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

Also Present:	Dr. Janet Parlato, Superintendent of Schools	
	Ms. Holly Hollander, Assistant Superintendent of Schools arrived at 6:51pm	
	Mr. Jeffrey Turner, Director of Technology	
	Mr. Anthony Giovannone, Director of Fiscal Services and Operations	
	Mrs. Laura Olson, Director of Pupil Personnel and Special Services	
	Mr. Matthew Cunningham, Facilities Director	
	Mr. Antonio Caldareri, Student Representative	
	Ms. Penelope Morrissey, Student Representative	

1.		Call to Order	Call to Order
	Α.	Pledge of Allegiance	A. Pledge of Allegiance
1		The meeting of the New Milford Board of	
Ĭ		Education was called to order at 6:30 p.m. by Mr.	
		Eric Hansell, Vice Chairperson. The Pledge of	
		Allegiance immediately followed the call to order.	
2.	A.	Public Comment	Public Comment
		There was none.	
3.		STUDENT RECOGNITION: HILL & PLAIN	STUDENT RECOGNITION:
		SCHOOL AND NORTHVILLE ELEMENTARY	HILL & PLAIN SCHOOL
		SCHOOL	AND NORTHVILLE
			ELEMENTARY SCHOOL
		Dr. Parlato, Mrs. Gallagher, and Mrs. Calabrese	
		recognized students from Northville Elementary	
		School (NES) and Hill & Plain School (HPS) for	
1		their writing. The students were chosen through a	
		selection process that included teachers and staff.	
		The students recognized were:	

2 1. Evelyn Johnson (Kindergarten, NES, Mrs. Bouzakis' class) 2. Barbara DeAlmeida Reis (1st grade, NES, Mrs. Mooney's class) 3. Lukenson Champe (2nd grade, NES, Mrs. Pilla's class) 4. Parker Bailey (Kindergarten, HPS, Mrs. McCoy's class) 5. Reinalise Urena (1st grade, HPS, Mrs. Orletski's class) 6. Santhiago "Tony" Cruz (2nd grade, HPS, Mrs. Nash's class) PRESENTATION: NEW SOLUTIONS K-12 4. PRESENTATION: NEW **SPECIAL EDUCATION OPPORTUNITY SOLUTIONS K-12 SPECIAL REVIEW FINDINGS** - Virtual Presentation by Dr. **EDUCATION OPPORTUNITY** Nathan Levenson from New Solutions K-12 **REVIEW FINDINGS** - Virtual Presentation by Dr. Nathan Levenson from New Solutions Dr. Parlato stated the district embarked on a special education opportunity review in July 2024. The K-12 findings would have a cost neutral impact on the district through attrition. Dr. Levenson, New Solutions K-12, began by presenting the findings. Dr. Levenson stated the project goals were to: 1. Develop an understanding of current practices as it relates to students with special needs, and students that are just struggling. 2. Explore alignment of current practices with best practices. 3. Identify opportunities and work with teachers. Dr. Levenson stated the findings showed the district is doing a good job embracing the Science of Reading at an elementary level. It is important for students who struggle academically. The multi-sensory reading classes provide targeted instruction time. The special education teachers in the district are skilled in teaching specialized subjects. The district takes an integrated approach in using school based mental health providers. The Superintendent has brought stability and trust to the

district after much turnover. The teachers in the

district are hardworking and care deeply about students.

Dr. Levenson touched on different opportunities the district could consider:

#1. Increase general education teacher capacity and confidence. The general education teacher has more ability to help students who struggle than the district may realize. This includes students with mild disabilities. This can be done through expanded instructional coaching. The district, however, relies on special education educators as the primary teacher for students with disabilities. There is too much ownership being passed to special education educators. Dr. Levenson stated few educators in the country get deep training to help students with special needs. Putting the responsibility back to the general education teacher does not require them to teach two different ways, there is a way it will work for all students. Dr. Levenson suggested instructional coaching to build capacity and confidence in general education teachers.

#2. Expand the reach of best practice interventions at the elementary level to ensure all students who struggle get core instruction and extra time. Dr. Levenson stated the elementary level in New Milford had strong examples of best practices. While New Milford has excellent interventionists at the elementary level, when looking at two different students who struggle, if one has a disability and one does not, in New Milford, they would be educated differently. Dr. Levenson stated his recommendation was to ensure all students have access to the interventionist. In New Milford, there has been an over emphasis on small groups, limiting students to have access to talented staff. If the group size is increased, more kids can be helped without adding staff.

#3. Dr. Levenson recommended extra time for interventions and direct instruction from content

strong teachers. This is seen the least at the middle school and high school. A few ways to integrate this is through co-teaching, learning strategies, paraprofessional support, and drop-in support. There are a lot of ways to help kids, but at the high school level, not as many align with the best practices.

#4. Dr. Levenson stated his recommendation is to increase student access to highly skilled content teachers by shifting paraprofessional roles and responsibilities, enabling higher pay for paraprofessionals, while maximizing opportunities for students to learn from content experts. Through attrition, the district can recruit for the skills needed and cycle fewer paraprofessionals. Currently, the compensation makes it hard for retention.

#5. Dr. Levenson suggested streamlining processes to play to each staff member's strength. Special educators have a wide range of requirements, but people should be allowed to focus on what they're good at.

Mr. McCauley noted, as a special education teacher in another district, high school students have required classes, and there are not as many opportunities for extra support. Mr. McCauley asked Dr. Levenson how that process can be improved. Dr. Levenson stated co-teaching can provide the extra support. There will be a need to find the time during the day to teach the skills students need to master this year's materials. Students who are struggling will need to fill in the gaps created from prior years.

Mr. Barile stated, if general education teachers are more equipped than they think they are, and the methodology isn't unique to special education, why not use that to teach all the students. Dr. Levenson stated, when special education started it was specifically for kids with severe disabilities. It was a small population and it made sense to have them as specialized teachers. That population has grown and

the face of special education has changed. Over time, higher education became a normalized practice of "divide and conquer." This practice has not served kids well. Districts that have closed the gap have passed on the best practices and tools to the general education teachers.

Mrs. Faulenbach asked if the findings would ensure the staff was getting enough time for collaborative work. Mrs. Faulenbach also asked how this would stay cost neutral and what the roadmap looked like. Dr. Levenson stated it's important to manage time efficiently and streamline processes to people's strengths. Another way to free up time is to rethink class size. Increasing the number of students in a specialized class can help more kids. The district has put a lot of emphasis on small groups, and smaller ratios require more time in the day.

Mrs. McInerney stated she agrees paraprofessionals are not paid well, and asked how reducing the number of paraprofessionals helps the students who rely on them. Dr. Levenson stated the paraprofessionals are supporting kids with significant needs. The key is to utilize the right support strategies. There are many instances where there is one adult for one student, and that adult is not particularly well paid. The alternative is to have a higher quality program that will typically have one adult for every 2-3 students. These people are given training and paid better. The strategy allows for fewer staff at a higher skill set. It also aligns itself better with the current labor market.

Mrs. Faulebach asked if the draft that was sent to the board showed an accurate scoring. Dr. Parlato stated it was accurate.

Mrs. McInerney asked if there was more information coming from the study and asked if parental input was used. Dr. Levenson stated they interviewed a small group of parents, selected by the

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	district. The parents had students with significant,	
	moderate and mild needs. Dr. Parlato stated there	
	will be a guiding coalition created to work on next	
	steps.	
5.	PTO REPORT	PTO REPORT
	The PTO Representative stated pre-K through 5th	
1	grades had Read Across America Day activities.	
	NES will be hosting a few events in May, including	
	a touch-a-truck event. HPS had a successful	
	read-a-thon. Sarah Noble Intermediate School	
	(SNIS) is doing assemblies, author visits, an ice	
	cream social, and the 5th grade walking project.	
	Schaghticoke Middle School has dances coming up,	
	and the high school will be doing their annual battle	
	of the bands. Town wide, there is fundraising for the	
	senior scholarship. The PTO encourages everyone to	
	donate clothing and shoes at the Pettibone drop box.	
	There will also be a fundraiser for tickets to the May	
	3rd Yankees game. To be eligible for the PTO	
	scholarship, seniors must have a parent that is a	
	current member of the PTO.	
6.	STUDENT REPRESENTATIVE'S REPORT	STUDENT
	Mr. Caldareri stated SNIS had "One School One	REPRESENTATIVE'S
	Book Day" where every class read Salt in His Shoes	REPORT
	by Michael Jordan. Fourth grade traveled through	
1	time and learned about important women in history.	
	A bagpiper played for the students on St. Patrick's	
	Day and there was an Irish dancing assembly. NES	
	did not provide any input. At HPS, students have	
	been on track with working on grade level	*
	achievements. They have also been learning about	
	integrity, with free books given out to encourage	
	reading. SMS welcomed speaker Ed Gerety. Chorus	
	attended Music Fest in Simsbury. The high school is	
	putting on its spring musical, Legally Blonde, and	
,	back on March 10th, the high school held St.	
9	Baldrick's "Brave the Shave." The Key Club is	
-	collecting gently used dresses. All are available free	
2 No. 21	of charge. The SAT exams are coming up.	

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7.	Α.	APPROVAL OF MINUTES	APPROVAL OF MINUTES
		Approval of the following Board of Education	A. Approval of the following
		Meeting Minutes:	Board of Education
		1. Regular Meeting Minutes February 18,	Meeting Minutes:
		2025	1. Regular Meeting
1		2. Budget Hearing Minutes January 14, 15,	Minutes February 18,
		21 & 22, 2025	2025
			2. Budget Hearing Minutes
			January 14, 15, 21 & 22,
1			2025
		Mr. Barile moved to approve the Regular Meeting	Motion made and passed to
		Minutes, February 18, 2025, and Budget Hearing	approve the Regular Meeting
		Minutes January 14, 15, 21 & 22, 2025. Seconded	Minutes, February 18, 2025, and
		by Mr. Scofield. Motion passed unanimously.	Budget Hearing Minutes January
		by III. Bedjieid. Inclini pubbed unanimously.	14, 15, 21 & 22, 2025.
8.		SUPERINTENDENT'S REPORT	SUPERINTENDENT'S
"		Dr. Parlato stated March is Board of Education	REPORT
		recognition month and we are fortunate to have such	KEI OKI
		hard working Board of Education members. It is	
	i	important to note these are volunteer positions that	'
		require hours of service. Board members are	1
		involved in full board meetings, subcommittees,	
		contract negotiations, and hearings. They attend and	9
		support school events. Dr. Parlato stated she has a	×
		deep gratitude for the dedication and success in the	
		district.	
9.		BOARD CHAIRMAN'S REPORT	BOARD CHAIRMAN'S
		Mr. Hansell stated he had nothing to report.	REPORT
10.		SUBCOMMITTEE REPORTS	SUBCOMMITTEE REPORTS
	A.	Policy	A. Policy
		Mrs. McInerney stated there are policies on the	
		agenda for 1st review. There are also 12 policies for	
		adoption and 12 bylaws recommended to be	
		retained for compliance. There is 1 bylaw for 2nd	
		review and 12 regulations in Items of Information.	
		Mrs. McInerney stated the bylaws are not required	
		but important for retention. Some can be turned into	
		regulation. Dr. Parlato stated the intent is to keep	
		them. Mrs. Faulenbach recommended adding a date	
		to the bottom of the documents indicating when the	

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Board last read the policies, even if no changes were made and nothing was voted upon.

### B. | Committee on Learning

Mrs. Herring stated there was no Committee on Learning meeting so that members could attend the joint Town Council budget meeting.

### C. Facilities

Mr. O'Brien stated Mr. Cunningham will speak to some of the projects. Mrs. Faulenbach stated we should keep the topic of Central Office in the conversations.

### D. | Operations

Mrs. Faulenbach stated the meeting was brief and covered the budget reports.

### B. Committee on Learning

#### C. Facilities

D. Operations

#### 11. DISCUSSION AND POSSIBLE ACTION

### A. | Monthly Reports

- 1. Budget Position dated February 28, 2025
- 2. Purchase Resolution: D-792
- 3. Request for Budget Transfers

Mrs. Faulenbach asked about the materials being purchased out of the insurance money line item and asked what exactly are the instructional supplies. Dr. Parlato stated it is for Geodes and Bookworms. Two years ago, state legislation issued "Right to Read." This legislation requires districts to select instructional materials amongst certain programs. The district had some in-house materials already, but did not have core literacy material, there were still funds in the insurance line and those funds can be used to purchase the required materials. The state will not approve the application if it does not include the required programs.

Mrs. Faulenbach asked if the books are consumables. Ms. Hollander stated they are not consumables, they are sets for classroom libraries. Bookworms has already been purchased for Kindergarten through 2nd grade. This next purchase

## DISCUSSION AND POSSIBLE ACTION

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will include 3rd grade. Geodes are decodable text sets.

Mrs. Faulenbach stated it is important to explain where the money is coming from for instructional support.

Mr. Barile asked about the line for the student based healthcare support and asked if it was an adjustment or an existing budgetary number. Mr. Giovannone stated it is not an adjustment, it is for ongoing secretarial support at the student based health centers.

Mrs. Herring asked who makes the choices for reading materials for the Right to Read legislation. Dr. Parlato stated that it is determined by the State Department of Education. Ms. Hollander stated, because the teachers already had Heggerty and UFLI, the choices were narrowed.

Mrs. Faulenbach asked what other districts did that didn't have these funds. Dr. Parlato stated they had to increase their budget.

Mrs. Faulenbach stated she hoped the End of Year balance will be deposited by the next BOE meeting.

Mrs. Faulenbach asked, if the retainer for Pullman and Comley has not been fully used, is it rolled over to the next year? Mr. Giovannone stated that there has not been a surplus in the account since 2023-2024. Those funds stayed on Pullman's books, and we worked off that retainer for the 2024-2025 year. Mrs. Faulenbach stated she wanted it clarified that if we have a retainer with legal, and we run under, we use that towards the line item for the next fiscal year. Mr. Giovannone stated that has been how it has worked, and if there is another surplus we can potentially shave off some for 2025-2026. Mrs. Faulenbach stated, since we're asking to provide areas of reduction, this is a plausible explanation on

where that reduction could be. If we don't need the money in the line item, it should be brought to the Board.

Mrs. McInerney moved to approve the Budget Position dated February 28, 2025; Purchase Resolution D-792; and Request for Budget Transfers. Seconded by Mr. O'Brien. Motion passed unanimously.

### B. | Policy Revisions Recommended for First Read

4118.112 Policy Regarding Employees and Section 504 of the Rehabilitation
 4218.112 Act of 1973 and Title II of the Americans with Disabilities Act of 1990
 4112.5 Employment and Student Teacher

Background Checks 4212.5

Mr. Hansell stated he appreciated the highlighting of all the edits. Dr. Parlato stated Dr. Paddyfote made the edits and tracked changes.

### C. | Policies for Second Review and Approval:

- 1. 2500 Retention and Disposition of Records and Information
- 2. 4131 Social Media 4231
- 3. 5112 Policy Regarding Admission to the Public Schools at or Before Age Five
- 4. 5118.1 Homeless Children and Youth
- 5. 5125 Confidentiality and Access to Education Records
- 6. 5131.9 Student Use of the District's Computer Systems and Internet Safety
- 7. 5141.5 Suicide Prevention and Intervention

Motion made to approve the Budget Position dated February 28, 2025; Purchase Resolution D-792; and Request for Budget Transfers. Motion passed.

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  and Section 504 of the
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- 4. 5118.1 Homeless
  Children and Youth
- 5. 5125 Confidentiality and Access to Education Records

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	8. 5158 Policy to Improve the Completion Rates of the Free Application for Federal Financial Aid (FAFSA 9. 1330 Policy Regarding Use of School Facilities  10. 3160 Board Budget Procedures and Li Item Transfers  11. 3260 Disposal of Obsolete or Surplus Equipment/Materials  12. 3280 Policy Regarding Gifts, Grants, a Bequests to the District  13. 3300 Purchasing  14. 3453 School Activity Funds	6. 5131.9 Student Use of the District's Computer Systems and Internet Safety 7. 5141.5 Suicide Prevention and Intervention 8. 5158 Policy to Improve the Completion Rates of
	Mr. O'Brien moved to approve the above policies listed in item 11.C. Seconded by Mr. Barile. Motion passed unanimously.	Motion made and passed to approve the above policies in item 11. C. Motion passed.
D.	Bylaws Not Required, but the Board May Wish Retain Them after Review for Compliance:  1. 9005 Role of the Board and Its Members (Integrity)  2. 9115 Annual Organizational Meeting of the Board  3. 9125 Attorney  4. 9132 Standing Committees  5. 9150 Board Consultants	the Board May Wish to Retain Them after Review for Compliance:

Student Involvement in Decision Making
Orientation of New Board Members
<b>Board Member Development</b>
Code of Ethics
Order of Business
<b>Monitoring Products and</b>
<b>Processes (Self-Evaluation)</b>
Public Announcements and Accomplishments
Recognition of Accomplishments by Citizens,
Students, Staff Members or the Board

Mrs. McInerney stated these are not mandated to keep, but the 9000 series shows how the Board runs its business.

Mrs. McInerney moved to retain the bylaws listed above in item 11. D for compliance. Seconded by Mr. Scofield. Motion passed unanimously.

# E. Bylaw for Second Review and Approval 1. 9005 Official Duties—Assistant Secretary

Mrs. McInerney stated, although not mandated, we have this position on the Board so there should be a job description.

Mrs. McInerney moved to approve bylaw 9005 Official Duties – Assistant Secretary. Seconded by Mr. McCauley. Motion passed unanimously. 3. 9125 Attorney 4. 9132 Standing **Committees** 5. 9150 Board Consultants 6. 9160 Student **Involvement in Decision** Making 7. 9230 Orientation of **New Board Members** 8. 9240 Board Member **Development** 9. 9271 Code of Ethics 10. 9325.2 Order of Business 11. 9400 Monitoring **Products and Processes** (Self-Evaluation) 12. 9410 Public Announcements and **Accomplishments** 13. 9420 Recognition of Accomplishments by Citizens, Students, Staff Members or the Board

Motion made to retain the bylaws listed above in item 11. D for compliance. Motion passed.

### E. Bylaw for Second Review and Approval

1. 9005 Official Duties—Assistant Secretary

Motion made to retain bylaw 9005 Official Duties – Assistant Secretary. Motion passed.

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	12. 3453 R Administrative Regulations Regarding School Activity Accounts	Suicide Prevention and Intervention  9. 5158 RAdministrative Regulations to Improve the Completion Rates of the Free Application for Federal Financial Aid (FAFSA)  10. 1330 R Administrative Regulation (Appendix 1) Regarding Use of School Facilities  11. 3280 RAdministrative Regulations Regarding Gifts, Grants and Bequests to the School District  12. 3453 RAdministrative Regulations Regarding School Activity Accounts
В.	Employment Report March 2025 Dr. Parlato stated that we do our retiree recognition in May. There have been significant contributions to the district with certified staff retirements of 22, 26, and 29 years.	B. Employment Report March 2025
C.	Enrollment Report - March 3, 2025  Dr. Parlato stated the report is close to the projected numbers.	C. Enrollment Report - March 3, 2025
D.	Ongoing Facilities Projects  Mr. Cunningham stated an RFP has been posted for gutter seam repairs for the high school and canopy repair for HPS. Weston and Sampson is handling the scope of work for the oil tank replacement at SMS. The bid should go out in April.	D. Ongoing Facilities Projects
E.	Field Trip Report Dr. Parlato stated the Winter Guard and Percussion are going to Dayton Ohio, and there are many other outings happening.	E. Field Trip Report

p.m. Seconded by Mr. McCauley. Vote passed

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meeting at 8:09 p.m. Motion

passed unanimously.

	F.	Gifts and Donations Dr. Parlato stated there are no gifts or donations. There is fundraising happening through PTO.	F. Gifts and Donations
13.		ADJOURN  Mr. O'Brien moved to adjourn the meeting at 8:09	ADJOURN  Motion made to adjourn the

Respectfully Submitted,

Mrs. Tammy McInerney

Secretary

New Milford Board of Education

unanimously.