,723 and 3 elementary assistant principals and benefits for \$387,667.

Dr. Schumann stated that we have received word from the State Department of Education regarding implementation flexibility. We must still develop a plan by April 15th with an extension to July 1st. We met with the ETA & ESAA leadership this afternoon and they gave us their consent to recommend a partial implementation plan. If the Board approves this recommendation, the plan will be sent to the State Department of Education for their approval. He reviewed flexibility options. We must create and adopt a new evaluation plan and use it with 1/3 of all certified staff or all class room teachers in half of the schools. His recommendation is to hire a consultant to help with creating the new Educator Evaluation Plan for teachers and administrators. Use the new plan with teachers and administrators at JFK/EHS/FHS. Use building administrators, cabinet members and complementary evaluators to implement the new plan.

Dr. Schumann reviewed the budget impact, deferring elementary assistant principals for one year and reducing the 2013-14 Budget Proposed to 4.78%. If we add in Freshman athletics to the 2013-14 proposed budget, the increase will rise to 4.791%. We have a small window that we must adhere to. A response is needed by April 15th. If a decision is made, we can start the process tomorrow to get a waiver from the CSDE and secure the consultant that we would like to use to make the July 1st plan deadline.

Dr. Schumann would like the Board to consider making a motion allowing us to move forward with the use of a consultant to develop a plan and to ask the CSDE for a waiver utilizing 1/3 of our staff at the secondary level.

Chairman Neville stated this was also discussed at the Finance Meeting.

Mrs. LeBlanc moved, seconded by Mr. Grady that the Enfield Board of Education authorizes the Superintendent to seek approval from the CSDE to implement a new teacher evaluation plan with 1/3 of our certified staff in the 2013/2014 school year and authorizes the expenditure of up to \$125,000.00 in the 2012/2013 school year to develop the plan in accordance with the State mandates.

Discussion:

Mr. Sirard stated we will pay \$125,000 to a consultant that is half of the cost for full day Kindergarten. This is a prime example of an unfunded mandate. This can cost us up to \$1.2 million dollars and we are being told by the State to implement a program to evaluate our teachers without any financial help from the State. There is no educational value for this mandate. This is an opt out for No Child Left Behind (NCLB). We all agree that NCLB is bad because it costs us so much money. We are now dealing with this teacher evaluation program. This is in his mind NCLB on steroids. He understands that we can spend the money that is currently in our budget

to get the ball rolling but we already have an evaluation program that is working. This program will ultimately cost us way more than NCLB would have cost us.

Mrs. Szewczak agrees with Mr. Sirard. She says "no". This is not part of the Education Cost Share (ECS). This is another unfunded mandate. She is tired of hearing that they will take it out of our ECS. Does ECS cover everything they ask for and can think of? If they want us to be part of the new teacher evaluation program, they should send us the funds for it.

Mr. Jonaitis stated this is stupid and wants the State of Connecticut to stop it. We have a tremendous education system in Connecticut. Now they are telling us to evaluate teachers that are doing a great job. Let the teachers teach. Enfield is a good town to get a great education in. Every town has a few teachers that are not pulling their weight. Those are the teachers you should be going after. Not the teachers that are doing a great job. Let us evaluate them they way we have been doing. This is insanity gone wild.

Mr. Fealy thanked Dr. Schumann for his efforts. Ms. McKernan gave us student scores compared to other schools in our DRG. We have done very well considering what our budgets have been. He does not see where there would be an educational value with this State mandate. We are not willing to accept this being forced upon us. He will not support anything that comes with a price tag of \$125,000 and gives us nothing back in return except for our tax rates increasing. This evaluation program will take our teachers out of the classrooms.

Chairman Neville he does not like the unfunded mandates. The cost associated with the new evaluation system bothers him. He sees some benefits to this system. He has concerns with the amount of time that will need to be spent with this. There are some efficiencies that can be gained. He also likes what Dr. Schumann has presented to us and has eased the pain that we are all feeling. He likes that there are bills in the legislature trying to extend this program date. Being an educator there is some value to this. He will vote for this so we can meet the July 1st deadline. We have the money in our current budget to hire the consultant needed to start this process.

Mr. Grady agrees with Mr. Fealy and understands why Mrs. Szewczak will vote no. He is concerned that the message we will be sending is that we would not give Dr. Schumann the leeway to hire a consultant. He does not like all of these unfunded mandates either and does not like this evaluation system program but we need to do this. We will only be hurting the Enfield School District by delaying hiring a consultant. He is in favor of hiring the consultant and starting the ball rolling.

Mrs. Rancourt understands this unfunded mandate. If a teacher is evaluated and is given a poor review we have a very hard time to remove them. This new evaluation system will train them to be a better teacher. How will this work if there are no consequences?

Dr. Schumann stated the standard by which educators will be evaluated is teachers will either be highly effective, effective, approaching effective and not effective. They will also receive a rating. Teachers and administrators that receive not effective ratings can be moved from their positions much easier than individuals that were proven to be incompetent. As mentioned by Mr. Jonaitis, most of our teachers are highly effective and effective. Teachers will be clearly identified under the new evaluation system.

Mr. Jonaitis stated with this new evaluation system you can be classified as highly effective, will you need to go through the evaluation process again the next year?

Dr. Schumann stated every teacher and administrator will need to go through the evaluation process again if you have been classified as highly effective or in-effective you will be evaluated by someone outside of our school system. Highly effective and in-effective teachers need to be verified. We will evaluate staff from other districts that have been classified as highly effective and in-effective.

Mr. Jonaitis asked if anyone has looked at what the legislatures are proposing. He would like to see our Board Chairman and other Board Chairman get together and say "no" to the State.

Mr. Fealy would propose on holding off of this vote. He would like to get our legislatures back and discuss this with them before we make a blind decision. A policy with no teeth is a waste. We are frustrated with this and he believes that it is necessary for us to make a good decision. He would like more information.

Mr. Sirard understands what is being said about removing an ineffective teacher. The new system requires us to re-evaluate an evaluated teacher to make sure they were evaluated correctly. When you have someone that is truly exceptional and need to question that rating is a waste of time and money. We have a representative that sits on the Education Committee. We need them to develop a bill that will derail or delay this mandate. We discussed unfunded mandates with them. He does not want to do this. They are not paying us to do this. It is not right and it is not fair.

Mrs. Szewczak stated all professions evaluate their employees. We now have the State and Federal government telling us what to do. Dr. Schuman has done a great job. What they are asking us to do to our employees is abusive.

Mrs. LeBlanc stated an outside evaluator is needed when teachers are evaluated as highly effective or ineffective. Would the outside evaluators know why they are there? Dr. Schumann stated yes they would know why they are there.

Mrs. LeBlanc believes they would be better to not know why they are there. It would be interesting to see the two evaluations based on the rubric.

Mr. Jonaitis stated the best evaluation is another teacher. Everyone's opinion of a good teacher may be slightly different. There would be one commonality. We would all know who the bad teachers are or what teachers are not doing their jobs. It takes a long time to remove a teacher for poor performance. You get into education because you love to teach.

Mr. Grady stated additional information is a good idea but delaying the vote will affect the implementation of the plan. Dr. Schumann stated he has not sent the document to the State that was due on January 15th. He has held off on signing this document because he would like us to create our own plan that is due by April 15th with the help of a consultant. We have a short window of time until the end of the month to apply for a waiver.

Dr. Schuman stated we would be stressed to create a plan for SEED and would need additional staffing to accomplish this. We will work with whatever decision the Board makes.

Mr. Grady stated if we do this now, we can hire a consultant and it will cost us less. Dr. Schumann stated if we do not work with a consultant, the committee members would need to work on this until April 15th. All of their time would be consumed working on a plan. SEED is a concept. Once you accept SEED you are accepting the concept and need to develop the rubrics, evaluations and frameworks. Then we would need to implement the plan starting on July 1st. It would cost us time for substitutes and student learning. A consultant would help us tremendously.

Mr. Grady stated that is what he was trying to get at. We need to look at the pros and cons for this. He would love to say "no" but we can't.

Chairman Neville understands where you are all coming from. We all have some questions. He asked would like to take a brief recess.

Recess:

Board members agreed to take a brief recess at 8:25 PM. Board members returned at 8:32 PM.

Chairman Neville reminded Board members that there is a motion on the floor and asked for a roll call.

A vote by **roll-call 6-2-0** passed with Mr. Jonaitis and Mrs. Szewczak in dissent.

Dr. Schumann thanked Board members and has listened to your concerns. He understands the Board is doing this under duress and this is not your first choice and you have been backed into a corner. He will follow-up with our legislatures and will make it know to them we are doing this under duress. We will create a document that this town and school district can be proud of and will diligently work on this.

Chairman Neville stated it was suggested by Mr. Fealy to contact our legislatures about this. Can you please contact them and convey the concerns of the Board and ask them if they have any specifics. If they don't have them look into this and get back to us as quickly as they can.

Dr. Schumann will do that. He spoke to Representatives Kiner and Alexander at the Legislative and Breakfast last week and the need to continue this discussion with the Board. They are expecting our calls.

Chairman Neville thanked Dr. Schumann and Board members. This is a topic that concerns us all.

10. NEW BUSINESS

a. Adoption, if any, on the FY2013-14 Budget

Chairman Neville stated we have heard all of the presentations. Not everyone has been available for all of the meetings. He has additional questions. We will have a special meeting on February 19th. It has been suggested to hold the meeting in the Board conference room. Can Board members attend a 6:30 PM meeting? We need to resolve the budget so it can be presented to the Town Council. You can ask specific questions or if you have any requests for additional data, you will need to get your questions to Dr. Schumann and the information will be shared with the entire Board.

Mr. Grady asked if he can call into the meeting. He is working that night. Chairman Neville stated yes.

Mr. Jonaitis stated most of what has been presented your budget to us and what you have presented will be better for education in this town. He would like to see added to the percentages your best estimate for the costs for the negotiations and the benefits that will be paid to the various unions. Adding this to the education percentages will let the people of Enfield know that we are looking at an astronomical sum. The additional costs for contract settlements are needed.

Mrs. Szewczak asked if this would be considered a fixed costs budget? Mr. Jonaitis stated when we ask the Town Council for an amount, we need to know what we need to add onto that fixed cost amount. This will be recurring from year to year.

Mrs. Szewczak stated we only do one budget at a time. Are you looking for multiple years? Mr. Jonaitis stated we will settle contract negotiations for 3 year settlements. You will know what will be spent out for the next three years.

Chairman Neville asked about the dates for ETA and ESAA contract negotiations? Mr. Jonaitis stated the ETA contract negotiations will start in the Fall. Chairman Neville added that will affect

the following year's budget. He is concerned with projecting numbers. You would not be bargaining in good faith.

Mr. Grady added you would be tipping your hat with percentages by giving rough estimates.

Mr. Jonaitis wants people to know what percentage we will be paying next year and the year after that for education in this town.

Chairman Neville stated we will only know by each contract for the coming year. Mr. Jonaitis is looking for a ball park figure of what the future looks like for negotiated settlements. Adding on full day Kindergarten, Freshman sports and sports at JFK. That is going to affect the budget for years to come. He is also concerned with negotiated settlements.

Chairman Neville does not believe we can do that legally.

Mr. Drezek stated in addition to the proposed budget you are looking for the possibility of additional costs. We can probably provide you with the most up to date settlement data that is public. The ETA negotiations will come up this summer and the ESAA will come up next summer for negotiations.

Mr. Jonaitis stated if you can come up with the settlements that have been received by the State to date will give us an idea of what is being offered. Mr. Drezek will try to get this information for the Board.

Chairman Neville stated we have been given this information as they have been coming out.

Mr. Sirard stated what Mr. Jonaitis is asking for is similar to SEED. Salaries will continue to go up. It is the nature of the beast. We are adding a new evaluation system. Adding full day Kindergarten will save us money in the long run. It is a good idea to see what we are investing in – long term costs.

Mr. Fealy was on the road and will contact Dr. Schumann with questions. He is concerned with class sizes for full day Kindergarten. We also have portables at JFK and would like to know what this will do for us in the future. We also have security concerns to deal with.

Mrs. Rancourt asked about the SPED increase and 14% of our students are classified SPED. How does this compare to the State? What will the SPED increase include more teachers?

Dr. Schumann stated we are slightly over the State average. No new positions are being proposed for SPED. The increase is for operating costs, outplacement costs and services for these students. He will get a breakdown for our next meeting.

Mrs. Rancourt asked about the new positions for increasing the 10 month secretaries to 12 month positions. Will the elementary assistant secretaries be increased to 12 month positions also.

Dr. Schumann stated we are increasing the 10 month elementary secretary positions to 12 month positions. The assistant secretaries will not be increased. The 12 month secretaries will be in the building year round and will help with security and they will be available to assist our elementary principals with work during the summer.

Mr. Grady asked if a 10 month secretary does not want to be a 12 month position what will happen. Dr. Schumann stated we would work with the bargaining unit bylaws and will follow their rules and will find someone that wants to work 12 months.

Mr. Fealy asked if you will amend your proposal with the evaluators in place and assistant principals in the elementary schools. Dr. Schumann stated that is correct. He is recommending

the budget increase of 4.78% and the consideration of Freshman sports.

Mrs. Szewczak stated participation was a big concern for Freshman sports. She would like some figures where we stood with this. This has been eliminated. She can see this coming back when the high schools are consolidated.

Mrs. Szewczak stated the SPED increase for next year, does it compare to what we have seen this year? Mr. Littizzio is nodding his head yes.

Mrs. LeBlanc asked Mr. Bernstein regarding the \$67,900 increase for Freshman sports seemed a bit high. It is based on participation of Freshman sports offered at each school. We can have Mr. Bernstein confirm this.

Chairman Neville believes the EHS Booster club pays for the Freshman Football Team. We are paying for one Football team. Mrs. LeBlanc stated that number would be if you filled every Freshman team to the maximum. She does not believe that will happen.

Mrs. Szewczak does not want to cut any academic programs for sports. Chairman Neville stated we will need to get numbers from Mr. Bernstein. The participation numbers had something to do with cutting this before.

Mrs. LeBlanc stated adding sports at JFK may increase the participation numbers for Freshman sports.

Mrs. Szewczak stated Freshman students can sign-up for the Junior Varsity teams. Mrs. Rancourt stated they can, but they are limited on who will make it. Mrs. Szewczak stated they are not told that they can't try out. Mrs. Rancourt stated that is correct but they have a snowballs chance in making the team.

Mr. Sirard asked how much of the SPED increase is due to the expanded broader diagnosis for autism. Dr. Schumann will look into this with our Pupil Services Directors.

Mr. Jonaitis does not believe that either high school will have the participation numbers for Freshman sports. Our enrollment numbers are continuing to decline. He would question the number of students that are being turned away from playing sports as a Freshman athlete. He does not believe bringing back sports at JFK will help out. We can put our money into other things like the Robotics program.

Mr. Jonaitis would prefer to meet at 7:00 PM for the February 19th Special BOE meeting.

FHS Student Representative stated you try out to be on a team and will take any place you can get. It also depends on the sport. She recommends focusing on some of the Freshman sports that participation levels are higher.

Mrs. Rancourt would like to know how much it will cost to have full time K-2 counselors. When did we eliminate the summer learning academy. Chairman Neville stated it was eliminated at the elementary level. We offer summer school at the secondary level.

Mrs. Rancourt would like to see on-line credit restoration available. Chairman Neville stated students will pay to take summer courses at the secondary level. Mrs. Rancourt would like to see this option available for elementary students.

Mrs. Rancourt was astonished at how many K-2 and 3-5 students are receiving in-school suspensions. Parents need to be aware of this. We have issues at the elementary levels and we only have part time counselors.

Chairman Neville stated we will meet at 7:00 PM on February 19th at Henry Barnard in the Board Conference Room. Our goal is to finalize the budget. If you have any questions, call the Superintendent prior to the meeting.

Mrs. Szewczak stated it would be nice when we come up with a final number the Town Council will want to know what that budget looks like. We will need to prioritize what will need to come off of the budget should we not receive full funding from the Town.

Chairman Neville agrees. We have talked about this and will need to prioritize where we are headed.

Mr. Fealy would like to receive an operating spread sheet. He found this quite useful last year. Chairman Neville stated that is a good idea for us to use as a tool.

11. BOARD COMMITTEE REPORTS

Mrs. Szewczak stated the High School Consolidation information can be found at www.enfield-ct.gov under social media and e-mail subscriptions, you can sign up to receive agendas, minutes and information.

Mrs. Szewczak reported the High School Consolidation Subcommittee will start the process for the Construction Manager At-Risk at Parkman School on Saturday. This person will help to keep us on budget and on task with costs for our students. The meeting is open to the public to watch. Chairman Neville thanked Tina and Donna for their involvement. You have kept us up to date and well informed.

12. BOARD MEMBER COMMENTS

FHS Student Representative Katie Saltzgeber stated the talent show was cancelled due to the storm and will be rescheduled for March 15th and 16th. The Fermi CAPT Breakfast will be held on Thursday, February 14th. The Fermi Jazz Festival will be held on Saturday, February 23rd. It is a lot of fun and she hopes everyone will come.

Mrs. LeBlanc stated Eli Whitney will hold a McEducator night on Wednesday, February 13th at the McDonald's near Shop Rite from 4-7:00 PM. She stated the Student Support Academy is going great. Her child is still learning, having fun and she has seen an improvement. She has seen new students there this week. She is happy to see this program and will mention it every week. Her son loves going as well as the other students that are there.

Mr. Fealy is looking forward to the FHS CAPT Breakfast. The Fourth of July Committee will hold a dance at the Elks Club on Saturday, February 16th. The ticket price includes dinner. It should be a lot of fun. He thanked our two student representatives. You both represent your schools very well.

Chairman Neville also thanked our two student representatives for your involvement with the suggestions for the school colors and mascot. You have both done wonderful jobs. He thanked everyone that has been working on the budget for your patience as we work through this process. He thanked Mrs. LeBlanc for the reports about the Student Support Academy. This is why we are here for the students. He would like to get through the budget and start discussing the good things our students are doing.

Mrs. Szewczak asked how we are doing with the buses with all of the snow removal that is going on. Mrs. Zalucki stated we have not received too many complaints so we are doing pretty well.

Mrs. Szewczak would like the Board to consider starting school later as we move towards the consolidated high school. Students perform better with a later start time at the high school level.

Mr. Fealy attended the Trivia Night for the First Readers with Mr. Sirard. It was a lot of fun. He is also looking forward to the CAPT Breakfast.

Mrs. Rancourt stated she will attend the McEducator night. She stated you can go to www.myschoolbucks.com and place money on an account with your child's ID number for purchasing lunch for students at the secondary schools. You can also see what they are eating. Enfield little league will hold a fundraiser event on March 9th. A lot of our students play little league through middle school and high school when they don't make the school teams. A lot of kids benefit from little league. See her for tickets if you are interested.

EHS Student Representative Brandon Andexler thanked the Board for listening to their ideas about the school colors and mascot. He appreciates Fermi compiling the information. Buzz Robotics will hold a pasta supper fund raiser at St. Bernard's on February 22nd from 5-8:00 PM.

13. APPROVAL OF MINUTES

Mr. Grady moved, seconded by Mr. Sirard that the Special Meeting minutes of January 15, 2013 be approved. A vote by **show-of-hands 7-0-1** passed with Mr. Fealy abstaining.

Mr. Grady moved, seconded by Mr. Sirard that the Special Meeting minutes of January 22, 2013 be approved. A vote by **show-of-hands 8-0-0** passed unanimously.

Mr. Grady moved, seconded by Mr. Sirard that the Special Meeting minutes of January 29, 2013 be approved. A vote by **show-of-hands 6-0-2** passed with changes mentioned by Mr. Jonaitis and both Mr. Fealy and Mr. Jonaitis abstaining.

14. APPROVAL OF ACCOUNTS PAYROLL

a. For the Month of December 2012/13

Mrs. LeBlanc moved, seconded by Mr. Grady that the Enfield Board of Education accept the superintendent's certification as follows: "I hereby certify that in the month of December, total expenditures amount to \$4,672,441.50, broken down between payroll totaling \$4,098,015.94 and other accounts totaling \$574,425.56. All payments have been made in accordance with the approved budget and are properly accounted for within the books of accounts. Copies of approval for check invoices are properly documented."

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

b. For the Month of January 2011/12

Mrs. LeBlanc moved, seconded by Mr. Grady that the Enfield Board of Education accept the superintendent's certification as follows: "I hereby certify that in the month of January, total expenditures amount to \$4,832.88, broken down between payroll totaling \$0.00 and other accounts totaling \$4,832.88. All payments have been made in accordance with the approved budget and are properly accounted for within the books of accounts. Copies of approval for check invoices are properly documented."

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

c. For the Month of January 2012/13

Mrs. LeBlanc moved, seconded by Mr. Grady that the Enfield Board of Education accept the superintendent's certification as follows: "I hereby certify that in the month of January, total expenditures amount to \$8,073,206.16, broken down between payroll totaling \$4,013,418.94 and

other accounts totaling \$4,059,787.22. All payments have been made in accordance with the approved budget and are properly accounted for within the books of accounts. Copies of approval for check invoices are properly documented.”

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

d. Line Item Transfers, if any - None

15. CORRESPONDENCE AND COMMUNICATIONS - None

16. EXECUTIVE SESSION

Mrs. Szewczak moved, seconded by Mr. Grady that the Board enters into Executive Session for Matter(s) Related to Security at 9:17 PM. A vote by **show-of-hands 7-1-0** passed with Mr. Jonaitis in dissent.

The Board reconvened to the Enfield Room for the Executive Session. Joining the Board in Executive Session were Dr. Schumann and Mr. Drezek.

The Executive Session ended at 10:15 PM. No Board action occurred while in Executive Session.

17. ADJOURNMENT

Mr. Grady moved, seconded by Mr. Sirard to adjourn the Regular Meeting of February 12, 2013.

All ayes, motion passed unanimously.

Meeting stood adjourned at 10:16 PM.

Donna Szewczak
Secretary
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary