

**ENFIELD BOARD OF EDUCATION
ENFIELD, CONNECTICUT**

Agenda

Date: 06/11/13

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

***Note:** Board members will attend a 5:30 PM dinner (seating starts at 5:00 PM) at Mount Carmel for the 2013 National Honor Society Students. The Board meeting will begin at 7:00 PM or at the arrival of the Board at Council Chambers, whichever is last.*

- 1. Call to Order – 7:00 PM**
- 2. Invocation or Moment of Silence – Jennifer Rancourt**
- 3. Pledge of Allegiance – Jennifer Rancourt**
- 4. Fire Evacuation Announcement**
- 5. Roll Call**
- 6. Board Guest(s)**
- 7. Superintendent's Report**
 - a. TAG Program**
 - b. Thank You Mount Carmel Society**
 - c. EHS/FHS/Adult Education Graduations**
 - d. Enfield Gets Ready for Kindergarten**
 - e. Last Day of School**
- 8. Audiences**
- 9. Unfinished Business**
 - a. Approve the FY2013-14 School Calendar Revisions**
 - b. Continue the Discussion Regarding the Use of the Enrico Fermi Building**
- 10. New Business**
 - a. Approve Healthy Food Certification Statement for 2013-14**
- 11. Board Committee Reports**
- 12. Board Members' Comments**

- 13. Approval of Minutes: Special Meeting Minutes – May 21, 2013 and Regular Meeting Minutes – May 28, 2013**
- 14. Approval of Accounts and Payroll**
- 15. Correspondence and Communications**
- 16. Executive Session**
 - a. Matter(s) Related to Collective Bargaining**
 - b. Matter(s) Related to Superintendent's Evaluation**
- 17. Adjournment**



ENFIELD PUBLIC SCHOOLS

27 SHAKER ROAD · ENFIELD, CONNECTICUT 06082
TEL: 860.253.6500 · FAX 860.253.6510 · WWW.ENFIELDSCHOOLS.ORG

Date: June 11, 2013
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Superintendent's Report

- a. **TAG Program:** Mr. Brian Zawodniak will provide the Board with an update regarding the Talented and Gifted program at John F. Kennedy Middle School.
- b. **Thank You Mount Carmel Society:** Tonight, Board Members attended the National Honor Society Dinner and Recognition Ceremony that was held at Mount Carmel. This has become a long standing tradition in Enfield and we thank the members of the Mount Carmel Society for their dedication to our students and families.
- c. **EHS/FHS/Adult Education Graduations:** Board members are reminded about upcoming graduation ceremonies. The Adult Education Graduation will be held on Thursday, June 13th at 7:00 PM in the Enrico Fermi Auditorium; the Enrico Fermi Graduation will be held on Thursday, June 20th at 7:00 PM on the athletic fields (weather permitting) and the Enfield High School Graduation will be held on Friday, June 21st at 7:00 PM on the athletic fields (weather permitting).
- d. **Enfield Gets Ready for Kindergarten:** The Enfield Public Schools will hold "Enfield Gets Ready for Kindergarten" on Wednesday, June 12th at Henry Barnard Elementary School at 6:30 PM. The program is for parents only. Child care will be available for parents and registration is required for this event.
- e. **Last Day of School:** The last day of school for students will be Monday, June 24th. No lunch will be served and students will be dismissed early.



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Date: June 11, 2013
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Approve the FY2013-14 School Calendar Revisions

Board members approved the FY2013-14 School Calendar on February 26, 2013 without knowing the status of full day Kindergarten. Since all day Kindergarten was approved by the Board, we will remove all items currently listed in red and yellow on the FY2013-14 School Calendar.

The administration is recommending an additional change and will only use the Early Release Days with lunch next year.

- All dismissals will be at either 12:20 PM, 12:55 PM, 1:30 PM & 1:50 PM
181 days for students in grades K-12.
- Lunch will always be served at the Primary, Intermediate & JFK schools
181 days for students in grades K-8.
- Exceptions will be made at the High Schools on Holiday Early Release Days (day before Thanksgiving & the day before Christmas) and underclassman final testing days. Lunch will not be served on these days for high school students only.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriate regarding approving the FY2013-14 School Calendar Revisions as presented.



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Date: June 11, 2013
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Continue Discussion Regarding the Use of the Enrico Fermi Building

Board members discussed the possible uses for the Enrico Fermi Building at the May 28th Board meeting. It would be appropriate to continue this discussion at this time.



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Date: June 11, 2013
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Approve Healthy Food Certification Statement for 2013-14

Our Nutrition Services Director, Diane Edwards has provided the Board with the enclosed memo dated June 4, 2013 regarding the Healthy Food Certification Stated for 2013-14. The State of Connecticut requires all districts to complete the certification statement certifying that all food items sold to students will or will not meet the CT Nutrition Standards.

Ms. Edwards is recommending that the Board not certify this Healthy Food Certification Statement for 2013-14 based on the reasons outlined in her memo. For the viewing public's information, the Enfield Schools' lunch program currently meets all Federal and State nutrition guidelines. Approving the Healthy Food Certification would impact fund raising, require a District Contact person, and the ten cents per meal incentive will not cover the costs associated with implementation.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriate to indicate that the Board elects to not certify the Healthy Food Certification statement and to authorize the administration to process the paperwork accordingly.



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Date: May 28, 2013
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 Collective Bargaining
- Matter(s) Related to the Superintendent's Evaluation

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 relocate to the Enfield Room for the executive session.

As a parent of an incoming kindergarten student
you are invited to attend...

Enfield Gets Ready for Kindergarten



Date: **Wednesday, June 12**

Time: **6:30 PM – 8:00 PM**

Location: **Henry Barnard School**

27 Shaker Road



Please join Kindergarten Teachers, Math and Language Consultants for a fun and informative evening of exploring activities you can do at home to help your child succeed in school. Receive free materials and suggestions for using them to develop your child's skills in the following areas:

Fine Motor

Classroom Tour

Math

Speech

Language Arts

This event is for PARENTS ONLY, not incoming kindergarten students. To register, please fill out the enclosed pre-stamped postcard and drop it in the mail by June 4. Child care will be provided. Due to the large number of people who attend, if you are able to make other child care arrangements, please do so. If you will be using the child care we provide, please arrive fifteen minutes early to sign in.



Enfield Public Schools 2013-14 School Calendar

School Closing Hotline - 860-253-5170

Website - www.enfieldschools.org

Teacher Pro. Dev. Days

August 27 Staff Convocation

August 28

August 29

October 11

November 5

May 23

Teacher PD/Early Rel w/Lunch

September 24

October 29

November 12 & 15

December 17

January 28

February 25

March 25

April 29

Color Key Code

[] Vac/Holiday

< > Full Day PD

> Half Day PD

* > Elem. Conf.

OCTOBER - 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		

<11> Staff PD - NS

[14] Columbus Day Observed - NS

29> K-12 Early Release & Staff PD

AUGUST - 0 Days

s	m	t	w	th	f	s
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11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	*27*<28><29>	30	31		

27 Staff Convocation Day

<28> Staff PD - NS

<29> Staff PD - NS

SEPTEMBER - 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					

[2] Labor Day - NS

"3" First Day of School

24> K-12 Early Release & Staff PD

NOVEMBER - 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

<5> Election Day & Staff PD - NS

[11] Veteran's Day Observed - NS

12*> & 15*> K-12 Early Rel. & Elem. Conf.

'13' & '14' Evening Elem. Conf.

27> PK-12 Early Release Day - Holiday

[28 & 29] Thanksgiving Break - NS

DECEMBER - 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]	[31]				

17> K-12 Early Release & Staff PD

[24-31] Christmas Vacation - NS

JANUARY - 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	

[1] New Year's Day Observed - NS

[20] MLK Day - NS

28> K-12 Early Release & Staff PD

FEBRUARY - 18 Days

s	m	t	w	th	f	s
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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	

[17] President's Day - NS

[18] Winter Vacation - NS

25> K-12 Early Release & Staff PD

MARCH - 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					

*3-*28 CMT/CAPT Testing

25> K-12 Early Release & Staff PD

APRIL - 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			

[14-17] Spring Vacation - NS

[18] Good Friday - NS

29> K-12 Early Release & Staff PD

MAY - 20 Days

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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

<23> Staff PD - N/S

[26] Memorial Day Observed - N/S

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					

"13" - 181st Student Day

19* - 185th Student Day - EHS Graduation

20* - 186th Student Day - FHS Graduation

Regular School Hours

8:55 - 3:21 - Full Day 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 - Full Day 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

10:55 - Head Start

11:10 - Pre-K

1:50 - K-2

1:30 - 3-5

12:55 - 6-8

12:20 - 9-12

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:

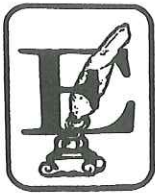
EHS: (June 19th) 185th Day

FHS: (June 20th) 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.

Approved: 02-26-13

Revised:



Enfield Public Schools 2013-14 School Calendar

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Teacher Pro. Dev. Days

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November 8 (K Only)

November 12 & 15 **Color Key Code**

December 17 **[] Vac/Holiday**

January 28 **< > Full Day PD**

February 25 **> Half Day PD**

March 25 *** > Elem. Conf.**

April 29 **{ } K-Conf. Only**

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17	18	19	20	21	22	23
24	25	26	27>	[28]	[29]	30

<5> Election Day & Staff PD - NS

{8} All Day K Conference - NS **K Only**

[11] Veteran's Day Observed - NS

12*> & 15*> K-12 Early Rel. & Elem. Conf.

13' & '14' Evening Elem. Conf.

27> PK-12 Early Release Day

[28 & 29] Thanksgiving Break - NS

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[24-31] Christmas Vacation - NS

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[20] MLK Day - NS

28> K-12 Early Release & Staff PD

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[17] President's Day - NS

[18] Winter Vacation - NS

25> K-12 Early Release & Staff PD

MARCH - 21 Days

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25> K-12 Early Release & Staff PD

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[14-17] Spring Vacation - NS

[18] Good Friday - NS

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MAY - 20 Days

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<23> Staff PD - N/S

[26] Memorial Day Observed - N/S

JUNE - 10 Days

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29	30					

"13" - 181st Student Day

19* - 185th Student Day - EHS Graduation

20* - 186th Student Day - FHS Graduation

Regular School Hours

8:55 - 11:45 - AM-K
12:30 - ~~3:21~~ - PM-K
8:55 - 3:21 - Full Day K-2
8:35 - 3:01 - 3-5
7:43 - 2:31 - 6-8
7:26 - 2:02 - 9-12

90 Minute Delay Hours

Cancelled - AM-K
12:30 - ~~3:21~~ - PM-K
10:25 - 3:21 - Full Day 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

10:55 - Head Start
~~11:05 - AM-K (milk only)~~
11:10 - Pre-K
1:50 - ~~PM-K~~, Full Day K-2
1:30 - 3-5
12:55 - 6-8
12:20 - 9-12

*Early Release Days without Lunch

10:55 - Head Start
11:05 - AM-K (milk only)
11:10 - Pre-K
1:20 - PM-K, Full Day K-2
1:00 - 3-5
12:30 - 6-8
12:05 - 9-12

Last Two Days of School:

The last two days of school will be Early Release Days without lunch for grades K-8. The last day of school is subject to change due to school cancellations.

Firm Graduation Dates:

EHS: (June 19th) 185th Day
FHS: (June 20th) 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.

Approved: 02-26-13

Healthy Food Certification in Schools for 2013-14

Healthy Food Certification Statement

Submitted by Diane Edwards, Director of Nutrition Services

June 4, 2013

The state requires all districts to complete the healthy food certification statement, which requires action by the school board. The district has the option of certifying that all food items sold to students will, or will not meet the CT Nutrition Standards. These food items include food offered for sale to students at all times in all schools and from all sources, including, but not limited to school stores, vending machines, school cafeterias and any fundraising activities on school premises. While the beverage portion of this bill is mandatory, the food portion is not. The state is currently offering a monetary incentive of \$.10 per reimbursable lunch served if we chose to certify that we are meeting the CT Nutrition Standards (CNS) for Foods.

It is my recommendation that we do not certify for the school year 2013-14. As I have stated in past years recommendations, I continue to have concerns about the impact on fundraising, the issues in regards to appointing a District Contact Person, and the effect on our revenue on the a la carte sales and how it relates to staffing levels. Our lunch program already meets the Federal and State Nutrition guidelines and we have voluntarily made changes to our a la carte offerings to make them healthier and in more appropriate serving sizes. I do not see a benefit for our school system or the students in our schools from certifying. I believe our wellness policy promotes and provides for an environment that is healthy and nutritious for our students. In addition, the funds that came from the certification cannot be allocated to any other department; they must go to the food service department. The additional \$.10 per meal is appropriated to the Nutrition Department yet all areas of the school system will have to make changes that will affect them monetarily, yet they receive no such reimbursement incentive.

In conclusion, in consideration of these reasons, I recommend that we do not certify for the school year 2013-14.

**BOARD OF EDUCATION
SPECIAL MEETING MINUTES
MAY 21, 2013**

A special meeting of the Enfield Board of Education was held at Enfield Town Hall in Council Chambers, located at 820 Enfield Street, Enfield, CT on May 21, 2013.

1. **CALL TO ORDER:** The meeting was called to order at 6:02 PM by Chairman Neville.

Chairman Neville stated the Board has the need to go into recess for a Non-Meeting.

Recess:

Mrs. Szewczak moved, seconded by Mr. Sirard that the Enfield Board of Education goes into recess for a Non-Meeting for the purposes of discussing Collective Bargaining Strategies.

A vote by **show of hands 6-0-0** passed unanimously. The Board relocated to the Enfield room for the recess at 6:03 PM.

Dr. Schumann, Mr. Drezek and Board Attorney Mr. Mills joined the Board for the recess.

Return to Open Session:

The Board returned to open session at 6:22 PM.

2. **PLEDGE OF ALLEGIANCE:** Chairman Neville
3. **FIRE EVACUATION ANNOUNCEMENT:** Chairman Neville announced the fire evacuation announcement.
4. **ROLL CALL:**

MEMBERS PRESENT: Peter Jonaitis, Vin Grady, Donna Szewczak, Tom Sirard, Joyce Hall, Jen Rancourt and Timothy Neville

MEMBERS ABSENT: Tina LeBlanc and Kevin Fealy

ALSO PRESENT: Dr. Jeffrey Schumann, Superintendent; Mr. Christopher Drezek, Deputy Superintendent; and Board Attorney, Mr. Richard Mills as well as members from the Enfield Teacher's Association Mr. Todd Couture, PR&R Chair; Mr. Gray Wanzer, ETA President; Ms. Georgi O'Connor, ETA Vice President and members of the ETA Executive Board were seated in the audience.

5. **PRESENTATION AND DISCUSSION RELATED TO ETA GRIEVANCE:**

Chairman Neville stated the union may proceed with your presentation.

Mr. Couture stated their presentation will be evidence based and he welcomes the opportunity to present their case to the Board. He is a teacher at Enrico Fermi High School and was a graduate from Fermi. He has a son at Fermi and a daughter at JFK. His expertise is in special education and does not have a legal background. The Board has legal counsel present. He has knowledge regarding the ETA contract. He will present that a past practice since 2004 has been violated concerning the ETA contract.

Mr. Couture reviewed historical information leading up to this point with the grievance since March 28, 2013. The grievance was sent to Dr. Schumann, Mr. Drezek and Mr. Martin due to the Kindergarten teachers having a different in-service schedule than everyone else in the district. The Kindergarten teachers started their day 1 hour and 15 minutes later than everyone else and ended their day 1 hour and 15 minutes later. Grades 2 and 4 started at 8:00 AM and they received similar in-service training. All other staff levels within the district received their in-service training at 8:00 AM and ended their day at 2:15 PM. The only group that had a different schedule were the Kindergarten teachers. They started their day at 9:15 AM and ended their day at 3:30 PM.

Mr. Couture stated ETA members met with Dr. Schumann and Mr. Drezek on January 3, 2013 for one of our monthly meetings where we were informed that there was an issue with one of the presenters. Two scenarios were suggested. The first suggestion was to have the Kindergarten teachers start later. The second suggestion was to have them start their in-service day at the normal time and to extend the day past the 2:15 PM normal end time until around 4:30 PM. The administration was also willing to pay the teachers to extend their end time by \$34.15 each for the 14 Kindergarten teachers beyond the normal end time.

Mr. Couture stated they met again with Dr. Schumann and Mr. Drezek on February 7, 2013. We were asked if there was any way the ETA would change the existing in-service schedule to accommodate the lack of a presenter. Mr. Wanzer explained that the ETA would not be interested in changing what has been already done. The response we received from the administration was "okay".

Mr. Couture stated Mr. Drezek called Mr. Wanzer on March 18, 2013 to see if we would talk with Ms. McKernan. Ms. McKernan called Mr. Wanzer at 4:47 PM and asked if there was any way they could work something out by having the start time pushed back. Mr. Wanzer explained that this was previously discussed and the ETA is still not willing to change the start time for the staff in-service.

Mr. Couture stated Mr. Drezek called him on March 22, 2013 regarding an e-mail he sent to Mrs. Berger telling the Kindergarten teachers that their day would start later at 9:15 AM. Mrs. Berger responded by e-mail stating that she did not actually say that. She said there would be a possibility that their in-service would start later. She was not sure if Central Office made a mistake or if something would be done to accommodate the presenter. Mr. Drezek then stated regardless of the fact, we will be changing the Kindergarten schedule. They would start at 9:15 AM but he was not sure of when the day would end. It could end at 2:15 PM, 3:15 PM or 3:30 PM. Mr. Drezek knew what the start time would be, not the end time for the Kindergarten in-service.

Mr. Couture stated on March 25, 2013 Ms. McKernan sent out in-service schedules. Exhibit A is the grievance filed by the ETA. Exhibit B lists the start times for the in-services as mentioned. Exhibit C is similar to Exhibit B except for it is in more of a grid form. Exhibit D is for the entire staff.

Mr. Couture stated the ETA received a denial of the grievance on April 25, 2013 from Dr. Schumann where he alleges a past practice. In order for something to be a past practice, it will need to have existed for a reasonable amount of time, occur repeatedly, consistently and clearly applied. We meet all of those criteria. The rest of the documents in your packet show that we have in-service days that start at 8:00 AM and end at 2:15 PM. He referenced a guide book from JFK that clearly lists the start times. He also referenced the Enfield Public Schools Professional Learning Activity. This is what the district completes for CEU's and it clearly notes the start time for 8:00-11:15 AM and 12:15-2:15 PM for in-services.

Mr. Couture stated he received a letter from Dr. Schumann dated August 17, 2012. It includes his welcome back to school letter and the in-service days are clearly indicated as 8:00-11:15 AM and 12:15-2:15 PM for in-services.

Mr. Couture stated this evidence clearly shows that this past practice has been evidenced for quite some time. This past practice should be in place for several years. We requested the in-service schedules for 2004-2013. All of these in-service schedules clearly start at 8:00-11:15 AM and 12:15-2:15 PM with a few exceptions. The exceptions are for the Nurses (ESNA). They have a different start and end time and they have a different bargaining unit. The other differences were for the early release days for professional development. Contractually early release days are dovetailed with a departmental or faculty meeting day. Those days would end at whatever time the meeting times were scheduled to end by. The in-services schedules for 2004-2013 were distributed to Board members.

Mr. Couture believes this practice started back in 1989 but they did not ask for in-service schedules going back that far. The ETA believes this practice goes back at least 10 years with the in-services starting at 8:00 AM and ending at 2:15 PM. This grievance is about the schedule. Currently there are 464 in the ETA bargaining unit and members started their in-service day at 8:00 AM and ended at 2:15 PM. The only members from the ETA bargaining unit that had a different start and end time were the Kindergarten teachers that started at 9:15 AM and ended at 3:30 PM. The reason for the time change was because an outside agency that was presenting to the Kindergarten teachers could not start at the 8:00 AM scheduled start time.

Mr. Couture stated that the ETA was contacted by the Administration on 3 separate occasions (January 3, February 7 and March 18). We were consulted about the in-service day, not the times for the in-services. This was clearly about the times. We have never been consulted about the times because in-services have always been from 8:00 AM thru 2:15 PM. We were asked on 3 separate occasions to change what we have been doing in the past.

Mr. Couture stated he is shocked that we are here. All we are asking for is the in-service days to begin at 8:00 AM and end at 2:15 PM. This request will not cost the Board anything and this is something that should be done. The evidence provided shows this has been done from at least 2004. We would like to continue this practice for the rest of the ETA contract.

Chairman Neville asked Mr. Couture if he has completed his presentation. Mr. Couture stated he has and we will answer any questions Board members may have.

Chairman Neville asked if the Administration has any questions. Both Dr. Schumann and Mr. Drezek do not have any questions at this time.

Chairman Neville asked if any Board members have any questions.

Ms. Hall asked if any Kindergarten teachers were involved in developing the grievance. Mr. Couture stated no. The grievance was brought forward by the ETA. The ETA responded based on what is in the contract. Some members were happy with the grievance and some were not happy with the grievance. We, as the association, are policing the past practice of beginning in-services at 8:00 AM and ending the in-services at 2:15 PM regardless if the Kindergarten teachers were involved with this grievance or not.

Ms. Hall asked if there are any conditions that the ETA will accept a change of scheduling in the future. Mr. Couture stated the ETA would be willing to accept some changes in the future. He is sure there may be some changes that would be acceptable. This would be something that we would be willing to discuss. We believe in compromise to the largest extent. We would not close the door on future discussions.

Mr. Jonaitis asked if in the past from 1989, if anyone started or ended in-services at different times? Mr. Couture stated prior to 2002 there were building days and district days when CEU's were first given out. Buildings would start at different time. We then added that clause to the ETA contract. Teachers could vote to start their in-service times. Since that time the start/end times have remained the same.

Mr. Jonaitis stated within the buildings votes were taken to start at different times. Mr. Couture stated that he is not aware of that. Ms. O'Connor stated originally it was done by levels. You didn't vote to start whenever. It was either the regular building start time or the 8:00 AM in-service start time. This was added into the 2002 ETA Contract.

Mr. Jonaitis stated we voted back in 1989 at JFK for different departments starting at different times. Some would work through lunch to get out earlier. When looking at past practice it has been different. It looks good here but in reality we have been lackadaisical and accommodating if a group wanted to leave earlier or start earlier. Some would even come in early and stay late if they went on a field trip. There was a degree of flexibility.

Mrs. Szewczak asked for a clarification for the end time for the Kindergarten teacher's in-service day. Mr. Couture stated the Kindergarten teachers started at 9:15 AM and ended their in-service at 3:30 PM.

Chairman Neville asked for a clarification for Exhibit A. It lists the grievated person as the Kindergarten Teachers/ETA as modified. Where is the original grievance? Mr. Couture stated this was always intended to be a class action grievance on behalf of all Kindergarten teachers. It was a misinterpretation that it was solely Kindergarten teachers. It was on behalf of all Kindergarten teachers. The modification was "/ETA". We are representing all Kindergarten teachers.

Mr. Sirard asked about Exhibit B and the e-mail and the Lego in-service training. It mentions that the in-service is voluntary. Mr. Couture stated that was for the lunch that Lego was providing. The lunch was not mandatory.

Mrs. Szewczak asked if that is normal for the trainers to provide lunch. Mr. Couture stated most presenters do not provide lunch. Most staff will go out to lunch. Mrs. Szewczak stated this was kind of a big deal. Mr. Couture believes all training is a big deal. Mrs. Szewczak added this program is a big deal for Board members. We reviewed this information on the Curriculum Committee.

Mr. Couture stated this grievance does not have anything to do with Lego coming into our schools and what they have to offer to us. That is why he did not include Lego in his presentation. We appreciate everything Lego is doing for us

Chairman Neville asked where in the ETA contract is the language you are contesting. Mr. Couture stated page 15 Article 9, Working Conditions and Work Year – non-teaching days. Since the specific times are not listed, we are arguing past practice would need to be applied.

Chairman Neville stated he has looked at page 16 under Work Year and it lists that building in-service days may start at 8:00 AM with the school department. How does this fit into your grievance.

Mr. Couture stated the Kindergarten teachers were from multiple buildings not a specific building. This was not a building day. It was across the district day.

Mr. Jonaitis asked if the Kindergarten teachers were asked as a whole to vote and give their

opinions as a group if they would be willing to go to Lego. Mr. Couture stated you are asking if we asked them specifically. Mr. Jonaitis stated that would be not difficult to ask 11 teachers for their opinion. Mr. Couture stated we did not ask the Kindergarten teachers directly or ask them for their opinion regarding a past practice or to start later and end later.

Mr. Jonaitis stated it would have been a lot easier if you just asked them. Mr. Couture does not believe it would have been easier. They would not have the ability to start and end later because of our past practice of starting at 8:00 AM and ending at 2:15 PM. Mr. Jonaitis stated this was for a one time basis. You could have gotten something in writing about this being a onetime basis due to a particular circumstance.

Mr. Couture stated we were not sure if this was a fluke or a onetime thing. We were only asking that going forward for any upcoming in-service days to start at 8:00 AM and end at 2:15 PM per the existing past practice. If this was a onetime thing, that would be okay.

Mr. Jonaitis stated you are now looking for specific language to be added into the ETA contract. Mr. Couture stated we have had an 8:00 AM through 2:15 PM in-service day. We agree that this was a onetime occurrence on April 1, 2013. Prior to this, there has not been a need for an alteration of the time. This is most likely a onetime fluke. Now we are saying for the upcoming school year, we want what has been our past practice to follow the 8:00 AM start and 2:15 PM end.

Chairman Neville stated you are looking to following the in-service times indicated in the future. Mr. Couture stated that is correct.

Chairman Neville added that you are also looking to compensate the Kindergarten teacher's per diem salary. Mr. Couture stated that was listed on the grievance but after we met with Dr. Schumann we explained that we were only interested in item #1 listed on the grievance form.

Mr. Sirard stated an unusual scheduling situation came up. The administration requested adjusting the time regardless of past practice or not in accordance with the ETA contract to adapt to that schedule. You denied that request and did not ask the Kindergarten teachers for their input to adapt or not. Mr. Couture stated that is correct.

Mr. Sirard stated he is looking at the ETA contract and can understand where the difference of opinion is coming from. You are asking the Board to guarantee a past practice and change the language of the contract. Mr. Couture asked what language might he be changing?

Mr. Sirard stated the word "may" can be changed to "shall" on page 16. Mr. Sirard added this is a district-wide thing you are asking for a past practice. The difference here would be "may". If the word is "shall" we would have to do that because it would be part of the contract. The word "may" allows us the opportunity should events like this come up.

Mr. Couture stated that would only pertain to the 8:00 AM start time. It does not pertain to a 9:00 AM, 9:15 AM, 10:00 AM or 10:30 AM start time. This was added in the ETA contract in 2002 because the different buildings had different start times and it became a problem for teachers. That is why this language was added to the contract so all teachers would start and end their day at the same time instead of staggered start times.

Mr. Sirard added that it seems that you are looking for a language to be changed in the contract because of those words "may and shall". The difference is between those two words. There is room for movement with the word "may". "Shall" means this is the law. This is the way he is reading it and interpreting it.

Mr. Couture stated you are entitled to your interpretation. This pertains to a school or a

department and this does not apply.

Mr. Jonaitis stated you want everyone to start and end at the same time. Mr. Couture stated that is what has occurred since 2004. Mr. Jonaitis added that would make you happy now. Why not just start everyone at 9:15 AM.

Chairman Neville asked for any closing remarks from either the union or the administration.

Mr. Couture stated this has been atypical. He has never presented before the entire Board. This has been nerve-wracking. We can always come to two different interpretations and continue as we always have with respect for each other. We are all working for the betterment of the Enfield Public Schools. He appreciates the opportunity presenting this. Thank you.

Chairman Neville thanked Mr. Couture.

Dr. Schumann stated the administration heard the ETA's grievance at Level II. The Board's attorney Rich Mills has the administrative response that was given to the association and he can answer any questions.

Chairman Neville stated this will close the evidence portion of the special meeting. He will entertain a motion for a recess into a non-meeting for the purpose of conducting deliberations regarding the grievance.

Attorney Mills distributed evidentiary materials. Chairman Neville stated we have received correspondence from Mr. Drezek. Attorney Mills reviewed the grievance trail the administration has received including the modified grievance presented by Mr. Couture tonight and the superintendent's response.

Mrs. Szewczak moved, seconded by Mr. Sirard that the Enfield Board of Education recess into a non-meeting for the purpose of conducting deliberations regarding the grievance.

A vote by **show of hands 6-0-0** passed unanimously. The Board relocated to the Enfield room for the recess at 7:05 PM.

Chairman Neville explained to members of the ETA that they are welcome to remain in Council Chambers for them to return or they will contact them with the Board's decision if they chose to leave.

Dr. Schumann, Mr. Drezek and Board Attorney Mr. Mills joined the Board for the recess.

Return to Open Session:

The Board returned to open session at 7:29 PM.

6. ACTION, IF ANY REGARDING ETA GRIEVANCE:

Mr. Sirard moved, seconded by Ms. Hall that the Enfield Board of Education denies the grievance filed by the Enfield Teachers' Association and heard by the Board on May 21, 2013 on the grounds that the Association failed to establish any violation of any provision of the collective bargaining agreement.

A vote by **roll-call 5-0-1** passed with Mr. Jonaitis abstaining.

7. ADJOURNMENT

Mrs. Szewczak moved, seconded by Mr. Sirard to adjourn the Special Meeting of May 21, 2013.

All ayes, motion passed unanimously by a **show-of-hands 6-0-0**.

Meeting stood adjourned at 7:31 PM.

Donna Szewczak
Secretary
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary

**BOARD OF EDUCATION
REGULAR MEETING MINUTES
MAY 28, 2013**

A regular meeting of the Enfield Board of Education was held at Town Hall in Council Chambers, located at 820 Enfield Street, Enfield, CT on May 28, 2013.

1. **CALL TO ORDER:** The meeting was called to order at 7:00 PM by Chairman Neville.

2. **EXECUTIVE SESSION:**

Mr. Grady moved, seconded by Mr. Fealy that the Enfield Board of Education enters into Executive Session for Matter(s) Related to Attorney Related & Attorney Client Privilege and Matter(s) Related to Personnel.

A vote by **show-of-hands 8-0-0** passed unanimously. The Board remained in Council Chambers for the Executive Session.

Both Dr. Schumann and Mr. Drezek joined the Board in Executive Session.

Return to Open Session:

The Board returned to open session at 8:44 PM. No Board action occurred while in Executive Session.

Chairman Neville apologized for the delay while the Board was in Executive Session.

3. **INVOCATION OR MOMENT OF SILENCE:** Timothy Neville

4. **PLEDGE OF ALLEGIANCE:** Timothy Neville

5. **FIRE EVACUATION ANNOUNCEMENT:** Chairman Neville announced the fire evacuation announcement.

6. **ROLL CALL:**

MEMBERS PRESENT: Peter Jonaitis, Tina LeBlanc, Kevin Fealy, Vin Grady, Donna Szewczak, Joyce Hall, Tom Sirard and Timothy Neville

MEMBERS ABSENT: Jen Rancourt

ALSO PRESENT: Dr. Jeffrey Schumann, Superintendent; Mr. Christopher Drezek, Deputy Superintendent; FHS Student Representative Katie Saltzgiver and EHS Student Representative Brandon Andexler

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

7. **SUPERINTENDENT'S REPORT**

a. Student Representatives & Alternates – as presented

Board Members agreed to have the high school principals recommend junior and seniors as student representatives and alternates to the Board for appointments.

- b. EHS/FHS Scholarship/Award Nights – as presented
- c. Enfield Gets Ready for Grade One – as presented
- d. Grants Report – as presented
- e. Personnel Report – as presented

8. AUDIENCES

Sue Braun, Light Street – Ms. Braun stated full day Kindergarten was discussed 15 years ago and instead we expanded all of the schools. By adding full day Kindergarten cuts will be made at the high school. The proposed cuts will affect her children. Full day Kindergarten will benefit some of the students. What educational benefits will be made for the other 12 grades? The reorganization has not been what she thought it would be. It has not enhanced education for the students. One of her children needs resources and her other child needs to be challenged. Thankfully his teacher does that. Standardized tests will now be taken on computers. Not all children are familiar with computers or have the appropriate skill sets needed. High school students will need 22/23 credits to graduate. Behavior is becoming a major concern. She was told by Town Council last year not to worry about all of the children in Enfield. She would like to see her children and all the children in Enfield to be educated not just the Kindergarten students. Regarding guards in our schools, if we cannot afford books, don't buy guns.

Gina Sullivan, Guild Street – Ms. Sullivan asked if full day Kindergarten is implemented, what can we expect at the K-2 schools. How will this work. She was under the impression that all the rooms were being used after the reorganization. Do you have a plan in place? Will services be taken away from the other elementary students? She is aware of the proposed cuts at the high schools. She is for full day Kindergarten but not at the expense of the other students. The public wanted full day Kindergarten and you listened to them. The public did not want armed guards in the schools and you chose not to listen to them. She was originally for guards but has since changed her position. The Board can use the money allocated to you as deemed appropriate. She received an audio recording of the Town Council meeting where they gave the Board money to implement full day Kindergarten. The Board needed to promise to use the funds for full day Kindergarten. She is disappointed to see how this works. Please consider the needs of all of the students in Enfield before you make the decisions for full day Kindergarten. Thank you.

Vinnie Weseliza, Deer Run – Mr. Weseliza is here to discuss the use of Fermi. He has previously discussed the benefits of moving JFK students to Fermi. The space issue at JFK is not a new concern. They are at 95-100% room utilization. Lunch waves start at 10:30 AM. Art and Language is being taught from a cart. Teachers are being very creative regarding room usage. We will need portable classrooms in 2013-14 or will need to expand classrooms. Fermi has more space and can address our space issues. There are ADA issues and they will still need to be addressed if Fermi is to be used. The Town Council has an architect looking at Fermi. They are currently looking to use Fermi as a community center. He would like the Board to conduct a feasibility study regarding using Fermi. He has a petition with 114 signatures on it without even trying. He knows he could get additional signatures. He would like the Board to consider using Fermi as an option for JFK.

Joshua Hamre, New King Street – Mr. Hamre asked the Board to consider adding a second audience portion to the meeting agenda. He thanked the school representatives for their service and encouraged them to continue your civic obligations. He congratulated them for the work they did. He does not believe armed guards belong in our schools. Guns do not belong in schools. He wished Board members Mr. Sirard and Mr. Fealy good luck with their entrepreneurship. He agrees with Mr. Weseliza regarding using Fermi for a middle school. This makes sense. He thanked the Board.

Mrs. Rancourt thanked Mr. Foxx for the work he has done on Post and Raffia Road. It looks fabulous. Thank you.

John Foxx, Sandpiper Road – Mr. Foxx stated the work he has done is at Woodside Park. This has come out of Rachel's Challenge. He was worried about the flowers and was watering them. He has fought hard for the Board with the Town Council regarding the budget. He hopes the Board is happy with what they received as an allocation. The deal the Town Council made with the Board regarding full day Kindergarten does not sound like fair play. They are micro managing the Board. The armed guards were required to have certain training if they are in a school. He believes the sun-setting provision should still be in place. He likes not using Fermi as a middle school. Once the enrollment declines, JFK will be suitable. It is more conducive for middle school students. Full day Kindergarten will inevitably happen either this year or next year due to another State imposed mandate. He hopes that the staff cuts will not be too dramatic. Thank you.

Both Chairman Neville and Mrs. LeBlanc thanked Mr. Foxx for the work he has done at Woodside Park. It looks great.

9. UNFINISHED BUSINESS

a. Continue FY2013-14 Budget Discussion and Action, if any

Chairman Neville stated additional details and specifics are needed before the Board can make any decisions regarding the FY2013-14. The Board has come to a consensus regarding scheduling another meeting to approve the budget.

Mrs. Szewczak moved, seconded by Mr. Sirard that the Enfield Board of Education tables the discussion regarding the budget and hold a special meeting to address the FY2013-14 budget.

Point of Order:

Mr. Jonaitis asked if we are closing the debate regarding the budget. Chairman Neville stated we are tabling the discussion until we can obtain the information needed to continue the budget discussion. There is no discussion regarding tabling an item.

A vote by **roll-call 5-2-0** passed with Mr. Jonaitis and Ms. Hall in dissent. Mr. Grady was not present for the roll call vote.

Board members agreed to hold a special meeting on Tuesday, June 4th at 5:00 PM in either Council Chambers or the Enfield Room to discuss the FY2013-14 Budget. We will include public comments on the agenda.

10. NEW BUSINESS

a. 2013 Lester J. Bodley Memorial Scholarship

Dr. Schumann stated information regarding this year's 2013 Lester J. Bodley Memorial Scholarship recipients is included in the Board packet. Board members are asked to refer to the scholarship recipients as Student A and B so they will be surprised at the EHS scholarship night on May 4th.

Ms. Hall moved seconded by Mr. Sirard that the Enfield Board of Education awards the 2013 Lester J. Bodley Memorial Scholarship to Student A and Student B from Enfield High School.

Discussion:

Ms. Hall stated that she has researched Mr. Bodley and found out that he was a Navy Veteran besides the information mentioned by Mrs. Ogonis.

Mr. Jonaitis stated we do not know who these students are. Chairman Neville added we have some idea but they would like to surprise the students.

Mr. Jonaitis added that you are asking us to approve the students without knowing who they are.

Chairman Neville stated we are accepting the recommendation from the Enfield High School administration.

Ms. Hall stated we know about their characteristics so we do know something about them.

A vote by **roll-call 7-0-1** passed with Mr. Jonaitis abstaining.

b. Discussion Regarding the Use of the Enrico Fermi Building

Dr. Schumann stated this topic has been discussed by Mayor Kaupin and Chairman Neville in our governance meetings. We are looking for the Board's input regarding this so they can continue the discussion with Town Council members. He presented the Board with the ADA compliance study dated 12-09-10. Since we would not be using Enrico Fermi due to the high school consolidation, we received a waiver from the Office of Civil Rights. If the Board decides to use Fermi as a school, we are obligated to notify them and would need to move forward with the ADA compliance issues with the building. We have an architectural firm that is working with us for the EHS consolidation. They have provided us with some preliminary work and utilization of FHS for many other purposes including Town offices and recreational facilities. We are ready to gather any additional information you may need in order to make a decision regarding the use of the Enrico Fermi building.

Chairman Neville stated that he asked for this item to be placed on the agenda. He believed a lot of this information was readily available and has since found out that it is not. He would like this information available for public viewing on our website and anything else that may be available for public viewing. Our intent is to conduct a thorough discussion and gain some data regarding this. This would be a first step.

Chairman Neville added that he believed Dr. Gallacher had some of this information regarding specific dollar amounts. He would encourage Dr. Schumann to reach out to either Dr. Schumann or Dr. Pongratz regarding this. He would like to see the dollar amounts attached to this. The Board may have some other information regarding this.

Chairman Neville stated he is in no rush for the Board to make any decisions regarding this until we receive the necessary information. The Town is looking at the facility structure for recreational use.

Chairman Neville stated that he would be interested in seeing how much we still owe on John F. Kennedy and Enrico Fermi. He would also like to see if there any educational concerns for moving the middle school to the Enrico Fermi building. If we were to fix the building, we would most likely need to go to a referendum. If we closed the school, would we be able to do another project without running into major compliance issues. He does not believe we could conduct two projects concurrently with another referendum.

Mr. Fealy asked if we were to renovate to new and keep the school open would this allow us more grant funding opportunities? This might make this more feasible.

Mrs. Szewczak stated we would need to go through the same process with a referendum. The reimbursement would be in the high 60% rate for a "renovate to new construction" than "new construction".

Mr. Sirard added that we cannot touch the soil cap that was done during the soil remediation. The Town would be financially responsible if we break the 8" cap. We did not go with the complete soil remediation.

Chairman Neville would like Dr. Schumann to see the costs associated with the soil remediation. Dr. Pongratz may have something regarding this.

Mr. Jonaitis agreed with Mr. Sirard. We would be responsible for a huge amount. Chairman Neville would like to know what the costs were associated with this.

Mrs. LeBlanc stated she has been inside JFK many times. They are using closets as rooms. The outside portable class rooms cannot be used. The café is crowded. There are fewer teaching stations in the gym compared to using Fermi. She feels that it was presumptuous for the Town to look at Fermi as a community center. We have not had enough time for a discussion about this. The Board should seriously look at using Fermi as a middle school.

Chairman Neville stated we are looking for data. Mrs. LeBlanc understands this but the Town has hired an architect and no one has made any decisions yet. Chairman Neville added that is out of our control.

Mrs. Szewczak stated a ball park figure would be around \$200 per square foot to "renovate to new". It would cost around \$350 - \$400 per square foot for "new construction".

Mrs. LeBlanc asked if we would need to "renovate to new" based on space and the number of students at JFK. When we graduated from Fermi there were more students than there are now. Mrs. Szewczak added you will not get reimbursed unless you "renovate to new".

Mrs. LeBlanc understands that we will receive more money to "renovate to new" but would we have to do that. Mrs. Szewczak stated you would need to do the ADA compliance issues and if you are doing that you would need to renovate the building that was built in 1970. It would be better to "renovate to new". This way the Town would receive some reimbursement and you would have a brand new building.

Mrs. LeBlanc is concerned that within a few years we would be looking at another referendum to use the building as a community center or as a middle school.

Chairman Neville added you would most likely need a referendum either way. You could also renovate JFK.

Mr. Jonaitis asked who decided that we would not use Fermi as a school. Chairman Neville added the Board voted on this. The Mayor and the Town Manager are asking the Board to look at this. They would like us to let them know if we would not need to use Fermi as a school. This is our building. This is an educational building until we no longer need it.

Mr. Jonaitis stated the Town has hired someone to look at the use of the building other than a school. Both Chairman Neville and Mrs. Szewczak stated that is correct.

Mr. Jonaitis is glad to see the Town is telling us what to do again. Chairman Neville stated this topic been out there for a while regarding the use of Fermi.

Mr. Jonaitis asked who let the building fall into such disrepair. Chairman Neville stated this is an ADA compliance issue not disrepair issue.

Mr. Jonaitis stated we are not responsible for the building upkeep anymore. He likes the idea of using Fermi for the middle school. He would like to see us use part of the Enrico Fermi building for an alternative education and vocational educational program. Let's get something for the other kids.

Mrs. Szewczak has a problem with the interior classrooms at Fermi. The Building Committee refers to them as double corridor rooms. They were told by the architect to eliminate them because interior classrooms are not conducive to education learning. That is a problem at Fermi.

Mr. Sirard understands when the building was built they were built as institutional settings for less distractions. That was the trend back then. Open rooms and natural lighting is the trend now. Opinions will change from year to year. The soil at Fermi is a real concern and it can become expensive if touched. It would cost around \$4 million to remove all of the contaminated soil.

Mrs. LeBlanc stated we need to look at all of the needs of the students at JFK. We have a lot on our plates. We need a vocational program for our students. We all receive the suspension reports.

Mr. Jonaitis stated the Stowe building will be available for us to use again. This could be used as an annex to JFK. A lot of school systems had neighborhood schools. Other schools have their buildings all in one area. Bus runs could be consolidated. JFK could eventually be turned in an Intermediate school for grades 3, 4 and 5.

Chairman Neville stated the Stowe building will be turned back to us in a year.

Mr. Fealy stated we would need to look at transportation costs that would be incurred.

Chairman Neville stated the educational needs for using Fermi as a middle school should also be considered. We would need to look at the physical needs for labs as well as curriculum needs.

Mr. Fealy asked about any additional State mandates for STEAM standards at the middle school level.

Chairman Neville would like to keep this item on our future agendas for further discussions before any decisions are made by the Board.

11. BOARD COMMITTEE REPORTS

Ms. Hall attended the Head Start Policy Committee meeting. Federal grants have been reduced by 5.2% or around \$40K. Students have shown progress between fall and now in all areas. Our Enfield Head Start program is an effective program.

Ms. Hall reported that the Head Start Parents have volunteered to help with any room reorganization for the full day Kindergarten classrooms. They also believe they can have Target help with this reorganization.

12. BOARD MEMBER COMMENTS

FHS Student Representative Katie Saltzgiver stated there is a lot going on at Fermi. We had

the Senior Prom, the Spring Instrumental Concert, Fermi Idol and the Senior Class Picnic. Coming up at Fermi will be our Honors Breakfast and Senior Class Night. Our Awards and Scholarship Night will be held on June 3rd at 6:30 PM. We will hold the Fermi Expo on June 4th.

Mr. Jonaitis acknowledged the teachers in Oklahoma for what they did for their children. He does not believe anyone will amend the agenda tonight. He agrees with the speakers tonight regarding full day Kindergarten, the high school cuts and staff cuts. He agrees that the reorganization might have gone smoother. There were many positive things that have come out of the reorganization. One of the good things are the class sizes are in line. We have spent a lot on books over the past three years. There is a plan for full day Kindergarten. Resource room teachers will not be moved into the Kindergarten classes. We have a very detailed plan that we cannot discuss at this time should we have full day Kindergarten.

Point of Order:

Mr. Fealy stated Mr. Jonaitis is treading on very thin ice with his comments regarding personnel issues.

Mrs. Szewczak added you are discussing budget items.

Chairman Neville agreed. This topic will be addressed next Tuesday at 5:00 PM.

Mr. Jonaitis stated the Board has the authority to spend the funds allocated from the Town Council and agrees with the audience member that the agreement was rather obvious.

Mrs. LeBlanc stated the grade 8 formal is on June 7th, the grade 8 class trip to High Meadow will be held on June 18th and the grade 8 breakfast will be held on June 19th. She has received a lot of feedback regarding full day Kindergarten. She is fighting for all of the students in Enfield not just what is best for her children. The Board needs some additional clarification regarding the budget before a decision can be made. We want to make the best decisions for all of the children.

Mr. Fealy thanked those that have served in the military, current and past. He agrees with Mrs. LeBlanc that more information was needed so we can do the jobs that we were appointed to. There is no gamesmanship going on.

Mr. Fealy would like to see the success of the Head Start students and would like to see if we can track them through grade 3 or grade 4. That would give us a true case study regarding Head Start. We would have accurate information about Head Start and its success.

Mrs. Szewczak responded to some of the comments made about the Town Council dictating how we should spend our money. Goal #3 started in September 2013 for the Board to establish a full day Kindergarten program. The Town Council's commitment to us is a sign of their support. They are not dictating to us. She urged everyone to read our goals again.

Mr. Sirard stated that full day Kindergarten is a priority of the Board. We made it a focal point of our presentation to the public. The public has made this a priority and the Town found a way to fund it. We have an opportunity to have this program without being mandated. It will help with our remediation rates and will make education better. We will be more competitive with the alternative schools. You will not see large class sizes as some people have mentioned. There will be some sacrifices. We are doing something good for our school system overall.

Mr. Jonaitis stated he believes Kindergarten is important but it needs to be prioritized.

Ms. Hall stated we have been tracking Head Start progress for many years or so she has been told this. She has never received a report regarding Head Start students and their progress through the grade levels. This idea is not new.

Ms. Hall stated that the State of Connecticut is being sued over education laws not fulfilling the educational needs of the students per the constitution and for adequate funding for adequate education.

Ms. Hall attended the Connecticut Superintendent's Leadership Summit in Cromwell. Information from this two day summit will be posted on the CAPSS website. It has been very informative. She attended two workout sessions on early childhood education and common core. They also discussed the focus for a common calendar.

Chairman Neville thanked the speakers tonight. There has been some misunderstanding regarding the proposed budget cuts. Dr. Schumann presented some possible impacts in order to get to the Town Manager's proposed budget. The Board will make the final budget decisions based on the allocations we received from the Town Council.

Chairman Neville stated lunch has always been served at 10:30 AM at JFK. It has been this way for the past 30 years due to scheduling. This time is not something new. The kids are very hungry at 10:30 AM.

Chairman Neville stated we did not beat the Town Council up asking for this money. We all want full day Kindergarten and needed to find common ground. We did get security and money for Kindergarten. No one will get everything in the budget process. They asked for a consensus and we gave them that. This has been one of his goals and the Boards goals for many years. They allocated this money for the Board to use as we see fit.

Chairman Neville attended a post intervention workshop concerning tragic deaths and untimely deaths. This was a two day workshop on how to deal with the aftermath from any tragedy. Rachel's Challenge was one of the positive offshoots from this. Mr. Foxx is also working on another offshoot from Rachel's Challenge. We have wonderful students and need to change the climate. He is pleased to see this kind of positive progress being made for our students that came from tragedy two years ago.

13. APPROVAL OF MINUTES

Mr. Grady moved, seconded by Mrs. LeBlanc that the Special Meeting minutes of May 14, 2013 be approved. A vote by **show of hands 8-0-0** passed unanimously.

14. APPROVAL OF ACCOUNTS PAYROLL - None

15. CORRESPONDENCE AND COMMUNICATIONS - None

Mrs. Szewczak stated we have 2 invitations to report:

- a. Invitation to attend the Adult Education Graduation Ceremony on June 13th;
- b. Invitation to attend the EHS World Languages Ceremony on June 5th.

16. EXECUTIVE SESSION

Mr. Sirard moved, seconded by Mrs. Szewczak that the Enfield Board of Education enters into Executive Session for Matter(s) Related to Collective Bargaining and Matter(s) Related to Superintendent's Evaluation.

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

Both Dr. Schumann and Mr. Drezek joined the Board in Executive Session at 10:15 PM.

Both Dr. Schumann and Mr. Drezek were excused at 10:20 PM.

17. ADJOURNMENT

Mr. Grady moved, seconded by Mrs. Szewczak to adjourn the Regular Meeting of May 28, 2013.

All ayes, motion passed unanimously.

Meeting stood adjourned at 10:45 PM.

Donna Szewczak
Secretary
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary