

**New Milford Board of Education
Regular Meeting Minutes
September 9, 2014
Sarah Noble Intermediate School Library Media Center**

Present:	Mrs. Daniele Shook, Chairperson Mrs. Angela C. Chastain Mr. Robert Coppola Mr. David A. Lawson Mr. Dave Littlefield Mr. David R. Shaffer Mrs. Theresa Volinski
Absent:	Mrs. Wendy Faulenbach Mr. John W. Spatola

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NEW MILFORD, CT

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Also Present:	Dr. JeanAnn Paddyfote, Superintendent of Schools Mr. Joshua Smith, Assistant Superintendent of Schools Ms. Ellamae Baldelli, Director of Human Resources Mr. Jay Hubelbank, Director of Fiscal Services and Operations Mr. John Calhoun, Facilities Manager Mrs. Laura Olson, Director of Pupil Personnel and Special Services Ms. Roberta Pratt, Director of Technology
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1.	Call to Order A. Pledge of Allegiance The meeting of the New Milford Board of Education was called to order at 7:30 p.m. The Pledge of Allegiance immediately followed the call to order.	Call to Order A. Pledge of Allegiance
2. A.	Recognition Teacher of the Year for 2015 – Mrs. Connie Williams, Grade 2 Teacher, NES <ul style="list-style-type: none"> • Dr. Paddyfote introduced Mrs. Connie Williams as the 2015 Teacher of the Year noting that she has been teaching for 14 years in New Milford. • Mrs. Williams said she is still very passionate about teaching and shared a brief snippet of the speech she had given at the Convocation. • Mrs. Shook congratulated Mrs. Williams on behalf of the Board of Education. <p>The meeting recessed at 7:36 p.m. for a brief reception and reconvened at 7:46 p.m.</p>	Recognition A. Teacher of the Year for 2015 – Mrs. Connie Williams, Grade 2 Teacher, NES

3.	Public Comment	Public Comment
	<ul style="list-style-type: none"> • AnneMarie Sarbello, a technical support consultant, was concerned whether the Board was ready to make the transition of sending students to Schaghticoke and thought perhaps they should hold off for a year. She said many teachers acknowledge that this particular middle school group has been having the most behavioral issues and is the largest of the class sizes coming through. She suggested that the Board wait to make this move until it is not tight for the sake of the children. She also said the current fifth graders are not being prepped for the change in class periods, the bus schedule, the lunch schedule, etc. • Jennifer Rocca, who has children at Hill and Plain, Sarah Noble, and Schaghticoke spoke about the teacher evaluation system. She asked the Board to keep in mind not taking away from the teacher's teaching time for the evaluation prep. She said the teachers are not gaining anything from the evaluation program. • Kurt Wrotnowski, a Greenwich resident, spoke about common core. Mrs. Shook advised him that this topic was not on the agenda and then allowed him to continue speaking. Mr. Wrotnowski said common core is stressing children out. He said parents are not seeing the connection between their children's lack of interest in school and the common core. He said several school districts in other states are dropping common core. • Michelle Liguori advised that technical assistance be used in the closing of John Pettibone. She said at the June 18th meeting a vote failed to delay the closing of the school. She suggested a delay might avoid the tightness at Schaghticoke. She asked the prevailing side of the motion to make a motion to reconsider. • Sydney Lane, a student at New Milford High, read a letter with her concerns about common core. She said the students are being asked to come to an answer they can all agree on which is a shift away from individualism. 	

- Marissa Bliss said she has 253 signatures against redistricting and a Facebook page with 900+ friends. She said she heard there are 40 unexpected new students at John Pettibone this year and parents are being called to ask them to transfer to another school. She asked the Board to reconsider its decision.

The meeting recessed at 8:07 p.m. per the Board Chair, and reconvened at 8:12 p.m.

- Amy Davis has two children in Sarah Noble and two in John Pettibone. She said five members of the Board of Education voted to close John Pettibone and now parents are receiving phone calls asking their children to transfer to another school. She said according to the redistricting plan there will be nine months before anyone knows what school their child will go to. She wondered how a parent would know what kindergarten to enroll their child in.
- Kathy Flynn said she has two children affected by the redistricting and noted that the fifth graders are not being prepared to make the transition. She asked if recess would be taken away for the sixth graders next year. She said she heard partitions will be going back up at Schaghticoke and said that makes it hard to focus. She asked if another bus route would be added which means her children who get the bus now at 6:30 a.m. would have to get on even earlier. She asked the Board to reconsider the decision for one year.
- Cheryl Hill discussed the common core noting that she handed out some information to the Board about a statewide meeting on October 3rd about this issue. She asked the Board to add this item to an agenda and to have a town hall style meeting where a dialogue could be had.
- Vanessa Gronbach said the optimal class size was discussed to be 19 children. She said this year's second grade has 21, third grade has 23 and fourth grade has 24. She said the district is trying to integrate special education students

	<p>not because of state law but rather to make room. She noted that the buses are currently not arriving to the schools on time and wondered what would happen with redistricting. She also asked that a letter she sent to the Board with questions be entered into the minutes for consideration by the Board.</p>	
4.	<p>PTO Report</p> <ul style="list-style-type: none"> Mrs. Romaniello reported that the PTO gave \$131,625 in gifts to the schools last year and they rely on volunteers, teachers and the community to raise funds. The mission of the PTO is to make a child's year better. She said the schools could continue to count on the PTO but asked the community to support it. She noted that fall activities and fundraisers have kicked off. 	<p>PTO Report</p>
5.	<p>Student Representatives Report</p> <ul style="list-style-type: none"> There was none. 	<p>Student Representatives Report</p>
6.	<p>Approval of Minutes</p> <p>A. Approval of the following Board of Education Meeting Minutes</p> <p>1. Regular Meeting Minutes June 10, 2014</p> <p>Mr. Coppola moved to approve the regular meeting minutes of June 10, 2014, seconded by Mr. Shaffer and passed unanimously.</p> <p>2. Special Meeting Minutes June 18, 2014</p> <p>Mr. Shaffer moved to approve the special meeting minutes of June 18, 2014, seconded by Mr. Littlefield and passed unanimously.</p> <p>3. Special Meeting Minutes July 22, 2014</p>	<p>Approval of Minutes</p> <p>A. Approval of the following Board of Education Meeting Minutes</p> <p>1. Regular Meeting Minutes June 10, 2014</p> <p>Motion made and passed unanimously approve the regular meeting minutes of June 10, 2014</p> <p>2. Special Meeting Minutes June 18, 2014</p> <p>Motion made and passed unanimously to approve the special meeting minutes of June 18, 2014</p> <p>3. Special Meeting Minutes July 22, 2014</p>

	<p>Mr. Coppola moved to approve the special meeting minutes of July 22, 2014, seconded by Mrs. Volinski and passed 6-0-1.</p> <p>Aye: Mrs. Volinski, Mr. Littlefield, Mrs. Chastain, Mrs. Shook, Mr. Lawson, Mr. Coppola Abstain: Mr. Shaffer</p> <p>4. Special Meeting Minutes July 28, 2014</p> <p>Mr. Littlefield moved to approve the special meeting minutes of July 28, 2014, seconded by Mrs. Volinski and passed 4-0-3.</p> <p>Aye: Mrs. Volinski, Mr. Littlefield, Mrs. Shook, Mr. Lawson Abstain: Mrs. Chastain, Mr. Coppola, Mr. Shaffer</p>	<p>Motion made and passed to approve the special meeting minutes of July 22, 2014</p> <p>4. Special Meeting Minutes July 28, 2014</p> <p>Motion made and passed to approve the special meeting minutes of July 28, 2014</p>
7.	<p>Superintendent's Report</p> <ul style="list-style-type: none"> • Dr. Paddyfote said the opening convocation on August 22nd was very successful. She noted Dr. Steve Sobel was the guest speaker. Mr. Coppola said he was impressed with the use of multimedia. • Dr. Paddyfote said the opening week requires refinement of transportation times and usually takes about two to two and a half weeks to accomplish. • She said she has been setting up community meetings with stakeholders and has six currently scheduled including one on September 24th beginning at 7:30 a.m. • Dr. Paddyfote handed out the current enrollment report showing that the overall school projection was 4,349 and there are actually 4,345 students. She did not know where the quoted number of 40 more students than projected at John Pettibone had come from but said the enrollment figures as of September 5th did not show that number. • The website will soon have a new blue button which will include questions and answers for the transition year including weekly enrollment figures. 	<p>Superintendent's Report</p>

8.	Board Chairman's Report <ul style="list-style-type: none"> • Mrs. Shook thanked everyone for coming to the meeting this evening and said there were numerous tasks to be accomplished and parents, staff and community members need to be engaged. • There will be a workshop set up for the Board and community regarding common core. • Mrs. Shook said that the policy for second review tonight re: smoking will be sent back to the Policy Sub-Committee because the law will be changing in October. 	Board Chairman's Report
9.	Committee Reports <p>A. Facilities Sub-Committee</p> <ul style="list-style-type: none"> • Mr. Littlefield said they received a report from Mr. Calhoun regarding accomplishments of the staff over the summer. He said the list included parking lot painting, gym floors, etc. Mr. Calhoun was able to save money on some of the projects and the amount of overtime required was decreased. <p>B. Operations Sub-Committee</p> <ul style="list-style-type: none"> • Dr. Paddyfote said all of the items on the Operations Committee agenda were on tonight's agenda. <p>C. Policy Sub-Committee</p> <ul style="list-style-type: none"> • Mrs. Chastain said the next meeting will be next Tuesday. <p>D. Committee on Learning</p> <ul style="list-style-type: none"> • Mr. Lawson said the math curriculum for grades K-5 are on tonight's agenda. • He also said the teacher evaluation and administrator evaluation documents were revised and on the agenda for approval. 	Committee Reports <p>A. Facilities Sub-Committee</p> <p>B. Operations Sub-Committee</p> <p>C. Policy Sub-Committee</p> <p>D. Committee on Learning</p>

<p>E.</p> <p>F.</p> <p>G.</p>	<p>Education Connection</p> <ul style="list-style-type: none"> • Mr. Coppola said the Executive Director's contract was recently renewed. • Education Connection has purchased the old Wooster School for special needs programs. • A brochure of offerings for teachers and administrators would soon be available. • The common core program presenter would be coming through Education Connection. <p>Connecticut Boards of Education</p> <ul style="list-style-type: none"> • There is currently no report. <p>Negotiations Committee</p> <ul style="list-style-type: none"> • Mr. Littlefield said a meeting had been held with the teachers union and that mediation would begin next week. 	<p>E. Education Connection</p> <p>F. Connecticut Boards of Education</p> <p>G. Negotiations Committee</p>
<p>10.</p> <p>A.</p> <p>B.</p>	<p>DISCUSSION AND POSSIBLE ACTION</p> <p>Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated September 9, 2014</p> <p>Mr. Lawson moved to approve Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated September 9, 2014, seconded by Mrs. Volinski and passed unanimously.</p> <p>Monthly Reports</p> <ol style="list-style-type: none"> 1. Purchase Resolution D-667 2. Budget Position as of August 31, 2014 3. Request for Budget Transfers <p>Mr. Coppola moved to approve monthly reports: Purchase Resolution D-667, Budget Position as of August 31, 2014, and request for budget transfers,</p>	<p>A. Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated September 9, 2014</p> <p>Motion made and passed unanimously to approve Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated September 9, 2014.</p> <p>B. Monthly Reports</p> <ol style="list-style-type: none"> 1. Purchase Resolution D-667 2. Budget Position as of August 31, 2014 3. Request for Budget Transfers <p>Motion made and passed unanimously to approve monthly reports: Purchase Resolution</p>

<p>seconded by Mr. Littlefield.</p> <ul style="list-style-type: none"> • Mr. Coppola was glad there were only two transfers. • Mr. Lawson asked if there were any unanticipated bills and if the Board had locked in on fuel oil. Mr. Hubelbank said the summer was pretty straightforward and the fuel oil was done through the town and it was locked in. <p>The motion passed unanimously.</p> <p>C. Exhibit B: Authorization of Signatory on School District Accounts</p> <p>Mr. Coppola moved to approve Exhibit B: Authorization of Signatory on School District Accounts, seconded by Mr. Shaffer and passed unanimously.</p> <p>D. Grant Approvals</p> <ol style="list-style-type: none"> 1. P-3 Preschool/K Transition and Collaboration Grant from the CT Community Foundation <p>Mrs. Chastain moved to approve the P-3 Preschool/K Transition and Collaboration Grant from the CT Community Foundation in the amount of \$6,962.00, seconded by Mr. Lawson.</p> <ul style="list-style-type: none"> • Mr. Coppola asked if this was a continuing grant and Mr. Smith said it was a competitive grant. <p>The motion passed unanimously.</p> <ol style="list-style-type: none"> 2. ED-229 – Bilingual Education Program Grant for 2014-2015 <p>Mrs. Chastain moved to approve the ED 229 – Bilingual Education Program Grant for 2014-2015 in the amount of \$5,030.00, seconded by Mr.</p>	<p>D-667, Budget Position as of August 31, 2014, and request for budget transfers.</p> <p>C. Exhibit B: Authorization of Signatory on School District Accounts</p> <p>Motion made and passed unanimously to approve Exhibit B: Authorization of Signatory on School District Accounts</p> <p>D. Grant Approvals</p> <ol style="list-style-type: none"> 1. P-3 Preschool/K Transition and Collaboration Grant from the CT Community Foundation <p>Motion made and passed unanimously to approve the P-3 Preschool/K Transition and Collaboration Grant from the CT Community Foundation in the amount of \$6,962.00.</p> <ol style="list-style-type: none"> 2. ED-229 – Bilingual Education Program Grant for 2014-2015 <p>Motion made and passed unanimously to approve the ED 229 – Bilingual Education Program Grant for 2014-2015 in the amount</p>
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	<p>Littlefield and passed unanimously.</p> <p>E. Policies for Second Review</p> <ol style="list-style-type: none"> 1. 1331 Smoking 2. 4118.232/4218.232 Smoking <ul style="list-style-type: none"> Mrs. Shook noted that these policies will be sent back to the Policy Sub-Committee because the law will be changing in October. <p>F. Approval of the Following Curricula</p> <ol style="list-style-type: none"> 1. Grade K Mathematics 2. Grade 1 Mathematics 3. Grade 3 Mathematics 4. Grade 4 Mathematics 5. Grade 5 Mathematics <p>Mr. Lawson moved to approve the following curricula: Grade K Mathematics, Grade 1 Mathematics, Grade 3 Mathematics, Grade 4 Mathematics, and Grade 5 Mathematics, seconded by Mr. Coppola.</p> <ul style="list-style-type: none"> Mr. Shaffer said he has taught math for 45 years and he was very impressed with the direction this curriculum was going with math. He said Mr. Smith and team have done a great job. <p>The motion passed unanimously.</p> <p>G. Tuition Rates for 2014-2015</p> <p>Mrs. Chastain moved to approve the Tuition Rates for 2014—2015 as follows: New Milford High School: \$12,616.35; Schaghticoke Middle School: \$11,209.70; Sarah Noble Intermediate School and Elementary Schools: \$10,475.42, seconded by Mrs. Volinski.</p> <ul style="list-style-type: none"> Mr. Lawson asked how many students were paying tuition; Mr. Hubelbank said there are three not counting Sherman which has a different tuition rate by contract. 	<p>of \$5,030.00</p> <p>E. Policies for Second Review</p> <ol style="list-style-type: none"> 1. 1331 Smoking 2. 4118.232/4218.232 Smoking <p>F. Approval of the Following Curricula</p> <ol style="list-style-type: none"> 1. Grade K Mathematics 2. Grade 1 Mathematics 3. Grade 3 Mathematics 4. Grade 4 Mathematics 5. Grade 5 Mathematics <p>Motion made and passed unanimously to approve the following curricula: Grade K Mathematics, Grade 1 Mathematics, Grade 3 Mathematics, Grade 4 Mathematics, Grade 5 Mathematics</p> <p>G. Tuition Rates for 2014-2015</p> <p>Motion made and passed unanimously to approve the Tuition Rates for 2014—2015 as follows: New Milford High School: \$12,616.35; Schaghticoke Middle School: \$11,209.70; Sarah Noble Intermediate School and Elementary Schools: \$10,475.42</p>
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	<p>The motion passed unanimously.</p> <p>H. End-of-Year Balance for 2014</p> <p>Mrs. Chastain moved to request that the End-of-Year Balance for 2014, subject to final audit, go to capital reserve, seconded by Mrs. Volinski.</p> <ul style="list-style-type: none"> • Mr. Coppola said he knows this is the traditional request and that there are several big expenses coming up such as the Schaghticoke roof. <p>The motion passed unanimously.</p> <p>I. Approval of Teacher Evaluation and Administrator Evaluation Documents</p> <p>Mr. Lawson moved to approve the 2014-2015 New Milford Public Schools Teacher Evaluation Plan and Administrator Evaluation Plan, seconded by Mrs. Volinski.</p> <ul style="list-style-type: none"> • Mrs. Volinski asked if this document included the revisions and Dr. Paddyfote said it did. • Mr. Shaffer said he was going to vote against this motion because he had a problem with the percentages for state testing and classroom assessments. Mr. Smith said there were several components to the evaluation but the Board did request a waiver to not use the state test data for this year. He said when state test data is available it will only account for 22 ½% of the evaluation. He noted that the balance of the evaluation will be on student results and practitioner results as a measure of a student's effectiveness. • Mr. Shaffer said he spoke to a number of teachers who last year spent several hours writing up their own evaluations as part of this process. He said that seemed excessive at the end of the year especially if that would be necessary at the end of this year with the proposed move of some of the teachers. 	<p>H. End-of-Year Balance for 2014</p> <p>Motion made and passed unanimously to request that the End-of-Year Balance for 2014, subject to final audit, go to capital reserve.</p> <p>I. Approval of Teacher Evaluation and Administrator Evaluation Documents</p> <p>Motion made and passed to approve the 2014-2015 New Milford Public Schools Teacher Evaluation Plan and Administrator Evaluation Plan.</p>
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	<ul style="list-style-type: none">• Mr. Smith said this evaluation method will require some trial and error to improve the process as no one wants teachers spending 12 hours writing reflections. He said the intent is to build better practitioners and promote student learning.• Mr. Shaffer read an Albert Einstein quote which summed up to maybe everything can't be measured.• Mr. Coppola said what he liked about this evaluation program is that administrators are talking to teachers. He asked if the percentages required on the evaluations were set by the state and Mr. Smith said the percentage is part of the state guidelines.• Mr. Coppola said he would vote for this plan because of the members on the committee though he resented the state dictating the test to be used. He asked how many times teacher would be observed.• Mr. Smith said there would be three informal observations and one formal observation over a three year cycle.• Mr. Shaffer asked how the evaluations were done on principals and Dr. Paddyfote said it might be by using a faculty meeting, a conference with a teacher with the teacher's permission, or a staff meeting, for instance.• Mr. Shaffer asked about the surveys and who received them and Mr. Smith said all parents and teachers received them and at the high school level the students received them too. <p>The motion passed 6-1. Aye: Mrs. Volinski, Mr. Littlefield, Mrs. Chastain, Mrs. Shook, Mr. Lawson, Mr. Coppola No: Mr. Shaffer</p>	
<p>J. Technical Assistance for Redistricting 1. Milone and MacBroom</p> <p>Mr. Coppola moved to contract with Milone and MacBroom, Inc. to provide technical assistance with redistricting for services totaling \$13,750.00, seconded by Mr. Littlefield.</p>		<p>J. Technical Assistance for Redistricting 1. Milone and MacBroom</p> <p>Motion made and passed to contract with Milone and MacBroom, Inc. to provide technical assistance with</p>

<ul style="list-style-type: none"> • Mr. Coppola said he felt there would be a need for an outside consulting firm to help make this transition happen and get accurate data and support. • Mr. Shaffer asked if Milone and MacBroom would send someone to carefully look at streets and rivers to determine the best redistricting line and Dr. Paddyfote said they would have someone in town. • Mr. Littlefield noted it was important to do this right and not lump additional duties on to the administrators and teachers. • Mr. Lawson noted more important than money was time in order to proceed in an orderly fashion. <p>The motion passed 6-1. Aye: Mrs. Volinski, Mr. Littlefield, Mrs. Chastain, Mrs. Shook, Mr. Coppola, Mr. Shaffer No: Mr. Lawson</p> <p>2. Supplemental Personnel Support</p> <ul style="list-style-type: none"> • Dr. Paddyfote noted there would be a lot of work to do for this redistricting plan. • Mr. Coppola said it was important to have someone who can focus solely on this project. • Mr. Shaffer wondered if the district had put any thought into perhaps having early dismissal to allow for packing of materials in classrooms. • Mr. Coppola asked if Dr. Paddyfote had a vision for this position and she said perhaps a retired superintendent who has had experience in a major undertaking such as this with five schools being affected. She said the price is estimated to be \$600 - \$650 per day. • She continued that this person would need to assist with the teacher certifications and surveying of staff, teachers, paraeducators, etc. to coordinate movement to what schools. She noted that last time there was such a major reshuffling when the K-3 transition occurred there was a second Assistant Superintendent and coordinators at the high school. • Mr. Coppola asked for a ball park figure and 	<p>redistricting for services totaling \$13,750.00</p> <p>2. Supplemental Personnel Support</p>
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<p>K.</p>	<p>Dr. Paddyfote said she felt it would be \$650 per day for 120 days.</p> <p>Approval of a 457(b) Deferred Compensation Plan</p> <p>Mr. Lawson moved to approve the establishment of a 457(b) Deferred Compensation Plan through the Omni Group, seconded by Mr. Littlefield.</p> <ul style="list-style-type: none"> Mr. Coppola asked if the teachers were involved in this discussion and Mr. Hubelbank said there were inquiries from a number of groups. Mr. Lawson asked what the cost to the district would be and Mr. Hubelbank said it was non-contributory so the cost was zero. <p>The motion passed unanimously.</p>	<p>K. Approval of a 457(b) Deferred Compensation Plan</p> <p>Motion made and passed unanimously to approve the establishment of a 457(b) Deferred Compensation Plan through the Omni Group</p>
<p>11.</p> <p>A.</p> <p>B.</p>	<p>ITEMS FOR INFORMATION AND DISCUSSION</p> <p>Field Trip Report</p> <p>Textbook Preview – Grade 9</p> <ul style="list-style-type: none"> Mr. Coppola asked when this textbook would be voted on and Mr. Smith said at the next Board meeting. Mr. Littlefield asked if this was for all ninth graders and Mr. Smith said it was an optional book which meant the ninth grade teachers had a list of books for their curriculum and could include this one or not. 	<p>ITEMS FOR INFORMATION AND DISCUSSION</p> <p>A. Field Trip Report</p> <p>B. Textbook Preview – Grade 9</p>
<p>12.</p>	<p>Adjourn</p> <p>Mr. Littlefield moved to adjourn the meeting at 9:30 p.m., seconded by Mrs. Volinski and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 9:30 p.m.</p>

Respectfully submitted:


Angela Chastain

Secretary

New Milford Board of Education