

**BOARD OF EDUCATION  
REGULAR MEETING MINUTES  
APRIL 26, 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 April 26, 2016.

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

**MEMBERS PRESENT :** Walter Kruzal, Raymond Peabody, Lori Unghire, Mike Ludwick, Tina LeBlanc, Tim Neville, Stacy Thurston, Vin Grady and Tom Sirard

**MEMBERS ABSENT :** None

**ALSO PRESENT :** Dr. Jeffery Schumann, Superintendent; Mr. Christopher Drezek, Deputy Superintendent; FHS Student Representative Thomas Vose and EHS Student Representative Lia Wilcox

6. **BOARD GUEST(S)** : None
7. **SUPERINTENDENT 'S REPORT** :
  - a. Student Representatives - as presented
  - b. Grants Report - as presented
  - c. Personnel Report - as presented

8. **AUDIENCES** - None

9. **BOARD MEMBER COMMENTS**

Mr. Peabody stated the joint budget workshop with the Town Council was very positive. Dr. Schumann's presentation showed value and areas where we would like to improve on. That is the foundation of any budget.

Mr. Peabody agrees with Mr. Neville that the budget process is an education process. This is what he sees being done - we are educating our colleagues and members of the community about the education budget. He spoke to Mayor Kaupin and he agreed that this was the best joint meeting we have held in many years. We discussed this at tonight's Finance meeting and we would like to continue these conversations with our colleagues. We need additional joint meetings. Everyone will know where we are and where we are going. This way, we can all make informed decisions.

Mr. Peabody congratulated The Parent Leadership Academy and Two Mom's on a Mission. The PLA is doing such good job. Two Mom's held fund raising event - Quarter Auction that helps our schools and communities.

Mr. Peabody encouraged all community members to vote.

Mrs. Unghire also enjoyed the joint meeting with the Town Council members. We are going in the right

direction. She looks forward to future meetings. We were able to discuss our education budget concerns and learned about the Town budget concerns in the process.

Mrs. Unghire wished Buzz Robotics good luck in their upcoming competition.

Mr. Ludwick thanked the Mayor, Town Council members and Town Administration along with Board members and School Administration for working on tough budget issues in a public forum setting. This was done very professionally and respectfully in a public forum. This was an effective meeting. The budget is a full time job. We have started to build momentum and need to continue this. Our ultimate goal is to find the passions from each Town Council and Board Member and draw upon our areas of expertise to help us do some great things for Enfield.

Mr. Ludwick feels the Board has fought hard for our budget needs. He hopes we see some positive things in a couple of weeks from our talks with our colleagues.

Mrs. LeBlanc congratulated FHS Student Representative Tom Vose for his college selection. This is an overwhelming decision for students and families. We are currently looking at colleges.

Mrs. LeBlanc wished the Buzz Robotics Team good luck for their upcoming competition in St. Louis.

Mrs. LeBlanc stated that she registered to vote as an independent when she was 18. This is the first time she has voted in a primary election. She urged community members to also go out and vote.

Mrs. LeBlanc inquired about the current high school uniforms and what will be done with them. She has received numerous e-mails and calls from people inquiring about them. She is not sure if this should be addressed by the Transition Committee or Board Leadership.

Mrs. LeBlanc also inquired about the motion the Board made about releasing Fermi back to the Town with conditions. Was this legal? She would like some clarification about this.

Mr. Neville also received calls about uniforms. He is glad Mrs. LeBlanc brought this up.

Mr. Neville thanked Mr. Peabody for using his quote about the budget process is an education process. People do not fully understand how the State, local and Federal government work. He thanked Dr. Schumann for putting the budget in a priority list. This lets community members know where we stand. This is a good process. We are all looking for what is best and are looking for a solution for our students. We need patience, respect and understanding while we work through the budget. He knows we will discuss the budget later on the agenda.

Mr. Grady stated he saw how our Legislators and Senate are working together at the State Capital. He spent the day there today. They were discussing a bill regarding cancer bill for Fire Fighters. We all care about the budget. Education should take priority over the roads. He hopes that we can come together and do what is right for our town and school system. We need respect and patience while we work together during the budget process.

Mr. Kruzel echoed the comments made tonight about the joint workshop. He also wished Buzz Robotics good luck in the upcoming contest in St. Louis.

Chairman Sirard also wished Buzz Robotics good luck.

Chairman Sirard stated the topic of the old uniforms can be addressed by Board Leadership.

Chairman Sirard stated regarding Fermi being returned to the town with conditions. This came from the recommendation from Board Leadership. This has brought attention to the JFK building and Fermi building. He has not heard anything about this being legal or not. He considers this a closed issue.

**10. UNFINISHED BUSINESS**

**a. Transition Update**

Dr. Schumann reported that we heard from Mr. Daigle today, that the Enfield High School gym should be open for student use on Friday.

Dr. Schumann reported the weight room is being used by the students. Some of the weights that were in a storage unit rusted. They are rusted beyond repair. We are looking into this with our insurance carrier to see if they can be replaced. We are also checking with the Building Committee to see if this is something they can possibly purchase if the weights are not covered by our insurance carrier. If neither can replace these items, we would need to look into the operating budget to replace them.

Mr. Ludwick stated we have many gyms in Enfield and possibly one of them could donate some equipment. It is a shame that this happened. He hopes the insurance carrier can pick this up.

Dr. Schumann stated it would not hurt to ask them.

Mr. Ludwick also would like information regarding grand opening dates to be announced to the community. Many community members are very excited and interested about the new high school and are looking for tours. He would like communication to be shared with the public.

Mr. Kruzel stated he will address the equipment issue at the next Building Committee meeting. He would like to look at the equipment. There could be some things that we could do.

Mr. Neville added possibly the weights just need to be sanded. He does not know where we could take the money from our operating budget. Asking the gyms in Enfield is a good idea.

Mr. Kruzel stated he has some ideas about this and will look into this.

Mr. Ludwick stated maybe we could change the color to reflect our Eagle colors.

Chairman Sirard added that he knows where we could have them recoated. He asked Mr. Kruzel to keep him posted.

**b. Discussion and action if any regarding Appointing Board Liaison(s) to the Joint Facilities Committee**

Chairman Sirard addressed this item with the Board. Board members agreed to have Walter Kruzel and Tim Neville represent the Board on this joint committee with the Town Council.

Mr. Kruzel moved, seconded by Mr. Peabody that the Enfield Board of Education appoints Walter Kruzel and Mr. Neville as the Board Liaisons to the Joint Facilities Committee.

A vote by **roll-call 9-0 -0** passed unanimously.

Chairman stated that both Mr. Kruzel and Mr. Neville would be excellent representatives on this committee. They both have extensive knowledge about our schools.

**c. Discussion and action if any regarding Appointing Board Liaison(s) to the John F. Kennedy Middle School Pre-Referendum Committee**

Chairman Sirard address this item with the Board. Board members agreed to have Tina LeBlanc and Ray Peabody represent the Board on this joint committee with the Town Council.

Mr. Ludwick moved, seconded by Mr. Kruzel that the Enfield Board of Education appoints Tina LeBlanc and Ray Peabody as the Board Liaisons to the John F. Kennedy Middle School Pre-Referendum

Committee.

A vote by **roll-call 9-0-0** passed unanimously.

**11. NEW BUSINESS**

**a. SRO MOU**

Dr. Schumann addressed this item with the Board. By state statute, in order to have SRO's (School Resource Officers) in our buildings, we need to have an MOU (Memorandum of Understanding) between the Superintendent and the Chief of Police. The Town Council and Attorney have looked at this and signed off on it. We have shared this with our Board Attorney. Mr. Drezek can address any additional questions.

Mr. Neville asked if this was something we previously discussed. Nothing has changed with this. Both Dr. Schumann and Mr. Drezek stated we had discussed this and there are no changes.

Mr. Neville moved, seconded by Mrs. Unghire that the Enfield Board of Education approves the SRO MOU and authorizes the Superintendent to endorse the document on behalf of the Board.

A vote by **roll-call 9-0-0** passed unanimously.

Chairman Sirard stated that Dr. Schumann is authorized to sign the document.

**b. Adjustment to School Day Hours and Two Hour Delay Schedule**

Dr. Schumann addressed this item with the Board. The regular school hours for students in grades 3-5 and 6-8 need to be adjusted. He met with ADCO members and they agree with the proposed time changes. These changes will decrease the amount of time our K-2 students are waiting to enter school in the morning. These time adjustments will solve the transportation concerns.

Dr. Schumann addressed moving to a 2 hour delay for inclement weather days from a 90 minute delay schedule. This will give our Buildings and Grounds crew additional time in the morning to clear our schools. There were several occasions this year that we could have benefited from the additional time. This will also simplify delays for families by using a 2 hour delay. This would also align us with what other school districts are doing. This was also address with ADCO members and nutrition services. We will need to update the school calendar to reflect the time changes.

Mr. Grady asked if these proposed changes will cause any contractual concerns. Dr. Schumann stated no the students in grades 3-8 days will just be adjusted by 5 minutes.

Mr. Neville asked if these changes will affect the Parochial schools. They typically follow our lead. Dr. Schumann stated he will let them know about the 2 hour delay change. He does not believe this change would affect them. They could still continue to use a 90 minute delay if they want.

Chairman Sirard asked if these changes will affect any policies. Dr. Schumann stated none of our policies set school hours or delay times.

Chairman Sirard stated the calendar would need to be adjusted to reflect the new times. Dr. Schumann stated we will not be changing any calendar dates, just the school hours. We will place this on the next agenda for the Board to formally revise.

Mr. Ludwick asked if the 2 hour delay would give you more flexibility if you need to close school for a full day from a 2 hour delay.

Dr. Schumann stated we had been on the fence a couple of time this year with close calls. The additional time will help.

Board members were all in agreement and will address this at the next Board meeting.

**c. 2016-17 Budget Update (Review of Superintendent 's Budget Memos)**

Dr. Schumann agreed with Board members that the joint budget workshop was very productive. State funding and insurance costs are still unknown. The Town Manager is optimistic with funding projections. He has given the Board 3 memos regarding budget reductions by priority. We are preparing for possible reductions from the Town Manager's proposed budget. The Town Council is still deliberating on the budget.

Dr. Schumann stated the high school schedule and athletics were considered for possible reductions. We discussed this today with the high school principals. We also discussed cutting into the Eagle Hour.

Dr. Schumann stated academics over athletics is a tough decision. His recommendation is to do what is best for all children and he would recommend academics over athletics. The Board exists to provide a solid frameworks for our students to succeed. The new high school schedule will allow us to provide many opportunities for our students.

Dr. Schumann added the Eagle Hour will offer our students many opportunities at the high school. They will receive an additional 800 school instruction hours with this schedule. We have been working for the past 5 years on the new high school. Our students will gain valuable skillsets to succeed in life. He does not want to undermine what athletics can also do for our students. He hopes that we can find the budget resources so we do not need to make any cuts.

Chairman Sirard stated the public has been asking for a long term plan for the education system. This is a long term plan regarding academic credits for our students. He finds this hard to prioritize education when education is not put first.

Mrs. LeBlanc stated she understands where Dr. Schumann is coming from. If we cut athletics we have no rights to open up the new high school. Colleges look at everything, not just academics. They are looking for well-rounded students with extracurricular activities along with academics. The high school experience needs athletics to be part of it. We all discussed our budget concerns with the Town Council members. They know what is at stake here. She understands that academics comes first but athletics is also needed for our students. Not having athletics would change the high school experience for our students.

Mr. Peabody agrees with Mrs. LeBlanc. The key to success in life is team work. Being part of an athletic team comes into play. Everyone on a team has a role. He understands Dr. Schumann's position and the Town's budget concerns. Colleges look at well-rounded students. If we are forced to make this decision it will be a tough choice. We will need to do this by priorities. High school is about the experience. When you go to a basketball game, hockey game soccer game or band competition, they are all part of the high school experience. Our schools need to be the center of the community. We will need to discuss and support hard decisions when it comes to the budget.

Mr. Peabody added that budget cuts are always hard to make. Last year, we needed to make tough decisions and this year doesn't look any better. Thank you for putting this hard decision before us.

Mrs. LeBlanc asked if the Town Council received a copy of these updated budget memos. Dr. Schumann stated the Town Council Liaisons receive the Board packet. It is also posted on our website.

Mrs. LeBlanc stated the items above the black line are considered priority one budget cuts. This would get us to the Town Managers recommended budget. Dr. Schumann stated that is correct.

Mrs. LeBlanc stated if we received additional money would you put middle school and freshman sports back into the budget. Dr. Schumann stated that is correct. He spoke with Mr. Erdmann today. The joint committee will look into the insurance costs. We need to build our reserves back up.

Mrs. LeBlanc understands that we need to build our reserves back up. State funding and insurance problems are very frustrating. The people that put us in this situation are not here anymore. We are left with this mess - shame on you. Ultimately, the Town loses out.

Mr. Neville stated it is hard to disagree with Mrs. LeBlanc and Mr. Peabody. Athletics is important in every family. We are going to make cuts without touching full day kindergarten, activities and the Eagle hour. We can never give up full day kindergarten. He has heard a lot of people say just get rid of the Eagle Hour. It hasn't been started yet. If we did this now, we would be starting from scratch scheduling all of the high school student's schedules for next year. Scheduling is a huge job. Where do you go to get the money we need to support education programs? He does not want to take funds from the Health Insurance line item. Where would we find the money for athletics without cutting class sizes? If we increase class sizes, we will change learning for our students.

Chairman Sirard stated his fear for the budget is this year is tough, next year it will be even worse. Everyone has their own priorities. The State is supposed to only support K-12 education. They should not be supporting colleges, magnet or charter schools. The Board may be forced to look at pay-for-play for all athletics. We are not being fully funded by the State and Federal governments. We have been kicking the can down the road. Our budget concerns will only be worse next year. We do not know what the State will do.

Mr. Peabody stated that being a member of CAFE has advantages. They lobby for local education. He doesn't like that CAFE because they supports CREC. CREC takes away from us for magnet school education. We are funding the Sheff vs. O'Neill solution with magnet school tuitions.

Mrs. LeBlanc stated financially we have been put in a bad place this year because of the insurance shortages. That is why she asked the Town Council if there are any other options. This is unfair that this will now become the taxpayer's responsibility due to someone's mismanagement.

Mr. Ludwick asked if the Board will also need to vote on the insurance proclamation after the Town addresses it?

Dr. Schumann stated that both the Town Manager and he reviewed this resolution. The Town Council will vote on it first and then the Board will need to vote on it.

Mr. Ludwick stated he is not in favor of using the fund balance to balance the budget. You never want to do this. This is what has gotten the State into such financial problems. He asked about the bond rating and the shortage in the insurance fund. If the budget is cut, can we ask the Town Council for the money from the fund balance? We may not receive it, but we could ask for it. If the Town Council uses the fund balance this year, it would help us so we don't need to cut athletics. We need to be creative as a Board.

Dr. Schumann stated we could ask the Town Council about this.

Mr. Ludwick stated the community voted to renovate the high school. It is absolutely gorgeous. We will not be able to compete athletically in Class L division without freshman sports. We are raising the level of our student's academic achievement with the Eagle Hour. This should be an easy decision. We can't just take it if this is the case. There are other solutions. We need to plan for next year. We need a joint decision with the Board and Town Council. We need to plan and can't keep having the same discussions about cutting sports, robotics, band or other programs.

Mr. Ludwick added that the lobbying needs to come from us. We use the Connecticut Conference of Municipalities. He is not sure about CAFE. If we don't so this, shame on us. The cost of free is very expensive. Hopefully, people will start to understand this.

Mr. Neville stated we need to discuss the State funding. The Federal government hasn't funded us fully either. We will only get something by discussing this with our colleagues in the Town Council. This has been an unusual year. We only have control of what goes on in our town. We do not have any more

funding to cut from the supplies or equipment line items. No one wants to lose athletics. We need to look at things on both sides of the budget. No one wants to cut athletics. He would like to know if we could get another year out of our town vehicles. We need to look at things differently. We all want to open up the high school right without making cuts.

Mrs. Unghire agreed with Mr. Neville about looking at things differently. We need to consider recycling be done once a month instead of two times a month. There are other ideas we could jointly look at and discuss.

Mr. Ludwick stated we need to look at what we can do without from both sides by looking at the budget line-by-line. He believes we could come up with the money looking into the budget.

Mr. Kruzel agreed. He stated we were told the cost to put in a traffic light will cost around \$350-\$400K. The State is replacing traffic lights all over. The traffic light on Shaker Road is being replaced and it was just put in not that long ago. This money could be used for education. Do the math Mr. State - education needs to come first.

Mr. Peabody is all for balancing the budget by looking at line items by taking \$1,000 here and there in order to balance the budget. Dr. Schumann may be able to assist us here. We are all in agreement and don't want to make any cuts to the high school.

## **12. BOARD COMMITTEE REPORTS**

### **a. Building Committee**

Mr. Neville reported that the Building Committee met and we discussed the traffic light at the top of the entrance to Enfield High. There is no quick way to do this. We are still exploring this. We have concerns and will continue to pursue this topic for the safety of our students and families.

Mr. Neville is glad to hear that the Enfield High Gym will be used this week. The Building Committee will meet again on April 28<sup>th</sup>. The committee has done a great job. Every time he drives into the Enfield High school entrance, he is very impressed with the look and development of the building renovations.

Mr. Kruzel thanked the Enfield High School students for putting up with all of the construction. Very soon you will all have a beautiful new school to attend.

### **b. Curriculum Committee**

Mr. Neville reported the Curriculum Committee met. We discussed the grades 3-5 standards based report cards and how they fit in with eSchool and HAC/TAC.

Mr. Peabody added that Mr. Bourassa, our Chief Education Technology Officer has been working with vendors for updates for the 3-5 standards based report cards. We also discussed AP classes and funding costs for placement tests for AP and UCONN ECE tests.

Mr. Neville stated we have been pushing our students to take AP classes and have increased the number of courses available. We have students that are taking multiple classes. We have had parents address the Board regarding the fees. This is something we need to consider for our students and families.

### **c. Finance Committee**

Mr. Peabody reported the Finance Committee met earlier tonight. We will address accounts and payroll later on the agenda. The Finance Committee members would like to continue to prioritize budget items and continue to work with the Town Council.

## **13. APPROVAL OF MINUTES**

Mr. Kruzel moved, seconded by Mrs. Thurston that the Regular Meeting Minutes of April 12, 2016 be approved. A vote by **show-of-hands 8-0-1** passed with Mr. Grady abstaining.

#### **14. APPROVAL OF ACCOUNTS PAYROLL**

##### **a. For the Month of March 2016**

Mr. Peabody moved, seconded by Mr. Kruzel that the Enfield Board of Education certifies that in the month of March 2016, total expenditures amount to \$6,076,577.47 broken down between payroll totaling \$3,972,795.98 and other accounts totaling \$2,103,781.49.

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 9 -0-0** passed unanimously.

##### **b. Line Item Transfers, if any - None**

#### **15. CORRESPONDENCE AND COMMUNICATIONS - None**

#### **16. AUDIENCES**

Wendy Osada, Windmill Road - Mrs. Osada stated that she has reached out to our State Senators about the traffic light at Enfield High School. This is one of her life's missions to accomplish. The mitigation will need to be put into place and it will take at least a year and a half before we can get a traffic light installed. She believes scheduling would be an easier than taking away athletics. One of the referendum reasons was to offer our high school students larger course selections. Scheduling is not one of the Building Committee tasks. The new schedule will mean adding 12 additional teachers since there will be no more study halls. She would like to know who will be monitoring the students during the Eagle Hour. Another school system that added this program needed to hire additional staff to monitor the students during lunch. The teaching staff will be in their classrooms. Has the Board or administration considered this? Her other concern is who will be monitoring the students that will leave school during this hour. Students will now have a full hour of free time. What legal ramifications will there be if a student gets hurt during this hour? She would like the Board to contemplate before making any decisions before cutting athletics. We might need to seriously consider pay-to-play athletics. Our students will not be ready to play at the varsity level without freshman and middle school sports. She urged Board members to not eliminate athletics. Thank you.

Liz Davis, North Maple Street - Mrs. Davis thanked the Board for everything you do for our students and community. Our students will benefit greatly academically for the 800 additional instruction hours with the new Eagle Hour. We will be doubling our children's education. She also agrees that athletics should not come before academics. If it comes to eliminating athletics, consider pay-for-play as an option. Education is the key for our student's success in life. Education should come before our roads. There are other options to consider. Education needs to come before our roads. She would like to see the Town Council use the \$350K put aside for the Hazardville Institution used for the education budget. Thank you.

#### **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 Collective Bargaining and Superintendents Annual Evaluation Report.

A vote by **show of hands 8-1 -0** passed with Mrs. Thurston in dissent.

Mr. Grady left the meeting at 8:37 PM.

The Board remained in Council Chambers for the Executive Session at 8:40 PM. Mr. Drezek and Dr. Schumann joined the Board in Executive Session. No Board action occurred during the Executive

Session.

**18. ADJOURNMENT**

Mrs. Thurston moved, seconded by Mr. Kruzel to adjourn the Regular Meeting of April 26, 2016.

All ayes, motion passed unanimously.

Meeting stood adjourned at 9:00 PM.

Tina LeBlanc  
Secretary  
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary