

**ENFIELD BOARD OF EDUCATION
ENFIELD, CONNECTICUT**

Time-Place:

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

Date: 02/10/15

- 1. Call to Order – 7:00 PM**
- 2. Invocation or Moment of Silence – Vincent M. Grady**
- 3. Pledge of Allegiance – Vincent M. Grady**
- 4. Fire Evacuation Announcement**
- 5. Roll Call**
- 6. Board Guest(s)**
 - a. Fall 2014 Student Athletic Award Recipients**
 - b. DAR History Teacher of the Year**
 - c. Building Committee**
- 7. Superintendent's Report**
 - a. Student Representatives Report**
 - b. Special BOE Budget Mtg.**
 - c. February Events**
 - d. Snow Days Used**
- 8. Audiences**
- 9. Board Members' Comments**
- 10. Unfinished Business**
 - a. Discussion and Action if any, regarding the FY2015-16 Budget**
- 11. New Business**
 - a. Discussion regarding the FY2015-16 School Calendar**
 - b. Discussion and Action if any, regarding the Technology Grant**
 - c. Discussion and Action if any, regarding Prospective Supply Contract**
- 12. Board Committee Reports**
 - a. Building Committee**
 - b. Curriculum Committee**
- 13. Approval of Minutes: Regular Meeting Minutes – January 13, 2015 & Special Meeting Minutes – January 20, 2015**
- 14. Approval of Accounts and Payroll**
- 15. Correspondence and Communications**
- 16. Audiences**
- 17. Executive Session**
 - a. Matter(s) Related to Prospective Public Supply Contract - Copier**
 - b. Matter(s) Related to Collective Bargaining**
- 18. Adjournment**

Note:

***Item 11c will be
addressed after
Item 17.***



ENFIELD PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date: February 10, 2015
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Board Guest(s)

- a. **Fall 2014 Student Athletic Award Recipients:** Tonight, we will recognize our Fall 2014 Student Athletes. Mr. Barry Bernstein, our Athletic Coordinator will introduce our student athletes and coaches receiving awards.
- b. **DAR History Teacher of the Year:** The members of the Board were previously notified about this year's DAR History Teacher of the Year recipient – Sean Crane. We have invited Mr. Crane, our Social Studies Department Chair to tonight's meeting. Please join us in congratulating him for receiving this prestigious award.
- c. **Building Committee:** We welcome members from the Enfield High School Building Committee to tonight's meeting. Mr. Daigle will provide the Board with an update and will introduce any committee members present.



ENFIELD PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date: February 10, 2015
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Superintendent's Report

- a. **Student Representative Report:** Enclosed in your packet, you will find a report from both BOE Student Representatives regarding events/happenings at their respective high schools. Student Representatives may have some additional information or comments to share with Board members.
- b. **Special BOE Budget Meeting:** The Board will hold a Special BOE Budget Workshop on Tuesday, February 17, 2015 in the Board Conference Room at 7:00 PM. The meeting is open to the public.
- c. **February Events:** Schools and offices will be closed on Monday, February 16th for President's Day. Students and teachers will not have school on Tuesday, February 17th for our winter vacation day. All students will be dismissed early with lunch on Wednesday, February 25th for a half day staff professional development workshop.

Town Council and Board Members will hold public sessions for community members regarding school security on February 19th at Prudence Crandall and February 23rd at JFK. All School Security Public Comment Sessions will start at 7:00 PM and community members/parents are encouraged to attend.
- d. **Snow Days Used:** As of this writing, we have used five (5) snow days pushing the last day of school to June 23rd the 181st day of school. Students are required by *State Statute 10-15* to attend school 180 days. Firm graduation dates have been set in accordance with *State Statute 10-16l* for the 185th and 186th days of the adopted school calendar. Enrico Fermi high students will graduate on June 23rd and Enfield high students will graduate on June 24th.



ENFIELD PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date: February 10, 2015
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Discussion and Action if any, regarding the FY2015-16 Budget

The Board of Education will continue their discussion regarding the FY2015-16 Budget.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriate regarding the FY2015-16 Budget.



ENFIELD PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date: February 10, 2015
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Discussion regarding the FY2015-16 School Calendar

This item has been placed on the agenda for Board members to start their discussion regarding the FY2015-16 School Calendar. We have provided each Board member with a copy of the Draft calendar.



ENFIELD PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date: February 10, 2015
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Discussion and Action if any, regarding the Technology Grant

Mr. Bourassa, our Chief Education Technology Officer and Ms. Middleton, our Chief Academic Officer will discuss the Technology Grant they will be submitting to the State Department of Education. This grant will provide \$107,800 of new technology for the district. The State will subsidize 70.36% of the grant. The grant requires Board approval.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriate regarding approving the Technology Grant as presented.



ENFIELD PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date: February 10, 2015
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Discussion and Action if any, regarding Prospective Supply Contract

This item will be discussed during the Executive Session portion of the meeting and will be addressed after Item 17 on the Board agenda.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriate regarding approving the Prospective Supply Contract for Copiers as presented.



ENFIELD PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date: February 10, 2015
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Executive Session

The Board of Education needs to discuss the following item:

- Matter(s) Related to Prospective Public Supply Contract – Copier
- Matter(s) Related to Collective Bargaining

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

Fall 2014 Athletic Awards Recognition

Fermi CCC All Conference:

Boys Cross Country: Tom Vose
Girls Cross Country: Sydney Nash
Field Hockey: Jillian Lapponese, Lindsey Taupier, Paige Hebert
Football: Tyshawn Cunningham, Bailey Raymond, Tom Vella
Boys Soccer: Alex Brown, Jabari Smith
Girls Soccer: Kiley Vermette, Gillian Power

Enfield NCCC All Conference:

Girls Cross Country: Farhiyo Aden
Field Hockey: Jessie Maier, Taylor Geaglone
Boys Soccer: Anthony Romei
Girls Soccer: Olivia Caronna, Tina Leonardo
Football: All Conference Pequot: Tyrik Henry

All State:

Fermi: Sydney Nash, Cross Country Class "M"
Jillian Lapponese, Field Hockey Class "S"
Bailey Raymond, Football Class "M"
Enfield: Farhiyo Aden, Cross Country Class "SS"
Jessie Maier, Field Hockey Class "S"

Sports Department Student Athlete of The Month Awards:

September - **Enfield:** Jordan Fritz, Volleyball
Fermi: Zach Cormier, Football

October - Enfield: Anthony Romei, Soccer
Fermi: Paige Hebert - Field Hockey

November - Enfield: Olivia Caronna, Soccer
Fermi: Sarah Tremblay, Volleyball

December - Enfield: Carlos Hernandez, Football
Fermi: Megan Phillips, Swimming

Students Attending CIAC Sportsmanship Conference:

Fermi: Jillian Lapponese, Hannah Simons, Paige Hebert, Greg
Kraucunas, Chris Glettenberg, Bailey Raymond

Enfield: Alana Mather, Sydnie Bedard, Toriana Rugani, Joe
Roberts, Nick Serignese, Sergio Deleon

Additional Awards and Honors:

Enfield Boys Soccer: Anthony Romei (NSCAA Senior Excellence Award)

The Enfield Boys Soccer Team Received a 2014 High School Team Ethics and Sportsmanship Award from the NSCAA

Coaching Recognition:

Fermi Boys Soccer: Assistant Coach Tony Allegro, was selected as the
Boys Soccer Assistant Coach of The Year for the State
and will be honored at the All State Banquet

Enfield Girls Soccer: Head Coach Ashley Hurley, was Nominated as the
NCCC Coach of The Year



EHS/FHS Student Representative Reports – February 10, 2015

Enfield High & Enrico Fermi High School:

- FHS Instrumental Band Concert will perform for JFK students on February 13th in the Auditorium at 12:30 PM.
- FHS Jazz Festival will be held on February 21st in the Auditorium at 9:00 AM.

Monday, February 9			Game time	Bus Time
<u>HOME</u>				
PUBLIC SAFETY ACADEMY	@	FERMI BOYS BASKETBALL (Var.)	5:30 P.M.	
<u>Away</u>				
Tuesday, February 10				
<u>HOME</u>				
SUFFIELD MS	@	JFK BOYS BASKETBALL	3:45 P.M.	
E.O. SMITH (JV)	@	FERMI BOYS BASKETBALL	5:15 P.M.	
E.O. SMITH (Varsity)	@	FERMI BOYS BASKETBALL	7:00 P.M.	
BOLTON (JV)	@	ENFIELD GIRLS BASKETBALL	5:30 P.M.	
BOLTON (Varsity)	@	ENFIELD GIRLS BASKETBALL	7:00 P.M.	
<u>Away</u>				
JFK Girls Basketball	@	Suffield Middle School	3:45 P.M.	2:30 P.M.
Fermi Girls Basketball	@	E.O. Smith High School (JV)	5:15 P.M.	3:15 P.M.
Fermi Girls Basketball	@	E.O. Smith High School (Varsity)	7:00 P.M.	-----
Enfield Boys Basketball	@	Bolton High School (JV)	5:30 P.M.	4:00 P.M.
Enfield Boys Basketball	@	Bolton High School (Varsity)	7:00 P.M.	-----
Wednesday, February 11				
<u>HOME</u>				
E.O. SMITH/TOLLAND	@	ICE HOCKEY (Enfield Twin Rinks)	3:50 P.M.	
NEWINGTON	@	FERMI WRESTLING	6:00 P.M.	
<u>Away</u>				
Enfield Wrestling	@	Avon High School	6:00 P.M.	4:15 P.M.
Thursday, February 12				
<u>HOME</u>				
<u>Away</u>				
Enfield Indoor Track	@	Floyd Little Center (New Haven)	4:00 P.M.	2:10 P.M.
Friday, February 13				
<u>HOME</u>				
RHAM (JV)	@	FERMI GIRLS BASKETBALL	5:15 P.M.	
RHAM (Varsity)	@	FERMI GIRLS BASKETBALL	7:00 P.M.	
GRANBY MEMORIAL (JV)	@	ENFIELD GIRLS BASKETBALL	5:30 P.M.	
GRANBY MEMORIAL (V)	@	ENFIELD GIRLS BASKETBALL	7:00 P.M.	
<u>Away</u>				

Fermi Boys Basketball (JV)	@	RHAM High School (Hebron)	5:15 P.M.	3:15 P.M.
Fermi Boys Basketball (V)	@	RHAM High School (Hebron)	7:00 P.M.	-----
Enfield Boys Basketball (JV)	@	Granby Memorial High School	5:30 P.M.	4:00 P.M.
Enfield Boys Basketball (JV)	@	Granby Memorial High School	7:00 P.M.	-----
Saturday, February 14				
<u>HOME</u>				
BLOOMFIELD (JV)	@	FERMI BOYS BASKETBALL	2:15 P.M.	
BLOOMFIELD (Varsity)	@	FERMI BOYS BASKETBALL	3:45 P.M.	
<u>Away</u>				
Fermi Indoor Track	@	Hillhouse (Class M)	10:00 A.M.	8:15 A.M.
Ice Hockey	@	Suffield/Granby/W. Locks (ETR)	3:50 P.M.	NO BUS
Enfield Wrestling	@	NCCC Championships (TBA)	TBA	TBA
Sunday, February 15		NO PRACTICE OR GAMES SCHEDULED		

Professional Learning Days

August 25 Staff Convocation
 August 26
 August 27
 October 9
 November 3
 November 25
 February 12

Prof. Learning Community**Mtg. & Early Rel w/Lunch**

September 30
 October 28
 November 10 & 13
 December 16
 January 27
 February 24
 March 30
 April 27

Color Code

Full Day PL

Half Day PL

Elem. Conf.

Enfield Public Schools

DRAFT - 2015/16

School Calendar

School Closing Hotline - 860-253-5170**Website - www.enfieldschools.org**

OCTOBER - 20 Days						
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						

<9> Staff PL - NS

[12] Columbus Day Observed - NS

28> K-12 Early Release & Staff PL

JANUARY - 19 Days						
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						

[1] New Year's Day - NS

[18] MLK Day - NS

27> K-12 Early Release & Staff PL

APRIL - 16 Days						
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

[18-22] Spring Vacation - NS

27> K-12 Early Release & Staff PL

AUGUST - 0 Days						
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					

25 Staff Convocation Day

<26> Professional Learning Day - NS

<27> Professional Learning Day - NS

NOVEMBER - 16 Days						
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					

<3> Election Day & Staff PL - NS

9 & 12 - K-5 Evening Elementary Conf.

10>13> 6-12 Early Rel & Staff PL

10>13> K-5 Early Rel. Day - Elem. Conf.

[11] Veteran's Day Observed - NS

18 - 6-8 Evening Conferences

19 - 6-8 Afternoon Conferences

19 - 9-12 Evening Conferences

<25> Staff Half Day PL - NS

[26 & 27] Thanksgiving Break - NS

FEBRUARY - 19 Days						
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					

<12> Staff PL - NS

[15] President's Day - NS

24> K-12 Early Release & Staff PL

MAY - 21 Days						
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				

25> K-12 Early Release & Staff PL

[30] Memorial Day Observed - N/S

SEPTEMBER - 21 Days						
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			

"1" First Day of School

[7] Labor Day - NS

30> K-12 Early Release & Staff PL

DECEMBER - 17 Days						
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]		

16> K-12 Early Release & Staff PL

[24-31] Christmas Vacation - NS

MARCH - 22 Days						
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		

[25] Good Friday - NS

30> K-12 Early Release & Staff PL

JUNE - 10 Days						
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		

"14" - 181st Student Day

20* - 185th Student Day - EHS Graduation

21* - 186th Student Day - FHS Graduation

**Regular School Hours**

8:55 - 3:21 - K-2
 8:35 - 3:01 - 3-5
 7:43 - 2:31 - 6-8
 7:26 - 2:02 - 9-12

90 Minute Delay Hours

10:25 - 3:21 - K-2
 10:05 - 3:01 - 3-5
 9:13 - 2:31 - 6-8
 8:56 - 2:02 - 9-12

90 Minute Delay Head Start

Reg. Program - 11:00 - 1:00 PM
 Ext. Day - Use 90 Min. Delay

90 Minute Delay - Pre-K

AM-Pre-K - Cancelled
 PM-Pre-K - 12:20 - 2:50 PM

Early Release Days with Lunch

1:50 - K-2
 1:30 - 3-5
 12:55 - 6-8
 12:20 - 9-12

***Early Release Days without Lunch**

10:55 - Head Start
 11:10 - Pre-K

Last Two Days of School:

The last two days of school will be Early Release Days with lunch for grades K-8. The last day of school is subject to change due to school cancellations.

Firm Graduation Dates:

EHS: (June 20th) 185th Day
 FHS: (June 21st) 186th Day

Note: In the event that school closings require that school be extended beyond June 30th, makeup days from that point will be deducted from the April vacation commencing with the "first day" of the vacation and working into the week.

DRAFT: 12-29-14**Approved:**

**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. Teachers report prior to opening day.
2. 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.
3. 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.
4. The Board of Education may declare a holiday in the schools under its jurisdiction when good reason exists.
5. The Board will set the calendar(s) for the following school year(s) no later than the end of February.
6. The graduation date(s) for the senior class will be fixed to the 185th and 186th days for the two high schools within the adopted calendar(s) and are required to take place prior to July 1st of each year. Graduations must occur on weekdays (Monday through Friday). The two high schools will annually rotate graduation dates between the fixed 185th and 186th days.

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

2015-16 Calendar – April Vacation

Canton	April 11-15
East Granby	April 18-22
East Hartford	April 11-15
East Windsor	April 18-22
Ellington	April 11-15
Enfield	April 18-22
Farmington	April 18-22
Glastonbury	April 18-22
Granby	April 11-15
Hartford	April 11-15 (tentatively)
Manchester	April 11-15
Newington	April 18-22
Simsbury	April 18-22
Somers	April 18-22 (tentatively)
South Windsor	April 11-15
Stafford	April 18-22 (tentatively)
Suffield	April 18-22
Vernon	April 11-15 (tentatively)
West Hartford	April 11-15
Windsor	April 11-15
Windsor Locks	April 18-22 (tentatively)
Totals	April 11-15 – 10 school districts
	April 18-22 – 11 school districts

Updated: 02-05-15

Public Acts Affecting Education

PA 14-38: An Act Concerning the Recommendations of the Uniform Regional School Calendar Task Force, ~~Licensure Exemptions for Certain After-School Programs and Expanding Opportunities under the Subsidized Training and Employment Program~~
(Effective July 1, 2014)

- Section 1 extends the option for local and regional boards of education to choose to adopt the uniform regional school calendar developed and approved by their regional education service center (RESC) to the school year commencing July 1, 2014 or July 1, 2015.
- Section 1 requires local and regional boards of education to adopt this calendar for the school year beginning July 1, 2016, unless an existing employee contract makes that impossible, in which case the board must adopt the calendar for the school year commencing July 1, 2017.

DRAFT

**BOARD OF EDUCATION
REGULAR MEETING MINUTES
JANUARY 13, 2015**

A regular meeting of the Enfield Board of Education was held at Town Hall in Council Chambers, located at 820 Enfield Street, Enfield, CT on January 13, 2015.

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

MEMBERS PRESENT: Raymond Peabody, Lori Unghire, Vin Grady, Timothy Neville, and Stacy Thurston

MEMBERS ABSENT: Tom Sirard, Peter Jonaitis, David Wawer & Tina LeBlanc

ALSO PRESENT: Dr. Jeffrey Schumann, Superintendent; Mr. Christopher Drezek, Deputy Superintendent and EHS Student Representative Christine Luksic

6. **BOARD GUEST(S)** - None
7. **SUPERINTENDENT'S REPORT**

- a. Student Representatives Report – as presented
- b. Academic Office Update – as presented

Dr. Schumann introduced the new Chief Academic Officer Michelle Middleton and Interim Humanities Coordinator Meghann Burr to the Board. He added that Ms. McKernan will be leaving us for a new job working for the State of Connecticut Department of Education.

Secretary Grady presented Ms. McKernan with a gift from the Board. He thanked her for her hard work and tremendous impact she has made in Enfield. We wish you good luck in your new position at the State.

Ms. McKernan thanked the Board, Administration, Cabinet Members, Parents and Students. She has learned a lot from this community coming from a RESC. Enfield is a great community and there is nothing stopping us from being the best.

- c. January Events – as presented
- d. Special BOE Meeting – as presented
- e. Preparing for the Kindergarten Transition – as presented

8. **AUDIENCES** - None
9. **BOARD MEMBER COMMENTS**

Mr. Peabody was asked a couple of questions over the holiday break about the Suffield Vo-Ag seats that we were able to bring back for this fiscal year. This was accomplished by good fiscal management ending up with a surplus at the end of last year. The Town graciously allowed us to move this funding forward to fund the additional Vo-Ag seats.

Mr. Peabody would like to receive an update on the High School Transition. Are there any identifiable one-time costs? We need to keep these one-time costs out of the operating budget. A number of Town Council Members would also like to see this.

Mr. Peabody thanked the Town's Building and Grounds crew for their efforts and handling of the burst pipe at Enfield High over the Christmas break. There were some concerns that communication was not conveyed properly. The timeline that he was shown proves that we were informed in a timely manner and communication did go out to the EHS parents about the asbestos removal.

Mr. Peabody thanked Ms. McKernan for your service to Enfield. It has been greatly appreciated. You led us through Common Core and based on what he has seen, our approach was top notch.

Mrs. Unghire thanked Ms. McKernan for her time, energy and enthusiasm she shared with us. It was very contagious. She looks forward to working with Ms. Middleton and welcomed her.

Mrs. Thurston wished Ms. McKernan the best of luck. She also congratulated Ms. Middleton for her new position.

Mr. Neville stated we learned a lot from Ms. McKernan. You have taught us a lot about curriculum and brought high expectations to us. Your high level of energy was appreciated. You expected high expectations from us. You also aired on the side of the kids and he has held this in high regards. You have always showcased our students. Thank you for what you did for us and thank you for what we learned from you.

Mr. Neville would like the members of the Board to receive a copy of an article that was in the JI and Courant about magnet schools. They discussed the effectiveness report that is 4 years overdue from the State and a moratorium for building any additional magnet schools. He would like to see this report so we can discuss this with our legislators.

Mr. Grady thanked Ms. McKernan for your service to Enfield. He welcomes Ms. Middleton. You have great staff around you and a lot of dedicated employees to support you. He is sure you will do a good job. Thank you again Ms. McKernan for everything you did for our students.

Mr. Grady asked for your understanding during inclement weather days. There have been several comments made about the decisions made by the Superintendent. He is making a tough decision very early in the morning. He is looking out for the well being of all of our kids and staff. Please be a little bit more tolerant and understanding.

Mr. Peabody stated that he previously challenged Ms. McKernan to obtain grants that would offset the costs for her staff and she did this. He is now challenging Ms. Middleton to do the same thing.

Mr. Peabody stated we have a \$250K shortfall due to CREC tuitions. He would like this to be placed on the next Finance Committee agenda. He would like to see how we are going to address this shortfall so we do not need to go to the Town Council for additional funds.

10. UNFINISHED BUSINESS - None

11. NEW BUSINESS

a. Superintendent's FY2015-16 Budget Presentation

Dr. Schumann presented his FY2015-16 proposed budget to the Board. He reviewed our vision, mission, spirit statement and promise for the Enfield Public Schools along with our values. He explained our 5 domain areas: Finance, Personnel, Technology, Academics and Students.

Dr. Schumann explained to run our district, the cost is \$68,212,989. We receive 51% of this amount from local support, 43% from the State and 6% from grants.

Dr. Schumann stated that our staff has determined that 40.3 new positions would enhance learning for our students in the next fiscal year. He reviewed the recommended new positions. We would need an additional \$2.2 million dollars to accomplish this. He identified the transitional items needed. We are only recommending one item from this list or \$57K for staff for the new culinary kitchen at EHS and supplies to open this up in September 2015. To fund this, it will increase our budget .09%.

Dr. Schumann explained why we will not be able to support any of the other items on their list of wants for next year. He reviewed the necessary contractual obligation increases for salaries, retirements, benefits, workers compensation, special education costs, magnet tuitions and ITPC. All of these items would increase the budget by 8.75%. We are only recommending filling one position in the culinary kitchen. It would be a shame to leave this position unfilled.

Dr. Schumann reviewed the cultural diversity and ALICE in Enfield. We are finding that more families are struggling. We can change this with education. He reviewed the pay scales with the different levels of education. We are working to give our students a greater chance for success with education. We are working to change gender earning gaps for female students.

Dr. Schumann added the administration is ready to work with the Board on the budget to move this budget for the Town Council's consideration. We know the process will be challenging but the future of our students needs to be what motivates us.

Dr. Schumann stated that each Board member will receive a copy of the presentation and a budget book.

Mr. Grady thanked Dr. Schumann for the presentation.

b. FY2015-16 Budget Discussion

Mr. Grady would like to defer this item until the next meeting since four members of the Board are not present tonight.

Mr. Neville likes the idea of the dates being laid out for the public for our budget discussions. He is assuming this is posted on the website. He does not want us to cancel any of these meetings. This way the public will know where we will be and can attend if there schedule permits. We want them to see the transparency of our budget discussions.

Mr. Neville would like Board members to make all requests to the Chair for additional items needed for the budget discussions. This way we will all receive the same information in a timely fashion.

Mr. Neville would also like to bring back our Legislators during this budget process so they can hear some of our concerns.

Mr. Peabody stated in order to streamline communications, when asking for information e-mail all Board members with the questions. He would like to know how soon we can setup the Budget Workshop schedule.

Mr. Neville stated we are booked every Tuesday for either a budget workshop or regular Board meeting.

12. BOARD COMMITTEE REPORTS

a. Building Committee

Mr. Neville reported the Building Committee will present an update to the Board at our February 10th meeting.

Mr. Neville stated there were two separate items that occurred at Enfield High over the Christmas break that caused some confusion. One item was planned to remove asbestos and the other wasn't. Additional funding was required to accomplish this. We needed to remove the asbestos tiles from the pipe burst.

Mr. Neville stated there is a two week delay. We will also need to remove an old fuel tank that will add some costs to the budget. Currently they are hitting ledge which is also causing additional work. The Steele is up and the flooring is being poured. In mid February, we will have a presentation on FF&E. The transition committee has been very involved in this process. We are hoping the surprises we encounter will be minimal.

13. APPROVAL OF MINUTES

Mr. Neville moved, seconded by Mr. Peabody that the Regular Meeting Minutes of December 9, 2014 be approved. A vote by show-of-hands 5-0-0 passed unanimously.

Mr. Peabody moved, seconded by Mr. Neville that the Special Meeting Minutes of December 17, 2014 be approved. A vote by show-of-hands 5-0-0 passed unanimously.

14. APPROVAL OF ACCOUNTS PAYROLL - None

15. CORRESPONDENCE AND COMMUNICATIONS - None

16. AUDIENCES - None

17. EXECUTIVE SESSION - None

18. ADJOURNMENT

Mrs. Thurston moved, seconded by Mr. Peabody to adjourn the Regular Meeting of January 13, 2015.

All ayes, motion passed unanimously.

Meeting stood adjourned at 7:45 PM.

Vincent M. Grady
Secretary
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary

**BOARD OF EDUCATION
SPECIAL MEETING MINUTES
JANUARY 20, 2015**

A special meeting of the Enfield Board of Education was held in the Conference Room at Henry Barnard Elementary School, located at 27 Shaker Road, Enfield, CT on January 20, 2015.

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

MEMBERS PRESENT: Raymond Peabody, Lori Unghire, Vin Grady, Timothy Neville, Stacy Thurston and Tom Sirard

MEMBERS ABSENT: David Wawer, Peter Jonaitis and Tina LeBlanc

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

6. **2015-16 BUDGET DISCUSSION**

Workers Compensation Discussion:

Dr. Schumann stated that Mr. Chris Wardrop from USI Insurance Services is present to discuss workers compensation with the Board.

Mr. Neville stated this is one of the areas he has questions about. We should also discuss self insurance funding tonight. He would like to address one or two items at each of these budget workshops. He would also like these items posted on the website so parents and community members will know what we will be discussing and can make the decision to attend these meetings.

Mr. Drezek stated that we have not had a lot of time to discuss this with Mr. Wardrop. We are currently in a joint high deductible insurance program with the Town and workers compensation program. The Town is exploring coming from a fully insured to self insured plan.

Mr. Drezek stated that we had budgeted around \$420K for workers compensation in the current fiscal year. The administrative fees for the current plan are around \$420K. Because this happened after our budget had already been set, the Town agreed that whatever amount we had budgeted, we would be held harmless for the current fiscal year only. We will need to have a discussion as we move forward about funding this program.

Mr. Drezek stated we have budgeted \$1.3 million in the proposed FY15-16 budget based on our conversations with the Town and Mr. Wardrop. Our claims are running around \$500K, administrative fees are around \$420K and we needed to budget for any additional claims. This equals the \$1.3 million that we are budgeting for FY15-16. This amount is based on assumptions.

Chairman Sirard added that we are not allowed to have a contingency or reserve fund by law.

Mr. Drezek stated that Mr. Wardrop is here to review this with the Board.

Mr. Neville stated that Mr. Wardrop did a great job of explaining this to the Board previously. Legally, we cannot have any kind of a contingency plan. In the past, we have never paid for any claims. He does not agree with this plan. We are increasing this line item by \$900K. He would like to know what the Town is doing for their workers compensation program. They can put money aside for claims. We cannot do that. This money will need to come from student programs. We cannot afford this.

Mr. Drezek stated as we go through this process, we will know better.

Mr. Neville feels we should be discussing this with the Town. This self insured funding might be something that we do not want to be part of. He feels this is egregious. We cannot sustain this kind of a budget hit.

Chairman Sirard stated the State approved that local Board's of Education can place funds into a 1% contingency fund. This would be around \$600K. Our Town Charter does not allow us to do this. The Town is our fiduciary agent for self insurance funding. This is a high deductible plan and we are responsible for paying the claims. He is not sure if this amount will roll over each year. This amount will sit in the Town's fiduciary account until it is used by us.

Mr. Peabody stated the Town will hold our funds in an account in case we need to use it. Chairman Sirard added they are the only ones that are allowed to have a reserve fund. This will put money in the budget for the event that we have a large claim.

Mr. Peabody asked how many claims \$500K would cover. Mr. Wardrop reviewed the number of claims for the BOE has incurred since 2010. We are looking at around 73 claims annually.

Mr. Peabody asked when buildings and grounds were turned over to the Town. Chairman Sirard this stated on July 1, 2009.

Mr. Wardrop stated we need to look at the claims with a grain of salt. You have 24 hours to report a claim and this can affect the lag time. Twenty percent of the claims are connected to the claim dollars. The current claim amount averages at \$331K over the past five years. The claims for the current year are looking good so far.

Mr. Neville stated we are counting on funding an additional \$900K.

Mr. Wardrop reviewed the previous budgeted workers compensation figures with CIRMA for total funding costs of \$411K in FY13-14. The Board found out about the additional costs in August and an agreement was made with the Town for \$411K in FY14-15. You are budgeting \$1,411K for FY15-16. There will be some fixed costs and variable costs from Travelers. Claims will be paid as they are submitted. He has had a discussion with the Town by looking at fixed costs and trends. He has not discussed variable costs with the Town and would like to be part of this discussion when it happens.

Mr. Wardrop stated the Board made a request in November to look at a zero deductible guaranteed workers compensation program. This is something Travelers is looking into and will have the results in early May to share with the Board. We would still like to talk with CIRMA. They have not released any rates yet. This is usually done in the end of January. Once we know this information, we will have a better idea of where we will be. He will report back to Mr. Drezek with the findings.

Mr. Neville stated that we were shocked when we heard this in August. An agreement was made out of duress. Looking at the budget book, the Town breaks down the costs by department. We have a total number listed in our budget for workers compensation and they do not. Is this coming from their general fund to cover costs? What happens if there is a big claim? Where will the funds come from? He is not pleased with the Town's budget book.

Mr. Wardrop stated one of the financial requirements with the Travelers was for the Town to establish a \$1.4 million dollar declining collateral account. Any workers compensation claims submitted will come from this account.

Mr. Peabody asked if the school is included in this account. Mr. Wardrop stated the school is included in this amount for FY14-15.

Mr. Drezek asked if this amount is what they feel the claim costs will be for this year. Mr. Wardrop believes there is some wiggle room with the budgeted number. This collateral account will be revisited each year.

Mr. Peabody added that we have not set anything up yet for FY15-16. Mr. Wardrop stated that is correct.

Chairman Sirard stated the Town set up an account for \$1.4 million dollars with the Travelers and has also has a reserve account they can draw from in case it is needed. The Board does not have this ability. If we are flat funded, we would owe the Town money for this one item in the budget. He has concerns with this and the Town should not be able to extract money from the Board.

Mr. Peabody stated that the Superintendent's budget presentation broke down the costs. Does the Town as our fiduciary agent, have the ability to put our portion for workers compensation into a collateral account?

Mr. Wardrop stated the collateral account stands alone with Travelers. The Town has a separate reserve fund as mentioned by Chairman Sirard.

Mr. Peabody stated the reserve fund is there to address major catastrophes. He is looking at the workers compensation fund. The Town can go into this account and we should be able to go into this account also.

Chairman Sirard asked what will happen if someone gets seriously injured and we are over the \$250K threshold in this high deductible policy. Mr. Peabody added this is what he is concerned with. We would have nothing left in our budget to cut out to cover any overages with workers compensation claims.

Mr. Grady asked for clarification about claims being processed.

Chairman Sirard stated the workers compensation claims will be drawn from this collateral reserve account. He believes the one area that could cause the most financial problems will come from physical labor in the kitchen outside of any major accident. We would need to refund any money used for claims back to the reserve account. The Travelers will pay the bills and the Town will let us know if the claim is from one of our employees.

Mr. Neville stated the \$1.4 million is being used for claims. We would need to kick in for any additional claims above this amount. If we have 2 or 3 serious claims, we would need to lay off staff to cover the claims.

Dr. Schumann stated we have budgeted an additional \$900K in this account and we are averaging around \$330K for claims. We are betting against any major catastrophes.

Mr. Neville asked what other Towns are doing. Mr. Wardrop stated other Towns are in similar situations and will try to cushion and be conservative with funding. You could have a freak accident but larger claims deal with soft tissue claims and will require a larger re-cooperation period. Larger medial claims and lost wages are paid out over time.

Mr. Neville stated we would be building up our claim costs over several years. Mr. Wardrop added by building up the reserve account, it would eventually level off.

Mr. Neville stated if we are paying this, we would continue to lose a million dollars each year.

Chairman Sirard stated we have a history to predict our workers compensation costs. We will have a cushion. How much of a cushion will we need? How much liability will the Town absorb for the Board of Education? Increasing our budget will increase the overall tax budget for our constituents. How much is the Town willing to fund for us. We also use educated numbers with our magnet costs.

Mr. Neville stated that we need a level playing field. If they have a bad fiscal year, they have a way to remedy it. We will need to cut services and programs to make it work.

Mr. Peabody stated we can always ask for additional funds. It is not something we want to do. This is a reality that we need to deal with. If we need to fund workers compensation entirely and we have claim overages, they will need to make us whole. It would be political suicide if they didn't.

Mr. Neville stated they would deduct this overage amount from our next budget. He does not agree with this.

Chairman Sirard stated that we need to find out what our exact liability is with the Town. We are making an educated guess just like we do when it comes to our special education costs. Additional information is needed from the Town regarding our liability.

Mr. Neville stated we will need a quick clarification. We are looking at an 8.75% increase and 1.4% is for workers compensation.

Mr. Peabody would like to know the actual number for claims for the Town compared to us over the past 5 years.

Mr. Wardrop stated this is something he would be able to get from the Travelers and will forward the loss information report to Mr. Drezek.

Chairman Sirard thanked Mr. Wardrop for attending tonight's special meeting. Mr. Wardrop stated he is available if you have any additional questions.

Mr. Neville asked if the insurance numbers are hard numbers or estimates. Mr. Drezek stated they are estimates.

Mr. Neville would like to know when you will receive hard numbers, not just an educated guess. Mr. Drezek stated we will find out these numbers after we submit our budget to the Town.

Chairman Sirard stated we all know that our budget system is backwards.

Mr. Neville stated when we started this discussion we were told there would be some savings in the medical area. He is not seeing this.

Chairman Sirard recalls with the new health insurance, we stemmed the rate of growth. Mr. Neville added this was a big selling point for us to go with this plan. He would like someone to explain this to us.

Chairman Sirard added that we were shown some projected cost savings.

Mr. Peabody would like to see the actual rate increases.

Dr. Schumann stated you have your adopted budget. We were told to budget 15% and we budgeted 10% for insurance costs.

Mr. Neville added that this does not stem the rate of claims.

Mr. Peabody asked who negotiated this. Chairman Sirard added that this could also include the Obama effect. Mr. Neville stated that was included in this.

Mr. Neville would like to know the details for these numbers. This is what we are going to need to defend this increase to the public.

Mr. Drezek stated that both he and Mr. Coccia met with them and they recommended the 15% increase. They based this increase on past claims. He believes this number will come in lower, but you usually start at a higher point. When the changes were negotiated, this is what we were being told by USI.

Mr. Peabody stated that corporate increases for the affordable care act are not that large. That is why he would like more details.

Mr. Neville added that he has heard the same. We need to see the claims.

Mr. Peabody asked if we are offering any health incentive programs or wellness programs to staff. Mr. Coccia stated we just kicked off our Resolution Revolution Program for staff. CIGNA also offers wellness programs that we are looking into.

Mr. Drezek added that we do not offer any individual program incentive plans. The healthier our employees are the fewer claims will be made.

Mr. Neville asked why our unemployment costs have doubled. Mr. Drezek stated this increase was to put us back in line. We were previously under budgeted in this area. He will double check on this with Mrs. West.

Chairman Sirard asked about the additional Head Start bus. Mr. Drezek stated we needed to add an additional bus.

Mr. Neville asked about diesel costs. Chairman Sirard stated that gasoline prices have come down but diesel costs haven't.

ITPC Discussion:

Dr. Schumann stated we are fully funding our technology costs. The Town has always given us money in this account. We are not sure what the Town will give us for FY15-16.

Chairman Sirard would like to know if our actual costs are what we budgeted for or is the

Town picking up the additional costs. Dr. Schumann stated the cost for Technology is around \$4 million dollars. This year we are paying \$585K out of our current budget. Next year our share will be around \$2 million dollars.

Mr. Neville stated that both he and Mr. Peabody are on the ITPC Committee. There are other options that we need to consider and explore in order to save money by looking at small clusters that will not greatly impact services provided to our students. We are currently paying for several dedicated fax lines at each school at \$34.98 per line each month. There are other options for us to use. We could use our courier to pick up faxes and have them done at a central location. Most of these are not being done as an emergency and could wait to be done at later time. We are also paying for dedicated lines for security or the panic buttons at each school. The issue is getting to 911.

Mr. Grady stated cell phones calls will go directly to the State police not the Enfield police.

Mr. Peabody added that we are paying \$41K for these dedicated lines.

Chairman Sirard stated the Board and the Town are part of a joint ITPC Committee. When is the next meeting? Mr. Peabody stated February 4th.

Chairman Sirard would like you to come up with suggestions for costs savings to present to the committee to look at.

Mr. Neville stated we should be looking at everything. There are costs that we are incurring where we could save a portion of money on.

Chairman Sirard added if we can save money by shaving costs, it will help us. If something you see doesn't make sense, bring it back to the Board and we will address it with the Town Council.

Mr. Neville stated we need to look at savings that do not affect the students. We will bring back ITPC information to the Board.

Mr. Peabody added that his eyes have been opened wide from being on this committee. He has always asked about leasing equipment instead of purchasing it. At some point in time, the Town might not have any money to give us. We lease everything in the corporate world because it is less expensive. He believes the Town is not willing to commit to the school.

Mr. Neville will update the Board after the next ITPC meeting.

Mr. Peabody stated he is going to ask them to use more scientific accounting to see how we are being credited for costs. We are fighting for the Board.

Chairman Sirard stated that we have discussed health insurance, workers compensation and ITPC. We discussed salaries and we are only recommending adding one additional position next year.

Mr. Neville stated we are not adding any new programs.

Mr. Neville stated the math department is planning to purchase calculators. We can purchase some for the students that cannot afford them but he does not want to purchase them for all students. Most parents will buy them for their kids. We need to change our mindset on things like this.

Chairman Sirard stated if we mandate a piece of equipment, we may be required by law to

purchase these items.

Mr. Neville added we have done it like this in the past for years.

Mr. Peabody stated this is where the PTO's can come in. They purchased iPads at Barnard for the students to use. We need to look at different resources.

Mr. Neville stated we need to look at ways to make reductions.

Mr. Peabody asked about transition costs or .9% transition costs listed in Dr. Schumann's presentation. Dr. Schumann stated the cost for the culinary arts position will cost \$56,900.

Mr. Neville asked about replacing the band uniforms. Dr. Schumann stated he cut this out of the budget. The Board can put them back into the budget if they would like.

Mr. Neville asked if we will still have time to get them for the opening of the high school in the fall of 2016. Dr. Schumann stated no.

Mr. Peabody believes any one time costs the Town should pay for it. Mr. Neville added this is something we are working one. Dr. Schumann will put something together about this to discuss with them.

Chairman Sirard stated we can temporarily use Fermi's uniforms and change out the sashes.

Mr. Neville asked if there are any other areas in the budget where we can save money.

Dr. Schumann stated we can discuss magnet school tuitions. We do not have the pension disability figures yet. This would be small amounts. We can also look at special education costs.

Mr. Neville would like to have the discussion about these items so we can all be educated together at the same time.

Chairman Sirard would like to discuss special education costs and magnet costs at the February 3rd Special Board meeting. We will also have a better feel for our sped costs and magnet tuitions. Please give me any other suggestions and copy all Board members on any e-mails.

Mr. Peabody stated we will also need to look at possible reduction areas. Chairman Sirard stated mark down on your budget book the areas you would like to discuss and review. This is how we have discussed items in the past.

Mr. Neville added we will need to know the impact of any potential cuts and we need to let the public know what the impacts will be.

Mr. Peabody would like to publicize these items after each meeting so the public will know what might happen.

Mr. Neville stated we will need to prioritize any potential cuts. We need to look at our vision and mission with these potential cuts.

Chairman Sirard asked Board members to mark up their budget books with areas of concerns. If you have any questions, please contact Dr. Schumann and myself.

7. EXECUTIVE SESSION

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

A vote by **show-of-hands 6-0-0** passed unanimously.

The Board relocated to the Enfield Room for the Executive session portion of the meeting at 8:24 PM.

No Board action occurred while in Executive Session.

8. ADJOURNMENT

Mr. Grady moved, seconded by Mrs. Thurston to adjourn the Special Meeting of January 20, 2015.

All ayes, motion passed unanimously.

Meeting stood adjourned at 8:55 PM.

Vincent M. Grady
Secretary
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary