

**BOARD OF EDUCATION
REGULAR MEETING MINUTES
NOVEMBER 27, 2012**

A regular meeting of the Enfield Board of Education was held at Town Hall in Council Chambers, located at 820 Enfield Street, Enfield, CT on November 27, 2012.

1. **CALL TO ORDER:** The meeting was called to order at 7:30 PM by Chairman Neville.
2. **INVOCATION OR MOMENT OF SILENCE:** Kevin P. Fealy, Jr.
3. **PLEDGE OF ALLEGIANCE:** Kevin P. Fealy, Jr.
4. **FIRE EVACUATION ANNOUNCEMENT:** Chairman Neville announced the fire evacuation announcement.
5. **ROLL CALL:**

MEMBERS PRESENT: Peter Jonaitis, Tina LeBlanc, Charles Johnson, Vin Grady, Donna Szweczak, Kevin Fealy, Joyce Hall, Jennifer Rancourt, and Timothy Neville

MEMBERS ABSENT:

ALSO PRESENT: Dr. Jeffrey Schumann, Superintendent; Mr. Christopher Drezek, Deputy Superintendent; EHS Student Representative Brandon Andexler and FHS Student Representative Katie Saltzgiver

6. **BOARD GUESTS**

- a. Rachel's Challenge – Act of Kindness Day – December 15th, 2012 (Students and Administrators)

Dr. Schumann stated tonight we have administrators and students from John F. Kennedy Middle School (JFK), Enrico Fermi High School (FHS) and Enfield High School (EHS) with us. They will give the Board an update on their schools Rachel's Challenge efforts and a special day they have planned.

Mr. Coccia, FHS Assistant Principal thanked the Board for inviting them. We are here as a united group. Rachel's Challenge is one of the biggest and most effective programs that has been brought to Enfield since he started here. He served on the town-wide suicide prevention program that was started last fall. He also chaired a subcommittee called "Students Supporting Students". We found the Rachel's Challenge program would support all of the students needs in Enfield. Students were trained how to show acts of kindness in school and the "FoR Club" (Friends of Rachel Club) that is held at JFK/EHS/FHS. The program has curriculum for all grade levels. The program also offered a night/evening program. Mayor Kaupin, Dr. Gallacher and Board members supported this program and they financially supported the program.

FHS Student Rachel Tolo stated the Rachel's Challenge program helps to provide a temporary climate change. Students in the FoR Club will help to provide a positive safe environment for students while in school. This club has already proven to be effective. We are making a positive chain reaction by acts of kindness and have proven that this can make a positive cultural change. We are working very hard to create this positive climate change at Fermi and across the town.

Mr. Clark, JFK Assistant Principal stated he is one of the advisors at JFK. We have over 60 members that meet on a weekly basis. They work with the community service club and student council in an effort to follow Rachel's mission for spreading acts of kindness each day.

JFK Student Mary Kate Pestana stated they decorate the hallways with art work with Rachel's Challenge reminders. Each month 30 students will be recognized by staff members for positive citizenship. The certificates they receive will also be proudly displayed around the hub of the school. We have supplied each elementary school with bookmarks promoting Connecticut Loves to Read.

JFK Student Regina LeBlanc stated they distributed candy to students they witness doing random acts of kindness. They also serve as building guides when students come to tour and visit JFK. We also can give any student a link for random acts of kindness that they witness. These links are then added to our large link that surrounds the building. We raised \$215.00 for a hat day that was donated to the Enfield Food Shelf for Thanksgiving.

JFK Student Grace Roy stated they raised \$300 for the Annual Turkey Trot that benefited the Enfield Food Shelf. They also held pink-out days on Friday's for Cancer Awareness. We tied this together by spelling out the name HOPE as a reminder of fellow student Hope Harnett. We are also selling Rachel's Challenge bracelets. We will also hold a charity dance that will assist three local charities.

Mr. Longey, EHS Assistant Principal stated when this started last year, the EHS students would meet at FHS. This really has been a community project. The students have been deeply involved. A lot of what we have done is a repeat of what Fermi has done. This couldn't have come at a better time. The referendum has passed and this has given us a real opportunity to work together. We have been working collaboratively with Fermi bringing the students together and the timing is perfect. Rachel's Challenge is about a challenge. Ms. Clavette will give Board members and the town a challenge. We have been telling students for years they can't do this or that. Now we are encouraging students to try something different, get involved and do it for positive action.

EHS Student Joe Frost stated they held a Rachel's Challenge assembly. Hundreds of students signed the banner. We held a hi-five on Friday where students would hi-five as many of their fellow peers as possible. We held a dance-zone on Wednesday that was great. Certain areas in the hallways were dance areas. We held a hat day where we raised over \$100 for the victims from Hurricane Sandy. We held along with DECA members, a can and food drive for the Little Sisters of the Poor. We started our chain of kindness at EHS. At the end of the year, we will connect all of our links and will try to meet up with Fermi students. We held a mix-it-up day where students would sit with someone they didn't know during the lunch waves, that went really well. The FoR Club members work with the students from the adaptive learning class. This also is a lot of fun. There is a Friends of Rachel's display case at EHS that looks really nice. He encouraged Board members to see it. Our Leadership Committee meets regularly and they are held during the lunch waves. We have over 100 students involved.

Mr. Coccia stated they also hold their FoR Club meetings in the café. There are so many teachers and students involved in this club. We have over 150 students involved. It is awesome. We have developed subcommittees to work with students on different activities. We have been cooking meals for the families of Fermi students that have been affected by cancer. We raised \$470 for Hope Harnett's family. We held a hat day for Hurricane Sandy relief efforts and raised over \$200. We have cut coupons for military families (Coups for Troups). The art students have designed the t-shirts that we are wearing tonight. They were designed by Meaghan Moody. The t-shirts were printed by Dan Ouellette. Mr. Coccia stated he is deeply passionate about this program.

FHS student Peter Carcia stated we held an ice cream day for the FoR Club. Students would receive a free ice cream ticket and they would need to do one act of kindness paying it forward. We started the "Nest" during football games which is also a lot of fun.

FHS student Sheena Ware stated we started to have a great following with the "Nest". We made a banner that says "Don't Mess with the Nest". Students would paint their faces. It was quite exciting. We also hold a fork over the flattery Friday. The flattery form is passed out during homeroom and prizes will be given out to those that participate with acts of kindness in the form of flattery.

Mr. Coccia stated you have heard some pretty amazing things that have been happening at our

schools in just a few short months since the Rachel's Challenge has started. We will hold on December 15th our first unified effort of random acts of kindness in the community. We will start the day off with a free pancake breakfast at St. Patrick's Church from 8:00-10:00 AM. Then we will flood the community with random acts of kindness from 10:00 AM – 3:00 PM. We will all wear our FoR Club t-shirts. We are calling upon all students, staff and elected officials to help us out. We will also hold a story time for children at the Enfield Public Library. We will help out at the Senior Center with technology assistance. Do not be alarmed if you see us out doing random acts of kindness on December 15th. We will leave calling cards after the act of kindness has been done explaining what our FoR Club is.

Mr. Coccia stated we will hold our first ever EHS/FHS charity holiday dance also on December 15th. The proceeds from the dance will benefit the Little Sisters of the Poor, Enfield Loaves & Fishes and the Enfield Food Shelf. Students and staff from both schools will attend. This should be a fun time. We will have a DJ. JFK will also hold a dance. All the money will be donated to the three charities and will be presented during half time at the EHS/FHS Boys Basketball Game on December 21st.

EHS Student Jenna Clavette is challenging Board members, Administrators, all EPS Staff Members, all Town of Enfield Members to raise money for the Little Sisters of the Poor, Enfield Loaves & Fishes and the Enfield Food Shelf. Are you up to this challenge? Board members responded, absolutely - we are up for the challenge. Ms. Clavette stated there is a lot of school spirit and energy. All the students are very involved in this program. Thank you.

Chairman Neville thanked the students and staff members for everything you are doing. We are incredibly proud of you. You are representing Rachel well and her legacy.

Ms. Hall asked the students if they have become friends with any of the new students you didn't know before. They all responded yes.

Chairman Neville added Mayor Kaupin would also love to be part of this. He was involved in this from the beginning. You should go before the Town Council and challenge them also.

7. SUPERINTENDENT'S REPORT

Dr. Schumann stated that Ms. McKernan will review the results from the standardized testing. He also mentioned that Commissioner Pryor has recognized 14 Enfield students for their outstanding academic performance on the CAPT. One of the students is our own FHS Student Representative Katie Saltzgiver. Board members congratulated Ms. Saltzgiver.

a. CAPT/CMT Update – Anne McKernan – as presented

Ms. McKernan gave an overview of the CAPT/CMT district results. She reviewed the CMT district and subgroup results. Overall we did very well as a district. We are seeing small but steady growth. She would like to continue to see this growth. We had a large percentage of students and staff in new buildings last year. There was movement and the students did not miss a beat. That speaks to the program's consistent growth. We are seeing small but steady growth. Work still needs to be done with the subgroups. Based on the new accountability standards, we are exceeding in many areas.

Ms. McKernan reviewed the CAPT results. We are flat lining and are not seeing growth. The subgroup performance can be improved. Overall, there are some gains but we are flat lining based on the last four years.

Mr. Fealy asked what can be done for growth advancement at the secondary level. What are we doing for reading curriculum? Ms. McKernan stated we are looking into providing small group instruction academies to help the students advance. We also need to look at the student's day and where the opportunities may be. The integration of special education students in classes needs to be looked at so all students strive to achieve. We need to continue looking at leveling at all levels. We completed a walk-thru at EHS and she was pleased to see high yield strategies in reading were being used.

Students will read smaller passages several times to truly understand it. This approach is part of the Common Core Standards. It exposes the student to these strategies. We will continue with Tier II and III instruction during the student's day.

Ms. Hall would like all Board members to receive copies of the presentation.

Chairman Neville stated one of the concerns we have had in the past is we are not comparing apples to apples. We are not comparing the same students each year. They are not as relevant as he would like them to be. Is this something that we are headed towards? Ms. McKernan stated yes we have been discussing data warehousing. The more data we have, the better we will be. We are seeing small incremental growth. The State's new accountability system includes a way to calculate student progress. In the cohort analysis you will see more detail.

Chairman Neville assumes Ms. McKernan will be coming before the Board regarding the academy approach. Ms. McKernan stated the academy approach would be setup for students that have been identified. We would keep track of their record and progress and what interventions were used. We can prove the progress by the student's performance. The cabinet team will decide what is best for our students.

Mrs. Rancourt stated in the Spring of 2013 students will take the CMT and CAPT. They will also take this again in 2014. But in 2015 they will not take them. Ms. McKernan stated that is correct. They will continue to take this in the area of science in grades 5, 8 and 10. Math and reading will be taken on-line.

Ms. Hall asked about the 4 years of CMT's – was it all the same kind of test that was given. Ms. McKernan believes they were all given the 4th generation of CMT's. She would need to look into this.

Mr. Fealy asked about the subgroups. Ms. McKernan stated the new waiver from the Federal Government will include 5 subgroups (Hispanic, Black, Economically Disadvantaged, Free and Reduced Lunch, and Special Education). The other big change is a subgroup used to be 40 and now it will be 20.

Chairman Neville added the economically disadvantaged is for all of the groups. Ms. McKernan stated that is correct.

- b. PTO President's Meeting – as presented
- c. Torch Light Parade & Carol Sing – as presented
- d. Grants Update – as presented
- e. Personnel Report – as presented

Dr. Schumann stated there is a need for the Board to hold two special meetings. One will be held on December 18th and the other will be held on January 12th. He distributed a memo regarding both special meetings. He is asking the Board to consider these two special meetings.

Dr. Schumann read a prepared memo regarding the incident at Enrico Fermi High School. He thanked the Board for their support regarding this matter.

Chairman Neville asked Board members if they had any conflicts with any of the Special meetings. Board members agreed to start the December 18th meeting at 7:00 PM. The January 12th meeting will start at 8:00 AM.

8. AUDIENCES – None

9. UNFINISHED BUSINESS – None

10. NEW BUSINESS

a. Approval of FY2013 Head Start Federal Grants, Early Childhood Community Assessment and Program Plans

Mrs. Clement, Head Start Director and Ms. Bowles, Family Support Coordinator gave an overview of the Head Start program and the FY2013 Head Start Federal Grants, Early Childhood Community Assessment and Program Plans that need to be approved by the Board.

Chairman Neville stated you need the Board to approve the grants. Mrs. Clement stated we need approval for the two Head Start Grants, the program plans, the personnel policies and the community assessment.

Ms. Hall moved, seconded by Mr. Grady that the Enfield Board of Education approves the FY2013 Head Start Federal Grants, Early Childhood Community Assessment and Program Plans as presented.

Discussion:

Mrs. Johnson wanted to verify that this will not cost the Board of Education or the Town anything. This is a Federal grant. Mrs. Clement stated that is correct. This is the same thing we do every year and will not cost you anything. We just need the Board's approval.

Ms. Hall stated that Ms. Bowles mentioned some of the examples of the things they have done at Head Start and parent support. These events have all been held at Head Start. Previously these events would have been a field trip. Because Mrs. Clement can stretch the money as far as she can, they are able to do many wonderful things along with the support of the parents. They are able to live within their budget.

Chairman Neville stated we appreciate Mrs. Clement doing everything you do for the Head Start students.

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

11. BOARD COMMITTEE REPORTS

Ms. Hall reported that the Curriculum Committee met and she shared some advanced news about a partnership with LEGO. This program has been done in Denmark successfully. They will supply the materials that are very different from the typical LEGO's. They will be used in a variety of ways. They will provide training to staff members for projects that will go along with the curriculum in any subject. This will be brought before the Board for consideration. We also discussed another LEGO program they have called the Story Starter. Students will use the LEGO's to construct a story.

The Secondary Science Department Chairs attended the Curriculum meeting and requested that science be treated the same way as the reading and math are for the CAPT to qualify to graduate. Students would need to pass a science requirement. If they do not pass this requirement, they would need to pass a Science Performance Standard similar to the Literacy and Numeracy Performance Standards. This will also be brought before the Board for consideration once the policy has been updated.

The Curriculum Committee reviewed the matrix for the State Common Core Standards, the addendum for the High School Program of Studies and leveling of courses.

Chairman Neville stated the Executive Committee met for the first time. The minutes from the meeting will be forthcoming.

Recess:

The Board took a brief recess at 8:44PM and returned at 8:50 PM.

12. BOARD MEMBER COMMENTS

EHS Student Representative Brandon Andexler congratulated the EHS Football team for winning the Thanksgiving Football Game. Dr. Schumann visited and spoke to EHS Advisory Council members and discussed the graduation process. He thanked all of the students involved in the Rachel's Challenge process. The Rachel Challenge Dance will be held on December 15th. He hopes students from both schools will support this event.

Ms. Hall asked where the dance will be held. EHS Student Representative Brandon Andexler stated he is not sure of the location or time yet.

Ms. Hall stated CREC has established a Legislative Committee that she is a member of. She will keep us apprised of any future developments. She attended the CABA Delegate Assembly and CABA Conference. She received feedback from Mrs. Szewczak regarding a resolution and it was approved. They also discussed the 1% Board members can put into a contingency fund that is held by the Town and additional clarification is needed.

Ms. Hall attended a workshop at the CABA Conference on Student Success Plans that is a major component with the high school reform. We are mandated to provide student success plans starting with grade 6 students this year.

Ms. Hall and Dr. Schumann both attended a workshop held by the State Board of Education. A number of things were discussed regarding State Common Core, High School Reform, Teacher and Administrator Evaluations all being imposed on school systems at the same time. This puts everyone at a disadvantage when you are expected to do so much and so quickly. The State Department of Education is also in the process of reorganizing and they are not easily available to help.

Mr. Fealy stated that we all have a lot to be thankful for during this holiday season. He applauds Mr. Coccia, Mr. Longey, Mr. Clark and everyone involved bringing Rachel's Challenge to Enfield and the acts of kindness to the community. It was truly encouraging to see so many young people involved in this.

Mrs. Szewczak stated we discussed a lot at the Curriculum meeting. She would like to see the program of studies in a pdf format so we receive the information electronically. It will cut down on the costs for printing the information. The LEGO partnership program is great. She remembers when her son was in grade 6 and they tested the Mac Software and built an elevator, a racing car and a drawing stand. This will help to build-up to the high school robotics program. Anything we can implement and work with our local businesses and fits into our curriculum is great.

FHS Student Representative Rachel Saltzgeber stated they held a pep rally that was a lot of fun. She congratulated all of the fall sports winners. Fermi received the CCC Fall Sportmanship Award. Winter sports are off to a good start and wished them all luck this season. Dr. Schumann ate lunch with the Fermi students and we also discussed graduations. This is a great first step.

Mrs. LeBlanc stated she was not here at the last Board meeting and was happy to see that the referendum passed. She thanked everyone that worked together to make the referendum happen. She is happy to see the schools working together with the Friends of Rachel and agrees that this is the first step to getting both EHS/FHS unified.

Mr. Johnson stated we are coming into the holiday season. He encourages everyone to go to the schools and see what is going on with our music and art programs. You will be very impressed by the music and artwork.

Mr. Johnson stated he has been a Board member since 2005 and has been on a number of

committees. He has strived to do what is best for the children and residents in Enfield. As a Board, we have accomplished many great things that he is extremely proud to have been part of and to have worked with such dedicated people. It is with his deepest regret due to his work commitments, that he is tendering his resignation effective January 4, 2013. Thank you.

Mr. Grady stated it has been a pleasure working with you. He wishes you the best in your future endeavors. He thanked all of the students for coming here tonight in support of Rachel's Challenge. Rachel's Challenge has had such a powerful impact on everyone here in Enfield. He fully supports this program along with staff members, Board members and Town Council members.

Chairman Neville stated that he along with Dr. Schumann met with Mr. Robert Radar from CABA and reviewed services they can provide at no additional costs. He can assist us in many ways. This is a bonus for us.

Chairman Neville stated that Dr. Schumann and he also met with Deborah Borrero from the Choice Program and they discussed changes with the program and participation options. We did not make any commitments and will share this information during the budget sessions we will hold. We can have representatives from Choice attend a future Board meeting to update the Board on options.

Chairman Neville spoke to Mayor Kaupin. They will appoint the members to the Building Committee at their December meeting. There will be 9 voting members and 2 alternates. Mrs. Szewczak and Mrs. LeBlanc will be our liaisons to the Building Committee. He believes they will represent us very well. He along with Mrs. Szewczak, Mr. Arnone and Mayor Kaupin will sit down on Wednesday, November 28th to review the applications for community membership to this committee. The membership should be announced at the next Town Council meeting on December 3rd.

Chairman Neville thanked the students and staff members for everything they have done and are continuing to do with Rachel's Challenge. You are representing Rachel very well and should be proud of your accomplishments.

Chairman Neville is also surprised to hear about Mr. Johnson leaving the Board. We have all tried to work together and have accomplished many great things for the students and residents. He knows that doing what is best for the children is in Mr. Johnson's heart as well as all Board members hearts. We know that you are leaving us reluctantly. He congratulates you for the work that you have done. You will be missed.

13. APPROVAL OF MINUTES

Mr. Grady moved, seconded by Ms. Hall that the Regular Meeting minutes of November 13, 2012 be approved. A vote by **show-of-hands 7-0-2** passed with Mrs. LeBlanc and Mr. Fealy abstaining.

14. APPROVAL OF ACCOUNTS PAYROLL

a. For the Month of October 2012/13

Mrs. LeBlanc moved, seconded by Ms. Hall that the Enfield Board of Education accept the superintendent's certification as follows: "I hereby certify that in the month of October, total expenditures amount to \$4,778,678.08, broken down between payroll totaling \$4,128,038.34 and other accounts totaling \$650,639.74. 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 **roll-call 9-0-0** passed unanimously

b. Line Item Transfers, if any

Mrs. LeBlanc moved, seconded by Ms. Hall that the Enfield Board of Education accepts the following

line items as presented:

From:	561800 JFK Athletic Supplies/Materials	\$46,142.00
	511400 Non-Certified Secretary Union	4,684.24
		Total \$50,826.24
To:	513100 JFK Coach Staff	\$28,631.00
	515300 JFK Faculty Manager	3,913.00
	559100 JFK Officials	6,598.00
	551000 Athletic Transportation	7,000.00
	511100 Certified Education Jobs Fund	4,684.24
		Total \$50,826.24

Discussion:

Mr. Jonaitis asked about the sports programs at JFK and the number boys and girls sports teams being unbalanced.

Ms. LeBlanc stated we have Field Hockey and Cheerleading. Mrs. Szewczak added boys can play on both teams. Mr. Jonaitis would like to this to be more balanced.

A vote by **roll-call 8-0-1** passed with Mr. Jonaitis abstaining.

15. CORRESPONDENCE AND COMMUNICATIONS

Mrs. Szewczak stated we received a thank you note from the Lunch Bunch summer program. They thanked the Board for their support.

16. EXECUTIVE SESSION

Mr. Grady moved, seconded by Mr. Johnson that the board enters into Executive Session for Matter(s) Related to Collective Bargaining Unit(s) at 9:17 PM

The Board reconvened to the Enfield Room for the Executive Session. Joining the Board in Executive Session were Dr. Schumann and Mr. Drezek.

The Executive Session ended at 9:55 PM. No Board action occurred while in Executive Session.

17. ADJOURNMENT

Mr. Grady moved, seconded by Mrs. Szewczak to adjourn the Regular Meeting of November 27, 2012.

All ayes, motion passed unanimously.

Meeting stood adjourned at 9:55 PM.

Donna Szewczak
Secretary
Board of Education

Respectfully Submitted,

Kathy Zalucki, Recording Secretary