

**ENFIELD BOARD OF EDUCATION  
ENFIELD, CONNECTICUT**

**Time-Place:**

**Council Chambers  
820 Enfield Street  
Enfield, CT  
7:00 PM Regular Meeting  
<https://youtu.be/are6D4Tvlig>**

**Date: 09-13-22**

1. **Call to Order – 7:00 PM**
2. **Invocation or Moment of Silence – Scott Ryder**
3. **Pledge of Allegiance – Scott Ryder**
4. **Fire Evacuation Announcement**
5. **Roll Call**
6. **Board Guest(s)**
  - a. **Amber Venoutsos, Enfield’s Teacher of the Year**
  - b. **PLA (Parent Leadership Academy)**
  - c. **UCONN PEP (People Empowering People)**
7. **Superintendent’s Report**
  - a. **EPS Update**
  - b. **EPS Open House Events**
8. **Audiences**
9. **Board Members’ Comments**
10. **Unfinished Business**
11. **New Business**
  - a. **Adopt New Policies & Policy Revisions – First Reading**
12. **Board Committee Reports**

- <b>Curriculum Committee</b>	- <b>JFK Building Committee</b>
- <b>Finance, Budget Committee</b>	- <b>Joint Security Committee</b>
- <b>Policy Committee</b>	- <b>Enfield Mental Health Wellness Workgroup</b>
- <b>Leadership Committee</b>	- <b>Enfield Cultural Arts Commission</b>
- <b>Joint Facilities Committee</b>	- <b>Any Additional Committees</b>
13. **Approval of Minutes:**
  - **Regular BOE Meeting Minutes: August 23, 2022**
14. **Approval of Accounts and Payroll:**
  - **For the Month of June, July August 2022**
  - **Line Item Transfers, if any**
15. **Correspondence and Communications**
16. **Executive Session**
17. **Adjournment**



**Date:** September 13, 2022  
**To:** Enfield Board of Education  
**From:** Mr. Christopher J. Drezek  
**Re:** Board Guests

- a. **Amber Venoutsos, Enfield's Teacher of the Year:** We are proud to introduce our 2022-23 Teacher of the Year, Amber Venoutsos. Ms. Venoutsos is a Grade 2 Teacher at Hazardville Memorial Elementary School. She will discuss the Teacher of the Year process with the Board. Please join us in congratulating Amber for being our Enfield Teacher of the Year.
  
- b. **PLA (Parent Leadership Academy):** Tonight, we welcome Malissa Griffith, PLA Coordinator and Amy Witbro, our Enfield Public Schools Partnership Coordinator. Last June, PLA graduated its 15<sup>th</sup> class after a 2 year hiatus. The goal for the 12-week course is to provide tools, refine skills parents need to plan successful projects, network with community leaders and improve public speaking skills. PLA has graduated over 150 participants. Graduates have volunteered and served our town in many ways including being elected to the Board of Education. Please join me and welcome Malissa and Amy.
  
- c. **UCONN PEP (People Empowering People):** We also welcome tonight, Lorena Cisneros, our Enfield Public Schools Business Manager and several community members from PEP. The UCONN People Empowering People (PEP) Spanish program is a personal and family development program with a strong community focus. This program provides training and support to targeted adult population resulting in changes in their lives and in their communities. Mrs. Cisneros will introduce some of the members here tonight. Both Rich Galvez and Daniela Troya will conduct a presentation about PEP for the Board and community.



**Date:** September 13, 2022  
**To:** Enfield Board of Education  
**From:** Mr. Christopher J. Drezek  
**Re:** Superintendent's Report

- a. **EPS Update:** I will update the Board regarding our schools at this time.
- b. **Open House Events:** All Enfield Public Schools will hold open house events during September and October. If you have any questions, please contact your child's school. Listed below are the open house dates and times.
- September 13<sup>th</sup> – Intermediate Schools from 6-7:30 PM
  - September 14<sup>th</sup> – Primary Schools from 6-7:00 PM
  - September 21<sup>st</sup> – Eagle Academy from 6-7:00 PM
  - September 22<sup>nd</sup> – Enfield High School from 6:30-8:30 PM
  - September 29<sup>th</sup> – Stowe Early Learning Center from 5:30-7:00 PM
  - October 6<sup>th</sup> – John F. Kennedy from 5-8:00 PM



**Date:** June 14, 2022  
**To:** Enfield Board of Education  
**From:** Mr. Christopher J. Drezek  
**Re:** Adopt New Policies & Policy Revisions – First Reading

Policy Committee members approved at their June 21<sup>st</sup> meeting moving several policies forward for first readings. These policies have been placed on the website for public input and are listed below:

**Proposed New Policies:**

- 4112 Appointment and Conditions of Employment
- 5141.71 Student Sports and Extra Curricular Activities – Exertional Heat Illness
- 5141.72 Student Sports and Extra Curricular Activities – Emergency Action Plans
- 5141.213 Administering Medication – Opioid Overdose Prevention (Emergency Administration of Naloxone)
- 6148 FAFSA Completion Program

**Policy Revisions:**

- 4111.3 Minority Recruitment
- 4141 Salary Policies for Teaching Personnel
- 5131.6 Alcohol Use, Drugs, and Tobacco (Including Performance Enhancing Substances)

Policy Committee Chair Scott Ryder and Policy Committee Liaison Assistant Superintendent Longey can address any Board member questions regarding the proposed new policies and policy revisions.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriately regarding approving the proposed new policies and policy revisions as presented for a First Reading.

**ENFIELD PUBLIC SCHOOLS**  
**Enfield, Connecticut**

**Personnel – Certified/Non-Certified**

**P4112**

**Appointment and Conditions of Employment**

*The Enfield Board of Education delegates the Superintendent the authority to hire certified (except administration), and supplementary positions. In the case of administrative or supervisory personnel, the Superintendent shall nominate a candidate to the Board.*

*The Superintendent also has the authority to hire support and substitute personnel. On a monthly basis at a minimum, the Superintendent shall notify the Board of those individuals who have been hired.*

*The Superintendent shall make it an object of paramount interest to secure competent teachers and other employees for the schools. For each vacancy, the Superintendent shall select the ablest and best qualified candidate available. The Superintendent shall ensure that all certified personnel to be employed meet state requirements for the position.*

*The Superintendent shall conduct an annual review of supplemental pay positions to determine their continued need.*

*The following guidelines shall be observed in hiring personnel:*

- 1. Residence shall not be a factor.*
- 2. No member of the immediate family of any member of the Board of Education shall be employed in any continuing capacity by the Board. This is not to be construed as requiring the resignation of any employee should a member of his/her immediate family be elected to the Board of Education.*
- 3. Relatives of professional administrative or supervisory personnel shall not serve under the supervision of the administrator or supervisor to whom they are related. This is not to be construed as requiring the resignation of any person already in the employ of the Board of Education.*
- 4. Temporary appointments of a relative as described in paragraphs 2) and 3) above may be made.*
- 5. The “wage range” of the position for which an applicant is applying will be provided, upon the earliest of (a) the applicant’s request, or (b) prior to or at the time the applicant is made an offer of compensation.*
- 6. Employees will be provided with the wage ranges when their position with the District changes, or when they first request it.*

*The Board will not discriminate in the amount of compensation paid to any employee on the basis of*

***Personnel – Certified/Non-Certified***

***Appointment and Conditions of Employment***

*sex/gender. Any pay difference between employees due to gender must be proven to be based upon a (1) seniority system; (2) merit system; (3) system that measures earnings by production quantity or quality; or (4) differential system based on a bona fide factor other than sex, such as education, training, experience, credentials, skill, and geographic location.*

*(cf. 4141 – Salary Guides)*

*Legal Reference: Connecticut General Statutes*

*10-151 Employment of teachers. Definitions. Notice and hearing on failure to renew or termination of contract. Appeal.*

*10-153 Discrimination on account of marital status.*

*10-155f Residency requirement prohibited.*

*31-40z Penalizing employees for discussion or disclosure of wage information prohibited. Enforcement. (as amended by P.A. 21-30)*

*31-75 Discrimination on the basis of sex. Prohibited practice. Employer demonstration. (as amended by P.A. 21-30)*

*46a-60 Discriminatory employment practices prohibited.*

*P.A. 21-30 An Act Concerning the Disclosure of Salary Range for a Vacant Position.*

*Title VII, Civil Rights Act as amended by Title IX, Equal Employment Opportunity.*

**Policy Adopted:**

**ENFIELD PUBLIC SCHOOLS**  
**Enfield, Connecticut**

***Students***

***P5141.71***

***Student Sports and Extra Curricular Activities – Exertional Heat Illness***

*The Board of Education (Board) recognizes that exertional heat illness is a commonly reported condition in children and adolescents who participate in sports, marching band, and other recreational activities. The Board acknowledges the risks of such illness, including deaths, are significant when exertional heat illness is not properly evaluated and managed. Exertional heat illness frequently occurs when medical professionals are not present. Therefore, the Board believes that it is imperative that student athletes, student musicians, coaches, band directors, administrators and parents/guardians are trained to identify and respond to it. Implementing effective preventive measures depends on increasing awareness of exertional heat illness and relevant preventative and therapeutic countermeasures.*

***Definitions***

- 1. “Exertional heat illness” means an illness resulting from engaging in physical activity in the heat, including, but not limited to, heat cramps, heat syncope, heat exhaustion and heat stroke.*
- 2. “Heat cramps” means sudden or progressively and noticeably evolving, involuntary, painful contractions of skeletal muscle during or after engaging in physical activity in the heat.*
- 3. “Heat exhaustion” means the inability to effectively engage in physical activity in the heat, secondary to a combination of factors, including, but not limited to, cardiovascular insufficiency, hypotension, energy depletion and central fatigue and is manifested by an elevated core body temperature and associated with a high rate or volume of skin blood flow, heavy sweating and dehydration.*
- 4. “Heat stroke” means a medical emergency characterized by neuropsychiatric impairment and a high core body temperature, typically 105.8° Fahrenheit or above.*
- 5. “Heat syncope” means sudden dizziness, feeling faint and fainting experienced after engaging in physical activity in the heat.*
- 6. “Intramural or interscholastic athletics” shall include any activity sponsored by the Board or an organization sanctioned by the Board that involves any athletic contest, practice, scrimmage, competition, demonstration, display or club activity.*

*Commencing July 1, 2022, and each school year thereafter, any coach or band director of intramural or interscholastic athletics employed by the District shall complete an exertional heat illness awareness education program prior to commencing the coaching assignment for the season. Such program shall be developed by the Connecticut Interscholastic Athletic Conference (CIAC), pursuant to P.A. 21-87 and posted on the State Board of Education’s website.*

**Students**

**P5141.71**

**Student Sports and Extra Curricular Activities – Exertional Heat Illness** (continued)

*Such program shall include, but not be limited to (1) the recognition of the symptoms of exertional heat illness; (2) the means of obtaining proper medical treatment for a person suspected of having the illness; (3) the nature and risk of exertional heat illness, including the danger of continuing athletic activity after sustaining this illness; and (4) the proper method of allowing a student athlete who has sustained the illness to return to athletic activity.*

*For the school year commencing July 1, 2022 and each school year thereafter, any person who holds or is issued a coaching permit, is a coach of intramural or interscholastic athletics or is a band director, and who has completed the initial training program regarding exertional health illness shall annually review current and relevant information and materials, developed by the CIAC, regarding heat exertional illness prior to the start of the coaching assignment.*

*The District, in its efforts to implement this policy, will utilize written materials, online training or videos or in-person training developed and made available by the CIAC that address, at a minimum, the four requirements cited in this policy.*

*Annually, beginning with the 2022-2023 school year, the District will make available to student athletes and the parents/guardians of such student athletes written materials, online training or videos or approved in-person training pertaining to exertional heat illness. Prior to participating in any intramural or interscholastic athletic activity for the school year beginning July 1, 2022 and thereafter, a parent/guardian of each student athlete must (1) read written materials, (2) view online training videos, or (3) attend in-person training regarding the District's exertional heat illness awareness program.*

*The student athlete's parent/guardian is required to acknowledge adherence to this requirement/standard in writing on a District consent form. This acknowledgement form must be returned and be on file with the District in order for the student to be allowed to practice or compete in the sports activity.*

*Legal Reference: Connecticut General Statutes*

*P.A. 21-87: An Act Concerning Education and Training in Exertional Heat Illness for Coaches, Parents, Guardians and Students.*

**Policy Adopted:**



**ENFIELD PUBLIC SCHOOLS**  
**Enfield, Connecticut**

**Students**

**P5141.72**

**Student Sports and Extra Curricular Activities – Emergency Action Plans**

*The Board of Education (Board) recognizes that emergency situations may arise at any time during interscholastic and intramural athletic events. Expedient action must be taken in order to provide the best possible care to the sport participant's emergency and/or life threatening conditions. The development and implementation of an emergency plan will help ensure that the best care will be provided.*

*As emergencies may occur at any time and during any activity, all school employees (and sports medicine teams) must be prepared. This preparation involves formulation of an emergency plan, proper coverage of events, maintenance of appropriate emergency equipment and supplies, utilization of appropriate emergency medical personnel, and continuing education in the area of emergency medicine and planning. Through careful pre-participation physical screenings, adequate medical coverage, safe practice and training techniques, and other safety avenues, some potential emergencies may be averted. However, accidents and injuries are inherent with sports participation, and proper preparation on the part of the staff should enable each emergency situation to be managed appropriately.*

**Emergency Action Plan Development**

*The Board directs the Superintendent or his/her designee to create and apply, starting with the school year beginning July 1, 2022, an emergency action plan (plan) to respond to serious and life-threatening sports-related injuries during interscholastic or intramural athletic events. Such plan must have procedures to follow when a student sustains a serious injury or illness while participating in an interscholastic or intramural athletic event, and include required components enumerated in P.A. 21-92.*

*The plan must be developed in consultation with local emergency medical services providers and allied health professionals. The plan must be reviewed annually, updated as necessary, and annually rehearsed by the implementing staff.*

**Plan Components**

*In compliance with P.A. 21-92, the plan must include the following:*

- 1. A list of the school employees, coaches, or licensed athletic trainers who will be responsible for implementing the plan and a description of responsibilities for each person;*
- 2. The location or venue where the athletic events occur;*
- 3. A description, including the location, of the equipment and supplies available at athletic event sites that will help these people respond to an emergency;*

## ***Students***

### ***Student Sports and Extra Curricular Activities – Emergency Action Plans***

#### ***Plan Components (continued)***

4. *The procedures to follow when a student sustains a serious sports-related injury, including:
  - a. *responding to the injured student;*
  - b. *summoning emergency medical care;*
  - c. *assisting first responders arriving for the student; and*
  - d. *documenting the actions taken.**
  
5. *The protocols to follow during cardiac or respiratory emergencies, including operating an automatic external defibrillator; using cardiopulmonary resuscitation (CPR); or administering medication in accordance with state law on school staff administering medication to students at school athletic events;*
  
6. *The protocols to follow when a student shows signs, symptoms, or behaviors consistent with a concussion or is diagnosed with one, in accordance with the state law on concussions, including immediately removing the student from a game;*
  
7. *The protocols to follow when a student suffers a traumatic brain injury or spinal cord injury, which must:
  - a. *include instructions based on the level of training of the person implementing the plan;*
  - b. *meet best practices and state law; and**
  
8. *The protocols to follow for heat and cold-related emergencies, which must meet current professional standards.*

#### ***Staff Requirements***

*Any District employee, coach, or licensed athletic trainer identified in the emergency action plan must be CPR certified and have completed a first aid course offered by the American Red Cross (ARC), the American Heart Association (AHA), the Department of Public Health, a health director, or an organization using AHA and ARC first aid guidelines.*

#### ***Plan Distribution***

*The Emergency Action Plan is to be distributed to all school employees, coaches, and licensed athletic trainers identified in the plan. It shall also be posted in all athletic facilities and at all sites where interscholastic and intramural athletic events take place and must be posted on District and/or school's websites.*

- (cf. 5125.11 – Health/Medical Records HIPAA)*
- (cf. 5141 – Student Health Services)*
- (cf. 5141.21 – Administration of Medications)*
- (cf. 5141.25 – Food allergy Management)*

***Students***

***Student Sports and Extra Curricular Activities – Emergency Action Plans***

*(cf. 5141.26 – Emergency Situations with No Nurse in School)*  
*(cf. 5141.27 – Use of Automatic External Defibrillators)*  
*(cf. 5141.28 – Sudden Cardiac Arrest)*  
*(cf. 5141.7 – Student Sports-Concussions/Head Injuries)*  
*(cf. 5141.71 – Exertional Heat Awareness Plan)*  
*(cf. 5142 – Student Safety)*  
*(cf. 5141.3 – Health Assessments & Immunizations)*  
*(cf. 6145.2 – Interscholastic/Intramural Athletics)*

*Legal Reference: Connecticut General Statutes*

*P.A. 21-92 An Act Concerning Emergency Action Plans for Interscholastic and Intramural Athletic Events.*

*10-204a Required immunizations, as amended by PA 15-174 & PA 15-242 and PA 21-6.*

*10-204c Immunity from liability.*

*10-205 Appointment of school medical advisors.*

*10-206 Health assessments, as amended by PA 07-58, PA 11-179 and PA 18-168.*

*10-207 Duties of medical advisers.*

*10-208 Exemption from examination or treatment.*

*10-208a Physical activity of student restricted; boards to honor notice.*

*10-209 Records not to be public.*

*10-212 School nurses and nurse practitioners.*

*10-212a Administration of medicines by school personnel.*

*Federal Family Educational Rights and Privacy Act of 1974 (section 438 of the General Education Provisions Act, as amended, added by section 513 of P.L. 93-568, codified at 20 U.S.C. 1232g).*

*42 U.S.C. 1320d-1320d-8, P.L. 104-191, Health Insurance Portability and Accountability Act of 1996 (HIPAA)*

**Policy Adopted:**

**ENFIELD PUBLIC SCHOOLS**  
**Enfield, Connecticut**

***Students***

***P5141.213***

***Administering Medication – Opioid Overdose Prevention***  
***(Emergency Administration of Naloxone)***

*The Board of Education (Board) is committed to enhancing the health and safety of individuals within the school environment. The District will identify specific locations for the storage of Naloxone and protocols for its administration in emergency situations to assist individuals suspected to be experiencing an opioid overdose.*

***Definitions***

*Drug overdose means an acute medical condition, including, but not limited to, severe physical illness, coma, mania, hysteria or death, which is the result of consumption or use of one or more controlled substances causing an adverse reaction. The signs of opioid overdose include unresponsiveness; nonconsciousness; shallow breathing with rate less than 10 breaths per minute or not breathing at all; blue or gray face, especially fingernails and lips; and loud, uneven snoring or gurgling noises.*

*Naloxone (Narcan) means a medication that can reverse an overdose caused by an opioid drug. As a narcotic antagonist, Naloxone displaces opiates from receptor sites in the brain and reverses respiratory depression that usually is the cause of overdose deaths.*

*Opioid means illegal drugs such as heroin, as well as prescription medications used to treat pain such as morphine, codeine, methadone, oxycodone (OxyContin, Percodan, Percocet), hydrocodone (Vicodin), fentanyl, hydromorphone (Dilaudid), and buprenorphine.*

***Delegation of Responsibility***

*The Superintendent or his/her designee, in consultation with the school nurse(s) and the school physician/School Medical Advisor shall establish appropriate internal procedures for the acquisition, stocking and administration of Naloxone (Narcan) and related emergency response procedures pursuant to this policy.*

*The school physician/School Medical Advisor shall be the prescribing and supervising medical professional for the District's stocking and use of Naloxone (Narcan). The Superintendent or his/her designee shall obtain a standing order from the school physician/School Medical Advisor for the administration of Naloxone (Narcan).*

*Annually, all nursing and administrative staff will be trained in the proper use of Naloxone (Narcan).*

*The standing order shall be maintained in the Superintendent's office and copies of the standing order shall be kept in each location where Naloxone is stored.*

**Students**

**P5141.213**

**Administering Medication – Opioid Overdose Prevention**  
**(Emergency Administration of Naloxone)**

***Delegation of Responsibility (continued)***

*The school nurse shall be responsible for building-level administration and management of Naloxone and management of Naloxone stocks. Each school nurse and any other individual(s) authorized by the Superintendent shall be trained in the administration of Naloxone.*

*Naloxone shall be safely stored in the school nurse's office or other location designated by the school nurse in accordance with the drug manufacturer's instructions.*

*The Board permits school nurses to administer Naloxone to any person at school or a school event displaying symptoms of an opioid overdose. The District will store the Naloxone kits in a secure but accessible location consistent with the district's emergency response plan, such as the nurse's office. Naloxone shall be accessible during school hours and during on-site school-sponsored activities.*

***Acquisition, Storage and Disposal***

*Naloxone shall be safely stored in the school nurse's office or other location designated by the school nurse in accordance with the drug manufacturer's instructions.*

*The school nurse shall obtain sufficient supplies of Naloxone pursuant to the standing order in the same manner as other medical supplies acquired for the school health program. The school nurse or designee shall regularly inventory and refresh Naloxone stocks and maintain records thereof.*

*In accordance with internal procedures, manufacturer's recommendations and any applicable Department of Public Health guidelines.*

*(cf. 5141 – Administering Medications)*

**Legal Reference:**      *Connecticut General Statutes*

*10-212 School nurses and nurse practitioners. Administration of medications by parents or guardians on school grounds. Criminal history; records check.*

*10-212a Administration of medications in schools. (as amended by PA 99-2, and June Special Session and PA 03-211, PA 04-181, PA 07-241, PA 07-252, PA 09-155, PA 12-198, PA 14-176 and PA 15-215)*

*17a-714 Immunity for prescribing, dispensing or administering an opioid antagonist to treat or prevent a drug overdose.*

***Students***

***P5141.213***

***Administering Medication – Opioid Overdose Prevention*  
*(Emergency Administration of Naloxone)***

*Legal Reference (continued):*

*21a-279(g) Penalty for illegal possession. Alternate sentences. Immunity.*

*52-557b Immunity from liability for emergency medical assistance first aid or medication by injection. School personnel not required to administer or render. (as amended by PA 05-144, An Act Concerning the Emergency Use of Cartridge Injectors)*

*Connecticut Regulations of State Agencies 10-212a-1 through 10-212a-10, inclusive, as amended.*

*PA 15-198: An Act Concerning Substance Abuse and Opioid Overdose Prevention*

*PA 16-43: An Act Concerning Opioids and Access to Overdose Reversal Drugs*

**Policy Adopted:**

**ENFIELD PUBLIC SCHOOLS**  
**Enfield, Connecticut**

***Instruction***

***P6148***

***FAFSA Completion Program***

*The Board of Education (Board) recognizes that college, for many students, continues to be an important pathway that helps to provide students with the necessary skills for work and for lifelong learning. In addition, research has indicated the students who complete the Free Application for Federal Student Aid (FAFSA) are more likely to attend college with financial aid.*

*Many Connecticut students, eligible for college, fail to complete the FAFSA each year, resulting in the loss of funds that could help support their postsecondary education.*

*The Board acknowledges that Connecticut has, for eligible school districts, implemented a FAFSA Completion Challenge (Challenge). This Challenge is based on the premise that FAFSA completion is strongly associated with postsecondary enrollment and outcomes. Students who complete the FAFSA, in greater numbers, attend college directly from high school in comparison to non-completers.*

***Note:*** *The statewide FAFSA Challenge is a partnership between the State Department of Education (SDE) and the Connecticut College and Career Readiness Alliance. This partnership aims to strengthen postsecondary access and enrollment by raising FAFSA completion rates among high school seniors.*

*Therefore, the Board, through this policy, sets as a goal a District initiative to improve the completion rates for FAFSA among grade 12 students or students in District adult education programs. This goal aims to strengthen District efforts to improve postsecondary enrollment and student outcomes and to make it easier for students to attend postsecondary education.*

*District efforts to meet this initiative should spark and support local creativity to increase FAFSA completion and postsecondary enrollment rates. The Board directs the administration to develop plans to pilot and initiate new strategies to increase yearly student FAFSA completion rates. The Board may accept gifts, grants, and donations, including in-kind donations, to implement this policy.*

*As a currently SDE designated alliance district, (or as a previously designated alliance district) the Board will add to the list of goals that it includes in its application to the Commissioner of Education for alliance district funds the goal of implementing its policy to improve FAFSA completion rates by grade 12 and for adult education students.*

***Strategies***

*The Board believes this goal of increased FAFSA completion rates can be attained utilizing, but not limited to, the following strategies/considerations:*

***Instruction***

***FAFSA Completion Program***

***Strategies (continued)***

1. *Design FAFSA completion initiatives according to the target population's needs. Low-income students, English-Language students, homeless students, foster youth, and first generational youth should be the center of this initiative.*
2. *Establish and maintain strong partnerships with as many stakeholders as possible, with multiple organizations to assist.*
3. *Make the completion process a component of graduation. Provide a parental opt-out so that no one is denied a diploma.*
4. *Incorporate financial aid training into the existing curriculum.*
5. *Provide individualized meetings between students and staff.*
6. *Collect and monitor appropriate data to identify which students are not completing applications and target extra support to them.*
7. *Build trusting relationships with parents and the community in order to ensure students and their families feel comfortable in filling out the forms.*
8. *Design systems, tools and events focusing on students who might otherwise not complete an application.*
9. *Provide a network of resources to support school counselors and teachers.*
10. *Start raising awareness about FAFSA early, prior to senior year.*
11. *Provide sufficient and easily accessible resources on district/school websites.*
12. *Offer school-day and evening support for students and their parents/guardians.*
13. *Create a FAFSA student/parent portal pertaining to FAFSA.*
14. *Use existing programs and forums, such as advisor periods, college and career planning seminars, parent meetings etc. to provide assistance.*
15. *Stress financial aid is for technical, two and four year schools.*
16. *Build a school or campus-based FAFSA team to monthly review data and discuss and implement strategies to reach students.*
17. *Partner with local postsecondary institutions.*
18. *Create a FAFSA phone assistance bank.*



***Instruction***

***FAFSA Completion Program***

***Strategies (continued)***

*As required, the Board will publish and make available on the District website the annual FAFSA student completion rate for the graduating class of each high school within the District.*

*Legal Reference: Connecticut General Statutes*

*P. A. 21-199 An Act Concerning Various Revisions and Additions to the Statutes Relating to Education and Workforce Development, Sect. 6, 7, 8.*

**Policy Adopted:**

**ENFIELD PUBLIC SCHOOLS  
Enfield, Connecticut**

**Personnel - Certified/Non-Certified**

**P4111.3**

**Minority Recruitment**

~~The Enfield Board of Education will maintain and implement its plan for minority staff recruitment. The plan shall include long and short term goals, objectives, recruitment, hiring and retention procedures. The Enfield Board of Education is committed to continuing its practice of advertising in minority newspapers, attending college recruitment fairs and working with area districts in order to increase the pool of minority candidates.~~

*The Board of Education (Board) believes that a skillful and diverse staff contributes significantly to high quality, engaging learning environments, predicated on a climate of inclusion. To this end the Board directs the Superintendent to enact a planning process for the recruitment of a diverse staff.*

*The Board recognizes the diversity of the people who live in this school district and believes that this diversity should have an important bearing on all aspects of the school system's activities. It is especially important that this diversity of population be recognized in the recruitment, hiring, promotion, and assignment of personnel.*

*The Board, in accordance with C.G.S. 10-4a(3) and C.G.S. 10-220(a) will implement an affirmative action plan and a written plan for minority educator recruitment.*

*For the purposes of the Board's affirmative action policy and the written Minority Recruitment Plan (Plan), the term "minority" shall mean African American, Native American, Asian American, Hispanic, women, and individuals with disabilities.*

*For purposes of the "Minority Teacher Candidate, Certification, Retention and Residency Year Program, (Residency Program)" the following definitions are applicable:*

- 1. "Minority" is defined as individuals whose race is defined as other than white or whose ethnicity is defined as Hispanic, or Latino as used by the U.S. Census Bureau.*
- 2. "Minority candidate" is defined as a person who is a minority and is employed as a school paraprofessional or an associate instructor with a Board of Education.*
- 3. "Residency program" is defined as a State Board of Education (SBE)-approved certification program in which participants serve in (1) a position that otherwise would require professional certification and (2) a full-time position for 10 school months at a Board of Education under the supervision of (a) a certified administrator or teacher and (b) a supervisor from the Regional Educational Service Center (RES-C) or a private, nonprofit teacher or administrator operating the certification program.*

*The Superintendent of Schools shall be responsible for developing specific recruiting procedures and appropriate interviewing and evaluation instruments to implement the Board's policy. All*

**Personnel -- Certified/Non-Certified**

**Minority Recruitment** (continued)

*such procedures and instruments shall comply with federal and state requirements.*

*Any Board employee who conducts interviews or selects professional or paraprofessional employees for any job in the School System will have read and had the Board of Education Affirmative Action Policy and Plan explained to them by the Superintendent of Schools or his/her designee.*

*The Board shall make appropriate efforts to encourage, recruit, employ, and promote qualified minorities especially where under-utilized in the District's work force. Beginning with the school year commencing July 1, 2020 and each school year thereafter, the Board will utilize the strategies and resources made available to it by the State Department of Education's Minority Teacher Recruitment Policy Oversight Council to assist in meeting Connecticut's annual goal of hiring at least two hundred fifty new minority teachers and administrators, of which at least thirty percent are men.*

***The "Residency Program"***

***Alliance District Requirements***

*In addition, as a designated "alliance district" the Board of Education, beginning with the 2022-2023 school year will include in its plan submitted to the SDE for funding its plan to partner with an operator of a residency program in order to enroll minority candidates and place them in the District as part of the residency program.*

*As a participating Board, it will apply to the Commissioner of Education, at a time and in a manner the Commissioner prescribes, to receive a payment as established in law to cover specified costs.*

*The payments made or grants awarded may be used for costs associated with the:*

- 1. enrollment of minority candidates in a residency program,*
- 2. certification process for the minority candidates,*
- 3. hiring of the minority candidates following the successful completion of a residency program, or*
- 4. retention of minority candidates as certified employees of the school district.*

*The Board may hire a minority candidate who has successfully completed the residency program.*

(cf. 4111 – Recruitment and Selection)

(cf. 4111.1/4211.12 – Affirmative Action: Equal Employment Opportunity)

## **Personnel - Certified/Non-Certified**

### **Minority Recruitment**

Legal Reference: Connecticut General Statutes

10-4a (3) Educational interests of state identified.

10-151 Employment of teachers. Notice and hearing on termination of contract.

10-153 Discrimination on account of marital status.

10-220(a) Duties of Boards of Education. (as amended by PA 18-34 98-252)

46a-60 Discriminatory employment practices prohibited.

PA 16-41 An Act Concerning the Recommendations of the Minority Teacher Recruitment Task Force.

PA 18-34 An Act Concerning Minority Teacher Recruitment and Retention.

PA 19-74 An Act Concerning Minority Teacher Recruitment and Retention.

PA 21-2 June Special Session, Sections 378 & 379.

**Policy Adopted: January 8, 2019**

**Policy Revised:**

**ENFIELD PUBLIC SCHOOLS  
Enfield, Connecticut**

**Personnel – Certified**

**P4141**

**Salary Policies for Teaching Personnel**

Teachers entering service in the Enfield Public Schools for the first time shall be placed on the salary schedule at the appropriate step and on the proper preparation level as determined by the Superintendent of Schools with the concurrence of the Board of Education (*Board*).

***Disclosure of “Wage Range”***

*The “wage range” of the position for which an applicant is applying will be provided, upon the earliest of (a) the applicant’s request, or (b) prior to or at the time the applicant is made an offer of compensation. Employees will be provided with the wage ranges when their position with the District changes, or when they first request it.*

***Gender Discrimination***

*The Board will not discriminate in the amount of compensation paid to any employee on the basis of sex/gender. Any pay difference between employees due to gender must be proven to be based upon a (1) seniority system; (2) merit system; (3) system that measures earnings by production quantity or quality; or (4) differential system based on a bona fide factor other than sex, such as education, training, experience, credentials, skill, and geographic location.*

**Credit Experience**

Credit will be given for the following types of experience outside the Enfield Public Schools:

**1. Credit for Teaching Experience**

- a. Public School teaching in fully recognized and accredited schools.
- b. Private school teaching - in fully recognized and accredited schools. Private kindergarten and nursery school experience will be given full credit provided that the State Department of Education, in the State where such teaching occurred, requires certification for such teaching and the candidate can produce evidence of being certified at the time of such teaching.
- c. College teaching - in fully recognized and accredited schools.
- d. Any other form of teaching whereby certification is required by a state Department of Education.
- e. Permanent substitutes who have taught in one of the above classifications.

## **Personnel – Certified**

### **Salary Policies for Teaching Personnel**

#### **Credit for Teaching Experience (continued)**

Continuous teaching in any one school of more than five (5) months, in one school year, must have taken place in order to receive credit for a step on the salary schedule.

#### **2. Credit for Work in Industry**

A year's credit will be given for each year of employment in an occupation which in the opinion of the Superintendent of School, is related to the specialized field of teaching the candidate is to enter. Such employment must have provided a type of experience, which should be of benefit to the person as a teacher in the specialized field. Such credit will be limited to no more than six (6) years.

*(cf. 4112/4212 – Appointment and Conditions of Employment)*

*Legal Reference: Connecticut General Statutes*

*10-151 Employment of teachers. Definitions. Notice and hearing on failure to renew or termination of contract. Appeal.*

*10-153 Discrimination on account of marital status.*

*10-155f Residency requirement prohibited.*

*31-40z Penalizing employees for discussion or disclosure of wage information prohibited. Enforcement. (as amended by P.A. 21-30)*

*31-75 Discrimination on the basis of sex. Prohibited practice. Employer demonstration. (as amended by P.A. 21-30)*

*46a-60 Discriminatory employment practices prohibited.*

*P.A. 21-30 An Act Concerning the Disclosure of Salary Range for a Vacant Position.*

*Title VII, Civil Rights Act as amended by Title IX, Equal Employment Opportunity.*

**Policy Adopted: April 23, 2019**  
**Policy Revised:**

**ENFIELD PUBLIC SCHOOLS**  
**Enfield, Connecticut**

**Students**

**P5131.6**

**Alcohol Use, Drugs, and Tobacco (Including Performance Enhancing Substances)**

Pursuant to the goal of the Board of Education (Board) to maintain a drug, tobacco and alcohol-free school district, schools shall take positive action through education, counseling, parental involvement, and medical and police referral in handling incidents in the schools involving possession, sale, and/or use of behavior affecting substances. These substances shall include but not be limited to alcohol and controlled substances as defined in the Penal Code of the State of Connecticut.

Alcohol, tobacco, stimulants, street drugs, including but not limited to marijuana, heroin and cocaine; anabolic steroids, hormones and analogues, diuretics and other performance enhancing substances; including supplements and Creatine, are addressed by this policy and accompanying administrative regulations.

Possessing, using, or transmitting any substance which is represented to be or looks like a narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, alcoholic beverage, stimulant, depressant, or intoxicant of any kind, including such substances that contain chemicals which produce the same effect of illegal substances including but not limited to Spice and K2 and bath salts are addressed by this policy.

**Definitions**

**Drugs** are defined as any substance other than food or water that is intended to be taken or administered (ingested, injected, applied, implanted, inhaled, etc.) for the purpose of altering, sustaining, or controlling the recipient's physical, mental, or emotional state. Drugs may include, but not be limited to, alcoholic beverages; controlled substances such as marijuana, hallucinogens, cocaine, barbiturates, amphetamines, narcotics; and non-authorized prescription drugs.

**Controlled substances**, for purposes of this policy shall include all controlled substances prohibited by federal and state law, look-alike drugs, alcoholic beverages, anabolic steroids, drug paraphernalia, any volatile solvents or inhalants, such as but not limited to glue and aerosol products, and prescription or patent drugs, except those for which permission for use in school has been granted pursuant to Board policy.

**Under the influence**, for purposes of this policy shall include any consumption or ingestion of controlled substances by a student.

**Electronic nicotine delivery system** means an electronic device that may be used to simulate smoking in the delivery of nicotine or other substance to a person inhaling from the device, and includes, but is not limited to, an electronic cigarette, electronic cigar, electronic cigarillo, electronic pipe or electronic hookah and any related device and any cartridge or other component of such device.

## **Students**

### **Alcohol Use, Drugs, and Tobacco**

#### **Definitions (continued)**

**Liquid nicotine container** means a container that holds a liquid substance containing nicotine that is sold, marketed or intended for use in an electronic nicotine delivery system or vapor product, except “liquid nicotine container” does not include such a container that is prefilled and sealed by the manufacturer and not intended to be opened by the consumer.

**Vapor product** means any product that employs a heating element, power source, electronic circuit or other electronic, chemical or mechanical means, regardless of shape or size, to produce a vapor that may or may not include nicotine that is inhaled by the user of such product.

#### **Privacy Rights**

Personal privacy rights of students shall be protected as provided by law. School properties may be inspected by school authorities to maintain health and safety. Searches to locate drugs, narcotics, liquor, weapons, poisons, and missing properties are matters relating to health and safety and may be regarded as reasonable grounds for searches by school personnel. Privileged communication between a certified or paraprofessional employee and a student concerning drug abuse shall remain confidential except in cases where the employee is obtaining physical evidence of a controlled substance, and/or where there is an immediate threat to, or where students’ health, safety, and welfare may be jeopardized.

#### **Illegal Activities**

Use, possession, sale or distribution of drugs, including prescription drugs, drug paraphernalia and/or alcoholic beverages in violation of state law or Board of Education policy is prohibited at any time on school premises or at any school-sponsored activity. If a student is under the influence of a drug or alcohol or engaged in the illegal activity of possessing or selling drugs and/or alcohol, the police will be notified, his/her parent(s)/guardian will be contacted, he/she will be suspended from school, referred to a Student Support Team, and considered for expulsion. In cases of the illegal activity of possessing or selling drugs or alcohol, students will be referred to the appropriate law enforcement authorities. If a student is arrested and is awaiting trial for possession of, or possession of with intent to sell drugs in or on school property or at a school-sponsored event, the student will not be allowed to attend school without the permission of the Superintendent, per the guidelines set forth in Policy #5114.

#### **Notification of Policy**

Annually, students will be notified through the student handbook, or through other means, of disciplinary sanctions for violation of this policy.

Principals shall include statements, appropriate to student maturity, in school handbooks and on District/school websites to the effect that:



## **Students**

### **Alcohol Use, Drugs, and Tobacco**

#### **Notification of Policy (continued)**

1. the unlawful manufacture, distribution, sale, dispensing, possession or use of controlled substances, other illegal drugs, performance-enhancing substances, alcohol or tobacco, including electronic nicotine delivery systems and vapor products, is prohibited in school, on school grounds, on school transportation and at school sponsored activities;
2. compliance with the standards of conduct stated in the handbook is mandatory;
3. a violation of its provisions will subject students to disciplinary action up to and including expulsion and referral for prosecution;
4. CIAC controlled activities at the high school and middle school levels sponsored by the District/school are included in this policy and accompanying administrative regulations; and
5. CIAC may impose sanctions beyond those applied by the District for the use of performance-enhancing substances, as defined in this policy, by athletes.

#### **Disciplinary Action**

Students who violate this policy will be subject to disciplinary action which includes, but is not limited to, suspension or expulsion, and/or a program recommended by the Student Support Team. Student athletes who violate this policy, participating in CIAC-controlled activities shall also be declared ineligible for such activities in accordance with CIAC policy and regulation. Any disciplinary actions imposed will ensure that similar violations will be treated consistently. The Superintendent shall propose, and the Board of Education shall approve procedures and regulations to ensure that any student violating this policy is subjected to disciplinary action, and that any disciplinary actions imposed for similar violations are treated consistently.

The following guidelines for reporting alleged violations are to be followed:

1. If an employee suspects student possession, use, abuse, distribution or sale of controlled substances, other illegal drugs, performance-enhancing drugs, alcohol, or tobacco/tobacco products the employee shall refer the matter to the Principal or his/her designee. The Principal or designee will notify the student's parent/guardian, recommend a specific assessment, as appropriate, and contact law enforcement personnel as appropriate.
2. If an employee obtains physical evidence of a controlled substance, *including cannabis*, other illegal drug, drug paraphernalia, performance-enhancing drugs, alcohol, tobacco products or tobacco paraphernalia from a student in school, on school grounds, on school provided transportation or at a school sponsored event, the employee shall turn the student and the controlled substance over to the school principal or designee. The

## Students

### Alcohol Use, Drugs, and Tobacco

#### Disciplinary Action (continued)

Principal will notify the student's parent/guardian, recommend a specified assessment as appropriate, may notify law enforcement personnel and shall surrender possession of the controlled substance to the proper authorities within the time period required by state law *(not later than within 3 calendar days after the receipt of such physical evidence, excluding Saturdays, Sundays or holidays. (C.G.S. 10-154a(c)).*

3. *In conformity with the Board's discipline policy, students may be suspended or expelled for drug or alcohol use off school grounds if such drug or alcohol use is considered seriously disruptive of the educational process. In determining whether the conduct is seriously disruptive of the educational process, the Administration and the Board may consider, among other factors: 1) whether the drug or alcohol use occurred within close proximity of a school; 2) whether other students from the school were involved; and 3) whether any injuries occurred.*
4. *Disciplinary action taken by the District officials against a student for the use, sale, or possession of marijuana (cannabis) on school premises or at any district/school sponsored activity, on or after January 1, 2022, shall not result in any discipline, punishment, or sanction greater than that which a student would face for the use, sale or possession of alcohol. (C.G.S. 10-221(d), as amended by P.A. 21-1, June Special Session, Section 19).*

#### Drug-Free Awareness Program

The Superintendent shall assure that the school District provides a drug-free awareness program for students including the following topics:

- health and safety-related dangers of drug abuse;
- review of the Board of Education's policy of maintaining drug-free schools;
- notification of the availability of drug counseling and rehabilitation programs; and
- official penalties for drug abuse violations in schools.

#### Drugs and Alcohol

It is the policy of the Board to prevent and prohibit the use (except as duly authorized through the school nurse), possession, distribution or sale of any drug, drug paraphernalia, or alcohol by any student at any time on school property, at school-sponsored events or on school-provided transportation. The District provides (1) a supportive environment for recovering chemically dependent students during and/or after their involvement in a treatment program for chemical dependency; and will provide (2) assistance to those students who are affected by drug/alcohol possession or use by others. Any student in District schools found to be using, selling, distributing, in possession of or under the influence of intoxicants, mood altering drugs or substances, or look-alike drugs, or in possession of any related drug paraphernalia during a

## **Students**

### **Alcohol Use, Drugs, and Tobacco**

#### **Drugs and Alcohol (continued)**

school session, on school premises, or anywhere at a school-sponsored activity or trip, on school-provided transportation, or otherwise off school grounds when such student's conduct violates the substance abuse policy and is seriously disruptive of the educational process shall be subject to consequences as stated in the student handbook.

A breath alcohol tester is approved for use at events/activities such as dances and proms at the middle school and high school levels where, in the judgment of the school administrator, there exists reasonable suspicion that a student has consumed an alcoholic beverage and then, only under the following circumstances:

- The student denies to an administrator that he/she has consumed alcoholic beverages and wishes to establish his/her innocence. Should the student register a positive reading on the breath alcohol tester, consequences will be administered as outlined in the discipline/behavior regulations in the Code of Conduct.
- The student denies to an administrator that he/she has consumed alcoholic beverages and elects not to utilize the breath alcohol tester to establish his/her innocence. The judgment of the administrator will then be utilized to determine if the student has consumed an alcoholic beverage. In this instance, consequences will be administered as outlined in the discipline/behavior regulations in the Code of Conduct.

#### **Inhalant Abuse**

In addition to the prohibitions pertaining to alcohol, drugs and tobacco contained in this policy, no student shall inhale, ingest, apply, use or possess an abusable glue, aerosol paint or substance containing a volatile chemical with intent to inhale, ingest, apply or use any of these in a manner:

1. Contrary to directions for use, cautions or warnings appearing on a label of a container of the glue, paint aerosol or substance; and
2. Designed to affect the central nervous system, create or induce a condition of intoxication, hallucination or elation, or change, distort, or disturb the person's eyesight, thinking process, balance or coordination.

For purposes of this policy, inhalants are defined as follows, but not limited to:

Nitrous Oxide – Laughing Gas, Whippets, CO<sub>2</sub> Cartridge  
Amyl Nitrite – “Locker Room,” “Rush,” “Poppers,” “Snappers”  
Butyl Nitrite – “Bullet,” “Climax”  
Chlorohydrocarbons – Aerosol Paint Cans, Cleaning Fluids  
Hydrocarbons – Aerosol Propellants, Gasoline, Glue, Butane

## **Students**

### **Alcohol Use, Drugs, and Tobacco**

#### **Inhalant Abuse (continued)**

Further, no student, 18 years of age or older, shall intentionally, knowingly or recklessly deliver or sell potentially abusable inhalant materials as listed above to a minor student.

No student shall intentionally use or possess with intent to use inhalant paraphernalia to inhale, ingest, or otherwise introduce into the body an abusable glue, aerosol paint or substance or other substance that contains a volatile chemical.

Any student in the District schools found to be in possession of, using, distributing, or selling potentially abusable inhalant materials shall be subject to disciplinary action as outlined in this policy, up to and including suspension and a recommendation for expulsion. Violators of this policy may also be required to complete an appropriate rehabilitation program. The Superintendent shall propose, and the Board of Education shall approve procedures and regulations to ensure that any student violating this policy is subjected to disciplinary action, and that any disciplinary actions imposed for similar violations are treated consistently.

The Board of Education shall incorporate into the curriculum at all levels education pertaining to potential inhalant abuse which is appropriate for students given their age, maturity, and grade level. Inhalant abuse educational programs/information for parents/guardians will be offered in a manner convenient to parents/guardians.

#### **Performance-Enhancing Drugs (including food supplement)**

In addition to the prohibition pertaining to alcohol, drugs, tobacco and inhalants, the Board of Education prohibits the use, possession, distribution or sale of performance-enhancing drugs, including anabolic steroids and food supplements, including Creatine, by students involved in school-related athletics or any co-curricular or extracurricular school activity/program, other than use for a valid medical purpose as documented by a physician. Bodybuilding and enhancement of athletic ability and performance are not considered valid medical purposes.

School personnel and coaches will not dispense any drugs, medication or food supplements except as in compliance with Connecticut State law, District policy and as prescribed by a student's physician, dentist, physician assistant or advanced practice registered nurse.

Students shall be made aware of the dangers of steroid abuse and that such abuse, unauthorized possession, purchase, or sale will subject them to disciplinary action and CIAC sanctions.

Students who violate this policy will be subject to disciplinary action. The Superintendent shall propose, and the Board of Education shall approve, procedures and regulations to ensure that any student violating this section is subjected to disciplinary action, and that any disciplinary actions imposed for similar violations are treated consistently.

## **Students**

### **Alcohol Use, Drugs, and Tobacco**

#### **Performance-Enhancing Drugs (including food supplement) (continued)**

It is the expectation of the Board that District schools, as members of the Connecticut Interscholastic Athletic Association (CIAC), require all athletes playing in CIAC-controlled sports to be chemical free.

#### **Tobacco/E-Cigarette Use by Students**

There shall be no smoking or any other unauthorized use or possession of tobacco, tobacco products, including chewing tobacco or tobacco paraphernalia, and electronic nicotine delivery systems or vapor products by students in any school building or school vehicle at any time or on any school grounds during the school day, or at any time when the student is subject to the supervision of designated school personnel. Such as when the student is at any school function, extracurricular event, field trip, or school related activity such as a work-study program. An ongoing program of student support and counseling will be offered to provide support for students who wish to break the smoking habit.

Tobacco includes, but is not limited to cigarettes, cigars, snuff, smoking tobacco, smokeless tobacco, nicotine, nicotine delivering systems or vapor product, chemicals, or devices that produce the same flavor or physical effect of nicotine substances; and any other tobacco or nicotine innovations.

Students who violate this policy will be subject to disciplinary action. The Superintendent shall propose, and the Board of Education shall approve procedures and regulations to ensure that any student violating this policy is subjected to disciplinary action, and that any disciplinary actions imposed for similar actions are treated consistently

#### **Medical Marijuana**

The conditions which follow are applicable to a District student who holds a certificate authorizing the palliative use of marijuana issued by the Connecticut Department of Consumer Protection (DCP) for the medical use of marijuana as set out in P.A. 12-55, "An Act Concerning the Palliative Use of Marijuana" and as amended by P.A. 16-23.

The District will not refuse to enroll a student or otherwise penalize a student for being a medical marijuana certificate holder unless failure to do so would cause the school to lose a monetary or licensing benefit under federal law or regulations.

A student medical marijuana certificate holder is subject to, without bias, the same code of conduct and disciplinary standards applicable to all students attending District schools.

A student medical marijuana certificate holder shall not:

- Undertake any task under the influence of marijuana that would constitute negligence;

## **Students**

### **Alcohol Use, Drugs, and Tobacco**

#### **Medical Marijuana (continued)**

- Possess or engage in the medical use of marijuana
  - On a school bus;
  - On the grounds of any preschool, elementary or secondary school;
  - Utilize marijuana on any form of public transportation or in any public place;
- Operate, navigate, or be in actual physical control of any motor vehicle while under the influence of marijuana, except that a qualifying certified marijuana user for medical purposes shall not be considered to be under the influence of marijuana solely because of the presence of metabolites or components of marijuana that appear in insufficient concentration to cause impairment;
- Use marijuana in any manner not authorized by P.A. 12-55, as amended by P.A. 16-23;  
or
- Offer to give, sell, or dispense medical marijuana to another student or other individual on school property, in school-provided vehicles, at school events, or when functioning as a representative of the school.

If District officials have reasonable belief that a student may be under the influence, in possession of, or distributing medical marijuana, in a manner not authorized by the medical marijuana statute, law enforcement authorities will be informed.

A student who violates any portion of this policy shall be subject to disciplinary action and applicable criminal prosecution.

(cf. 5114 – Suspension/Expulsion)

(cf. 5131 – Conduct)

(cf. 5131.61 – Inhalant Abuse)

(cf. 5131.62 – Steroid Use)

(cf. 5131.612 – Surrender of Physical Evidence Obtained from Students)

(cf. 5131.8 – Out of School Grounds Misconduct)

(cf. 5131.92 – Corporal Punishment)

(cf. 5144 – Discipline/Punishment)

(cf. 5145.12 – Search and Seizure)

(cf. 5145.121 – Vehicle Searches on School Grounds)

(cf. 5145.122 – Use of Dogs to Search School Property)

(cf. 5145.124 – Breathalyzer Testing)

(cf. 5145.125 – Drug Testing-Extracurricular Activities)

(cf. 6164.11 – Drugs, Alcohol, Tobacco)

## **Students**

### **Alcohol Use, Drugs, and Tobacco**

Legal Reference: Connecticut General Statutes

1-21b Smoking prohibited in certain places.

10-19 Teaching about alcohol, nicotine or tobacco, drugs and acquired immune deficiency syndrome. Training of personnel.

10-154a Professional communications between teacher or nurse and student. Surrender or physical evidence obtained from students.

10-221(d) Boards of education to prescribe rules, policies and procedures re sale or possession of alcohol or controlled drugs.

21a-240 Definitions dependency producing drugs.

21a -240(8) Definitions “Controlled Drugs,” dependency producing drugs.

21a-240(9) Definitions “controlled substance.”

21a-243 Regulation reschedules of controlled substances.

21a-408 et. seq. Palliative Uses of Marijuana (as amended by P.A. 16-23)

53-198 Smoking in motor buses, railroad cars and school buses.

P.A. 11-73 An Act Regulating the Sale and Possession of Synthetic Marijuana and Salvia Divinorum.

P.A. 12-55 An Act Concerning the Palliative Use of Marijuana

P.A. 16-23 An Act Concerning the Palliative Use of Marijuana.

P.A. 14-76 An Act Concerning the Governor’s Recommendations Regarding Electronic Nicotine Delivery Systems and Youth Smoking Prevention.

P.A. 15-206 An Act Regulating Electronic Nicotine Delivery Systems and Vapor Products

Federal Regulation 34 CFR Part 85 Drug-free Schools & Communities Act.  
P.L. 114-95 Every Student Succeeds Act, Section 8573

Synthetic Drug Abuse Prevention Act of 2012. (part of s.3187, the Food and Drug Administration Safety and Innovation Act)

*New Jersey v. T.L.O.*, 469 U.S. 325 (1985).

## **Students**

*Proposed Policy Revisions*  
**P5131.6**

### **Alcohol Use, Drugs, and Tobacco**

Legal Reference (continued):

*Vernonia School District 47J v. Acton*, 515 U.S. 646. (1995)

*Board of Education of Independent School District No 92 of Pottawatomie County v. Earls* 01-332 U.S. (2002).

**Policy Adopted:** August 31, 1987  
**Policy Revised:** November 8, 1994  
**Policy Revised:** February 28, 1995  
**Policy Reviewed:** September 22, 2009  
**Policy Revised:** May 12, 2015  
**Policy Adopted:** February 23, 2021  
**Policy Revised:**



**BOARD OF EDUCATION  
REGULAR MEETING MINUTES  
AUGUST 23, 2022**

A regular meeting of the Enfield Board of Education was held in Council Chambers on August 23, 2022.

1. **CALL TO ORDER:** The meeting was called to order at 7:00 PM by Madam Chair LeBlanc.
2. **INVOCATION OR MOMENT OF SILENCE:** John Unghire
3. **PLEDGE OF ALLEGIANCE:** John Unghire
4. **FIRE EVACUATION ANNOUNCEMENT:**
5. **ROLL CALL:**

**MEMBERS PRESENT:** Jean Acree, Dr. Gerald Calnen, Janet Cushman, Joshua Hamre, Jonathan LeBlanc, Amanda Pickett, Scott Ryder, John Unghire and Tina LeBlanc

**MEMBERS ABSENT:** None

**ALSO PRESENT:** Mr. Christopher J. Drezek, Superintendent (participated remotely) & Mr. Andrew B. Longey, Assistant Superintendent

6. **BOARD GUEST(S)**
7. **SUPERINTENDENT'S REPORT**
  - a. **EPS Update**

Mr. Drezek stated unfortunately, he was unable to attend tonight's meeting in person. He has not heard about tonight's community conversation and looks forward to hearing about it from Board members and community members.

Mr. Drezek stated we are excited and welcome our students back on Tuesday, August 30<sup>th</sup>. We have been preparing for our students to return all summer. Our staff are also excited for the students to return.

Mr. Drezek stated COVID is still here, and we will do everything possible to keep everyone safe. There will still be outbreaks. He asked parents to keep your child home if they have symptoms. We have test kits to share if any family needs them. Our goal is to keep everyone safe and keep our schools open. Please notify us if your child experiences any symptoms. If you have any questions, please contact your child's school nurse.

Mr. Drezek stated we are working to make life look a bit more normal for our students. Our cafeterias will be open, and our students will not be required to eat lunch in their classrooms. We will allow visitors in our schools again. If anyone is interested in going to their child's school, be prepared to show identification. You will also need to follow our security protocols. If you are not willing to show an ID, you will not be permitted to enter. As a reminder, It is always a good idea to inform the school prior to arriving if you plan to attend.

Mr. Drezek stated we will be serving students free lunch for a limited time. When the State funding runs out, we will need to return to paid lunches for our students that do not qualify for free lunches. We expect this funding to end at the end of October. We will notify families when this program ends.

Mr. Drezek added he will wait to give an update on our Alliance status at a meeting so he can explain this better in person as well as data from last year.

Mr. Drezek stated today, Mr. Longey attended our new teacher orientation. He welcomed our new 47 certified staff members to the EPS family. He cannot wait to meet you all.

Mr. Drezek addressed the incident that happened to one of our EHS students last week. What happened is deplorable and he is sorry for what this young man endured. He also commended him for showing such dignity, grace and courage to walk away. He set an example for all of us.

Mr. Drezek added he realizes that as a board, district and community, we have a lot of work to do around equity and inclusion. His priority is always making sure our kids are safe. For any students watching tonight's meeting, we are with you, and we will continue to be for as long as it takes.

## **8. AUDIENCES**

Madam Chair read a prepared statement about expectations for audience participation. We will continue to utilize a 4-minute time limit for audience participation tonight. She added that you will need to sign up to talk and she will not call up anyone from the audience to speak. Thank you.

Liz Davis, North Maple Street – Ms. Davis wished everyone a great school year. She would like to see us focus on education. She addressed the incident last week that involved a 14-year-old. We need to watch our actions and lead by example. Changes are needed. Actions speak louder than words. Her heart breaks for this family, all children, every day. She reminded Board members about the oath they took. She thanked the Mayor, Madam Chair and the Town Manager for tonight's community conversation. Every child deserves to be safe every day. This child and parent handled this situation with grace. She is very proud of them. God brings love. Thank you for all your time you put in for this community. She also thanked the superintendent and staff for a wonderful year.

Kelly Jackson, Mead Lane – Mrs. Jackson stated it is sad that it took this to happen in order for us to have a meaningful conversation. This conversation is long overdue. She has been coming here over 4 years about the racial issues in our schools and town. Several Board members attended the community conversation tonight. She wished that Mr. Unghire could have stayed longer to hear the courageous conversations. It is frustrating and horrifying that this happened to her child in order for anyone to pay attention. We need to do better.

Alyssa Suitter, Prospect Street – Ms. Suitter stated she just moved back to Enfield. She has seen some progress but more needs to be done. She is also furious about the racism in this town. An athlete was threatened. You have failed our youth. Being silent shows your complacency. Equity and inclusion is needed for all children. Black and brown children have felt this always and change is needed. How do you think this 14-year-old child felt when he was called names and was threatened? You cannot sugar coat racism. Listen and do something. You need to listen to black and brown people and get uncomfortable. The truth hurts us all. We all grew up in a systemic society and it is time to do better.

## **9. BOARD MEMBER COMMENTS**

Mrs. Acree welcomed back students and staff for the 2022-23 school year. She looks forward to being back in our schools, attending school events and performances. She also looks forward to working with the Board and decision making. She also looks forward to discussing issues like tonight's racial incident and resolving them. She is also looking to discuss bullying, curriculum items that parents are concerned about and teaching our children kindness and tolerance and how this will go a long way with acceptances of each other. She is

hopeful this will happen with our parent advisory committee that Mr. Unghire and Mrs. Pickett are starting to form.

Dr. Calnen stated tonight's discussion at the community conversation about racism brought back memories from when he lived in Georgia in 1960. Words were used to hurt when he was in school. These ugly words were used by teachers and students. The events from this past week indicate that we have a long way to go. We cannot sit back and rest. We must always be vigilant about racism in our community and be prepared to address it promptly. Health and learning go together.

Dr. Calnen added health and learning are intertwined. We are in a childhood mental health crisis. For this school year, he is confident the Board will place a top priority on our students' mental health needs. This can be obtained in a fully school-based health center.

Mrs. Cushman also welcomed back students and staff. She hopes everyone had a restful summer. She also attended tonight's community conversation. She went in support and encouragement of our youth in our town. She appreciated the superintendent's comments. She knows he is sincere when he expressed his concern and the safety of our students. She agrees with the comments that have been made. We are putting a priority for every child in every school.

Mrs. Cushman stated she had concerns about planning this event at the high school that the entire Board objected to. These concerns were expressed at a leadership meeting that were fully supported by the Board since there might be a chance that students would be at the school during the community conversation. These objections were made for the safety and privacy of the students if this became a volatile event. It was encouraging to see the turnout for this event. We must always protect the safety and privacy of our youth. The position of this Board should not be so lightly disregarded.

Mr. Hamre disagreed with Mrs. Cushman about the location for the community conversation event. It was not a unanimous decision.

Madam Chair asked audience members to refrain from making comments.

Mr. Hamre stated at the Fourth of July Parade, the entire Board was invited to attend and march in the parade. He supports the Enfield Pride organization. He has said this before, everyone has a place in this town, and all are welcome. He was sitting with his family and with members of the Pride organization waiting for the Democrats and members of the Board of Education to pass by. They are now confident and proud enough to represent themselves as a group that is protected under the constitution. Mr. Unghire asked another Board member if he was gay. He responded to Mr. Unghire by e-mail about this and added this is something you should never ask, and it is never appropriate. Mr. Unghire responded to select Board members with an excuse to discuss this before or after our meeting tonight. Mr. Hamre would like to discuss this now. He would not have been offended if he were asked this question directly. This question should have been asked to him directly and it is no one's business if he is gay.

Madam Chair asked audience members to refrain from making comments again.

Mr. Hamre stated tonight's event was made very quickly and we needed to leave early to attend our Board meeting. He commended the Town Manager, Town Council and leadership for making this event possible. He wished he could have stayed there longer. This was an opportunity that was just starting when we needed to leave to get to our Board meeting. Kamora did a great job facilitating this conversation. She had a lot to offer on this subject matter. The entire town, citizens, teachers, staff, students, residents, voters and administration benefited from this event. His only fear is the people that needed to be there to benefit from this conversation were not there.

Mr. Hamre commends the student involved with this confrontation. He rose above the situation and responded in a way he wished everyone would in that confrontational moment. It is something he was trained to do. This is a survival instinct for him. LGBTQ members needed to hide themselves in order to protect themselves. Girls were taught to hold keys in their hands to protect themselves. This conversation has been a long time coming.

Mr. Hamre added that he has received no follow-up from Mr. Unghire since he emailed him. He has been spearheading the route cause analysis and parent advisory committee over an issue that has been addressed by our administration and has been handled.

Mr. LeBlanc stated this is an exciting time of year. He has gone to all of the orientations we have held for our students. He wished all students great success this school year. He urged them to keep up the hard work in and out of school and with all your extra-curricular activities. He looks forward to this school year. Go eagles!

Mrs. Pickett stated she has so many emotions tonight. She also attended the community conversation and was sad to leave. She has many different roles in her life. She agrees with Mrs. Jackson that this conversation is long overdue. She relates to what happened to the Enfield high school student and added, this could be her son who is also bi-racial. She is passionate about equity and inclusion. She started coming to Board meetings as a kindergarten parent. She spoke about racial equity. She would like to see something done by those in power.

Mrs. Pickett read her comments she made from January 26, 2021. Not much has changed from 2021. Hard work is needed. She is committed to see our equity policy come to fruition. She is committed to support Enfield Public Schools and Mrs. Cox-Blackwell develop a sustainable and comprehensive plan that will lead to long term outcomes and success. Tonight's community conversation was a step in the right direction and the hard work follows. She commends our town leadership for putting this conversation together tonight. She also had a lot of questions and concerns. She wished the conversation wasn't held on a Board meeting night. She plans to hold our Board of Education, Superintendent, Town Council and Town Manager accountable and to remain committed to this needed work. She thanked the student, his family, coaches and staff for their response. No one should ever need to experience this. Unfortunately, incidents like this are not uncommon.

Mrs. Pickett would like our schools and athletic director to review policies and protocols around fundraising and game day procedures. We need to do our best to prevent or minimize the impact. We cannot solve racism alone or in a day. We need to be willing to do our part.

Mrs. Pickett is excited to hear about us offering free lunch or until the funds run out in October. It is a best practice to feed our kids. It makes more sense when they are all receiving lunch and there is not a stigma around who gets free lunch and who doesn't.

Mrs. Pickett thanked everyone for the back to school events. She thanked our teachers, secretaries and nurses. She welcomed the new 47 teachers to Enfield. She hopes you all stay. She agrees with Mr. Drezek that our kids are our number one priority, and we need to stay committed to this work. She also thanked all of our staff and bus drivers that supported the summer programs we offered. Her children participated in the summer programs and had an amazing time. She knows you all need a break. Thank you for showing up for our kids during the summer.

She thanked our town staff that helped with parking lots at Enfield Street, Henry Barnard and roof repairs at Eli Whitney and Hazardville Memorial. Our schools are important town facilities. These pieces are part of the Town side of the budget. Prioritizing our school buildings and facilities is something we should be advocating for.

Mrs. Pickett is anxious to hear more about our Alliance State update from Mr. Drezek and what we are planning to do with our American Rescue Plan monies.

Mrs. Pickett stated she attended the Enfield Street orientation for her kindergartener. It was amazing being back in the school. This was her husband's first time being in our schools. She thanked everyone that was involved with the planning for this event. Enfield Street is planning a back to school event in September for families in September. She is not sure of the exact date. Check the school newsletter that comes out on Fridays.

Mrs. Pickett added happy back to school wishes and she remains committed to the hard work ahead of us.

Mr. Unghire stated Hazardville Memorial held their kindergarten orientation yesterday. He met the new assistant principal Nick Flynn. He welcomed Mr. Flynn and knows he will do great things at Memorial.

Mr. Unghire stated he hates racism. Mr. Unghire stated he has a black friend that is a pastor in Hartford. He asked his wife Lori and him to help start a new church in the north end of Hartford with him. We agreed to be the youth leaders for this church. We met for three years, three times a week on Blue Hills Avenue in Hartford. We were the two church youth leaders in this completely African American church.

Madam Chair asked audience members to refrain from making comments.

Mr. Unghire stated we met in various locations like garages and auditoriums. We worked very hard and saved our money to purchase the old Phillips church on Blue Hills Avenue. It is now the Apostolic Church of Hartford. This was a labor of love for us to help these people in North Hartford. He hates when people say you are racist. I hate racism with a passion. He wouldn't have done this for 3 years if he were a racist.

Mr. Unghire stated people use the term systemic racism. He does not really understand what that term means. Show me a rule, regulation or law that supports racism in America or endorses it. He cannot find any. He sees a lot of anti-discrimination laws and equal opportunity laws. These laws are part of our system and are there to prevent racism. There are a lot of stupid people that say stupid things. What happened here in Enfield on August 13<sup>th</sup> was exactly that. He does not believe Enfield is a racist community. It is a shame that our young people were subjected to this.

Mr. Ryder thanked our town leadership for this community conversation on cultural humility. He was concerned about the safety of our kids holding this event at Enfield High School due to media coverage and protecting the privacy of our youth.

Mr. Ryder welcomes our new 47 staff members to Enfield Public Schools. He welcomes all of our students back as well as principals, administrators, bus drivers and all staff. He welcomes everyone that has a hand in shaping our children's day in our schools.

Mr. Ryder stated Eli Whitney will hold an orientation for all new students tomorrow from 6-7:30 PM. They have all kinds of events planned for the new Whitney Wolves. This will help our newest Whitney Wolves to be comfortable in their new school. Moving up can always cause apprehension.

Mr. Ryder added his kids are moving on to JFK & EHS for the first time. So he understands what you are going through. We have great staff in all our buildings, and they will be there for your kids and you.

Mr. Ryder is also happy to hear about breakfast. He has seen a lot of questions about lunch costs and how to reload their child's funds on their myschoolbucks account. He shared

information on the enfieldpto.com website about this. Bus schedules will be posted on the website on August 24<sup>th</sup>. Masks can be worn at your own comfort level. Masks are not required to be worn. If you have any symptoms, get checked out. The virus is still around and could spread. We do not want to shut down any schools due to staffing issues. If you have any questions, please contact your school nurse.

Mr. Ryder wished everyone a happy school year. This year, he will be an EHS parent as well as a JFK parent. The EHS orientation held helped his daughter out with her anxiety about going to a new school. They had a great orientation day. We now have an Eagle in the house. He thanked the staff at EHS for the Freshman orientation. The students also were able to ride the bus, so they know where to go. This will be the bus route for your children at EHS. The bus routes that are posted have a start time. You will need to factor in travel time to your bus stop.

Mr. Ryder urged drivers to look out for buses and students walking. If the bus has a stop sign out, please stop. He also wished his son a happy birthday.

Madam Chair also wished Elliot a happy birthday.

Madam Chair stated Board leadership met on Friday and many of the members expressed concern about the location for the community conversation at a school since there would be a chance that students could be there. She also received concerns from Mrs. Pickett and from other Board members about this. She apologized if Mr. Hamre mistook her words saying the entire Board was concerned and she apologized to Mrs. Cushman also. We all have a concern for the safety of our students in mind. This was really about the safety of our students. Our football team had already been dealing with a lot. We wanted to make sure they had the privacy they deserved. That was a general consensus of the Board. We also felt strongly about this event not being held on a Board meeting night so that any Board member that wanted to attend could attend without any interruption. She had a hard time leaving the conversation to come to the Board meeting. The event was very powerful.

Madam Chair spoke about her journey and educating herself about racism and systemic racism. She also spoke about this in a prior meeting back in 2020 like Mrs. Pickett. She had a life changing event when her mom passed away in 1998. She was pregnant with her daughter. Everyone kept saying I know how you feel. How did they know how I was feeling. They still had their mothers. She never wanted to be the person to say this to anyone.

Madam Chair stated she learned that her silence was doing damage. She educated herself by reading and attending webinars about racism, systemic racism and civil unjust. She was able to see what our students are seeing and feeling when a black person is hurt. They are putting their father's, uncles, brothers and cousins faces on those individuals. They are scared and are hurt. She is not black.

Madam Chair stated she has raised her 3 white children in Enfield. She has had children that were on the EHS football team. They would Saturday blitz and fundraise in our community. They did this for 6 years. They never experienced this problem. They were never called ugly names. Think about this student that was on that driveway, you put your child's face on that student. This image is very sad. Nobody should ever speak to a child that way.

Madam Chair stated her main concern is just like Mr. Drezek, is that our kids are okay. School starts next week, and they need to know they are okay, and we are here for them.

Madam Chair stated one of the former football players that was with them on August 13<sup>th</sup> immediately called the head coach. This showed how much this former player cared and immediately called the coach about what occurred. She commends them all. Her heart is breaking for what occurred.

Madam Chair added she cannot fix what is happening in our country or with systemic racism. I can educate myself so I can become an ally and fight with you. You might not always know what to say, but if they know you are there fighting with them whether you are a black or brown student and your parents, they will know they have an ally. She is an ally for all our students. She does not like what happened. She is on a journey to help. This is her promise to our students and parents in our school district. Our parents also need to feel supported. She hopes other people will join her on this journey.

Madam Chair stated during covid she had asked if there was a way since we do not have staff that adequately reflects our demographics if we could have our older black students mentor younger black students. This could be empowering for our students so they could have someone they could relate to because of the color of their skin. She is hoping now since things are settling in with our Director of Educational Equity Mrs. Cox-Blackwell, we can continue with our long term journey of equity. She looks forward to Mrs. Cox-Blackwell to attend one of our meetings to follow up on what she has been doing for the district this far.

Madam Chair stated her next step in learning is about cultural humility. She appreciates Kamora Herrington and her tenacity and her ability getting people to reflect.

Madam Chair extends her deepest apologies to what happened to this student on August 13<sup>th</sup>.

Madam Chair welcomed back all students and staff. It is exciting to hear we have 47 new staff members. Thank you for coming to Enfield. We are starting a new school year. She is wishing everyone an enjoyable and healthy school year. This is the first time she will not have a student in our school system, and this is sad for her. She will be taking time to volunteer in our schools so she can still remain connected.

**10. UNFINISHED BUSINESS:**

**11. NEW BUSINESS:**

**a. Appoint Board of Education Elector to the Joint Facilities Committee**

Mr. Hamre moved, seconded by Mrs. Pickett to open up the discussion to appoint a Board of Education Elector to the Joint Facilities Committee.

Madam Chair stated we have an open position on the Joint Facilities Committee for a Board of Education elector. We have received two applications. One if from Melissa Everett and the other is for Walter Kruzel.

Mr. Unghire stated there is a republican open position for the Joint Facilities Committee. The Town Council would like to appoint Walter Kruzel to this committee. With this understanding, he supports appointing Melissa Everette to the Joint Facilities Committee as the Board elector.

Madam Chair stated there are two openings for this committee. This will give both the Board and Town Council the opportunity to appoint electors to this committee. The Town Council will appoint Mr. Kruzel and the Board can appoint Mrs. Everett.

Mrs. Pickett stated she is excited to hear there are two people that will be appointed to this committee. She would like our public schools to be a priority. Mr. Kruzel has experience as our former Board Chair and the Town Council will appoint him is good news. She is excited to hear that Melissa is interested in supporting the Board. She is just asking for them to make us a priority.

Mr. Hamre supports Melissa Everett because she has a reputation for supporting various committees like the Energy Conservation Committee. She will be a great addition to this committee. He appreciates that she is willing to get more involved.

Madam Chair closed the discussion for appointing and elector to the Joint Facilities Committee.

Dr. Calnen moved, seconded by Mr. Ryder to appoint Melissa Everett as the Board Elector to the Joint Facilities Committee.

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

**b. Appoint Board of Education Liaison to the Enfield Cultural Arts Commission**

Mr. Ryder moved, seconded by Mrs. Pickett to open up the discussion to appoint a Board Liaison to the Enfield Cultural Arts Committee.

Madam Chair stated that Councilor Santanella brought this to our attention that the Board did not have a liaison on the Enfield Cultural Arts Commission (ECAC). The Town Council recently approved amending the resolution to add a Board of Education liaison to this committee.

Mrs. Cushman asked if the ECAC has ever hosted any events at our schools?

Mr. Hamre stated the ECAC has made many efforts over the past few years to host events, but it has not happened. They usually hold events at the public library. There has been a long standing challenge to find the appropriate facility to host events at. The ECAC has been temporarily sidelined while they find and appoint new members to this commission. The Town Council has been actively pursuing this endeavor for entertainment/cultural arts in Enfield. We are in the process of promoting Enfield's Cultural Arts and to bring outside cultural arts to Enfield. This initiative is moving forward with the assistance of the Town Council and Representative Tom Arnone to bring more events to Enfield.

Mr. Hamre added the Enfield Woman's Club Art's Festival is not handled with the ECAC. There are several other organizations that do things similar to the Enfield Woman's Club. When the ECAC has attempted to do some things, we have learned that it is already being done by another organization. This has been something we have been struggling with.

Mrs. Pickett stated they were present at the art show and had a table there. They also partner with the schools. The ECAC hosts our students artwork at the public libraries in town. There is some blending of education and cultural arts happening. We just do not have a Board liaison to this commission.

Mr. Hamre added the ECAC will sponsor events they are aware of. This is exciting for the ECAC to have support from both the Board and Town Council.

Madam Chair closed the discussion for appointing a Board liaison to the Enfield Cultural Arts Commission.

Mr. Ryder moved, seconded by Mrs. Pickett to appoint Joshua Hamre as the Board liaison to the Enfield Cultural Arts Commission.

A vote by **roll call – 7-2-1** passed with Mr. Unghire and Mrs. Cushman in dissent and with Mr. Hamre abstaining.

**12. BOARD COMMITTEE REPORTS:**

Curriculum – Mrs. Pickett reported the Curriculum Committee will meet on September 15<sup>th</sup> at 5:00 PM.

Finance – Dr. Calnen reported the Finance Committee will meet on September 12<sup>th</sup> at 5:30 PM.



Policy – Mr. Ryder reported the Policy Committee will meet on September 20<sup>th</sup> at 5:30 PM.

Leadership – Madam Chair reported Board Leadership met on August 19<sup>th</sup>. We will try to meet at least once each month.

Joint Facility – Mr. Ryder reported the Joint Facility Committee met. We have new roofs at Eli Whitney and Hazardville Memorial. We also have new parking areas at Enfield Street and Henry Barnard. There is still some site cleanup going on at each of the buildings. They should be out of the way for the opening up of school on Tuesday.

Mr. LeBlanc stated the fields at JFK need some attention. He looks forward to seeing what can be done. Our athletic fields at this brand new school should also look great.

Joint Security – Mr. Ryder reported the Joint Security Committee meet on September 7<sup>th</sup> at 8:30 AM.

Enfield Mental Health Wellness Workgroup – Dr. Calnen reported he met with Mr. Drezek about our mental health initiative in our schools. This mental health committee has not been very active. We need to address this now and cannot wait until something happens. We do not want to be in a position where there is another suicide, and we are left scrambling. Mr. Drezek will work with us, and we will assess the status of our resources. Then we will decide about our next steps. We will have some guests speakers at an upcoming Board meeting to address this initiative.

JFK Building Committee – Mr. Ryder reported they held orientations for incoming students today and they will have another one on Wednesday.

Mr. Longey added they moved the date for the Wednesday orientation to Thursday due to a conflict.

Mr. Ryder stated they are on track with our new JFK middle school. We will invite the members from the JFK Building Committee and Randy Daigle to attend an upcoming Board meeting so they can show us pictures of the school.

Madam Chair would also like for us to have a tour of the new building.

Joint Insurance – Madam Chair stated this committee can be removed from our list. They will now meet once a year. They have accomplished what they set out to do with this committee.

Enfield Cultural Arts Commission – Mr. Hamre stated it will be a while before they fill the vacancies for this commission.

### **13. APPROVAL OF MINUTES**

Dr. Calnen moved, seconded by Mrs. Pickett that the Regular Meeting Minutes of June 14, 2022, be approved. A vote by **show-of-hands 9-0-0** passed unanimously.

Mr. Ryder moved, seconded by Mrs. Pickett that the Special Meeting Minutes of June 22, 2022 be approved. A vote by **show-of-hands 9-0-0** passed unanimously.

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

### **15. CORRESPONDENCE & COMMUNICATION - None**

### **16. EXECUTIVE SESSION - None**

**17. ADJOURNMENT**

Mrs. Pickett moved, seconded by Mr. Hamre to adjourn the Regular Meeting of August 23, 2022.

All ayes, motion passed unanimously. Meeting stood adjourned at 8:23 PM.

Jonathan LeBlanc  
Secretary  
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary