

**BOARD OF EDUCATION
SPECIAL MEETING MINUTES – 6:30 PM
FEBRUARY 5, 2013**

A special meeting of the Enfield Board of Education was held at John F. Kennedy Middle School Cafe, located at 155 Raffia Road, Enfield, CT on February 5, 2013.

1. **CALL TO ORDER:** The meeting was called to order at 6:38 PM by Chairman Neville.
2. **PLEDGE OF ALLEGIANCE:** Chairman Neville
3. **FIRE EVACUATION ANNOUNCEMENT:** Chairman Neville announced the fire evacuation announcement.
4. **ROLL CALL:**

MEMBERS PRESENT: Tina LeBlanc, Vin Grady, Donna Szewczak, Joyce Hall, Jen Rancourt and Timothy Neville

MEMBERS ABSENT: Peter Jonaitis, Kevin Fealy and Mr. Sirard

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

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

a. **Fall 2012 Student Athlete Recognition**

Chairman Neville welcomed Athletic Director Barry Bernstein to the meeting and stated tonight we will recognize some of our student athletes. This is something Board members enjoy doing recognizing our students.

Mr. Bernstein thanked Chairman Neville. Tonight we will recognize some of the students from Enfield and Enrico Fermi that received special recognition this past Fall. We are unable to recognize all our fine athletes. Between 82% and 96% of our student athletes achieved either high academic honors or honors in addition to devoting their time to participate in particular sport. We truly have student athletes in Enfield. Many of these athletes will be recognized more than one time.

The following students were recognized by Chairman Neville, Vice Chairman Grady, and Secretary Szewczak:

Enfield High CIAC Sportsmanship Conference Attendees were Rachel Kaliff, Gabbi Grossi, Maggie Richards, Laurel Sheehan, Mike Crowley, Kevin Camidge, Tom Meskill, Bryan Murphy and Ian Lempitsky (also a State Sportsmanship Representative).

Enrico Fermi CIAC Sportsmanship conference Attendees were Conor Glettenberg, Dustin Sroka, Alex Zachary, Jason Despard, Lindsay Vose, Sheena Ware.

Mr. Bernstein presented the Fall Sportsmanship Award to Mr. Newton and added that Enrico Fermi High School was the overall winner and recipient for the CCC East Fall Sportsmanship Award.

Chairman Neville stated this is one of the nicest things Board members are able to do – recognize our outstanding students and athletes.

Enfield High Journal Inquirer Fall All Academic Student Athletes were Ian Lempitsky (football) and

Sydney Ballou (Girls Soccer).

Fermi High Journal Inquirer Fall All Academic Student Athletes were Conor Glettenberg (Boys Soccer) and Lindsay Vose (Cross country).

Enfield High CIAC All State Team Selections were Madison LaRusso – First Team Field Hockey Class “M” and Liam Kin, National Soccer Association of America, Senior Excellence Award.

Enrico Fermi CIAC All State Team Selections were Marci Macsata First Team Field Hockey Class “L” and Conor Glettenberg – First Team Boys Soccer Class “L”.

Enfield High Fall Teams – The Sports Department Student Athlete of the Month Program were Avery Boissy (Football), Liam King (Boys Soccer) and Sierra Trzepacz (Girls Soccer).

Enrico Fermi High Teams – The Sports Department Student Athlete of the Month Program were Emily Quail (Volleyball), Haley Cotnoir (Field Hockey), Dustin Sroka (Football) and Conor Glettenberg (Boys Soccer).

Mr. Bernstein announced that a special coaching recognition will be presented to Kathleen “Cookie” Bromage, Enfield High Field Hockey Coach that will be inducted into the National Coaches Hall of Fame in Des Moines, Iowa in June 2013.

Vice Chairman Grady presented a plaque from the Board of Education and Enfield High School congratulates Coach Kathleen “Cookie” Bromage for her induction into the National Coaches Hall of Fame, June 2013. We thank her for over 45 years of coaching excellence, commitment and dedication to Enfield Field Hockey Athletics – February 5, 2013.

Chairman Neville stated she has coached for 46 years, with nearly 400 Wins, 9 Conference Titles, 5 State Championships, twice ranked the number one team in the State, 38 All State players, over 40 of her athletes played at the Collegiate Level, 14 Athletic Scholarships, 2 High School All Americans and 1 Collegiate All American.

Coach Cookie Bromage received a standing ovation. She thanked everyone and congratulated all of the student athletes present. It is because of athletes like you that old coaches like her can receive awards like this one. Enfield was the only place at which she wanted to teach and coach. She has been blessed with working with great Boards of Education, great superintendents, great principals, great athletic directors, co-workers and outstanding athletes. This award is very special and she thanked everyone.

Chairman Neville added that we have been blessed by your presence. Thank you for your service.

6. AUDIENCE PARTICIPATION: None

7. ACTION, IF ANY, REGARDING THE APPROVAL OF THE BUILDING COMMITTEE RECOMMENDATION FOR ARCHITECT:

Dr. Schumann stated tonight we have Dr. Arthur Pongratz and Chairman Mr. Randy Daigle from the High School Building Committee. They are here to discuss the process used for selecting an architect.

Chairman Neville welcomed Town Consultant Dr. Pongratz and Mr. Daigle. Mr. Daigle stated also present is Walter Kruzel and Wendy Osata.

Mr. Daigle stated they held interviews for the 4 shortlisted architect firms for the Enfield High Building project. They used QBS (Quality Based Selection) which is an approved selection method

used by the State of Connecticut. We felt it was important to follow these procedures for a project of this magnitude. Everything done was transparent. They were all given the same RFP's where they presented their presentation to the committee. There was a fifteen minute question and answer session. An executive session was then held where each committee member could express their opinions. They also looked at performance evaluations for each firm that were provided by the State. All the scoring was handed into Mr. Daigle. Dr. Pongratz made copies of the sheets and totals were tallied.

Mr. Daigle stated we then ranked them from 1-4: Silver Petruccelli & Associates; JCJ Architecture; Fletcher Thomson Architects and Design Partnership of Cambridge. We then looked at the price bids that were publically read. JCJ Architecture - \$3,198,000.00; Silver Petruccelli & Associates - \$3,378,400.00; Fletcher Thomson Architects - \$3,406,000.00 and Design Partnership of Cambridge - \$5,500,000.00.

Mr. Daigle stated the committee recommended using Silver Petruccelli & Associates.

Chairman Neville stated our two liaisons to the Building Committee, Mrs. Szewczak and Mrs. LeBlanc have kept us up to date with updates from the committee. You all have our extreme thanks for the amount of work you have put into this project. He is very happy to see that Silver Petruccelli & Associates has been recommended and was endorsed by the Town Council last night.

Dr. Pongratz stated a motion is needed.

Mrs. Szewczak moved, seconded by Mr. Grady that the Enfield Board of Education approves the Building Committee's recommendation of Silver Petruccelli & Associates Architects and Engineers for State Project #049-0138 subject to contract negotiations by the Town Manager.

A vote by **roll call 6-0-0** passed unanimously.

Mr. Daigle thanked both Mrs. Szewczak and Mrs. LeBlanc for their participation on this committee.

Chairman Neville thanked Mr. Daigle and Dr. Pongratz for their work on this project. People in this community are excited about this project. Thank you for everything you have done.

8. 2013-14 BUDGET DISCUSSION CONTINUED:

a. Discussion Related to Goal #5 – New Educator Evaluation Plan & Board's Priority to Expand Middle School Sports

Dr. Schumann stated tonight is our third focus discussion for Goal #5 and expanding middle school sports. Goal #5 is to recommend a new educator evaluation system for adoption by the Board of Education per the new State guidelines. The theory of action is educators are evaluated using a system that will increase their capacity to provide effective instruction, then students will learn and achieve at high levels.

Dr. Schumann stated effective teachers are the most important factor in student learning. Effective leadership is an essential component of any successful school and school district. High quality educator evaluation is the cornerstone of developing capacity in our teachers and administrators.

Dr. Schumann stated this is a complicated and complex process. At the end of the school year teachers and administrators will receive a ranking.

Dr. Schumann reviewed the timeline. By July 1, 2013, all Connecticut districts must implement approved Educator Evaluation Plan in accordance with CSDE guidelines. Items that will increase are teacher observations with written feedback – 2,460; total teacher goals evaluated – 3,374; number of

administrator goals developed and evaluated - 546, number of observations conducted by each administrator - 98.4; number of goals evaluated by each administrator - 134.9. The State Department of Education is calling this a heavy lift.

Dr. Schumann stated we need to create and submit to the CSDE a teacher and administrator evaluation plan by April 15th. We need to train evaluators in the use of the new plans by July 1st and we need to begin using the new Teacher and Administrator Evaluation Plans by July 1st.

Dr. Schumann reviewed the budgetary implications that will affect 2012-13 and 2013-14. The costs to develop a teacher and administrator evaluation plan will cost around \$110,000 - \$125,000.

Dr. Schumann is proposing to add 7 assistant principals at the elementary level. The budgetary impact is \$758,723.00.

Dr. Schumann stated we have prepared a secondary plan where we would use 3 assistant principals and complementary evaluators at the intermediate schools. Complementary evaluators may assist primary evaluators. They must be certified teachers and be fully trained as evaluators. Primary evaluators will have sole responsibility for assigning final summative ratings. By using the secondary plan, the costs would be \$387,667.

Dr. Schumann stated our response to the mandates of P.A. 10-111 is to work with a consultant to create and submit Educator Evaluation Plans and train Complementary Evaluators. The cost for a consultant would be around \$30,000 to \$45,000. By doing this we would extend the deadlines to July 1st.

Dr. Schumann stated we have two options to either add 7 elementary principals or adding 3 intermediate assistant principals and utilizing a team of Complementary Evaluators.

Dr. Schuman stated last year the Board added sports at JFK. We are proposing to add a coed track and field program and a coed development volleyball program during 2013-14 for a cost around \$9,807.

Ms. Hall asked what are the advantages to having towns pilot this if we need to implement this new evaluation program immediately.

Dr. Schumann stated your question has been asked by many different districts including Attorney Mooney. The plan does not seem to be well thought out. Districts have been asked to implement this before the plan is complete and if it actually works. The rubrics are not complete. NEAYC will evaluate the plans and their evaluation is not due to the State until January 2014. We will have already started our new evaluation process not knowing if SEED is a good plan. Attorney Mooney has argued that our plans should be in place for July 1, 2014 instead of 2013. This would make more sense. They are holding us to the July 1, 2013 implementation date.

Ms. Hall stated all evaluators must pass a state exam. She is assuming the consultant would cover all of this including the necessary materials or would it be our training materials the consultant would use. Dr. Schumann stated the consultant would do the training that would be purchased through CREC or we could use our materials.

Ms. Hall asked if everyone would receive the same evaluator training. Dr. Schumann stated the training is geared towards the guidelines of the State test. Everyone will take the same test. We would not be getting the same training as everyone else.

Mrs. Szewczak stated we discussed unfunded mandates with our State Legislatures. This is a brand new unfunded mandate that we know what it will cost us. She does not believe that this will make education any better for our students. Now we will have over tested students and over evaluated

teachers. We need to just teach. We need motivated students in the classroom. Why don't we just tell the State "no"!

Ms. Hall agreed with what Mrs. Szewczak has stated.

Chairman Neville stated we would be penalized and we may not have a choice. He has several questions. If we use the consultant, we will have the same person. If we go with CREC we may have several people giving us training. There would be no continuity. He believes using the same person would be better for us.

Dr. Schumann stated you are correct. There are no guarantees you would have the same person if you went with CREC.

Chairman Neville asked who would put together the rubrics for the specialists. Dr. Schumann stated the consultant will put together the rubrics using Google Docs. The committee can they work together with them on LiveTime. It is a fluid process where the consultant would write the rubrics. Several districts have done this already.

Chairman Neville asked if the State will accept Attorney Mooney's interpretation of the law. Dr. Schumann stated they will not accept Mr. Mooney's recommendation for an extension.

Chairman Neville stated using the consultant is somewhat doable. It would not be fair to use Mr. Drezek and Ms. McKernan based on the amount of work they are currently doing. He asked Dr. Schumann if he has a preference.

Dr. Schumann would like to hire 7 assistant principals but using a consultant is doable. Using both Mr. Drezek and Ms. McKernan would create additional concerns and costs.

Mrs. Rancourt asked if the 7 assistant principals would be used 12 months or 10 months. Using them would help the principals and would be an asset. Dr. Schumann stated they are for 12 months but we could use them for 10 months and it would reduce the costs around \$30K.

Chairman Neville would like to see Dr. Schumann look into Mrs. Rancourt's suggestion and give the Board additional information based on 10 months instead of 12 months.

Mrs. Rancourt stated we are sharing 2 guidance counselors in the 4 primary schools. Having an assistant principal would help out greatly. Even having additional assistant principals at the intermediate schools will help.

Mrs. Rancourt asked how much of the principal's daily time will be devoted to SEED. Dr. Schumann stated they will need to conduct 6-8 observations a week.

Mr. Grady stated unfunded mandates can drive any school Board nuts and agrees with what Mrs. Szewczak has stated.

Mr. Grady would like to see Freshman sports be brought back. He would like to know how much this would cost to bring this program back. Bringing back sports at the middle school is a good thing, but we are not offering Freshman sports. Anything gained at the middle school will be lost when they go to high school.

Chairman Neville would like to see what this would cost also.

Mrs. Szewczak asked about the number of evaluations for staff in grades K-12. Department Chairs are currently conducting evaluations. Dr. Schumann stated they conduct observations not evaluations. The principals would now need to do both. We are currently using an informal

observation. This would formalize the process using the Department Chairs.

Mrs. Szewczak stated we will be doing 8 times more observations under the new evaluation guidelines. She is appalled by this. She cannot see the value of doing this. We should not be doing this.

Chairman Neville agrees with Mrs. Szewczak about the amounts. All teachers will need to go through a formal evaluation process now with a written document at the end that will need to be signed off on.

Dr. Schumann stated they will use the iPads using Real-Time almost instantaneously now. Teachers will now have feedback within an hour. He would like to agree with Mrs. Szewczak about unfunded mandates. Something is wrong here.

Mrs. Szewczak stated 20 observations would need to be done each day district wide. That is over 1 per building. These are professionals. We have good ways of observing them. You can get parent feedback. She wishes Hartford and Washington, DC would listen to us.

Chairman Neville stated we need to hire a consultant in order to meet the deadline to get the training completed. We will not know if an extension will be given. It would make sense to get the first step going so we are not wasting our time. Do we have any money to hire a consultant? It seems like it needs to be done.

Dr. Schumann stated the initial thought is to freeze the budget and watch our line items. We will prepare something so the Board can see where the funds will come from.

Ms. Hall stated we are already trying to save \$150K.

Chairman Neville would like them to present something about this next week. Staffing with plan B is the next step. We may find out some additional things as we move through the budget process.

Mrs. Rancourt asked Dr. Schumann what he prefers more – hiring 7 assistant principals or hiring 3 assistant principals with complimentary evaluators? Can you see the value of hiring 7 assistant elementary principals like she does?

Dr. Schumann would prefer hiring 7 assistant principals. After discussing this with the principals he knows we can do a good job with 3 assistant principals and Complimentary Evaluators.

Mrs. Rancourt asked if we would need to hire from the outside for these positions or do we have some good internal candidates. Dr. Schumann stated we have some excellent internal candidates that could fill some of these positions.

9. BOARD MEMBERS COMMENTS:

Ms. Hall stated that Enfield High School has been accepted into the Face of Connecticut Geology Program that is offered by Talcott Mountain Science Center. This is a TAG/STEM program. Enfield High students will participate in 9 sessions. This program is also being offered to the TAG program at JFK.

Mrs. Szewczak thanked the Board for voting unanimously for the architect. They have gone through a lot of work. They appreciate your support.

Mr. Grady congratulated the student athletes and Coach Bromage for their accomplishments. It is nice to see a coach that excels in getting our students to the next level so they can play at the college level. She has done a fantastic job.

Mrs. LeBlanc stated the Lady Patriots at JFK will be recognized in an article in the JI about moving up to the high school next year. It is a nice article. Next Wednesday at 4-6 at the McDonald's by Shoprite will hold a McEducator night.

Chairman Neville thanked the student athletes and Coaches for coming tonight. We have some wonderful students in our district. Thank you. He thanked both Mrs. Szewczak and Mrs. LeBlanc for their devotion on the Building Committee. You have done a great job and have represented us well.

Chairman Neville stated we lost a former superintendent – Dr. Louis Mager. He loved what he did and was dedicated to students. He will be greatly missed. We offer our condolences to his family.

Ms. Hall added he started the 20 year terms for Enfield Superintendents.

Mrs. Rancourt stated we forgot to recognize a group of students at the bottom of the list from the Sports Department.

Chairman Neville stated we will recognize them on Tuesday.

10. ADJOURNMENT

Mr. Grady moved, seconded by Mrs. Szewczak to adjourn the Special Meeting of February 5, 2013.

All ayes, motion passed unanimously.

Meeting stood adjourned at 7:53 PM.

Donna Szewczak
Secretary
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary