

**ENFIELD BOARD OF EDUCATION
ENFIELD, CONNECTICUT**

Time-Place:

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

Date: 06/10/14

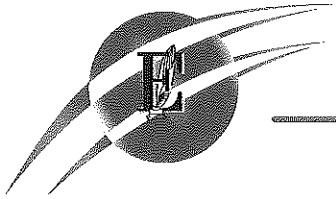
Note: A quorum of the Board will attend a 5:30 PM dinner (seating starts at 5:00 PM) at Mount Carmel for the 2014 National Honor Society Students. No Board actions will occur during the recognition dinner. The Board meeting will begin at 7:00 PM or at the arrival of the Board at Council Chambers, whichever is last.

1. **Call to Order – 7:00 PM**
2. **Invocation or Moment of Silence – Stacy Thurston**
3. **Pledge of Allegiance – Stacy Thurston**
4. **Fire Evacuation Announcement**
5. **Roll Call**
6. **Board Guest(s)**
7. **Superintendent’s Report**
 - a. **Student Representatives Report**
 - b. **Thank You Mount Carmel Society**
 - c. **EHS Thespian Ceremony**
 - d. **Adult Education Graduation**
 - e. **Rachel’s Challenge Kindness Carnival**
 - f. **EHS/FHS Graduations**
8. **Audiences**
9. **Board Members’ Comments**
10. **Unfinished Business**
 - a. **Continue the FY2014-15 Budget Discussion and Action, if any**
11. **New Business**
 - a. **Action, if any, on the Appointment of the John F. Kennedy Principal Position**
 - b. **Approve Final Plans and Professional Cost Estimate for Phase Two of the EHS Expansion & Renovation Project - State Project 049-0138 and Authorize the Chairman to Endorse Form ED042**
 - c. **Approve Superintendent’s Request to review Final Plans, Project Manual, Ineligible and Limited Eligible Costs Worksheet & Professional Cost Estimate for Phase Two of the EHS Expansion & Renovation Project - State Project 049-0138 and Endorse Form ED042**
 - d. **Approval of Perkins Supplemental Career, Technical Education Innovation Grant and Sustainability Plan**
12. **Board Committee Reports**
 - a. **Curriculum Committee**
13. **Approval of Minutes: Special Meeting Minutes – April 21, 2014; Special Meeting Minutes – April 28, 2014 and Special Meeting Minutes – May 27, 2014**
14. **Approval of Accounts and Payroll**
15. **Correspondence and Communications**
16. **Audiences**
17. **Executive Session**
 - a. **Matter(s) Related to Personnel Including Interview Candidate(s) for the John F. Kennedy Principal Position**
18. **Adjournment**

NOTE:

Item 10a. & 11a. will be addressed after Item 17 and both items will be reversed in the agenda order.

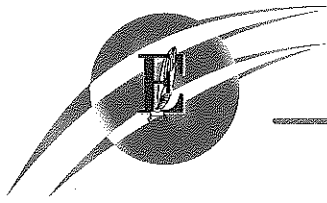
Board members will relocate to the Enfield Room for Executive Session portion of the meeting.



ENFIELD PUBLIC SCHOOLS
OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date: June 10, 2014
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Superintendent's Report

- a. **Student Representatives Report:** Enclosed in your packet you will find a report from both BOE Student Representatives regarding events/happenings at their respective high schools. Student Representatives may have some additional information or comments to share with Board members.
- b. **Thank You Mount Carmel Society:** We thank the members from the Mount Carmel Society for hosting the 2014 National Honor Society Recognition Dinner that was held earlier tonight.
- c. **EHS Thespian Ceremony:** Board members are invited to attend the Enfield High School Thespian Induction Ceremony on June 11th. The event will be held in the EHS Library at 6:30 PM.
- d. **Adult Education Graduation:** The 2014 Adult Education Graduation Ceremony will be held on June 12th at 7:00 PM in the Enrico Fermi Auditorium. Board members are encouraged to attend this event.
- e. **Rachel's Challenge Kindness Carnival:** The Rachel's Challenge Kindness Carnival will be held on June 13th at 4:30 PM in the Enrico Fermi Gym. Students and Staff from JFK, EHS and FHS Friends of Rachel Clubs are responsible for this event. A flyer with additional information is enclosed in your packet.
- f. **EHS/FHS Graduations:** The Enfield High and Enrico Fermi Graduating Classes of 2014 will hold their graduation ceremonies outside (weather permitting) on June 19th (EHS) and June 20th (FHS) at 7:00 PM. Both schools will hold SAFE Grad events for the students. We wish the graduating classes of 2014 good luck in their future endeavors.



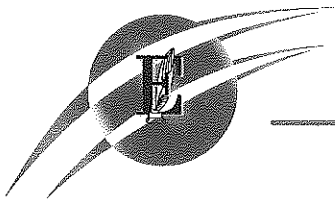
ENFIELD PUBLIC SCHOOLS
OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date: June 10, 2014
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 Personnel including Interview Candidate(s) for the John F. Kennedy Principal Position

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 will relocate to the Enfield Room for the Executive Session portion of the meeting. Any audience members can remain in Council Chambers during the Board's executive session.

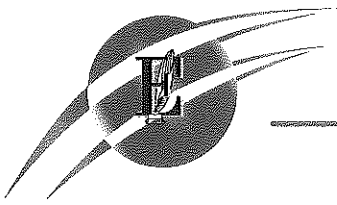


ENFIELD PUBLIC SCHOOLS
OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date: June 10, 2014
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Action, if any, on the Appointment of the John F. Kennedy Principal
Position

Chairman Sirard will address this item.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriate regarding the Appointment of the new John F. Kennedy Principal.



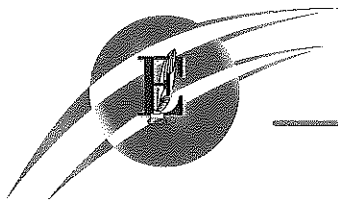
ENFIELD PUBLIC SCHOOLS
OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date: June 10, 2014
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Approve Final Plans and Professional Cost Estimate for Phase Two of the EHS Expansion & Renovation Project – State Project 049-0138 and Authorize the Chairman to Endorse Form ED042

Tonight, Randy Daigle, EHS Project Manager and Dr. Art Pongratz, EHS Project Consultant are present to address the Board regarding phase two of the Enfield High School Expansion and Renovation Project. Mr. Daigle will introduce any EHS Building Committee Officers that are present.

Mr. Daigle and Dr. Pongratz are available to answer any questions from Board members.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriate regarding approving Final Plans and Professional Cost Estimate for Phase Two of the EHS Expansion & Renovation Project – State Project 049-0138 and Authorize the Chairman to Endorse Form ED042 as presented.

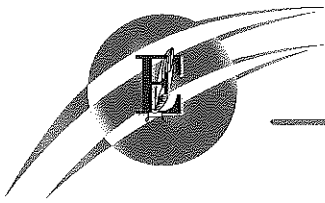


ENFIELD PUBLIC SCHOOLS
OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date: June 10, 2014
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Approve Superintendent's Request to review Final Plans, Project Manual, Ineligible and Limited Eligible Costs Worksheet & Professional Cost Estimate for Phase Two of the EHS Expansion & Renovation Project – State Project 049-0138 and Authorize the Chairman to Endorse Form ED042

Mr. Randy Daigle, EHS Project Manager and Dr. Art Pongratz, EHS Project Consultant will continue the discussion regarding phase two of the Enfield High School Expansion and Renovation Project. They are available to answer any questions from Board members.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriate regarding authorizing the Superintendent's Request to review Final Plans, Project Manual, Ineligible and Limited Eligible Costs Worksheet & Professional Cost Estimate for Phase Two of the EHS Expansion & Renovation Project – State Project 049-0138 and Authorize the Superintendent to Endorse Form ED042 as presented.



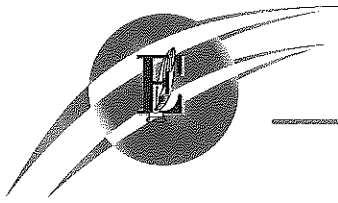
ENFIELD PUBLIC SCHOOLS
OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date: June 10, 2014
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Approval of the Perkins Supplemental Career, Technical Education
Innovation Grant and Sustainability Plan

Enclosed in your packet is information from Dr. Sarah Faulkner, STEAM Curriculum Coordinator regarding the Carl D. Perkins Career, Technology Education Innovation Grant and supplemental grant opportunity. The grant will extend our existing Technology Education programs at the high school level and will align our curriculum with career pathways at Asnuntuck Community College (ACC). The one-year \$40K grant will be used for 3D design equipment, teacher professional development and student transportation to ACC.

Part of the grant application requires the district to provide a copy of our Sustainability Plan that ensures the continuation of our technology program.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriate regarding approving the Perkins Supplemental Career, Technical Education Innovation Grant and Sustainability Plan as presented.



ENFIELD PUBLIC SCHOOLS
OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date: June 10, 2014
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Continue the FY2014-15 Budget Discussion and Action, if any

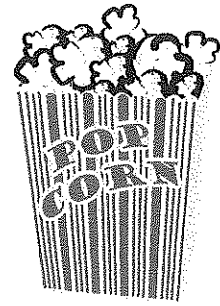
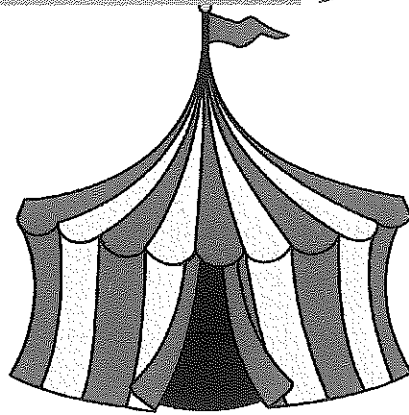
Board members can continue the FY2014-15 Budget discussion at this time and take any action(s) deemed appropriate regarding adopting the FY2014-15 Budget.



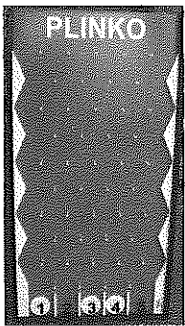
EHS/FHS Student Representative Reports - June 10, 2014

Enfield High & Enrico Fermi High School:

- EHS World Languages Awards will be held on June 10th at 7:15 PM in the Auditorium.
- EHS Thespian Induction Ceremony will be held on June 11th at 6:30 PM in the Library.
- FHS Kindness Carnival will be held in the FHS Gym at 4:30 PM on June 13th.
- EHS Graduation will be held outside on June 19th at 7:00 PM weather permitting.
- FHS Graduation will be held outside on June 19th at 7:00 PM weather permitting.



The 'Kindness' Carnival is coming!

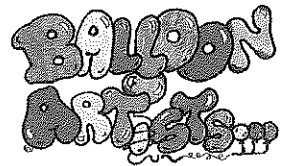


WHEN: June 13th 4:30PM-8:00PM

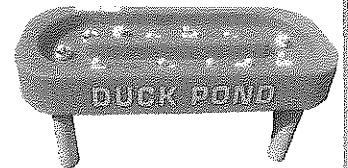
WHO: All Town of Enfield Pre K - 5th Grade students

WHERE: Fermi High School gymnasium

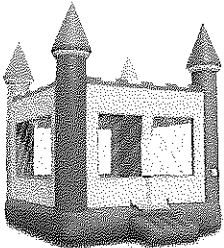
COST: Games are FREE when you pay with a 'Kindness coin' - otherwise only 25 cents per game



Students will be given the chance to earn FREE 'Kindness' coins by committing acts of kindness in their school leading up to the carnival.



Parental supervision is required at the carnival & on the bus



The carnival will include games, prizes, face painting, popcorn, & cotton candy.

We will also have contests, crafts, sideshow acts and

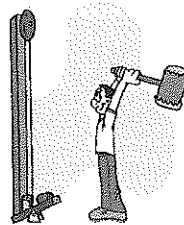
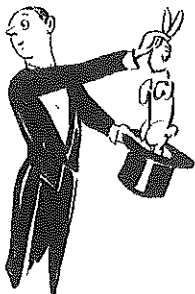
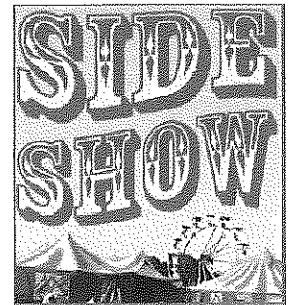
MUCH, MUCH more!!!!

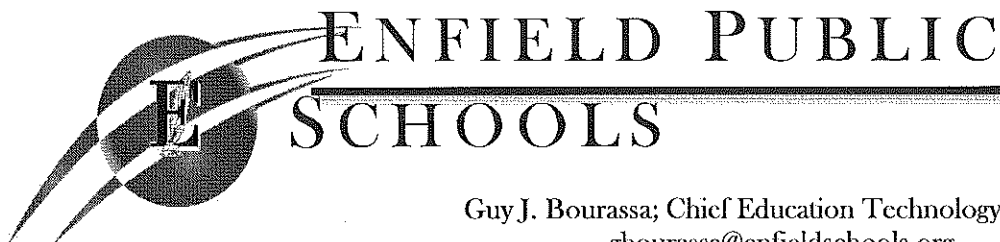


Free Round trip shuttle service to the Carnival for those that want it!

Pick up/returns at the following locations every 1/2 hour between 4:30pm-8:00pm:

- BUS #1 ESS, ALCORN THEN TO FHS
- BUS #2 Parkman, WHITNEY, JFK THEN TO FHS
- BUS #3 BARNARD, CRANDALL THEN TO FHS
- BUS #4 HMS, HALE THEN TO FHS





Guy J. Bourassa; Chief Education Technology Officer;
gbourassa@enfieldschools.org

27 SHAKER ROAD • ENFIELD, CONNECTICUT 06082
TEL: 860.253.6512 • FAX: 860.253.6510 • WWW.ENFIELDSCHOOLS.ORG

May 30, 2014

June Sanford, Bureau Chief
Curriculum, Instruction and Assessment
Connecticut State Department of Education
165 Capitol Avenue – Room 125
Hartford, CT 06106

Dear Ms. Sanford,

Please accept this letter of intent as part of the Enfield School District's grant proposal for the Perkins Career and Technical Education Innovation Grant, which is due on Friday, May 30th. The submission requirements for the grant application stipulate that it include a Sustainability Plan accompanied by Board of Education minutes showing our district's long-term commitment to the program. Due to the timing of the RFP and the Board of Education's schedule, we will be able to provide these documents following a Board meeting scheduled for June 3rd. We will send the materials to your office immediately upon their completion, to be added to our application.

In the meantime, please be reassured that our district is fully committed to career and technical innovation. You may know that Enfield is in the early stages of a long-range commitment to interdisciplinary, STEAM-oriented teaching and learning (Science, Technology, Engineering, Arts, and Mathematics). This supplemental grant seems almost tailor-made for our efforts. Specifically:

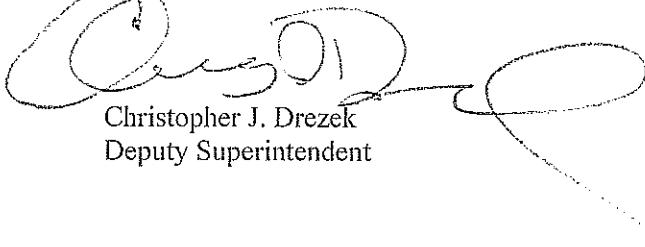
- We recently broke ground for the new Enrico Fermi STEAM Wing at Enfield High School, which will be the centerpiece of our combined high schools beginning in the fall of 2016. It is designed to house our state-of-the-art science, technology, engineering, and art classrooms, and will complement the rest of the high school facility which is being renovated-as-new.
- We have extensive collaborative efforts underway and expanding for dual enrollments, career pathways, and college experiences with Asnuntuck Community College, UConn, and Manchester Community College.
- We are collaborating with Asnuntuck Community College for their Advanced Manufacturing career pathway (3D design/robotics), offering curriculum beginning in the middle school this coming fall that features staff, equipment, and mentoring from ACC. This program will be expanded in the future to all four high school years.
- We continue to expand our Project Lead the Way engineering program, tying student learning to post-secondary programs at both ACC and UConn.
- We offer and are expanding a host of programs at the intermediate and elementary levels that provide the strong, innovative, and technical backgrounds needed for high school success in

technological career pathways (e.g., LEGO Build for Tomorrow; Connecticut Invention Convention; FIRST Lego League, Tech Challenge, and Robotics).

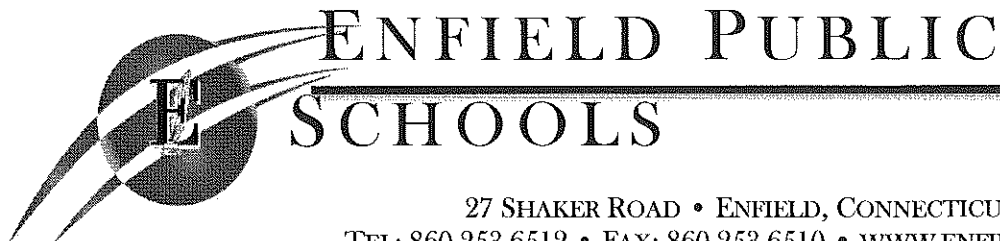
- We are providing a Workforce Development program during construction at the high school for students to be able to experience and analyze different building trades and coordinate this learning with future career technological paths.

I will forward a copy of our Board of Education minutes and an accompanying Sustainability Plan following the meeting on June 3rd.

Sincerely,

A handwritten signature in black ink, appearing to read "Chris Drezek", with a long horizontal flourish extending to the right.

Christopher J. Drezek
Deputy Superintendent



27 SHAKER ROAD • ENFIELD, CONNECTICUT 06082
TEL: 860.253.6512 • FAX: 860.253.6510 • WWW.ENFIELDSCHOOLS.ORG

Enfield Public Schools

Career and Technology Education Sustainability Plan

The planning table below shows Enfield Public Schools' long-term plan to provide robust, challenging, career-oriented, and technologically-current learning pathways for Enfield students. These pathways are aligned to post-secondary school programs as well as careers in engineering, robotics and computers, advanced manufacturing, biomedical, and other technology-oriented fields. Please note that this plan is dynamic, adding elements each year to build our overall program while being responsive to student, community, and business needs.

Prior to 2013

- Grades 9-12: Adopt Project Lead The Way (PLTW) engineering program; train teachers, write curriculum, begin offering courses
- Town-wide adoption of STEAM focus for grades K-12
- Development of comprehensive STEAM vision for the district
- Referendum funding consolidation of two high schools, commitment to state-of-the-art STEAM wing for new high school
- Development of dual-enrollment programs with Asnuntuck Community College (ACC) and the University of Connecticut (UConn)

2013-14

- Continued development of STEAM vision for the district
- Meetings with ACC, revision of dual-enrollment coordination to provide more student options
- Grades K, 2, 4: LEGO Build for Tomorrow Project is started; initiates student interdisciplinary and engineering exploration in three grades in elementary schools
- Grades 3-5: Clubs provided after school for CT Invention Convention
- Grade 6: Pilot CT Invention Convention engineering unit in two teams in 6th grade
- Grades 6-8: Clubs provided for after school for CT Invention Convention
- Write and receive grant from 3M for new STEAM Design course at high schools

2014-15

- Grades 1,3,5: LEGO Build for Tomorrow Project is extended into remaining 3 elementary school grades, providing student engineering exploration; project will remain as an integral part of elementary programs for years to come
- Grades 3-5 and 6-8: CT Invention Convention clubs continue at intermediate and middle schools, after school
- Grade 5: Pilot clubs at intermediate schools for FIRST LEGO League
- Grade 6: CT Invention Convention engineering unit incorporated as a standing unit for all grade 6 students

2014-15 (continued)

- Grade 6: Implement revised curriculum for Education Technology to teach SCRATCH programming as well as digital research skills.
- Grades 7 & 8: Implement revised curriculum developed collaboratively with Asnuntuck Community College (ACC) for Technical Education classes. New curriculum incorporates 3D design projects using programming in Solidworks (CAD) and robotics into the existing woodworking and metals design challenges. Advanced manufacturing elements will be taught 2 days/week by staff from Asnuntuck Community College.
- Further expand College and Career Pathways options, dual-enrollment, and the Advanced Manufacturing 5-year program in collaboration with ACC.
- Grades 9-12: Expand Materials Processing, Metal Technology, and Graphic Arts courses (and possibly more) to incorporate more project-oriented 3D design
- Grades 11-12: Offer new STEAM Design class, permitting students to design and prototype interdisciplinary STEAM projects (funded through grant from 3M)
- Grades 10-12: Further expand dual-enrollment programs at UConn
- Expand STEAM vision for the district, planning additional courses and interdisciplinary units for the following year
- Begin annual STEAM Celebration event, planned for Spring of 2015

2015-16

- Grades K-5: Implement early engineering curriculum in elementary schools, designed for interdisciplinary STEAM learning that will lead into more focused courses in middle school
- Grade 4: Implement programming instruction in Education Technology classes
- Grades 3-5: Expand FIRST LEGO League clubs into standing, after-school activities
- Grades 6-9: Continue to expand Advanced Manufacturing courses that lead to career pathways at ACC
- Grades 6-8: Initiate FIRST Tech Challenge clubs after school at the middle school
- Grade 9: Implement revised Technology Education curriculum to build upon the ACC's Advanced Manufacturing career pathway
- Grades 9-12: Continue to revise Technology Education courses to expand interdisciplinary project-oriented, 3D technology
- Grades 9-12: Continue to expand Project Lead the Way courses, tie to engineering pathways at both ACC and UConn
- Grades 11-12: Offer AP Computer Science in the high schools
- Grades 11-12: Continue to expand the Workforce Development/internship offerings at the high schools that lead to careers in industry, manufacturing, and technology-related fields
- Continue to revise and expand STEAM vision for the district, adding biomedical education to the career pathways; design new related, elective high school courses to be added in the next year to complement technology-related courses

2016-17

- New, combined high school with completed Enrico Fermi STEAM Wing opens in September
- Implement dual enrollment programs with Manchester Community College for culinary arts
- Implement new elective courses in technology, biomedical fields, science, computers, and advanced manufacturing.

**BOARD OF EDUCATION
SPECIAL MEETING MINUTES
APRIL 21, 2014**

A special meeting of the Enfield Board of Education was held at Henry Barnard Elementary School in the Board Conference Room, located at 27 Shaker Road, Enfield, CT on April 28, 2014.

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

MEMBERS PRESENT: Ray Peabody, Lori Unghire, David Wawer, Timothy Neville and Tom Sirard

MEMBERS ABSENT: Peter Jonaitis, Mr. Grady, Mrs. LeBlanc and Mrs. Thurston

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

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

Mr. Neville asked about possible reductions that can be made to the FY2014-15 budget.

Dr. Schumann discussed looking at the budget differently. We reviewed our current numbers. He explained that he met with Mr. Newton to review staffing for FY2014-15. He will meet with staff on May 1st to review enrollment figures.

Mr. Neville would like to inform the public about what the cuts will look like.

Board members discussed building utilizations and capacities.

Chairman Sirard feels the Board has been transparent and the figure of 2.99% is the figure needed to operate without adding anything.

Mr. Wawer discussed his recommendations for the budget. The town could take over Adult Education. We can also sacrifice purchasing additional iPads. FACS needs to fill elective courses being offered. We have 23 Physical Education teachers, is this needed? What are the legal requirements?

Mr. Wawer added that we are paying \$1 million dollars for SPED tuition. Can we eliminate a SPED director? What are the legal requirements?

Mr. Wawer stated our CREC magnet costs are soaring. How can we discourage students from going to magnet schools?

Mr. Wawer added that we have allocated \$157K for curriculum professional development. Can this we reduced.

Mr. Wawer asked what administrative positions we can go without. He discussed School-to-

Career and School Partnership/Mentor positions.

Mr. Neville stated we legally need to offer Adult Education. We are also mandated to offer Physical Education and FACS. He discussed SPED costs and staffing needs as well as magnet costs.

Mr. Neville further discussed the need for professional development for curriculum development.

Mr. Wawer discussed the elementary guidance counselors.

Mr. Peabody discussed non-public transportation. He spoke with Representative Alexander about transferring the CREC funding from the state to the towns. He discussed staffing cuts and how the Board will explain this process to the community.

Chairman Sirard discussed our adult education program and GED student testing. He discussed park and recreation programs and duplication of services.

Chairman Sirard added that we have made as many cuts that are possible from our budget.

Mr. Wawer proposed moving the Head Start program to the town which would save us \$500K. He asked if there are any legal concerns if this is done.

Mr. Neville would like to know if we legally need to send students to Suffield Vo-Ag.

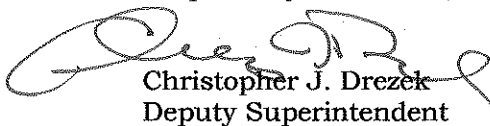
Dr. Schumann and Mr. Drezek continued reviewing different budget options with the Board.

6. Adjournment

Mr. Wawer moved, seconded by Mr. Neville to adjourn the Special Meeting of April 21, 2014. All ayes, motion passed unanimously. Meeting stood adjourned at 8:33 PM.

Vincent M. Grady
Secretary
Board of Education

Respectfully Submitted,


Christopher J. Drezek
Deputy Superintendent

**BOARD OF EDUCATION
SPECIAL MEETING MINUTES
APRIL 28, 2014**

A special meeting of the Enfield Board of Education was held at Henry Barnard Elementary School in the Board Conference Room, located at 27 Shaker Road, Enfield, CT on April 28, 2014.

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

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

MEMBERS ABSENT: David Wawer

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

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

Mr. Peabody presented information regarding unfunded mandates to Board members. He also discussed the cost of replacing teachers.

Chairman Sirard expressed to the Board that we will not receive any relief from the State regarding Teacher Evaluations. If any changes are made to the evaluation plan, we could risk losing ECS funding.

Mr. Neville added that we did not get the responses we were looking for, but it was a productive meeting with the Commissioner of Education.

Mr. Peabody feels we should approach the Town to keep our current system in place. We can tap into the reserve funding if needed.

Mr. Peabody would also like us to come up with an hourly rate and a service agreement for IT services. The rate the town is charging is not even in the ballpark with what industries are paying for IT services.

Mr. Neville would like to know what the budget will look like if we lose 1% of our requested funding.

Dr. Schumann stated if we do not receive the budget amount that was requested, we can reduce program offerings, increase class sizes and look at support services that are being offered.

Mr. Peabody does not like looking at the "as is" scenario. We might need to look into the \$4.8 million dollars allocated for unfunded mandates.

Mr. Neville stated most of these items are untouchable.

Mr. Peabody stated data collection is an area we can cut by 50%.

Chairman Sirard stated an average amount for staff salary is \$50 per hour with an average of 1.5 hours a week.

Chairman Sirard added that data-mining costs include the 2 Curriculum Coordinators salaries.

Mr. Peabody stated state reporting requirements should be looked into.

Dr. Schumann and Mr. Drezek continued reviewing different budget scenarios with the Board.

6. Executive Session:

a. Matter(s) Related to Collective Bargaining

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

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

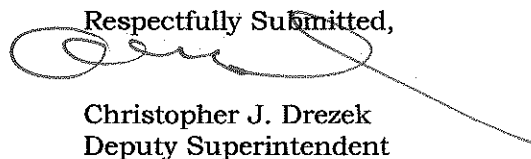
Both Dr. Schumann and Mr. Drezek joined the Board in Executive Session. While the Board was in Executive Session, no Board action occurred.

7. Action, if any, regarding Collective Bargaining - None

8. Adjournment

Mr. Grady moved, seconded by Mrs. Thurston to adjourn the Special Meeting of April 28, 2014. All ayes, motion passed unanimously. Meeting stood adjourned at 8:33 PM.

Vincent M. Grady
Secretary
Board of Education

Respectfully Submitted,

Christopher J. Drezek
Deputy Superintendent

**BOARD OF EDUCATION
SPECIAL MEETING MINUTES
MAY 27, 2014**

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

1. **CALL TO ORDER:** The meeting was called to order at 6:06 PM by Chairman Sirard.
2. **PLEDGE OF ALLEGIANCE:** Chairman Sirard
3. **FIRE EVACUATION ANNOUNCEMENT:** Chairman Sirard announced the fire evacuation announcement.
4. **ROLL CALL:**

MEMBERS PRESENT: Peter Jonaitis (arrived at 6:50 PM), Ray 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 Mr. John Coccia, Chief Personnel Officer

5. **Executive Session for Matters Related to Personnel including Interview Candidate(s) for Elementary Principal Position(s)**

Mr. Grady moved, seconded by Mr. Neville that the Enfield Board of Education enters into Executive Session for Matters Related to Personnel including interview Candidate(s) for Elementary Principal Position(s).

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

Dr. Schumann, Mr. Drezek and Mr. Coccia were invited to join the Board in Executive Session.

- Candidate A joined the Board at 6:20 PM and left the Executive Session at 6:43 PM.
- Candidate B joined the Board at 6:44 PM and left the Executive Session at 6:59 PM.

Mr. Jonaitis arrived at 6:50 PM.

- Candidate C joined the Board at 7:00 PM and left the Executive Session at 7:18 PM.
- Candidate D joined the Board at 7:20 PM and left at 7:37 PM.

No Board actions occurred while the Board was in Executive Session. The Executive Session ended at 8:26 PM.

6. **Action, if any on the appointment(s) for Elementary Principal Position(s)**

Chairman Sirard stated that we are now back in open session at 8:28 PM.

Mr. Grady moved, seconded by Mr. Neville that the Enfield Board of Education hires Candidate A for one of the Elementary Principal positions.

A vote by **roll-call 8-0-1** passed unanimously with Mr. Jonaitis abstaining.

Mr. Grady moved, seconded by Mr. Wawer that the Enfield Board of Education hires Candidate C for one of the Elementary Principal positions.

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

Mr. Grady left the meeting at 8:30 PM

7. Approval of the Adult Education Program Improvement Project (PIP) Grants

Mrs. Thurston moved, seconded by Mrs. LeBlanc that the Enfield Board of Education approves the Adult Education Program Improvement Project Grants as presented.

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

8. Approval of the 2014 Lester J. Bodley Memorial Scholarship Recipients

Mrs. LeBlanc moved, seconded by Mr. Neville that the Enfield Board of Education approves Student A and Student B as the 2014 Lester J. Bodley Memorial Scholarship recipients.

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

9. Review the Proposed Changes to the Education Evaluation Plan

Dr. Schumann explained the proposed changes to the revised Education Evaluation Plan to the Board. The Department of Education will need to approve the proposed changes prior to the Board approving the plans. The Board could approve the plans before they are sent to the State if you would like. We plan to place this item on the August agenda for Board approval after we hear back from the State. Both Boards will need to approve this plan. We would like to send it to the State Department of Education first for their approval. The revised evaluation plan needs to be in place prior to the start of school in September 2014.

Mr. Jonaitis stated the revised plan is the 121 page document we received. Dr. Schumann stated that is correct.

Mr. Jonaitis asked about the observations. Dr. Schumann stated if you are an effective 10-year teacher you will have 1 formal observation with 3 informal observations during the off years. You will also receive 1 post-observation at the conclusion.

Mr. Jonaitis asked about the 3rd tier or if an effective teacher is still good enough. Dr. Schumann stated if you are in the effective teacher classification you are okay. If you are not in the top 2 tiers you will need a formal observation.

Mr. Jonaitis asked if most districts around us are doing something like this. Dr. Schumann stated this plan is based on the new State Guidelines.

Mr. Jonaitis stated if you are classified as effective you will need a formal evaluation. Dr. Schumann stated the State is requiring 1 formal observation and 3 informal observations in the off years. This is part of the State's flexibility plan.

Mr. Neville asked if the Board needs to vote on this plan tonight. Dr. Schumann stated no vote is needed tonight. He just wanted the Board to be aware of what is taking place.

Chairman Sirard added this is more informational so we can discuss what will transpire.

Dr. Schumann added if the Board wanted to approve the plan first and then submit it to the State Department of Education you could. He doesn't know if that would have any benefit to vote on this now or wait until we hear back from the State. The State still needs to approve our plan. The Board will need to formally approve this plan prior to September 1st.

10. Continue the 2014-15 Budget Discussion and Action, if any

Dr. Schumann distributed to Board members a document listing the Board's Priorities, Goals and our challenges: Reconcile the BOE request to the Council allocation and fully implement the Educator Evaluation System. We will need to figure out a way to close the gap in our 2014-15 budget.

Mr. Wawer moved, seconded by Mr. Peabody that the Enfield Board of Education Table Item #10 and hold a special meeting on June 3rd to work on the budget.

Mr. Neville would like the Superintendent to put together some figures for this meeting to help us with our healthy budget discussion on Tuesday.

Chairman Sirard agreed to table the budget discussion until Tuesday. It will give us more time to discuss this and having numbers available will help with our discussion.

Mr. Jonaitis stated it is important for us to sit down and discuss the budget. This needs to be settled. People's careers are depending on this discussion.

A vote by **show-of-hands 7-1-0** passed with Mr. Jonaitis in dissent.

11. Board Member Comments

Mr. Jonaitis shared with the Board information about the ACLU graduation lawsuit. It appears that we made the right decision not to challenge this. A very similar case to ours was turned down by the 7th circuit court.

Mr. Jonaitis addressed the Suffield Vo-Ag numbers. The cost for each student is around \$4K.

Dr. Schumann stated the cost per student is \$8,400. He reviewed this request with the Board's attorney regarding our legal obligations. If you have a standing agreement, you must follow it. Our standing agreement with the Suffield Board of Education expired many years ago. We are not under any binding agreement. The Board must maintain the average of students attending for the past 3 years in total and at grade level for incoming new offerings. The legal opinion we received is to offer 7 or 8 new seats for next year. Currently, 15 students have asked to go to Suffield Vo-Ag in 2014-15. The Board can offer a minimum of 7 sets.

Mr. Jonaitis stated every seat above 7 will cost us additional money. Dr. Schumann added every seat will cost us \$8,400 per student.

Mr. Jonaitis stated this becomes a financial issue again. He is only asking this because he has received several e-mails about this.

Mr. Neville and Mrs. LeBlanc added that they have also received e-mails about this.

Mr. Peabody attended the Prudence Crandall's One-Book-One-School event. The author of the book was present. It was a great event and he congratulated the reading program for putting this event together. They also provided lunch at their own expense and not the districts expense. The students read their persuasive essays to us. He was quite impressed with the student's essays. He congratulated Liz Patria the Elementary Reading Department Chairperson for her years of service. Well done job by everyone.

Mrs. Unghire attended the Lego Fair at Eli Whitney. She really enjoyed it. She spoke to several students about what they were doing with the Lego's and the books they read.

Mr. Wawer thanked the administrative team for everything they have done for the Board during this year's budget discussions.

Mrs. LeBlanc stated that she marched in the Memorial Day Parade. The parade was well attended and it was a lot of fun taking pictures as they walked along the parade route and photo bombing pictures taken.

Mrs. LeBlanc state that she participated in the Cold Water Challenge for the fallen fire fighter. Mrs. Thurston challenged her and she challenged Mr. Grady. Her water was much colder than Mr. Grady's water.

Mrs. LeBlanc attended the Town Council meeting on the FY2014-15 budget. We have a responsibility to be very wise when spending the tax payer's money. Council members voted against our budget because it was going against the Town charter, it was offered as an amendment and because the administration mismanages funds. She has a hard time excepting this. They should have said our budget would have been a burden on the taxpayers. When our budget passed and still could have been a tax decrease. Our kids and the families are going to be the ones that will pay for this. There are a lot of half truths out there. She is here and is available to answer any questions. She is very disappointed.

Mr. Neville agrees with Mrs. LeBlanc. We are responsible and do not mismanage our funds and takes this comment personally. We made compromises and met our fiduciary responsibilities. He was also bothered by this comment. There is a misunderstanding about the facts of the budget. Our budget was reasonable and there was a true consensus with what we presented. We all made compromises. We will continue to meet our fiduciary responsibilities and do the best jobs we can. This is a money issue. The budget gap is going to hit all of us like programs and staff.

Mr. Neville addressed the Suffield Vo-Ag parents by answering your e-mails. He understands and appreciates the reasons they have given us about the program at Suffield Vo-Ag. This is going to come down to money. We can't add money into this budget when we need to cut \$1 million dollars from our budget. We need to look at the entire budget before we can make any decisions regarding this.

Mr. Neville added that the Board has a big job ahead of them. We need to get the very best for our students. That is the reason we are here and that is why we were elected.

Mrs. Thurston agrees with what both Mr. Neville and Mrs. Thurston have said tonight. She also attended the Town council meeting. While she was sitting there, it appeared to her that education in Enfield is not a priority for some people. That was hard to swallow. The Board works very hard for the kids and teachers in Enfield. The comments that were made were inappropriate and were uncalled for. We have reached across to work with the Town council members. This is very discouraging.

Mrs. Thurston stated the Headstart students will hold their field day on Thursday. She plans

to attend. The students will also receive their moving up certificates.

Chairman Sirard also marched in the Memorial Day Parade with his sons who participate at Valarie's Martial Arts. It was a lot of fun marching with his sons.

Chairman Sirard stated there were a lot rumors, innuendos and negative talk about the budget. We worked together on the budget and presented our budget request. We have come together as a unit on the Board of Education and put our differences aside. We have worked very hard together. Any understandings about malfeasances are inappropriate. It is not factual and could be just a misunderstanding. A million dollars is hard to make up and we will continue to discuss this on June 3rd.

12. Adjournment

Mrs. Thurston moved, seconded by Mr. Wawer to adjourn the Special Meeting of May 27, 2014.

All ayes, motion passed unanimously.

Meeting stood adjourned at 8:52 PM.

Vincent M. Grady
Secretary
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary