

**BOARD OF EDUCATION
REGULAR MEETING MINUTES
MAY 26, 2015**

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 May 26, 2015.

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

MEMBERS PRESENT: Peter Jonaitis, Raymond Peabody, Lori Unghire, 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 Alternate Shelby Brennan

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

7. **SUPERINTENDENT'S REPORT**

- a. Student Representatives Report – as presented
- b. EHS/FHS Academic Scholarship Awards Nights – as presented
- c. Grants Report – as presented
- d. Personnel Report – as presented
- e. May/June Events – as presented

8. **AUDIENCES** - None

9. **BOARD MEMBER COMMENTS**

Mrs. Thurston stated that she will attend the Head Start 50th Anniversary Celebration on May 27th at 10:30 AM. She is looking forward to seeing the children.

Mr. Jonaitis wished the students and staff a good end of year closing. He knows the month of June can be a difficult time to teach.

Mr. Jonaitis added that he has been on the Board of Education for three terms. He recognized and thanked past Board members Pat Stroiney, Roxy Burke, Nick Sinsigalli and Chuck Johnson for their accomplishments and dedication as Board members.

Mr. Jonaitis stated that Mayor Kaupin is the best mayor Enfield has ever had. He complimented the Town Council for the way they hold and conduct their meetings. He does not always agree with everything they are doing. He did not like the shots that were made

towards the Board at the last Town Council meeting about the Security Guards MOU not being approved by the Board. The MOU was signed 2 years ago by both the TC and BOE. By the Board not approving the MOU, we saved the town a lot of money. This money is now being used elsewhere in the Town and now the Board must make major cuts to our budget. These cuts will affect education to our students and programs like athletics, music, full day Kindergarten, preschool, teachers and staff. The TC will fund guards for the 3 nonpublic schools and will use the money for the Hazardville Institute. He would like to know when the MOU for the nonpublic schools was made.

Mr. Jonaitis added that he is still in favor of using Fermi as a middle school and using JFK as an Intermediate building. We still owe money for renovations made to all of the other schools. Fermi is the only building that does not owe the State funds for renovations. If we close any of these other buildings, it would be the responsibility of the Town to repay the State, not us.

Mr. Jonaitis believes we are in this mess because of past Boards and we negotiated poorly, additional staff being added at Central Office, computers, new programs, magnet school competitors and all day Kindergarten. We cannot afford these things. We consolidated the elementary schools and will consolidate the high schools. We cut sports at JFK, high school graduations and bussing to save money. Adding programs is easy, paying for them is contentious and cutting causes problems. He had asked to Board to look into the budget months ago. Nothing good will come from us being in panic mode.

Mr. Jonaitis added that in the past, we would hold joint caucus meetings to resolve issues as a united front. This is not done anymore that the Board and Town Council need to work together. He hopes this can be done in the future or this will continue to happen.

Mr. Peabody stated that Mr. Jonaitis comments were well spoken and he appreciated them. He appreciates your comments trying to keep us on the right track. Dr. Schumann produced a document with the cuts needed to balance the budget. This document was given to the Town council. We have a gap in our budget of \$2.77 million dollars. We have looked at staffing reductions, other activities and staffing at Central Office. We challenged Dr. Schumann to come up with something and we will see what he has come up with tonight.

Mr. Peabody stated that we need to be more diligent in our budget process and need to be transparent. We need to let people know where the value added is. The Board needs to make informed decisions and address areas where we need to improvements.

Mr. Peabody believes the Board has done a good job. He thanked his fellow Board members for their past discussions.

Mrs. Unghire stated that she attended the Eli Whitney Concert. The students did a great job. She attended the CREC Council meeting. She wished everyone a Happy Memorial Day. She thanked our Veteran's for everything they have done for us and their commitment to our country.

Mrs. Unghire stated that she appreciated both Mr. Jonaitis and Mr. Peabody's comments made tonight. We have a great group on this Board. This is a tough job. Each Board member has taught her a lot as well as the leadership from Central Office. She thanked them all for everything they do for the students in Enfield.

Mr. Wawer thanked the educators and principal at Henry Barnard for everything they do for the students. They come up with innovative ideas to educate the children. They are doing a great job.

Mr. Wawer attended the Memorial Day Parade. The event was well attended and the weather

was great.

Mr. Wawer added that he is looking forward to the upcoming high school graduations. His niece attended the EHS prom and had a great time. It was a great event.

Mr. Wawer thanked Mr. Grady for his hard work on the Policy Committee. We addressed a number of policies since the fall. He also thanked Mr. Neville for moving the policies forward on the agenda during his absence. He thanked Deputy Superintendent Mr. Drezek for his work researching the information for the policies that were presented to the Board for final readings.

Mr. Grady stated that we owe all of our Veteran's thank yous throughout the year for what they have done for us and our country. When we celebrate Memorial Day, we are celebrating Veteran's.

Mr. Grady commented to Mr. Peabody that we have always been transparent with our budget to the Town council. We asked for a budget to continue our current programs and they chose not to listen to us. The \$2.7 million dollar cuts that will be made will affect our programs being delivered to the students. This is something that none of us want to see done. He wished they could have opened up their eyes a bit more before finalizing the budget.

Mrs. Leblanc attended the Eli Whitney fifth grade field trip to Sturbridge Village. We had a great time. The Blacksmith was her favorite.

Mrs. LeBlanc agrees with what Mr. Jonaitis said about the guards. Four Town Council members tried to have a portion of the funds from the guards moved to the Board side of the budget. We are left with a \$2.7 million deficit in the education budget. The taxes in Enfield will go up for guards at the parochial schools and for 2 new police officers in Enfield. Staffing in our schools will be cut more than staffing on the Town side. Party line games were played during the budget season. Budget season is always a battle and is always contentious. We asked for a status quo budget to meet state mandates. Class sizes will go up. We reorganized to balance class sizes. The \$2.7 million dollar cuts will affect the entire school district.

Mrs. LeBlanc added that people are leaving Enfield because we do not value education in this town. We battle the budget process every year. She will do her best to support the kids and Enfield as a Board member. She has personal stake in this budget.

Mr. Neville stated we will dismantle some of the good things we have done with these budget cuts that must be made. What bothers him is the lack of discussion about the cuts that need to be made and the impact of those cuts. No one has talked about the impact of the \$2.7 million being cut from the education budget. This impact will affect all of us. He will do the best he can and minimize the impact of the cuts. He hopes that Dr. Schumann has come up with something.

Chairman Sirard wished everyone a Happy Memorial Day. He blessed our men and women in the service. The Gettysburg Address means something to him. You can never thank our military past and present, for everything they have done for us and this country.

Chairman Sirard congratulated the Buzz Robotics team for everything they have accomplished this year. This is a wonderful program that our students can participate in. They represent us nationally very well.

Chairman Sirard agrees that he also dislikes the budget process. This is done backwards. He does not blame anyone for voting their conscious. The law is the law and we need to abide by it. We need to change the law. The State has placed a cap of 70% on SPED costs. We are

supposed to be funded 100% for SPED costs.

Chairman Sirard reviewed our enrollment and staffing numbers since 2006. Our enrollments have declined and we have lost 105 employees. As the demographics have been reduced, so has our staffing. We are less than what we were before. We are losing employees due to attrition. Attrition leaves a whole in the school system. We have reorganized to save money. We also reorganized because of being out of Title I compliance and were racially imbalanced. We needed to be in compliance with State law.

Chairman Sirard stated that all Board members took an oath and we work as a team. He also thanked his fellow Board members for the work done on the budget and in the Board committees.

Suspend the Rules to Move Item 17a before Item 10:

Mr. Grady moved, seconded by Mr. Wawer that the Enfield Board of Education moves Item #17a and place it before Item #10.

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

17. EXECUTIVE SESSION

Mr. Neville moved, seconded by Mr. Peabody that the Enfield Board of Education enters into Executive Session for Matter(s) Related to Personnel.

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

The Board relocated to the Staff Lounge for the Executive Session at 7:40 PM. Mr. Drezek and Dr. Schumann joined the Board in Executive Session. No Board action occurred while in Executive Session.

Mr. Jonaitis left the Board meeting at 8:29 PM.

The Board returned to public session at 8:30 PM.

10. UNFINISHED BUSINESS

a. Town Council FY2015-16 Budget Allocation Discussion & Action if any

Dr. Schumann distributed his updated 2015-16 Budget Development Chronology document to the Board. The adjustments will affect several of our collective bargaining units. We have scheduled meetings with each of these bargaining units in the morning. We want the Board to bargain in good faith with these unions.

Dr. Schumann stated that after adjustments were made to the Town Council ITPC (\$206,184), the Board needs to reduce their budget by \$2,668,505. He reviewed reduction costs for:

Health Insurance Benefit Premiums	(\$ 197,000)
2015-16 Excess Cost Sharing (ECS) Adjustment	(\$ 140,000)
Kelly Services Substitute Contract	(\$ 78,000)
Nutrition Services (Personnel & Benefits Adjustments)	(\$ 196,000)
Medicaid Reimbursement Collection	(\$ 179,463)
Possible 2014-15 Budget Rollover	(\$ 119,266)
IT (Eliminate 2 Positions & Operating Expense Reductions)	(\$ 601,252)
Personnel (Eliminate 14 Positions & 15 Pre-consolidation Position Restructures)	(\$1,157,524)

Dr. Schumann added that he will move the current JFK principal to an Intermediate School to replace a retiring principal. He would also like the Board to approve appointing Steven Sargalski as the JFK Principal for July 1, 2015. We will shift other principals around and will appoint interim principals saving the district funding. We have made changes to several of the collective bargaining units. He is limited to what he can say in open session.

Dr. Schumann added that these reductions will balance the budget by reducing our budget by \$2,688,505. No additional budget cuts are needed.

Mr. Grady moved, seconded by Mrs. Thurston that the Enfield Board of Education approves the Superintendent's Financial and Personnel recommendations which include: the new assignment of administrators, the elimination of 14 positions, the restructuring of 15 positions and the appointment of Mr. Steven Sargalski as the JFK Principal, all effective as of July 1, 2015.

Discussion:

Mr. Neville stated filling the Intermediate Principal Position was done based on the request of an employee.

Dr. Schumann stated that is correct. The current JFK principal approached us about the open Intermediate Principal Position. We were also approached by another principal who was also interested in the vacant position. It turned out that there were good places to place both of these individuals.

Mrs. LeBlanc added that these adjustments that have been made to the budget will not affect full day Kindergarten or any sports.

Dr. Schumann stated that is also correct. This was one of the Board's priorities mentioned at the special meeting.

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

Chairman Sirard explained that the budget rollover mentioned by Dr. Schumann freezes our current budget. Our Central Office employees stayed on top of the budget looking at all of the numbers looking for areas to save money. Dr. Schumann, Mr. Drezek and Mr. Coccia worked hard to make these suggestions for the Board to consider. He gives them all a lot of credit for this work. This also includes Mr. Coppler, Mr. Russell and Mr. Bourassa for their work. We will receive some significant technology cuts.

b. "Receipt of and Action upon Recommendation of Superintendent of Schools Concerning Teacher Contract Non-renewals in Accordance with Connecticut General Statutes 10-151"

Mrs. LeBlanc moved, seconded by Mr. Peabody that the Enfield Board of Education approves recalling the Teacher Contract Non-renewals in Accordance with Connecticut General Statutes 10-151.

Discussion:

Mrs. LeBlanc stated this will allow the Board to recall the 61 teachers that were previously non-renewed.

Mr. Neville stated Board members are happy to bring back these teachers. The Superintendent

did a great job minimizing the impact of the budget cuts. There will be significant changes that will be made. We cannot go into more detail out of respect for our bargaining units.

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

11. NEW BUSINESS

a. 2015 Lester J. Bodley Memorial Scholarship

Mr. Wawer moved, seconded by Mr. Grady that the Enfield Board of Education approves the 2015 Lester J. Bodley Memorial Scholarship to students A and B as presented.

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

b. June 23rd Board of Education Meeting

Mr. Grady moved, seconded by Mrs. Unghire that the Enfield Board of Education cancels the June 23rd Board of Education Meeting.

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

12. BOARD COMMITTEE REPORTS

a. Building Committee - None

b. Curriculum Committee

Mr. Neville reported the Curriculum Committee met and we discussed the travel abroad program in the summer of 2016 for students from both high schools. We will bring this to the Board in the future. We also discussed class rank, moving to a decile system and the transition process. Valedictorian and Salutatorian were also discussed. We will continue both of these discussion items. This may mean changing some of our policies

Mr. Wawer stated we discussed this item at the Policy Committee meeting today with Mr. Neville. If changes are needed to the policy, they will be placed on an upcoming agenda.

13. APPROVAL OF MINUTES

Mr. Grady moved, seconded by Mrs. Thurston that the Regular Meeting Minutes of May 12, 2015 be approved. A vote by **show-of-hands 7-0-1** passed with Mr. Wawer abstaining.

Mrs. Thurston moved, seconded by Mr. Peabody that the Special Meeting Minutes of May 18, 2015 be approved. A vote by **show-of-hands 6-0-2** passed Mr. Wawer and Mr. Grady abstaining.

14. APPROVAL OF ACCOUNTS PAYROLL - None

15. CORRESPONDENCE AND COMMUNICATIONS

- a. Invitation to attend the Enrico Fermi Scholarship Awards Ceremony on June 1, 2015;

16. AUDIENCES

Tricia Wright, Oakwood Street – Mrs. Wright is confused about the administrator appointments and would like someone to clarify this for her. She felt the budget process was worst this year

than last year. The communication between the Board and Town Council was terrible. She stated that a Department Chair teaches students. This is something that many people do not understand. There are many other items like this that people do not understand. Our education system is slowing being degraded. People do not care about this. She wants to stay in Enfield. This is a great town. We need to get the word out. The process needs to change. Stop the negativity and politicking. She urged the Board to speak up for our kids. They are our future.

Bob Tkacz, Bernadino Avenue – Mr. Tkacz discussed Roberts Rules of Order. He reviewed enrollment numbers. The budget should have been done 6 months ago. The Town Council needed more information from the Board and it was not given to them.

Lisa Rogers, Winter Way – Mrs. Rogers stated she is here about the upcoming Parent Leadership Association Graduation that will be held on June 4th. She thanked the Board and administration for supporting PLA. She distributed information about the 9 past graduation classes and the 10th upcoming PLA graduation class. She thanked the Board for everything they do.

Elizabeth Davis, North Maple Street – Mrs. Davis thanked the Board for all of your hard work. She was glad the Board brought back the 61 teachers. She understands the retirements. We will fill the positions with licensed certified staff in each of the open areas. She would like to know what the teacher's certifications are. How can parents obtain this information? Thank you and keep up the good work.

Mary Scutt, Yale Drive – Mrs. Scutt thanked the Board for going through this difficult budget season and for thinking outside of the box. Parents will want clarification about the positions. She hopes the new principals will hold meet and greets for the students and families to meet the new principals. This is important for parents and students. The members of the PLA support the administration and staff. She would like to see the Board to continue to support the PLA program. She is a graduate from class #5. She looks forward to communication from the Board regarding the administration appointments. Thank you.

Bethany Ouellette, Betty Road – Mrs. Ouellette thanked the Board for everything you do. The budget is always a difficult time. Communication is a big key to being successful. We need to hear the information so we can affectively go to our State leaders and fight. Our leaders also need to understand what is needed so they can help us. We need to let them know our concerns so we can help the community. Thank you.

18. ADJOURNMENT

Mrs. Thurston moved, seconded by Mr. Peabody to adjourn the Regular Meeting of May 12, 2015.

All ayes, motion passed unanimously.

Meeting stood adjourned at 9:17 PM.

Vincent M. Grady
Secretary
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary