

**ENFIELD BOARD OF EDUCATION
ENFIELD, CONNECTICUT**

Time-Place:

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

Date: 12/13/16

- 1. Call to Order – 7:00 PM**
- 2. Invocation or Moment of Silence – Stacy Thurston**
- 3. Pledge of Allegiance – Stacy Thurston**
- 4. Fire Evacuation Announcement**
- 5. Roll Call**
- 6. Board Guest(s)**
 - a. FIRST LEGO League**
 - b. JFK Pre-Referendum Chair**
- 7. Superintendent's Report**
 - a. Student Representatives Report**
 - b. Christmas Break**
 - c. December/January Events**
 - d. Grants Report**
 - e. Personnel Report**
- 8. Audiences**
- 9. Board Members' Comments**
- 10. Unfinished Business**
 - a. Transition Update**
 - b. Continue School Consolidation Discussion and Action if any**
- 11. New Business**
- 12. Board Committee Reports**
 - a. Building Committee**
 - b. Curriculum Committee**
 - c. Finance Committee**
 - d. Leadership Committee**
 - e. Policy Committee**
 - f. Any Other Committees**
- 13. Approval of Minutes: Special Meeting Minutes – November 16, 2016; Regular Meeting Minutes – November 22, 2016 and Special Meeting Minutes – December 5, 2016**
- 14. Approval of Accounts and Payroll**
- 15. Correspondence and Communications**
- 16. Audiences**
- 17. Executive Session**
- 18. Adjournment**



ENFIELD PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date: December 13, 2016
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Board Guest(s)

- a. **FIRST LEGO League:** Tonight we welcome John Dague, our STEAM Coordinator and Adam Mitchell, JFK Technology Teacher and club advisor. Mr. Mitchell will introduce the students that are present and the students will give the Board an update about the FIRST LEGO League at JFK.

- b. **JFK Pre-Referendum Chair:** We have placed this item on the agenda for the JFK Pre-Referendum Chair Mr. Rutledge to update the Board on the progress of this committee and for the Board to ask questions.



ENFIELD PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date: December 13, 2016
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Superintendent's Report

- a. **Student Representative Report(s):** Enclosed in your packet, you will find a report from both BOE Student Representatives regarding events/happenings at Enfield High School. Student Representatives may have some additional information or comments to share with Board members.

- b. **Christmas/New Year Break:** Schools will be closed for all Enfield Public School students and staff on December 26th through January 2nd for the Christmas/New Year's break. Central Office will be open on December 28th, 29th and 30th. All students and staff will return to school on Tuesday, January 3rd. We wish everyone a Merry Christmas and Happy New Year.

- c. **December/January Events:** Listed below are some of the events that are happening at our schools during December and January:
 - December 14 – Wreaths Across America program will be held at Parkman outside and in the APR at 9:00 AM;
 - December 14 – All EPS students will be dismissed early with lunch for a half day K-12 Staff PD;
 - December 15 – Grade 7 Instrumental Concert will be held in the JFK Auditorium at 7:00 PM;
 - December 17 – Rachel's Challenge Pancake Breakfast will be held at St. Patrick's Church Hall at 8:00 AM;
 - December 17 – EHS Honors Choir Performance will be held at the King Street Cemetery at noon as part of the Wreaths Across America program;
 - December 20 – Grade 8 Instrumental Concert will be held in the JFK Auditorium at 7:00 PM;
 - January 12 – Parkman's Chorus Concert will be held in the APR at 6:30 PM.

- d. **Grants Report:** The Grant Report for December 2016 is enclosed for your review.

- e. **Personnel Report:** The Personnel Report for December 2016 is also enclosed for your review.



ENFIELD PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date: December 13, 2016
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Transition Update

At this time, I will update the Board regarding the Enfield High transition.



ENFIELD PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Date: December 13, 2016
To: Enfield Board of Education
From: Dr. Jeffrey A. Schumann
Re: Continue School Consolidation Discussion and Action if any

Board members can continue their discussion regarding the Nathan Hale school consolidation at this time.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriate regarding the Nathan Hale School Consolidation.

Item #79.



EHS Student Representative Report – December 13, 2016

- Rachel's Challenge Pancake Breakfast will be held on St. Patrick's Church Hall on Saturday, December 17th at 7:00 PM;
- EHS Honor Choir Performance will be held on Saturday, December 17th at the King Street Cemetery at noon.

Item #7d.

	<u>Applied For</u>	<u>Awarded</u>	<u>Date Submitted</u>	<u>Approval Date</u>
Adult Education - (Grant Portion)	192,584.00	192,584.00	3/25/2016	7/25/2016
Adult Education - Cooperative	60,404.00	60,404.00	3/25/2016	7/25/2016
Adult Education Program Improvement Project	40,000.00	40,000.00	6/14/2016	8/30/2016
Perkins	66,532.00	61,647.00	6/29/2016	11/14/2016
Head Start State Grants (Enhancement, Extended Services, Early Link)	134,411.00	126,404.00	10/27/2015	6/27/2016
Head Start Federal Grants (FY 3/1/17 - 2/28/18)	824,234.00	824,234.00	10/25/2016	Pending
Title I Entitlement	-	852,861.00	10/14/2016	11/18/2016
Title II Entitlement	-	113,479.00	10/14/2016	11/18/2016
Title III Entitlement	-	16,368.00	10/14/2016	10/24/2016
IDEA Section 611, Special Education Assistance (FY 07/01/16-06/30/18)	1,222,564.00	1,287,968.00	4/13/2016	8/26/2016
IDEA Section 619, Preschool Education (FY 07/01/16-06/30/18)	50,064.00	51,865.00	4/13/2016	8/26/2016
Smart Start Grant- Operations (2nd of the 2 years grant)	120,000.00	120,000.00	12/19/2014	7/20/2016
SHEFF Open Choice Academic, Student and Social Support	55,200.00	-	10/25/2016	Pending
MSAP-Coop CREC (1st of the 3 years grant)	278,745.00	-	5/27/2016	Denied
Smart Start Grant- Capital Improv.(5/1/17-6/30/18)	75,000.00	-	10/25/2016	Pending
Smart Start Grant- Operations (7/1/17-6/30/19)	65,000.00	-	10/25/2016	Pending
TOTAL	3,184,738.00	3,747,814.00		

Item # 7e.

**CERTIFIED PERSONNEL MATTERS
NOVEMBER 21, 2016 THROUGH DECEMBER 23, 2016**

RETIREMENT:

<u>NAME</u>	<u>DOH</u>	<u>EFFECTIVE DATE</u>	<u>POSITION/LOCATION</u>	<u>REASON</u>
Nancy Murphy	09/01/86	01/06/17	Grade 5 / EH Parkman	Retirement

NEW HIRE:

<u>NAME</u>	<u>DOH</u>	<u>EFFECTIVE DATE</u>	<u>POSITION/LOCATION</u>	<u>REASON</u>
Sarah Maltese	12/07/16	12/07/16	Special Education / Enfield ST	OPEN

**NON-CERTIFIED PERSONNEL MATTERS
NOVEMBER 21, 2016 THROUGH DECEMBER 23, 2016**

NONE

**BOARD OF EDUCATION
SPECIAL MEETING MINUTES
NOVEMBER 16, 2016**

A special meeting of the Enfield Board of Education was held at Enfield Town Hall in Council Chambers, located 820 Enfield Street, Enfield, CT on November 16, 2016.

1. **CALL TO ORDER:** The meeting was called to order at 7:05 PM by Tom Sirard.
2. **FIRE EVACUATION ANNOUNCEMENT:** Tom Sirard announced the fire evacuation announcement.
3. **PLEDGE OF ALLEGIANCE:** Tom Sirard
4. **ROLL CALL:**

MEMBERS PRESENT: Walter Kruzel, Raymond Peabody, Lori Unghire, Tim Neville, Tina Leblanc, Stacy Thurston and Tom Sirard

MEMBERS ABSENT: Vin Grady and Mike Ludwick

ALSO PRESENT: Mr. Christopher Drezek, Deputy Superintendent

5. **SCHOOL CONSOLIDATION DISCUSSION:**

Chairman Sirard reviewed the process for getting here. We are faced with a projected budget shortfall and funding cuts. In an effort to be proactive, the Board asked Dr. Schumann to look at creative ways to fill the budget gap. The Board started discussions in August and asked Dr. Schumann to look at all options. Dr. Schumann asked the Board in September if they would like him to present the consideration for closing a school. The Board chose to have Dr. Schumann present this proposal to the public at our October 25th meeting. In order to complete this task, Dr. Schumann has asked the Board to make a decision at the November 22nd Board meeting in order for him to successfully consolidate the school. The Board held a Leadership meeting on November 14th to address questions received. Board members asked for additional information. Tonight, we will give the public an opportunity to express their opinions about this proposal.

Dr. Schumann stated the Board asked for information about the class sizes and information about lunch waves before and after the consolidation. He distributed this information to the Board.

Mr. Peabody thanked Dr. Schumann for this information. He is concerned with school capacities. How will you determining placing these students. Dr. Schumann stated students will be placed based on their home school district.

Chairman Sirard stated he will now open the discussion for Board members regarding consolidating a school.

Mr. Neville stated the school zones will be set as true sister schools. K-2 schools will go to specific 3-5 schools based on their home address. How will you change the 4 zones and how will this work. Dr. Schumann stated when students register, all of the addresses are coded in our student database to specific zones. The K-2 school codes will go away once we consolidate. The existing 3-5 codes will also be used for the K-2 codes. There will be one K-2 schools in each of the 3-5 districts.

Mr. Neville asked if transportation times will be shortened. Dr. Schumann stated transportation times will be shorter based on the fact that the buses will not need to go back and forth to pick up and drop off students. Run times will be shorter.

Mr. Neville asked about transportation costs and if there will be any savings. He knows we need to negotiate a new bus contract. Dr. Schumann stated we will need to renegotiate our transportation agreement with the bus company at the end of this year. We know the approximate buses we need now and know the approximate costs now. Some of the Hale students could be walkers to Memorial. When we bused all of the Fermi students to Enfield High, we only needed 1 additional bus. We do not anticipate any additional buses if we consolidate Nathan Hale.

Mr. Neville asked about the cost for a bus. Dr. Schumann stated the cost for Smyth Bus to purchase a bus is \$95K. Our transportation costs per bus are around \$40K per year.

Mrs. LeBlanc asked about the bond at Nathan Hale. We owe \$810K and have 8 years left to pay this. If the building is not used for an educational purpose, would it need to be paid in full? Dr. Schumann stated that is correct. Our next payment due to the state is in September 2017.

Mrs. LeBlanc asked about savings from closing Hale. The Town will save more money than we would. Dr. Schumann stated the town estimates spending around \$300-\$400K to operate the building. They will save a good portion of that. Our savings would be for duplicate staff (principal, office staff, nursing). All teaching positions will be needed in other buildings.

Mrs. LeBlanc asked about counselors and shared building positions. Dr. Schumann stated currently we have 2 counselors for 4 K-2 schools. When we merge, we would still have 2 counselors with the same number of students in 3 schools. He would like to repurpose staff to have a counselor in each building.

Mrs. LeBlanc would rather see us reinvesting in our schools instead of closing a school to save money.

Mr. Peabody asked if Dr. Schumann has had an opportunity to talk to the Town Manager about the bond money and possibly using some of the reserve funds or discuss this with someone at the State about repayment options. Dr. Schumann stated once a decision has been made, he will send a letter to the State about the bond money regarding continuing to pay \$100K per year instead of paying the amount in full.

Mr. Peabody asked if Governance has discussed this. Dr. Schumann stated not yet.

Mrs. LeBlanc stated if we close Hale and we need to make bigger cuts, she does not want to make any additional cuts at the K-2 schools by cutting staff. This will not solve all of our budget concerns.

Mr. Peabody stated we have an operating and capital side to look at. We know what our fixed costs are. He knows we will need to make additional cuts besides Hale. Would we need to cut more staff and how deep will these cuts need to go? He doesn't see the savings just coming from Hale. He is looking for the net/net savings for closing Hale. Do we need to make more cuts? Dr. Schumann stated we will save \$250K by closing Hale.

Mr. Neville stated last year we needed to make additional cuts in June after our budget was already done. We are in a good position now because of the ETA staff's commitment to a hard freeze. We are looking at around \$1 million dollars and \$250K is not a lot when you are making cuts trying to get to that number. We have already hit the low hanging fruit. We have

eliminated 126 positions over the past 8-10 years. Enrollment numbers have declined. Programs, staffing and buildings is where the cuts will need to come from. We are looking at what these cuts will do for student learning. None of us want to make these cuts. There are no easy decisions. We would love to find the money somewhere else. Engaging the public in this discussion is a good idea. We are trying to do the least minimum amount of damage to our kids.

Mr. Peabody added that the savings from closing Hale might not be as much since we would need to pay for unemployment costs. We might need to look at reducing 17 teaching positions.

Mr. Kruzel agrees with what his fellow Board members are saying. We do not want to close a building. We are looking at alternate ways to save money. The state is replacing traffic lights that do not need replacing. The State says they do not have any money.

Mr. Peabody stated CREC costs are hurting us. This is all from the Sheff case. The State should be paying for this. Our costs for CREC tuitions are over \$2 million dollars. We wouldn't be in this place if we didn't have to pay for this. He has asked our legislators to change this. He is not saying CREC programs are bad. He is just bothered by the costs associated with them.

Mrs. LeBlanc stated we are closing a school but are looking at the JFK pre-referendum committee and want people to have faith in us and reinvest in us. It is frustrating as a Board member. This is why she got involved when her children's school was closed. It is a really hard time for the Town and the State financially.

Mr. Neville asked about the bonding issue. Dr. Schumann stated we had a 20 year payback schedule because the amount needed was over \$2 million and we have 8 years left to pay the amount back to the State.

Mr. Neville asked about supervision in the lunchrooms and will we have enough help. Dr. Schumann stated we have been working the principals and are looking at different ways for lunchroom supervision and are looking into using certified staff. The principals are looking to change coverage for supervision of the students.

Mr. Neville asked about costs for the lunchroom cost. Dr. Schumann does not believe there will be any increase in costs by using staff.

Mr. Peabody asked about nursing support. He is concerned that we will not have enough support for the amount of students at each school. Some of these students have serious medical concerns. This concern also goes for counselors. Dr. Schumann stated we could change this with money. The nursing coverage will be the same at the K-5 schools.

Chairman Sirard stated Memorial will increase the most with additional students. Before we opened up Stowe, we had around 400 students at Memorial. Staffing, counselors and nursing coverage will not change with the consolidation.

Mr. Neville stated he was looking for information to be written out. Dr. Schumann answered most of our question at the Leadership meeting. At our October 25th Board meeting, it was our intent to have Board Leadership meet. He believes the budget will be tough this year and we are already financially short. He likes to plan and would like to spread this out. He is not ready to vote on this topic yet. He still has questions and needs more answers.

Mr. Peabody agrees with Mr. Neville and would like to continue to look into this during our budget process. He would like to have 3 sample budgets prepared. He believes it is a matter of when we will close Hale not if we close Hale. He doesn't like it but we have realities. We know

we will get hit financially by the State and we need to be prepared.

Mr. Neville wants to extend the time to get the needed answers. He knows if we make a decision, it needs to be done by a certain time. Dr. Schumann needs time to prepare his budget. He would like to extend this by a week or two.

Mr. Peabody stated we need to submit a budget to the Town Manger by a certain date. Mr. Neville added that Dr. Schumann needs to know what to budget for.

Chairman Sirard stated if we close Hale, we need to do this in December at the latest. Dr. Schumann needs time to prepare his budget. By closing Hale we will save 5 teachers. We will need to pay for the move. If we receive a bigger cut than we are expecting and wait too long to make a decision, we will be looking at more teachers.

Mr. Peabody stated we can have concurrent options. What is our drop dead date to make a decision – December 1st? Dr. Schumann stated to make the move and put everything in place, we would need to have this done before the Christmas break. He starts on the budget the weekend after Thanksgiving. If we delay this, his budget will be delayed.

Mr. Neville stated we are asking the superintendent to do a lot. We need to identify what we don't know. We need to share the information we know with the public. So when we make a decision it is based on data.

Mr. Peabody agrees with Mr. Neville.

Mrs. LeBlanc stated we had questions that have been answered. We know what class sizes and numbers will be. There are some questions we will not know until the budget passes. What more do you need? What answers are you looking for?

Mr. Neville asked what the move will cost us. Transportation costs need to be explored. How many buses will we need? He would like to hear from our Legislators. We are looking at cutting \$750K. This will mean cutting staffing and programs. Closing Hale is a first step. What are the impacts of these cuts? We are looking at multiple options on how this will play out.

Mrs. Unghire stated we need to look at the pro's and con's and if this is financially worth it to close a school. Yes we need to make cuts. This is a small part of the puzzle. Financially, we are in a bind.

Mrs. LeBlanc stated she thought this was a stepping stone for the budget. She doesn't know why we need more beyond Hale.

Mr. Peabody stated this is the first step. He wished we could keep Hale but we do not know how much we are going to be cut. Enrollment has declined. A decision needs to be made. We need to weigh-out what happens with the energy referendum. He still has questions.

Mrs. LeBlanc stated Hale is one part of the budget. Unless money comes to the state capital, cuts are inevitable. She would like to talk with our new legislators. She understands why the Hale parents are upset. This involves their kids and their neighborhoods. She does not want to prolong this and play with people emotions. We have most of the information we need. Dr. Schumann is not the bad guy in this picture. This is the 5th budget she has gone through. She is concerned with the delay getting information from the State. We are working really well with the Town Council. Our decision will affect the town. She doesn't know what else we need.

Mr. Neville stated we have not written out the questions and answers. He wants to get the

message out to the public. We need to make a decision and does not want to rush it. Our timeline has not worked out the way we wanted it. We have an obligation to the public to answer everyone's questions. This is the first time we have met as a group. This decision will affect us and the Town. He would like to maintain our good working relationship with the Town. He would like a couple of extra weeks.

Mr. Peabody agrees with Mr. Neville. We need to get this done effectively. He does not know if the Town is prepared to pay this out to the reserves. This might not be the right time to do this. There will be consequences if we don't do this – staff cuts.

Mr. Kruzel stated we did pass our budget in June but we needed to wait to see what was coming from Hartford. We did our due diligence. We worked together with the Town Council but we needed to wait for one certain person at the State department.

Mrs. LeBlanc added that closing a school is a hard decision. If we were closing a school to gain academic benefits that would be one thing, but we are doing this to save money. History is repeating itself. She understands parents concerns with their children changing schools. Students will be moved to another school. Prolonging this affects the students, parents, staff and moral. She is not trying to rush this. This is one of the reasons she became a Board member.

Mr. Neville agrees that this is a hard decision for all of us. If the town is not willing to make the payment if we close hale, it will be a moot point. Will there be penalties closing Hale or are there any other costs we are not aware of. He wants to know this before he makes a decision. At some point, we will need to do this. We need to do this the least disruptive way for the parents and students.

Mr. Peabody asked if we can get to audience participation.

Chairman Sirard stated this is a State problem. The State just lost another case regarding education funding – it is considered as unconstitutional. We have been discussing this for 8 years. This falls with the State, Governor and Legislators. We are at a good place with staffing. Additional cuts will not be good for us. If we don't do this now and if we wait till June it will be too late. If we do this, we need to do this quickly.

6. AUDIENCE PARTICIPATION

Judy Kilty, Abbe Road – Mrs. Kilty is a homeowner in Enfield. We have not maintained our buildings and are now faced with referendums to repair them. She has seen failed attempts before to close buildings. We renovated our elementary schools, reconfigured our schools and moved our kids around. Thirty years ago she asked for a 5 year education plan and has never seen one. This is a foolish plan that should be put to rest. How many families will move to Enfield once the casino is built in Springfield? She attended the Board Leadership meeting and has more questions than answers. The Board should not consider making a decision without the answers. We still owe on the bond. She expects her tax dollars to go for educating the children of Enfield. She would like to bring back the tax payers association to watch how our money is being spent.

Suzan Thoelen, Edgehill Street – Mrs. Thoelen has children in our schools and will not be impacted by closing Hale. She is a teacher in another district. She is concerned about the amount of time children will be on a bus. Her children are on the bus for an hour. This impacts our children. With the closing of Hale, our K-2 schools will be at near building capacities. Enrollment numbers should be provided to the public. It shocks her to hear that 126 teachers have not been replaced. Reducing staff affects student learning negatively. She understands you are in a terrible financial place. This affects the quality of our schools and

our children's learning.

March Taliceo, Coolidge Street – Ms. Taliceo is a licensed mental health provider and parent with a special needs child. For children with learning difficulties, it is important to maintain structure and consistency. Classroom safety will be a real concern with added children. She respects the Board's desire for the State to pay for CREC tuition. There are more children needing medications now. Nurses will not be able to handle larger amounts of children needing medical attention. This decision is being rushed. She would like you to look at other ways and postpone this decision. Take cuts in your salaries and take one for the team. Thank you.

Mary Lombardo, Northfield Road – Mrs. Lombardo is a retired teacher. She also attended the Board Leadership meeting and also has many questions. She is concerned with the speed to close Nathan Hale. This is a reactionary plan and \$250K is not enough savings for you to do this. The budget is a real concern. If you keep closing schools, we will run out of schools for you to close. The State needs to fix education funding. You need to tell the Town Council what you need and make them understand. The schools are more important than anything else in Enfield. Hale will join Fermi along with many other closed schools.

Amanda Briggs, Hazard Avenue – Mrs. Briggs stated she lives within 5 minutes to Hazardville Memorial and her kids are bused to Hale and other schools. She would like us to go back to K-5 schools. If we did this, half of the students would be walkers. You are taking away parent involvement in our schools. You will destroy the housing market. Crime will come to the Nathan Hale district. We moved to Enfield because it was desirable for families. She sees the town changing in a bad way.

Jennifer Ryan, Sheridan Road – Mrs. Ryan stated this is a Town issue. She moved here before the consolidation. We live in the Hale district. Her daughter is on the bus for 45 minutes. Children can no longer ride their bikes to school. She urged Board members to come up with a better long term plan. People are leaving Enfield. The casino will cause a spike in our population. We need to look at a long term plan before you close another school.

Jessica Cuscovitch, Hunter Lane – Mrs. Cuscovitch stated if Hale is abandon it will ruin her neighborhood. Her child is on a bus for 45 minutes. Her child has gotten to where she is because of the great staff at Nathan Hale. Some children need one-to-one attention. Larger classes will hurt our kids. Our schools will be over crowded. Driving a bus will be more difficult with more children on them. Larger class sizes will require aids in the classrooms. Cuts are needed, but look at other options. What does it cost to keep Fermi open now? Thank you for listening to us. Sometimes you need to eat cereal for dinner. Don't close Hale.

Elizabeth Davis, North Maple Street – Mrs. Davis stated when she speaks before the Board, she is here as a resident, taxpayer and mother. She is here as a voice for her child. Thank you for everything you do. She knows you want to do what is best and that is why this room is packed tonight. Enfield is not the only town dealing with tight budgets. Education is very important. Cutting a school should be the last thing you do. We invested in full day kindergarten and pre-kindergarten programs in Enfield. Closing Hale will make class sizes larger. You should go to our schools and see what amazing things our teachers are doing now with very little. She would like the Board to work with our staff to come up with creative ideas as a team with what we can do without. They could tell you where to save money without affecting our children's education. Thank you.

Bob Tkacz, Hazard Avenue – Mr. Tkacz stated by closing Hale class sizes will be reduced. Our enrollment numbers are dropping rapidly. Average family sizes are much smaller now. Enfield has a high utilization rate for housing and non-vacancy rate. Hale is the least energy efficient building in Enfield. We will save \$95K per year closing Hale just for energy costs. The school

needs many renovations as indicated in the facility report. We will save a lot of money by closing this school. He believes this is a good move for the Board to make by closing this school.

Linda Leander, Wallop School Road – Mrs. Leander has a second grader at Hale and her daughter will go to Parkman next year. She is the current PTO vice principal at Hale. The Board's first priority should be education. Sports is another option to consider cutting. She sent e-mails to each Board member with questions. Once the casino is built, it will bring 3,000 new jobs. This will affect the surrounding towns and schools. She is concerned with the building capacities once Hale is closed.

Susan Thoelen, Edgehill Street – Mrs. Thoelen asked if there will there be enough adult supervision during lunch waves. This will affect the schools safe school climate plans. This concerns her that we will not be adding any additional staff during lunch time. Nursing staff will see increases with students that have serious health concerns. Schools will need additional nursing staff and this is also a safety concern. Each school has goal that addresses positive school climate plans that will foster productive members of our society. You need to do what is best for our children and consider what this will do for our kids by closing Hale.

Mary Scutt, Yale Drive – Mrs. Scutt stated she fought to keep Hale open 6 years ago. She understands everyone's passion about this school. You are looking at the budget issues now. What will we do when there is another surge in population in Enfield if we keep closing schools? New businesses are coming to Enfield. We need to look at long term planning. Hazardville Memorial needs building repairs now and pushing the capacities will add to building problems. Where are the plans for this school to be ready for additional students? Education funding comes from the Town Council. We need to let them know what we need. Her children attend a CREC school because it was the best decision for her kids. What happens if we have overcrowding in our schools? Will we be forced to renovate, reorganize again or add new schools? It doesn't make sense to close Hale. The Board needs to force a conversation with the Town Council members. The lunchroom aides will also need to be dealt with to handle more children. Thank you.

Mary Lombardo, Northfield Road – Mrs. Lombardo stated we have closed many schools in Enfield over the past few years. She is concerned with overcrowding in the schools. She is sure the teachers are fine with this just like the principals are – I don't think so. By adding more students this will add the need for more IEP's, larger lunch waves and assemblies will take forever. She is all for returning to K-5 schools. Talk to your teachers and staff members about saving money. They can help you greatly. She hopes this is not a done deal. She urges Board members to vote no and do what is best for the children in Enfield.

Charlotte Riley, Jondot Drive – Mrs. Riley stated everyone that has spoken tonight has brought up some really good points. She thanks the Board for this opportunity tonight to address you. If the buildings are at full capacity, how will we get everyone out if an emergency occurs? Volunteers are free labor that help in our schools daily. Will we need more mobile classrooms? It costs more to insure an empty building than one that is being used. Better ideas are needed besides closing Nathan Hale. There is a problem with State funding that needs to be addressed. She urged Board members to not jump at the first option. You need all the information provided with all of the options before you make any decisions.

Linda Leander, Wallop School Road – Mrs. Leander stated that she has looked at the decline of population in Enfield. You need to consider overcrowding in our buildings. Using trailers for additional programs is unacceptable. Additional students will put extra stress on our teachers and children. We will lose many great teachers. We are adding more wear and tear to our buildings with more students in a building. Saving \$250K is not enough of savings to close a school. She does not see the academic benefits for doing this. We need to look at a long term

plan before any decisions are made. She has been a lunchroom aide and knows what goes on in a K-2 lunch room. The students do not know what to do. They have a hard time finishing their lunches now. Adding additional students will create too much stimulation for them.

Michelle Arcouette, Debbie Lane – Mrs. Arcouette has children at Hale and Crandall. She is concerned with the class sizes and overcrowding at the schools. Where will the PALS program be moved to if Hale is closed? These kids go to classes with the other children. She is a lunchroom aide. The kindergarten students are confused during lunch and do not know what to do. Some of the first graders are also confused. Adding more kids will be a big process. She does not see any real savings doing this.

Amanda Briggs, Hazard Avenue – Mrs. Briggs asked if we are going to need to do this every 5 years. Ripping our children from their schools is painstaking. Hale has a large parent volunteer program. Why not use the volunteers in the lunchrooms. We can't ask our teachers to give up their lunchtime. We are adding more kids in the lunchroom. The amount of time they have to eat is not enough time for them.

Bruce Lincoln, Taylor Road – Mr. Lincoln has children that go to Nathan Hale. He hopes the Board's decision is not already made up. Public input is greatly appreciated. Adding more students to our schools will make safety drills even harder. Teachers will have a harder time with larger classes keeping students calm during emergencies. He recommends using Fermi as a middle school and use JFK for all of the intermediate students. Thank you.

Christina Tetreault, Green Manor Road – Mrs. Tetreault stated she has children at Hale and Whitney. Cutting another school is ridiculous. She is a substitute teacher. Today she had 13 students that went to the nurse. What will happen when real emergencies occur with the amount of students at each school? She has spoken to many people about this. She does not see this plan working. What is the long term plan? She would like someone to answer her questions.

Mr. Neville stated Board members cannot respond to audience member comments.

Mrs. Tetreault added that property values have gone down when the Green Manor pool closed. What will happen when Hale closes?

Linda Leander, Wallop School Road – Mrs. Leander stated with the additional students, our nursing staff needs will increase in the K-2 schools. This will put more stress on our already busy nurses. She is concerned with the building capacities and overcrowding in the schools. Hale has a strong PTO base. Some schools have a hard time getting volunteers.

Annmarie Bartlett-Rattell, Kimberly Drive – Ms. Bartlett-Rattell is a nurse. She is concerned for the safety of our students when real medical emergencies occur. She has a child at Hale with health concerns. Adding more students will create more stress for our nurses. If something happens to one of these students and the nurse is too busy, you are looking at lawsuits. She is a PTO member at Hale. It is hard to get volunteers in some of the schools. You need to increase your nurses to avoid future problems. Students need to receive the medication by a certain time. This is very serious and is upsetting to her.

Christina Tetreault, Green Manor Road – Mrs. Tetreault stated property values dropped when they closed the Green Manor pool. They will drop more once you close Hale. Title I Schools may change if more students are added changing needed funding at our schools. Has this been considered?

Amanda Briggs, Hazard Avenue – Mrs. Briggs asked if extra support at the other schools will be increased to support the additional students. Our students are going to need support services

even more with larger class sizes. Staffing is a big concern.

Katie Gourley, Monroe Road – Mrs. Gourley discussed the decision to close Hale. Facts are needed. The millennials and generation-x population will shift in ten years. The millennials will have children increasing the number of children at our schools. If we max out our building capacities we will need to build additional schools or reopen a closed school. You need long term plans. This will happen and we will need room in our schools for these kids in ten years. Thank you.

Andrea Howard, Monroe Road – Ms. Howard stated we have full day kindergarten students eating lunch now. These students also have specials that needs to be considered. With additional students the specials will be reduced. She recommends looking at pay-for-play programs for athletics. The boosters help the budget. She is a coach in another town. She urged the Board to look at other options.

Susan Thoelen, Edgehill Road – Mrs. Thoelen thanked Mr. Peabody for spending time with the Nathan Hale community and answering our questions. You have done an amazing job for us. Thank you for listening to us. Mr. Ludwick also has responded to her e-mails. We appreciate what you do for us. Continue to be open with us. She would like the robo calls to let us know when meetings are. Thank you all for responding to us.

Elizabeth Davis, North Maple Street – Mrs. Davis asked the Board to look at the experience that has come up and spoke to the Board tonight. Use our teachers and ask them for ideas. They may have some great suggestions. Let's work with our staff to resolve this issue. Thank you for everything you do.

Bob Tkacz, Hazard Avenue – Mr. Tkacz stated the superintendent has spent money on our demographics. The last evaluation done on housing was done in 2010 and the next one will take place in 2020. He thanks Dr. Schumann for providing us with this possible solution. Laying off teachers is the last thing you would want to do. We are looking at less money coming from Hartford. Take the path with less resistance. You will not get any additional money from the Town Council. Hartford is broke and we might see even less money coming to Enfield.

Linda Leander, Wallop School Road – Mrs. Leander stated we keep getting more open choice students. She would like to know how many more will get? Is there a maximum number we will receive? She knows we get money for each student.

7. ADJOURNMENT

Mrs. Thurston moved, seconded by Mr. Kruzel to adjourn the Special Meeting of November 16, 2016.

All ayes, motion passed unanimously.

Meeting stood adjourned at 9:36 PM.

Tina LeBlanc
Secretary
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary

**BOARD OF EDUCATION
REGULAR MEETING MINUTES
NOVEMBER 22, 2016**

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 November 22, 2016.

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

MEMBERS PRESENT: Walter Kruzel, Raymond Peabody, Lori Unghire, Mike Ludwick, Mike Ludwick, Tina LeBlanc, (arrived at 7:21 PM), Tim Neville, Stacy Thurston, Vin Grady and Tom Sirard

MEMBERS ABSENT: None

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

6. **BOARD GUEST(S):**

a. **EFEE**

Dr. Schumann introduced Shannon Grant to the Board. She is the co-founder, past president and current EFEE Treasurer.

Mrs. Grant introduced Matt Post to the Board. Mr. Post is our current vice president of public relations. She also introduced EFEE member April Mattoon who is in the audience.

Mr. Post thanked the Board for this invitation. He reviewed the EFEE (Enfield Foundation for Education Excellence) organization, mission motto, grants, sponsored programs, scholarships, fundraising and community involvement.

Mrs. Grant announced the recent 5 grant recipients: Document Camera – Barnard Kindergarten Classroom; Community Pen Pals – Crandall Special Education Students; Enfield High School Writing Center – EHS; Flexible Seating – Barnard Kindergarten Classroom and Listening Program – Special Needs Students.

Mrs. Grant added that they would have like to have awarded all 7 grant application but due to financial constraints, they could only award five.

Mr. Post stated our next grant cycle will be held in the spring. He reviewed upcoming events. We are all volunteers and are looking for new members to join our organization. All of this information can be found on our website www.efecofenfield.org.

Mrs. LeBlanc arrived at 7:21 PM

Mrs. Grant welcomed questions from the Board.

Mrs. Thurston thanked them for everything you do. She added the headphones will definitely help the students out. We use them with our residents and they help them greatly with their concentration. She would love to hear how the students will do with this. Mr. Post added the teachers will do a report on these since this is for a pilot program.

Mr. Neville also thanked them. He knows many of the teachers that have received these grants. He wished you had more money to fund more grants. He would like for you to come back again. We can also help you to solicit funds by having you attend our meetings and getting the word out. People watch these meetings and we need to let them know about this program. Let us know if there is anything else we can do. Thank you for all of the good work you do for our staff and students.

Mr. Peabody also thanked them for coming tonight and sharing this information about your organization. This was a great presentation. He appreciates what you are doing.

Mr. Ludwick thanked them and would like for them to come to the Board meetings in the fall and the spring to announce your grant recipients and also to help get the word out about EFEE. He would also like to add your link to our website. We need to get the word out about your program.

Mr. Kruzel added that EFEE is a non-profit organization and this is a great place to donate money to. This program helps our kids. Thank you for what you do.

Mrs. Unghire also thanked them. She loves the idea of the Pen Pal program with our seniors. This is a great idea.

Mr. Ludwick added we want to publicize these ideas. It is important for our staff that receive these grants. This organization helps our kids out. You all volunteer your time. These are all really good things. Thank you for what you are doing.

Chairman Sirard thanked Mrs. Grant and Mr. Post for coming to tonight's meeting. You are welcome to attend any Board meeting and have an open invitation.

b. JFK Pre-Referendum Chair

Chris Rutledge updated the Board about the JFK Pre-Referendum Committee. The committee met on November 21st. We toured the building and it was very beneficial regarding seeing the work that is needed. Minutes will now be taken and published on the Town's website. He reminded everyone that the meetings are open to the public and we encourage public feedback. The next meeting will be held on December 7th at 6:30 PM at JFK. We will be forming subcommittees at this meeting.

Mrs. Leblanc stated we toured the building and it was enlightening. The energy referendum will address a lot of the items needing repair at JFK

Mr. Peabody added looking at the pool was great. He gives our teachers a lot of kudos for how they are currently managing their classrooms. It was an educational meeting. The technology labs are great. Good job Chris.

Mrs. LeBlanc also agreed that it was neat going under the pool. There are some real antiques down there. We looked at the locker rooms, storage areas and home economics rooms.

Mr. Peabody stated JFK is a multi-use facility. Park and recreation uses it, the community

uses it as a warming center, emergency shelter and for community events.

Chairman Sirard thanked Mr. Rutledge for this update.

7. SUPERINTENDENT'S REPORT:

- a. Student Representatives Report – as presented
- b. Thanksgiving Break – as presented
- c. November/December Events – as presented
- d. Grants Report – as presented
- e. Personnel Report – as presented

8. AUDIENCES -

Chris Rutledge, Victory Street – Mr. Rutledge addressed the benefits of academic debate. Enfield High is lacking a debate team. Debating helps you to perform better and to communicate more effectively. The Connecticut Debate League is in 40 schools in CT. He attended a tournament in Waterbury. He will be a judge at the tournament being held in December in Simsbury. The cost to join is around \$250. Most students are driven by their parents to the debates. He would like to continue exploring this to see if Enfield High might be interested to participate in this tournament on December 10th. He would like to pass this information onto the civics teachers to see if there is any interest. Thank you.

Judy Kilty, Abbe Road – Mrs. Kilty addressed the total lack of transparency for consolidating Nathan Hale. The Town Council discussed this at their meeting and it is like the vote has already been taken. Trusting our elected officials is something from the past. We owe money on the Nathan Hale building and must pay for an empty building if the Board decides to close it. She still has questions regarding bussing costs, nursing coverage and lunch room coverage. She would like you to share your answers and plans with the public. If you close Hale, do it for educational benefits for the children of Enfield. Memorial needs over \$5 million dollars worth of work before you add more children to this building.

Shannon Grant, Yale Drive – Mrs. Grant attended the Enfield High musical performance at JFK. They sound phenomenal. They raised money and can goods for the Enfield Food Shelf and Loaves and Fishes Soup Kitchen. She thanked the community for their support. She would like to know what schools offer breakfast programs. She also would like to know if any decisions have been made about volunteer fingerprinting fees. She addressed the EHS parent teacher conferences held this year. There are not enough times for parents to meet with their children's teachers. She would like to see two nights for conferences. Thank you.

Susan Thoelen, Edgehill Street – Mrs. Thoelen opposes closing Nathan Hale with the current information we have. We have sent questions to the Board and they were forwarded to Dr. Schumann. She attended the Board Leadership Meeting and Special Board meeting. We have well throughout questions that need to be addressed. Nursing coverage, lunch monitors and office staff need to be addressed. She has concerns about building capacities. These items need to be addressed before the Board makes a decision about Hale. You need to research the impact of closing the school and teaching impacts. She would like the Board to put politics aside and do what is best for the children of Enfield.

Linnie Leander, Wallop School Road – Mrs. Leander thanked the Board. We all want to do what is best for our kids. We have requested information through an FOI request. Our children's safety is at stake. The children and staff will not fit into these buildings safely. Our buildings need work. Who have you checked with? Have you checked with our Fire Marshall or anyone from the Town? If the consolidation happens, our children will suffer. You will be shifting debt from one area to another. We still owe the bond for Nathan Hale. She believes

central office staff needs to be thinned out. Pay cuts and hiring freezes are needed. Enfield Street has lost their title one funds. Will Henry Barnard and Hazardville Memorial be next? She sees the Board's vision with true sister schools. When the population goes down that would be the time to close another school, not now.

Elizabeth Davis, North Maple Street – Mrs. Davis thanked the Board for everything you do. Our questions should be addressed. Waiting two weeks will not make any difference. Playing with parents emotions is not right. You should have your information know. We are all waiting for a long term plan. We are in the process of getting signatures on a petition not to close Nathan Hale or any other schools. We want a long term plan and are waiting for one. She did not like parents getting harassed on Election Day at JFK when they were approached to sign a petition by a Board member. This decision affects the entire community. We asked for information 7 years ago and are still waiting for this. This is public knowledge. The website should have this information on it. We need you to fight for us. She attended the JFK Turkey Trot and they raised money for the local food pantry. We can learn a lot from our kids. She wished everyone a happy Thanksgiving and urged everyone to always be giving.

Marcy Taliceo, Coolidge Drive – Mrs. Taliceo thanked the parents and teachers that give to EFEE. They are the true heroes. We continue to uproot them as well as our children. We cannot keep closing schools. She asked if we have met the goals for consolidating our schools and reorganizing them. Has Dr. Schumann looked at everything? Has a proposal to cut salaries at the top been discussed? We would like to know about the organizational chart. We would like to know our options before a decision to close Hale is made.

Andrea Howarth, Monroe Road – Mrs. Howarth would like the information that was provided to the Board to be available to the public. The Board asked for answers and were given them but we were not shown it. Memorial will have the highest class sizes. Statistics show that there are many benefits to lower class sizes. Our teachers are our best assets. Smaller class sizes are needed. Put the money into our teachers and look at other ways to save money. Have you considered what the lunch waves will do for our kids? The lines are already too long and the children do not have enough time to eat their lunch now. Look at the numbers and wait to make a decision until you have all of the answers.

Judy Kilty, Abbe Road – Mrs. Kilty would like you to get in touch with the Town council. They think Hale is closed. Board Leadership is using excess funds for technology needs at EHS. I thought all extra funds were to go back to the Town.

9. BOARD MEMBER COMMENTS

Mrs. LeBlanc asked about the breakfast program and which schools offer this and any information regarding the volunteer fees. Dr. Schumann will look into this.

Mrs. LeBlanc agreed with Mrs. Grant regarding EHS parent/teacher conferences. She also was unable to schedule a time. Two nights would better for parents to choose from.

Mrs. LeBlanc asked if we place our administrator contracts on the website. Dr. Schumann stated we do not place any bargaining unit contracts on the website.

Mrs. LeBlanc is not used to getting FOI request. She informed the public that we would not be responding to this. We would forward them to the appropriate staff to address.

Mrs. LeBlanc would also like the worksheet from the last Board meeting to be placed on the website.

Mrs. LeBlanc stated that business is as usual at both Nathan Hale and John F. Kennedy

Middle school until a decision is made. She does not believe this should be discussed by the Town council until a decision is made. The referendum is a year away and we don't know if it will even pass. Nothing should be excluded from our budget discussions. No decisions have been made. She was not aware that this was discussed at the Town Council meeting. Board members are struggling with this decision. She would like people to refrain from speculating.

Mrs. LeBlanc wished everyone a happy Thanksgiving. Thank you for your e-mails and for coming out to the Board meeting. We are listening to you and please keep involved.

Mr. Neville also wished everyone a happy safe Thanksgiving. He is also concerned about the conflicts with the high school conferences. We need multiple days for parents. He would like the administration to look into this. He would also like to know about the volunteer fees. He thought nothing had changed. There was a change with the FBI. Dr. Schumann stated the State had decided to waive the fee and the fees have been passed on to us.

Mr. Neville added we would love to pay for fingerprinting costs but everything costs money. He would love to expand on technology. We have discussed this with the Town council. The facility costs are a drop in the bucket. We are trying to come up with a plan and that is why we have a joint facilities committee. It is an issue of what we can afford, not what we want. We believe in our teachers and unions. We know how valuable they are and they work with us. We do not want to cut a teacher or close a school. We see grey clouds coming in the amount of \$1.3 billion. There is nowhere to go to get this money. We thought we had an obligation to let the public know about what we are facing. We are not trying to surprise you. These are the kind of things that might happen. He agrees that \$250K will not make a dent. Your questions have brought up additional questions. We are looking at many different ideas to see what we can do. We need to vet our ideas. We did not get the information out to you and shame on us. We need the answers before we can make any decisions.

Mrs. Thurston wished everyone a happy Thanksgiving. Our thoughts and prayers are with the families in Tennessee. She thanks all of our Smyth school bus drivers for everything you do. This is not an easy job. They do everything to get our kids safely to school and home again. Laura thank you for taking care of our students.

Mr. Grady also wished everyone a happy Thanksgiving. Be thankful for today, tomorrow, your family and friends and your own life.

Mr. Kruzel wished a happy anniversary to each Board member. It is an honor to work with you all. We have done a lot as a Board in one year. He thanked the voters for passing the energy referendum. We will be able to replace our lighting which will save us money.

Mr. Kruzel attended the Veteran's parade. The bands from JFK and EHS were phenomenal. The kids from both high school have meshed well and sound great. He wished everyone a happy Thanksgiving.

Mr. Peabody agreed that none of us want to close a school or cut staff. He does not want to give any false expectations. We have a tough budget ahead of us. Both the Town and Board took a hit of \$1 million dollars last June after our budget was set.

Mr. Peabody thanked Mrs. Leander and the Hale PTO for their questions. There is a lot of work we need to do. Your questions have raised other questions that we need answered. Four other towns are going through the same dilemma that Enfield is looking at closing a school all for the same budgetary reasons. We have been working with our teachers. We have changed the culture with our bargaining unit. He would like the Board to talk with staff again for suggestions. We did this in 2013-14. Chairman Sirard stated this is something we are looking into.

Mr. Peabody added it is hard to make 3-5 year plans. We do not know what we will get from the State. One year, we received a grant that our Chief Information Technology Officer applied for and were able to purchase technology items. We would love to have another technology plan.

Mr. Peabody asked how many volunteers need to be fingerprinted. He would like to discuss this with the Town council. He does not believe we need to charge our volunteers for their services.

Mr. Peabody congratulated a past Fermi student for her accomplishments since graduating college. Hailey Cotnoir now works for the Boston Red Sox organization in their marketing department – job well done.

Mr. Peabody thanked each of his fellow Board members for working hard together and doing the best for our students, parents and town. He also wished everyone a happy Thanksgiving.

Mrs. Unghire thanked Mr. Neville for his comments. She agrees with him, this is a difficult time for Board members. She also appreciates the hard work and commitment of this Board.

Mrs. Unghire attended the CREC meeting and gave an update regarding their programs. They will hold their Legislative Breakfast on January 26th at 8:00 AM at the State Capital. You will have an opportunity to talk with legislators regarding your schools.

Mrs. Unghire also attended the Veteran's Day parade. The JFK and EHS Bands were amazing. They are both well-oiled machines and performed phenomenally. She enjoyed listening to them. She also attended the football game and the band does such a great job. They gave a great half time show.

Mrs. Unghire wished everyone a happy Thanksgiving. We have many obstacles that we must work through. She is very thankful for everything. Enjoy spending time with your families.

Mr. Ludwick stated that last year we set our budget and then needed to make additional cuts. This is something we did not want to go through again and decided to start our budget discussions earlier. That state is now faced with a \$1.3 billion dollar deficit. We are hopeful that we will only receive a \$1 million dollar cut. None of us want to cut any staff members. We need to generate more revenue. He also would much rather be discussing other items. He appreciates receiving your e-mails and are working on the answers to your questions.

Mr. Ludwick stated we started this budget process earlier this year and wanted to be transparent. Transparency is not always going to bring good news. We started discussing this 6 months ago. We all want to save staff and programs in our district. We held listen and learns to try to change the culture in Enfield so we can properly fund education. We will receive the CREC bill and the cost is around \$1.5-\$2 Million dollars that comes out of our local education budget.

Mr. Ludwick congratulated the EHS soccer and field hockey teams for the efforts this year in a larger division and competing in the State games. They play hard and represent us well with real class. All fall sports teams at both JFK and EHS did really well.

Mr. Ludwick stated he is not sure if the FOI request is something either Dr. Schumann or Mr. Drezek can comment on. Dr. Schumann stated this is something we would not comment on.

Mr. Ludwick stated the EHS girls' soccer senior night was great. He was impressed with how many staff members and administrators attend the games and support their students. He was

really impressed with Sean Crane singing the national anthem. You also see JFK staff members at the games. We are trying to save their jobs.

Mr. Ludwick also wished everyone a happy Thanksgiving.

Chairman Sirard is also thankful for everything our Board does and wished them all happy Thanksgiving. We work together as a team and he will defend them. He does not appreciate any member being attacked publically and it is insulting. We all care about the students and education. Our priorities are in the right place. We are not your enemies and are trying to do our best.

Chairman Sirard added that he became a Board member he was amazed to learn how education is funded. Public education should be free. School funding is supposed to be for students in grades K-12 not in college. It is unconstitutional to rely on property taxes to fund education. Special Education funding is now capped and this is also a violation. What the state is doing is unconstitutional and they are breaking the law.

Chairman Sirard stated when the State cut our education budget, the town was very good to the school system and did not pass all of this reduction onto us. The Board's job is to try to get proper funding from the proper sources. He has called Representative Courtney, Senator Murphy, Senator Blumenthal and the Federal Department of Education. He only received a call back from the Federal Department of Education.

Chairman Sirard stated we have saved money through reorganizing and attrition from 129 teachers. We have saved money because these positions were not filled because we had fewer students in the district over time. The reorganization was done because K-5 class sizes were not equal and this created Title I concerns along with SPED issues. Enfield has dealt with every major challenge that other towns and cities are dealing with. We have tried to get smaller class sizes with minimal budgets. We have advocated for budget increases. People get angry with us at the local level instead of addressing their concerns at the state level. The budget will remain the same and will not go down unless the MBR changes.

Chairman Sirard stated that education is a valuable product. We now have the appropriate number of staff without affecting student learning. Currently, we do not have true sister schools. We are trying to get the answers out to you. There are no enemies in this town. The Town and Board are two separate areas. We are looking at a \$1.3 billion dollar deficit. Last year, we discussed eliminating sports and all-day kindergarten. He is looking at keeping 5 staff positions and a nurse or a building.

10. UNFINISHED BUSINESS

a. Transition Update

Dr. Schumann reported that the final grading is being done at EHS. Paving will be done next. The music wing is on time. They will start to discuss graduations blending traditions from both high schools after Thanksgiving with the students.

Mrs. LeBlanc asked about winter sports and parking for the traveling team buses. She is suggesting they be assigned to park in a certain area and not take up valuable parking spaces. Dr. Schumann stated we can discuss this. Once we have the rest of the parking lot paved, we will have additional parking spaces available.

Mr. Neville added parking on the hill and streets is not allowed. Emergency vehicles cannot get through the streets. No parking signs have been added.

Mrs. LeBlanc stated some of the buses are taking up parking spaces. Once the paving is done, we will have extra parking spaces. Mr. Neville stated Athletics can address bus parking. We are looking for a solution. He would like this to be discussed with Governance with the Police chief and traffic officers. Large school event parking creates a huge problem. We need to redirect traffic. There is no easy solution.

Mr. Kruzel added that he attempted to go to a football game. Instead he was attempting to have people not park in the no parking spots or on the hill. As soon as one car left, another one would attempt to park there. A policeman stopped by and asked if I would want my car towed at an athletic event since parking was a concern. Bloomfield parked their bus up on the top of the lot. The paving is close to being done. We will gain valuable parking spaces soon.

Mrs. LeBlanc added one of the buses were loading the players on Pearl Street because of the parking situation. They need to be able to load the buses as soon as they get off of the field. Having them walking through the parking lot is not a good idea. This is a safety concern.

Chairman Sirard discussed using a shuttle to the mall for high school large event parking. We do that for graduations and the town of Enfield celebration.

b. Continue School Consolidation Discussion and Action if any

Mr. Neville would like to get the answers out to the questions we received. He volunteers Mr. Peabody to help him with this task. We owe them this and should put something together. If there are questions we cannot ask, we can ask Dr. Schumann and Mr. Drezek.

Mr. Kruzel stated transparency. We were just informed by the state of a \$1.3 billion dollar deficit after the elections took place.

Mr. Grady asked about the bond owed on Nathan Hale and if we can pay that back out spread it out over time or must it be paid back to the state in a lump sum. Have you discussed this with the Town Manager? Dr. Schumann has spoken to the Town manager and he does not see any problems with paying this back in a lump sum or over time and has a plan.

Mr. Grady added since the state is short funds, the \$810K could help them out.

Chairman Sirard added that all we owe the state is \$810K. The town manager's projections of operating costs to keep the building open over 9 years will save over \$1 million dollars if the building was closed. That does not factor in if we were able to sell the building. Doing this would help us instead of hurting us.

Mrs. LeBlanc supports getting the answers to the questions we have received. She would like the questions to be grouped since a lot of them are similar.

Both Mr. Peabody and Mr. Neville agreed to work on the questions together.

Mr. Peabody asked if any of the questions could be answered tonight.

Chairman Sirard stated we are compiling the questions. That is why it is not on the website.

Mr. Kruzel would like to know if the Board will need to vote on the answers. Dr. Schumann stated the Board will need to decide on this.

Mr. Neville stated grouping the questions by categories will help us. Mr. Peabody stated this will help us to qualify and quantify our position for our decision. He would like to get them out to the Board and then put them on the website.

Mr. Neville would like to know how the Board would like to get the information out to the public.

Chairman Sirard stated we should hold a special meeting to decide on voting on this and how to get this information out to the public. This way we will all be clear on what we will do.

Mr. Neville stated that he and Mr. Peabody will get the information to the chairman. Do we need to schedule a special meeting now?

Chairman Sirard stated we would need to meet to decide if we are going to put this information on the website. He will schedule a meeting if needed.

Mrs. LeBlanc asked if we would have a special meeting to review the information first. Chairman Sirard stated this special meeting would give the Board an opportunity to review the questions and to decide on the outcome of the information.

All Board members agreed with this plan.

11. **NEW BUSINESS** - None

12. **BOARD COMMITTEE REPORTS**

a. Building Committee

Mr. Neville stated we are still on time and under budget. We have been dealing with the traffic concerns. We are looking at a temporary fix by opening up the Riverview gate. Planning & Zoning held a meeting and it was suggested that a new traffic study be conducted. This was accepted by the P&Z committee but the results will not be available until January 2017. We will inform the Board of this date once it is available.

Mr. Kruzel asked Board members to e-mail him about touring the building and he will try to schedule something.

b. Curriculum Committee

Mr. Neville reported the Curriculum Committee will met on November 16th and discussed several course proposals and standards-based report cards for all students in grades K-5. He added that we will be offering 22 AP courses in 2016-17.

Mr. Ludwick asked if the debate club mentioned by Mr. Rutledge would fall under curriculum. Mr. Neville stated it would fall with Ms. Middleton and Mr. Longey. This would be an extra-curricular item for students.

c. Finance Committee

Mr. Peabody reported the Finance Committee met on November 22nd. We discussed magnet tuitions and are expecting a bill from CREC around \$1.477 million. We have just received our first grant reduction and expect additional cuts. We will share this memo with the Board. We also reviewed nutrition services.

Mr. Neville asked how this cut compares to other years. Mr. Peabody reviewed past years reductions with the Board.

d. Leadership Committee

Chairman Sirard stated that Leadership met to discuss the closing of a school and to review questions received. We are currently working on a list of responses to the questions received.

e. Policy Committee

Mr. Ludwick reported the Policy Committee plans to meet on Monday, November 28th at 5:00 PM at Henry Barnard in the Board Conference room.

f. Any Other Committee Reports

Insurance Committee – Mr. Ludwick reported the RFP went out for the insurance committee. We are looking to save money as a joint venture with the Town. We might get a new vendor. The proposals will come in during December.

Joint Facilities Committee – Mr. Kruzel reported the Joint Facilities Committee met. We are currently going through the reports. Mr. Neville and Mrs. Szewczak are prioritizing the information. We will meet on December 10th.

13. APPROVAL OF MINUTES

Mr. Neville and Mrs. Thurston moved that the Regular Meeting Minutes of October 25, 2016 be approved. A vote by **show-of-hands 7-0-1** passed with Mr. Grady abstaining and Mrs. LeBlanc was absent during the vote.

14. APPROVAL OF ACCOUNTS PAYROLL

a. For the Month of November 2016

Mr. Peabody moved, seconded by Mrs. Thurston that we accept the superintendent's certification as follows: I hereby certify that in the month of November, total expenditures amount to \$5,330,502.32, broken down between payroll totaling \$3,955,690.68 and other accounts totaling \$1,374,811.64.

All payments have been made in accordance with the approved budget and are properly accounted for within the books of accounts. Copies of approval for check invoices are properly documented.

A vote by **show-of-hands 8-0-0** passed unanimously. Mrs. LeBlanc was absent during the vote.

b. Line Item Transfers, if any - None

15. CORRESPONDENCE AND COMMUNICATIONS

a. Thank You Letter from Armand Regalbuti recognizing an EHS math teacher Bozena Guminiak and her students for collecting items for the victims of the earthquake tragedy in Italy.

16. AUDIENCES - None

17. EXECUTIVE SESSION

Mr. Kruzel moved, seconded by Mr. Neville that the Enfield Board of Education enters into Executive Session for Matter(s) Related to Personnel. A vote by **show-of-hands 7-2-0** passed

with Mr. Peabody and Mrs. Thurston in dissent.

Both Mr. Grady and Mrs. LeBlanc left the Board meeting at 9:20 PM. Board members remained in Council Chambers for the Executive Session.

Both Dr. Schumann and Mr. Drezek joined the Board in Executive Session. No Board action occurred while in Executive Session.

18. ADJOURNMENT

Mrs. Thurston moved, seconded by Mr. Kruzel to adjourn the Regular Meeting of December 22, 2016.

All ayes, motion passed unanimously.

Meeting stood adjourned at 9:30 PM.

Tina LeBlanc
Secretary
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary

**BOARD OF EDUCATION
SPECIAL MEETING MINUTES
DECEMBER 5, 2016**

A special meeting of the Enfield Board of Education was held at Enfield Town Hall in the Enfield Room located at 820 Enfield Street, Enfield, CT on December 5, 2016.

1. **CALL TO ORDER:** The meeting was called to order at 5:30 PM by Tom Sirard.
2. **FIRE EVACUATION ANNOUNCEMENT:** Tom Sirard announced the fire evacuation announcement.
3. **PLEDGE OF ALLEGIANCE:** Tom Sirard
4. **ROLL CALL:**

MEMBERS PRESENT: Walter Kruzel, Raymond Peabody, Lori Unghire, Mike Ludwick, Tim Neville, Tina Leblanc, Stacy Thurston and Tom Sirard

MEMBERS ABSENT: Vin Grady

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

5. **BOARD RESPONSE TO NATHAN HALE CLOSING QUESTIONS AND ACTION, IF ANY:**

Board members discussed/reviewed the draft document containing questions and answers from Nathan Hale parents. Mr. Neville will update the document with the additional information.

Board members agreed to post this document on the website along with several other items. The packet of information that will be posted on the website will contain:

- 11-27-16 Nathan Hale Questions/Answers – Revised 12-06-16;
- 12-01-16 Governance Meeting Document;
- 11-30-16 School Building Capacity Memo;
- 11-16-16 Class Sizes and Lunch Wave Document;
- 10-25-16 Roadmap to the Future Presentation;
- 10-01-16 Official Enrollment Numbers;
- 04-22-16 Superintendent's Recommended 2016-2017 Budget Reductions Memo;
- 04-19-16 Request for Historical Budget Data Memo;
- 04-12-16 2016-17 Budget Reductions Memo;
- Current K-2 School District Zone Map & 3-5 School District Zone Maps.

Mr. Kruzel moved, seconded by Mr. Ludwick that the Enfield Board of Education approves posting the packet of information as described on the district website and to make copies available for the Hale parents that cannot access this information.

A vote by **roll call 8-0-0** passed unanimously.

6. **ADJOURNMENT**

Mrs. Thurston moved, seconded by Mr. Kruzel to adjourn the Special Meeting of December 5, 2016.

All ayes, motion passed unanimously.

Meeting stood adjourned at 6:37 PM.

Tina LeBlanc
Secretary
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary