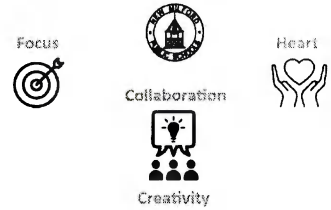


NEW MILFORD BOARD OF EDUCATION
New Milford Public Schools
25 Sunny Valley Road, Suite A
New Milford, Connecticut 06776



RECEIVED
TOWN CLERK

MP

**BOARD OF EDUCATION
MEETING NOTICE**

2024 SEP 13 P 1:44

NEW MILFORD, CT

DATE: September 17, 2024
TIME: 7:00 P.M.
PLACE: Sarah Noble Intermediate School – Library Media Center

AGENDA

New Milford Public Schools Mission Statement

The mission of the New Milford Public Schools, a collaborative partnership of students, educators, family, and community, is to prepare each and every student to compete and excel in an ever-changing world, embrace challenges with vigor, respect and appreciate the worth of every human being, and contribute to society by providing effective instruction and dynamic curriculum, offering a wide range of valuable experiences, and inspiring students to pursue their dreams and aspirations.

1. CALL TO ORDER

A. Pledge of Allegiance

2. PUBLIC COMMENT

An individual may address the Board concerning any item on the agenda for the meeting subject to the following provisions:

- A. A three-minute time limit may be allocated to each speaker with a maximum of twenty minutes being set aside per meeting. The Board may, by a majority vote, cancel or adjust these time limits.
- B. If a member of the public comments about the performance of an employee or a Board member, whether positive, negative, or neutral, and whether named or not, the Board shall not respond to such comments unless the topic is an explicit item on the agenda and the employee or the Board member has been provided with the requisite notice and due process required by law. Similarly, in accordance with federal law pertaining to student confidentiality, the Board shall not respond to or otherwise discuss any comments that might be made pertaining to students.

3. RECOGNITION: 2024-25 TEACHERS AND PARAPROFESSIONALS OF THE YEAR

4. PTO REPORT

5. APPROVAL OF MINUTES

- A. Approval of the following Board of Education Meeting Minutes:
 - 1. Regular Meeting Minutes August 20, 2024
 - 2. Special Meeting Minutes May 28, 2024

6. SUPERINTENDENT'S REPORT

7. SUBCOMMITTEE REPORTS

- A. Policy
- B. Committee on Learning
- C. Facilities
- D. Operations

8. BOARD CHAIRPERSON'S REPORT

9. DISCUSSION AND POSSIBLE ACTION

- A. Monthly Reports
 - 1. Budget Position dated August 31, 2024
 - 2. Purchase Resolution D-786

- 3. Request for Budget Transfers
- B. Tuition Rates for 2024-2025
- C. Tutor Rate of Pay
- D. Policies for Initial Review
 - 1. 5131.91 Connecticut School Climate Policy
- E. Potential Use of 2% Set-Aside Funding: STEM and Enrichment Items
- F. Possible Amendment to the Terms and Conditions of Employment of Non-Bargaining Unit Athletic Trainer Position.

10. ITEMS OF INFORMATION

- A. Regulation Updates:
 - 1. 5112 R Administrative Regulations Regarding Foreign Exchange Students
- B. Employment Report - September 2024
- C. Enrollment Report - September 3, 2024
- D. Grading Overview
- E. NMHS Graduation Date
- F. NMHS Update
- G. Northville Elementary School Roof
- H. Security
- L. Alternative Education Update
- J. Field Trip Report
- K. Gifts and Donations

11. ADJOURN

New Milford Board of Education
Meeting Minutes
August 20, 2024
Sarah Noble Intermediate School Library Media Center

RECEIVED
TOWN CLERK
2024 AUG 22 P 4: 21
NEW MILFORD, CT

Present:	Mrs. Wendy Faulenbach, Chairperson Mrs. Leslie Sarich Mrs. Tammy McInerney Mr. Tom O'Brien Mr. Dean Barile Mr. Eric Hansell Mrs. Sarah Herring
Absent:	Mr. Brian McCauley

Also Present:	Dr. Janet Parlato, Superintendent of Schools Ms. Holly Hollander, Assistant Superintendent of Schools <i>arrived at 7:04pm</i> Mr. Jeffrey Turner, Director of Technology Mrs. Teresa Kavanagh, Director of Human Services Mr. Anthony Giovannone, Director of Fiscal Services and Operations Mr. Matthew Cunningham, Director of Facilities Mrs. Laura Olson, Director of Pupil Personnel and Special Services Mrs. Debbie Clark, Supervisor of Special Education, PK-5
---------------	---

1.	A.	Call to Order Pledge of Allegiance The meeting of the New Milford Board of Education was called to order at 7:00 pm by Mrs. Wendy Faulenbach, Chairperson. The Pledge of Allegiance immediately followed the call to order.	Call to Order Pledge of Allegiance
2.	A.	Public Comment None	Public Comment
3.		PTO REPORT None	PTO REPORT

4.	A.	<p>APPROVAL OF MINUTES Approval of the following Board of Education Meeting Minutes: 1. Regular Meeting Minutes July 16, 2024</p> <p><i>Mrs. Sarich moved to approve the Regular Meeting Minutes, July 16, 2024. Seconded by Mr. Hansell. Vote passed unanimously.</i></p>	<p>APPROVAL OF MINUTES A. Approval of the following Board of Education Meeting Minutes: 1. Regular Meeting Minutes July 16, 2024</p> <p>Motion made and passed to approve the Regular Meeting Minutes July 16, 2024.</p>
5.		<p>SUPERINTENDENT'S REPORT Dr. Parlato stated they are gearing up for a successful school year. Tomorrow is the first Professional Development for teachers which will include workshops. Facilities and maintenance has been working hard on getting the schools ready. First day for students is August 26th. Breakfast and lunch are being offered in all schools at no charge for 24/25. Dr. Parlato thanked Mrs. Sullivan for making it possible. The first two days of school are early dismissal days. The Board will discuss goals and district improvements. Dr. Parlato stated a main theme of the year is being on track, relating to A. Academics, B. Attendance, C. Community, and D. Doing the Right Thing.</p>	<p>SUPERINTENDENT'S REPORT</p>
6.	A.	<p>SUBCOMMITTEE REPORTS</p> <p>A. Policy Mrs. Sarich stated there are three policies for approval on first read. The reasoning for doing one read is so they can get them into handbooks for the school year.</p> <p>B. Committee on Learning Mrs. McInerney stated there are 16 curricula on the agenda for approval. All materials have been sent to the Board.</p> <p>C. Facilities Mr. O'Brien stated there will be a proposal for the 24/25 Capital Plan. Under Items of Information there is an update for facilities projects as well as updates on the roof construction and other summer projects.</p> <p>D. Operations</p>	<p>SUBCOMMITTEE REPORTS</p> <p>A. Policy</p> <p>B. Committee on Learning</p> <p>C. Facilities</p> <p>D. Operations</p>

		Mr. Hansell stated they will review the 5 Year Capital Plan.	
7.		<p>BOARD CHAIRMAN'S REPORT</p> <p>Mrs. Faulenbach welcomed everyone back and thanked the board members who have been sitting in on the negotiation committees. She wanted to remind everyone that roads are busy with construction, and with school starting again, there will be congestion. The PTO and the community support is vital. Megan Byrd has reached out to Dr. Parlato about the PTO meeting dates. They are going to rotate their meetings and Mrs. Faulenbach encouraged any board member to attend meetings. She will send the schedule to board members.</p>	<p>BOARD CHAIRMAN'S REPORT</p>

<p>8.</p>	<p>DISCUSSION AND POSSIBLE ACTION</p> <p>A. Monthly Reports</p> <ol style="list-style-type: none"> 1. Budget Position dated July 31, 2024 2. Purchase Resolution: D-785 3. Request for Budget Transfers <p>Mrs. Faulenbach asked Mr. Hansell if he was okay with voting on the monthly reports since there was no vote taken in the Operations meeting. Mr. Hansell stated yes.</p> <p>Mr. Giovannone stated expenses show balances as of July 31st. Payroll encumbrances will begin September 6th. For revenue, the only one realized so far is the Medicaid reimbursement. The capital reserve account numbers and turf replacement have not changed from last month. Mrs. Faulenbach stated for capital reserve, it does not include the pending audit. Mr. Giovannone stated that was correct. Mrs. Faulenbach noted that the requests for end-of-year deposits were sent through, and was approved by Town Council and Board of Finance. Once the audit is complete, it will go into capital reserve. If the town matches the Board, the Turf Field account will be close to \$900,000. Mrs. Faulenbach asked if the auditors had started. Mr. Giovannone stated yes, and the final presentation will take place in January. Mrs. Faulenbach asked if the ESG payment had been paid. Mr. Giovannone stated yes, and another payment is due in December of 2025.</p> <p><i>Mr. O'Brien moved to approve the Budget Position dated July 31, 2024; Purchase Resolution D-785; and Request for Budget Transfers. Seconded by Mr. Hansell. Motion passed unanimously.</i></p> <p>B. 24/25 Phase of 5 Year Capital Plan</p> <p>Mr. Cunningham gave a presentation of the 5 Year Capital Plan. He requested a new F350 Pickup Truck, a 40' scissor lift, and proper trailer for the lift.</p>	<p>DISCUSSION AND POSSIBLE ACTION</p> <p>A. Monthly Reports</p> <ol style="list-style-type: none"> 1. Budget Position dated July 31, 2024 2. Purchase Resolution: D-785 3. Request for Budget Transfers <p>Motion made to approve the Budget Position dated July 31, 2024; Purchase Resolution D-785; and Request for Budget Transfers. Motion passed unanimously.</p> <p>B, 24/25 Phase of 5 Year Capital Plan</p>
-----------	--	--

	<p>Mr. Cunningham stated the current scissor lift does not reach heights that are needed. There is recurring masonry work that needs to be done. Mr. Cunningham stated he is requesting a new bunker machine for maintenance of nine ball diamonds. They have already completed camera enhancements, and he would like to continue that at the elementary schools. There is a need for inclusive playground equipment. Hill & Plain septic is at the end of life and needs improvements. Also, at Hill & Plain, the front canopy roof and snow guards need to be removed and redone. The Facilities Department office roof needs to be replaced, and the large red barn should have an engineering study done and needs structural repairs. The town has requested the district put forth the money for an A&E on the roof replacement. Portions are the original roof from 1981. Mr. O'Brien asked for clarity that the town will work with them on the roof. Mr. Cunningham stated yes, when we did this for the High School, the district put up the money for the A&E.</p> <p>Mr. Cunningham stated the high school is in need of gutter seam patching. Mr. Barile asked if it was a seamed gutter. Mr. Cunningham stated yes, because of the size, it's seamed. It's still cheaper to patch than to replace. Mr. Cunningham continued, stating the theater is in need of repairs. The Schaghticoke Middle School septic system requires repairs and the oil tank is past its 30 year life span. That will need to be replaced with an above ground storage tank.</p> <p>Mr. Barile asked about pricing on the gutters. Mr. Cunningham stated Greenwood quoted \$150,000 to do the repair, to replace would be more money. Mr. O'Brien asked if there were any structural concerns. Mr. Cunningham replied, stating the integrity is fine, but the seal on the seams is going. Mr. O'Brien stated the \$150,000 seems high. Mr. Cunningham agreed that the actual project should come in lower than that. Mrs. Faulenbach asked Mr. Giovannone to clarify that once the board approves the 5 Year Capital Plan, the money becomes earmarked but sometimes they can do the work for less or may not</p>	
--	--	--

	<p>do all the proposed project. Mr. Giovannone stated yes, when the board approves the 24/25 column of the 5 Year Capital Plan, in this case, the ask is \$1,424,000. Mrs. Faulenbach stated that we then draw off the earmarked dollar amount. Mr. Giovannone stated yes, and for instance, with the high school gutters, they will set up a project specific for the gutters and estimate at \$150,000. Once the work is done, and signed off on, the remaining will go back to the capital fund reserve balance.</p> <p>Mrs. Faulenbach noted the 5 Year Capital Plan Other, and stated that is for items not in the proposal because we haven't identified how we are going to pay for them and how that will work. Mr. Giovannone stated that was a good way to describe it and that the Northville Elementary School roof replacement is an example of that. It will probably need to be revised but that is why we have a request for 24/25 to do a study. It is a lead in, to firm up the number for when the town goes to bonding.</p> <p>Mr. Barile asked if there are issues with safety with the gutters. Mr. Cunningham stated no, just water coming down.</p> <p>Mrs. Faulenbach noted there are recurring instrument and uniform expenditures.</p> <p>Dr. Parlato asked Mr. Cunningham to speak to the Sarah Noble Intermediate School pipe insulation. Mr. Cunningham stated humidity is hard to address in the building, on some days with high dew points, we struggled with dehumidification. They have cleaned the systems and installed dehumidifiers. Facilities has exercised all they can. Mrs. Faulenbach asked if we have dehumidifiers in all the classrooms. Mr. Cunningham stated only in the ones most impacted. Some of the issue is, on the first floor, the water drains into the ground. There are times where there is nowhere for that water to go. Also, the rooms are large for the non-commercial dehumidifiers, and are not effective. Mr. Barile asked about the HVAC evaluation. Mr. Cunningham</p>	
--	---	--

Meeting Minutes

August 20, 2024

Sarah Noble Intermediate School Library Media Center

	<p>stated that it is a separate project but hoping to incorporate it into this. Mr. Barile asked if all the classrooms get conditioned air. Mr. Cunningham stated yes.</p> <p>Mrs. Herring asked if one of the byproducts of this situation is mildew. Mr. Cunningham stated yes. Mrs. Herring continued by stating, when she taught at SNIS from 2002-2008, mildew was an issue then. There are teachers that have recently returned to their classrooms, and are noticing black mildew in their rooms. Items have been destroyed. The question is, is this a building-wide problem we need to solve. We can't keep band-aiding it and replacing ceiling tiles. Mr. Cunningham stated if the Board wants to address it this fiscal year, then we need to put out an RFP and get an estimate for an engineer for any work that needs to be done. He anticipates pipe insulation will be part of that project. It could also include needing to address the humidity. For instance, should the exhaust fans be up in the interstitial space, etc.</p> <p>Mrs. Faulenbach stated that it is slated for next year and asked Mr. Cunningham what the dollar amount is. Mr. Cunningham stated he didn't have a dollar amount but from experience, an A&E is usually \$25,000.</p> <p>Mrs. Faulenbach asked if it was worth doing an air quality study. Mr. Cunningham stated that would not give any resolutions, but can dissuade concerns. Mrs. Faulenbach stated that data may help decide on what to do and when, and asked what the cost would be. Mr. Cunningham stated he would have to find out, they have not done an air quality study since East Street. Also, an air quality study can change depending on the time of year. Mr. Barile asked if there was a way to find out what is causing the mildew. Mr. Cunningham stated, if it's on hard surfaces, they can clean it. Mr. O'Brien stated this is a problem in the summer with condensation, and asked if it was a necessity right now since summer is coming to an end. Mr. Cunningham added that if we do the testing and it's neutral, how do we justify</p>	
--	--	--

	<p>replacing the pipes. Mrs. Faulenbach stated, it is a safety concern. The way the building was built, we know we need to do this. Mr. Hansell stated when we talk about air quality, are we specifically looking for mold or is overall air quality. The Department of Health has no acceptable level of mold. It's a question you ask that has no answer. Doing an air quality test to look for mold would be a waste of money.</p> <p>Mr. O'Brien asked what the plan is to address this for next year. Mr. Cunningham stated he would bring in a mechanical engineer to look at the system. Mr. O'Brien asked to clarify, the plan is to do it, but to do it next year. Mr. Cunningham stated yes, and the project was TBD, depending on what is suggested. Only then would the district know the cost. Mrs. Herring asked how they reassure people who work here and are affected. How do we ensure it is a safe environment for them and the students?</p> <p>Mrs. Faulenbach asked how the concerns had been sent.</p> <p>Dr. Parlato stated Mrs. Bilko brought it to her attention. Mrs. Herring stated teachers are encouraged to bring any issues to the principal, and not go directly to the Superintendent. Mrs. Faulenbach asked Mr. Giovannone, if the Board went to the Town Council with the capital reserve request that we could earmark it out of our operational budget, and if we decide to go back to capital at another time, we could swap something out. Mr. Giovannone stated yes that is possible. Any project that is not on the 5 Year Capital Plan can be taken separately from the plan and run through for approval. Mr. Hansell stated it looks like we're looking to replace it next year anyway. By the time we go through this process, it will be September and we will not receive the report info until October.</p> <p>Mrs. Faulenbach stated she is torn because we want to make sure staff and community feel comfortable. If we had an idea of cost, we could know if it is something we can absorb. She suggested approving</p>	
--	---	--

	<p>it as-is, and if we find out what an air test may cost, block it off, and backfill the pieces from capital reserve. Mr. Barile stated, in the interim, we should know what classrooms need extra cleaning and make sure the teachers know we are keeping them safe.</p> <p>Mr. Turner began his presentation by stating that for infrastructure, he is looking to replace access points, firewalls, servers, and switches. He has been taking advantage of the E-Rate fund. In a few years, everything will go to the cloud.</p> <p>Another item is laptop and desktop replacements. Mr. Turner stated he is looking to replace 15 laptops or desktops. Most desktops are 7-9 years old.</p> <p>There are AV projects that need to be done. HPS needs a new sound system, mic system, and speakers. The multipurpose room at SNIS needs upgrades with a projector and other items. Right now anything being used needs to be brought into the room. Mr. Turner stated he is looking to get 20 new smartboards for the non-traditional classrooms, 30 chromebooks for grades K-2, and 100 chromebooks for grades 3-12. The NMHS' theater lighting system and wiring will need to be updated over the next few years. Project Lead the Way will need new machines for NMHS and SMS.</p> <p>Mr. Barile asked if it's worth having insurance for electronics. Mr. Turner stated that because we fix most things in-house, it's not worthwhile. Most parts can be purchased on his end and it's more cost effective.</p> <p><i>Mrs. Sarich moved to approve the 24/25 Phase of 5 Year Capital Plan. Seconded by Mr. Barile. Motion passed 6-0-1. Mr. O'Brien was not present for the vote.</i></p>	<p>Motion made to approve the 24/25 Phase of 5 Year Capital Plan. Motion passed 6-0-1.</p>
--	--	--

	<p>C. Additional enrollment-driven position using general fund dollars: Excel Preschool</p> <p>Dr. Parlato stated this is a request for 1.0 FTE Special Education Teacher and additional Paraeducators. There were 58 referrals to the program after the October deadline. There are also 18 students who will remain in Excel because they are not old enough yet to enter Kindergarten. The needs of the students are more complex and more severe than what's been seen. Mrs. Olson stated many of them are coming in with a diagnosis of autism. It has happened previously, but this is rare. Dr. Parlato stated there are significant behavioral and medical needs for the small kids. At least 24 students require 1:1 paraprofessional support. Dr. Parlato stated the approximate cost is \$95,000 for the Special Education Teacher and approximately \$80,000 for the four paraprofessionals. They should be able to utilize general fund dollars since some teachers have been hired at a lower salary than teachers that have left.</p> <p>Mrs. Faulenbach stated the numbers warrant the need. This is after budget, which has happened before. We started budget 18 months ago and this is a large amount of referrals. Mrs. Olson stated we had two more in the last week. Mrs. Herring asked if Birth to Three regularly communicate with school systems or if it is new people that have moved to town. Mrs. Olson stated it is a combination. We work very closely with Birth to Three, there are coordinators, and inclusion. Mrs. Clark stated CT will provide the number of pending referrals for ages two-and-a-half and under, but the parent may not have signed the release yet to share that with the school. Mrs. Herring asked what is the youngest age of autism diagnosis. Mrs. Olson stated it depends on the medical provider. Mrs. Faulenbach asked if we were ready to fill the position in such a short period of time. Dr. Parlato stated she does think we can fill the position. Mrs. Sarich noted she is worried about filling the para positions.</p>	<p>C. Additional enrollment-driven position using general fund dollars: Excel Preschool</p>
--	---	--

	<p>Mr. Hansell stated that the Board should propose how we are going to offset these costs. We definitely need to have these people. It would be great to offset with some non-education related recurring costs, or utilizing the salary remaining after hiring people at a lower salary. It would be good to come out with that map now rather than wait until budget and have it get lost. There was a lot of pain cutting those positions last time. It's good we're adding, but let's address it now so we have a plan. Mrs. Faulenbach stated part of the issue last year was because of the ESSER cliff. The Board made the commitment to not add those when that occurred and we did not. We may save in other line items. Usually by March we have a good perspective on the budget. Mr. Hansell said he saw it coming with the School Based Health Center. Mr. Hansell stated, at the time, we basically committed ourselves for recurring costs. We have a clinic that is not self-sufficient. It's a lost opportunity. If they begin covering the cost for their secretary and paying for the square footage, we could easily cover this. There are a lot of ESL kids, we're going to find ourselves where we need more teachers. Mr. Hansell stated he does not want to find themselves in a situation in budget season where they have to cut teachers to keep a School Based Health Center maintained, especially when we could have taken care of it now, simply by having them pay for their secretary and pay rent on the square footage. Mrs. Faulenbach stated that it is on the Board's agenda next month. It's hard when you create a budget 18 months in advance. One example is the legal account. There are times because of increased mediations and negotiations, when legal went over. We can make adjustments and be transparent about it. At this point we can absorb this component.</p> <p><i>Mrs. McInerney moved to approve the Additional enrollment-driven position using general fund dollars: Excel Preschool. Seconded by Mrs. Sarich. Motion passed unanimously.</i></p>	<p>Motion made to approve the Additional enrollment-driven position using general fund dollars: Excel Preschool. Motion passed unanimously.</p>
--	--	---

	<p>D. Policies for Initial Review and Approval on First Read</p> <ol style="list-style-type: none"> 1. 4118.113 Policy Regarding Prohibition of Sex Discrimination, Including Sex-Based 4218.113 Harassment (Certified and Non-Certified Personnel) 2. 5145.7 Policy Regarding Prohibition of Sex Discrimination, Including Sex-Based Harassment (Students) <p><i>Mrs. McInerney moved to approve the Policies for Initial Review and Approval on First Read. Seconded by Mrs. Sarich. Motion passed unanimously.</i></p> <p>E. Curriculum:</p> <ol style="list-style-type: none"> 1. Art Appreciation 2. Basic Life Support 3. Concert Chorus 4. ESL 1 5. Exercise Physiology 6. Explorations in Science 7. French I CP 8. French IV/V College Prep 9. Integrated Science CP 10. Integrated Science Honors 11. Math Grade 7A 12. Nutrition and Wellness 13. PE Bootcamp 14. Physics CP 15. AP Physics 1 16. Spanish 1 CP <p>Mrs. McInerney stated this was a lot of good work. Mrs. Sarich thanked Ms. Hollander and Mrs. McInerney.</p>	<p>D. Policies for Initial Review and Approval on First Read</p> <ol style="list-style-type: none"> 1. 4118.113 Policy Regarding Prohibition of Sex Discrimination, Including Sex-Based 4218.113 Harassment (Certified and Non-Certified Personnel) 2. 5145.7 Policy Regarding Prohibition of Sex Discrimination, Including Sex-Based Harassment (Students) <p>Motion made to approve the Policies for Initial Review and Approval on First Read. Motion passed unanimously.</p> <p>E. Curriculum:</p> <ol style="list-style-type: none"> 1. Art Appreciation 2. Basic Life Support 3. Concert Chorus 4. ESL 1 5. Exercise Physiology 6. Explorations in Science 7. French I CP 8. French IV/V College Prep 9. Integrated Science CP 10. Integrated Science Honors 11. Math Grade 7A 12. Nutrition and Wellness 13. PE Bootcamp 14. Physics CP 15. AP Physics 1 16. Spanish 1 CP
--	--	---

	<p><i>Mr. O'Brien moved to approve the curricula listed above, seconded by Mr. Hansell. Motion passed unanimously.</i></p> <p>F. 2024-25 Board of Education Goals Dr. Parlato handed out the latest version of goals and stated it was based on feedback from the Board. The rest of the work from the school district flows from this document. Mrs. Faulenbach stated this was a collaboration with the Mayor at the last Board meeting.</p> <p><i>Mrs. Sarich moved to adopt the 2024-25 Board of Education Goals. Seconded by Mr. Barile. Motion passed unanimously.</i></p> <p>G. Potential partial use of 2% ECS set-aside funding Dr. Parlato stated they have 2% ECS set aside funding and she is proposing a one year position school counselor for SMS. This was originally funded through ESSER and was eliminated with the budget development process. The need is still there. School counselors are the case managers for students with 504 plans. The needs of the students are more severe on a day to day basis. The district has been working hard on the culture of the school and shoring up student behavior. Mrs. McInerney asked if it's deemed a one year position, could it roll into the operational fund going forward. SMS really needs someone in this position. Dr. Parlato stated, if we are going to put it into the proposed budget, she wants to make sure there is plenty of data behind it. Having it as a one year position allows the district to gather that data, and determine whether it should remain for the following year. Dr. Parlato stated the position would be roughly \$90,000 of the \$231,092. Mrs. Faulenbach stated that the Board would vote on any portion of the set aside being used, and that is what they are doing.</p> <p><i>Mr. O'Brien moved to approve the Potential partial use of 2% ECS set-aside funding. Seconded by Mrs. Sarich. Motion passed unanimously.</i></p>	<p>Motion made to approve the curricula listed above. Motion passed unanimously.</p> <p>F. 2024-25 Board of Education Goals</p> <p>Motion made to adopt the 2024-25 Board of Education Goals. Motion passed unanimously.</p> <p>G. Potential partial use of 2% ECS set-aside funding</p> <p>Motion made to approve the Potential partial use of 2% ECS set-aside funding. Motion passed unanimously.</p>
--	--	--

<p>9.</p>	<p>ITEMS OF INFORMATION</p> <p>A. Employment Report August 2024 Mrs. Kavanaugh stated there have been several resignations and she is doing well with filling them. Mrs. McInerney stated it's tough to see this page, there are some resignations that are especially hurtful. We are losing some dedicated people. Mrs. Kavanaugh stated people leaving are given a survey and she offers the opportunity of an exit interview. Most of the people leaving are going because of salary. The staff were sad to leave, but their new salary is much higher. Dr. Parlato stated the average increase when someone leaves is about \$28,000 more. Mr. O'Brien noted that many of these teachers are going to districts close by.</p> <p>B. Enrollment Report - August 2024 Dr. Parlato stated the summer enrollment report is tough to judge. October is the better snapshot.</p> <p>C. Regulation Updates:</p> <ol style="list-style-type: none"> 1. 4118.113 R Administrative Regulations Regarding Prohibition of Sex Discrimination, 4218.113 R Including Sex-Based Harassment (Certified and Non-Certified Personnel) 2. 5117 R Administrative Regulations Regarding School Attendance Areas 3. 5145.7 Administrative Regulations Regarding Prohibition of Sex Discrimination, Including Sex-Based Harassment (Students) <p>Mr. Barile began by stating that he wanted to thank Mrs. McInerney for the statement she made in the last Policy Committee Meeting regarding racial imbalance. It is important that parents and everyone know that it is a state regulation, and not necessarily the position of the Board. Mr. Barile then stated that he believes there should be language in the</p>	<p>ITEMS OF INFORMATION</p> <p>A. Employment Report August 2024</p> <p>B. Enrollment Report - August 2024</p> <p>C. Regulation Updates:</p> <ol style="list-style-type: none"> 1. 4118.113 R Administrative Regulations Regarding Prohibition of Sex Discrimination, 4218.113 R Including Sex-Based Harassment (Certified and Non-Certified Personnel) 2. 5117 R Administrative Regulations Regarding School Attendance Areas 3. 5145.7 Administrative Regulations Regarding Prohibition of Sex Discrimination, Including Sex-Based Harassment (Students)
-----------	---	--

	<p>regulation stating that. It says it's a state mandated statute, but he feels like it is an implied endorsement. It's important that parents understand it's a state mandate. He would like it to have language that makes it clear it is not a position of the Board. Dr. Parlato stated she would have to bring that up with legal.</p> <p>Mrs. Faulenbach stated many policies have "mandated by the state" written on them. Mr. Barile stated it is a particularly sensitive issue, calling out who we would allow or not allow based on color or ethnicity. It's egregious that we take it from the state. It goes on our charter and he wants to make sure there is separation between what the Board is saying and what the state is saying.</p> <p>Mr. Hansell noted it will be reflected in the minutes, and stated it is a culture of soft racism. Sometimes the best we can do is put our statement on the record. Mr. Barile stated it is "an abhorrent policy that is not fair or equitable." If the board is okay with how it is, and it's too much to add in the separation of the Board from the state, then he is okay with it. Mrs. Faulenbach stated when someone makes a statement that is strongly in connotation to the subject that we have, it is captured in the minutes.</p> <p>D. NMHS Update</p> <ol style="list-style-type: none"> 1. Roof 2. NMHS Woodshop HVAC 3. Gym Floor <p>E. Summer Projects NMHS Update & Summer Projects: Mr. Cunningham displayed pictures of the roof and current construction that is happening. Mr. Cunningham stated every panel has been documented and they have completed 33% of the 40% that was suspect. Over 1,000 screws and a few hundred clips have been added, showing a systemic problem. Mr. Cunningham made a mockup of the roof to illustrate to the Board the issues they were</p>	<p>D. NMHS Update</p> <ol style="list-style-type: none"> 1. Roof 2. NMHS Woodshop HVAC 3. Gym Floor <p>E. Summer Projects</p>
--	--	---

	<p>discussing. Mr. O'Brien asked how many panels they had to replace. Mr. Cunningham stated it was not too many. Mrs. Sarich asked if they would check the remaining 60% of the roof. Mr. Cunningham stated no, there was not a concern that it was not installed properly. Mr. Barile asked, if it's systemic, does that mean the screws and clips were purposely omitted. Mr. Cunningham stated he could not comment on that. Mrs. Faulenbach stated we have an obligation to correct this. We had real concerns because we didn't know the extent. Mrs. McNerney stated she was glad it was being fixed because it is a safety concern. Mr. O'Brien asked if it will impact school starting next week. Mr. Cunningham replied that he is comfortable that it will not impact students. The areas with lots of foot traffic were done already.</p> <p>Mrs. Faulenbach stated they have been making sure the paperwork has been done and are following through on reimbursement. Mr. Cunningham stated he will work on getting the warranty.</p> <p>Mr. Cunningham continued his presentation by showing pictures of the new gymnasium floor and displayed pictures of other projects that were done over the summer which included painting, sealing, tile work, mulching, pruning, numbering windows, fencing, crack sealing, lighting, security system, updates, and maintenance. The Woodshop is fully operational again and he is looking to put a fence around the HVAC unit outside the building. Mrs. McNerney asked if the Woodshop was ready to go with the original curriculum. Ms. Hollander stated the Woodshop teacher is on leave, so they are ready but missing the teacher.</p> <p>F. Food Services Community Eligibility Provision (CEP) and meals in 2024-25 Dr. Parlato stated we were able to apply for the community eligibility provision since the district has over 25% of free/reduced students and a healthy balance in the food budget. As a result, breakfast and lunch are free for all students in 2024-25.</p>	<p>F. Food Services Community Eligibility Provision (CEP) and meals in 2024-25</p>
--	--	---

	G. McCarthy Observatory Annual Report Mrs. Faulenbach stated McCarthy Observatory has submitted a recap of what they have done. She noted they have upgraded their telescope. She encouraged the Board to go see it.	G. McCarthy Observatory Annual Report
10.	ADJOURN <i>Mr. O'Brien moved to adjourn the meeting at 9:06 p.m. Seconded by Mrs. Sarich. Vote passed unanimously.</i>	ADJOURN Motion made to adjourn the meeting at 9:06 p.m. Motion passed unanimously.

Respectfully submitted:



Tammy McInerney
Secretary
New Milford Board of Education

**New Milford Board of Education
 Special Meeting Minutes
 May 28, 2024 - 6:30 pm
 Sarah Noble Intermediate School Library Media Center**

RECEIVED
 TOWN CLERK
 2024 MAY 29 P 3:10
 NEW MILFORD, CT

Present:	Mrs. Wendy Faulenbach, Chairperson Mrs. Tammy McInerney Mrs. Leslie Sarich Mr. Eric Hansell Mr. Tom O'Brien (arrived at 6:35 pm) Mrs. Sarah Herring Mr. Brian McCauley Mr. Dean Barile
Absent:	
Also Present:	Dr. Janet Parlato, Superintendent

1.	Call to Order The special meeting of the New Milford Board of Education was called to order at 6:32 p.m. by Mrs. Wendy Faulenbach, Chairperson.	Call to Order
2.	Public Comment None	Public Comment
3.	ITEMS OF INFORMATION A. Discussion and possible action regarding 2023-24 annual evaluation of Superintendent. Executive session anticipated. <i>Mrs. Faulenbach moved that the Board enter into executive session for the purpose of evaluation of the Superintendent's annual performance and discussion of a new contract of employment with the Superintendent and I further move that the Board invite Superintendent Janet Parlato into the executive session. Seconded by Mr. Hansell. Vote passed 7-0-1. Mr. O'Brien was not present.</i> <i>The Board entered Executive Session at 6:33 pm.</i> <i>Mr. O'Brien arrived at 6:35 pm.</i> <i>The Board returned from Executive Session at 8:27 pm.</i> <i>Mrs. McInerney moved that the Board authorize the Board Chairperson to prepare and issue to the Superintendent a written annual evaluation for</i>	ITEMS OF INFORMATION A. Discussion and possible action regarding 2023-24 annual evaluation of Superintendent. Executive session anticipated. Motion made that the Board enter into executive session for the purpose of evaluation of the Superintendent's annual performance and discussion of a new contract of employment with the Superintendent and I further move that the Board invite Superintendent Janet Parlato into the executive session. Motion passed 7-0-1. Motion made that the Board authorize the Board Chairperson to prepare and issue to the Superintendent a written

	<p><i>2023-24 pursuant to the terms of the Board's discussion in executive session and subject to any necessary legal review. Seconded by Mr. McCauley. Vote passed unanimously.</i></p> <p><i>Mr. Hansell moved that the Board authorize the Board Chairperson to offer the Superintendent a new three year employment agreement pursuant to the terms of the Board's discussion in executive session and subject to any necessary legal review. Seconded by Mr. McCauley. Vote passed unanimously.</i></p>	<p>annual evaluation for 2023-24 pursuant to the terms of the Board's discussion in executive session and subject to any necessary legal review. Vote passed unanimously.</p> <p>Motion made that the Board authorize the Board Chairperson to offer the Superintendent a new three year employment agreement pursuant to the terms of the Board's discussion in executive session and subject to any necessary legal review. Vote passed unanimously.</p>
<p>4.</p>	<p>Adjourn <i>Mrs. Sarich moved to adjourn the meeting at 8:28 p.m., seconded by Mr. O'Brien.</i></p>	<p>Adjourn <i>Motion made and passed unanimously to adjourn the meeting at 8:28 p.m.</i></p>

Respectfully submitted:



Tammy McInerney
 Secretary
 New Milford Board of Education



RANGE	MAJOR OBJECT CODE DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
100'S	SALARIES - CERTIFIED	32,733,177	0	32,733,177	568,229	0	32,164,948	1.74%
100'S	SALARIES - NON CERTIFIED	10,632,621	0	10,632,621	784,608	0	9,848,013	7.38%
200'S	BENEFITS	12,619,527	0	12,619,527	2,991,065	8,178,593	1,449,869	88.51%
300'S	PROFESSIONAL SERVICES	4,272,573	0	4,272,573	757,624	2,199,281	1,315,668	69.21%
400'S	PROPERTY SERVICES	956,488	0	956,488	202,271	259,772	494,445	48.31%
500'S	OTHER SERVICES	11,941,059	0	11,941,059	932,709	9,461,972	1,546,378	87.05%
600'S	SUPPLIES	2,913,450	0	2,913,450	436,207	1,699,614	777,629	73.31%
700'S	CAPITAL	73,948	0	73,948	26,394	12,797	34,757	53.00%
800'S	DUES AND FEES	108,225	0	108,225	59,182	14,729	34,313	68.29%
900'S	REVENUE	-2,788,559	0	-2,788,559	-45,148	0	-2,743,411	1.62%
GRAND TOTAL		73,462,509	0	73,462,509	6,713,141	21,826,759	44,922,608	38.85%

SALARIES - NON CERTIFIED BREAKOUT

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
51180	SALARIES - NON CERT - STIPENDS	567,125	0	567,125	3,149	0	563,976	0.56%
51201	SALARIES - NON CERT - PARA EDUCATORS	2,319,679	0	2,319,679	24,107	0	2,295,572	1.04%
51202	SALARIES - NON CERT - SUBSTITUTES	1,023,360	0	1,023,360	1,909	0	1,021,451	0.19%
51210	SALARIES - NON CERT - SECRETARY	2,395,436	0	2,395,436	256,110	0	2,139,326	10.69%
51225	SALARIES - NON CERT - TUTORS	134,201	0	134,201	1,359	0	132,842	1.01%
51240	SALARIES - NON CERT - CUSTODIAL	2,055,127	0	2,055,127	308,581	0	1,746,546	15.02%
51250	SALARIES - NON CERT - MAINTENANCE	1,028,252	0	1,028,252	135,832	0	892,420	13.21%
51285	SALARIES - NON CERT - TECHNOLOGY	540,116	0	540,116	52,551	0	487,565	9.73%
51336	SALARIES - NON CERT - NURSES	569,325	0	569,325	1,010	0	568,315	0.18%
TOTAL		10,632,621	0	10,632,621	784,608	0	9,848,013	7.38%

BENEFIT BREAKOUT

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
52200	BENEFITS - FICA	638,191	0	638,191	59,300	0	578,891	9.29%
52201	BENEFITS - MEDICARE	574,096	0	574,096	20,591	0	553,505	3.59%
52300	BENEFITS - PENSION	1,122,406	0	1,122,406	0	1,122,406	0	100.00%
52600	BENEFITS - UNEMPLOYMENT COMP	25,000	0	25,000	4,063	13,586	7,351	70.59%
52810	BENEFITS - HEALTH INSURANCE	9,598,448	0	9,598,448	2,789,142	6,527,014	282,292	97.06%
52820	BENEFITS - DISABILITY INSURANCE	105,000	0	105,000	8,191	96,809	0	100.00%
52830	BENEFITS - LIFE INSURANCE	144,000	0	144,000	10,950	121,050	12,000	91.67%
52900	BENEFITS - OTHER EMPLOYEE BENEFITS	412,386	0	412,386	98,827	297,729	15,830	96.16%
TOTAL		12,619,527	0	12,619,527	2,991,065	8,178,593	1,449,869	88.51%



EXPENDITURES

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
51110	CERTIFIED SALARIES	32,733,177	0	32,733,177	568,229	0	32,164,948	1.74%
51200	NON-CERTIFIED SALARIES	10,632,621	0	10,632,621	784,608	0	9,848,013	7.38%
52000	BENEFITS	12,619,527	0	12,619,527	2,991,065	8,178,593	1,449,869	88.51%
53010	LEGAL SERVICES	279,880	0	279,880	0	279,880	0	100.00%
53050	CURRICULUM DEVELOPMENT	80,000	0	80,000	1,221	0	78,779	1.53%
53200	PROFESSIONAL SERVICES	2,403,010	0	2,403,010	572,829	1,010,721	819,460	65.90%
53201	MEDICAL SERVICES - SPORTS	2,700	0	2,700	0	0	2,700	0.00%
53210	TIME & ATTENDANCE SOFTWARE	7,500	0	7,500	483	0	7,017	6.44%
53220	IN SERVICE	146,150	0	146,150	39,809	0	106,341	27.24%
53230	PUPIL SERVICES	645,336	0	645,336	20,134	579,220	45,982	92.87%
53300	OTHER PROF/ TECH SERVICES	35,410	0	35,410	6,703	10,341	18,366	48.13%
53310	AUDIT/ACCOUNTING	45,450	0	45,450	0	45,450	0	100.00%
53500	TECHNICAL SERVICES	241,892	0	241,892	104,251	3,713	133,928	44.63%
53530	SECURITY SERVICES	267,042	0	267,042	0	267,042	0	100.00%
53540	SPORTS OFFICIALS SERVICES	118,203	0	118,203	12,194	2,914	103,095	12.78%
54101	CONTRACTUAL TRASH PICK UP	83,766	0	83,766	12,730	57,075	13,961	83.33%
54301	REPAIRS & MAINTENANCE	491,487	0	491,487	100,589	64,778	326,120	33.65%
54303	GROUNDS MAINTENANCE	12,200	0	12,200	1,224	2,424	8,552	29.90%
54310	GENERAL REPAIRS	44,170	0	44,170	7,029	13,761	23,380	47.07%
54320	TECHNOLOGY RELATED REPAIRS	43,947	0	43,947	1,127	1,957	40,863	7.02%
54411	WATER	68,195	0	68,195	8,948	59,247	0	100.00%
54412	SEWER	14,300	0	14,300	7,204	7,096	0	100.00%
54420	LEASE/RENTAL EQUIP/VEH	198,423	0	198,423	63,419	53,435	81,569	58.89%
55100	PUPIL TRANSPORTATION - OTHER	185,200	0	185,200	494	75,206	109,500	40.87%
55101	PUPIL TRANS - FIELD TRIP	56,900	0	56,900	281	0	56,619	0.49%
55110	STUDENT TRANSPORTATION	6,390,980	0	6,390,980	166,841	5,871,484	352,655	94.48%
55200	GENERAL INSURANCE	345,363	0	345,363	321,839	23,400	124	99.96%
55300	COMMUNICATIONS	28,396	0	28,396	5,663	14,453	8,279	70.84%
55301	POSTAGE	28,200	0	28,200	732	23,267	4,201	85.10%
55302	TELEPHONE	45,896	0	45,896	7,339	36,341	2,216	95.17%



EXPENDITURES

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
55400	ADVERTISING	10,000	0	10,000	0	405	9,595	4.05%
55505	PRINTING	28,160	0	28,160	-1,023	6,116	23,067	18.09%
55600	TUITION - TRAINING	30,000	0	30,000	0	0	30,000	0.00%
55610	TUITION - PUBLIC PLACEMENTS	1,594,949	0	1,594,949	46,692	986,166	562,091	64.76%
55630	TUITION - PRIVATE PLACEMENTS	3,153,050	0	3,153,050	380,458	2,425,014	347,578	88.98%
55800	TRAVEL	43,965	0	43,965	3,393	120	40,452	7.99%
56100	GENERAL INSTRUCTIONAL SUPPLIES	181,637	0	181,637	50,379	24,834	106,424	41.41%
56110	INSTRUCTIONAL SUPPLIES	491,493	0	491,493	130,523	64,695	296,275	39.72%
56120	ADMIN SUPPLIES	33,678	0	33,678	5,239	3,479	24,961	25.88%
56210	NATURAL GAS	250,424	0	250,424	10,554	239,870	0	100.00%
56220	ELECTRICITY	1,064,997	0	1,064,997	137,966	927,031	0	100.00%
56230	PROPANE	4,251	0	4,251	0	0	4,251	0.00%
56240	OIL	234,796	0	234,796	0	234,796	0	100.00%
56260	GASOLINE	37,286	0	37,286	1,783	27,917	7,586	79.65%
56290	FACILITIES SUPPLIES	323,542	0	323,542	37,793	140,835	144,914	55.21%
56291	MAINTENANCE COMPONENTS	16,475	0	16,475	1,870	400	14,205	13.78%
56292	UNIFORMS/ CONTRACTUAL	13,622	0	13,622	0	0	13,622	0.00%
56293	GROUNDKEEPING SUPPLIES	25,445	0	25,445	6,466	19	18,960	25.49%
56410	TEXTBOOKS	41,064	0	41,064	34	15,502	25,528	37.83%
56411	CONSUMABLE TEXTS	75,313	0	75,313	49,620	2,747	22,946	69.53%
56420	LIBRARY BOOKS	64,591	0	64,591	0	7,590	57,001	11.75%
56430	PERIODICALS	15,717	0	15,717	2,879	8,989	3,848	75.51%
56460	WORKBOOKS	3,000	0	3,000	0	0	3,000	0.00%
56500	SUPPLIES - TECH RELATED	36,119	0	36,119	1,101	910	34,108	5.57%
57340	COMPUTERS	48,624	0	48,624	19,147	7,834	21,643	55.49%
57345	INSTRUCTIONAL EQUIPMENT	15,824	0	15,824	5,920	4,222	5,682	64.09%
57400	GENERAL EQUIPMENT	5,000	0	5,000	1,327	741	2,932	41.36%
57500	FURNITURE & FIXTURES	4,500	0	4,500	0	0	4,500	0.00%
58100	DUES & FEES	108,225	0	108,225	59,182	14,729	34,313	68.29%
EXPENDITURE TOTAL		76,251,068	0	76,251,068	6,758,289	21,826,759	47,666,020	37.49%



REVENUES

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
43103	EXCESS COSTS	-2,321,720	0	-2,321,720	0	0	-2,321,720	0.00%
43105	MEDICAID REIMBURSEMENT	-79,000	0	-79,000	-45,148	0	-33,852	57.15%
44705	BUILDING USE FEES (BASE RENTAL)	-42,490	0	-42,490	0	0	-42,490	0.00%
49102	BUILDING USE FEES (CUSTODIAL)	-35,689	0	-35,689	0	0	-35,689	0.00%
44800	REGULAR ED TUITION	-143,800	0	-143,800	0	0	-143,800	0.00%
44822	SPECIAL ED TUITION	-34,660	0	-34,660	0	0	-34,660	0.00%
49103	DCF TUITION	-85,000	0	-85,000	0	0	-85,000	0.00%
44860	ADMISSIONS/ATHLETIC GATE RECEIPTS	-18,400	0	-18,400	0	0	-18,400	0.00%
44861	PARKING PERMIT FEES	-27,800	0	-27,800	0	0	-27,800	0.00%
REVENUE TOTAL		-2,788,559	0	-2,788,559	-45,148	0	-2,743,411	1.62%

GRAND TOTAL	73,462,509	0	73,462,509	6,713,141	21,826,759	44,922,608	38.85%
--------------------	-------------------	----------	-------------------	------------------	-------------------	-------------------	---------------

BOE Capital Reserve Acct #43020000-10101	
MUNIS Balance as of 7/1/22	3,039,825
Contribution Towards NMHS Roof Replacement	-450,000
Approved by BoF - 5 year Capital Withdraw 22/23	-980,030
Close and return of Security Grant Set-Asside	201,875
Wastewater Management Plan - SMS	-20,000
NMHS Woodshop	-233,980
Central Office to SNIS Move	-150,000
Fiscal Year End 21/22 Deposit	2,816,025
New Security Grant Set-Asside	-139,800
1/2 of NMHS Fire Insurance Claim Shortfall	-28,538
Approved by BoF - 5 year Capital Withdraw 23/24	-984,078
Observatory Contribution	-12,500
Additional HVAC FUNDS	-150,000
Fiscal Year End 22/23 Deposit	1,568,696
Energy Systems Group 2023 & 2024 Payments	-895,443
*TOTAL AS OF 8/31/24	3,582,051

Turf Field Replacement Acct Contributions #43020000-10130	
FROM BOE 17/18 FYE BALANCE	50,000
FROM BOE 18/19 FYE BALANCE	50,000
FROM BOE TEAM FEE'S & BANNER SALES - 16/17, 17/18, 18/19	10,225
FROM TOWN DATED 6/4/20	50,000
FROM TOWN DATED 6/16/21	50,000
FROM BOE TEAM FEE'S & BANNER SALES - 19/20	3,765
FROM BOE TEAM FEE'S & BANNER SALES - 20/21	1,890
FROM BOE 20/21 FYE BALANCE	100,000
FROM TOWN DATED 6/9/22	50,000
CONTRIBUTION - FROM BOE 21/22 FYE BALANCE	50,000
FROM BOE TEAM FEE'S & BANNER SALES - 21/22 & 22/23	12,960
CONTRIBUTION - FROM BOE 22/23 FYE BALANCE	100,000
CONTRIBUTION - FROM TOWN 22/23 FYE BALANCE	100,000
FROM TOWN DATED 4/18/24	50,000
TOTAL AS OF 8/31/24	678,840



WHEREAS, the equipment, supplies and/or services for which the following Purchase Orders have been issued and deemed necessary by the Superintendent of Schools, and the cost, thereof, are within the budget appropriations approved by the voters of the Town, NOW, BE IT RESOLVED, that the said purchase orders and all disbursements in connection, thereof, are hereby approved.

Funding	Location	Vendor Name	Description	Amount	Object Code
GRANT/GENERAL	SPED	INTEGRATED PEDIATRICS/J. WICKLINE	OCCUPATIONAL & PHYSICAL THERAPY - 24/25 YEARLY	\$ 284,308.00	53230
5 YEAR CAPITAL	FACILITIES	SIEMENS INDUSTRY	DESIGO BUILDING AUTOMATION SOFTWARE FOR HVAC	\$ 139,559.00	53204
GENERAL	SPED	NAME WITHHELD	TUITION REIMBURSEMENT AS PER AGREEMENT / PLACEMENT	\$ 126,000.00	55630
GENERAL	DISTRICT	ALL-STAR TRANSPORTATION	TRANSPORTATION - CREDIT RECOVERY DURING SUMMER 2024	\$ 96,525.00	55110
5 YEAR CAPITAL	FACILITIES	CONSULTING ENGINEERING SERVICES	PARTIAL PAYMENT - WORK COMPLETED ON HVAC EVALS.	\$ 57,252.38	53204
GENERAL	NMHS	JTR TRANSPORTATION	EXPECTED ATHLETIC TRANSPORTATION - 24/25 YEARLY	\$ 40,000.00	55100
GENERAL	SPED	SPEECH PATHOLOGY GROUP	SPEECH & LANGUAGE SERVICES - 24/25 YEARLY	\$ 36,318.75	53230
GENERAL	SPED	SOLACIUM/FULSHEAR TREATMENT	TUITION AS PER MEDIATION / PLACEMENT	\$ 25,000.00	55630
5 YEAR CAPITAL	IT	CDW	DELL CTO 9530 LAPTOPS (13 UNITS)	\$ 21,840.00	57340
GENERAL	DISTRICT	PARENTSQUARE	SOFTWARE SERVICES - 24/25 YEARLY	\$ 16,425.00	53500
5 YEAR CAPITAL	FACILITIES	DAVID J HULL	BOSCH ALARM CONTROL PANEL FOR NMHS	\$ 15,029.94	56999
GENERAL	NMHS	COACH TOURS	EXPECTED ATHLETIC TRANSPORTATION - 24/25 YEARLY	\$ 15,000.00	55100
5 YEAR CAPITAL	FACILITIES	DALENE HARDWOOD FLOORING	CARPET INSTALLS IN ROOMS 179 & 245 FOR CENTRAL OFFICE	\$ 14,000.00	57500
GENERAL	SPED	KILDONAN SCHOOL	TUTORING AGREEMENT AS PER IEP - 24/25 YEARLY	\$ 12,500.00	53200
GENERAL	IT	LEVEL DATA, LLC	SOFTWARE SERVICES - 24/25 YEARLY	\$ 11,086.40	53200
GENERAL	NMHS	LIBERTY	EXPECTED ATHLETIC TRANSPORTATION - 24/25 YEARLY	\$ 10,000.00	55100
GENERAL	NMHS	SEVERIN INTER HOLDINGS/POWERSCHOOL	NAVIANCE SOFTWARE SERVICES - 24/25 YEARLY	\$ 8,328.03	53200
GENERAL	NMHS	ALL-STAR TRANSPORTATION	EXPECTED ATHLETIC TRANSPORTATION - 24/25 YEARLY	\$ 7,500.00	55100
GENERAL	DISTRICT	TRAVELERS INDEMNITY COMPANY	STUDENT ACCIDENT LIABILITY POLICY	\$ 7,497.00	55200
GENERAL	NMHS	ALL AMERICAN SPORTS/RIDDELL	RECONDITIONING OF HELMETS (87) & SHOULDER PADS (76)	\$ 7,384.45	53540
GENERAL	FACILITIES	KONE, INC.	ELEVATOR MAINTENANCE FOR SNIS	\$ 6,814.68	54301
GENERAL	NES	SCHOOL SPECIALTY	FIRST GRADE TEACHING SUPPLIES	\$ 6,623.57	56110
GENERAL	NMHS	ALL AMERICAN SPORTS/RIDDELL	NEW HELMETS (11) & NEW SHOULDER PADS (11)	\$ 6,373.50	56100
GENERAL	NES	SCHOOL SPECIALTY	KINDERGARTEN TEACHING SUPPLIES	\$ 5,492.53	56110

ITEMS LISTED IN BOLD AND ITALIC FONT ABOVE WERE FUNDED VIA GRANT(S)



BUDGET TRANSFER REQUESTS

AGENDA ITEM 3A-3
SEPTEMBER 2024 MEETING

	DETAIL			FROM (-)			TO (+)		
	#	REASON	AMOUNT	LOCATION	ORG	OBJECT	LOCATION	ORG	OBJECT
Requesting Approval Across MOC				NONE AT THIS TIME					

	DETAIL			FROM (-)			TO (+)		
	#	REASON	AMOUNT	LOCATION	ORG	OBJECT	LOCATION	ORG	OBJECT
Informational Within Major Object Code				NONE AT THIS TIME					



TO: Dr. Janet Parlato, Superintendent
FROM: Anthony J. Giovannone, Director of Fiscal Services and Operations
Date: September 3, 2024
RE: Tuition Rates for 2024-2025

This is to advise you that the grade level tuition rates in the 2024/2025 school year for out of district students who wish to attend New Milford Public Schools (NMPS) has been calculated and the rates are as follows:

School	23/24 Tuition Rates	24/25 Tuition Rate	% Increase
New Milford High School	\$14,246	\$14,636	2.74%
Schaghticoke Middle School	\$12,300	\$12,596	2.41%
K-5 Schools	\$12,100	\$12,353	2.09%

Tuition rates are based on the 2024/2025 regular education costs and the projected enrollment levels at each school from when the budget was built. Costs for Special Education and transportation are excluded from the calculation. Please note; if an out of district child requires special education services based on an Individual Educational Plan, the costs for those services will be billed separately to the parents/guardians.

The revenue for this type of tuition goes to the Town and gets deposited in the MUNIS account 10470100-44801. The last 5 years of activity for this account is summarized in the below chart.

	19/20	20/21	21/22	22/23	23/24
Budget	\$20,000.00	\$40,000.00	\$20,000.00	\$20,000.00	\$27,754.00
Received	\$16,717.65	\$30,728.50	\$27,124.00	\$27,754.00	\$28,492.00
5 year average of revenue received	\$26,163.23				

The information above does not apply to Sherman students attending NMPS as there is a separate agreement in place with that district.

Sincerely,
 Anthony J. Giovannone
 Director of Fiscal Services and Operations



NEW MILFORD PUBLIC SCHOOLS

Office of the Assistant Superintendent

25 Sunny Valley Rd Ste A

New Milford, Connecticut 06776

(860) 354-3235

FAX (860) 210-2643

TO: Janet Parlato, Superintendent
FROM: Holly Hollander, Assistant Superintendent
DATE: September 4, 2024
RE: 2024-2025 Tuition Students

Listed below are the tuition students for the 2024-2025 school year:

- Freshman student to attend New Milford High School (full tuition rate)
- Twelfth Grade student to attend New Milford High School (full tuition rate)



TO: Dr. Janet Parlato, Superintendent
FROM: Anthony J. Giovannone, Director of Fiscal Services and Operations
Date: September 3, 2024
RE: Tutor Rate of Pay

Tutors in the district currently get paid an hourly rate of \$17.00 per hour. The recommendation is to increase their pay to \$18.50 per hour in order be more competitive in attracting and keeping employees in these positions.

The number of Tutors were reduced in the 24/25 budget and the district has difficulty staffing the remaining positions. The total number of Tutor positions is currently 11.50 which is shown in the chart below. Only 4.50 of these are currently filled however.

	General Fund FTE	Grant Fund FTE	Total
DOI Tutors	5	1.5	6.5
SPED Tutors	4	1	5
Grand Total	9	2.5	11.5

The 24/25 budget amount for General Fund allocated towards Tutors is \$132,842.48. This General Fund budget as well as the budget(s) in grants where Tutors are employed, can sustain the pay rate increase recommended above without exceeding budget; even once several of the open vacancies are filled. These employees do not work 7+ hours per day for 181 days per year. They paid via time sheets so the hours worked on any given week come from the needs of the student(s) they are working with.

Sincerely,
Anthony J. Giovannone
Director of Fiscal Services and Operations

Note: Boards of Education are required to approve the Connecticut Association of Boards of Education Connecticut School Climate Policy by July 1, 2025. They may adopt the policy prior to that date. The one page document “Background Regarding Connecticut School Climate Policy” provides information about the development of the policy.

**Series 5000
Students**

5131.91

CONNECTICUT SCHOOL CLIMATE POLICY

Policy Statement

All schools must support and promote teaching and learning environments where all students thrive academically and socially, have a strong and meaningful voice, and are prepared for lifelong success.

Implementation of the following set of guiding principles and systemic strategies will promote a positive school climate, which is essential to achieving these goals.

This policy sets forth the framework for an effective and informed school climate improvement process, which includes a continuous cycle of (i) planning and preparation, (ii) evaluation, (iii) action planning, and (iv) implementation, and serves to actualize the Connecticut School Climate Standards, as detailed herein.

The Board recognizes that improving school climate is contextual. Each school needs to consider its history, strengths, needs, and goals. Furthermore, this policy will support and promote the development of restorative action plans that will create and sustain safe and equitable learning environments.

The New Milford District Board of Education adopts this policy.

Definitions

1. **“School climate”** means the quality and character of the school life, with a particular focus on the quality of the relationships within the school community, and which is based on patterns of people's experiences of school life and that reflects the norms, goals, values, interpersonal relationships, teaching, learning, leadership practices and organizational structures within the school community.
2. **“Positive Sustained School Climate”** is the foundation for learning and positive youth development and includes:
 - a. Norms, values, and expectations that support people feeling socially, emotionally, culturally, racially, intellectually, and physically safe.
 - b. People who treat one another with dignity and are engaged, respected and solve problems restoratively.
 - c. A school community that works collaboratively together to develop, live, and contribute to a shared school vision.
 - d. Adults who model and nurture attitudes that emphasize the benefits and satisfaction gained from learning; and
 - e. A school community that contributes to the operations of the school and the care of the physical environment.

3. **“Social and emotional learning”** means the process through which children and adults achieve emotional intelligence through the competencies of self-awareness, self-management, social awareness, relationship skills and responsible decision-making.
4. **“Emotional intelligence”** means the ability to (A) perceive, recognize, and understand emotions in oneself or others, (B) use emotions to facilitate cognitive activities, including, but not limited to, reasoning, problem solving and interpersonal communication, (C) understand and identify emotions, and (D) manage emotions in oneself and others.
5. **“Bullying”** means unwanted and aggressive behavior among children in grades kindergarten to twelve, inclusive, that involves a real or perceived power imbalance.
6. **“School environment”** means a school-sponsored or school-related activity, function or program, whether on or off school grounds, including at a school bus stop or on a school bus or other vehicle owned, leased or used by a local or regional board of education, and may include other activities, functions or programs that occur outside of a school-sponsored or school-related activity, function or program if bullying at or during such other activities, functions or programs negatively impacts the school environment.
7. **“Cyberbullying”** means any act of bullying through the use of the Internet, interactive and digital technologies, cellular mobile telephone or other mobile electronic devices or any other electronic communication.
8. **“Teen dating violence”** means any act of physical, emotional or sexual abuse, including stalking, harassing and threatening, that occurs between two students who are currently in or who have recently been in a dating relationship.
9. **“Mobile electronic device”** means any hand-held or other portable electronic equipment capable of providing data communication between two or more individuals, including, but not limited to, a text messaging device, a paging device, a personal digital assistant, a laptop computer, equipment that is capable of playing a video game or a digital video disk or equipment on which digital images are taken or transmitted.
10. **“Electronic communication”** means any transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photoelectronic or photo-optical system.
11. **“School climate improvement plan”** means a building-specific plan developed by the school climate committee, in collaboration with the school climate specialist, using school climate survey data and any other relevant information, through a process that engages all members of the school community and involves such members in a series of overlapping systemic improvements, school-wide instructional practices and relational practices that prevent, identify and respond to challenging behavior, including, but not limited to alleged bullying and harassment in the school environment.

12. **“Restorative practices”** means evidence and research-based system-level practices that focus on (A) building high-quality, constructive relationships among the school community, (B) holding each student accountable for any challenging behavior, and (C) ensuring each such student has a role in repairing relationships and reintegrating into the school community.
13. **“School climate survey”** means a research-based, validated and developmentally appropriate survey administered to students, school employees and families of students, in the predominant languages of the members of the school community, that measures and identifies school climate needs and tracks progress through a school climate improvement plan.
14. **“Connecticut school climate policy”** means the school climate policy developed, updated and approved by an association in the state that represents boards of education and adopted by the Social and Emotional Learning and School Climate Advisory Collaborative, established pursuant to section 10-222q of the general statutes, as amended by this act, that provides a framework for an effective and democratically informed school climate improvement process that serves to implement Connecticut school climate standards, and includes a continuous cycle of (A) planning and preparation, (B) evaluation, (C) action planning, and (D) implementation.
15. **“School employee”** means (A) a teacher, substitute teacher, administrator, school superintendent, school counselor, school psychologist, social worker, school nurse, physician, paraeducator or coach employed by a local or regional board of education, or (B) any other individual who, in the performance of his or her duties, has regular contact with students and who provides services to or on behalf of students enrolled in a public school, pursuant to a contract with a local or regional board of education.
16. **“School community”** means any individuals, groups, businesses, public institutions and nonprofit organizations that are invested in the welfare and vitality of a public school system and the community in which it is located, including, but not limited to, students and their families, members of the local or regional board of education, volunteers at a school and school employees.
17. **“Challenging behavior”** means behavior that negatively impacts school climate or interferes, or is at risk of interfering, with the learning or safety of a student or the safety of a school employee.
18. **“Evidence Based Practices”** in education refers to instructional and school-wide improvement practices that systematic empirical research has provided evidence of statistically significant effectiveness.

19 **“Effective School Climate Improvement”** is a restorative process that engages all stakeholders in the following six essential practices:

- A. Promoting decision-making that is collaborative and actively involves all stakeholders (e.g., school personnel, students, families, community members) with varied and meaningful roles and perspectives where all voices are heard;
- B. Utilizing psychometrically sound quantitative (e.g., school climate survey, discipline data) and qualitative (e.g., interviews, focus groups) data to drive action planning, preventive and intervention practices and implementation strategies that continuously improve all dimensions of school climate, including regularly collecting data to evaluate progress and inform the improvement process;
- C. Tailoring improvement goals to the unique needs of the students, educators, and broader school community. These goals shall be integrated into overall school improvement efforts thereby leveraging school strengths to address evidence-based areas of need, while sustaining the improvement process over time;
- D. Fostering adult learning in teams and/or professional learning communities to build capacity building among school personnel and develop common staff skills to educate the whole child;
- E. Basing curriculum, instruction, student supports, and interventions on scientific research and grounding in cognitive, social-emotional, and psychological theories of youth development. Interventions include strength-based programs and practices that together represent a comprehensive continuum of approaches to promote healthy student development and positive learning environments as well as address individual student barriers to learning and adult barriers to teaching; and
- F. Strengthening policies and procedures related to:
 - a. climate and restorative informed teaching and learning environments;
 - b. infrastructure to facilitate data collection, analysis, and effective planning;
 - c. implementation of school climate improvement plans with the goal of becoming restorative;
 - d. evaluation of the school climate improvement process; and
 - e. sustainability of school climate and restorative improvement efforts.

School Climate Coordinator Roles and Responsibilities

For the school year commencing July 1, 2025, and each school year thereafter, the superintendent of schools for each school district, or an administrator appointed by the superintendent, shall serve as the school climate coordinator for the school district.

The school climate coordinator shall be responsible for:

- 1. providing district-level leadership and support for the implementation of the school climate improvement plan for each school;
- 2. collaborating with the school climate specialist, for each school to (A) develop a continuum of strategies to prevent, identify and respond to challenging behavior, including, but not limited to, alleged bullying and harassment in the school environment,

and (B) communicate such strategies to the school community, including, but not limited to, through publication in the district student handbook;

3. collecting and maintaining data regarding school climate improvement, including, but not limited to, school discipline records, school climate assessments, attendance rates, social and emotional learning assessments, academic growth data, types and numbers of alleged and verified bullying complaints submitted by members of the school community, types and numbers of challenging behaviors addressed using the restorative practices response policy, and data concerning the implementation and outcome of restorative practices; and
4. meeting with the school climate specialist for each school at least twice during the school year to (A) identify strategies to improve school climate, including, but not limited to, by responding to challenging behavior and implementing evidence and research-based interventions, such as restorative practices, (B) propose recommendations for revisions to the school climate improvement plan, and (C) assist with the completion of the school climate survey.

School Climate Specialist

For the school year commencing July 1, 2025, and each school year thereafter, the principal of each school, or a school employee who holds professional certification pursuant to section 10- 145 of the general statutes, is trained in school climate improvement or restorative practices and is designated as the school climate specialist by the school principal, shall serve as the school climate specialist for the school.

The school climate specialist shall be responsible for:

1. leading in the prevention, identification, and response to challenging behavior, including, but not limited to, reports of alleged bullying and harassment;
2. implementing evidence and research-based interventions, including, but not limited to, restorative practices;
3. scheduling meetings for and leading the school climate committee; and
4. leading the implementation of the school climate improvement plan.

School Climate Committee

For the school year commencing July 1, 2025, and each school year thereafter, each school climate specialist shall appoint members to the school climate committee who are diverse, including members who are racially, culturally, and linguistically representative of various roles in the school community.

The school climate committee shall consist of:

1. the school climate specialist;

2. a teacher selected by the exclusive bargaining representative for certified employees chosen pursuant to section 10-153b of the general statutes;
3. a demographically representative group of students enrolled at the school, as developmentally appropriate;
4. families of students enrolled at the school; and
5. at least two members of the school community, as determined by the school climate specialist.

Membership of the school climate committee shall be annually reviewed and approved by the school climate specialist, in coordination with the school climate coordinator.

The school climate committee shall be responsible for:

1. assisting in the development, annual scheduling, and administration of the school climate survey, and reviewing of the school climate survey data.
2. using the school climate survey data to identify strengths and challenges to improve school climate, and to create or propose revisions to the school climate improvement plan.
3. assisting in the implementation of the school climate improvement plan and recommending any improvements or revisions to the plan.
4. advising on strategies to improve school climate and implementing evidence and research-based interventions, including, but not limited to, restorative practices, in the school community.
5. annually providing notice of the uniform challenging behavior and/or bullying complaint form, or similar complaint form used by the school, to the school community.

School Climate Survey

For the school year commencing July 1, 2025, and biennially thereafter, the school climate committee, for each school, shall administer a school climate survey to students, school employees and families of students, provided the parent or guardian of each student shall receive prior written notice of the content and administration of such school climate survey and shall have a reasonable opportunity to opt such student out of such school climate survey.

School Climate Improvement Plan

For the school year commencing July 1, 2025, and each school year thereafter, the school climate specialist, for each school, in collaboration with the school climate coordinator, shall develop, and update as necessary, a school climate improvement plan. Such plan shall be based on the results of the school climate survey, any recommendations from the school climate committee, including the protocols, supports, and any other data the school climate specialist and school climate coordinator deem relevant. Such plan shall be submitted to the school climate coordinator for review and approval on or before December thirty-first of each school year. Upon approval of such plan, a written or electronic copy of such plan shall be made available to members of the school community and such plan shall be used in the prevention of, identification of and response to all challenging behavior.

Additionally, districts may place the school climate improvement plans into their district and school improvement plans.

Training

For the school year commencing July 1, 2024, and each school year thereafter, each local and regional Board of Education shall provide resources and training to school employees regarding:

1. social and emotional learning;
2. school climate and culture and evidence and research-based interventions; and
3. restorative practices.

Such resources and training may be made available at each school under the jurisdiction of such board and include technical assistance in the implementation of a school climate improvement plan. Any school employee may participate in any such training offered by the board under this section. The school climate coordinator, shall select, and approve, the individuals or organizations that will provide such training.

Funding

The school district shall in its discretion allocate sufficient funding to satisfy the requirements of this policy for all schools in the district. Such funding shall be distributed accordingly, with Superintendent approval, for assessments and professional development, as well as for school community outreach, training, and technical assistance.

Accountability

The Board shall adopt and allocate adequate resources to support the Connecticut School Climate Policy and adhere to state regulations set forth in Public Act 23-167.

Connecticut School Climate Standards

1. The school district community² has a shared vision and plan for promoting and sustaining a positive school climate³ that focuses on prevention, identification, and response to all challenging behavior⁴.
2. The school district community adopts policies that promote:
 - a. a sound school environment that develops and sustains academic, social, emotional, ethical, civic, and intellectual skills; and

² School Community means any individuals, groups or businesses, public institutions and nonprofit organizations invested in the welfare and vitality of a public school system and the community in which it is located, including, but not limited to, students and their families, members of the local or regional board of education, volunteers at a school and school employees.

³ School climate means the quality and character of the school life, with a particular focus on the quality of relationships within the school community, and which is based on patterns of people's experiences of school life, and that reflects the norms, goals, values and interpersonal relationships, teaching, learning, leadership practices and organizational structures within the school community.

⁴ Challenging behavior means behavior that negatively impacts school climate or interferes, or is at risk of interfering, with the learning or safety of a student or the safety of a school employee.

- b. a restorative school environment focused on overcoming barriers to teaching and learning by building and supporting meaningful school-wide relationships, and intentionally re-engaging any disengaged students, educators, and families of students in the school community.
3. The school community's practices are identified, prioritized, and supported to:
- a. promote learning and the positive academic, social, emotional, ethical, and civic development of students;
 - b. enhance engagement in teaching, learning, and school-wide activities;
 - c. address barriers to teaching and learning; and
 - d. develop and sustain a restorative infrastructure that builds capacity, accountability, and sustainability.
4. The school community creates a school environment⁵ where *everyone* is safe, welcomed, supported, and included in all school-based activities.
5. The school community creates a restorative system that cultivates a sense of belonging through norms and activities that promote social and civic responsibility, and a dedication to cultural responsiveness, diversity, equity, and inclusion.

Approved:
Revised:

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut

⁵ School environment means a school-sponsored or school-related activity, function or program, whether on or off school grounds, including at a school bus stop or on a school bus or other vehicle owned, leased or used by a local or regional board of education, and may include other activities, functions or programs if bullying at or during such other activities, functions, or programs negatively impacts the school environment.

Challenging Behavior Reporting Form

This form is not required by law or policy but serves as a model challenging behavior reporting form that local and regional boards of education may adapt and adopt.

Instructions

This form is for **students, parents or guardians of students enrolled in the school, and school employees** to report any alleged challenging behavioral incidents. Challenging behavior is behavior that negatively impacts school climate or interferes, or is at risk with interfering, with the learning or safety of a student or the safety of a school employee. This form should also be used to report alleged bullying incidents, meaning: unwanted and aggressive behavior among children in grades kindergarten to twelve, inclusive, that involves a real or perceived power imbalance.

Complete this form electronically, or in writing, or go to your school climate specialist (principal, vice principal, or other certified administrator) who will assist you with completing this form. All completed reports require a response from the school climate specialist, and every student, parent or guardian, and school employee **who completed this form** will receive a copy of the "Response Process(es) Notification Form" describing the action steps taken, within three (3) school business days after an assessment has been completed.

The school climate specialist will assess the facts of a challenging behavior incident and complete the "Response Process(es) Notification Form" (located on page 5 of this document). A confirmation of receipt of the "challenging behavior reporting form" will be provided to the individual who completed this form within **three (3) school business days**, and the behavioral assessment will be finalized within a reasonable amount of time.

If this is an emergency, and you feel that you or someone else is in imminent danger, please call 911, or your municipal police department.

Name: First _____ Last _____ or check here for any **student** who would like to submit anonymously.

I am a: Student, Parent and/or Guardian or School Employee

Email: _____

Phone Number: _____

Contact me by: Phone Email

Was this previously reported to any school employee prior to this report? If yes, identify to whom, when, and what was reported? _____

Where did the incident occur? _____

Check any boxes that apply.

- | | |
|--|--|
| <input type="checkbox"/> On school property | <input type="checkbox"/> On a school bus |
| <input type="checkbox"/> At a school-sponsored activity or off school property | <input type="checkbox"/> On the way to/from school |
| <input type="checkbox"/> Electronic communication, internet, and social media | <input type="checkbox"/> Outside of school |
| | <input type="checkbox"/> Other |

Approximate date of incident (if known): _____

This form does not modify or eliminate any rights or obligations under state and federal laws, including, any constitutional and civil rights protections, or any applicable policies and procedures or collective bargaining agreements. All students' private and personal information will remain confidential throughout this process, subject to any wavier rights or disclosure responsibilities as permitted or required by law.

Please note: when a student exhibits challenging behavior, our priority is to ensure the safety of the students and the school, and to work with the student(s) to prevent the recurrence of such behavior, including making amends for any challenging behaviors that occurred. Federal law protects the privacy of each student. Therefore, you cannot be provided with any specific information concerning the student alleged to have engaged in the challenging behavior.

Please describe what happened?

Of the following statement(s) check any that may describe or include what happened:

- | | |
|--|---|
| <input type="checkbox"/> Teasing, name-calling, intimidating, or threatening, in person or through electronic communication | <input type="checkbox"/> Making intimidating, and/or threatening gestures or remarks |
| <input type="checkbox"/> Spreading rumors or gossip | <input type="checkbox"/> Getting another person to do any of the behaviors listed above |
| <input type="checkbox"/> Hitting, kicking, shoving, spitting, hair pulling, or throwing something or other acts of physical aggression | <input type="checkbox"/> Unwanted contact of a sexual nature (verbal, non-verbal, physical) |

Do you believe that the reported instance(s) of challenging behavior was in reference to a student's perceived or actual age, ancestry, color, learning disability, marital status, intellectual disability, national origin, physical disability, mental disability, race, religious creed, sex, gender identity or expression, sexual orientation, and status as a veteran? If so, why?

If known, provide the name(s) of any witness(es) of the alleged incident: _____

Date form submitted: _____

***For school climate specialist use only:**

Date received by school climate specialist: _____

Signature of receipt by school climate specialist: _____

This form does not modify or eliminate any rights or obligations under state and federal laws, including, any constitutional and civil rights protections, or any applicable policies and procedures or collective bargaining agreements. All students' private and personal information will remain confidential throughout this process, subject to any wavier rights or disclosure responsibilities as permitted or required by law.

Please note: when a student exhibits challenging behavior, our priority is to ensure the safety of the students and the school, and to work with the student(s) to prevent the recurrence of such behavior, including making amends for any challenging behaviors that occurred. Federal law protects the privacy of each student. Therefore, you cannot be provided with any specific information concerning the student alleged to have engaged in the challenging behavior.

Investigation Form

The purpose of this form is to provide a streamlined process to assess reported instances of challenging behavior.

This form is to be completed by the school climate specialist within a reasonable amount of time. Pursuant to the Federal Education Confidentiality Law (FERPA), students, parents or guardians, and school employees that completed the challenging behavior reporting form **cannot** receive a copy of this “Investigation Form” but will be provided with a copy of the “Response Process(es) Notification Form” after an assessment is completed.

Date “Challenging Behavior Reporting Form” received: _____

Today’s Date: _____

Name of school climate specialist who received the report: _____

Were these events already reported to any school employee? If yes, please identify to whom, when, and what was reported _____

Name of school community member who is reporting the incident: (student, parent or guardian, school or district employee, bystander, anonymous): _____

Name of student or students who were allegedly subjected to the challenging behavior: _____

Name of person or persons who allegedly engaged in the challenging behavior: _____

Where did the alleged incident occur? _____

Date and time alleged incident occurred: (if known): _____

Description of the alleged incident: _____

What investigative processes occurred? Answer all of the following questions below. A single incident may require an assessment into multiple areas. Please check all that apply.

Was this investigated as bullying? YES NO

Was this a verified act of bullying? YES NO

Was this investigated as cyberbullying? YES NO

Was this a verified act of cyberbullying? YES NO

Was this investigated as teen dating violence? YES NO

Was this verified teen dating violence? YES or NO

Was this investigated as an assault? YES NO

Was this a verified assault? YES or NO

Was this investigated as an act of physical violence?
YES NO

Was this a verified act of physical violence?
YES or NO

Was this investigated as a protected class violation/
harassment? YES NO

Was this a verified protected class violation/harassment?
YES NO

Was this investigated as a Title IX violation? YES NO

Was this a verified Title IX violation? YES or NO

Was this a verified act of challenging behavior not listed
above? YES NO

This form does not modify or eliminate any rights or obligations under state and federal laws, including, any constitutional and civil rights protections, or any applicable policies and procedures or collective bargaining agreements. All students' private and personal information will remain confidential throughout this process, subject to any wavier rights or disclosure responsibilities as permitted or required by law.

Please note: when a student exhibits challenging behavior, our priority is to ensure the safety of the students and the school, and to work with the student(s) to prevent the recurrence of such behavior, including making amends for any challenging behaviors that occurred. Federal law protects the privacy of each student. Therefore, you cannot be provided with any specific information concerning the student alleged to have engaged in the challenging behavior.

What was the response by the school climate specialist? (E.g., utilization of restorative practices, school-based threat assessment, safety plan, student support services) Additionally, provide the date of each response.

If applicable, please provide any additional notes, observations, or actions taken as a result of this incident:

Signature or E-signature of responding school climate specialist: _____

Printed name: _____

Date of response: _____

This form does not modify or eliminate any rights or obligations under state and federal laws, including, any constitutional and civil rights protections, or any applicable policies and procedures or collective bargaining agreements. All students' private and personal information will remain confidential throughout this process, subject to any wavier rights or disclosure responsibilities as permitted or required by law.

Please note: when a student exhibits challenging behavior, our priority is to ensure the safety of the students and the school, and to work with the student(s) to prevent the recurrence of such behavior, including making amends for any challenging behaviors that occurred. Federal law protects the privacy of each student. Therefore, you cannot be provided with any specific information concerning the student alleged to have engaged in the challenging behavior.

Response Process(es) Notification Form

The purpose of this form is to provide a template for transparency and accountability to a person(s) that submit(s) a report of challenging behavior.

The school climate specialist will complete and submit this form within three (3) school business days **after an assessment has been finalized** and submit it to the student(s), parent(s), or guardian(s), and/or school employee(s) who completed the “Challenging Behavior Reporting Form”.

Describe the steps taken to address and prevent future instance(s) of challenging behavior(s). Responses may include:

- utilization of restorative practices;
- the completion of a school-based threat assessment;
- safety plan for student(s) involved in the instance of alleged challenging behavior;
- student support services;

Signature or E-signature of school climate specialist: _____

Printed name: _____

Date completed: _____

Definitions and Clarifying Terms

Restorative Practices: Evidence and research-based system-level practices that focus on (A) building high-quality, constructive relationships among the school community, (B) holding each student accountable for any challenging behavior, and (C) ensuring each such student has a role in repairing relationships and reintegrating into the school community.

School Based Threat Assessment: An evidence-based systematic evaluation process used to prevent violence, help troubled students, and avoid over-reactions to challenging behavior.

This form does not modify or eliminate any rights or obligations under state and federal laws, including, any constitutional and civil rights protections, or any applicable policies and procedures or collective bargaining agreements. All students' private and personal information will remain confidential throughout this process, subject to any wavier rights or disclosure responsibilities as permitted or required by law.

Please note: when a student exhibits challenging behavior, our priority is to ensure the safety of the students and the school, and to work with the student(s) to prevent the recurrence of such behavior, including making amends for any challenging behaviors that occurred. Federal law protects the privacy of each student. Therefore, you cannot be provided with any specific information concerning the student alleged to have engaged in the challenging behavior.

3D



NEW MILFORD PUBLIC SCHOOLS
Office of the Assistant Superintendent

25 Sunny Valley Rd, Ste A
New Milford, Connecticut 06776
(860) 354-3235 FAX (860) 210-2643

Ms. Holly Hollander
Assistant Superintendent of Schools

To: Dr. Janet Parlato
From: Holly Hollander
Date: September 5, 2024
Re: Two Percent Education Cost Share Program

The Department of Instruction will be utilizing \$30,000 from the Two Percent Education Cost Share Program for the purpose of supporting the K-8 STEM and after school enrichment programming.

The materials purchased will include:

TAG/Enrichment Program:

3D Printers
Gifted Curriculum

STEM:

3D Doodler
PLTW Units
Tabletop Vertical Whiteboards
Document Camera
Label Maker
Compost Container

All materials purchased will support current units and upcoming development of units during the 24-25 school year.

**ADMINISTRATIVE REGULATIONS REGARDING
FOREIGN EXCHANGE STUDENTS**

In order for a foreign exchange student to be eligible for enrollment in the New Milford Public Schools, the following criteria must be met:

- A. The student must be sufficiently fluent in English so that he/she would not require any special services such as ESL.
- B. The application for admission must be reviewed by the appropriate school administrator before July 1 of the school year for which the student wishes to enroll.
- C. The school must ascertain that the living situation that the student would be living in the local community is appropriate.
- D. The school must have room for the student and be able to accommodate him/her without incurring additional costs or burden.
- E. The student may not be enrolled for more than one year.
- F. The student is not eligible to receive an official New Milford Board of Education diploma but may receive an honorary diploma.
- G. The student may be eligible to play sports if he/she meets the CIAC criteria.
- H. If the student is not participating in and attending the school program or is disruptive to the smooth and efficient operation of the school, the student may be dis-enrolled.
- I. This program is designed for foreign students who enter the country on one-year J-I visas through established exchange programs such as Youth for Understanding, American Field Service and Rotary.

Note: Students entering the United States on F-I visas may attend schools in the district only upon full payment of tuition before entering the United States. This tuition fee may not be waived due to federal legislation.

Regulations approved:

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut



NEW MILFORD PUBLIC SCHOOLS

EMPLOYMENT REPORT

Regular Meeting of the Board of Education
New Milford, Connecticut
September 17, 2024

Certified Staff – Appointments

1. **Hector Huertas**, 1.0 English Teacher at New Milford High School. Salary (\$98,598) with 15+ years of teaching experience Effective August 21, 2024. Replacing P. Duncan (\$93,942) who retired.
2. **Kristin McCoy**, 1.0 Kindergarten Teacher at Hill and Plain Elementary School. Salary \$96,723 with 15+ years of teaching experience. Effective date August 29, 2024. Replacing A. Taylor who resigned (Salary \$65,215).
3. **Shannon Rosario**, 1.0 Special Education Teacher at Sarah Noble. (\$96,723) with 15+ years of teaching experience. Effective September 2, 2024. Replacing A. Graham (\$65,411) who took a position in another CT district.
4. **Jennifer Trocchio**, 1.0 Special Education Teacher at New Milford High School (\$59,862) with 7 years of teaching experience Effective 8/21/2024. Replacing K. Ginn (\$61,141) who took a position with another CT district.

Non-Certified Staff – Appointments

1. **Wendy Eayrs**, (1.0) Food Service Worker at Schaghticoke Middle School. Salary \$15.69/hour. Effective August 28, 2024. Replacing M. Florio who resigned.
2. **Rickeisha Hart**, (1.0) Food Service Worker at Schaghticoke Middle School. Salary \$15.69/hour. Effective August 28, 2024. Replacing M. Melendez who resigned.
3. **Ann Marie Loranger**, (1.0) Nutrition Support Manager for the district. Salary (\$52,000). Effective 9/3/2024. Replacing E. Hovde who resigned.
4. **Guvanti Patel**, (1.0) Assistant Head Cook at New Milford High School. Salary \$20.80/hour. Effective 10/15/2024. Replacing D. Mimms who resigned.

Certified Staff – Resignations

1. **Amy Bollard**, (1.0) Art Teacher at HPS. Resigned effective 8/21/2024. Took a position in another CT district.
2. **Nick Manciero**, (1.0) Math Teacher at NMHS. Resigned effective 8/23/2024. Took a position with another CT district.

Non-Certified Staff – Retirements/ Resignations

1. **Tracey Salvatore** (1.0) Guidance Secretary at New Milford High School. Retirement effective 12/6/2024 after 17 years in the district.

Coaching Staff – Appointments

Coaching Staff – Resignations/ Retirements



New Milford Enrollment Matrix By School

DATE: September 3, 2024

NES	Actual 6/1/23	Proj 24-25	Actual 09/03/24	Proj Variance
PK	56	39	50	11
K	139	129	103	-26
1	134	129	134	5
2	128	137	138	1
Totals	457	434	425	-9

HPS	Actual 6/1/23	Proj 24-25	Actual 09/03/24	Proj Variance
PK	48	39	42	3
K	117	121	90	-31
1	120	121	116	-5
2	105	115	119	4
Totals	390	396	367	-29

Actual 6/1/23	Tot Proj 24-25	Actual 09/03/24	Proj Variance
104	78	92	14
256	250	90	-160
254	250	116	-134
233	252	119	-133
847	830	792	-413

SNIS	Actual 6/1/23	Proj 24-25	Actual 09/03/24	Proj Variance
3	252	252	260	8
4	262	237	238	1
5	250	258	266	8
Totals	764	747	764	17

SMS	Actual 6/1/23	Proj 24-25	Actual 09/03/24	Proj Variance
6	281	269	269	0
7	255	243	244	1
8	286	277	279	2
Totals	822	789	792	3

NMHS	Actual 6/1/23	Proj 24-25	Actual 09/03/24	Proj Variance
9	293	267	246	-21
10	334	300	302	2
11	302	298	295	-3
12	308	324	310	-14
Totals	1237	1189	1153	-36

	Actual 6/1/23	Actual 09/01/23	Proj 24-25	Actual 09/03/24	Proj Variance	Actual Variance
PK-2	847	806	830	792	-38	-55
SNIS	764	753	747	764	17	0
SMS	822	780	789	792	3	-30
NMHS	1237	1226	1189	1153	-36	-84
Totals	3670	3565	3555	3501	-54	-169

LHTC total = 19

NEW MILFORD PUBLIC SCHOOLS
Office of the Superintendent
25 Sunny Valley Road, Suite A
New Milford, Connecticut 06776
(860) 355-8406

10D.



Janet P. Parlato, Ed.D.
Superintendent of New Milford Public Schools

Date: September 10, 2024
 To: New Milford Board of Education
 From: Janet Parlato, Ed.D., Superintendent of Schools
 Re: Grading Practices Overview

A request to add a grading practices overview to the September full Board of Education meeting agenda under Items of Information was sent to Chairperson Faulenbach. This memo provides some overview information about grading practices in the New Milford Public Schools.

The [August 2024 Committee on Learning Presentation](#) provides additional background and information.

Fundamentally, grades are a communication tool utilized by teachers to give students and families information about students' progress in a given course.

Grades K-5

New Milford Public Schools employs a standards-based report card in Grades K-5. A standards-based report card communicates about students' progress on prioritized aspects of the [Connecticut Core Standards](#). Students' progress on Reading, Writing, Mathematics, Art, Music, and PE (with Science and Social Studies added in Grade 3) are reported upon three times per year. Reporting includes the Indicators of Student Performance: Meeting, Progressing, Improvement Needed, and Not Applicable based upon evidence of students' performance on grade level standards. A portion of the New Milford Kindergarten standards-based report card is below, and full examples from Grades K-5 [can be found here](#).

Indicators of Student Performance
 M = Meets Grade Level Standard
 P = Progressing toward Grade Level Standard
 I = Improvement Needed
 NA = Not Applicable

K READING	T1	T2	T3
Reading			
Key Idea - With prompting and support, asks and answers questions about key details in a literary and informational text	NA	P	M
Key Ideas - With prompting and support, retells familiar stories including key details.	NA	P	P
Key Ideas - With prompting and support, identifies the main topic and retells key details of an informational text.	NA	NA	P
Key Ideas - With prompting and support, identifies characters, settings, and major events in a story	P	P	M
Key Ideas - With prompting and support, describes the connection between two individuals, events, ideas, or pieces of information in an informational text	NA	NA	M
Craft and Structure - Asks and answers questions about unknown words in a text.	NA	P	P
Craft and Structure - Recognizes common types of texts (e.g., storybooks, poems)	NA	P	M
Craft and Structure - With prompting and support, names	P	P	M

K MUSIC	T1	T2	T3
Music			
Vocal Skills	P	P	M
Rhythmic Concepts	P	P	M
Melodic Concepts	P	P	M
Participation and Effort	P	P	M
K ART			
Art			
Demonstrates progress and competency in the use of materials. Skills at an appropriate level.	P	M	M
Uses line, color, shape, value, space, texture, and volume as components to create an art project.	P	P	M
Demonstrates effort. Makes an effort to be a good listener, follows directions, and comes to class with an I'll try attitude.	M	M	M
K PE			
Physical Education			

Office of the Superintendent
25 Sunny Valley Road, Suite A
New Milford, Connecticut 06776
(860) 355-8406

Grades 6-12

Schaghticoke Middle School and New Milford High School grade student performance on a 0-100 scale, with 65 and above signifying a passing score. Secondary teachers determine grades using a variety of categories, such as Tests, Projects, Quizzes, Classwork, and Homework. Teachers determine the students' grades on a given assignment depending on the criteria for success for that assignment. Some assignments might be graded for accuracy, some might be graded for accuracy and completion, and some assignments might be graded based upon what the teacher specifies (e.g., use of specific vocabulary in a task; using a certain number of references to a book the class is studying.) Below are three examples from specific grades and departments at Schaghticoke and NMHS:

Grade 7 Social Studies:

Grading Rationale

We use a total points grading system. Each assignment is worth a certain amount of points, as indicated by the chart below. Points earned for assignments are added up at the end of each marking period and divided by total points that could have been earned. This creates the final grade average.

The bigger the assignment, the more points student's can earn. The breakdown is as follows:

- Large Projects & Tests: 50-100 pts
- Small Projects & Quizzes: 25-50 pts
- Classwork Assignments: 5-30 pts
- Homeworks, Bell Ringers, & Exit Tickets: 2-10 pts

Grade 6 Writing:

Grading Rationale

50% Classwork - (Formative work: In-class outlines, sentence fluency, conventions, peer work, notebook work, journaling, class assignments).

40% Finished Pieces - (Summative/published writing pieces that have gone through the full writing process).

10% Homework - (Mostly Quill and Typing.com assignments).

High School Mathematics Department:

Introductory level courses: Tests, 80%, Homework, 20%

College Preparatory level courses: Tests, 80%, Homework, 20%

NEW MILFORD PUBLIC SCHOOLS

10D.

Office of the Superintendent

25 Sunny Valley Road, Suite A

New Milford, Connecticut 06776

(860) 355-8406

Honors level courses Tests, 85%, Homework, 15%

Advanced Placement level courses, Tests, 90%, Homework, 10%

Test category: tests, quizzes. projects and alternate assignments

Homework category: homework and classwork

For Grades K-12, the weighting of grading categories (tests, homework, etc.) and the grade given (Grades 6-12) or the performance level decided upon (Grades K-5) are decided by individual teachers (for each member of the class) and groups of teachers (what evidence will we use to decide what "Meeting" a standard is in Grades K-5, and how much will tests be weighed in Grades 6-12). Groups of teachers might be a certain grade level working together in K-5 and a specific department working together in Grades 6-12.

NEW MILFORD PUBLIC SCHOOLS



Facilities Subcommittee Report

September 10, 2024

Items for Information and Discussion

A. NMHS Roof

K&S Property Holdings has repaired approximately 605 of the panels in question. To date they have added about 700 clips and 3500 screws. They are on schedule, weather permitting, to be finished by November 1.

B. NES Roof

An RFP has been posted seeking A&E services for a roof study on the Northville Elementary School roof. This study would provide a cost estimate which will be used to determine the amount of money that would be bonded for a roof replacement.

C. Security

Both elementary schools have window numbering installed. We will move onto the other schools now. In addition, an anticipated second round of camera upgrades will begin once the 5 year Capital plan has been approved.

D. 5 year Capital Projects

Currently plans are being developed for the Hill and Plain canopy roof to be repaired this fall upon the approval of capital funds. It is approximately 1600 square feet of EPDM roofing that will be entirely replaced on the front canopy.

Approved Field Trips September 2024

	A	B	C	D	E	F	G	H	I
1	<u>School</u>	<u>Grade/Dept.</u>	<u>Trip Date</u>	<u>Day(s) of the Week</u>	<u># of Students</u>	<u># of Adults</u>	<u>Destination</u>	<u>Subs</u>	<u>Student Cost</u>
2	NMHS	10-12	8/30/24	Friday	34	1	SNIS (band)	1	\$0.00
3	NMHS	9-12	9/7/24	Saturday	80	5	Bethel HS Marching Band Competition	0	\$0.00
4	NMHS	9-12	9/14/24	Saturday	80	5	Brian McMahon HS Marching Band Competition	0	\$0.00
5	SMS	6	9/17/24	Tuesday	88	7	Camp Awosting	0	\$45.12
6	SMS	6	09/18/24	Wednesday	88	7	Camp Awosting	0	\$45.12
7	SMS	6	09/19/24	Thursday	88	7	Camp Awosting	0	\$45.12
8	SMS	8	2/27/25	Thursday	80	1	NMHS (chorus practice with NMHS Chorus)	1	\$0.00
9	NMHS	10-12	4/2-4/19/25	Wed-Sat	16	2	Germany	2	Approx. \$2200