

**BOARD OF EDUCATION
REGULAR MEETING MINUTES
FEBRUARY 10, 2015**

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 February 10, 2015.

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

MEMBERS PRESENT: Raymond Peabody, Lori Unghire, Vin Grady (arrived at 7:15 PM), Timothy Neville, Stacy Thurston, Peter Jonaitis (arrived at 7:33 PM) and Tom Sirard

MEMBERS ABSENT: David Wawer & Tina LeBlanc

ALSO PRESENT: Dr. Jeffrey Schumann, Superintendent; Mr. Christopher Drezek, Deputy Superintendent, EHS Student Representative Christine Luksic and FHS Student Representative Thomas Vose

6. **BOARD GUEST(S)**

a. **Fall 2014 Student Athletic Award Recipients**

Mr. Bernstein, our Athletic Coordinator recognized the following Fall 2014 Student Athlete Award Recipients:

Fermi CCC All Conference:

Boys Cross Country: Tom Vose
Girls Cross Country: Sydney Nash
Field Hockey: Jillian Laponese, Lindsey Taupier, Paige Hebert
Football: Tyshawn Cunningham, Bailey Raymond, Tom Vella
Boys Soccer: Alex Brown, Jabari Smith
Girls Soccer: Kiley Vermette, Gillian Power

Enfield NCCC All Conference:

Girls Cross Country: Farhiyo Aden
Field Hockey: Jessie Maier, Taylor Geaglone
Boys Soccer: Anthony Romei
Girls Soccer: Olivia Caronna, Tina Leonardo
Football: All Conference Pequot: Tyrik Henry

All State:

Fermi: Sydney Nash, Cross Country Class "M"; Jillian Lappone, Field Hockey Class "S"; and Bailey Raymond, Football Class "M"
Enfield: Farhiyo Aden, Cross Country Class "SS"; and Jessie Maier, Field Hockey Class "S"

Sports Department Student Athlete of The Month Awards:

September -	Enfield: Jordan Fritz, Volleyball	Fermi: Zach Cormier, Football
October -	Enfield: Anthony Romei, Soccer	Fermi: Paige Hebert - Field Hockey
November -	Enfield: Olivia Caronna, Soccer	Fermi: Sarah Tremblay, Volleyball
December -	Enfield: Carlos Hernandez, Football	Fermi: Megan Phillips, Swimming

Students Attending CIAC Sportsmanship Conference:

Fermi: Jillian Lappone, Hannah Simons, Paige Hebert, Greg Kraucunas, Chris Glettenberg, Bailey Raymond
Enfield: Alana Mather, Sydnie Bedard, Toriana Rugani, Joe Roberts, Nick Serignese, Sergio Deleon

Additional Awards and Honors:

Enfield Boys Soccer: Anthony Romei (NSCAA Senior Excellence Award)

The Enfield Boys Soccer Team Received a 2014 High School Team Ethics and Sportsmanship Award from the NSCAA

Coaching Recognition:

Fermi Boys Soccer: Assistant Coach Tony Allegro was selected as the Boys Soccer Assistant Coach of The Year for the State and will be honored at the All State Banquet

Enfield Girls Soccer: Head Coach Ashley Hurley, was Nominated as the NCCC Coach of The Year

Each student was presented with either a certificate or plaque from Board members for their athletic accomplishments.

Chairman Sirard congratulated each student for their hard work and dedication.

b. DAR History Teacher of the Year

Chairman Sirard welcomed Sean Crane, our Enfield DAR History Teacher of the Year to the Board meeting.

Mr. Crane thanked the Board for inviting him. He explained that Fermi Principal Mr. Newton, nominated him for the Penelope Terry Abbey Chapter of the National Daughters of the American Revolution 2014 Outstanding Teacher of American History Chapter award. He also won the State award – Connecticut Daughters of the American Revolution 2014-15 Outstanding Teacher of American History award. He is also in the running for the National Daughters of the American Revolution Outstanding American History Teacher of the Year award. It is a privilege to be nominated and to receive these awards.

Mr. Crane added that we teach our students to become well informed productive members in our society. An example of this is our two student representatives that are on the Board of

Education. He attended school in Enfield and had great teachers like Dr. Taylor and Mr. Celio. He hopes to instill this love of learning with his students. He is deeply honored to receive this prestigious award.

Chairman Sirard and Board members thanked Mr. Crane for everything he does for our students and community.

c. Building Committee

Dr. Schumann stated we have members from the Enfield High School Building Committee present and they will give an update about the Enfield High project.

The members of the Board welcomed Mr. Daigle, the Building Committee Chairperson; Dr. Pongratz, Consultant for the Town of Enfield and Dean Petrucelli, from Silver Petrucelli & Associates.

Mr. Petrucelli reviewed the areas being renovated. We recently were notified by the State of Connecticut that the project has been classified as “Renovate to New”. Every square inch of the building will be touched. We are doing the construction without disturbing the students. He reviewed the phasing plans with the Board.

Mr. Petrucelli stated we are on schedule with the Fermi wing. While digging in the back of the school for the gym area, health classrooms and cafeteria, they encountered an old oil tank that required remediation. This has put this phase of the construction back by 4 weeks. We are looking to pick-up for lost time and hope that spring comes soon.

Mr. Petrucelli added that we are currently under budget and on schedule for the project and expect to complete the project on time.

Mr. Daigle added that we have shorted the name and are calling it the Fermi Wing. He also explained that a “clab” is a classroom and lab. The concrete work in the Fermi Wing is complete, the walls are in place, the steele work is done, the roof work is done, the elevator is done and one of the two stairwells is completed. Stairwell number two is in process of being completed. We have started the construction for the cafeteria and health classes. There have been no major concerns with serving lunch to the students in the auditorium. In the spring, we have plans to place pick nick tables under the awning for lunch outside for the students.

Mr. Daigle reviewed the issue with the pipe bursting over the Christmas break resulting in additional remediation work needing to be done besides the planned abatement work. We have been monitoring the air quality and the students were in no harmed.

Mr. Daigle stated phase III or FF&E (Furniture, Fixtures and Equipment) is ongoing. All equipment at both high schools were assessed. The State will approve the FF&E package. We will offer OSHA training for students, staff and parents on February 28th and March 7th. After you have completed the class, you will be certified with OSHA and will be able to be on the construction site. This is a great opportunity for students thinking about engineering careers. He further added that EHS technology teacher Mr. Williams and his students have looked at the work plans. They are getting hands-on experience.

Mr. Daigle stated that we have included the Head Start students in our construction plans. We purchased little hard hats for the kids. We have received many cards and notes from the students and staff which is really nice.

Mr. Daigle added that everyone on the committee feels lucky to be part of this project. We are doing many different kinds of town events to include the community. We have all taken a stake with this project and take this very seriously.

Mr. Daigle stated we have received the "Renovate as New" status from the State of Connecticut for the project. Dr. Pongratz has done an amazing job submitting all of the paperwork to the State and we have been reimbursed over \$7 million dollars from the State. We are on our 200th safety day with no accidents or injuries. Gilbane will hold an appreciate day celebration with our staff.

Mr. Daigle reviewed the trade bid package process with the Board. We received pure honest prices and the detail received was amazing. We came in \$2.3 million under budget. Our Town liaisons are amazing to work with. This will be a great 21st century building. He added that this project is important for the Town and the State. It is a team effort.

Mr. Peabody thanked them for their presentation. You answered a lot of my questions. He asked about the stair towers with glass and will there be HVAC units in the stairwells?

Mr. Petrucelli stated we will have one HVAC unit in each of the stairwells. The State requires us to maximize the daylight as much as possible. The stair towers will be heated and cooled just like the rest of the building.

Mr. Neville thanked the entire committee and for the presentation. The efficiency of the project is amazing. All of your reports are done electronically and the plans are quite detailed.

Mr. Petrucelli added that the State still requires us to submit a paper copy. All other reports are done electronically. Mr. Neville added this makes it more efficient.

Mr. Neville stated we are a bit behind schedule due to the removal of the oil tank. Do you feel we can get back on track? Mr. Petrucelli stated we are ahead of the critical path with the Fermi wing. The north end project is much smaller. We have built in some lag time into the project and feel that we will get back on schedule.

Mr. Neville asked about the contingency fund? Mr. Petrucelli stated from the bid process, we saved \$2.3 million dollars. This contingency fund is on hold until we get further down into the project. We have some additional underground exploration that needs to occur in the north end. We have encountered a lot of ledge and rock in the north end and still need to contend with it. This could affect the contingency fund. We are hopeful that we not incur any additional expenses.

Mr. Daigle stated we have been testing the ground for ledge. Mr. Neville added to keep up the good work.

Mr. Neville stated he took the OSHA 10 hour course and was certified. This course is being offered for the students and parents. Mr. Daigle stated that is correct. Staff, students and parents are welcome to take the class. You must be certified to walk on the construction site.

Mr. Peabody appreciates the committee integrating the community into the project. Our schools are the center of our community. He appreciates your good work on a job that has been well done.

Mrs. Unghire thanked the committee members for the presentation. It has been quite informative. Your presentation will help us to answer questions. She also appreciates all of your hard work and dedication.

Mr. Daigle stated that several trees and markers were moved for the construction. The markers are being safely stored in the trailers. We will have a re-dedication ceremony and will plant new trees. We will keep you posted with the upcoming dedication date. We will also move the Fermi dedication bricks to Enfield High. We are trying to make this one community.

Chairman Sirard stated from being in this line of work, he knows that the quality of your work speaks volumes about the committee. You know this by how you handle the snags you encounter along the way. You have done this with professionalism. You have only lost 4 weeks that could have turned into something more. You are doing a bang-up job. He commends everyone on the committee. Thank you for your dedication to the project and community.

7. SUPERINTENDENT'S REPORT

- a. Student Representatives Report – as presented
- b. Special BOE Budget Meeting – as presented
- c. February Events – as presented
- d. Snow Days Used – as presented

8. AUDIENCES

Elizabeth Davis, North Maple Street – Mrs. Davis thanked B&G staff for the amazing job they did clearing the parking lots. She thanked Board members for everything you are doing to give our kids a great education with a small budget. She does not want the Board to renew the SRO's that are in our schools. They are doing a good job and truly care about our kids. They were put in place while we hardened our schools for two years. The schools could use this money to help add additional staffing needs in our schools. The price tag for our SRO's is unacceptable for the taxpayers. We do not have an unending budget to support everything we need. She asked her child who she would go to if she needed help at school. Her daughter would go to her teacher to keep her safe. Our educators are everything to our kids and they will do everything to protect and keep them safe. This makes her happy as a parent that her child feels safe with their teachers. She thanked the Board.

9. BOARD MEMBER COMMENTS

Mr. Grady stated that Enfield recently lost Herb Foy, an ex-police chief. He knew him very well growing up in town. We also lost Mike Arcouette. He owned an auto repair shop and was an awesome guy. He has known both of these people for many years and asked for everyone to think of their families during this difficult time.

Mr. Neville thanked Sean Crane for everything he does for our students. He also congratulated our student athletes. He added that the Building Committee is doing a wonderful job and they truly care about Enfield. They are a professional group of people that he enjoys working with.

Mr. Neville asked for your understanding and patience regarding snow calls. He does not envy the Superintendent when it comes to making some of these snow calls. He thanked the Superintendent for making some of the earlier snow calls. This helps parents arrange for daycare needs and would like to see us do this whenever possible.

Mr. Jonaitis stated this is his 6 and final budget that he has gone through as a Board member. He quoted former Board members Greg Stokes and Chuck Johnson that they led the Board through some difficult decisions. Decisions were made to balance the budget by doing more with less while keeping class sizes down and keeping as many teachers as we could in the classrooms.

Mr. Jonaitis added that during his time as a Board member, we have sacrificed neighborhood schools and this has worked out. We changed the formation of JFK to include grade 6 students and elementary schools are geared toward the grade levels and this has worked out. Families have adjusted to these changes. At the time, it was one of the hardest decisions he ever made. We kept budget increase to a minimum and JFK has sports again.

Mr. Jonaitis stated that Central Office has come up with a lot of good ideas, but they come with a cost. We need to look at quantity vs. affordability and continue to provide our students with quality education in Enfield. The Central Office Administrators will have some hard choices that will need to be made. He cannot support an 8.75% budget. They will need to prove the items in this budget are needed. We have a difficult balancing act ahead of us. We have good quality educators in Enfield. When things get tough, the tough get going. He urged Board members to vote on what you believe is right. Don't vote because someone is telling you to vote a certain way. We have some tough decisions that we must make.

Mr. Jonaitis thanked Mrs. Davis for her comments about teachers keeping their children safe. This statement is true and most teachers would sacrifice their lives for their kids.

Mr. Peabody congratulated our high school student athletes. Sports will teach you import roles in life and time management skills. He attended the retirement party for Judy Hourihan. She taught school in Enfield for 44 years. He was amazed by how enthusiastic she still is about her kids.

Mr. Peabody congratulated Mr. Crane being our State DAR teacher of the year.

Mr. Peabody stated we have lost 2 budget workshop meetings due to the snow that have not been rescheduled. He would suggest speeding up the process by dividing the Board into two working bipartisan groups to discuss the budget. We need to know the impact of any reductions or increases for education. We need to let the public know what the outcomes will be for any of these reductions or additions. We need to relay this communication to the Town Council.

Mr. Peabody thanked Mrs. Davis for her comments about the SRO's and her service to our country. We need to know what the SRO's are doing and a communication plan about this.

Mr. Peabody also congratulated our Journal Inquirer reporter Jonathan Stankiewicz for his time serving as the Board's reporter. He is moving on to the private sector. He wishes you well.

Mrs. Unghire congratulated Mr. Crane for his award and accomplishments. She also congratulated the student athletes. She welcomed Mr. Jonaitis back and that it is nice to see you again.

Chairman Sirard congratulated the student athletes. He also thanked our two student representatives for everything they both do. You all represent our school system well. These are good examples of the quality of our students.

Chairman Sirard added the school construction is moving along nicely. This is an extremely profession group of dedicated individuals. He gives them all a lot of credit for what they are doing for our Town, community and students.

Chairman Sirard stated we are working on a compressed schedule to discuss the budget and the weather has not been too cooperative. We need to work together and look at the budget individually. We are going to stick to our scheduled meeting dates. He encouraged Board members to formulate any questions and send them to us. He is hoping that we do not encounter any additional snow dates since this will affect graduations.

Mr. Neville stated we have some individuals waiting in the audience for new business. Would it be possible to move some of the items around on the agenda so we can devote a good portion of time to discuss the budget?

Chairman Sirard stated that is something we can do. We will need a motion to suspend the rules in order to accomplish this.

Suspend the Rules to move items on the Agenda:

Mr. Neville moved, seconded by Mrs. Thurston that the Enfield Board of Education move Item #12 until the February 24th BOE meeting.

A vote by **roll-call 7-0-0** passed unanimously.

Mr. Neville moved, seconded by Mr. Grady that the Enfield Board of Education to move Item #11 before Item #10.

A vote by **roll-call 7-0-0** passed unanimously.

Chairman Sirard stated we have done a lot of heavy lifting with our budgets and hard decisions were made. The State Legislature writes the laws that affect us by imposing mandates and some of these mandates are unfunded. These mandates raise the cost of education. We have been flat funded by the State for several years and have been forced to do more with less. He does not blame the Town, teachers or administrators. The laws are making us stretch our dollars more and more. The State is making us do this and they are dictating how we deliver education to our students with less funding.

Chairman Sirard added that our central office administration is saving us money with their cabinet. Our Curriculum Director is also saving us money. We have a good competitive school system in Enfield and are providing our students with quality educations.

Chairman Sirard does not want the Board to make any threats or point any fingers. The Board will need to do whatever we need to do with our budget by February 24th. We are a Town and are supposed to work together. We need to realize that we might be flat funded again by the State or receive cuts.

11. NEW BUSINESS

a. Discussion regarding the FY2015-16 School Calendar

Dr. Schumann reviewed the proposed FY2015-16 School Calendar recommendations. This calendar is more in-line with what we have traditionally done in Enfield. We are not following the regional school calendar yet. We will be required to do so for the FY2016-17 school year.

Mr. Neville moved, seconded by Mrs. Unghire that the Enfield Board of Education approves the FY2015-16 School Calendar.

Discussion:

Mr. Neville asked if the November 25th staff half day professional development day is coming from somewhere else on the calendar? Dr. Schumann stated yes and that date became a regular student day.

Mr. Neville would like to know what date it came from. Dr. Schumann stated he will look into this and will update the Board with the date.

Chairman Sirard stated this calendar is the exactly what was previously presented to us except for the change in November – making this a staff half day professional learning (PL) day. This calendar keeps us in compliance with State law and with our Board policies. Dr. Schumann stated that is correct.

Mr. Jonaitis would like to see us move the October 9th staff PL and change it to a regular school day. He would also like to see us keep Election day as a school day.

Mr. Neville would not recommend using Election day as a school day. You could not hold PE at some of the schools, people are coming and going all day long, the parking lots would be overfull and school security would be a major concern.

Mr. Jonaitis added they could move the election site from JFK to Stowe. Mr. Neville added they will be using the Stowe building for something else next year. Dr. Schumann added that next year there will be around 400 three and four year olds in the Stowe building and every square inch of the building will be occupied.

Mr. Jonaitis asked why we still have Good Friday off on the calendar. Mr. Drezek stated we are contractually obligated to keep this date with our bargaining units.

Mr. Jonaitis stated we could take 3 days from the April vacation, the October date and move them into December for PL dates. This would give students a full 2 weeks of school off for a longer break. This could eliminate most of the early release days for professional learning by making December 21, 22 and 23 PL days. He believes the monthly early release days are difficult for parents.

Mr. Jonaitis added that his daughter lives in upstate New York and they gave the students 2 weeks off and it was nice to have the extra time off.

Mr. Neville stated the problem with April is if we run out of snow days, we take them from the April vacation week. Dr. Schumann stated we can go out to June 30th if needed before taking days away from the April vacation.

Mr. Neville asked if the snow days will affect the teacher's contract with the April vacation. We solicit input from our bargaining units regarding the calendar. Dr. Schumann stated we solicit input from both the Administrators and Teacher's bargaining units. The only thing that is defined in the contracts are the holidays.

Mr. Grady asked if one day would be enough for them to swap everything over or will need to add additional time for them to accomplish this. Dr. Schumann stated that both Mr. Daigle and Dr. Pongratz felt this would be enough time for them. They are hopeful and there are no guarantees.

Mr. Peabody agrees with using Good Friday as a regular teaching day. Are we contractually obligated to include this holiday on the calendar? He also suggests modifying the teaching schedule to teach for 6 weeks and then have 2 weeks off. These are some items to think about.

Mr. Neville stated with the amount of items on our agenda tonight, we do not have enough time to discuss this item. We spent time discussing the calendar in the fall.

Mr. Jonaitis would like to promote 4 quarters for students. They would need to complete one section or quarter before they moved on.

Chairman Sirard stated we can continue this discussion at a later date. We will need to follow a regional calendar down the road. Giving up summer vacation would be a difficult item to sell.

Mr. Jonaitis stated we would also need to discuss eliminating Good Friday with the bargaining units.

Dr. Schumann stated the Board cannot discuss negotiation strategies in open session.

Mr. Jonaitis does not see the harm to discuss using this day to make-up some of the snow days.

Chairman Sirard stated we should not be discussing this now. The current contracts dictate the holidays.

Dr. Schumann stated the Board can vote on the calendar at the next meeting. This was placed as a discussion item. We can bring back any suggestions about the calendar for the next meeting.

Chairman Sirard stated we will continue this item at the next Board meeting.

b. Discussion and Action if any, regarding the Technology Grant

Ms. Middleton, our Chief Academic Officer and Mr. Bourassa, our Chief Education Information Officer reviewed the technology grant they are applying for from the State of Connecticut with the Board.

Mr. Grady moved, seconded by Mr. Peabody that the Enfield Board of Education approves the Technology Grant.

Discussion:

Mr. Jonaitis asked how long the grant is for. Mr. Bourassa stated it is for one year. The funds for the grant should be released in May 2015.

Mr. Jonaitis asked if there would be a continuing cost for us once the grant ends. Mr. Bourassa stated the grant is for one time. This is the second year the State has offered this grant. This has given us a great opportunity to purchase new technology equipment that we otherwise would not have been able to get.

Mr. Peabody asked what the reimbursement rate is from the State for this grant. Dr. Schumann stated the State will reimburse us 70.36%.

Mr. Neville stated the State will pay for approximately \$75K and we will pay for the rest. Dr. Schumann stated that is correct.

Mr. Neville added that we would need to allocate that amount in our budget. Dr. Schumann stated we will need to fund \$31,952 and we would receive \$75,848 from the State to purchase technology equipment.

Chairman Sirard asked if we have allocated \$36K as a line item in our budget for this purchase. Dr. Schumann stated no but we will discuss Item 11c and you will hear how we can come up with 2/3 of this amount. We can also use some of our Title II funds to fund the remaining amount.

Mr. Jonaitis stated we discuss during item 11c how we can fund part of this. Dr. Schumann stated we will discuss this during executive session.

Board members agreed to vote on Item 11b and 11c after Item 17.

c. Discussion and Action if any, regarding Prospective Supply Contract

This will be addressed after Item 17.

10. UNFINISHED BUSINESS

a. Discussion and Action if any, regarding the FY2015-16 Budget

Mr. Neville stated we have only had 2 ITPC meetings and we still need information about the IT budget. Before we can make any cuts, we need to know what the impacts are. We need additional data. He is not afraid to make a cut but he will not make any without knowing what the impacts would be. As mentioned by Mr. Peabody, we need to inform the public about any potential cuts. We are running out of time to discuss the budget. We lost meetings due to the snow. We need to do our due diligence with the budget.

Mr. Neville added that we can make cuts up to April. We have run out of items to cut from our budget except to increase class sizes and programs. He suggests that Dr. Schumann come up with his best number that will not cut any programs and staff. Then let's see if we have a consensus of the Board to present that number to the Town Council fully understanding that as we do our due diligence we can make cuts. We need to put the items up on the white board so the public will see the impacts of the cuts. We need to inform the public about any proposed cuts.

Mr. Jonaitis commented that Mr. Neville would like to know everything before we make cuts. Mr. Neville stated he wants to know the impact for any cuts.

Mr. Jonaitis would like to do this in reverse. He wants to know what we are adding.

Mr. Neville stated the superintendent presented us with an 8.75% budget. If we look at this by a percent or \$650K and made cuts by percents, what would be the impact of this cut by each percent?

Mr. Jonaitis would like us to list our contractual costs separately and what it costs to run the schools. List the items that we cannot touch at all.

Mr. Neville stated everything listed in the proposed budget is contractual except for 1 new position for the culinary lab at EHS. That is the only additional item in the budget.

Chairman Sirard added that our current budget only covered contractual obligations only. No new positions were added. This year, we received what we asked for. The budget lists our contractual obligations.

Mr. Jonaitis stated we have a list of all kinds of items. Mr. Neville added those were requests received from staff. Chairman Sirard added you are referring to the wish lists. Those items were not included in the Superintendent's proposed budget. The only increase was for 1 staff for the Culinary Arts position.

Mr. Peabody stated the Academic Office has secured funding by obtaining grants which will not cost us anything moving forward. By them acquiring grants, it affords us the opportunity to provide for our students without costing the district any additional funds.

Mr. Peabody stated the proposed budget is 8.75%. There are some surprises in this budget for insurance costs, workers compensation costs, sped costs, magnet tuition costs, and IT costs. Our residents and parents need to know what the actual additional costs for these items are.

Mr. Neville added the increases to technology have been somewhat absorbed by the Town Council each year. The cost for our technology is \$2 million dollars. We owe them \$1 million dollars for technology costs. The Town will pay for \$1 million dollars.

Chairman Sirard stated the Board will present their budget to the Town Council, and we include actual costs. The TC has volunteered to cover certain costs of the IT budget. The IT budget continues to grow yearly. We will ask for the full amount of our IT budget because the Town could deny funding a portion of our IT costs.

Mr. Jonaitis stated he did not realize this was a bare bones budget. He would like to know what the impact is for any proposed cuts.

Dr. Schumann stated we have been working off of estimates and we can reduce the 8.75% to 7.99% or \$59,399,508 budget. These adjustments equal \$487K for adjustments made to workers compensation, health insurance, magnet costs, copier contract and Kelly services.

Mr. Neville stated you are still receiving staff retirements and we can deduct this number as we go along during the budget process. Not all retirements will equate to a savings. By making these kinds of reductions, it shows that we are doing our due diligence. We have approximate numbers.

Mr. Grady added that we will not get our rock solid numbers until after the budget has been submitted.

Mr. Neville asked if it would be possible to give this number to the Town Council. They need to set their budget. We need them to work along with us with technology costs and workers compensation numbers. He does not want to cut numbers without knowing what the impact will be.

Chairman Sirard stated you cannot get blood from a stone. We have been as transparent as possible. The budget process is backwards. We are guessing on the variables and do not know what our true numbers are. There is no smoke and mirrors here.

Mr. Neville agrees with Chairman Sirard. Our budget process is backwards. We are in a bind and we need to do our due diligence. He would like to present the Superintendent's number to the Town Council and continue with our due diligence and inform the public.

Mr. Peabody stated we need to be working together with the Town Council but the last couple of years it has been fists to cuffs. The biggest complaint was that our budget book needed to be more granular. We need to show the value of what we are doing. They also want to know what our accomplishments are. By giving the TC this information, it will help us to have a conversation with them.

Mr. Grady stated we have done our budget format differently this year based on what the TC has asked for. They did not understand how we presented it and have adapted to their model. Mr. Drezek stated that is correct.

Chairman Sirard stated the budget presentations have always been based on what the TC has requested for information. They have changed what they want.

Mr. Peabody asked for a breakdown of our certified staff. He has not received that yet. This will give us a chance to educate them.

Mr. Jonaitis stated that should be easy to accomplish. He would like to look at what each cut will look like. List the cuts by percentages so everyone will see the implications. We should also list all of the unknowns. We need to let them see this information.

Chairman Sirard stated the Town Council also has unknowns in their budget. We were very clear about this last year.

Mr. Neville stated we have put out the unknowns and we have costs that we know about contractually. We only have one place to go to – staffing or class sizes. We have already made cuts. We have nowhere to go. He does not want to cut sports. We need to come up with a responsible budget. We are not making threats. He would like us to use the Superintendent's number as a starting point. We need to list the impacts for any cuts that will affect the kids.

Mr. Jonaitis added that we need to include on our lists the number of teaching positions each cut will be. Mr. Neville would like the Superintendent to prioritize the potential cuts.

Chairman Sirard stated we assigned the Superintendent priorities. The Board should know what our priorities are. The heat should not be placed on the administration to make the cuts. This is our job to make this determination.

Mr. Jonaitis disagrees. We should give them a general direction to go in.

Chairman Sirard stated we are pretty much at bare bones where we are now. The Superintendent has laid out his priorities. No matter where we go in our budget, we are going to hurt someone. He can see programs being cut and class sizes being increased. This is the reality. We are stuck in a box and the cuts we will make will not be easy. We need to acknowledge this.

Mr. Peabody stated he believes the Board realizes this. This is not just an operating budget, it is a sales job. We are fighting for our kids and education. We have not added any new programs that have had any budgetary impacts. We are at bare bones with our budget. Maybe we should show what we have cut out of the budget since last year for people to see. List how many positions we did not fill to save money to balance our budget. This will help us to build our case. No one wants to increase class sizes or cut staff. He wants everyone to understand this. He also asked how the retirement incentive program is coming along.

Mr. Jonaitis stated this is where we were in the budget process 5 years ago. We cut sports at JFK to save a teacher. That was an unpopular decision we made. He had classes when he taught with 33 - 38 students. Smaller class sizes are better for all of the students. He would keep teachers over purchasing more computers. We have made some hard choices and are on the verge of doing this again and making cuts that will increase class sizes.

Mr. Grady stated you can't have 33-38 students in a classroom anymore. The dynamics in a classroom have changed drastically. He would like us to do whatever we can to keep the class sizes as low as possible especially in the elementary grades.

Mr. Neville stated the students are different now from when we taught. Society has changed. We have two decisions the Board needs to make within the next two weeks. We can use the Superintendent's percentage recommendation and continue to work backwards or try to squeeze in another meeting to go through the budget.

Mr. Neville suggests the Board vote on this and then start with scheduled meetings to go through the budget. We can't have a discussion without the data. We need to know what the class sizes are and the number of certified staff in each building. The total number of staff has disappeared from the budget for the past two years. It makes it hard to understand without this information included in the budget.

Dr. Schumann stated it was his understanding that was how it was done in the past. It was asked for us to put the information by categories so all of the Special Education was in one area, etc. We can list this information differently but the costs will be spread out by schools.

Chairman Sirard stated the Town Council wanted to know what the sped costs where as a whole and what every school was receiving. This is how this evolved. If we are asking for no

increases, there shouldn't be the need for any granularity. Members of the Town council asked for this.

Mr. Peabody stated details are needed to go along with our budget. We need to explain this in our cover document to the Town Council. He is not in favor of presenting this budget to the Town Council. We need to explain how we got here and why in our cover document and that we will continue to look for efficiencies.

Mr. Neville moved, seconded by Mr. Peabody that the Enfield Board of Education accepts the Superintendent's Recommendation of 7.99% and submit this to the Town Council with a cover letter about the process and what we intend to do over the next couple of months looking for efficiencies.

Discussion:

Chairman Sirard is not comfortable to vote on this item now. We have until February 24th to vote on this. There are certain variable numbers that will be more available as we come down the pike. We have set a schedule for meetings and should maintain that for the public. This way the public has the opportunity to express their concerns to us

Chairman Sirard added that we are still working through workers compensation numbers. He is looking for a better number. Once we receive this information, we can vote.

Mr. Peabody does not have a problem with what Mr. Neville is saving and the percentage number. We need to include items and charts in our cover document and include all of the hot buttons. We need to let the people know what is coming out of their taxes. We need to show how much is coming from the State and how much is coming from taxes. Tax payers have a stake in this process.

Mr. Neville stated Dr. Schumann included this in his presentation about how much was coming from the State and from grants. We will not know what our next budget will be. This will be set by the Town.

Mr. Jonaitis would like to see some of the percentages or cuts from the Administration. He would like them to include the details for each percentage without cutting staff, programs or increasing class sizes.

Mr. Neville added if you cut a program, you will cut staff.

Mrs. Thurston asked if Mr. Jonaitis wants this information for the Special February 17th meeting. Would Dr. Schumann and Mr. Drezek be able to have this information available for this meeting?

Dr. Schumann asked what areas you would want me to cut. Next would be programs and staff. Let us know what you would like and we will prepare something. We are at 7.99% budget without cutting any programs or staff.

Mrs. Thurston would like the administration to make a list of reductions by half percents and show us what the cuts would entail. List the impacts of each cut. Dr. Schumann stated he would be looking at programs and staff to make these cuts.

Mr. Jonaitis stated this would help us. We need to see the items before we make any cuts.

Chairman Sirard stated you would like to see what the budget looks like by making cuts by half percents. How many percentages should we look at?

Mr. Neville stated up to 1 percent. Chairman Sirard stated the number was not clear. Mrs. Thurston is looking to see what a half percent cut up to 1 percent would look like.

Mr. Jonaitis would like to see us cut further.

Mr. Peabody stated we need a number to present to the Town Council. The budget process will end in May. We need to present a number to the Town Council by the end of February. Nothing is preventing us from stopping. Let's keep looking at the budget. We can submit our number with the caveat that we will continue to look for efficiencies in the budget. We need to know what the impact of the cuts will be. He does not want the process to stop.

Chairman Sirard would like a breakdown of the entire athletic program for Enfield for the purposes of discussion. This should include middle school athletics and high school athletics. He would also like to know what a 2 percent increase would look like over last year's budget.

Mr. Neville stated that would totally dismantle everything. We only have 2 weeks to do this.

Chairman Sirard understands this. If we are flat funded again, he would like to know what this will look like for us. We need to be very clear with our budget.

Mr. Jonaitis stated by coming down by percentages, you would accomplish the same thing. It will show what the impacts for each percentage cut.

Mr. Neville stated after 7.99% you will impact programs and staff. We want to know what the impact will be. This will affect programs, staff and class sizes.

Chairman Sirard added if we only come up with half percentage cuts, and we don't get flat funded this is what the budget will look like. We are hypothesizing.

Mr. Neville stated we can do that, but it won't be done with any professionalism at all. We need to let people know what the impact of the cuts will be. We used to start at zero which is not a good way to look at a budget. If we are going to cut, let's do it in 1 percent increments so we can do our due diligence up to 2 percents for the Tuesday meeting. We won't like the impact of these percentage cuts.

Chairman Sirard knows that he will not like the impact of these percentage cuts. He will go with the consensus of the Board and will ask to see half percentages.

Mr. Peabody does not believe it is wise to go by percentages. We need to know what the impacts of the cuts will be. We need to look at every scenario to know what the impacts will be. That is how budgets are done. It is a more effective way.

Mr. Jonaitis stated there are some untouchables that we know about.

Chairman Sirard stated this is not about theatrics. This is about showing what the numbers are. We are not threatening. Anytime we discuss making cuts, it is perceived as threats. This is not what we are doing.

Mr. Jonaitis does not believe we are making threats. We just want to see what the budget would like look with these percentages.

Chairman Sirard is trying to avoid this from happening. Nothing will happen until the entire Board votes on this. He is trying to focus the conversation.

Mr. Neville stated we would like to see what the impacts will be. He does not agree with looking at one particular program like sports. Let's look at all of the programs. He does not feel that

would a healthy way to go for this Board.

Chairman Sirard stated that he has heard priorities mentioned and that if it is a team or a classroom, the classroom will win.

Mr. Peabody stated that sports are a valuable part of education. He respectfully disagrees. He recommends that we go along with what Mr. Neville has suggested. Let's not attack programs yet. He would like to call for the question.

Mr. Jonaitis does not want to call for the question yet. Chairman Sirard is viewing keeping teachers at all costs, that is not what he is hearing.

Chairman Sirard clarified his comments by stating by fielding a team or sports program, the team would win out. He is not referring to classrooms or teaching teams.

Chairman Sirard does not believe we need to vote on this item tonight.

Mr. Neville stated there is a motion on the floor. We need to close this discussion and give the Superintendent some direction for our meeting on Tuesday.

Mr. Neville will withdraw the motion and it can be addressed at either the next meeting or on February 24th. The public needs to be involved in this process. We had a good discussion with this motion. He believes there is a consensus of the Board to have the Superintendent present us with what a 7.99% budget look likes, a 6.99% budget and 5.99 % budget for the February 17th Special BOE meeting with the impacts for each percentage.

Both Mr. Neville and Mr. Peabody withdrew the original motion that the Enfield Board of Education accepts the Superintendent's Recommendation of 7.99% and submit this to the Town Council with a cover letter about the process and what we intend to do over the next couple of months looking for efficiencies.

12. BOARD COMMITTEE REPORTS

These items will be addressed at the February 24, 2015 Regular Board of Education meeting.

- a. Building Committee**
- b. Curriculum Committee**

13. APPROVAL OF MINUTES

Mrs. Thurston moved, seconded by Mr. Neville that the Regular Meeting Minutes of January 13, 2015 be approved. A vote by **show-of-hands 4-0-2** passed with Mr. Jonaitis and Mr. Sirard abstaining. Mrs. Unghire was not present during the vote.

Mr. Grady moved, seconded by Mrs. Thurston that the Special Meeting Minutes of January 20, 2015 be approved. A vote by **show-of-hands 5-0-1** passed with Mr. Jonaitis abstaining. Mrs. Unghire was not present during the vote.

14. APPROVAL OF ACCOUNTS PAYROLL - None

15. CORRESPONDENCE AND COMMUNICATIONS - None

16. AUDIENCES - None

17. EXECUTIVE SESSION

Mr. Neville moved, seconded by Mrs. Thurston that the Enfield Board of Education enters into Executive Session for Matter(s) Related to Prospective Public Supply Contract – Copier and Matter(s) Related to Collective Bargaining.

A vote by **show-of-hands 6-1-0** passed with Mr. Jonaitis in dissent.

The Board remained in Council Chambers for the Executive Session at 10:10 PM. No Board action occurred while in Executive Session.

Open Session:

The Board ended the Executive Session at 10:20 PM.

Item #11:

b. Discussion and Action if any, regarding the Technology Grant

Mr. Neville moved, seconded by Mrs. Thurston that the Enfield Board of Education authorizes the Superintendent to sign the Technology Grant.

A vote by **roll-call 7-0-0** passed unanimously.

c. Discussion and Action if any, regarding Prospective Supply Contract

Mr. Neville moved, seconded by Mr. Grady that the Enfield Board of Education authorizes the Superintendent to enter into an agreement with ACT group on a contract extension for copying services.

A vote by **roll-call 7-0-0** passed unanimously.

18. ADJOURNMENT

Mr. Grady moved, seconded by Mrs. Thurston to adjourn the Regular Meeting of February 10, 2015.

All ayes, motion passed unanimously.

Meeting stood adjourned at 10:23 PM.

Vincent M. Grady
Secretary
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary