

ENFIELD BOARD OF EDUCATION  
ENFIELD, CONNECTICUT

Revised Agenda

Date: 03/11/14

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 – Peter Jonaitis
3. Pledge of Allegiance – Peter Jonaitis
4. Fire Evacuation Announcement
5. Roll Call
6. Board Guest(s)
  - a. KITE Video
7. Superintendent's Report
  - a. Student Representatives Report
  - b. Administrative Openings Update
  - c. Revised FY2014-15 School Calendar
  - d. Intermediate Schools Open House
  - e. FHS/EHS Parent Teacher Conferences
  - f. Invention Convention
8. Audiences
9. Board Members' Comments
10. Unfinished Business
  - a. Continue the Discussion Regarding the Use of the Enrico Fermi Building
11. New Business
  - a. Sabbatical Leave Request
12. Board Committee Reports
13. Approval of Minutes: Special Meeting Minutes – February 18, 2014, Special Meeting Minutes – February 22, 2014 and Regular Meeting Minutes – February 25, 2014
14. Approval of Accounts and Payroll
15. Correspondence and Communications
16. Audiences
17. Executive Session
  - a. Matter(s) Related to Personnel
18. Adjournment

**Note:**

***Item 11a may  
be addressed  
after Item 17a.***



# ENFIELD PUBLIC SCHOOLS

---

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

**Date:** March 11, 2014  
**To:** Enfield Board of Education  
**From:** Dr. Jeffrey A. Schumann  
**Re:** Board Guest(s)

- a. **KITE VIDEO** – At previous Board meeting, KITE (Key Initiatives to Education) representatives Chris Gomeau, Coordinator; Karen Weseliza, Chair and Jen Moncuse, Parent Engagement Coordinator were unable to show a video they had prepared. At this time, we will show this video for the Board and audience to view.



# ENFIELD PUBLIC SCHOOLS

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

**Date:** March 11, 2014  
**To:** Enfield Board of Education  
**From:** Dr. Jeffrey A. Schumann  
**Re:** Superintendent's Report

- a. **Student Representatives Report:** Enclosed in your packet you will find a report from both BOE Student Representatives regarding events/happenings at their respective high schools. Student Representatives may have some additional information or comments to share with Board members.
- b. **Administrative Openings Update:** At this time, we will discuss a tentative time line for filling the administrative openings.
- c. **Revised FY2014-15 School Calendar:** Enclosed in your packets is a revised copy of the FY2014-15 school calendar. Changes were made in the month of November 2014 to reflect eliminating the Kindergarten conferences on November 7<sup>th</sup>, adding evening elementary conferences on November 10<sup>th</sup> & 13<sup>th</sup> and adding evening and afternoon conferences for grades 6-12 on November 12<sup>th</sup> & 13<sup>th</sup>.  
  
No changes have been made regarding the number of student instruction days. The last day of school is still on June 16, 2015 with firm graduation dates on June 23<sup>rd</sup> for Enrico Fermi and June 24<sup>th</sup> for Enfield High. The revised calendar has been posted on our website.
- d. **Intermediate Schools Open House:** Grade 5 students and parents will have an opportunity to attend an open house at John F. Kennedy Middle School on March 12<sup>th</sup> at 6:00 PM.
- e. **FHS/EHS Parent Teacher Conferences:** Parent/Teacher conferences will be held on March 13<sup>th</sup> at 6:30 PM at both Enfield and Enrico Fermi High School.
- f. **Invention Convention:** EFEE (Enfield Foundation for Excellence in Education) and the Enfield Public Schools will hold a student Invention Convention on March 22<sup>nd</sup>. The event will be held at Enfield High School in the Café starting at 10:00 AM.



# ENFIELD PUBLIC SCHOOLS

---

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

**Date:** March 11, 2014  
**To:** Enfield Board of Education  
**From:** Dr. Jeffrey A. Schumann  
**Re:** Continue the Discussion Regarding the Use of the Enrico Fermi Building

The Board started this discussion at a previous Board meeting. It would be appropriate for the Enfield Board of Education to continue their ongoing discussion regarding the use of the Enrico Fermi Building.



# ENFIELD PUBLIC SCHOOLS

---

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

**Date:** March 11, 2014  
**To:** Enfield Board of Education  
**From:** Dr. Jeffrey A. Schumann  
**Re:** Sabbatical Leave Request

*Note: The Board may wish to enter into Executive Session prior to taking action on this item.*

A request for a Sabbatical Leave has been brought before the Board by the Sabbatical Leave Committee. Under the terms of the contract with the Enfield Teachers' Association, the final decision on approving a sabbatical leave rests with the Board of Education.

Therefore, assuming the Board is prepared to address the request, I recommend that the Enfield Board of Education take any action(s) deemed appropriate on a request for sabbatical leave request for the FY14-15 school year.



**EHS/FHS Student Representative Reports – March 11, 2014**

**Enfield High & Enrico Fermi High School:**

- EFEE Enfield Idol tryouts will be held on March 12<sup>th</sup> & 18<sup>th</sup> at JFK in the Auditorium starting at 5:30 PM.
- EHS Safe Grad Committee will meet on March 12<sup>th</sup> in room A108 at 7:00 PM.
- EHS Building Committee will meet on March 13<sup>th</sup> in rooms B105 & B107 at 6:30 PM.
- EHS/FHS will hold Parent/Teacher Conferences on March 13<sup>th</sup> starting at 6:30 PM.
- FHS will hold a Talent Show on March 14<sup>th</sup> & 15<sup>th</sup> at 7:00 PM in the Auditorium.
- EPS Grades 5-12 Chorus Festival will be held on March 15<sup>th</sup> at 6:30 PM in the EHS Auditorium.
- The Future Use of Fermi Advisory Committee will meet on March 18<sup>th</sup> at 7:00 PM in the Board Conference Room at Henry Barnard Elementary School.
- EHS Safe Grad Committee will meet on March 19<sup>th</sup> at 7:00 PM in room A108.
- EHS Building committee will meet on March 20<sup>th</sup> in rooms B105 & B107 at 6:30 PM.
- FHS Post Secondary Planning will be held on March 20<sup>th</sup> in the Auditorium at 6:30 PM.
- FHS Jr. Prom will be held on March 21<sup>st</sup> at Chez Josef at 6:00 PM.
- Invention Convention will be held on March 22<sup>nd</sup> in the EHS Café at 10:00 AM.

Item #7c

# Enfield Public Schools 2014-15 School Calendar



**Professional Learning Days**

- August 26 Staff Convocation
- August 27
- August 28
- October 10
- November 4
- May 22

**School Closing Hotline - 860-253-5170**  
**Website - www.enfieldschools.org**

**Prof. Learning Community**

**Mtg. & Early Rel w/Lunch**

September 24	
October 29	
November 12 & 14	
December 17	
January 28	
February 25	<b>Color Code</b>
March 25	Full Day PL
April 29	Half Day PL
	Elem. Conf.

AUGUST - 0 Days							SEPTEMBER - 21 Days						
s	m	t	w	th	f	s	s	m	t	w	th	f	s
					1	2	[1]	"2"	3	4	5	6	
3	4	5	6	7	8	9	7	8	9	10	11	12	13
10	11	12	13	14	15	16	14	15	16	17	18	19	20
17	18	19	20	21	22	23	21	22	23	24	25	26	27
24	25	*26*	<27>	<28>	29	30	28	29	30				
31													

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

\*26\* Staff Convocation Day  
 [1] Labor Day - NS  
 <27> Professional Learning Day - NS  
 "2" First Day of School  
 <28> Professional Learning Day - NS  
 24> K-12 Early Release & Staff PL  
 <10> Staff PL - NS  
 [13] Columbus Day Observed - NS  
 29> K-12 Early Release & Staff PL  
 <4> Election Day & Staff PL - NS  
 17> K-12 Early Release & Staff PL  
 10 & 13 - K-5 Evening Elementary Conf  
 [24-31] Christmas Vacation - NS  
 [11] Veteran's Day Observed - NS  
 12 - 6-8 Evening Conferences  
 13 - 6-8 Afternoon Conferences  
 13 - 9-12 Evening Conferences  
 12>&14> 6-12 Early Release & Staff PL  
 12>&14> K-5 Early Rel. Day - Elem. Conf.  
 26> PK-12 Early Release Day  
 [27 & 28] Thanksgiving Break - NS

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

[18&2] New Year's Day & Vac Day-NS  
 [19] MLK Day - NS  
 28> K-12 Early Release & Staff PL  
 [16] President's Day - NS  
 [17] Winter Vacation - NS  
 25> K-12 Early Release & Staff PL  
 25> K-12 Early Release & Staff PL

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

[3] Good Friday - NS  
 [20-24] Spring Vacation - NS  
 29> K-12 Early Release & Staff PL  
 <22> Staff PL - N/S  
 [25] Memorial Day Observed - N/S  
 "16" - 181st Student Day  
 23\* - 186th Student Day - FHS Graduation  
 24\* - 187th Student Day - EHS Graduation

**Regular School Hours**

- 8:55 - 3:21 - K-2
- 8:35 - 3:01 - 3-5
- 7:43 - 2:31 - 6-8
- 7:26 - 2:02 - 9-12

**90 Minute Delay Hours**

- 10:25 - 3:21 - 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**

- 1:50 - K-2
- 1:30 - 3-5
- 12:55 - 6-8
- 12:20 - 9-12

**\*Early Release Days without Lunch**

- 10:55 - Head Start
- 11:10 - Pre-K

**Last Two Days of School:**

The last two days of school will be Early Release Days with lunch for grades K-8. The last day of school is subject to change due to school cancellations.

**Firm Graduation Dates:**

- FHS: (June 23rd) 186th Day
- EHS: (June 24th) 187th 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.

**Approved: 02-11-14**

**Revised: 03-06-14**

**BOARD OF EDUCATION  
SPECIAL MEETING MINUTES  
FEBRUARY 18, 2014**

A special meeting of the Enfield Board of Education was held at Henry Barnard Elementary School in the Board Conference Room, located at 27 Shaker Road, Enfield, CT on February 18, 2014.

- 1. **CALL TO ORDER:** The meeting was called to order at 7:02 PM by Chairman Sirard.
- 2. **PLEDGE OF ALLEGIANCE:** Chairman Sirard
- 3. **FIRE EVACUATION ANNOUNCEMENT:** Chairman Sirard announced the fire evacuation announcement.
- 4. **ROLL CALL:**

**MEMBERS PRESENT:** Peter Jonaitis, Lori Unghire, Ray Peabody, David Wawer, Vin Grady, Tina LeBlanc (participated remotely), Timothy Neville, Stacy Thurston and Tom Sirard

**MEMBERS ABSENT:** None

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

5. **Continue the 2014-15 Budget Discussion**

Chairman Sirard stated that Mrs. LeBlanc will participate remotely.

Dr. Schumann showed Board members a short video of the students working on the Buzz Robotics robot. They are preparing for the upcoming competition.

Dr. Schumann reviewed the history regarding IT costs with Board members. Board members had a healthy discussion regarding our IT program including increasing costs, services and what is expected. Board members agreed that more information is needed and that we are not happy. Board members agreed to park this discussion for another time.

Mr. Drezek reviewed the projected numbers for 2014-15. We will gain or lose around 20 students. We do not have the kindergarten numbers yet. We have 370 in kindergarten and 365 students in grade 12.

Mr. Neville would like to see the matrices for class sizes now.

Chairman Sirard stated projected enrollment will remain flat.

Dr. Schumann reviewed magnet school costs that range from \$3,600 - \$7,200 per student. We have around 450 students attending magnet schools. Around 12 students have returned back to us from the magnet schools and 7 students have returned from the technical schools.

Dr. Schumann plans to write a letter to the families of students attending a magnet school that is being moved from Bloomfield to New Britain trying to entice them to look at our schools again. He will also write letters to other magnet school families as well.

Chairman Sirard asked if these students opt to move with the program are we responsible for their transportation? Mrs. Zalucki stated CREC transportation would be responsible for



transporting them, not us.

Mr. Grady asked if the 17 students that came back to us is before October 1<sup>st</sup>. Mrs. Zalucki stated that is a continuous number. We know that 3 more magnet students will be coming back within the next week or two because they contacted us about this.

Mr. Wawer thanked Dr. Schumann for providing us with current legislation. He would like us to contact our Legislators regarding magnet schools and funding. This is a budget issue. We should not have to pay for the tuition for these magnet schools just like we don't pay for students attending private schools or State technical schools. He would like Dr. Schumann to continue to discuss this with our legislators.

Mr. Peabody stated we should send a letter from the Board regarding this to our legislators. They are representing our community.

Mrs. Leblanc stated we met with the legislators last year in March or April and expressed our concerns about magnet costs. We can invite them to an upcoming Board meeting again to see if they have any additional information.

Dr. Schumann will invite them to attend an upcoming meeting tomorrow.

Mr. Neville stated Dr. Schumann has been meeting with them. It was brought to his attention that the transportation costs associated with this could be a wash if we are required to transport them instead of paying for the tuition costs.

Mr. Wawer likes Mrs. LeBlanc's suggestion to invite them to attend a meeting. He asked Board members to look at what Dr. Schumann has provided them. The legislation will not know what bills will be passed by the time our budget is set.

Mrs. LeBlanc stated when she attended the CAFE training for new Board members, many towns were represented and they were all concerned with magnets and costs. If we do not pay our bill, they will take the funding from our excess cost funds.

Mr. Wawer stated these magnet schools are from the Sheff settlement. Chairman Sirard stated that is correct and there have been a long list of law suits that have stemmed from this.

Mrs. LeBlanc added the problem will still be the same with any new magnet schools that pop up. Some magnet schools like MLC have been very successful. Parents are finding some of the schools still have the same kind of problems they were trying to avoid.

Mr. Wawer asked what we will get back from magnet schools. There is no level of accountability for the money we are paying. For an example, they are advertising. What is the budget for this?

Mrs. LeBlanc added that JFK has a bad reputation. Her daughter attended there and did not have any difficulties. There is a lot of misinformation out there about our schools. Some of the magnet schools are grades 6-12 and the kids all ride the same bus.

Chairman Sirard stated the biggest difference between magnet schools and public school is parental perception. The second difference is that CREC is fully funded and public education is not. Some of the money that is needed for local education is being funded toward the magnet schools.

Mr. Peabody stated that is the message we need to share with parents. Through a public relations process, we need to let everyone know what we are doing. Being transparent is a way. He had the same perceptions about JFK. He got involved and his kids had a good time while

they were at JFK.

Mr. Wawer asked about the ECS per pupil formula. We are supposed to get a certain percent. Dr. Schumann added there are discrepancies with the ECS costs.

Mr. Wawer asked about the State formula. Dr. Schumann state the ECS cost sharing is a grant. The excess cost formula has been decreasing. There is talk about increasing both of these items with surplus money that may or may not exist.

Mr. Wawer stated we are not getting what we should be receiving for local education.

Chairman Sirard stated there is a formula and funding level is different for every town. Enfield was underfunded in 2010 \$18 million dollars. The trend using the formula is between \$16 and \$14 million dollars each year.

Dr. Schumann reviewed the 2013-14 and 2014-15 budget development chronology for the Board.

2013-14 Budget Development Chronology

\$63,141,355 - FY2012-13 Budget

\$71,920,166 - Districtwide Needs Based Budget	13.90%
-\$ 5,002,027 - Superintendent Adjustments	
\$66,918,094 - Superintendent Budget Request	5.98%
-\$ 1,263,714 - Board Adjustments	
\$65,653,380 - Board's Proposed Budget	3.98%
-\$ 1,392,223 - Town Manager's Adjustments	
\$64,262,157 - Town Manager's Proposed Budget	1.78%
\$64,262,157 - Town Council Appropriation	1.78%
\$ 718,154 - Town Council Adjustment	1.14%
\$64,980,311 - Town Council Appropriation	2.91%
-\$ 674,069 - BOE Adjustment Required	
-\$ 117,786 - Pension Adjustments not in Proposed Budget	
-\$ 791,855 - BOE Final Adjustments	1.78%

2014-15 Budget Development Chronology

\$ 64,262,157 - 2013-14 Budget

\$ 73,028,876 - FY2014-15 Districtwide Needs Based Budget	13.64%
-\$ 5,565,680 - Superintendent Adjustments	3.12%
\$ 67,463,196 - Superintendent's Proposed Budget	4.98%

Dr. Schumann added that we do not know what our numbers for magnet schools, kindergarten students, pensions, evaluations, excess cost, education cost and retirements. This year we will plan for more in our retirement accounts to avoid a shortage. These numbers are soft and will be adjusted once we know more.

Mr. Neville stated the budget you presented reflects our needs. He asked Dr. Schumann to review the needs for the 7 elementary assistant principals. Dr. Schumann stated the need for the 7 elementary assistant principals will assist with the evaluations. We will need to come up with a Cadillac solution to handle the evaluations and to assist with student needs. Adding the additional help for 3 support counselors would help greatly. STEAM has added more to our budget including hiring Dr. Faulkner to get our kids ready for high school. If we take this out of the budget we will need to be creative.

Mr. Peabody asked if we can outsource for the complementary evaluators. Dr. Schumann

stated we have an agreement with the ETA and we would be in violation of that agreement.

Mr. Neville added that principals are dealing with student and parent issues. These are items that cannot be put off. Add in the evaluations during the day and this becomes a real problem for our principals.

Dr. Schumann stated we may need to redefine the head teacher's role with the ETA and the ESAA and use some complementary evaluators.

Mr. Neville likes the idea of using complementary evaluators and using head teachers if that can be negotiated.

Mr. Jonaitis has a problem with the ideology. You can't keep giving the teachers more and more workshops and programs. They are stealing from science and history to accomplish this. We need to take something out before we add more in. This takes from classroom time and teaching. They are teaching to the test. He wouldn't support this even though it is a nice thing.

Mr. Wawer stated he looked at some trends from 2013. He compared the cost for staff at ESS as well as Memorial and this has increased. Mr. Drezek stated the Title I schools changed. Title I staff is paid out of the grants.

Mr. Wawer looked at the SPED cost increases and salary increase. Did we increase certified SPED staff numbers. Mr. Drezek stated this could be due to contractual needs for 70 employees.

Mr. Wawer would like to know why our SPED numbers are more than Newtown.

Mr. Neville stated you need to go by the IEP and look at the number of SPED students and the number of staff needed.

Dr. Schumann stated you need to look closely at the numbers. In Newington, we had 4 directors in special education. We have 2 directors in Enfield. You need to adequately service the needs of the special education students. If you don't watch this, the costs to outpace them will cost you more money in the long run. This number could change by being pennywise and pound foolish.

Mr. Grady stated a lot of the parents are now coming with lawyers and advocates to the PPT's.

Mr. Wawer added we need to come up with a process to get control of our costs. He asked about occupational therapy costs. Dr. Schumann stated that is an increase for contracted services.

Mr. Wawer stated these costs are part of our budget. We need to look at this closely to get things under control.

Mr. Neville stated the budget for SPED costs is different from town-to-town. Everyone calls these positions something differently. You need to look at the needs of the district and the number of FTE's. We need to ask these questions and there is no simple solution.

Chairman Sirard stated we have mentioned conducting a SPED audit previously. A lot of our costs are determined at the IEP process. We need to see how other towns are doing this. We need to benchmark to other communities and look at their IEP's to see what they are doing compared to us.

Mr. Jonaitis asked how many Enfield students are receiving some kind of special education

service. Dr. Schumann stated around 13%. Mr. Neville added the average is around 11%.

Mr. Wawer asked about curriculum development increasing costs. Mr. Drezek stated we consolidated accounts last year. There were more accounts and we tried to restructure by putting some money in each of these accounts. We are in the process of identifying the accounts and where the money used to be.

Mr. Wawer asked what we will get for \$1 million dollars. Mr. Drezek stated today for example, we held a professional learning day for all staff. It looks like a drastic increase but it is more because of the way it was done last year. We are still working on this.

Chairman Sirard stated the consolidation of accounts done last year for professional learning left us with \$800K last year. Now we are looking at an increase of \$200K for professional learning this year. Where is the justification for the \$200K increase. This is what Mr. Wawer is looking at compared from last year from professional learning.

Dr. Schumann stated part of that budget is for STEAM. This is also for curriculum materials not staffing. Dr. Schumann can look into this and break this down for you.

Mr. Neville appreciates you clarifying this. He would also like to see what the increase is for the materials.

Mr. Wawer asked what the priority is going forward. Chairman Sirard stated from being on the Finance Committee, the prior Business manager only had input on one budget. All of the consolidations were all grouped into one account. Now they are being spread between accounts and we are looking for the breakdown of the \$200K.

Mr. Wawer asked about the Elementary Academic Support. Mr. Drezek stated this is for Title I services.

Mr. Wawer asked about Elementary Nursing salaries. Mr. Drezek stated this was contractual.

Mr. Wawer asked if we increased the number of nurses. Mrs. LeBlanc believes there was something with professional development and their benefits. This was something the State was mandating.

Mr. Neville remembers something like this also for the nurses. Dr. Schumann stated we can go back and research this or look at this year's budget.

Mr. Wawer asked about School-to-Career Salaries. Mr. Drezek stated we lost some of our grants that supplemented this program. Dr. Schumann stated we lost our ARRA funds.

Mr. Neville stated we also needed to deal with staffing costs when the ARRA funding ran out.

Mr. Wawer asked about the General Ed Equipment line item. Mr. Drezek stated this was due to line item consolidations. Dr. Schumann would need to go back to look at this.

Mr. Wawer asked if this was a one-time item. Chairman Sirard would also like to know. Mr. Drezek is not sure what the former business manager did with the line items. When we reconciled accounts we might have taken funds out this account in order to pay for IT costs.

Mr. Wawer asked about furniture and fixture costs. Those are the years when we had money left over and we moved it to the next year. Mr. Wawer stated if we had actuals for the current year the amounts might be different. This might allow us to do something good on the other end. Mr. Drezek stated if we held off on purchasing equipment that particular year, it was for us to carry over funding to the next year.

Dr. Schumann stated we receive a request every year for more chairs. We wait until the end of the year to make sure the money is actually there or did we use for the rollover or IT costs. We budget the funds but will most likely move it to another account.

Mr. Neville does not believe we need to get involved at this level. We ask Dr. Schumann and Mr. Drezek to come up with funds when they are needed for these kinds of expenses. They will tell us what accounts they are taking the funds from by using line item transfers.

Mr. Wawer asked about the ESL Tutor salaries. Mr. Drezek stated they are hourly and are non-benefit employees.

Mr. Wawer asked about Elementary Computer teachers. Dr. Schumann stated these are classroom teachers.

Mr. Peabody stated there are computer teachers at the elementary level. Dr. Schumann stated students will go to the computer class for lessons. This is considered as one of their specials.

Mr. Jonaitis added that all teachers have a certain amount of prep periods. Students will go to the special classes like art, music, PE and computer class so the classroom teachers will have a prep period.

Mr. Wawer asked about what they are being taught. Mr. Neville stated they are taught a number of different types of programs. Some are related to math and literacy. They are all related to the curriculum.

Dr. Schumann added they will learn how to keyboard and use the technology being provided.

Mrs. LeBlanc stated the two teachers will service the 7 elementary schools.

Mr. Wawer asked about revenue and SPED costs. We receive a rebate each year from the Federal Government. Will this be the same again this year?

Dr. Schumann stated that depends on what the legislature wants to give us. Last year it was 70%. We have heard that number might drop to 68%. We also heard there is a \$500 million dollar surplus and it might go up to 72%. We are not really sure what we will get.

Mrs. LeBlanc stated our former Business Manager Chris Chemerka used to stay with the 68% amount for budgeting purposes.

Mr. Wawer would like us to address the Federal mandates for SPED costs if possible. Dr. Schumann added that every school district in the State is asking the same kind of questions.

Mrs. LeBlanc stated the money we do receive is only a fraction of what we should be getting.

Mr. Wawer believes this problem can be solved.

Mr. Peabody asked about the 3 curriculum administrators. Dr. Schumann stated Ms. McKernan is our Chief Academic Officer and is responsible for curriculum for students in grades K-12. Ms. Middleton is our Humanities Coordinator and Dr. Faulkner is our STEAM Coordinator. They were both brought in to help with building our new high school and to coordinate the curriculum as we move forward. The law is Common Core and we must adhere to what is required. For a district our size, having 3 people in this department is relatively small.

Mr. Peabody asked why we have a specific Humanities Coordinator. Dr. Schumann stated we

are blending the curriculum from the STEAM side to the Humanities side. We are trying to give a voice to both sides. We are looking for ways to integrate all sides of the curriculum. He envisions eliminating department chairs. We are trying to blend instruction together for the time the students are in school.

Mrs. LeBlanc added that they are also helping with the teacher evaluations. Dr. Schumann added they are evaluating 52 staff members between the two of them.

Mr. Jonaitis stated we are losing local control. We are being told by the State that we need to do certain things and must pay for it. We are making a choice to blend Humanities and Steam together. These kids are not going right out to the business world. Some of them will go onto trade school or post secondary education. We are doing too much for them. We need to give the students a basic education. He does not like the direction we are going in.

Mr. Peabody stated that he understands both Mr. Jonaitis and Dr. Schumann regarding this. In the technology field they are welcoming STEAM and Humanities. Blending needs to occur. He knows firsthand that we are not providing our students with the basic needs for writing, reading and comprehension.

Mr. Peabody would like to know if we have any alternatives to doing this. Dr. Schumann stated we eliminated some of the Department Chairs. If we eliminate Humanities or STEAM we would need Department Chairs to take us in this direction. The Board made this decision last year to consolidate. We need to make sure the curriculum is being followed.

Mr. Jonaitis added like bringing back Department heads. Dr. Schumann stated that is correct.

Mr. Peabody stated he is experiencing the same kind of problems at his work now, trying to break down the silos and consolidate.

Mr. Neville stated we are creating one culture and are trying to speak with one voice. We had multiple cultures before.

Chairman Sirard asked what would be a comfortable budget to present to the Town Council. What is a fair number for a percentage increase the Board would like to present. We are attacking line numbers.

Mrs. LeBlanc asked what the percentage increase would be if we mirrored our budget last year meeting our contractual obligations. Dr. Schumann stated the number Mr. Drezek worked up was 4.55%. We have started to take things from the budget. We have removed the new initiatives for the assistant principals and counselors along with other reductions that we are comfortable with. We are looking at 3.55% or 3.5%.

Mrs. LeBlanc stated to maintain our current budget, we would need to have at least 3.5%. Dr. Schumann stated we could probably go to 3.49%. Any additional cuts will take from what we currently have.

Mr. Neville asked about the complementary evaluators? He is leery about taking this out of the budget and then we will need to come up with something we can't afford. Dr. Schumann believes he will still be able to do this. We have taken money out of salaries from the retirements. If we take another \$100K we would be at \$300K. He believes we will have a few more retirements that will occur.

Mr. Neville added you will still need to pay for the pensions and will need the real numbers for the insurance. Dr. Schumann added we need a lot of real numbers.

Mr. Neville is comfortable with 3.5%. It is easier to cut than add back in. Dr. Schumann

agreed with Mr. Neville. He would be more comfortable with 3.7% but 3.5% will work.

Mr. Peabody asked if we have defensible evidence to back this percentage up. We cannot defend this if we do not know what it is. He would like to know what the numbers are or let the public and Town Council know that this is a work in progress. What will Saturday's meeting accomplish? Will this be a joint session with the Town Council?

Chairman Sirard stated this is a backward way of doing a budget that we have inherited. One of the consequences is the unfunded mandates. He is looking at cutting the 7 assistant principals and 3 counselors. We have a \$161K increase in the equipment allowance. We cannot buy new desks or equipment. We cannot afford the IT budget. We need to look at the Special Education budget and ask if we can do any better. These are all driving forces to the budget. We need to see if we can do this better. Half of our staff are at top salaries.

Mr. Peabody stated we are in agreement. We need to add caveats and defend it, so people will not think the school Board is going crazy. His suggestion for Saturday is to look at the line items and justify them. He asked do we have a contingency fund.

Chairman Sirard stated we do not have a slush fund on the Board of Education. We try to get our line items as close as we can to what has been budgeted. We can use line item transfers as necessary.

Dr. Schumann stated he has done budgets before where each principal has sat with him and presented their budget needs. He has met with the principals and has cut their budgets by \$5.5 million.

Mr. Peabody stated we need to defend the budget we present.

Mrs. LeBlanc stated that is why she wanted to know what a level budget would look like. If we do anything else, cuts will need to be made. She feels we have opened up the bridge of communication with the Town Council. She would like us to present a 3.5% budget to maintain what we currently have. Anything other reductions will mean cuts. She feels this would be good starting point.

Mr. Neville stated we are obligated to present the needs of the district. The budget process will not stop here. We can work with 3.5% and continue to look for efficiencies once we know what our numbers are. The Superintendent has said he can work with this. He will not second guess him. We will continue to fine tune our budget with the Superintendent. He is comfortable with 3.5%.

Mrs. LeBlanc added that she would like the Town Council to know where we are coming from. This way they have a starting point of our budget and we are trying to move forward with the process.

Mr. Wawer stated we are not looking at actual dollars. Dr. Schumann stated the Finance Committee are looking at these numbers each month.

Mr. Wawer added that we have fiscal challenges. We need to balance our educational needs and keep in mind what the taxpayers are looking for. Our existing educational cost sharing is not where it should be. Magnet schools are costing us. The Town Council increased our taxes last year. We have a lot of home foreclosures in Enfield. He does not believe we can realistically go past a 1% tax increase. We need to continue to look for economies of scale and efficiencies.

Mr. Jonaitis stated you can scrutinize all you want. There are needs and wants and we have contractual obligations. We are at a point in our education in order to save programs we will

need to increase class sizes or make cuts. This is something we fought hard to get them where they are at now. You can go thru all the programs and go line by line you might find some money here or there. Line item transfers are used from one year to the next year. We are looking at 3.5% of a \$64 million dollar budget, you will still be looking at salaries and benefits. We are stuck between a rock and a hard place.

Mr. Wawer asked what our contractual obligations are for salaries next year. Mr. Drezek stated for salaries it is \$947K.

Mr. Wawer stated we cannot keep going back to the well. Our tax base in Enfield is not growing to support increases.

Mr. Neville agreed that money plays a significant role in Connecticut. We are trying to balance our needs and work with the Town Council. We do not set the tax rates. The Superintendent believes he can do this with a 3.5% or 3.55% budget as a starting point. We will have long discussion with the Town Council regarding our needs. The Town Council will look at the needs for the town. We are not looking at the town's side of the budget. He knows there will be some cuts but we need to meet our educational needs. We have all day Kindergarten in our budget. He believes we are presenting a reasonable budget.

Mr. Wawer reviewed some of the other districts budget percentage requests and some of them are presenting 0% budgets.

Chairman Sirard stated these towns are doing what we have already done. We have made cuts and have consolidated programs. We said four years ago that these towns will be in the same boat that we are in and will need to make changes like we did. Full day Kindergarten is staying in the budget.

Mr. Wawer asked if full day Kindergarten is State law.

Chairman Sirard stated not yet. It could be yet another mandate down the road. We have some concerns about spending funds appropriately in the IT department. He is hearing a 1% budget and a 3.5% budget. We need to give the Superintendent some direction. If the Board is in agreement, he would like the Superintendent to show us what a 3% budget would look like.

Dr. Schumann stated that Mr. Drezek just ran the numbers from 3.55% to 3% and made some additional adjustments.

Chairman Sirard asked the Board if they are comfortable with 3%. We will be very lucky to see 3% budget from the Town Council.

Dr. Schumann stated we will most likely need to take some items from the budget that we are currently enjoying.

Chairman Sirard added that we either make the cuts now or make them later. Dr. Schumann stated we may receive an IT adjustment like we have in the past. We will also receive firm numbers as we move forward with the budget process. We do not want to alarm people by taking items away that will hurt.

Mrs. LeBlanc stated she tends to be fiscally conservative and believes we are being conservative with this budget. We are not asking for a lot with our budget request. She would prefer to ask the Town Council for 3.5%. We are rolling our budget forward and this is what we need. Any cuts that will be made will be deep.

Mr. Peabody asked how we can conduct the evaluations without the elementary assistant principals. We will need to propose something different like a budget range. We need to list



what the percentage will be if we cut out certain items from the budget. We need to show a range that we are working to be fiscally responsible.

Mr. Jonaitis stated we are being presented with choices. We established the Humanities position last year. Is this person more important than hiring retired principals to conduct evaluations to alleviate the pressure the elementary principals will be dealing with? These are the kinds of choices we will be looking at. How much will be spending on new technology vs. the evaluation process.

Chairman Sirard stated we do not need to figure out a number tonight. We will meet again on Saturday. We know that with a 3.5% budget, our budget will remain flat. We need to put a face with the cuts. We need to know what the cuts will be.

Mrs. LeBlanc stated she is always comparing the prior year to the current year to the future year. The 3.5% is a good starting point. This will cover our contractual obligations. We know additional cuts will be needed. By listing the cuts, you will be able to view the cause and effect. We will need to know how deep our cuts will go.

Mr. Jonaitis added that is how he felt four years ago. We had nowhere to go. One of the cuts was the JFK sports.

Chairman Sirard stated we know what a flat budget will look like. In order to move the process along, he would like the Superintendent to show us what a 3% to a 2% budget would look like. We are not voting on a budget tonight. These are the sacrifices we will need to make with each percentage cut from the budget. This way on Saturday, we will know what the budget would look like

Mr. Wawer stated when faced with fiscal challenges, we need to look at doing things differently. Hire outside consultants and retired principals. We need to think out of the box.

Mr. Grady stated we are asking the Superintendent to do a lot for Saturday's meeting. If we cancelled Saturday's meeting would that give you enough time to prepare this information.

Mr. Neville would prefer to hold a Saturday meeting.

Board members agreed for the Superintendent to present a 3% and 2% budget on Saturday.

## **6. Adjournment**

Mr. Wawer moved, seconded by Mr. Grady to adjourn the Special Meeting of February 18, 2014.

All ayes, motion passed unanimously.

Meeting stood adjourned at 9:33 PM.

Vincent M. Grady  
Secretary  
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary

**BOARD OF EDUCATION  
SPECIAL MEETING MINUTES  
FEBRUARY 22, 2014**

A special meeting of the Enfield Board of Education was held at Henry Barnard Elementary School in the Board Conference Room, located at 27 Shaker Road, Enfield, CT on February 22, 2014.

1. **CALL TO ORDER:** The meeting was called to order at 9:01 AM by Vice Chairman Wawer.
2. **PLEDGE OF ALLEGIANCE:** Vice Chairman Wawer
3. **FIRE EVACUATION ANNOUNCEMENT:** Vice Chairman Wawer announced the fire evacuation announcement.
4. **ROLL CALL:**

**MEMBERS PRESENT:** Peter Jonaitis, Ray Peabody (arrived at 9:06 AM), David Wawer, Vin Grady, Tina LeBlanc, Timothy Neville and Stacy

**MEMBERS ABSENT:** Lori Unghire and Tom Sirard

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

5. **Continue the 2014-15 Budget Discussion**

Vice Chairman Wawer stated we are here to continue the discussion from Tuesday night regarding the FY2014-15 Budget. Dr. Schumann was asked for information requested by the Board.

Dr. Schumann stated that both Mr. Drezek and he identified our educational needs and contractual obligations. We are still waiting for information from the Town and our agent of record. We made some adjustments to our needs and made some assumptions.

Listed below are the proposed FY2014-15 budget recommendations based on the Board's request getting to a 2% budget.

\$63,141,355	- FY2012-13 Budget	
\$71,920,166	- FY2013-14 Needs Based Budget Requests	13.90%
-\$ 5,002,027	- Superintendent Adjustments	
\$66,918,094	- Superintendent Budget Request	5.98%
-\$ 1,263,714	- BOE Adjustments	
\$65,654,380	- BOE's Proposed Budget	3.98%
-\$ 1,392,223	- Town Manager's Adjustments	
\$64,262,157	- Town Manager's Proposed Budget	1.78%
\$64,262,157	- Town Council Appropriation	1.78%
-\$ 718,154	- Town Council IT Adjustment	1.14%
-\$ 674,069	- BOE Adjustment Required	
-\$ 117,786	- Pension Adjustments not in Proposed Budget	
\$64,262,157	- 2013-14 Final BOE Budget Total	1.78%
\$64,262,157	- 2013-14 Budget	
\$73,028,876	- 2014-15 Needs Base Budget Requests	13.64%

-\$ 5,565,680 - Superintendent Adjustments	
\$67,463,196 - Superintendent's Proposed Budget	4.98%
-\$ 669,831 - Proposed 7 Elem. Assist. Principals	3.94%
-\$ 165,000 - Proposed 3 Elem. Counselors	3.68%
-\$ 100,000 - Retirement Adjustments	3.53%
-\$ 20,000 - Additional Retirement Adjustment	3.50%
-\$ 77,777 - Pension Assumptions	3.37%
-\$ 35,896 - Unemployment Assumptions	3.32%
-\$ 74,079 - General Liability Assumptions	3.20%
-\$ 21,674 - Workers Compensation Assumptions	3.17%
-\$ 31,243 - Life Insurance Assumptions	3.12%
-\$ 43,500 - Additional Benefits Assumptions	3.05%
-\$ 37,400 - Clerical Position at FHS	2.99%
-\$ 250,000 - Increase Choice Students by 25	2.61%
-\$ 387,500 - Reduce Programs and Personnel	2.00%
<hr/>	
\$65,549,296 - Proposed FY2014-15 Budget	2.00%

Dr. Schumann added that the principals will continue to look for additional cuts. He is sending home letters to the magnet students asking them to meet with him and look at Enfield Public schools first for their educational needs.

Mr. Neville stated you are looking at staffing and programs which will ultimately increase class sizes. Dr. Schumann added there are some ugly numbers when looking at class sizes. The transitional grades will be challenging.

Mrs. LeBlanc stated they do this every year trying to entice us to take additional Choice students. The Choice students will become eligible for services. Some of these students will receive services over the Enfield students.

Mr. Wawer asked what kind of services you are referring to. Mrs. LeBlanc stated any kind of service like reading and math.

Mr. Neville asked if we are cutting services to our kids based on the increase of Choice students. Dr. Schumann added that there is a possibility that some of the Choice students may not be on grade level and will receive Tier I, II and III services. He has not heard from the principals that they are stretched and cannot service the students.

Mr. Neville stated there are incentives to take additional Choice students. Some people feel they are a problem and he has not seen this. We have been taking them in the younger grades so they can buy into our system.

Dr. Schumann stated you need to meet and work with the families regarding the opportunities they will receive in our school system. He has taken them in all grades or transition grades like K, 3, 6 and 9 when he was in Newington. We get students in all grade levels when they move to Enfield. A transition is a transition.

Mrs. LeBlanc stated this is happening in all towns. Some students are teetering or fall just below the need for additional services. As a tax payer, this bothers her. We are providing services to the students that need it the most. We can barely afford to educate the students we currently have without bringing in more students.

Mr. Grady asked if the open choice kids are given preference. Dr. Schumann stated open choice is a lottery system. We do recruit them. The services are provided based on student needs.

Mr. Jonaitis stated this is a noble goal. Bringing more kids here will increase class sizes. We have kids that need services. We need to do the best for our kids in our town. These kids would also affect our test scores. He would prefer to keep it the way it currently is.

Mrs. LeBlanc stated she wanted the Board to be aware of this. If the Board wants to increase the Choice numbers, then so be it. Her daughter has gone to school with some Choice students from the start and they have all done very well here.

Mr. Neville stated the Choice program has evolved in Enfield. Transportation for the students is a concern. He feels taking the students in the earlier grades works better. They are working through our curriculum and they understand it. Some of the parents work with us and are very committed. They become very involved in our schools. His experience has been positive.

Mr. Neville stated our numbers are lower than where they were. Dr. Schumann stated we are currently at 1%. They would like us to have 3%. If we increase our Choice numbers, they will reimburse us at the 3% rate. They would like us to reach some of the benchmarks with the Sheff stipulation.

Mr. Neville asked if we have a choice of where they go. He does not want us to overload class sizes. Dr. Schumann stated we do have a choice where to place them.

Mr. Peabody stated that Mrs. LeBlanc presented some interesting information. He asked about the students needing services and looking at student information. We need to look at the data.

Mr. Jonaitis stated we cannot do this legally.

Mr. LeBlanc stated if they leave us to go to a magnet school, we are not responsible for them once they leave. Dr. Schumann stated that is correct. They would be considered a Hartford student if they leave us.

Mr. Neville stated the Choice students become our students until the leave or graduate. We cannot treat any student differently. Scores will be affected when any student moves to Enfield.

Mr. Peabody stated everyone is looking at school scores. This information is useful on how to address areas of concern.

Mrs. Thurston asked when the lottery takes place. Dr. Schumann stated in April. He is not sure of the exact date.

Mrs. Thurston agrees with Mrs. LeBlanc and does not want to see any of our students that need service to be put aside. She works in a facility where HIPA is huge. She cannot just go out and get information even if it is available.

Mr. Peabody stated when the students come here and are evaluated, we can review their progress to see what goals have been obtained. He is not looking for data before they come here. Only the data when they are here.

Mr. Neville stated we are provided with a lot of data when the students enter our school system. Teachers will conduct assessments with all students that come to us.

Mr. Neville asked what your contingency will be for complementary evaluators if we do not receive the percentage needed to fund this. Dr. Schumann stated he does not have a contingency plan. We will need to figure this out. He will talk with the bargaining units and

will try to change the classifications for next year for using complementary evaluators.

Mr. Neville would like us to leave something in the budget as a safeguard for this. We are doing this so the public will see the needs of these cuts. He is looking that we will see additional efficiencies when we get closer to May. He does not want to cut any needs.

Mr. Jonaitis would like us to identify the cuts without cutting programs. If some larger class sizes are needed he would prefer this like with TLC, Support Programs, Tier I, II and III. Keep the programs we currently have.

Mr. Neville stated we need to look at priorities like not increasing class sizes. We need to keep within our ranges.

Mr. Neville asked if by not adding the elementary counselors, will this affect the special education numbers. Dr. Schumann stated by adding the counselors it would lighten the load of the counselors and social workers. This will need to be absorbed by the current staff.

Mr. Grady asked where the counselors and social worker would be placed if this was left in the budget. Dr. Schumann they would be in the K-2 schools.

Mr. Neville stated this would bring us back to the way it used to be.

Mr. Wawer asked if we are required by law to have a social worker. Dr. Schumann stated we are not required.

Mr. Neville added we would be required if an IEP mandates this. This is done during the PPT process.

Mr. Jonaitis would like us to look into the PPT process. Maybe we are offering too many services. Can we scale back on some of these paraprofessionals. Some of them are one-to-one.

Mr. Neville stated this is something he would like us to audit. We need to look at how we are conducting PPT's and how we are using paraprofessionals. We need to look for economies of scale.

Mr. Wawer would prefer to call this a structural analysis, not an audit.

Mr. Neville asked about the medical, pension and benefits. Mr. Drezek stated 3% was for the entire district. They base the medical on a 12 month trend analysis review. We will know more in a couple of months. It will not increase more than 3%. We are self insured.

Mrs. LeBlanc stated it is hard being a parent and Board member. She knows why we are making reductions. We need counselors. Kids are faced with more now at an earlier age. Class sizes are a concern. In the K-2 grades there is more wiggle room. In the 3-5 schools they are maxed as well as the upper grades with students, discipline concerns and evaluations. She would like us to present a 3.5% budget.

Mr. Neville stated the Superintendent has presented us with a 3% and 2% budget so we can see what the budget would like. We now know what these cuts will impact. We will get more information in March through May as we continue to look for more economies. He would like us to present a 3.5% budget based on our needs.

Mr. Peabody stated some budgets are presented high and some are presented low. If we go with a 3.5% budget we will be covered for some of these concerns we are presented with. We need time to look for alternatives. We know everyone does not want us to hire 7 elementary

assistant principals. We are caught between a rock and a hard place. We need to communicate to the public regarding the State requirements. We may need to do this.

Mrs. LeBlanc stated that is why she wants us to present a 3.5% budget. She wants them to know where we are coming from. It may not be what we want but we have mandates that are requiring us to do this. We will still look for efficiencies. In the past, the Town Council didn't really know what we were trying to achieve. The Town Council is more involved in our Budget process now.

Mr. Peabody stated we need to explain the position we are in. This is a starting point and we need to craft a message letting them know. People are tired of hearing about reform, mandates and tax increases. This is a requirement. We do not know what we are going to cut. We will need to cut programs like the leadership program. We need more information this is a give and take. He believed Chairman Sirard wanted us to look at a number that we would present to the Town Council.

Mr. Wawer stated we are here to listen to the Superintendent's recommendations. We will meet on Tuesday and will vote on this. He would like us all to digest this information and will present a motion and adopt the budget on Tuesday.

Mrs. LeBlanc stated she would like them to know we have done our due diligence and this will continue. We need to do this in a thoughtful way.

Mr. Neville stated this is starting point based on the information we were presented at this time. We have had a good dialogue with the Town Council members. We are all here for the same reason of what is best for our kids and our town. We will continue to look for efficiencies and will let them know about them. We need to let them know what our needs are so the town will benefit.

Mr. Jonaitis stated the Board and the Town have worked well together for the past several years. If we ask for a 3.5% budget for education and the town has their needs and we are still looking at a large percentage when you add it all together. He does not believe we will receive an increase again like we did last year. Our taxes increased and he does not believe that will happen.

Mr. Wawer stated you are trying to recruit some of our kids back from magnet schools. Your letter is proactive and visionary. By doing this there is a movement opportunity to reduce the number of students going to magnets.

Mr. Wawer asked about supplies in the curriculum budget as well as instruction supplies in all schools. He does not see how the consolidation is working.

Mr. Neville stated they are two different things. Mr. Drezek added that the accounts were consolidated and added to the district accounts. There is still money in those line items.

Mr. Neville stated the 2013 actuals are listed you do not see what was budgeted. The actuals were consolidated at the beginning and this is creating the confusion.

Mr. Wawer stated he is looking for cost efficiencies. He also looked at furniture, fixtures and general education new equipment. Dr. Schumann stated the numbers are there but due to budget cuts needed, we are not replacing these items.

Mr. Drezek stated we carried the funding over. He believes this was used to move the funding forward to the next year.

Mr. Wawer asked if these numbers are due to line item transfers. Mrs. LeBlanc added you will begin to see how this process works in April, May and June when line item transfers are done trying to budget funds during the finance meetings when we are trying to come up with efficiencies.

Mr. Peabody asked if we have applied for all the grants with this budget request. How much is carried from year to year.

Mrs. LeBlanc stated the Literacy Tutors can only service Title I students. We apply for this grant every year. They can only service students in Title I schools. Ms. McKernan applies for this grant in September.

Mr. Wawer stated this would be helpful to know which line items are funded by grants. Mrs. LeBlanc stated you will find this information in the Board packets.

Mr. Wawer would like this information asterisked on the line items listed in the budget.

Mr. Neville stated our grants have gone down. We used to buy equipment with the grants.

Mr. Wawer asked if Head Start is 100% funded by the Federal government. Mr. Drezek stated no. There are some grant items that are funded with the local Board of Education. There are some amounts that we are responsible for like transportation.

Mr. Wawer is looking for the amount or percentage that we must cover. This would be helpful information to know. He looks at Head Start as a social service program and a preschool program.

Mr. Neville added it is an educational program.

Mr. Wawer stated that statistics have proven that this program is not doing what it was intended to do. Dr. Schumann stated that information is flawed.

Mr. Wawer stated he looks at this as a K-12 program. He views this is a preschool program. He would like to see the Town be responsible for this program and the associated costs not the Board of Education.

Mr. Peabody stated you would like the Town to be fiscally responsible for this program. They would still need to report to the education side.

Mr. Neville stated we need to apply for the grants through the education system. We exceed the goals with our head start programs. It is different in different parts of the country. We need to look at the data. There are some social goals. This is a data based program.

Mrs. Leblanc stated we have around \$150K in Head Start expenses that is basically for materials. Our Head Start works closely with the Town of Enfield. Head Start comes to us before they can apply for funding. As a member of Kite, she has seen Head Start in our community. They work with Enfield Child Development and other preschool programs. They work closely with us as well. She would hate to see them become a partner. We are an integral part of them.

Mr. Wawer asked what our legal responsibility for the Head Start program is. We are responsible for students in grades K-12 and special education students until they are 21. He is trying to get to our core mission. We need to look at the data. The numbers will drive our decisions.

Mrs. LeBlanc encourages Board members to go to Head Start and see what they are doing with our kids. They welcome you and want Board members to visit them.

Mrs. Thurston will be at Head Start on Friday.

Mr. Wawer would like Mrs. Thurston to give an update about her visit to Head Start at the next Board meeting.

Mr. Wawer stated we can make a motion on Tuesday night.

Mr. Neville would like a hard copy of the Superintendent's presentation. Dr. Schumann will send this to each Board member.

**6. Action, if any regarding Adopting the FY2014-15 Budget - None**

**7. Adjournment**

Mr. Grady moved, seconded by Mr. Neville to adjourn the Special Meeting of February 22, 2014.

All ayes, motion passed unanimously.

Meeting stood adjourned at 10:26 AM.

Vincent M. Grady  
Secretary  
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary



**BOARD OF EDUCATION  
REGULAR MEETING MINUTES  
FEBRUARY 25, 2014**

A regular meeting of the Enfield Board of Education was held at Town Hall in Council Chambers, located at 820 Enfield Street, Enfield, CT on February 25, 2014.

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

**MEMBERS PRESENT:** Peter Jonaitis, Raymond Peabody, Lori Unghire (participated remotely), David Wawer, Vin Grady, Tina LeBlanc, Timothy Neville, Stacy Thurston and Tom Sirard

**MEMBERS ABSENT:** None

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

Chairman Sirard stated we have a need to suspend the rules to move an item up on the agenda.

**Motion to Suspend the Rules:**

Mr. Grady moved, seconded by Mr. Wawer moved that the Enfield Board of Education suspend the Rules and move an item on the agenda. Move Item #11 New Business – Adoption of the FY2014-15 Budget to Item #6.

**Discussion:**

Mr. Jonaitis asked why we are moving Item #11 up on the agenda.

Mrs. LeBlanc stated that Mrs. Unghire is calling from California and she will not be able to stay for the entire meeting.

A vote by **show-of-hands 9-0-0** passed unanimously with an affirmative voice vote by Mrs. Unghire.

6. **NEW BUSINESS**

a. **Adoption of the FY2014-15 Budget**

Chairman Sirard stated the floor is open for any discussions regarding the FY2014-15 Budget.

Mr. Neville stated he reviewed the information provided by the superintendent regarding the questions that were asked by Board members at the Saturday meeting. This information

answers his questions regarding what the cuts to the budget would look like. He is not sure if the State will follow through on some of these items we are hoping for like the evaluations. The Superintendent broke up the number of assistant principals you were requesting.

Dr. Schumann stated that is correct. He has listed 4 assistant principals at the primary level and 3 assistant principals at the intermediate level. He also listed the 2 school counselors and social worker positions as separate line items.

Mr. Neville stated if the State comes through with some flexibility and this is not required this year at the elementary level, these items would be cut and funding would not be needed?

Dr. Schumann added the assistant principal positions would not be needed for evaluations. They could be used as additional administrative support based on the Board's decision.

Mr. Neville agrees with Chairman Sirard that the way we work on our budget is backwards. We are making decisions without knowing the impact of these cuts. The cuts listed on Dr. Schumann's budget lists the impacts associated with each cut. We want to be as transparent as we can. This shows this and this is how he likes to look at the budget. The budget has been whittled down from 4.98% to 3.43%. We discussed at our previous budget meetings looking at other items that we could possibly cut from. He is against making cuts now when we have two more months to evaluate our needs and not knowing what the impact of the cuts will be.

Mr. Wawer stated we need to reflect the correct terminology. We are looking at how much we should increase our budget for the next fiscal year above the current budgeted amount. We are not looking at cutting our \$64 million dollar budget. We are debating the amount to increase the budget.

Mr. Grady stated the initial budget that the Superintendent presented was for 7 assistant principals. You are now looking to reduce this number to 3 assistant principals based on our requests. Dr. Schumann stated that is correct.

Mr. Grady added the other items listed in the budget would keep our budget neutral with all of our contractual obligations. Dr. Schumann stated that is also correct.

Mr. Peabody asked about the number of retirees and the budget impact replacing these positions. We previously discussed using complementary evaluators without having a huge budget impact. This is something we should continue to explore. He liked Saturday's interactive budget meeting using the excel worksheets.

Mr. Grady asked when the Town Council will give us our final budget allocation. Dr. Schumann stated we will receive this amount in May.

Mr. Grady added we may have some of the answers asked by Mr. Neville by then so we can inform the Town Council. This way they can adjust our proposed budget request before they make their final decision.

Dr. Schumann stated it is possible that we may know the answers to our questions by then. He met with our representatives and Senator Courtney about our concerns. Washington will need to make a decision regarding our waiver to the State of Connecticut. He believes our congressmen are going to work together on this. The responses from Washington have been slow.

Mr. Neville responded to Mr. Wawer by stating we are also looking at where we are going. Our salaries and costs do not remain the same each year. The number we chose will be a

compromise and we will settle for less than what we currently have.

Mr. Neville responded to Mr. Grady by stating we will know a lot of things in May that we do not know now. If we receive additional retirements, we can inform the Town Council. That is what we did last year. We should keep our lines of communication with them open. We are here to come up with a reasonable budget. He is not against making cuts. Our job is to recommend our needs for the school system to the Town Council. The number we come up with tonight is at best a guesstimate. We can continue to look for efficiencies before we make cuts to the budget.

Mr. Jonaitis stated he is having problems with the numbers being presented tonight. A lot of money has gone into central office over the past two years. This is not a wise use of our funds when we are trying to keep class sizes down. We have two curriculum coordinators that are conducting 26 evaluations each. They are only doing half of the jobs they were hired for. He recommends that the Superintendent, Deputy Superintendent, Chief Academic Officer, Chief Personnel Officer and the Athletic Director conduct 2 evaluations at each elementary schools. This would save the principals from doing some of the evaluations. Having each of you conduct 14 evaluations is not that much to ask. He is thinking outside of the box.

Mr. Jonaitis would like us to move our IT program over to Thomas G. Alcorn and let them run the department. He knows this is something we still need to discuss further and smooth out some of these bumps.

Mr. Jonaitis stated you were discussing the 3 administrators (assistant principals) at the elementary level and not the 3 administrators at the secondary level (JFK principal, JFK assistant principal and FHS assistant principal). Dr. Schumann stated the 3 elementary assistant principals would be at the intermediate schools (grades 3-5).

Mr. Jonaitis added that we still have 2 positions at JFK and 1 at FHS that are open. Dr. Schumann stated that is correct. We have an interim principal at JFK, and interim assistant principal at JFK and an interim assistant principal at FHS.

Mr. Jonaitis does not want to see the secretary position at FHS eliminated. This position is too important to eliminate. He would prefer this be reduced to a half time position. He also does not want to see any increases in class sizes or a reduction of teachers.

Mr. Jonaitis is also concerned about the numbers being presented tonight regarding the budget percentage.

Mrs. LeBlanc is comfortable presenting a 3.43% budget to the Town Council. She feels the budget conversations Board members have had have not been contentious. We have a cushion regarding the implementation of teacher evaluations for just in case the State requires us to conduct evaluations at the intermediate schools. We don't want to cut off our noses in spite of our faces. She appreciates the discussions the Board has had. We are looking at things differently and out of the box. Some of the ideas presented by Dr. Schumann have been visionary. This is why she is supporting 3.43% budget that will support the 3 assistant principals.

Mr. Wawer stated this is a work in progress. He was prepared to go with a 1 or 1.5% budget over current expenditures. He now knows what we are up against. There are still some efficiencies we can look at. We need to be more creative. He would like to look at a 2.83% budget.

Mr. Neville stated these are not easy cuts to make to the budget. The cuts presented are tangible and real. We may get to a 3% after we have done our due diligence. He hates this

process. We have 2 more months to go. He is against making cuts without not knowing what the cuts are and how they will impact us.

Mr. Peabody stated we need to get to the program level and evaluate it to see if it is working. The budget process is backwards. We are giving a number based on the high end of our budget needs. We need baseline information. We are given money from the Town Council. The process is not really transparent to our citizens. Saturday he asked if we have a contingency fund and was told we do not have one. It can be found in the line items. We need to look at our program needs. We receive funds from the State for Open Choice. People are going to look at what we are doing and think we are being crazy. He is not comfortable giving a number tonight. He is looking for a lower amount than 3 %. This is a starting point. This is not a firm figure. This is not our best and final number. He would like to Town Charter folks to change the charter for the Town.

Chairman Sirard stated this is the first number in the budget process. We will present a number to the Town Council of this backwards budget process. He has heard numbers from both sides of the room. We all do not want to do any harm to what we currently have in our school system. There are numbers we can look at in the budget process. He respects both sides. We are making educated guesses by making adjustments to the line items. If we cut the recommendations made by the Superintendent, we will be below 3% or 2.99%. He strongly believes the Governor will give us a break. This budget represents what everyone wants.

Chairman Sirard understands the concerns with the curriculum coordinators and would like to see them work to their full potential. There has been a lot of talk about the common core as a whole. If the citizens tell us they are not in support of the common core, we could use these two individuals to write our curriculum for us. We are also going to need them to conduct evaluations whether we like it or not.

Chairman Sirard added that we also have to think about our new high school which is on the horizon. Part of the budget for the school is furniture and fixtures. We have \$110K in our equipment line item. This is usually the first thing that is cut during the budget process. Part of the expenditure for the new high school will include new furniture. The furniture that will be left at Fermi and at Enfield high will be recycled and will be used at our other schools. His suggestion to the Board is to adopt the budget with the recommended cuts. He is willing to take a gamble by not adding assistant principals.

Chairman Sirard does not want to start a contest between the Board and Town Council. He wants them to know that we are submitting the best number we can present. The number will be contingent. He is prepared to deal with the contingencies as they are addressed. We will not be hurting the school system and we are keeping our current programs.

Chairman Sirard stated by taking a portion of money from the proposed equipment line item it will bring us to a 2.93% budget increase. If we take the whole amount it will bring us to 2.83% budget increase and no one is getting hurt.

Mr. Jonaitis stated we will vote on a budget either tonight or later this week. He said the entire Board is still not on the same page. He respects everyone's opinion that is different than his. We will pass this budget on to the Town Council. He wonders what they will look at if we can't get together. They do not know what is going on here. Our population has been declining. We are giving raises to our staff year after year. People are on fixed incomes in our town.

Mr. Jonaitis added as far as the curriculum coordinators are concerned, he would like us to bring back the 8 or 9 department heads at each school. Pay them the stipend and let them work with Ms. McKernan to develop our curriculum. If they can't do this in 3 years, than none of them should be working in education.

Mr. Neville asked about the 3.43 % amount and the 2.99% dollar amount. Do you know what that amount is? We need to present our number to the Town Council and it takes several days to put the budget together. We need to adopt our number tonight.

Mr. Drezek stated the decision needs to be made by Friday. Mr. Neville asked when the Board needs to make this decision by.

Dr. Schumann stated the Board is not scheduled to meet again this week. We do need time to prepare the documents to present to the Town. It needs to be there on Friday. Mr. Neville added we need to have a number tonight.

Chairman Sirard stated if you take \$65,549,296 and add \$387,500 and \$250,000 it will give you the bottom line number.

Mr. Neville stated we cannot use other personnel for the evaluation system the way it is currently set up. If we were to use department heads for the evaluations, they would not have enough time to teach and put together curriculum at the same time.

Mr. Neville stated that Mrs. LeBlanc has come up with a number of \$66,187,089. We are looking at less than \$300K than what the Superintendent presented for cuts. He asked if this number is close to his.

Chairman Sirard stated and there is \$110K in the equipment line item that we have not touched that could easily be reduced more. There is a \$10 million dollar contingency fund for FF&E for the new high school.

Mr. Neville stated that Mr. Wawer has pointed this out in our furniture and equipment line items previously. This is one of the accounts that we have taken funds from when cuts are needed. His biggest concern is dealing with the evaluations and what if this becomes a mandate and we have cut the assistant principals from our budget. We need a backup plan for just in case like the complementary evaluators.

Chairman Sirard stated he is trying to find a consensus among the Board without harming the school system. Elections have consequences. The State has done this to us. The State is mandating this evaluation system. We have the option of Open Choice to consider. This is not his first option. We can take an additional 25 students and we will receive \$250K.

Mr. Peabody stated that he has the same concerns as mentioned by Mr. Neville regarding the evaluations. Using complementary evaluators will cost us around \$268K. We need to look in our budget to see if this would work instead of using full time assistant principals. Our savings in retirements were not as generous as he would have thought they would be. We need to look in our budget for options. We may not have to conduct the elementary evaluations this year. Hopefully the citizens in Enfield will let their legislatures know they do not like common core. We need to be prepared for just in case.

Chairman Sirard stated evaluators need their 092 certification. Retired principals can receive \$500 per day and most of them do not want to be here during January – April. They typically migrate south during the winter months. It may sound like a good idea using complementary evaluators. The chances are you will not be able to find many of them. There is no other private contractor setup to conduct evaluations yet. The Town does not have the money for this. We can opt for the 25 additional Choice students to fund the evaluation system. The biggest impact these additional students would have on the school system is that it makes it difficult for some of our in town students that need placement in some of our programs. We do not expel the students that come to our town.

Mr. Jonaitis stated that the smarter balance assessment consortium website or [smarterbalanced.org](http://smarterbalanced.org) can answer your questions regarding common core and the evaluation program.

Mr. Jonaitis stated we can use the department heads for evaluations. We would just need to do things a little bit differently. He has heard that they are being used like this in other districts. They teach 3 periods a day and would be able to conduct a number of evaluations. Then we could look at hiring some retired administrators to help with the remaining evaluations. By using staff a bit here and there, it would help out until this has leveled out. He does not want to spend a lot of money on this if we don't need to. We need to be creative with this. Use our central office staff to pitch in.

Mr. Jonaitis stated taking additional Choice students will bring in additional money to the district. This does not offset what we are paying for Enfield students attending magnet schools.

Mr. Jonaitis believes the administration should have enough time to write something up about the budget to submit to the Town manager on Friday. The budget should be almost ready to send over now. He does not believe you will be starting from scratch.

Mr. Neville stated we are all talking about the same thing. We have a concern if the State does not come through. We need to have a plan for just in case. He also believes we are all working together well to get to a compromise.

Mrs. LeBlanc stated that we are comfortable with a 2.99% budget increase. We could use the equipment line item in case the State does not come through for us regarding the elementary evaluations.

Mr. Peabody agrees with what Mrs. LeBlanc mentioned regarding using the equipment line item for a contingency. If we wanted to reduce this amount further we could let the Town know about this. Chairman Sirard stated it does not work that way.

Mr. Sirard stated we will present a budget that we can live with. The equipment line item is the one area where there is some gray. We have narrowed the budget down to 2.99% which meets everyone's concerns about doing no harm. We will continue to look for efficiencies. If the Town Council gives us less than what we have requested or we can always request less. We are up against a statutory deadline. This budget request will give us a baseline at the highest level requested.

Mr. Peabody agrees with a 2.99% budget increase and to continue our budget discussions with the help of Mr. Drezek and Dr. Schumann. He would also like us to show the Town Council what we are doing. He would like to end the discussion and calls for the question.

Mrs. Unghire also likes the 2.99% budget increase.

Mr. Grady moved, seconded by Mr. Wawer that the Enfield Board of Education approves a 2.99% increase or \$66,187,089 for the FY2014-15 Adopted Budget.

**Discussion:**

Mr. Neville suggested also looking at any additional retirements for additional cost savings.

Chairman Sirard stated that he does not want to ask the Town Council for more money than we need. We will continue to look for efficiencies. We will also continue to pursue any avenues

of savings. He is confident with this budget recommendation.

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

Mrs. LeBlanc left the meeting at 7:57 PM.

**7. BOARD GUEST(S) - None**

**8. SUPERINTENDENT'S REPORT**

- a. Student Representatives Report – as presented
- b. Snow Days Used – as presented
- c. First Readers Ceremony – as presented
- d. Grants Report – as presented
- e. Personnel Report – as presented

Mr. Jonaitis asked if we have someone writing grants for our district. Dr. Schumann stated our curriculum coordinators are currently writing grants for submission. They have been pounding the payment looking for grants. They come to us from CREC with extensive experience writing grants. Ms. McKernan has also written several grant proposals.

Mrs. Unghire left the meeting at 8:00 PM.

**9. AUDIENCES - None**

**10. BOARD MEMBER COMMENTS**

Mr. Wawer stated that he enjoyed the EHS Lamplighters production. The students did a great job. Also there will be a Buzz Robotics Pasta Dinner on February 28<sup>th</sup> at St. Bernard's. You can meet the students involved in the Buzz Robotics program.

Mr. Grady attended Mrs. Reale's Kindergarten class at Henry Barnard and was amazed at all the teachers are doing with the kids. They are doing a great job. The teachers are very happy with our full day Kindergarten classes.

Mr. Neville thanked his fellow Board members for the collaborative effort putting the budget together this year. It was done with respect for each other and the process has been good. He appreciates the effort and he is sure the public does also.

Mrs. Thurston wished the grade 5 students good luck. They will be starting the CMT Science portion on March 11<sup>th</sup>. She will attend Head Start on Friday to see their version of the winter Olympics.

Mr. Jonaitis asked the Board to consider some things for the future. He would like us to look at the incentives for early retirements. A possibility could be to offer insurance incentives. That is the biggest cost for retirees. It is too late to do this now but it is worth looking into for the future.

Mr. Jonaitis would like the Board to bring back the Personnel Committee for two reasons. They can help with negotiations, getting information and reporting back to the Board. They can also help with the policies. Some of the policies still reference a Personnel Committee. Especially when hiring vice principals on up. He would like the Board to look into this.

Mr. Jonaitis would like the Board to contact the ETA and discuss having a Board member as a liaison for the teachers to vent to so we can make this a better school system. He questions

some of the moral in our schools.

Mr. Jonaitis would like the Board to hold exit interviews for staff with the Superintendent. We can gain a lot of valuable knowledge from these meetings.

Mr. Jonaitis stated we still have 3 positions that need to be filled. They are currently being filled by interim staff. He would like to see a timeline for filling these positions.

Mr. Jonaitis asked if parents have an option to opt their child out of the testing that is required by the State. Dr. Schumann will look into the testing option for parents.

Mr. Peabody stated that we have placed a link on the website regarding common core for parents to access information easily. He thanked Dr. Schumann for having this done.

Mr. Peabody shouted out to Two Moms on a Mission. This is a tremendous program that helps many single parents out.

Mr. Peabody stated that he just learned that we have 2 grant writers in our curriculum department. There has also been some discussion about the Town Council using a grant writer. This can also be a way for the school system to obtain grants by working with the Town by sharing resources.

Mr. Peabody stated that he has heard a lot about communications over the past few months. He is looking for proactive communications. We need to look at our methods of communication and upgrade our communications to include news blasts. We do it sometimes because he receives comments about school closings or delays. We can put out more than just this.

Mr. Peabody would like to see an open dialogue with staff. This way, we can gauge their temperament and get their unbridled input without breaching any confidentiality. Maybe we can hold a community conversation or something like this for staff.

Chairman Sirard commended the Board for working hard on our budget. Our conversations on the budget have been respectful. You all did a great job.

Chairman Sirard stated the First Readers held their trivia night. He was unable to attend but heard that it was quite successful.

Chairman Sirard stated we discussed in our Executive Committee meeting holding a Listen & Learn event for our teachers and administrators. This will be an open door policy where they can discuss with us what will make our education system better. We will hold a session just for the staff and one for the administration. Our employees need to know we are available for them to communicate with us. We are reaching out to our employees and hope they will take advantage of this.

## **11. UNFINISHED BUSINESS**

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

Chairman Sirard stated the Executive Committee has formed the advisory committee. Letters will be sent out as appropriate. We have not scheduled any meeting dates yet. We received a significant amount of applications. He thanked the news media outlets for getting the message out to the Enfield community.

Chairman Sirard stated the membership is comprised as follows:



**Point of Order:**

Mr. Jonaitis stated he knows he was not here at the last Board meeting. Did the Board give the Executive Board the authority to make these appointments without consulting the entire Board? If this was not done, you are in violation of your policy.

Chairman Sirard stated temporary subcommittees of the Board are at the discretion of the Chairman of the Board of Education.

Mr. Jonaitis stated with the approval of the Board.

Dr. Schumann stated the formation of the committee is required by the Board. The Board did give the Chairman permission to form the committee. We will look at the appointment of membership to the committee. His understanding was the Chairman would appoint the membership after the Board approved the formation of the committee.

Chairman Sirard stated that was his understanding as well.

Mr. Jonaitis stated that is why he is asking this question.

Mr. Neville believed the Chairman is responsible for setting the membership for this committee.

Mr. Jonaitis stated the Chairman has the right to setup the standing committees of the Board. He will look at the policy.

Mr. Grady asked if we have the minutes from when this was established. Mr. Neville added that was done several weeks ago.

Chairman Sirard stated pending the resolution to the question raised by Mr. Jonaitis, the advisory committee members are:

Keith Winans – Community Member  
Marie Pyznar – Community Member  
Michael Pescitelli – Staff Member  
Ashley Hurley – Staff Member  
Ray Peabody – Board Member  
Stacy Thurston – Board Member  
Tom Sirard – Chairman  
Chris Drezek – Deputy Superintendent  
Jeff Schumann – Superintendent

Dr. Schumann read Board Policy #9133 Standing Committees of the Board. “The chairperson, with approval of the Board, may appoint any special committee and/or advisory committees to the Board. Committees considered Special or Advisory will receive their duties at the time of appointment and the committee shall be considered dissolved when its final report has been made to the Board or upon being dissolved by the Board.

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

Dr. Schumann added the policy does not address the appointments to put the committee together but line #16 suggests the Chairman will appoint members to the committee.

Chairman Sirard further stated it is the discretion of the Chair that the Board approved the basic formation of the committee. Dr. Schumann agreed the policy references the Chairman's authority to appoint members to the committee.

Chairman Sirard added by extending this to the Executive Committee for input, he has broadened the criteria.

Chairman Sirard looks forward to working with the Future Use of Fermi Advisory Committee members.

Mr. Neville asked about establishing a timeline.

Chairman Sirard stated this will be discussed with the committee members. We will keep this process as open as possible. He is hopeful that this will be done by the end of the year or to at least start the ball rolling. The committee membership will determine the timeline.

## **12. BOARD COMMITTEE REPORTS**

Mr. Wawer reported that CABE Day on the Hill will be held on March 5<sup>th</sup>. If you are interested in attending, please notify Mrs. Zalucki and she will register you.

Mr. Wawer reported that the Policy Committee will meet in March. We have several policies that we will be discussing. You are all welcome to attend and participate.

Chairman Sirard stated the Board's 5 Standing Committees are as follows:

Curriculum Committee is comprised of the following members: Tim Neville (Chair), Ray Peabody and Stacy Thurston.

The Executive Committee is comprised of the following members: Tom Sirard (Chair), Dave Wawer, Vin Grady and Tina LeBlanc.

The Finance Committee is comprised of the following members: Tina LeBlanc (Chair), Dave Wawer and Ray Peabody.

The Policy Committee is comprised of the following members: Dave Wawer (Chair), Peter Jonaitis and Vin Grady.

The Student Issues Committee is comprised of the following members: Lori Unghire (Chair), Vin Grady and Peter Jonaitis

## **13. APPROVAL OF MINUTES**

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

Mr. Grady moved, seconded by Mr. Neville that the Special Meeting minutes of February 12, 2013 be approved. A vote by **show-of-hands 7-0-0** passed unanimously

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

## **15. CORRESPONDENCE AND COMMUNICATIONS**

- a. Invitation to attend the First Readers Recognition Ceremony on March 10<sup>th</sup> at EHS.

16. **AUDIENCES** - None

17. **EXECUTIVE SESSION** - None

18. **ADJOURNMENT**

Mr. Grady moved, seconded by Mrs. Thurston to adjourn the Regular Meeting of February 25, 2014.

All ayes, motion passed unanimously.

Meeting stood adjourned at 8:23 PM.

Vincent M. Grady  
Secretary  
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary