

**BOARD OF EDUCATION  
SPECIAL MEETING MINUTES - B  
FEBRUARY 17, 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 February 17, 2015.

1. **CALL TO ORDER:** The meeting was called to order at 7:15 PM by Chairman Sirard.
2. **PLEDGE OF ALLEGIANCE:** Chairman Sirard
3. **FIRE EVACUATION ANNOUNCEMENT:** Chairman Sirard announced the fire evacuation announcement.
4. **ROLL CALL:**

**MEMBERS PRESENT:** Peter Jonaitis, Raymond Peabody, Lori Unghire, Vin Grady, Timothy Neville, Stacy Thurston, Tina LeBlanc (arrived at 8:35 PM) and Tom Sirard

**MEMBERS ABSENT:** David Wawer

**ALSO PRESENT:** Dr. Jeffrey Schumann, Superintendent; Mr. Christopher Drezek, Deputy Superintendent; Mr. John Coccia, Chief Personnel Officer and Attorney Richard Mills, Shipman & Goodwin

5. **EXECUTIVE SESSION:**

a. **Matters Related to Collective Bargaining**

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

A vote by **show-of-hands 7-0-0** passed unanimously.

The Board remained in the Board Conference Room for the Executive session portion of the meeting at 7:16 PM.

Dr. Schumann, Mr. Drezek, Mr. Coccia and Attorney Mills joined the Board in Executive Session. No Board action occurred while in Executive Session.

**Open Session:**

The Board returned to open session at 8:03 PM.

6. **ACTION IF ANY, RELATED TO COLLECTIVE BARGAINING:** None
7. **CONTINUE THE FY2015-16 SCHOOL CALENDAR DISCUSSION:**

Dr. Schumann distributed a draft copy of the FY2015-16 school calendar. At the last meeting, Mr. Neville asked where one of the professional learning (PL) dates was moved from. The calendar Board members received in the fall had a PL date scheduled for May 27<sup>th</sup>. We presented the Board at the last meeting using November 25<sup>th</sup> as a half day PL date. After further review of the draft calendar, there were too many teacher days. The revised version

now has November 25<sup>th</sup> as a no school day. This will give the Building Committee the entire day for them to move items as requested.

Chairman Sirard asked about the proposed regional calendar for the 2016-17 calendar and would we still be able to schedule firm graduation dates. Dr. Schumann stated the Board could still place firm graduation dates on the calendar if you choose to.

Mr. Peabody stated if everyone has the same graduation dates this might cause some problems for scheduling safe graduation events.

Dr. Schumann stated you will still have some flexibility with your calendars. The holidays will all be the same. There will be some flex days for scheduling.

Mr. Neville asked if snow days will mess this up for the end of school. Dr. Schumann stated you can always push the last day of school to June 30<sup>th</sup>.

Mr. Neville stated we might all have the same days for PL. The reason for this was to save money and utilize PL days with other school districts. He wondered if this would affect any of the bargaining units.

Dr. Schumann added the Board will need to revise the Board's Calendar policy [#6111 School Calendar](#) to reflect the regional calendar. The draft calendar is in compliance with the Board's current policy and adheres to all State laws.

Mr. Jonaitis asked about the second week in November. Dr. Schumann stated some of those days are for elementary conferences and half day PL activities.

Mr. Jonaitis does not like the idea of half day PL.

Chairman Sirard added the Board will vote on the proposed 2015-16 School Calendar at the next regular meeting on Tuesday, February 24<sup>th</sup>.

## **8. CONTINUE THE 2015-16 BUDGET DISCUSSION AND ACTION IF ANY:**

Dr. Schumann distributed a document listing budget adjustments as requested by the Board starting with 8.75% down to 0%. He explained the attachments that are coded: A = Athletic, B = Budget, EC = Extra Curricular, F = Financial, I = Instructional, NC = Non-certified, O = Other and S = Special Areas.

Dr. Schumann stated we have discussed items B previously - adjustments to Workers Compensation and Health Insurance costs.

Mr. Neville stated that this should fall under the Town for these projected costs. They can take any extra money from the Town's fund. The Board does not have a surplus to draw from. Any additional costs will need to come from teacher's salary line item and lay off staff to cover additional workers compensation costs.

Dr. Schumann added that we have \$1.3 million in the budget and feel that we can reduce this number and will still be safe.

Mr. Peabody believes they should pick up any additional costs than what we have budgeted for.

Mr. Neville would also like to see them pickup any additional IT costs. Every year they give us money towards this item. These two items would take a huge chunk off of our budget.

Chairman Sirard stated that he is comfortable with Dr. Schumann's recommendation for health insurance. He feels we should budget for \$501K for workers compensation. The Town is our fiduciary agent and does not believe that they will take issue with this.

Mr. Peabody stated the IT budget will save us \$400K. What are we budgeting for IT costs? When will we know this number? Mr. Neville stated we will find this out at our next ITPC meeting.

Mr. Peabody stated last year we paid \$500K for IT costs out of a \$2 million dollar budget. He feels the town should pick up the same amount again.

Mr. Neville added if they are going to do this again, they should just do it and let us know.

Mr. Peabody added that we could adjust our proposed budget by \$1.5 million and an additional \$400K for a total reduction of \$1.9 million.

Chairman Sirard stated our insurance costs are still uncertain. Our workers compensation budget of \$501K is a comfortable number to budget for. The ITPC costs are at the discretion of the Town Council. We should not factor this into our budget based on past practice. We will need to consider a backup plan for \$1.5 million for just in case the Town Council does not assist us again.

Mr. Peabody would like us to present this past practice to the Town Council. The past practice was for them to assist us with our IT costs. We need them to consider this again.

Mr. Neville stated at the last meeting, we asked the Superintendent to come up with a number that won't cut any programs or staff and presented us with a 7.99% number.

Dr. Schumann stated the recommendations he made were for B1, B2, F1, F2 and F3 or 7.99% budget. This equals a reduction of \$487,430 from his previous budget recommendation.

Chairman Sirard stated the \$501K workers compensation number was reduced by \$169K. This will bring us to 7% or a reduction of \$641,167K.

Mr. Neville would like to receive an electronic copy of this.

Chairman Sirard stated by using these figures, the Town Council would have a hard time disputing this.

Mr. Grady added that we would still like the Town Council to allocate another \$1.5 million towards Workers Compensation and IT costs.

Mr. Peabody stated these are the reductions we are talking about. Mr. Neville added that we are getting down to a reasonable number.

Mr. Peabody added any additional reductions will mean program cuts. Mr. Neville does not want to make any cuts without knowing what the impacts are.

Chairman Sirard added that he is fairly confident with the \$501K figure.

Mr. Neville stated we will need to show the history to the Town Council.

Mr. Peabody agrees that the ITPC Committee needs to meet. We need to discuss shared services and costs. He would like to know the hourly rates we are being charged. Mr. Wawer and he discussed breaking down the costs showing the affect when we present to the Town

Council.

Mr. Neville would like to bring Mr. Coppler and Mr. Russell to a Board meeting to discuss this publically. This way the public will know where the money is going.

Mr. Peabody stated that he sent Dr. Schumann an e-mail. He asked if he has had the opportunity to look at it. Dr. Schumann stated no, that he was working on this information for the Board.

Mr. Neville stated we gave the Superintendent a short time frame to come up with these figures. As we move forward, he sees this as a starting point with the budget. As each number comes in, we can continue to work our numbers downward. We need to come up with a number tonight that we can work from. We need a starting point.

Mr. Peabody would like to receive a copy of this electronically.

Chairman Sirard asked about items A1-31 and are we having any difficulties filling any of these athletic teams? Dr. Schumann stated both football teams and the EHS boys' tennis have difficulties with low participation numbers. We are in the process of asking the CIAC about a co-op for the football team for the 2015-16 school year. If they allow us to co-op, it will save us some money.

Chairman Sirard stated the Board voted to wait until the high schools consolidated before consolidating any teams. Dr. Schumann stated this would be for a co-operative team. A co-op is different from consolidating and there are specific rules that apply for co-ops.

Chairman Sirard would like to see the participation numbers for athletic competition teams. This way we can amend our budget accordingly.

Mr. Neville would like Dr. Schumann to invite them to a Board meeting to discuss this with them. Chairman Sirard would like them to attend the next Board meeting as guests.

Mr. Neville stated we have a co-op hockey team. Mr. Peabody added the coaches are in favor to co-op the football team.

Chairman Sirard stated we can look at teams with low participation numbers. This can help as financially. That would be sharpening our pencils.

Mr. Neville added that any cooperative teams could play as the Enfield Eagles. This would help us as we move forward with the consolidation. We can also look to the Town for any of these one-time costs for uniforms. Uniforms are not included in our Building Committee's budget.

Mr. Neville stated we can continue with reductions as we go along during the budget process.

Mr. Peabody added that uniforms are not included in our budget either. The Town Council would like to divide these costs over 2 fiscal years. Mr. Neville added this could be discussed at the Governance Council meetings. One-time costs should be addressed differently.

Mr. Neville would like to know what our budget looks like now with the additional budget reductions.

Dr. Schumann stated with the additional reductions taken from his previous recommendation of 7.99% we are currently at 6.99% budget increase of \$4,496,184 or \$68,758,341.

Mr. Jonaitis added that we have not looked at any staffing reductions yet. Mr. Neville stated

we do not want to do that yet. We are trying to layout what the impacts of these cuts would be.

Chairman Sirard stated he is comfortable with this number at this point. He would like to see the participation numbers for boys' tennis and football teams.

Mrs. LeBlanc arrived at 8:35 PM.

Dr. Schumann stated there are no other teams that could co-op at this time.

Mr. Neville would like to hear from the coaches about a co-op.

Dr. Schumann added that boys' tennis was denied to co-op for this year. We can ask about a co-op for next year's fall teams. We will look at our current numbers for next year's fall petition to co-op. We believe there will only be 2 or 3 Enfield boys that can play with the Fermi students but they will participate as independent students. They will be independent of Fermi. By doing this, we will provide them with an opportunity to practice and play.

Dr. Schumann stated concerning football, this item has been brought to the Pequot League and the CCC Conference. The CCC Conference has looked at the request and agreed that they could play under Fermi in the CCC Conference as a cooperative team. They are in the process of submitting a full application to the CIAC. We should hear about their final decision by April 2015 if the two teams could co-op for the Fall 2015 football season.

Mr. Grady asked about the coaches. Dr. Schumann stated our coaches are hired for one year positions. They can re-apply for the position and go through the process with Mr. Coccia, Mr. Bernstein and the high school principals.

Mrs. Unghire asked if anyone knows where we stand with Legislation regarding CREC tuitions.

Mr. Peabody stated that a bill has been written by the committee (Representative Kiner and Alexander) and submitted to the Legislation to transfer the costs from the Towns to the State. He is not sure of the bill number.

Mr. Neville asked if there is any chance of this passing. Mr. Peabody doesn't believe it has any chance of passing this year. But if they continue to submit it, more representatives will get on Board with this idea.

Mr. Neville moved, seconded by Mr. Peabody that the Enfield Board of Education approves a 6.99% Budget and will continues to work on the Budget with real-time cuts as we move forward.

### **Discussion:**

Mr. Peabody would like to include a caveat letter with an executive summary with value added and our accomplishments. We need to include the items we discussed.

Chairman Sirard stated we will adopt a 6.99% with a caveat. We should continue to look for efficiencies as we move along. We can include that with our budget presentation to the Town Council.

Mr. Peabody would like to see Dr. Schumann present the priorities and include an executive summary.

Mr. Neville stated we need to submit a number and what goes along with it to the Town Council. We could see what would be the best way to do this by asking Dr. Schumann and Mr.

Drezek.

Mr. Peabody stated we need to add the value added to this, what are we spending and what we are going to do with it.

Mr. Neville asked what we submit to the Town Council.

Dr. Schumann stated we will give them the budget book and the adjustments from tonight. We can include the executive summary.

Chairman Sirard is comfortable with this.

Mr. Peabody stated can give them this information when we present our budget to them.

Mr. Jonaitis stated this is to present a 6.99% budget to the Town Council. Chairman Sirard stated that is correct.

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

**9. 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 8:20 PM.

Vincent M. Grady  
Secretary  
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary