

ENFIELD BOARD OF EDUCATION
ENFIELD, CONNECTICUT

Time-Place:

Council Chambers
820 Enfield Street
Enfield, CT

Date: 02-14-23

7:00 PM Regular Meeting

<https://youtube.com/live/RvgEPx2KBKM>

1. Call to Order – 7:00 PM
2. Invocation or Moment of Silence – Amanda Pickett
3. Pledge of Allegiance – Amanda Pickett
4. Fire Evacuation Announcement
5. Roll Call
6. Board Guest(s)
 - a. Dr. Wiley – Digital Presentation
7. Superintendent’s Report
 - a. Student Representative Update
 - b. Staff PL Days & President’s Day - NS
 - c. EPS Update
8. Audiences
9. Board Members’ Comments
10. Unfinished Business
 - a. Discussion and Action Regarding the FY2023-24 Budget
11. New Business
 - a. Discussion and Action Regarding the FY2023-24 School Calendar
 - b. H.B. 5003, An Act Concerning Education Funding in Connecticut
 - c. Policy Revisions – First Reading
12. Board Committee Reports
 - Curriculum Committee
 - Finance, Budget Committee
 - Policy Committee
 - Leadership Committee
 - Joint Facilities Committee
 - JFK Building Committee
 - Joint Security Committee
 - Enfield Mental Health & Wellness Workgroup
 - Enfield Cultural Arts Commission
 - Any Additional Committees
13. Approval of Minutes:
 - Regular BOE Meeting Minutes: January 24, 2023
14. Approval of Accounts and Payroll:
 - For the Month of January 2023
 - Line Item Transfers, if any
15. Correspondence and Communications
16. Executive Session
 - a. Matter(s) Related to Attorney Client Privilege
17. Adjournment



Date: February 14, 2023
To: Enfield Board of Education
From: Mr. Christopher J. Drezek
Re: Board Guest(s)

- a. **Dr. Wiley – Digital Presentation:** We welcome our PK-12 Director of Innovation Dr. Kerry Wiley to tonight's meeting. Dr. Wiley will be highlighting Apple Classroom and its growing use across the district. Apple Classroom is a tool that can be used to elevate classroom management and instruction.



Date: February 14, 2023
To: Enfield Board of Education
From: Mr. Christopher J. Drezek
Re: Superintendent's Report

- a. **Student Representative Update:** Each of our Enfield High School Student Representatives may have some information or comments to share with the Board regarding events/happenings at Enfield High.
- b. **Staff PL Days & President's Day - NS:** All EPS PK-12 students will not attend school on Friday, February 17th and Tuesday, February 21st in order for staff to attend professional learning workshops. All Enfield Public Schools and Offices will be closed on Monday, February 20th in observation of President's Day.
- c. **EPS Update:** I will update the Board regarding our schools at this time.



Date: February 14, 2023
To: Enfield Board of Education
From: Mr. Christopher J. Drezek
Re: Discussion and Action Regarding the FY2023-24 Budget

Madam Chair will address this item.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriately regarding adopting the FY2023-24 Budget.



Date: February 14, 2023
To: Enfield Board of Education
From: Mr. Christopher J. Drezek
Re: Discussion and Action Regarding the FY2023-24 School Calendar

Enclosed in your packet is a draft copy of the FY2023-24 School Calendar. Per the enclosed BOE Policy #6111 School Calendar(s), the Board needs to approve the FY2023-24 School Calendar in February. As you can see, we have streamlined the layout of the calendar and will attach the school hours on the back of the calendar. At this time I will review my FY2023-24 calendar recommendations to the Board.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriately regarding approving the FY2023-24 School Calendar.



Date: February 14, 2023
To: Enfield Board of Education
From: Mr. Christopher J. Drezek
Re: H.B. 5003, An Act Concerning Education Funding in Connecticut

Enclosed in your packet is a copy of the letter I submitted to the Education Committee. I will address this item with the Board at this time.



Date: February 14, 2023
To: Enfield Board of Education
From: Mr. Christopher J. Drezek
Re: Policy Revisions – First Reading

Enclosed in your packets are the four (4) policies that were referred back to the Policy Committee. The members of the Policy Committee met on January 31st and are recommending a First Reading of the policies. These policies have been placed on the website for public input.

Policy Revisions:

- 5113.2 Truancy
- 5141.4 Reporting of Child Abuse, Neglect and Sexual Assault
- 5145.511 Sexual Abuse Prevention and Education Program (*this policy has been completely rewritten*)
- 9325.2 Order of Business and Meeting Conduct

Policy Committee Chair Scott Ryder and/or Policy Committee Liaison Assistant Superintendent Longey can address any Board member questions regarding these proposed policy revisions.

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



Date: February 14, 2023
To: Enfield Board of Education
From: Mr. Christopher J. Drezek
Re: Executive Session

The Board of Education has the need to discuss the following item:

- Matter(s) Related to Attorney Client Privilege

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

Item #11a.



Enfield Public Schools 2023/2024 School Calendar - Draft

<23 & 24> Staff PL - NS 25 - NS 28 - NS *29* - First Day of School	AUGUST - 3 Days <table border="1" style="width: 100%; text-align: center;"> <tr><th>s</th><th>m</th><th>t</th><th>w</th><th>th</th><th>f</th><th>s</th></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td><23></td><td><24></td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>*29*</td><td>30</td><td>31</td><td></td><td></td></tr> </table>	s	m	t	w	th	f	s			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	<23>	<24>	25	26	27	28	*29*	30	31			SEPTEMBER - 20 Days <table border="1" style="width: 100%; text-align: center;"> <tr><th>s</th><th>m</th><th>t</th><th>w</th><th>th</th><th>f</th><th>s</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr> <tr><td>3</td><td>[4]</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27></td><td>28</td><td>29</td><td>30</td></tr> </table>	s	m	t	w	th	f	s						1	2	3	[4]	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27>	28	29	30	[4] Labor Day - NS 27> PK-12 Early Rel. & Staff PL							
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Code for PL Days	Staff PL Half Days & Early Release Days with Lunch																																																																																													
Elem Conf & Gr 6-12 HalfDay PL	September 27																																																																																													
Full Day PL	October 25																																																																																													
August 23	December 6																																																																																													
August 24	January 24																																																																																													
October 10	March 13																																																																																													
November 7	April 24																																																																																													
February 16	May 22																																																																																													
February 20																																																																																														

Lunch will be served on all Early Release Days
 Draft: 02-01-23
 Approved:

First Day of School: August 29, 2023
 181st Student Day: June 10, 2024
 Firm Graduation Date: June 14, 2024



ENFIELD PUBLIC SCHOOLS - SCHOOL HOURS - 2023-2024

Grade Level	Regular Hours	Two Hour Delay	Three Hour Delay	Early Release with Lunch	Emergency Closures Without Lunch and No Out of Town Bus
EPS Integrated Pre K - AM	8:20 - 10:55	Cancelled	Cancelled	8:20 - 10:55	Cancelled
EPS Integrated Pre K - PM	12:15 - 2:46	12:15 - 2:46	Cancelled	Cancelled	Cancelled
EPS PK STEAM Academy	8:20 - 2:46	10:20 - 2:46	Cancelled	8:20 - 12:30	Cancelled
Head Start -Part Day Program	8:00 - 11:30	Cancelled	Cancelled	8:00 - 11:30	Cancelled
Head Start - Extended Day	8:00 - 4:00	10:00 - 4:00	Cancelled	8:00 - 12:30	Cancelled
Head Start - Full Day Program	8:30 - 3:30	10:30 - 3:30	Cancelled	8:30 - 12:30	Cancelled
Primary (K-2)	8:55 - 3:21	10:55 - 3:21	11:55 - 3:21	8:55 - 1:50	8:55-11:50
Intermediate (3-5)	8:40 - 3:06	10:40 - 3:06	11:40 - 3:06	8:40 - 1:35	8:40 - 11:35
Middle School (6-8)	7:48 - 2:36	9:48 - 2:36	10:48 - 2:36	7:48 - 1:00	7:48 - 11:00
High School (9-12)	7:26 - 2:02	9:26 - 2:02	10:26 - 2:02	7:26 - 12:20	7:26 - 10:20
Eagle Academy	7:30 - 1:30	9:30 - 1:30	10:30 - 1:30	7:30 -12:00	7:30 - 10:30

The last two days of school will be Early Release Days with lunch for Grades PK-8.

**ENFIELD BOARD OF EDUCATION
ENFIELD, CONNECTICUT**

SCHOOL CALENDAR(S)

6111

The superintendent shall recommend to the Board of Education, in January, a school calendar(s) that will meet the requirements of law. The school calendar(s) shall show the beginning and ending dates of school, legal holidays, student days, teacher workdays, vacation periods, and other pertinent dates. In creating the recommended calendar(s), the superintendent shall incorporate the following requirements into the school calendar(s):

1. Use the CREC Regional Calendar Committee Recommendations as a guideline for setting the school calendar(s).
2. Teachers report prior to opening day.
3. Barring any contractual conflicts:
 - a. If Labor Day falls on September 5, 6, or 7, school shall begin on the Tuesday prior to Labor Day.
 - b. If Labor Day falls on September 1, 2, 3, or 4, school shall begin on the Tuesday following Labor Day.
4. If snow or other emergency closings require that classes run beyond June 30, makeup days from that point will be deducted from any break beginning with the Monday and working towards the end of the week.
5. The Board of Education may declare a holiday in the schools under its jurisdiction when good reason exists.
6. The Board will set the calendar(s) for the following school year(s) no later than the end of February.
7. The graduation date(s) for the senior class will be fixed to the 185th within the adopted calendar(s) and is required to take place prior to July 1st of each year. Graduations must occur on weekdays (Monday through Friday).

Policy Adopted: May 23, 1995
Policy Revised: March 10, 1998
Policy Revised: July 8, 2008
Policy Reviewed: June 23, 2009
Policy Revised: May 10, 2011
Policy Revised: January 23, 2018
Policy Adopted: May 11, 2021

Item #11b.

**Testimony in Support of
H.B. 5003, *An Act Concerning Education Funding in Connecticut***

Christopher Drezek
Superintendent, Enfield Public Schools

Chairmen McCrory and Currey, Chairwomen Osten and Walker, and Ranking Members Berthel, McCarty, and Nuccio, and distinguished members of the Education and Appropriations Committees:

Thank you for the opportunity to testify in strong support of H.B. 5003, An Act Concerning Education Funding in Connecticut. My name is Christopher Drezek and I have the honor and privilege of serving as superintendent for Enfield Public Schools.

Every day, nearly 5,000 students walk through our district's doors. Each of these students is unique and comes to school with different strengths, challenges, and learning needs. It is our job as a district to meet every student's needs as best as we can so they can reach their full potential and be successful inside and outside of the classroom.

As a new Alliance District with nearly 54% of our students considered high-needs, growing English Learner and special education populations, and the ongoing challenge of combatting pandemic-induced learning loss, it is getting harder and harder to support our students without additional resources. I am testifying in support of H.B. 5003 because it would help our district, and districts across our state, better equip students with essential knowledge and skills, and ensure we have the resources available to support their learning and social-emotional needs.

H.B. 5003 would finally bring full, equitable education funding to our students, our district, and our teachers. We cannot wait until fiscal year 2028 to receive the full share of Education Cost Sharing (ECS) funding we are entitled to. Fully funding the ECS formula would help us recruit and retain high-quality teachers, hire more paraprofessionals and classroom-support staff, and invest in additional tutors and interventionists.

Additionally, H.B. 5003 allows our district to keep more of its resources by eliminating regular education tuition billing. This change creates a more transparent, cohesive funding system, allows us to use those funds to help students in our schools, and eliminates potentially volatile tuition costs that are an annual budgetary concern for districts.

I urge all Committee members to support H.B. 5003 and help ensure all students have the resources and opportunities they need to grow and succeed.

Thank you again for allowing me the opportunity to testify in strong support of this bill.

Sincerely,

Christopher Drezek
Superintendent, Enfield Public Schools

ENFIELD PUBLIC SCHOOLS
Enfield, Connecticut**Students**

5113.2

Truancy**Introduction and Definitions**

The District's policy on student truancy shall stress early prevention and inquiry leading to remediation of absences rather than imposition of punitive measures for students. Referral to legal authorities normally shall be made only when local resources are exhausted. For purposes of implementing this policy and for reporting purposes regarding truancy, the District will utilize the State Board of Education approved definitions of "excused," "unexcused," and "disciplinary" absences (*see policy #5113*).

"Truant" shall mean a student age five to eighteen, inclusive, who has four unexcused absences in any one month, or ten unexcused absences in one school year.

"In attendance" shall mean a student if present at his/her assigned school, or an activity sponsored by the school (e.g., field trip), for at least half of the regular school day. A student who is serving an out-of-school suspension or expulsion should always be considered absent.

"Chronically absent child" is an enrolled student whose total number of absences at any time during a school year is equal to or greater than ten percent of the total number of days that such student has been enrolled at such school during such school year.

"Absence" means an excused absence, unexcused absence or disciplinary absence, as those terms are defined by the State Board of Education pursuant to C.G.S. 10-198b.

"Mental health wellness day" means a school day during which a student attends to his/her emotional and psychological well-being in lieu of attending school. Such days must be nonconsecutive.

"District chronic absenteeism rate" means the total number of chronically absent children in the previous school year divided by the total number of children under the jurisdiction of the Board of Education for such school year.

"School chronic absenteeism rate" means the total number of chronically absent children for a school in the previous school year divided by the total number of children enrolled in such school for such school year.

Remediation of Truancy

School personnel shall seek cooperation from parents or other persons having control of such child and assist them in remedying and preventing truancy. The Superintendent of Schools shall develop regulations which will detail the following school district obligations under the district's truancy policy.

Students

Truancy

Remediation of Truancy (continued)

1. Notify parents annually of their obligations under the attendance policy.
2. Obtain telephone numbers for emergency record cards or other means of contacting parents or other persons having control of the child during the school day.
3. Establish a system to monitor student attendance.
4. Make a reasonable effort by telephone and by mail to notify parents or other persons having control of the child, enrolled in grades one through eight, inclusive, when a child does not arrive at school and there has been no previously approval or other indication which indicates parents are aware of the absence. *(Note: Persons who in good faith give or fail to give notice pursuant to this section shall be immune from any liability, civil or criminal, which might otherwise be incurred or imposed and shall have immunity with respect to any judicial proceeding which results from such notice or failure to give notice.)*
5. Identify a student as “truant” when the student accumulates four unexcused absences in any month or ten in a school year.
6. Identify a student as “chronically absent” when the student accumulates a total number of absences at any time during a school year that is equal to or greater than ten percent of the total number of days that such student has been enrolled at the school during the school year.
7. Appropriate school staff meet with parents of a child identified as truant or chronically absent to review and evaluate the situation, within ten days of such designation. Such meeting may involve the school or District Attendance Team.

Students so identified may be subject to:

- (a) retention in the same grade to acquire necessary skills for promotion or retention.
 - (b) a requirement to complete a summer school program successfully before being promoted to the next grade.
8. When a petition is filed, an educational evaluation of the truant student shall be done by appropriate school personnel if no such evaluation has been performed within the preceding year.
 9. Provide coordination of services and refer “truants” to community agencies which provide child and family services.
 10. If in existence, refer the child to the children’s probate court truancy clinic.

Students

Truancy

Remediation of Truancy (continued)

- 11. Provide notice to the parents/guardian the information concerning the 2-1-1 Infoline and other pediatric mental and behavioral health screening sources and tools provided by the State Department of Education.***

The Board shall implement a truancy intervention model identified by the Connecticut State Department of Education (SDE) for any school within the District that has a disproportionately high rate of truancy, as identified by the Commissioner of Education. The intervention models must also address the needs of students with disabilities. Parents or other persons having control of each child shall be notified of such truancy model.

Chronic Absenteeism

The Board of Education, in compliance with statute, requires the establishment of attendance review teams when chronic absenteeism rates in the District or at individual schools in the District meet the following circumstances:

1. A District team must be established when the District's chronic absenteeism rate is 10 percent or higher.
2. A school team must be established when the school chronic absenteeism rate is 15 percent or higher.
3. A team for either the District or each school must be established when (a) more than one school in the District has a school chronic absenteeism rate of 15 percent or higher or (b) a District has a District chronic absenteeism rate of 10 percent or higher and one or more schools in the District have a school chronic absenteeism rate of 15 percent or higher.

The membership of attendance review teams may consist of school administrators, guidance counselors, school counselors, school social workers, teachers, chronically absent children, parents or guardians of chronically absent children, and representatives from community-based programs who address issues related to student attendance by providing programs and services to truants.

Each attendance review team shall be responsible for reviewing the cases of truants and chronically absent children, discussing school interventions and community referrals for such truants and chronically absent children and making any additional recommendations for such truants and chronically absent children and their parents or guardians. Each attendance review team shall meet at least monthly.

In the calculation of the District's chronic absenteeism rate and the school chronic absenteeism rate, a student's engagement, in grades 9-12, in remote virtual learning shall be excluded if such engagement accounts for not less than one-half of the school day. In addition, the calculation of

Students

Truancy

Chronic Absenteeism (continued)

chronic absenteeism rates shall exclude absence resulting from a student taking a mental health day pursuant to P.A. 21-46.

The District shall utilize the chronic absenteeism prevention and intervention plan developed by the State Department of Education when it becomes available. Such plan must include the means for collecting and analyzing data relating to student attendance, truancy and chronic absenteeism. The data must be disaggregated by school district, school grades and subgroups such as race, ethnicity, gender, eligibility for free and reduced priced lunches, students whose primary language is no English, and student with disabilities.

The District shall annually include in information for the strategic school profile report for each school and the District that submitted to the Commissioner of Education, data pertaining to truancy and chronically absent children.

The Principal or his/her designee of any elementary or middle school located in a town/city designated as an alliance district may refer to the children's truancy clinic established by the Probate Court serving the town/city, a parent/guardian with a child defined as a truant or who is at risk of becoming a truant. (An attendance officer or a police officer shall deliver the citation and summons and a copy of the referral to the parent/guardian.)

(cf. 5113 – Attendance)

Legal Reference: Connecticut General Statutes
10-184 Duties of parents. (~~as amended by PA 98-243, PA 00-157 and PA 18-15~~)
10-198a Policies and procedures concerning truants (~~as amended by PA 00-157, PA 11-136 and PA 16-147~~)
10-198b State Board of Education to define "excused absence", "unexcused absence", and "disciplinary absences"
10-198c Attendance review teams (~~as amended by PA 17-14~~)
10-198d Chronic absenteeism (~~as amended by PA 18-182~~)
10-198e Identification of truancy identification models (~~as amended by PA 18-182~~)
10-199 through 10-202 Attendance, truancy in general. (~~Revised, 1995, PA 95-304~~)
45a-8c Truancy clinic. Administration. Policies and procedures. Report. (~~as amended by PA 15-225~~)
10-220(c) Duties of boards of education (~~as amended by PA 15-225~~)
10-202e-f Policy on dropout prevention and grant program.
10-221(b) Board of education to prescribe rules.

Students

Truancy (continued)

Campbell v New Milford, 193 Conn 93 (1984).

PA 22-47 An Act Concerning Children's Mental Health

Action taken by the State Board of Education on January 2, 2008, to define "attendance."

Action taken by the State Board of Education on June 27, 2012, to define "excused and "unexcused" absences.

Policy Adopted: January 27, 2022

Policy Revised:

**ENFIELD PUBLIC SCHOOLS
Enfield, Connecticut**

Students

P5141.4

Reporting of Child Abuse, Neglect and Sexual Assault

~~In furtherance of CGS 17a-101 et. seq., and its purpose, it is the policy of the Board of Education to require ALL EMPLOYEES of the Board of Education to report suspected abuse and/or neglect, or imminent risk of serious harm, in accordance with the procedures set forth in this policy.~~

The Board of Education (Board) recognizes its legal and ethical obligations in the reporting of suspected child abuse, neglect and sexual assault. Any person applying for employment with the Board shall submit to a record check of the Department of Children and Families Child Abuse and Neglect Registry before the person may be hired. Mandated reporters include all school employees, specifically Superintendent, Administrators, teachers, substitute teachers, guidance counselors, school counselors, paraprofessionals, coaches of intramural and interscholastic athletics, as well as licensed nurses, physicians, psychologist and social workers and licensed behavior analysts either employed by the Board or working in one of the district schools, or any other person who, in the performance of his or her duties, has regular contact with students and who provides services to or on behalf of students enrolled in district schools. Such individual(s) who have reasonable cause to suspect or believe that a child has been abused, neglected, placed in imminent risk of serious harm, or sexually assaulted by a school employee is required to report such abuse, neglect or risk and/or sexual assault.

The Board shall annually distribute the mandated reporter policy electronically to all school employees. The Board shall annually distribute electronically, to all school employees, Board members, parents and guardians of enrolled students, (1) guidelines on identifying, and reporting child sexual abuse and assault awareness and prevention program.

A mandated reporter's suspicions may be based on factors including, but not limited to, observations, allegations, facts by a child, victim or third party. Suspicion or belief does not require certainty or probable cause.

In furtherance of CGS 17a-101 et. seq., and its purpose, it is the policy of the Board of Education to require ALL EMPLOYEES of the Board of Education to report suspected abuse and/or neglect, or imminent risk of serious harm, in accordance with the procedures set forth in this policy.

Furthermore, the Board of Education requires all personnel who have reasonable cause to suspect or believe that a child, under the age of eighteen (18), except in the case of sexual assault by a school employee, has been abused, neglected, has had non-accidental physical injury, or injury which is at variance with the history given of such injury, is placed in imminent danger of serious harm or has been sexually abused by a school employee to report such cases in accordance with the law, Board policy and administrative regulations. The mandatory reporting requirement regarding the sexual assault of a student by a school employee applies based on the person's status as a student, rather than his or her age.

Students

Reporting of Child Abuse, Neglect and Sexual Assault (continued)

A mandated reporter shall make an oral report, by telephone or in person, to the Commissioner of Children and Families or a law enforcement agency as soon as possible, but no later than twelve (12) hours after the reporter has reasonable cause to suspect the child has been abused, or neglected *or placed in imminent risk of serious harm.*

In addition, the mandated reporter shall inform the building principal or his/her designee that he/she will be making such a report. Not later than forty-eight hours of making the oral report, the mandated reporter shall file a written *or electronic* report with the Commissioner of Children and Families or his/her designee. (The Department of Children and Families has established a 24-hour Child Abuse and Neglect Hotline *“Careline”* at 1-800-842-2288 for the purpose of making such oral reports.)

A mandated reporter may make the required oral report electronically, in the manner prescribed by the Commissioner of Children and Families. An employee making an electronic report shall respond to further inquiries from the Commissioner of Children and Families or designee made within twenty-four hours. Such employee shall inform the Superintendent or his/her designee as soon as possible as to the nature of the further communication with the Commissioner or designee.

Online reports may be made to the Careline by mandated reporters if the report is of non-emergent nature. A non-emergent situation is one in which a report is mandated by the child is not in immediate risk. (Note: Mandated reporters reporting electronically when they reasonably suspect that a child has been abused, neglected or placed at risk of imminent harm in a “non-emergent” situation, can do so without risk that they will be subject to a failure to report finding and subsequent penalties.)

The oral and written reports shall include, if known: (1) the names and addresses of the child and his/her parents/guardians or other persons responsible for his/her care; (2) the child’s age; (3) the child’s gender; (4) the nature and extent of the child’s injury or injuries, maltreatment or neglect; (5) the approximate date and time the injury or injuries, maltreatment or neglect occurred; (6) information concerning any previous injury or injuries to, or maltreatment or neglect of, the child or his/her siblings; (7) the circumstances in which the injury or injuries, maltreatment or neglect came to be known to the reporter; (8) the name of the person(s) suspected to be responsible for causing such injury or injuries, maltreatment or neglect; (9) the reasons such person or persons are suspected of causing such injury or injuries, maltreatment or neglect; (10) any information concerning any prior cases in which such person or persons have been suspected of causing an injury, maltreatment or neglect of a child; and (11) whatever action, if any, was taken to treat, provide shelter or otherwise assist the child. (For purposes of this section pertaining to the required reporting, a child includes any victim under eighteen years of age educated in a technical high school or District school. Any person who intentionally and unreasonably interferes with or prevents the making of the required report or attempts to conspire to do so shall be guilty of a class D felony, unless such individual is under eighteen years of age or educated in the technical high school system or in a District school, other than part of an adult education program.)

Students

Reporting of Child Abuse, Neglect and Sexual Assault (continued)

If the report of abuse, neglect or sexual assault involves an employee of the District as the perpetrator, the District may conduct its own investigation into the allegation, provided that such investigation shall not interfere with or impede any investigation conducted by the Department of Children and Families or by a law enforcement agency.

The Board recognizes that the Department of Children and Families is required to disclose records to the Superintendent of Schools in response to a mandated reporter's written or oral report of abuse or neglect or if the Commissioner of Children and Families has reasonable belief that a school employee abused or neglected a student. Not later than five (5) working days after an investigation of child abuse or neglect by a school employee has been completed, DCF is required to notify the school employee and the Superintendent and the Commissioner of Education of the investigation's results. If DCF has reasonable cause, and recommends the employee be placed on DCF's Child Abuse and Neglect Registry, the Superintendent shall suspend such employee.

The Board, recognizing its responsibilities to protect children and in compliance with its statutory obligations, shall provide to each employee in-service training regarding the requirements and obligations of mandated reporters. District employees shall also participate in training offered by the Department of Children and Families. Each school employee is required to complete a refresher training program, not later than three years after completion of the initial training program and shall thereafter retake such refresher training course at least once every three years.

The Principal of each school in the district shall annually certify to the Superintendent that each school employee working at such school has completed the required initial training and the refresher training.

State law prohibits retaliation against a mandated reporter for fulfilling his/her obligations to report suspected child abuse or neglect. The Board shall not retaliate against any mandated reporter for his/her compliance with the law and Board policy pertaining to the reporting of suspected child abuse and neglect.

In accordance with the mandates of the law and consistent with its philosophy, the Board in establishing this policy directs the Superintendent of Schools to develop and formalize the necessary rules and regulations to comply fully with the intent of the law.

This policy will be distributed annually to all employees. Documentation shall be maintained that all employees have, in fact, received the written policy and completed the required initial and refresher training related to mandated reporting of child abuse and neglect as required by law.

The Board of Education will post the telephone number of the Department of Children and Families' child abuse hotline, Careline, and the Internet web address that provides information about the Careline in each District school in a conspicuous location frequented by students. Such posting shall be in various languages most appropriate for the students enrolled in the school.

Students

Reporting of Child Abuse, Neglect and Sexual Assault

Establishment of the Confidential Rapid Response Team

The Board of Education shall establish a confidential rapid response team to coordinate with DCF to (1) ensure prompt reporting of suspected child abuse or neglect; or 1st, 2nd, 3rd, or 4th degree sexual assault; 1st degree aggravated sexual assault; or 3rd degree sexual assault with a firearm of a student not enrolled in adult education by a school employee and (2) provide immediate access to information and individuals relevant to DCF's investigation of such cases.

The confidential rapid response team shall consist of (1) a local teacher and the Superintendent, (2) a local police officer, and (3) any other person the Board of Education deems appropriate.

DCF, along with a multidisciplinary team, is required to take immediate action to investigate and address each report of child abuse, neglect or sexual abuse in any school.

Hiring Prohibitions

The Board of Education will not employ anyone who was terminated or resigned after a suspension based on DCF's investigation, if he or she has been convicted of (1) child abuse or neglect or (2) 1st, 2nd, 3rd, or 4th degree sexual assault; 1st degree aggravated sexual assault; or 3rd degree sexual assault with a firearm of a student who is not enrolled in adult education.

The Board of Education will not employ an individual who was terminated or resigned, if he or she (1) failed to report the suspicion of such crimes when required to do so or (2) intentionally and unreasonably interfered with or prevented a mandated reporter from carrying out this obligation or conspired or attempted to do so. This applies regardless of whether an allegation of abuse, neglect, or sexual assault has been substantiated.

(cf. 4112.6/4212.6 – Personnel Records)

(cf. 5145.511 – Sexual Abuse Prevention and Education Program)

Legal Reference: Connecticut General Statutes

110-151 Teacher Tenure Act.

0-220a Inservice training. Professional development committees. Institutes for educators. Cooperating teacher program, regulations (~~as amended by PA 11-93~~)

10-221d Criminal history records check of school personnel. Fingerprinting. Termination or dismissal (~~as amended by PA 11-93~~)

Students

Reporting of Child Abuse, Neglect, and Sexual Assault

Legal Reference: Connecticut General Statutes (continued)

10-221s Investigations of child abuse and neglect. Disciplinary action. (as amended by PA 16-188)

17a-28 Definitions. Confidentiality of and access to records; exceptions. Procedure for aggrieved persons. Regulations (as amended by PA 11-93 and PA 14-186)

17a-101 Protection of children from abuse. Reports required of certain professional persons. When child may be removed from surroundings without court order **Educational and training program. Model mandated reporting policy.** (as amended by PA 96-246, PA 00-220, PA 02-106, PA 03-168, PA 09-242, PA 11-93, PA 15-205, PA 18-15 and PA 18-17)

17a-101a Report of abuse or neglect by **or injury of child or imminent risk of serious harm to the child. Penalty for failure to report. Notification of Chief State's Attorney.** mandated reporters. (as amended by PA 02-106, PA 11-93, and PA 15-205, PA 18-15 and PA 18-17)

17a-101b Report by mandated reporters. Notification of law enforcement agency when allegation of sexual abuse or serious physical abuse. Notification of person in charge of institution, facility or school when a staff member suspected of abuse or neglect.

17a-101c Written or electronic report by mandated reporter.

17a-101d Contents of reports.

17a-101e Employer prohibited from discriminating or retaliating against employee who makes a good faith report or testifies regarding child abuse or neglect. Immunity from civil or criminal liability. False report of child abuse. Referral to Office of the Chief State's Attorney. Penalty.

17a-101g Classification and evaluation of reports. De3termination of abuse or neglect of child. Investigation. Notice, entry of recommended finding. Referral to local law enforcement authority. Home visit. Removal of child in imminent risk of harm. Family assessment response program. Development of service plans and plans of care. Monitoring. Disclosure of information to community providers. Annual report.

17-101i Abuse or neglect by school employees or staff member of public or private institution or facility providing care for children. Notice. Adoption of policy. Employee training program.

Students

Reporting of Child Abuse, Neglect, and Sexual Assault

Legal Reference: Connecticut General Statutes (continued)

17a-101o School Employee failure or delay in reporting child abuse or neglect. Policy regarding delayed report by mandated reporters.

~~17a-102 Report of danger of abuse. (as amended by PA 02-106)~~

~~17a-106 Cooperation in relation to prevention, identification and treatment of child abuse/neglect.~~

DCF Policy 22-1-3 Mandated Reporter's Failure to Report.

PA 22-87 An act Concerning the Identification and Prevent of and Response to Adult Sexual Misconduct Against Children.

~~P.A. 11-93 An Act Concerning the Response of School Districts and the Departments of Education and Children and Families to Reports of Child Abuse and Neglect and the Identification of Foster Children in a School District.~~

~~P.A. 15-205 An Act Protecting School Children.~~

~~P.A. 14-186 An Act Concerning the Department of Children and Families and the Protection of Children.~~

Policy Adopted: February 23, 2021

Policy Revised:

**ENFIELD PUBLIC SCHOOLS
Enfield, Connecticut**

Students

P5145.511

Exploitation: Sexual Harassment

Sexual Abuse Prevention and Education Program

Definitions

Sexual violence is a multi-layered oppression that occurs at the societal and individual level and is connected to and influenced by other forms of oppression, in particular, sexism, racism and heterosexism. On the societal level, it is the preponderance of attitudes, actions, social norms that perpetuate and sustain environments and behaviors that promote a cultural tolerance, acceptance, and denial of sexual assault and abuse. On an individual level, sexual violence is a wide range of sexual acts and behaviors that are unwanted, coerced, committed without consent, or forced either by physical means or through threats.

Sexual abuse refers to coerced or forced sexual contact or activity that may be ongoing or occurs over time, often within a trusting relationship. Most victims know their perpetrators. Perpetrators are usually older than their victims and may trick or force them into gradually doing the sexual behavior. The sexual behavior may not be violent and may even be pleasurable to the child, who doesn't necessarily know it is wrong. Perpetrators of ongoing sexual abuse control the child/youth through secrecy, shame, or threats. Children cannot consent to sexual contact with adults or older youth, and sexual contact is considered abuse, regardless of whether it includes touching or not.

Sexual assault usually refers to forced or unwanted sexual contact or activity that occurs as a single incident, as opposed to ongoing sexual abuse that may continue over time. It may also involve verbal or visual behaviors, or any type of pressure designed to coerce or force someone to join in the unwanted sexual contact or activity. The assault may involve a similar range of behaviors that are attempted or perpetrated against a victim's will or when a victim cannot consent because of age or lack of capacity, disability, or the influence of alcohol or drugs. Sexual assault may involve actual or threatened physical force, use of weapons, coercion, intimidation or pressure. The offender usually takes advantage of the victim's vulnerability. Anyone can perpetrate this type of abuse – a trusted friend or family member, a stranger, a casual acquaintance, or an intimate partner.

Program

The Enfield Public Schools shall implement the Sexual Abuse and Assault Awareness and Prevention Program identified or developed, in compliance with C.G.S 17a-101q, by the Department of Children and Families, in collaboration with the Department of Education and other assisting entities, with the goal of informing students and staff about child sexual abuse and assault awareness and available resources. The District's implementation of the Sexual Abuse and Assault Awareness and Prevention Program, per statute, shall be not later than

Students

Exploitation: Sexual Harassment

Sexual Abuse Prevention and Education Program (continued)

Program (continued)

October 1, 2016. The program, for students in Grades K-12, inclusive, shall include, but not be limited to:

- 1. Providing teachers instructional modules that may include, but not be limited to:*
 - a. Training regarding the prevention and identification of, and response to, child sexual abuse and assault, and*
 - b. Resources to further student, teacher and parental awareness regarding child sexual abuse and the prevention of such abuse and assault.*
- 2. Providing mandatory training to all District staff to ensure they are fully informed on:*
 - a. The warning signs of sexual abuse and sexual misconduct involving a child, including recognizing and reporting child sexual abuse,*
 - b. Mandatory reporting requirements,*
 - c. Prevention and identification of, and response to, child sexual abuse and assault,*
 - d. Bystander and appropriate interaction with children and training programs,*
 - e. School District policies pertaining to sexual abuse and sexual misconduct,*
 - f. Establishing and maintaining professional relationships with students,*
 - g. Available resources for children affected by sexual abuse or misconduct, and*
 - h. Appropriate follow-up and care for abused students as they return to the classroom setting.*
- 3. Providing students age-appropriate educational materials designed for children in grades kindergarten to twelve, inclusive, regarding child sexual abuse and assault awareness and prevention that may include, but not be limited to:*
 - i. The skills to recognize:*
 - i. Child sexual abuse and assault,*
 - ii. Boundary violations and unwanted forms of touching and contact, and*
 - iii. Ways offenders groom or desensitize victims.*
 - j. Strategies to promote disclosure, reduce self-blame and mobilize bystanders.*
 - k. Actions that child victims of sexual abuse and assault may take to obtain assistance.*
 - l. Intervention and counseling options for child victims of sexual abuse and assault.*
 - m. Access to educational resources to enable child victims of sexual abuse and assault to succeed in school.*

Students

Exploitation: Sexual Harassment

Sexual Abuse Prevention and Education Program (continued)

- n. Uniform procedures for reporting instances of child sexual abuse and assault to school staff members.*

The lessons should be evidence-informed, developmentally and age appropriate and informed by the required curricula standards and performance indicators contained in the SDE Guidelines (Section Three).

[Note: Above items a, b, c, d, e, and f are required per P.A. 14-196.]

- 4. Implementing a child sexual abuse curriculum to provide age-appropriate information to teach students the difference between appropriate and inappropriate conduct in situations where child sexual abuse or sexual assault could occur, and to identify actions a child may take to prevent and report sexual abuse or sexual assault. Students will be:*
- a. Provided with resources and referrals to handle these potentially dangerous situations.*
 - b. Provided access to available counseling and educational support.*

The Board of Education directs the Superintendent develop administrative regulations to address the issues of students obtaining assistance, intervention and counseling options, access to educational resources and procedures for reporting instances of child sexual abuse and assault.

A student shall be excused from participating in the sexual abuse, assault awareness and prevention program offered within the school, in its entirety or any part thereof, upon receipt by the Principal or his/her designee, of a written request from the student's parent/guardian.

Any student exempted from the sexual abuse and assault awareness and prevention program shall be provided, during the period of time in which the student would otherwise be participating in such program, an opportunity for other study or academic work.

Students shall be encouraged to disclose abuse to a trusted adult member of the staff, including, but not limited to, teachers, administrators, nurses, coaches, and counselors. Child abuse reporting procedures will be followed for all acts of violence and sexual abuse against children as delineated in policy #5141.4, "Reporting of Suspected Child Abuse," and its accompanying regulations.

Connecticut General Statutes §17a-101, as amended, requires all school employees including the Superintendent of Schools, school teachers, substitute teachers, administrators, school guidance counselors, school paraprofessionals, licensed nurses, physicians, psychologists, social workers, coaches of intramural or interscholastic athletics, or any other person, who in the performance of his/her duties, has regular contact with students and who provides services to District students, who have reasonable cause to suspect or believe that a child has been abused, neglected, or placed in imminent risk of serious harm to report such abuse and/or neglect in compliance with applicable state statutes.

Students

Exploitation: Sexual Harassment

Sexual Abuse Prevention and Education Program (continued)

Reporting Child Sexual Abuse and Assault (continued)

An oral report by telephone or in person shall be made as soon as possible but no later than 12 hours to the Commissioner of Children and Families and to the Superintendent of Schools or his/her designee followed within 48 hours by a written report to the Department of Children and Families.

Reporting suspected abuse and/or neglect of children, in addition to the requirements pertaining to staff training, record keeping and dissemination of this policy, shall be in accordance with the procedures established and set forth in the Administrative Regulation #5141.4.

(cf. 5131.911 – Bullying)

(cf. 5141.4 – Reporting of Suspected Child Abuse)

(cf. 5145.5 – Sexual Harassment)

*Legal Reference: Connecticut General Statutes
17a-101q Statewide sexual abuse and assault awareness and prevention program
A Statewide K-12 Sexual Assault and Abuse Prevention and Awareness Program developed by DCF, SDE, and Connecticut Alliance (The Alliance) to End Sexual Violence.
PA 22-87 An Act Concerning the Identification and Prevention of and Response to Adult Sexual Misconduct Against Children*

Policy Adopted: April 27, 1998
Policy Revision: September 22, 2009
Policy Adopted: February 23, 2021
Policy Revision:

**ENFIELD PUBLIC SCHOOLS
Enfield, Connecticut**

Bylaws of the Board

9325.2

Order of Business and Meeting Conduct

This policy generally describes the items to be discussed and actions to be taken at Board Meetings. The sequence of the agenda is defined below:

1. Call to Order
2. ~~Invocation or~~ Moment of Silence
2. Pledge of Allegiance
3. Fire Evacuation Announcement
4. Roll Call
5. Board Guests
6. Superintendent's Reports
7. Audiences
8. Board Members' Comments
9. Unfinished Business
10. New Business
11. Board Committee Reports
12. Approval of Minutes
13. Approval of Accounts and Payroll
14. Correspondence & Board Communications
15. Executive Session
16. Adjournment

Type of Meeting

Define whether this is a regularly scheduled meeting where agenda items can be added; a special meeting where, according to the Freedom of Information Commission only items listed on the agenda may be discussed; or an Emergency meeting where only those items listed on the agenda may be discussed.

Place of Meeting

Self-explanatory.

1. Call to Order:

The Chair declares the meeting started.

2. ~~Invocation or~~ Moment of Silence:

Self-explanatory *A moment of silence lacks any specific religious formulation, and therefore it will be presented as a way of creating reflection and respect without endorsing any particular religion.*

2. Pledge of Allegiance:

Self-explanatory.

3. Fire Evacuation Announcement:

A fire/safety announcement must be made after the

Bylaws of the Board

Order of Business and Meeting Conduct (continued)

meetings called to order. This is required for any public meetings held per fire regulations.

4. Roll Call:

Self-explanatory.

5. Board Guests:

The Board will receive invited guests (individuals and/or groups) who have been invited to attend the meeting by the Board. These invitations may be related to recognition awards presentations to the Board, or consultant reports to the Board.

6. Superintendents' Report:

During this portion of the meeting, the Superintendent or his/ her designee will report to the Board items listed on the agenda or of interest concerning the school system or education in general.

7. Audience:

During this period any resident or taxpayer of Enfield, employee of the Board, or Citizen with an interest in our school system may address the Board on issues concerning the school. When addressing the Board, the member of the audience will state their name and address; refrain from making personal attacks on individuals. Since the Board meetings are held to conduct the Boards' business in public, and are not meetings with the public, the Chair, acting on behalf of the Board, has the right to limit the overall length of time devoted to the audience participation, and/or the length of time individuals may spend when addressing the Board.

8. Board Members' Comments:

During this portion of the meeting any Board member may bring up verbal communications they have received, communicate ideas or concerns to other Board Members of the Administration, or any one member may request that an item be placed on a future agenda for reaction by the Administration and/or discussion by the Board. With the permission of the Chair, the Superintendent, or designee, may answer Board members' questions and/or concerns.

9. Unfinished Business:

In this portion of the meeting those agenda items left over from previous meetings are discussed and/or acted upon.

Bylaws of the Board

Order of Business and Meeting Conduct (continued)

- 10. New Business:** In this portion of the meeting new items to be discussed and/or acted upon are handled.
- 11. Board Committee Reports:** During this portion of the meeting Committees of the Board on various committees will report on the significant activities of these committees. When a Board Committee submits their final report to the Board during this portion of the meeting, the report may be discussed during this time, and the Board may act to accept or reject the report during this portion of the meeting.
- 12. Approval of Minutes:** See: Approval of Minutes in Policy.
- 13. Approval of Account and Payroll:** During this portion of the Board's Finance Committee reports on the amount of expenditures during previous periods and the Board acts upon this report.
- 14. Correspondence and Board Communications:** The Secretary reads, or highlights letters and petitions received by the Board or members of the Board that are of general interest to the community.
- 15. Executive Session:** During this portion of the meeting only the Board and those individuals the Board requests to attend are present. Only those matters listed on the agenda and permitted by the Freedom of Information Act (i.e. personnel, negotiations, pending litigation, real estate, etc.) are discussed.
- 16. Adjournment:** The End of the Meeting. This will be no later than 10:30 PM unless the Board is in Executive Session or six members of the Board vote to extend the meeting.

Procedural issues not defined in this or other Board Policies, will be determine by Federal, State or Local Statutes if addressed there or Roberts Rules of Order.

Bylaw adopted by the Board: October 24, 2017
Policy Revised:

**BOARD OF EDUCATION
REGULAR MEETING MINUTES
JANUARY 24, 2023**

A regular meeting of the Enfield Board of Education was held in Council Chambers on January 24, 2023.

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

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

MEMBERS ABSENT: Scott Ryder

ALSO PRESENT: Mr. Christopher J. Drezek, Superintendent; Mr. Andrew B. Longey, Assistant Superintendent; Student Representative Kayla Surprenant and Morgan DiFronzo

Madam Chair read the same statement that Mayor Cressotti read at the Town Council meeting held on Monday, January 23, 2023.

“Our goal for our public meetings on the Town Council and Board of Education is to have our meetings be orderly where the public is able to attend, participate, and listen. We expect that as elected and appointed officials we maintain proper decorum while conducting the public’s business and for everyone to feel safe. Our expectation is the same for the public. Everyone who attends Town Council meeting or Board of Education meetings need to exhibit respect and responsible behaviors at all times. This will be greatly appreciated by all.”

6. **BOARD GUEST(S)**

a. **Donna Szewczak**

Mr. Drezek stated we would like to recognize former Board of Education member and former Town Council Deputy Mayor Donna Szewczak who has retired from public service. She snuck out of town before we could give her a proper sendoff. She was at the JFK grand opening, and I was able to lure her back to attend tonight’s meeting.

Madam Chair stated her first term as a Board member is when she first met Mrs. Szewczak. She has the utmost respect for you. We did not always agree but you were upfront and honest to her, and you were a great mentor. Your extensive knowledge about facilities, roofs and roads is unmatched. There is definitely a gap we are trying to fill since your retirement. We are all extremely proud of your service and dedication to Enfield schools. Even when you were on the Town Council, you never stopped looking out for us. Mrs. Szewczak thanked Madam Chair for her kind words.

Mr. LeBlanc also thanked Mrs. Szewczak for her service. You were his favorite walking partner during the previous two term when we were knocking on doors. Enjoy your retirement and enjoy your time traveling.

Mr. Drezek added we thank you for your time serving on the Board and Town Council. You have constantly advocated for the kids in Enfield. This is the highest honor we are allowed to give out.

Madam Chair presented Mrs. Szewczak with an apple on behalf of the Board of Education, Students and Staff from the Enfield Public Schools. Madam Chair added she was first a Fermi Band Parent. Mrs. Szewczak added don't mess with us band parents.

Mrs. Szewczak added she has been avoiding Mr. Drezek. The time you give to the town serving goes by so quickly. It is really precious, and people do not understand that. She has served for almost a decade, and it just slips by. Please enjoy what you are doing and do the best that you can. Thank you for recognizing her. She also thanked Mr. Drezek for tracking her down.

7. SUPERINTENDENT'S REPORT

a. Student Representative Update

Student Representative Morgan DiFronzo stated today was the last day for mid-terms. The next semester starts on Friday, January 27th. She reviewed the schedule for the week for students. We will have an early release day on Wednesday, January 25th. The Program of Studies Night will be held on Wednesday, February 1st at 7:00 PM in the EHS Auditorium for incoming students. We will have Civil Discourse Circle Meetings on February 7&8th. If you are interested, please contact Mr. Murray. This event is open to all students and teachers and will count as a field trip.

Student Representative Kayla Surprenant reported this week the EHS Hockey team has a game tomorrow and on Friday, January 27th which is also Senior night. Both games are at home. The girls basketball team has 2 away games this week, one is tonight, and the other is Thursday, January 26th. The boys basketball team plays on Thursday, January 26th at home. The wrestling team has two games this week, Wednesday, January 25th at home and this will be their senior night and the play on Thursday, January 26th on the road.

b. Early Release Day

Mr. Drezek stated he has notified staff this afternoon that we will be cancelling the planned PD for Wednesday, January 25th due to the impending weather. This is a planned early release day. He has held off talking about snow, but it is here. Parents are preparing for an early release day with lunch. We will do everything we can to stay on this schedule. But as the weather reports come in, we may need make adjustments due to the weather moving into our area sooner than previously predicted. We may need to shorten the day. We do have this option to use an early release day without lunch if needed. It would get our kids home sooner, but we try not to use this option. We like to feed our kids when they are here. So stay tuned.

Mr. Drezek added he received some questions about Monday and why we didn't utilize an early release day. He was informed that the strongest weather would be coming in around 11:30 – 2 PM and this would have placed our kids being dismissed during this time. By keeping everyone in school, it allowed our DPW staff to clear the roads in time for afternoon dismissals. He added it is now winter in New England and buckle up. He hopes we continue to have a mild winter season.

c. EPS Update – as presented

d. Superintendent's 2023-24 Budget Presentation

Mr. Drezek presented his FY2023-24 Proposed Budget to the Board. He reviewed: Our Philosophy; Different Perspectives this year; Equity Statement; Social and Emotional Learning; Central Office Restructure; EdSight – PPE by % High Needs; Academics; Where do we go from here: Support – Yellow; Academics – Orange; Opportunity & Access – Purple; Other by Law – Blue; Current Budget; Fixed Costs; Budget Request; 2% Carryover; Request 3.96%; Unknowns

– not a Typical Year; Challenges this doesn't Address; Reality Check; Barnard 2016-2017 and 2022-23; and Summary.

Mr. Drezek will continue to work to reduce this number. We also need to start thinking about our elementary schools and the direction we are going in. We have not made any cuts to any staff or programs. We have currently frozen our budget. The Board will need to present to the Town Manager our budget by the end of February. If the Board is not prepared to vote on this tonight, we will place it on the next agenda for you to vote on. This will give us and the Town Manager enough time to present her budget to the Town Council to vote on.

Mr. Drezek stated he will address any questions you may have. This budget is now the Board's budget to do with it as you wish. You can add or subtract to it. He has presented his proposed budget. The budget you will approve will go next to the Town Council to approve. We have been very fortunate over the past several years working with the Town Council. It is now up to the Board to proceed with the budget process.

8. AUDIENCES

Madam Chair read a prepared statement about expectations for audience participation. She reminded audience members about Policy #9325.2 Order of Business and Meeting Conduct and explained about audience participation. We will utilize a 3-minute time limit for audience participation tonight. Thank you.

Juliette Leith, Katherine Road – Mrs. Leith read the definition about Separation of Church and State and the 14th Amendment and its history. She would like the Board to keep a moment of silence on the agenda and encourages invocations.

Walter Kruzel, Charnley Road – Mr. Kruzel stated SPED costs have never been fully funded. He added we are the people, and the people want the invocation and a moment of silence kept on the agenda. We have lost Christmas and Good Friday. These are federal and legal holidays that we are paid for. He thanked Mr. Ryder for what he said at the JFK grand opening ceremony. He also thanked Donna Szewczak and Scott Ryder for everything they did getting the pact together for the JFK referendum project. He would like to know if they have hired an architect for the next roof replacement project on the Joint Facilities Committee. This is the time to start applying for grant reimbursements. God bless American and Enfield, Connecticut.

Peter Jonaitis, Farmstead Circle – Mr. Jonaitis spoke about Bob Tkacz's passing and how they spoke over the past two years on the phone weekly – may he rest in peace. He congratulated the State of Iowa for allowing the money to follow the student. He congratulated Dr. Calnen for his courageous vote at the last Board meeting. He congratulated Councilman Mangini for her invocation at the last Town Council meeting. We need to be talking less about the constitution and more about getting us off from being an Alliance District. We need to be talking about education and what is going on in the classrooms. He spoke about the 3'x5' flags in some of the EHS classrooms and safe spaces. What we do in our schools is for all students.

Marilyn Cowles, Fletcher Road – Mrs. Cowles stated she was a teacher and would never want to be a superintendent. The Board is elected as a group, and you represent the residents. Have you asked us about what our opinions are? You are here for the betterment of our students and not for your own personal views. Many parents have gotten involved and shared their opinions and thoughts with you. You should be engaging with the parents and have discussions with them. You have missed an opportunity to engage with them and bring the community together. When it comes to the curriculum, read it carefully and ask these questions, would you want your child to learn this information, is it appropriate and will this curriculum help produce a well-rounded Enfield citizen.

Maureen Griffin, Abbe Road – Mrs. Griffin urged the Board to pass the budget as it was presented. Our kids are suffering. The superintendent understands the needs of our kids. The needs of our kids are different. Our schools need supports. Our high needs students are being outplaced. The money needs to be there. We are not in the 1950's anymore. We need a long-term plan. FOIA costs make her unhappy. This comes from our kids being used as political pawns. You are here to serve our children and not use our students. The students need a safe place, and the flags symbolize this. It helps those that need it and to be supported. Our kids need a place to be safe. Don't use our kids.

9. BOARD MEMBER COMMENTS

Mrs. Acree stated Prudence Crandall Literacy/Numeracy Night that was scheduled for Wednesday, January 25th has been moved to Wednesday, February 1st due to the impending storm. February 1st is also read aloud day. The Crandall Winter Chorus and Instrumental Concert will be held on Thursday, January 26th in the EHS Auditorium at 6:30 PM. Students are completing their iReady winter diagnostic in math and reading. They are seeing amazing growth from the students which is a good thing. Parents can look for reports explaining this. She is looking forward to attending the Prudence Crandall concert.

Madam Chair asked Mr. Drezek if he will address our questions during Item #11 Discussion and Action Regarding the FY2023-24 Budget if we are not prepared to vote on this item now?

Mr. Drezek stated the Board can have a discussion and if you are not prepared to take a vote you can wait. He will address the questions he can answer. You can also send any questions to the Chair and Madam Chair would then send them to me to address. We did this when Mr. Kruzal was Chair, and we went downstairs to our old conference room to address Board member questions.

Madam Chair stated she will just start the discussion tonight about the budget. Mr. Drezek added we placed action if any for just in case the Board was prepared to vote. Madam Chair stated she wanted some clarification regarding the process. Mr. Drezek added, Mr. Longey has just sent each Board members the budget document.

Mr. Unghire stated we have just received that e-mail from Mr. Longey. He would like to request a hard copy of the budget. Mr. Drezek stated he can do that for any Board member that would like a hard copy.

Madam Chair apologized for going off track a bit.

Dr. Calnen thanked Mr. Drezek for the budget presentation. He was heartened to hear your concerns about health and safety. In order for our kids to have a good education, they need to be healthy and learn about being healthy. Health should be an integral part of our curriculum. He is not sure how much of that is dedicated in our curriculum. He would like to discuss this at a Curriculum Committee meeting. He is happy to hear we will continue free lunches for students. This is very important.

Dr. Calnen stated if we ever receive a windfall of funds, since we are discussing our buildings, he would like to see STOWE expanded. There are so many families that cannot afford high quality childcare. The STOWE Early learning center provides such a great opportunity for only a small amount of children. We need to expand our Early Learning Center.

Dr. Calnen stated the 2-Gen Committee met on Thursday, January 19th and we will engage area businesses and communities about the need for affordable high-quality childcare. We will have a breakfast meeting with the Chamber of Commerce in late August/early September. Our next meeting will be held on Thursday, March 2nd.

Mrs. Cushman thanked the audience members that came to tonight's meeting and for your e-

mails. She looks forward to the upcoming Policy committee meeting. We will discuss some of the policies that have been sent back to the committee to look at again. She thanked the audience members for their comments. She appreciated receiving an e-mail from Ms. Marr and Buzz Robotics. Mr. Unghire shared information about their trip to Boston Dynamics. She looks forward to them coming to an upcoming Board meeting. She hopes they will be able to bring their robot with them.

Mr. Hamre stated the JFK report cards will be available on Powerschool on Friday, January 27th. The next PTO meeting will be held on Wednesday, February 8th at 6:30 PM virtually. They will start their winter fund raising event on Wednesday, February 1st. Students will be doing acts of kindness for National Kindness Day during the first 2 weeks of February. Additional information can be found on the enfieldpto.com and jfkpto website.

Mr. Hamre added PLA still have openings. The next class will start on Saturday, February 4th. He was a graduate from PLA class #10. They provide meals and childcare at their meetings. This program works. He encourages you to check it out. If you have any questions, you can contact Malissa Griffith at mgriffith.com and you can also apply at enfieldkite.org.

Mr. Hamre is excited for the next Enfield Instrumental Music Association meeting on Tuesday, February 7th. They will be discussing expanding to include chorus, musician, and vocalists to this group.

Mr. Hamre extends his condolences to Mr. Tkacz family. He has been in chambers where he has been here numerous times. He truly cared about our town.

Mr. Hamre also appreciated the Superintendent's Budget presentation and how it focused on our student's needs.

Mr. Hamre stated Enfield Pride and Enfield P-Flag are organization that support LGBTQ community. There is an audience in our community that needs this support. If you are interested in learning more about these organizations, you can find more on FaceBook or social media platforms. Enfield P-Flag will be moving their meetings to Asnuntuck Community college. Enfield P-Flag is for parents and guardians to understand the needs of their child or grandchildren and to help them understand the process.

Mr. LeBlanc thanked Mr. Drezek for his presentation. We need to remember this is for the next generation and we need to consider what they have gone through and how we will adapt so they can be successful after us. The proposal you presented not only takes into account the current student needs and future needs. You addressed our advanced technology. A comment was made after the JFK grand reopening how the technology at JFK was better than what was at Asnuntuck. That is pretty impressive to have someone from ACC make that comment about our school's technology and courses. Our technology is on par or better than some colleges.

Mr. LeBlanc agrees with what Mr. Kruzel said about our roofs. Based on your presentation tonight and how to look at things moving forward and balancing our immediate needs and our long term goals. He agrees we need to troubleshoot some problem areas. Immediate fixes and long-term goals need to be balanced and we will see where we stand.

Mr. Unghire also thanked Mr. Drezek for his budget presentation. He thanked audience members for your comments and good points, and he appreciates that. Mrs. Leith spoke about a court judicial case that supports prayers. He is going to look into this from a legal perspective.

Mr. Unghire stated Hazardville Memorial will have their next PTO meeting virtually on Thursday, February 23rd. He added at our December meeting, he read an article from Readers Digest and Madam Chair challenged the Board to write something good about each other. He has discussed this with his caucus members, and they are working on this.

Mrs. Pickett stated all K-5 families received a survey for conferences. Our teachers are doing an amazing job. She hopes the completed surveys will be used to help create innovative and creative family partnerships. Please complete the surveys.

Mrs. Pickett thanked Mr. Drezek for his budget presentation and your thoughtful way with equity and SEL. She would like to know how are we building support, shared leadership and consistency in our district. She would like to hear more about this.

Mrs. Pickett stated Enfield Street is looking at safety for parent drop off and pickups. It can be very scary in the parking lot. They have a safety zone for students to exit vehicles from the passenger side of the car. Please wait for your turn before letting your children out of your vehicle. She thanked leadership for their response to parents concerns about this. ESS will have their Someone Special Dance on Friday, February 10th as well as upcoming assemblies. Please refer to the principal's newsletter and you can also go to erfcinc.org to look at all of the programs they offer.

Mrs. Pickett shared her comments regarding the policy addressing the moment of silence and innovation. She thanked Mr. Drezek for putting up our equity statement. We are not doing a great job of being inclusive on our agenda. In the description for each item listed on the agenda, it explains what is expected for each item. Items #2 and 3 are listed as self-explanatory. These items need to be defined. She is a Catholic by faith. When we are in Council Chambers, we need to represent all students. We should not be honoring only one faith. What is that saying to our students. She is not against a moment of silence. A clear explanation defining this is needed.

Mrs. Pickett stated this will also lead to conversations about our school calendar. Mr. Kruzel mentioned this in his comments he made. We did not remove Christmas. We changed the name of the break on the calendar. She would like to see us make additional changes on the calendar to include all holidays and various cultural celebrations. She would also like to see a second conference date added to the calendar.

Madam Chair stated EHS Safe Grad will have an 80's dance on Saturday, March 18th at the American Legion. They will have prizes and games. Wearing attire from the 80's is encouraged. They are looking for games and toys from the 80's. You can reach out to EHS Safe grad at safegrad2023@gmail.com.

Madam Chair stated the Enfield Instrumental Music Association (EIMA) is having a comedy fundraiser event on Saturday, January 28th at the Elks. The show starts at 6:00 PM and the doors open up at 5:00 PM. They will have a dinner buffet and prizes. This is an 18 years or older event. Tickets are \$35 each. They will also be reaching out to Mr. Ryder to put this information on the PTO websites. Also on Saturday, February 4th the EHS Band Orchestra and Chorus students who were selected to play at CMEA Regional Music Festival will be auditioning for the CMEA All-State Music Festival that will be held in March.

Madam Chair stated the JFK dedication ceremony was well attended. It is such a beautiful building. The technology that is available in that building is amazing. EHS and JFK are designed for students in grades 6-12 and the rooms are a bit different at each building. She hopes the students enjoy it. She feels our money was well spent for both renovation projects. She appreciates all of the hard work that went into JFK.

Madam Chair stated a parent reached out to her about the survey for students in the middle school and high school, and she wanted to let both Dr. Calnen and Mrs. Acree know about this since you are involved with the mental health committee. The parent wanted to know if a study is being done about the affect technology is having with our students mental health and issues and other mental health issues they are having. She agrees with this parent and wanted to share this concern with you both.

Madam Chair stated yesterday when she was driving in Enfield, a vehicle cut in front of one of our buses. She thanked our bus drivers for keeping our kids safe.

Madam Chair added she was challenged by a parent to talk about anything we have witnessed and would like to share. It is great that we are talking about events happening at our schools. She helped Safe Grad in 2022. We had a senior at the Eagle Academy. What our staff and administrators did for this student was amazing. The student never received the communications about Safe Grad. They made sure this student could attend the Safe Grad event and also made sure they had a place to stay until transportation could arrive to pick them up since the student lived in another town. This is just one example of what our amazing staff will do for our students. These are things we need to hear more about.

10. UNFINISHED BUSINESS: None

11. NEW BUSINESS:

a. Discussion and Action Regarding the FY2023-24 Budget

Mr. Hamre asked if the issues at the legislature at the State level passed, when would we see those monies? Mr. Drezek stated we would see those funds in the 2024-25 school year. That is one of the many unknowns with the way the bills are written. We have heard some rumblings that this may be included in the current fiscal year. Mr. Hamre added these monies would not give us a cushion now. Mr. Drezek stated he would not anticipate that.

Mr. Hamre stated during your presentation, a phrase was made - transitional aggression. It is amazing to put into context the budget and seeing tangible impact over the last 3 years and the changes our students have gone through. His children went to our aging elementary schools, and it was challenging back then.

Mrs. Pickett thanked Mr. Drezek for his presentation and meeting the needs of our students based on the data. She is excited to hear more about long term strategic planning. She has been advocating for this. She supports discussing our elementary model. The long term planning needs to be more than just a redesign of our schools and how to meet our students needs. The special education considerations were very concerning. This is an area that is always very challenging to budget. She also believes we need Tier I universal interventions done a bit differently. Our data that Ms. Middleton presented shows it is not just our high needs students that are struggling. She would like to better understand our Tier I supports. This is the same budget but with an increase for inflation. Is there any changes in programs or services.

Mr. Drezek stated everything is connected. When he mentioned class sizes increasing or decreasing and the net results. It is very clear he does not plan to lose any staff members. How do we better utilize our staff to meet the needs of our kids. We discussed direct targeted interventions for students in the transitional years and then expanding on that. He is not in the prediction business but once this program is running for the six weeks, he knows it will work. When we have the data that shows this worked, we do not have the ability to integrate this into the students current day now. We need to look at how can we do this next year. We have done a very good job of working with what we have. When we created Eagle Academy, we did not get a budget increase, we worked with what we had. We have the same budget amount, and we are not adverse from looking at utilizing our funds and services differently. We also need to have a discussion about reading that is not included in the presentation. Using a new reading program will cost us money that is not included in the budget.

Mrs. Pickett stated we have discussed the reading issue at our Curriculum meetings. Mr. Drezek stated he has applied for an extension, not a waiver. He does not have a problem with us using a new reading program. He does not like how it was delivered to us. The State is

telling us we need to use a program that will cost us. He is not adverse to looking at things differently. This was snuck into a bill. We had Alliance funds until the bill went through. Every teacher in our building has been trained in our current reading and writing program. His issue is the timing of this and the resources that are needed. The average budget increase from superintendents is 4.62%. Some superintendents have included the new reading program in their budget requests that are in double digits. It is expensive and he asked for an extension. We need to look at everything. We are doing very well in the area of science. We made a fundamental shift and maybe we can do this in other subject areas. He has restructured Central Office positions.

Mrs. Pickett added it is obvious that we need to change some of our practices. She does not want to see the budget be a constraint. She would love to see us do things in a more robust way. She understands the restraints we have. She would love for us to keep any additional funding we receive. We need to partner with the Town and work smarter and not harder. We need to streamline our services. We need to expand our equity and student support needs.

Mrs. Pickett stated we just updated our teacher contract, and this is included in this budget. She would also like to know if there are any creative ways to give stipends or incentives to staff that go above and beyond. Mr. Drezek stated that all needs to be collectively bargained for.

Madam Chair stated when our students enter our school system, they can go to 4 or 5 different schools by the time they graduate. We have seen concerns with the transition years, and this concern her. When we did the elementary consolidation, we were at maximum capacity in our buildings. Our rooms are being used for multiple uses. We need to consider our current building structure and the age of the buildings. We need to add more classes at Stowe and Eagle Academy. We need to look at the bigger picture. What are our next steps. Our elementary buildings do not have any space left. What is the long term plan. Our numbers are increasing.

Madam Chair asked if the State is working on a bill where all students receive free lunch. Mr. Drezek stated there are some rumblings and conversations about this. Covid funds are running out. The State has expiring covid funds also. He does not have anything concrete on this issue, but he can see this happening.

Madam Chair stated our budget is to maintain current needs and not cut staffing or programs. She has not seen a budget presentation with more than 2%. All of our budgets are to maintain current needs, not cut staffing or programs. Finding new unique ways to maintain, but she would love to enhance. This is all about being fiscally responsible. We are all living with tight budgets. She appreciates your thoughtful presentation. We will review your presentation and if anyone has any questions, please send them to her and she will forward them all to Mr. Drezek. We will plan to vote on this in February. This will give Board members two weeks to review the budget and send her questions to be addressed by Mr. Drezek.

b. Action if any Regarding Nathan Hale Elementary School

Mrs. Pickett moved, seconded by Dr. Calnen that the Enfield Board of Education releases Nathan Hall back to the town of Enfield.

Discussion:

Mr. Unghire stated someone is interested in procuring the building and we would release the building back to the Town. Can we wait to see if the town has a signed purchase agreement in place. Then we could release the building. We have kept the school open for storage purposes and we may want to keep it that way. If we turn it over to the Town to sell and the sale falls apart, is there a risk the Town will then owe money for this building.

Mr. Drezek stated that is possible. The building was renovated and has an amortization

schedule. After 20 years of use and if the building use has changed from when you received the State funding, the amortization schedule lists the money you still need to repay for the renovations. The additions that were done on our elementary schools, will be repaid 2025. He started working at Central Office at Henry Barnard in 2004. The Gym and Library were already being occupied. It is not when you occupied the space it is when the project has been completed and signed over. The end date is 2025. There may be some funding we still need to repay the State based on the amortization schedule for Nathan Hale because we did not stay in this facility for 20 years. This is part of the conversation leadership had. He is not aware of who this suitor is or if we have the right to ask if the Town has a signed agreement. The question that was asked is if we are not using the building, can we give it back to the town and they will try to sell it. Board and Town Council leadership would discuss this further. Do we have a need for this building beyond storage. If it is determined that we will need to make some payback on this building, there is an appeals process with the State of Connecticut. He has had conversations with DAS about this process. There are no guarantees with the waiver. We are very close to the end date but we may still owe the State some money. We are just storing items there. If they have a buyer, we need to relinquish the building and they can pursue selling it.

Mr. Unghire asked if the Town is asking us to relinquish the building. Mr. Drezek stated that is correct.

Mr. Hamre asked if we relinquish the building and the sale falls through, the building will not come back to us. Mr. Drezek stated once the Board relinquishes the building, it is no longer ours and will not come back to us. Mr. Hamre added if the building could be useful for other programs? You discussed our elementary schools in your budget presentation. This building might be useful for other uses. Mr. Drezek stated the building needs some maintenance and has issues before it could be reutilized again.

Mr. Hamre stated the Town should be maintaining this building. Mr. Drezek stated yes and added how much are we willing to put into this building to reuse it or sell it to a potential suitor. It is not our place to tell them what to do.

Mr. Hamre stated he is being cautious because if you have a budget surplus, we need to give it back and you do not get approved for more based on past government contracts. At the end of the year, everyone is trying to get rid of their surplus budget items. He doesn't want to see us give up something we may need later on.

Mr. Drezek understands what you are saying. We used to do things that way with money at the end of the year. Around 6 years ago, we started having conversations and worked together for the betterment of the community as a whole. There are a lot of projects the Town and Board contributed towards over the years because of this agreement like turf repairs. The old way was to hurry up and use it. We are strictly using Nathan Hale for storage. He does not want to inhibit the Town from being able to sell it. We do not have a use for the building beyond storage at this time. In order for us to repurpose that building, that is a bigger conversation we would need to have with the Town. It was requested that the Board relinquish this building and the Town can explore their options for this building. One of the option was if there is no clear debt for the building, it would be factored into the price for selling the property. He has no issue with the Board relinquishing Nathan Hale to the Town. He trust the town manager that she knows what she is doing.

Mrs. Pickett left the meeting at 9:36 PM.

A vote by **roll call – 7-0-0** passed unanimously.

12. BOARD COMMITTEE REPORTS:

Curriculum – Madam Chair reported the Curriculum Committee will meet on Monday, January

30th.

Finance – Dr. Calnen reported the Finance Committee will meet on Monday, February 6th.

Policy – Madam Chair reported the Policy Committee will meet on Tuesday, January 31st. She added the best time to make changes, amendments or a suggestion about policies is at the First Reading. It would also be appropriate to ask any specific questions at the First Reading.

Leadership – Madam Chair reported Board Leadership met January 23rd and our next meeting is on February 13th.

Joint Facility – Madam Chair reported the Joint Facilities Committee will meet on January 26th at 6:30 PM.

JFK Building Committee – Madam Chair did not have anything new to report regarding the JFK Building Committee.

Joint Security – Madam Chair did not have anything new to report regarding the Joint Security Committee.

Enfield Mental Health Wellness & Workgroup – Dr. Calnen did not have anything new to report regarding the Joint Security Committee.

Enfield Cultural Arts Commission – Mr. Hamre reported ECAC is currently working on the poetry contest that will be held at JFK. The Heritage Fair Committee is meeting tomorrow night virtually. The Valley Repertoire will have auditions for their upcoming spring performance on February 7th at Asnuntuck for the production of “Holidazed”. He congratulated the Opera House Players for the awards they received for the Little Mermaid. Next month they will be putting on “Bridges of Madison County” play as well as the “School of Hard Rock”. They will also put on the “Hunchback of Notre Dame” later this year. They have been in Enfield since 2018 and have put on many great productions. It is nice to see them being recognized.

Mr. Hamre asked about the curtains that were removed from the Annex Stage and if they could be put back up. This affects planning for productions.

13. APPROVAL OF MINUTES

Mr. Unghire moved, seconded by Mr. Hamre that the Regular Meeting Minutes of January 10, 2023, be approved. A vote by show-of-hands 7-0-0 passed unanimously.

14. APPROVAL OF ACCOUNTS AND PAYROLL None

15. CORRESPONDENCE & COMMUNICATION - None

16. EXECUTIVE SESSION - None

17. ADJOURNMENT

Mr. Hamre moved, seconded by Mrs. Acree to adjourn the Regular Meeting of January 24, 2023.

All ayes, motion passed unanimously. Meeting stood adjourned at 9:45 PM.

Jonathan LeBlanc
Secretary
Board of Education

Respectfully Submitted,
Kathy Zalucki, Recording Secretary