

**ENFIELD BOARD OF EDUCATION
ENFIELD, CONNECTICUT**

Agenda

Date: 03/26/13

**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 – Joyce P. Hall**
- 3. Pledge of Allegiance – Joyce P. Hall**
- 4. Fire Evacuation Announcement**
- 5. Roll Call**
- 6. Board Guest(s)**
 - a. Special Recognition**
- 7. Superintendent’s Report**
 - a. School Closings**
 - b. Security Community Conversation**
 - c. Consolidated High School Colors**
 - d. CREC Board of Directors**
 - e. Grants Report**
 - f. Personnel Report**
- 8. Audiences**
- 9. Unfinished Business**
- 10. New Business**
 - a. Approve Safe Grad Donations**
 - b. “Receipt of and Action upon Recommendation of Superintendent of Schools Concerning Teacher Contract Non-renewals in Accordance with Connecticut General Statutes 10-151”**
 - c. Action, if any, regarding School Security**
- 11. Board Committee Reports**
- 12. Board Members’ Comments**
- 13. Approval of Minutes: Regular Meeting Minutes – February 19, 2013, Special Meeting Minutes February 26, 2013, Special Meeting Minutes – March 12, 2013 and Special Meeting Minutes – March 20, 2013**

Note:

The Board will enter into Executive Session prior to Item #10c.

- 14. Approval of Accounts and Payroll**
 - a. For the Month of February 2013**
 - b. Line Item Transfers, if any**
- 15. Correspondence and Communications**
- 16. Executive Session**
 - a. Matter(s) Related to School Security**
 - b. Matter(s) Related to Collective Bargaining**
- 17. Adjournment**



ENFIELD PUBLIC SCHOOLS

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

Date: March 26, 2013
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Board Guest(s)

At this time, Dr. Schumann will recognize the members of the Board of Education for their devotion and dedication to the students, families and staff members from the Enfield Public Schools.



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

- a. **School Closings:** Board members are reminded that schools and administrative offices will be closed on Friday, March 29 in observation of Good Friday and students will not attend school on Monday, April 1st for a staff in-service day.
- b. **Security Community Conversation:** The members from the Joint Security Committee will hold a Security Community Conversation on Wednesday, March 27th in the Enfield High School Auditorium. The Security Community Conversation will start at 7:00 PM. Parents and community members and encourage to attend this conversation and will have an opportunity to address committee members with questions.
- c. **Consolidated High School Colors:** Board members tabled this item at the February 26th meeting. We would like to address this item and place it on the April 9th agenda for Board member discussion and action, if any.
- d. **CREC Board of Directors:** Enclosed in your packet is a memo from the CREC Council regarding nominations for the CREC Board of Directors for 2013-14. Joyce Hall has been our delegate for the past several years. They are looking for the Board to appoint a member to this commission by March 28th.
- e. **Grants Report:** The Grants Report is enclosed for your review.
- f. **Personnel Report** – The Personnel Report through March 22nd is also enclosed for your review.



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Date: March 26, 2013
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Approve Safe Grad Donations

The SAFE Graduation committees are busy getting ready for their 2013 events. Each committee provides a safe and structured night of activities for the graduating seniors on the evening of their graduation. For many years, the Board of Education has made a \$500 donation to each committee to help defray the cost of the events. Such donations are permissible under the Town Charter.

Mr. Grady serves as the Board's liaison to the Enfield High SAFE GRAD Committee and Mr. Fealy serves as the liaison to the Fermi High SAFE GRAD Committee. It would be appropriate for the Board to consider making their donations at this time.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriate regarding the donation of \$500.00 to each of the SAFE Graduation Committees on behalf of the Class of 2013.



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Date: March 26, 2013
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: “Receipt of and Action upon Recommendation of Superintendent of Schools Concerning Teacher Contract Non-renewals in Accordance with Connecticut General Statutes 10-151”

As Superintendent of Schools, I recommend that a member of the Board of Education make the following motion pertaining to the non-renewal of stated certified contracts and that the Board of Education approves the motion as presented.

“I move that the contract of employment of: (Read List of Names Below)

Anthony Allegro
Heather Aselton
James Barrett
Melissa Bergeron
Christopher Colburn
Linsey Eslinger
Courtney Gearing
Mackenzie Griffin

Charles Guerrera
Matthew Harrington
Lynn Marie Heelan
Marcie Hittleman
Lisa Hunter
Kimberly Jacques
Alexa Kulinski
Matthew Murray

Daniel Paradis
Dawn Parker
Leigh Scordato
Joel Senez
John Unghire
Mary Kate Walsh
Elizabeth Whitely
Laura Wisnesky

...not be renewed for the following year upon its expiration at the end of the 2012-2013 school year, and that the Superintendent of Schools be directed to advise such persons in writing of this action.”



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Date: March 26, 2013
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Action, if any, regarding School Security

Note: The Board will enter into Executive Session before addressing this item.

Chairman Neville will address this item at this time. Both Dr. Schumann and Mr. Drezek are available to answer any Board member questions.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriate regarding School Security.



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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 Collective Bargaining

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

Item #7d.



EXECUTIVE DIRECTOR
Bruce E. Douglas, Ph.D.

TO: CREC Council

FROM: Jill Notar-Francesco, Chair
Bruce Douglas, Executive Director

DATE: March 19, 2013

RE: Board of Director Membership

MAR 21 2013

Over the past 46 years the affairs of CREC have been governed by the CREC Council. This governance structure has proven to be highly effective for both the individual communities we represent as well as the larger community of the CREC region.

CREC Council Members come from each of the 35 participating Boards of Education in the CREC region. Each year we seek nominations for the CREC Board of Directors, which is composed of 10 CREC Council Members. The Board of Directors meets as determined by the CREC Council.

As we begin the process of nominations for 2013-2014, we would like to ask for your participation in the following ways:

1. Consider serving on the CREC Board of Directors.
2. Serve on the Nominating Committee to select CREC Board of Directors - April 2, 2013 from 12 noon to 2 p.m. at the Hartford Club.

Complete and return the attached form and do not hesitate to contact Jill Notar-Francesco at (860) 628-4243 or via email: jnotar-francesco@southingtonschools.org or Bruce Douglas at (860) 524-4063 or bdouglas@crec.org.

We would appreciate receiving your response by March 28, 2013. Thank you in advance for your assistance!

BED/ts

Enclosures

Cc: Superintendents (Memo only)
Board of Education Chairpersons

Item #7e.

ENFIELD PUBLIC SCHOOLS
FY 2013 GRANTS

<u>APPROVAL FOR FY2013</u>	<u>Award</u>	<u>Approval Date</u>
Adult Education - (Grant Portion)	\$ 83,676.00	7/12/2012
Adult Education - Cooperative	\$ 53,929.00	7/12/2012
Adult Ed - Literacy Volunteers	\$ 13,430.00	7/12/2012
Adult Education Program Improvement Project	\$ 70,000.00	8/22/2012
Perkins	\$ 61,315.00	10/9/2012
Head Start State Grants (Enhancement, Extended Services, Early Link)	\$ 123,872.00	8/6/2012
Head Start Federal Grants (FY 3/1/13 - 2/28/14)	\$ 813,799.00	approved for \$642,350 on 2/28//2013
JFK After School Program	\$ 111,688.00	12/21/2012
IDEA Section 611, Special Education Assistance FY12	\$ 12,823.00	10/2/2012
IDEA Section 611, Special Education Assistance FY13	\$ 1,269,166.00	10/3/2012
IDEA Section 619, Preschool Education	\$ 52,385.00	10/3/2012
Parent Leadership (year 2)	\$ 19,784.00	8/17/2012
Title I	\$ 711,880.00	12/12/2012
Title II	\$ 134,451.00	12/12/2012
Title III	\$ 15,015.00	12/12/2012
Sheff Open Choice	\$ 53,775.00	11/9/2012
Open Choice	\$ 50,165.00	2/1/2013
Open Choice Early Beginnings	\$ 36,000.00	10/1/2012
TOTAL	\$ 3,687,153.00	

Notes:

The award for the Head Start Federal Grant has been partially approved at 70%

Item #7F.

CERTIFIED PERSONNEL MATTERS
February 25, 2013 through March 22, 2013

-NONE-

NON-CERTIFIED PERSONNEL MATTERS
February 25, 2013 through March 22, 2013

-NONE-

Item #10a.

RECEIVED

MAR 4 2013



February 23, 2013

Greetings,

The parents of the Fermi High School Class of 2013 are busily planning this year's Safe Graduation Party that will be held at Star Hill Family Athletic Center in Tolland, CT. The committee realizes that these students have worked hard over the past four years and feel it's important to recognize their efforts. We would also like to provide the seniors with an opportunity to spend one last night together as a class to reflect on their accomplishments as well as dream of the new opportunities and adventures ahead.

We will be hiring a professional entertainment company to provide various activities throughout the night. They will also be receiving refreshments throughout the evening. The students will also have entertainment from a professional magician and hypnotist during the overnight party. This wonderful all-night event is a gift from the entire community, as well as a safe, drug and alcohol free way to celebrate graduation. We plan to have 85-95 % turn-out this year.

The Committee is currently working diligently to raise the funds required to make this Safe Grad night possible. While parents of graduates support the EFHS Safe Graduation Party with time and monetary donations, we cannot bring such a memorable event to fruition without the generous support of our community.

We would like to thank-you for the support you have provided to previous year's Safe Grad efforts and we hope you will consider making a donation to the Class of 2013.

Please send contributions to:

Fermi High School Safe Graduation Committee

C/O Enrico Fermi High School

124 North Maple Street

Enfield, CT 06082-3941

ATT: Julie Cotnoir

Contributions can be made payable to EFHS Safe Grad '13

Tax ID#06-1708534

Thank you in advance for your support of Fermi's Class of 2013

Fermi Safe Grad Committee

(Any questions please contact Julie Cotnoir at 860-745-3350)



Enfield High School Class of 2013

Enfield, CT 06082

March, 2013

Dear Dr Jeffrey A Schuman

The 2012-2013 year at Enfield High School (EHS) is quickly passing and graduation is approaching for our seniors. Students are making important plans for their future; going to college, entering the workforce, or joining the Armed Forces, and our goal is to send them safely on their way.

The Safe Grad Committee provides the senior class with a safe, adult-supervised free party immediately following their graduation ceremony. This year's party will again be at Healthtrax in Enfield, CT. Food, entertainment and games are provided throughout the night and into the early morning ending with a continental breakfast at 4:00 am.

Enfield parents, residents, and businesses have always generously supported Safe Grad, making this night possible. We are confident the community will once again, make this happen. In order to continue the tradition of EHS Safe Graduation Night, we are asking that you consider making a contribution to help us meet our goal of \$20,000

Your contribution can be made payable to EHS Safe Graduation and mailed to EHS Safe Graduation, c/o Pamela Leitao, 76 Steele Rd, Enfield, CT 06082 before April 20, 2013

We thank you in advance for supporting this most important night

Sincerely,

A handwritten signature in black ink that reads 'Pam Leitao'.

Pamela Leitao
Home Phone: 860-745-1251 Cell 860-280-8296
Chairperson, Class of 2013 Safe Graduation Committee
Tax Id 06-6001997

**BOARD OF EDUCATION
REGULAR MEETING MINUTES
FEBRUARY 19, 2013**

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 19, 2013.

1. **CALL TO ORDER:** The meeting was called to order at 7:01 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: Peter Jonaitis, Tina LeBlanc, Kevin Fealy, Donna Szewczak, Joyce Hall, Tom Sirard, Jen Rancourt and Timothy Neville

MEMBERS ABSENT: Vin Grady (arrived at 8:48 PM)

ALSO PRESENT: Dr. Jeffrey Schumann, Superintendent; Mr. Christopher Drezek, Deputy Superintendent; Ms. Anne McKernan, Chief Academic Officer; Mr. Anthony Littizzio, Chief Finance Officer and Guy Bourassa, Chief Information Officer

5. **AUDIENCE PARTICIPATION:** None

6. **2013-14 BUDGET DISCUSSION CONTINUED:**

Chairman Neville stated the Board will continue their 2013-14 budget discussion from the other night and possibly adopt the budget as listed on the agenda under Item #7. Board members have received all of the information that they have requested. We have the spread sheet up on the screen Board for viewing.

Dr. Schumann reviewed his proposed budget for 5.98% increase.

Chairman Neville stated there are many ways to go through this and to facilitate the process. He would like to get a sense from the Board without making motions. This will allow us to go through the budget and ask questions. If we need additional information, it can be brought to the next Board meeting.

Board members agreed to eliminate the elementary VP's and benefits.

Board members agreed to add Freshman Sports to the budget.

Board members agreed that Full Day Kindergarten is something they would like and will place this under the BOE Consideration line.

Ms. McKernan reviewed Great Books, E-Reader Program, Computer Adaptive Testing, On-Line Professional Development, New Elementary Writing Program, Data Warehousing and iPad Consortium with Board members in detail.

Board members agreed that additional information is needed. They would like the items

addressed by Ms. McKernan to be prioritized. These items will be placed under the BOE Consideration line.

Chairman Neville suggested possibly staggering some of these programs. Ms. McKernan will prioritize these items for Tuesday night.

Mr. Sirard would like to see additional information related to Title I and II funds and grant information.

Recess:

Board members took a brief recess at 8:15 PM returning at 8:30 PM.

Chairman Neville reminded Board members that we need to end the meeting by 10:00 PM. We will meet on Tuesday, February 26th and the Board will need to make a recommendation for the Budget. Ms. Hall added the Budget should be approved on February 26th.

Chairman Neville has asked Ms. McKernan for information for Tuesday's meeting. Prioritize a list for professional development will help the Board greatly.

Data Warehousing is needed as well as Computer Adaptive Testing. Making cuts are easy, putting them back in is hard. This item will be placed under the BOE Consideration line.

Board members discussed E-Readers with Ms. McKernan. The e-materials would be aligned with the Common State Standards. This item will be placed under the BOE Consideration line.

Mr. Fealy believes the E-Readers are more of a want than a need due to our current budget constraints. You can download a lot of free books. This item will be placed under the BOE Consideration line.

Chairman Neville asked for additional information regarding how the iPads are being used: is the enthusiasm still there, are they replacing the need for textbooks? How can we measure and assess student learning with the consortium? Can we use some end of year funds to purchase additional iPads? This item will be placed under the BOE Consideration line.

Board members discussed the expansion of JFK sports and intramurals. This item will be placed under the BOE Consideration line.

Mr. Grady arrived at 8:48 PM.

Board members discussed the 10 month to 12 month elementary secretaries. Board members would like this item to be looked into. Look at other options and still meet the building/principal needs. This item will be placed under the BOE Consideration line.

Mrs. LeBlanc left the special meeting at 9:15 PM.

Mrs. Szewczak would like to see information regarding contract obligations for the upcoming year.

Mr. Jonaitis would like to see class size numbers remain the same.

Chairman Neville asked about retirements. Dr. Schumann stated there are 16 retirements.

Chairman Neville would like to know if there are any hard positions that will need to be filled. Can you project any cost savings? Dr. Schumann stated 7-10 will be easier to fill. There are

some shortage areas like the psychologist. Mr. Martin has reported that 39 employees are TRB ready. Last year the Board removed \$240K from the budget for retirements. Mr. Littizzio has reviewed the payout figure for the retirees. That number is around \$198K. We do not want to cut the number too lean. He would be comfortable removing the same number \$240K.

Mr. Fealy would like to know what the total salary number for the 16 retirees.

Mr. Sirard agrees with Dr. Schumann's retirement numbers without being overly ambitious. Mr. Fealy asked if any of the 16 retirements do not need to be filled. Mr. Drezek stated the Kindergarten teachers have been factored into this.

Chairman Neville would like us to look for candidates before the budget has been finalized. This will allow the administration to hire exceptional candidates. Board members agreed with Chairman Neville.

Mrs. Szewczak asked about maternity leaves. Chairman Neville stated that is not always predictable.

Chairman Neville asked about the insurance cost and the increase. Dr. Schumann stated the insurance increase for next year is .53%. This is the smallest increase we have seen in a while.

Ms. Hall stated each year we receive a high percentage increase and then it is reduced. Can this go in the other direction? Mr. Drezek stated no, once they commit to a number it cannot go higher. It could go lower.

Chairman Neville would like to get something from our insurance carrier regarding the increase. Dr. Schumann will contact them and will bring something for next week's Board meeting.

Mrs. Szewczak would like to know something about our contract obligations.

Dr. Schumann stated we have 6 groups. Some are bargaining units with contractual obligations. The commitments are as follows: ETA – 2.76%; ESAA – 1.75%; Nurses – 1.25%; Non Certified Individuals – 2% and the Clerical and Paraprofessionals are pending and should be discussed in executive session only.

Board members reviewed the pie chart in Dr. Schumann's proposed budget.

Chairman Neville asked if there are any items we can defer until the next budget cycle.

Mrs. Szewczak asked about copier contracts. Can this be reassessed?

Dr. Schumann stated this has been taken into consideration by the cabinet members when we reviewed budget requests. Mr. Littizzio can look into our copier contracts.

Mr. Littizzio added this is something that is on the radar for consideration. We received a group rate that also included the Town copiers.

Dr. Schumann stated we can go back and make additional cuts if needed.

Mrs. Rancourt asked if we could look into digital backpacks for sending home information with students instead of sending copies. Other school systems are doing this.

Mr. Jonaitis added contacting parents by either e-mail, postal mail or by telephones is not an easy job.

Chairman Neville stated we need to do our due diligence when looking at copier costs. Mr. Fealy stated sending items via e-mail would be the next step in this digital age.

Ms. Hall asked how many people/parents are using HAC/SAC. Mr. Bourassa will look into this. Chairman Neville stated this is a proactive approach.

Chairman Neville asked about postage costs.

Mr. Jonaitis asked we will need the 7 elementary assistant principals eventually and building security. These are big ticket items along with full day Kindergarten. These items will cost us a lot. He does not want to see us needing to cut program needs.

Mrs. Szewczak would also like to see IT Services listed. Chairman Neville stated this is being discussed and savings. We have come up with several options. The school and the town are working together on this item.

Dr. Schumann stated Mr. Russell has presented a budget to the Town Manager. We reduced our side by \$200K. We are still working on identifying items but a new position for \$37K is included. We may be able to reduce this number as we work through this.

Board members agreed to the IT Services item will be placed under the BOE Consideration line.

Mr. Jonaitis asked if the trailers at JFK will be needed. Mrs. Szewczak asked if repairs can be made to the trailers.

Dr. Schumann stated this item has not been discussed with Buildings and Grounds. This is part of the security discuss so we can go back to using them. Mark Gahr did mention that the floors and ceilings could be repaired.

Mr. Jonaitis stated if the trailers could be moved between the White Wing and Administration Wing a fence could be put up making them secure. You could use the side entrance. Chairman Neville does not believe they could be moved at this point.

Mr. Grady stated you could look into PSA's trailers. Ms. Hall added they are being leased.

Mrs. Rancourt asked about the SPED costs on the pie chart. Dr. Schumann will need to look into this further.

Mrs. Rancourt would like to know the total number of students we are supporting. There are students that go to Suffield. She would like the Town Council to know what everything is costing us to support all of Enfield students.

Mr. Jonaitis stated other Towns are doing the same thing.

Chairman Neville stated we can get the number of students going to magnets and associated costs. Every Town is in the same boat.

Ms. Hall stated if the Governor's budget passes in the legislature we will be short funds for transportation. How will we be able to deal with this? Chairman Neville stated this will need to be resolved by the legislature. He is hearing from both sides of the legislature that this bill the way it was presented will result in a great amount of discussion before it comes to a vote.

Mr. Sirard stated the Town of Enfield is being flat funded for this year and next year. Budget games are being played and money is being shifted around. He has heard that this will

probably be a cut. There is a tremendous amount of political pressure going on. He would be surprised if we aren't going to be flat funded.

Chairman Neville would like to have our legislatures come to the first meeting in March. He spoke to Representative Alexander about unfunded mandates today. Board members agreed to try to have them come as soon as they can.

Chairman Neville stated the Town Council will set our budget. We are making a recommendation. Talking about the unfunded mandates with our legislators is needed. Discussions are needed and they can make a difference.

Mrs. Szewczak stated we can let them know that we are doing our due diligence when we make our recommendation to the Town Council and they will need to do the same in Hartford by representing us. We will recommend the best budget that we can and will do the best we can for our students.

Chairman Neville stated we have heard many suggestions. We would like to have the legislators placed on the agenda as Board Guests. If you have any questions, please get them to us.

Mr. Jonaitis stated we will need the list of unfunded mandates. Ms. Hall stated there are 3, the Teacher Evaluation, Common Core and High School Reform. Chairman Neville will make sure they get these 3 unfunded mandates.

Chairman Neville stated we will discuss Agenda Item #7 on February 26th. We need some answers to our questions and would appreciate receiving this information as soon as it is available.

Ms. Hall asked for the retirement figure of \$240,000 to be applied to the BOE Adjustments. Board members all agreed.

Mrs. Szewczak would like an amount for contractual amounts. Dr. Schumann stated that is included in the salary account number listed on page 18 of his budget presentation.

Mr. Fealy stated transparency is needed before this presented to the Town Council.

Chairman Neville urged Board members to call Mr. Littizzio, Mr. Drezek or Dr. Schumann with any questions before Tuesday. We need to approve this on Tuesday and will approve a percentage to present to the Town Council.

Board members agreed on the following budget items:

2013 Approved Budget - \$63,141,355

2014 Superintendent Request - \$66,918,094 Increase - \$3,776,739 Increase Percent - 5.98%

<u>BOE Adjustments & Description</u>	<u>BOE Considerations</u>	<u>Notes</u>
\$ (656,698) VP Salaries (7 @\$93,814)		Eliminates VP's
\$ (102,025) VP Benefits (7 @ \$14,575)		Eliminates VP Benefits
\$ 30,000 Freshman Sports		Add Freshman Sports
All Day Kindergarten	\$ (224,359)	Salaries/Benefits/Trans./Supplies

	Great Books	\$ (25,000)	Core Curriculum (Goals 1 & 4)
	E-Reader Program	\$ (21,000)	Core Curriculum (Goals 1 & 4)
	Computer Adaptive Testing	\$ (14,400)	Core Curriculum (Goals 1 & 4)
	On-Line Pro. Development	\$ (50,000)	Core Curriculum (Goals 1 & 4)
	New Elem. Writing Program	\$ (88,000)	Core Curriculum (Goals 1 & 4)
	Data Warehousing	\$ (23,900)	Core Curriculum (Goals 1 & 4)
	iPad Consortium	\$ (100,000)	Core Curriculum (Goals 1 & 4)
	JFK Sports Expansion	\$ (9,807)	Track/Volleyball
	Secretaries Elementary	\$ (68,390)	Increase from 10 to 12 months
\$(240,000)	Retirements		8 @ \$30K
	IT Services	\$(1,831,867)	TBD

2014 BOE Request - \$65,949,371

Reduction - (\$968,723)

Increase Percent - 4.45%

7. ADOPTION, IF ANY, REGARDING THE FY2013-14 BUDGET: None

8. BOARD MEMBER COMMENTS:

Mr. Jonaitis asked about the JFK Student Support Academy and homework being given on Thursday nights and tests being given on Fridays. The teachers were told by the Principal that is something they must do. The kids that enrolled in the program were told they would not be given any homework on Thursdays and if they miss a test they will need to make it up. Tests cannot be made up after school. He does not like this and would like this to be looked into.

Dr. Schumann will look into this.

9. ADJOURNMENT

Mrs. Szewczak moved, seconded by Mr. Sirard to adjourn the Special Meeting of February 19, 2013.

Motion **by show-of-hands 7-1-0** passed with Mr. Fealy in dissent. The meeting stood adjourned at 9:40 PM.

Donna Szewczak
Secretary
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary

**BOARD OF EDUCATION
REGULAR MEETING MINUTES
FEBRUARY 26, 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 26, 2013.

1. **CALL TO ORDER:** The meeting was called to order at 7:00 PM by Chairman Neville.
2. **INVOCATION OR MOMENT OF SILENCE:** Kevin Fealy
3. **PLEDGE OF ALLEGIANCE:** Kevin Fealy
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, Joyce Hall, Jen Rancourt and Timothy Neville

MEMBERS ABSENT: None

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** - None

7. **SUPERINTENDENT'S REPORT**

a. Barnard Kindergarten iPad Consortium Update

Dr. Schumann introduced Henry Barnard Principal Nancy Hayes, Barnard Grade 1 Teachers Kyle Charette and Emily Miarecki to the Board. They will show the Board some of the technology being used in the classrooms at Henry Barnard.

Mrs. Hayes thanked the Board for the invitation. She also thanks Mr. Jonaitis, the Barnard Board liaison for his visit and interaction with the students. Ms. Charette and Ms. Miarecki showed the Board a video presentation of the students using the Lexia Reading Program, iPod Touch and iPad's. The iPod Touch were purchased by the PTO.

Ms. Hall asked if any of the teachers were reluctant using the new technology. Mrs. Hayes stated all teachers were eager to use the new technology.

Ms. Hall asked what resources are needed to supplement what is currently being used. Mrs. Hayes stated the students are sharing in each classroom a singular iPod. Two classes are sharing iPads that were received from the consortium. Many classroom teachers do not have iPads. We are looking at ways to receive additional iPads through donors.

Ms. Charette added using iPads in the classroom makes a big difference with the students learning. The iPods are also a good learning tool for the students.

Mrs. Hayes stated the iPads are larger and easier for the students to use than the iPods.

Mrs. Rancourt asked if any of the students are using either iPods or iPads at home. Ms. Charette stated the parents are asking about the applications we are using. She is not sure how many students are using either iPods or iPads at home.

Chairman Neville stated you are doing a lot of the same kind of common learning teaching. Are other teachers doing the same or are they just jumping on board.

Ms. Miarecki stated we are using applications that are working with our students and are sharing the successful programs with our colleagues.

Mrs. Hayes added they are using Google Docs and are always looking for new applications to use with the students in the classrooms.

Chairman Neville asked how the parents are reacting to the students using the technology. Ms. Charette stated they love it. Ms. Miarecki added the parent responses are all positive.

Ms. Miarecki stated we have discussed with Mrs. Hayes using the videos and sending them to the parents.

Ms. Charette stated we are sharing the pictures taken of the students at assemblies or student's walking in the halls and sharing them with the parents. We will also print the pictures and display them in the school for other students to see and interact with. We have used audio recordings of the students at PPT meetings so the parents can see first-hand information about their child.

Mr. Jonaitis thanked Mrs. Hayes for the tour. He was highly impressed with what the students and teachers were doing.

Ms. Hall asked if the students are participating more by using the technology. Mrs. Hayes stated you can see them when they are using the iPods or the iPads as learning tools. Ms. Hall added the students are involved.

Ms. Charette stated she can tell when the students are logging in and doing their assignments. Students know they must participate. You can see what they have mastered and what areas the students are struggling in.

Mrs. Szewczak asked about the dependability and durability of the iPads. Multiple students are using these daily and accidents can happen. Ms. Charette stated we have not had any problems or issues yet with the iPads. Ms. Miarecki added the same goes for the iPods.

Ms. Hall asked if they know the number of parents without computer access at home. Mrs. Hayes stated she doesn't know that but they share ideas with the parents and some of the parents have iPhones.

Chairman Neville thanked them for the presentation. We would love to have you come back again.

- b. Personnel Report – as presented
- c. Read Across America – as presented

8. AUDIENCES

Carl Gates, Light Street - Mr. Gates has a son at EHS and is here about the combined school

mascot and school colors. He is concerned that the Enfield Raider was not considered as a mascot from the beginning. Mr. Drezek stated the CIAC mascots and colors were put on the student survey. Mr. Gates stated the students felt left out because the Raider was not part of choices. Mr. Drezek stated there was an option for students to write in colors and mascots. Mr. Gates added there are some strong emotions here and urged Board members to not use either mascot from either school. He is urging the Board to start with a fresh start for the combined school. He likes the idea of the Enfield Eagles.

Paul Fitzgerald, Red Wing Road – Mr. Fitzgerald stated he is a professional graphic designer and works for several sporting companies. He showed the Board and audience members some shirt designs using Vegas Gold. He suggests the Board brand their design. You are creating an image. This is something a lot of schools are doing.

Jennifer Mancuse, Booth Road – Ms. Mancuse stated she is the Parent Engagement Coordinator for KITE and she is here in support of full day kindergarten. She has twin boys that will go to Kindergarten in the fall. When children leave Kindergarten now, they are expected to master reading and writing skills. Parents are fearing that the Town Council will not fund the budget entirely and what will need to be cut from the budget. Full day Kindergarten has many educational benefits. She urges everyone to support full day Kindergarten. Thank you.

Karen Weseliza, Renee Lane & Chris Gomeau, Winter Way – Ms. Weselisa is the KITE Chairperson and Ms. Gomeau is the KITE Coordinator. Ms. Weselisa stated the William Casper Graustein Memorial Fund supports the Enfield Discovery Community Plan. Part of the plan includes full day Kindergarten. We are urging the Board and communities support for the budget presented by Dr. Schumann.

Ms. Gomeau stated KITE participates in the 3 to 3 Community Institute which began today. The goals of the institute are to increase the alignment within our community and school district for early education programs in grades Pre-K to grade 3. Full day Kindergarten is part of the success for this program. We are here in support of the budget and full day Kindergarten. Ms. Weseliza added we are here to answer any questions you may have. You can also call us with any questions.

9. UNFINISHED BUSINESS – None

10. NEW BUSINESS

a. Approve the 2013-14 School Year Calendar

Dr. Schumann stated the Board has received a copy of the proposed 2013-14 school year calendar. The items listed in yellow and red would be removed if full day Kindergarten is approved.

Ms. Hall moved, seconded by Mr. Sirard that the Enfield Board of Education accepts the 2013-14 school year calendar as presented.

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

Motion to Suspend the Rules and add an Item to the Agenda

Chairman Neville stated part of our discussion regarding Item 10 b. is to also name the STEAM wing at Enfield High School to Enrico Fermi. We can suspend the rules and add the item to the agenda tonight or add this item to the next agenda.

Mr. Fealy moved, seconded by Mrs. Szewczak that the Enfield Board of Education adds an item to the agenda – naming the STEAM Wing.

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

Mr. Grady moved, seconded by Mr. Sirard that the Enfield Board of Education names the new STEAM Wing at Enfield High School as the Enrico Fermi STEAM Wing.

Discussion:

Ms. Hall stated calling the wing the Enrico Fermi Wing is sufficient and not adding STEAM to it. We do not know what new paradigm would be appropriate in 50 years from now.

Chairman Neville agreed with Ms. Hall.

Ms. Hall moved to amend the original motion, seconded by Mr. Sirard that the Enfield Board of Education names the new STEAM Wing at Enfield High School as the Enrico Fermi Wing.

Discussion:

Mr. Jonaitis asked if we should call it the Fermi Wing instead of the Enrico Fermi Wing.

Chairman Neville stated students will shorten the name but the intent is to continue the tradition from Enrico Fermi by naming the new STEAM Wing after the school.

Chairman Neville asked for a roll call vote on the amendment.

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

Chairman Neville asked for a roll call vote on the amended motion.

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

b. Discussion and Action Related to Consolidated High School Mascot and School Colors

Chairman Neville asked Board members to discuss and vote on the consolidated high school mascot first and then we can proceed to the school colors.

Ms. Hall moved, seconded by Mr. Grady that the Enfield Board of Education accepts the Eagle as the mascot for the future.

Discussion:

Ms. Hall stated Mr. Gates gave us the best reason for using the Eagle as the mascot. We are not using either schools current mascot.

Mr. Sirard stated that he received many e-mails supporting both the Eagle and the Falcon. We have Bald Eagles living on this side of the river. This symbol is significant of our country. Enfield is known for its patriotism. The Enfield Eagles sounds good and it acknowledges our patriotism for our town. He would like the Eagle to be the symbol for our town. We have named the science wing the Enrico Fermi Wing. We are acknowledging our past and the Eagles will be for our future and the new high school for Enfield.

Chairman Neville stated there is emotion and passion out there about the mascot for our high

school. If we went with either the Raiders or the Falcons we would offend somebody. We are starting a new school and a new symbol is needed.

Mr. Fealy stated some of the sentiment he received via e-mails is that we are going away from what the students wanted and we are disregarding their input. Asking for input and going in another direction is not disregarding the students input. He appreciates their input and it was a great opportunity. He thanks the students for their efforts and encourages them to stay involved and to continue voicing your opinions.

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

Chairman Neville stated we have all received numerous e-mails and thanked the audience members for coming to discuss this. He liked seeing the various sporting uniforms and particularly likes the Vegas gold with black trim around the lettering. He also liked the combined school hockey colors. We opened this topic up to get input from students and the community. We are building a new school. When we chose the colors it will be our colors. He knows this is a passionate topic.

Mr. Jonaitis liked the gold lettering with black around the letters.

Mr. Fealy would like to know what colors we are considering.

Mr. Drezek stated excluding the current 4 colors being used, the students recommended using black and gold. The Administration recommended using blue and gold as the Town colors.

Mr. Fealy asked if any other schools that we currently compete against are using black and gold. Mr. Drezek stated yes, East Hartford and East Windsor High School.

Mr. Fealy asked if any other schools have a blue and gold color. Mr. Drezek stated Platt High School in Meriden.

Mrs. LeBlanc does not want us to discard green and black. Green is a color that is used for travel sports in Enfield. There are not a lot of other towns that use green. Coventry uses green. She would like to see us keep green, black and white as an option.

Mr. Sirard stated black is a Fermi color and white is an Enfield color. He likes the Vegas gold. The students chose black and gold. He would like to see black, white and gold. We would be acknowledging our past and would be using the student's recommendation. He does understand that green is a color that is used outside of our high school.

Mrs. Rancourt agrees with Mrs. LeBlanc and would like to see us use green black and white. There is Enfield soccer, Thompsonville Little league and the Enfield Ramblers. Green is an Enfield color. The green could be for Enfield High and the Black could be for Fermi. White could be a neutral color.

Mrs. LeBlanc added there will be additional incurred costs for changes with the sports equipment. Helmets will need a color change. She also received e-mails and would like us to consider green as a color.

Mr. Fealy likes blue and gold. Considering the budget and the equipment changes, this might warrant additional information and further discussions.

Mrs. Szewczak asked how long are the uniforms used. Mr. Drezek stated the uniforms are changed every 4 years. Mr. Jonaitis added that is when the high school will be ready.

Mrs. LeBlanc stated we may need new helmets before the high school consolidation.

Mrs. Szewczak stated we need to sit back and take a moment and ask ourselves what we want for our new high school. She likes the Vegas gold color that was shown tonight. She might need to think about the colors a bit.

Chairman Neville stated that he did not consider the helmets and we will have a tight budget to look at. He senses a split among Board members. He would like the Board to table this item until we have some additional information about costs. We have heard a number of opinions about the colors. We also need to consider the economy.

Mr. Sirard moved, seconded by Mr. Grady that the Enfield Board of Education tables the school colors until the next Board meeting.

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

Ms. Hall asked Chairman Neville about his comment about the economy and the decision regarding school colors. Why would this be an issue now? The school will not be opened until at least 2 more years.

Chairman Neville stated he never considered the equipment as part of this. That is why he mentioned it. This is not a small item.

Mr. Sirard reminded Chairman Neville that this item has been tabled.

c. 2013-14 Budget Discussion Continued and Adoption of the FY2013-14 Budget

Chairman Neville stated we are at the point of the budget process for us to vote on the Board's budget request and send it to the Town. He believes it needs to be at the Town Managers office by February 28th. We were able to reduce the budget to 4.45% at our last meeting. Since that meeting we have been discussing needs, wants, wishes, possible savings, deficiencies, unfunded mandates, MBR and other budget topics between Board members trying to figure out exact budget numbers and a budget that we could all agree upon. This is one of the most important things Board members will do. He is pleased that many Board members called and spoke to Dr. Schumann, Mr. Drezek and Mr. Littizzio with questions you had. Executive Committee members have been discussing all aspects of the budget throughout the week. We have come up with a draft motion for the full Board to discuss.

Mr. Grady moved, seconded by Mrs. LeBlanc that the Enfield Board of Education adopts a budget for the 2013-14 School Year in the amount of \$65,654,380. An increase of 3.98% over the 2012-13 Budget by removing the following from the Superintendents Proposed Budget: Elementary Principal Initiative - \$758,723; Reduction for Retirements - \$240,000; Computer Aided Testing - \$14,400; Additional Efficiency Reductions by the Superintendent in the areas of existing Salaries and Benefits, Special Education and Information Technology - \$250,591.

Discussion:

Mr. Jonaitis stated the number for 3.98% or \$65,654,380.

Mr. Fealy asked what is our obligation based on the MBR. What does this represent in dollars and as a percentage of this budget?

Dr. Schumann stated it is 4.34% with 1.36% in salaries, .31% in benefits, 1.56% in technology, 1.06% in Special Education, .05% in transportation. The dollar difference is \$2,740,486.

Mr. Fealy asked if that number represents 4.34% only what we have included this year or does this amount include changes? Does this include full day Kindergarten? Dr. Schumann stated Kindergarten is not included in this request.

Ms. Hall stated MBR may be modified by the legislature. This has been played with virtually every year.

Chairman Neville anticipates a lot of changes between now and May.

Mr. Sirard stated he has been going over the budget every year since being elected to the Board. Every 1% of our budget is around \$630,000 and every mil increase is around \$850,000. The problem we are having is we are being short funded by the State and our taxes will increase. The Governor will flat fund us this year and next year. Our grants will remain the same. He is setting us up for a war against the Town Council and that is not fair. We have been discussing full day Kindergarten for years. In the next few years, we will have a lot of teachers that will be retiring. He is suggesting that we allocate cost savings from retirements to flat fund full day Kindergarten. Costs for magnet schools are going up. We need to be competitive and keep our kids in our schools. Full day Kindergarten is one way to keep our students.

Chairman Neville stated unfunded mandates are on all of our lists. Our message about unfunded mandates is getting out there. They are looking at SEED and the financial costs. We have discussed things that this Board needs to do as a Board. Potential cost savings need to be looked at. We looked at SPED/IT/Salaries costs and this is approximately \$48,000,000 of our budget. We need to discuss this with the Town Council and get some clarification. Full day Kindergarten is included in the 3.98% budget.

Mr. Sirard stated if we apply the retirements to fund full day Kindergarten we can afford this.

Mr. Jonaitis stated as we go down the road, the constant flow for retirements will decrease.

Mr. Sirard understands that, but we can come close to this amount each year.

Mr. Fealy stated we have discussed the budget non-stop. He believes in full day Kindergarten. We are spending a lot of money and we are not getting anything for it. Salaries will continue to increase. We need to look at other areas to make cuts to make this a viable budget. He does not want to see taxes increase. You can have the best education system but if people cannot afford to live here, what good is that. We will need to make some tough decisions in order to fund some of these items.

Mr. Sirard stated we can look at the high schools for staff reductions to find some funds for Kindergarten. Now is the time to do this. IT costs can be a wash for the next 2 years. If the budget comes back as budget neutral or if it comes back less, cuts will need to be made.

Chairman Neville stated we will need to prioritize things and will have discussions regarding this. Making cuts that will have significant ramifications need to be considered. He does not want to see us just cut items.

Mr. Jonaitis thought that is what was supposed to be done from last week's meeting – a list of priorities. We need to sit down as the whole Board and prioritize things. Now he is hearing that discussions were taken place over the weekend. Everyone needs to know what is on the line for each percent and let the Town Council know this. We need a hard concrete list.

Mrs. Szewczak stated this is her 4th budget process. We have made efficiencies. Funding and grants have dried up. Salaries have continued to increase. Our contractual obligations equate

to 17 positions. We control what programs will be in our schools. The Town Council controls our purse strings. The State pulls all the other strings. This is not an easy position to sit in. She is for full day Kindergarten. This is something we need in Enfield. A lot of students are going to CREC schools. We have done a good job showing you with a dream budget. We need to decide where we will go from here.

Chairman Neville stated we do not know what our grants will be until next month. We suspect they will be cut. We do not know what will come out of Hartford. We need to make a decision without this important information. We can always make cuts. Cutting programs, personnel or look for efficiencies. If we dig into this we can find some savings to keep the items on our lists. We need to know what the real numbers are.

Mr. Fealy stated his concern is 3.98%. He would be more comfortable with a 3.5% or 3% budget knowing that we still can find some additional efficiencies in our budget.

Mrs. Szewczak stated she agrees with Mr. Fealy and would like to possibly amend the 3.98% motion and hold us to the task prioritizing items to get to 3.5% and 3.0% budget showing what the budget would look like at each percent. She would like specifics. The Town Council has asked for this in the past. She commends us for knowing what the budget would look like at 4%.

Chairman Neville asked Dr. Schumann if the detail is need for the Town Council for February 28th. He knows we need to give them a number or a percentage by February 28th. Mr. Drezek stated traditionally we would give them both at the same time. You need to give them a number and he would need to check with the Town Manager about the detail.

Dr. Schumann stated that both he and the Town Manager have been discussing IT services and efficiencies. He believes he would accept a number from the Board. We are looking at outsourcing some of the IT services that are provided. He is also looking at SPED services and efficiencies.

Mrs. Szewczak would like specific details if the Town cannot fund this and what will be cut. The State plays games with us.

Chairman Neville stated you need to give us specifics.

Dr. Schumann stated the Board will present their budget to the Town Council on March 20th. We can discuss the format for the presentation to the Town Council.

Chairman Neville stated the budget needs to general until we know what our grants will be.

Mr. Fealy would like to look at the budget that includes the efficiencies. The Town manager is looking at efficiencies with IT. We should look at a budget with all the efficiencies included. We need to cut all of the fat so we can offer our students a robust education.

Dr. Schumann stated that both he and the Town Manager are looking at parts of IT that can be outsourced. We just started this process. This is a huge undertaking. He also believes there can be some additional savings found.

Mr. Fealy asked if there is a way that you can let us know why there is such a surge in IT costs.

Dr. Schumann stated the IT costs were funded with one time funds from the Town last year. This year the funds are not there and the Board needs to fund this completely. This is now part of our budget. We have found a reduction of \$90K and are still looking for additional

savings.

Mr. Sirard stated he has made a suggestion to the superintendent. Early intervention will save us money as we go down the road. We will produce a better quality student. IT costs have doubled in two years. The Board has expanded the IT side of education. We need to ask if there is a way to find efficiencies.

Mr. Jonaitis stated when we give our written presentation to the Town Council it needs to be prioritized. As you look down the road at future budgets, there will be recurring costs. Salaries and benefits will go up and what is given to the students will decline. We will get to a point in time where we will need to lay off teachers to keep the programs we currently have. He does not want to see class sizes increasing. We need to get our own priorities and needs inline.

Mrs. Rancourt does not agree with Mrs. Szewczak by giving the Town Council a list with percentages. She understands priorities and making a list. The Town Council will give us our budget. We should present them with what our needs are with a percent. The Town Council should not have a complete list up front. We may have fewer children in our schools but we are supporting them outside of Enfield Public Schools. Over 400 children are attending magnet schools. We are supporting out placed SPED students. We are transporting students to parochial schools and associated SPED costs. We are supporting a ton of children with our budget and she does not feel that is right.

Mr. Sirard stated as a clarification, the parochial students receive very limited SPED services from us. Parochial schools are considered a private school. That is the difference between the CREC schools and the parochial schools. It is required by State law that we pay for transportation and provide nursing services. The nurse is shared by the 3 parochial schools in Enfield. We must provide transportation for all Enfield students by law.

Mrs. Rancourt stated a part of our budget will still be covering them.

Mr. Sirard added that this is out of our control. Because they are not directly related to public schools, they are actually saving us money each year by around \$2,500,000.

Mrs. Rancourt stated the number of students attending magnet schools is like we are supporting another school.

Chairman Neville added it is outside of our control. Other districts are facing the same concerns. There are certain costs for SPED services that can be different than what our costs are. We have been looking at this with Dr. Schumann. A lot of the phone calls that have been made over the weekend are for brainstorming. He commends the Board for our focus. We have worked extremely professionally on this budget and need to continue with these discussions. There are savings that can be made.

Mr. Grady stated we need to educate the public and the Town Council about our needs for the district. We haven't done a good job doing this in the past. We need to let the Town council know that full day Kindergarten is needed. It is a great thing for our community. Dr. Schumann has presented us with a needs budget. The Town Council has a tough job but they need to know what our district needs are. He knows they need to consider the needs of the entire town.

Chairman Neville added we need to walk shoulder to shoulder with them. We need to work together.

Mr. Sirard stated we are both in tough positions. We need to express some of our wishes. We need to remember that 18% of our budget is due to unfunded mandates. We need our

representatives to express our concerns.

Chairman Neville asked Dr. Schumann if we have heard back from our legislatures about attending another Board meeting. Dr. Schumann stated Representatives Kiner and Alexander are planning to attend and Senator Kissel will try to attend depending on his schedule.

Chairman Neville added the time is right to discuss unfunded mandates.

Mrs. Szewczak has concerns if we do not prioritize our budget items then someone else will do it for us. They will have line item veto power. We need to set our budget so it is clear to everyone what is important to us. Incremental changes will let everyone know what the cuts will mean.

Mr. Jonaitis stated if you put a face to the name it means more. All day Kindergarten is a big item. If we say we cannot fund this, it will mean more. They will need to take the blame for the cuts.

Mrs. Rancourt stated they will give us a number and we will need to work with it. We gave them a list last year showing our priorities and the budget was still cut.

Mrs. Szewczak would like the Board to do this in a concise fashion. This is what our budget will look like at 3.5%, this is what our budget will look like at 3% and so on.

Mr. Fealy stated the Town Council has their priorities and their own budget. It is our responsibility to prioritize. He agrees with Mrs. Rancourt. We have that capability to set our own budget. This is our priority. You can advocate for certain items. Adding this burden to the Town council will add to their burden.

Mr. Sirard stated we need to exercise our due diligence. We need to submit a fiscally responsible budget. We cannot give them a wish list. We do not want to lose credibility with the Town. He will advocate for a budget he believes in. He has a problem if there is a bit of excess in the budget.

Chairman Neville stated until we know what we are going to be allocate he does not want to lock us in. Cuts can be made. We need to consider every impact for every cut that will be made. We need to know what our priorities are. Timing is everything.

Mr. Jonaitis stated the Town has other problems. They are discussing doing away with car taxes. This will create other problems. They need to consider the mil rate. They need to take care of the entire town. Education is not their only priority.

Mr. Grady understands what Mr. Jonaitis is saying. We need to keep some fat in the budget for the unknowns. At any time SPED costs can increase just by having a family move into our district. He does not want to see us make cuts bringing us down to bare bones. We need to prepare for some of these unknowns. He agrees that some areas can be reduced.

Ms. Hall stated we have a fantastic budget with a 3.98% and we should go ahead with it.

Mr. Sirard stated we are facing a lot of issues that are being compounded. If we have done our due diligence and produce a budget that is right on the money and the best that we can do, he would be for it. The State needs to keep their end of the bargain and the blame gets passed on to us.

Mr. Jonaitis asked if we can vote on parts of the budget. Can we vote on full day Kindergarten?

Chairman Neville stated per Town Charter, we need to approve our budget by the last day in February.

Chairman Neville called for a roll call on the budget.

Mrs. Szewczak stated she made an amendment and asked if it should it be withdrawn.

Chairman Neville stated no one seconded the amendment and we are under the assumption that information will be provided.

Mr. Grady re-read the motion - that the Enfield Board of Education adopts a budget for the 2013-14 School Year in the amount of \$65,654,380. An increase of 3.98% over the 2012-13 Budget by removing the following from the Superintendents Proposed Budget: Elementary Principal Initiative - \$758,723; Reduction for Retirements - \$240,000; Computer Aided Testing - \$14,400; Additional Efficiency Reductions by the Superintendent in the areas of existing Salaries and Benefits, Special Education and Information Technology - \$250,591.

A vote by **roll-call 5-4-0** passed with Mr. Fealy, Mrs. Szewczak, Mr. Sirard and Mr. Jonaitis in dissent.

Chairman Neville would like to take a five minute recess.

Mr. Jonaitis would like to let our two high school student representatives give their comments so they can leave. All Board members agreed with Mr. Jonaitis

EHS Student Representative Brandon Andexler congratulates the Boys Basketball team and the EHS/FHS Hockey team. They are moving onto their league conference games. Buzz Robotics will be participating in New Hampshire this weekend and wished them good luck also.

FHS Student Representative Katie Saltzgeber stated the Fermi Jazz Festival was held and it was quite enjoyable. She thanked the students from JFK and Enfield High for participating this year. She thanked the Board members for attending the Fermi CAPT Breakfast. CAPT Testing will be starting. March 1st will be the Enfield Strings Festival. Spring sports will be starting up.

Chairman Neville congratulated FHS Student Representative Katie Saltzgeber for all of the awards she was given at the CAPT Breakfast.

Recess:

The Board took a recess at 9:10 PM and returned at 9:17 PM.

11. BOARD COMMITTEE REPORTS

12. BOARD MEMBER COMMENTS

Mrs. Leblanc stated CMT's will be starting for students in grades 3-8. The schools are getting ready. JFK baseball participation letters will be going out next week. The Enfield Girls Travel Basketball Team for girls in grades 7 & 8 are 16-0 this year for their regular season. They have played exceptionally well together as a team. This weekend is the playoffs at Fermi and they all wear green.

Mr. Fealy stated the Enfield Loaves and Fishes is participating in the 16th annual Alan Feinstein Foundation Challenge. They are looking for volunteers. Mr. Grady will lose his hair

for a fund raiser. He thanked everyone for e-mailing the Board and for your input.

Mr. Grady wished the Enfield High Boys Basketball team good luck at Granby on Wednesday for the Conference playoffs. He also acknowledged Paul Lima for scoring 1,000 points. He also participated in the active shooter training. He commends everyone involved in this program. It was an eye opening event.

Mrs. Szewczak also attended the active shooter training. It was amazing. It makes you look at what is going on and how Enfield is always looking at what is going on around the world. There is a lot of strength and backbone here in Enfield. She received an invitation for the Memorial Day parade. Spring is coming.

Mr. Sirard also attended the CAPT Breakfast at Fermi. He was impressed with the scholars. He wished his son Ethan a happy birthday. He has spoken to Senator Kissel and asked him if there is anything the Board can do. He said unfortunately the time to propose new legislation has expired but he is exploring the option for amendments. He will look into doing something for us.

Ms. Hall thanked everyone for the e-mails about full day Kindergarten. Wesleyan University will have an art expo where representatives from several universities will be present. If any teachers are looking for resources for your classrooms you can go to www.donnorschore.org. Some Enfield teachers have received funding from this source. She urged everyone to collect Box Tops for Education and to bring them to any school for them to use. Head Start is collecting labels for education. Head Start cannot collect Box Tops for Education. You can also give them to the PTO's.

Mrs. Rancourt stated Eli Whitney held their McEducator night that both she and Mrs. Leblanc attended. Mr. Grady also attended. Enfield Little League will be holding on-line registrations. There will be a late fee if you register after March 1st. They are holding a fund raiser event on March 9th at the Elks. If anyone is interested please see her for tickets. EFEE will hold their Enfield Idol again and tickets are \$10. You can purchase them at www.tellmeastoryct.com at Smyth Soft Serve and www.EFEEofEnfield.org.

Mr. Jonaitis asked Dr. Schumann or Mr. Drezek if he received the answer for the Support Academy testing at JFK. Mr. Drezek will look into this.

Mr. Jonaitis stated he also received a lot of e-mails and was a bit curt and apologized for that. He realized it was a form e-mail.

Chairman Neville also attended the CAPT Breakfast and the active shooter training workshop. He thanked everyone for your e-mails. The budget process has been good and he thanked the Board for working together on this. It has been a good process. We will not get everything we want but it is a good start.

13. APPROVAL OF MINUTES

Mr. Fealy moved, seconded by Mr. Grady that the Special Meeting 5:30 PM Minutes of February 5, 2013 be approved. A vote by **show-of-hands 9-0-0** passed unanimously.

Mr. Fealy moved, seconded by Mr. Grady that the Special Meeting 6:30 PM Minutes of February 5, 2013 be approved. A vote by **show-of-hands 9-0-0** passed unanimously.

Mr. Grady moved, seconded by Mr. Fealy that the Regular Meeting 6:30 PM Minutes of February 19, 2013, 2012 be approved. A vote by **show-of-hands 8-0-1** passed with Ms. Hall abstaining.

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

15. **CORRESPONDENCE AND COMMUNICATIONS** - None

16. **EXECUTIVE SESSION**

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

A vote by **show-of-hands 8-1-0** 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 9:57 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 26, 2013.

All ayes, motion passed unanimously.

Meeting stood adjourned at 9:58 PM.

Donna Szewczak
Secretary
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary

**BOARD OF EDUCATION
SPECIAL MEETING MINUTES
MARCH 12, 2013**

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

1. **CALL TO ORDER:** The meeting was called to order at 7:02 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: Peter Jonaitis, Tina LeBlanc, Vin Grady, Donna Szewczak, Tom Sirard, Joyce Hall, Jen Rancourt (arrived at 7:14 PM) and Timothy Neville

MEMBERS ABSENT: Kevin Fealy

ALSO PRESENT: Dr. Jeffrey Schumann, Superintendent

5. **SPECIAL PRESENTTION FROM THE BOARD'S MEMBERS ON THE JOINT TC/BOE SECURITY COMMITTEE:**

Chairman Neville stated tonight's meeting will address the recommendations from the Joint Security Committee on ways to enhance the safety and security of Enfield's Schools. The committee is comprised of three Town Council Members – Carol Hall, Cindy Mangini and Greg Strokes; three Board of Education Members – Kevin Fealy, Donna Szewczak (alternate), Vin Grady and Tim Neville; Town Manager – Matt Coppler; Superintendent – Jeffrey Schumann; Deputy Superintendent – Chris Drezek; Director of Public Safety – Chris Bromson; Chief of Police – Carl Sferrazza; Police Captain – Fred Hall and Fire Chief – Ed Richards.

Chairman Neville reviewed the time line and the committee's focus concentrating on the regular school day. The committee's focus is to buy time by giving the police sufficient time to arrive on the scene. He reviewed the recommended strategies to delay, educate, train and deescalate.

Chairman Neville stated the committee has been meeting over the past 10 weeks. They attended a state-wide security symposium on January 7, 2013 and were introduced to BEST practices and a systems approach. He reviewed the four key areas: Prevention and Mitigation; Preparedness; Response and Recovery.

Mrs. Rancourt arrived at 7:14 PM.

Chairman Neville reviewed progress to date and the recommendations made to both the Board and Town Council to strategically enhance; Building Security/Communication; Safety Protocols/Emergency Procedures and Armed Security Personnel.

Chairman Neville reviewed Building Security Plans to enhance building entry protocols; hardening the perimeter and increasing communication in emergency situations.

Chairman Neville reviewed Safety Protocols & Emergency Procedures to review and revise as necessary all daily safety and security operating procedures; revise Board policies as needed to

reflect these new protocols and procedures; train all district personnel and practice these protocols and procedures.

Chairman Neville reviewed Armed Security Personnel by delaying someone getting access to the schools includes the addition of armed security guards. He reviewed the rationale used to make this recommendation. We currently have SRO's (School Resource Officers) at the secondary schools and they support the other 8 elementary schools including Head Start. He reviewed the strategies considered by the committee.

Chairman Neville stated the armed uniformed security officers will be under the jurisdiction of the police department and will be trained by them. They will recruit from retired police officers. They will act in the role of greeters in each building and will be in direct contact with the police but do not have any powers to arrest. If the armed security officers are approved, the plan will be re-evaluated in 2 years to see if it is working. They will be part time employees and will begin in September 2013.

Chairman Neville reviewed the next steps being considered by the legislation for school security initiatives in Hartford and Washington. The committee will look into after school hours, non-public schools and monitoring all initiatives. The Board and Town council will continue to harden the perimeter in all schools and will finalize the MOU.

Chairman Neville stated the Town Council and Board of Education will each hold a special meeting to review the MOU and take any necessary action. They will hold a community conversation on school security on March 27, 2013.

Chairman Neville stated the Joint Security Committee members have made recommendations to enhance the physical security of the buildings; provide revised security protocols for controlling building access; provide revised emergency procedures and protocols for handling emergencies; provide strategies and personnel to delay access to buildings giving the EPS time to arrive at the buildings; provide opportunities for continuing public discussion and budgetary consideration for the 2013-14 budget process that will ultimately enhance safety and security in all Enfield schools.

Ms. Hall asked if the School Security Conversation date has been changed from March 27th to March 25th.

Chairman Neville stated the Board will present our budget to the Town Council on March 25th. The Community Conversation on School Security will be held on March 27th. Chairman Neville would like Dr. Schumann to send something out regarding the upcoming meeting dates to Board members.

Mr. Jonaitis would like a copy of the presentation. Dr. Schumann stated he will provide all Board members with copies of the presentation.

Chairman Neville stated the Joint Security Committee thought due to the importance of this topic we would devote the entire meeting to discuss school security. People have a lot of questions regarding this. This is an emotional topic. We have presented our best recommendation to you. At this time, we will answer any questions audience members may have to the best of our ability. We will not be able to address any direct school related security procedural questions. We do not want to share any school security information with the public.

6. AUDIENCE PARTICIPATION:

Pat Droney, Bobolink Drive – Mr. Droney commended the Board and Town Council for being

proactive with school security. So many young lives have been lost and it has affected us deeply. He is a retired police officer from Enfield after 30 years. He was a campus safety director at a private school and is currently working for a small police department in Massachusetts. He is concerned with the ability of retired police officers as security guards. He knows his own physical limitations. As we get older, we do not move as quickly or respond as quickly as we used to. Many school shooters are very young. Our reflexes are a lot slower than that of someone younger. He would like us to use the best conditioned and the best possible option available to protect our students. He likes having SRO's in the buildings or using police officers on a rotation basis. Our schools have been made fire proofed. Building codes need to be revamped to protect against active shooters. He thanked the Board for a job well done.

Chairman Neville thanked Mr. Droney. We are putting forth our best recommendations. We will continue to harden the perimeter of the buildings to cause a delay. Armed security guards are the last piece of defense to keep them out of the building. It is our intent to cause a delay until the PD can arrive.

Mr. Droney stated active shooters are looking for an easy target. This will be all over the news that Enfield is going to do something. Hopefully they will go somewhere else and they will be as prepared as Enfield is.

Ms. Hall read a statement from Judy Apruzzese-Desroches. Ms. Apruzzese-Desroches does not support having armed security guards in our elementary schools. She does not care if it is a member of the Enfield Police Department or a member from the State Police. Having guns in our schools will not prevent someone determined to do something horrific. If her children were still in school and armed security guards were in place, she would put her children in private school or home school them. She would also move away from Enfield. Guns have no place in education.

Chairman Neville reminded audience members that there are upcoming meetings. The School Community Conversation will be held on March 27th. The location and time for the conversation will be announced at a later time.

Chairman Neville stated we are interested in hearing from the public. We have all looked at this and want to protect our students. He will express how he feels when we get to Board member comments. This has been a personal challenge and he believes all the Board members have the same view. These are our kids and we need to protect them. He would love to not discuss this topic. He would rather discuss improving reading and math scores. That would be a joy to discuss instead of an active shooter. We are trying to make the best decision we can in the best interest of our kids.

7. BOARD MEMBER COMMENTS

Mr. Jonaitis would like to receive hard copies of any presentation given. This presentation was different from the last presentation and was difficult to follow. He would prefer if the Chairman would refrain from making your own personal comments to the Board until the Board Member Comments portion on the agenda.

Mr. Jonaitis agrees with Ms. Hall and Mrs. Apruzzese-Desroches. He would like us to operate the way we have been from the past 300 years without armed security. As far as he can see, we have three choices available. We can remain the way we have been in the past without any guns in the buildings. The proposed plan with retired police officers as pointed out by Mr. Droney, physical conditions may prohibit them. Having a regular trained officer present in the building would be more efficient. They can move and react faster. Having SRO's would be good. Having an officer and a cruiser at a building will make someone think twice.

Mr. Jonaitis would like the Joint Security Committee members to discuss this with the Police Chief and come up with a hybrid plan – part retiree and part police officer. He thinks there is a lot more that can be done. He is concerned with the safety not the familiarity with using random officers. He just wants them to protect the kids.

Mr. Jonaitis would also like them to look into the end of the school day and look at the kids getting on and off of the buses. He believes the costs to protect the kids will increase. Strategies to buy time and having a trained officer would cause the least amount of damage until police backup arrived. He would like to see a hybrid plan.

Mr. Jonaitis would prefer to continue as is. He is not in favor of only using retired police officers. He would like to see us use regular police officers on a rotation basis and retired police officers.

Mrs. LeBlanc stated December 14th changed the way we look at things. Both she and Mrs. Rancourt have struggled over this topic. We have young children in our schools. We would like to continue with the status quo. It is not the same anymore. She has concerns that were mentioned by Mr. Droney. There is a cost with doing something. The cost of doing nothing is a child. You cannot put a price tag on our children. This is a struggle for all of us. Hearing input from audience members is helpful. We want to make the correct decision for everyone.

Mr. Grady wished the Enfield High Boys Basketball Team good luck in the State Game tonight against Weston.

Mr. Grady thanked Mr. Droney for his comments that put things into perspective. We are not living in the times when we went to school. Times have changed and not for the better. We are not as safe as we used to be. The Joint Security Committee was formed and we also struggled with our decisions and recommendations. We need to do what we can to protect our kids and do whatever we can. We need to worry about the costs but cannot put a price tag on our kids. He would rather them be safe and go overboard. We have a great police department in Enfield and they are well trained. He hopes we never need to use their training. We struggled with the recommendations. He is confident with our police chief's recommendation and he supports him. We are taking every precaution we can by hardening our buildings.

Chairman Neville would also like to continue as we have in the past like Mr. Jonaitis stated but since December 14th times have changed. He has also struggled with this. He does not want to take a chance and gamble with somebody's children. He would rather use police in our buildings but there are not enough officers available. As of now, this is the best recommendation and he is willing to support it. This is a plan that will make a difference with our kids and he supports it.

Mrs. Szewczak stated it takes a lot of time to absorb, address and understand who we have become over these past few months. No one wants this to happen or truly understands why it happened. We have people in our community that deal with these things on a daily basis and we need to listen to them, understand and respond to their recommendation. Attending the active shooter training rang true to her about what it really takes to keep a school safe. When you are waiting 3 minutes can be a long time for help to arrive. She is supporting the Chief of Police plan.

Mr. Sirard agrees that times are different. The world is not the same anymore. He agrees with the Board members when it comes to the safety of our kids. When he was in the military he was trained in physical security. The Chief of Police has been ahead of the bell curve with the active shooters training for several years. When the chief recommends something, he takes it very seriously.

Mr. Sirard does not agree with using a "Wal-Mart" security guard in our buildings. He would prefer to use our top cop's judgment when hiring security guards. He agrees that this is a top notch security plan. This is a good plan that addresses multiple layers to make our buildings safer. We would not be placing a "rent a cop" in our schools. This is a mischaracter of judgment. Consider the security guard as Mr. Rogers that is packing. He supports this plan. Our Chief of Police and Public Security Director believes this is a good plan. He also says this is a good idea.

Ms. Hall stated that she watches CNN and listens to the experts. They are all saying do not rush. If you are putting an armed person in the school, they should be fully trained to handle the education process as a greeter.

Ms. Hall believes that introducing someone with a gun will instill the concept of fear in our elementary schools. She is concerned about this. She has spoken to parents at a recent PTO Meeting and they feel safe in our schools as well as their children. They all feel safer with the hardening of the perimeters of the schools. She does not want us to introduce the anxiety of needing to worry. We can tell the students you don't need to worry because he is here to protect you. She does not believe that will be the end result. We will be introducing fear in her opinion.

Ms. Hall added spending more time on mental health problems across the community and in our schools is being discussed on the Children's Health Committee in the legislature. We have many groups looking at ways to address school safety. She does not feel that we should be first out of the gate. We should reviewing other options and not be rushed.

Mrs. Rancourt stated that she has also had a hard time with this just like Mrs. LeBlanc. This is not what she anticipated. She has had a hard time digesting this. Since she has become a Board member, she has learned that you need to take the recommendations from the professionals because they know best. The Chief of Police and the Public Safety Director are recommending this plan. They know what is going on in our town. This is why she is supporting the plan that has been presented. As a mother, she wishes she didn't have to support it.

Chairman Neville reminded the public that the Board will present their budget to the Town Council on March 25th and the Security Community Conversation will be held on March 27th.

8. EXECUTIVE SESSION - None

9. ADJOURNMENT

Mr. Grady moved, seconded by Mrs. Szewczak to adjourn the Special Meeting of March 12, 2013.

All ayes, motion passed unanimously.

Meeting stood adjourned at 8:10 PM.

Donna Szewczak
Secretary
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary

**BOARD OF EDUCATION
SPECIAL MEETING MINUTES
MARCH 20, 2013**

A special meeting of the Enfield Board of Education was held at Enfield High School in the Principal's Conference Room, located at 1264 Enfield Street, Enfield, CT on March 20, 2013.

1. **CALL TO ORDER:** The meeting was called to order at 5:17 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, Kevin Fealy, Joyce Hall (arrived at 5:21 PM), Tom Sirard, Jen Rancourt and Timothy Neville

MEMBERS ABSENT: Peter Jonaitis

ALSO PRESENT: Dr. Jeffrey Schumann, Superintendent; Mr. Christopher Drezek, Deputy Superintendent; Shipman & Goodwin Attorney, Richard Mills

5. **EXECUTIVE SESSION:**

a. **Discussion Regarding Attorney-Client Privileged Communication Concerning Proposed Security Measures:**

Mr. Grady moved, seconded by Mrs. Szewczak that the Board enters into Executive Session for a discussion regarding Attorney-Client Privileged Communication Concerning Proposed Security Measures.

Joining the Board in Executive Session were Dr. Schumann, Mr. Drezek and Board Attorney Richard Mills.

Ms. Hall arrived at 5:21 PM.

The Executive Session ended at 6:43 PM. No Board action occurred while in Executive Session.

6. **ADJOURNMENT**

Mr. Grady moved, seconded by Mr. Fealy to adjourn the 6:44 PM Special Meeting of March 20, 2013.

All ayes, motion passed unanimously.

Meeting stood adjourned at 6:45 PM.

Donna Szewczak
Secretary
Board of Education

Respectfully Submitted,

Chris Drezek, Recorder