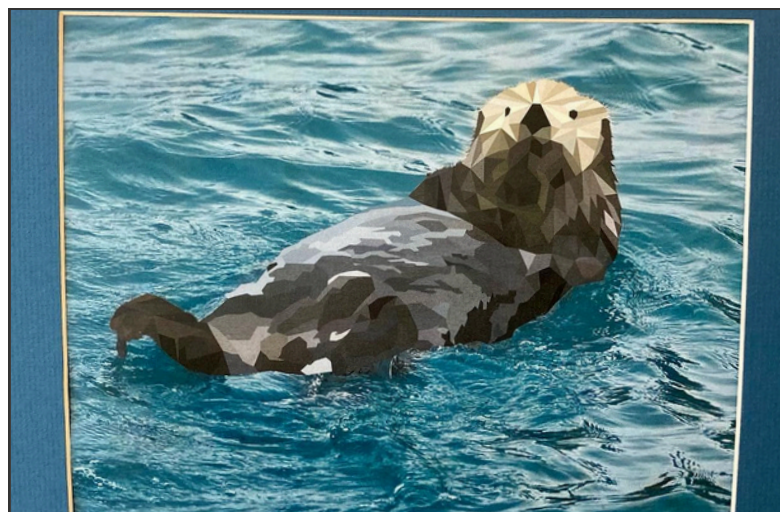
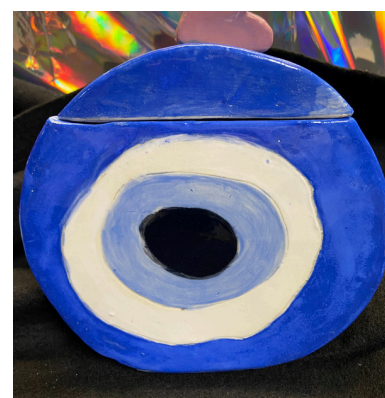
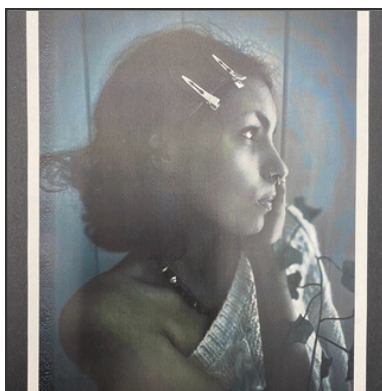




# ANNUAL REPORT 2023-2024







## 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.

### IDEAS WE LIVE BY

- Focus, Collaboration, Creativity, Heart
- NMPS On-Track
- Safe, Welcoming and Respectful Classrooms, Schools and District
- Achieving Targeted Growth

### The Schools

New Milford Public Schools provide education to preschool through Grade 12 students in two elementary schools, one intermediate school, one middle school and one high school. In addition to traditional academic programs, New Milford Public Schools offer alternate programs, enrichment programs, continuing education courses, summer programs, and numerous athletic opportunities.



## Board of Education Members

Mrs. Wendy Faulenbach, Chairperson  
Mrs. Leslie Sarich, Vice Chairperson  
Mrs. Tammy McInerney, Secretary  
Mr. Tom O'Brien, Assistant Secretary  
Mrs. Sarah Herring  
Mr. Dean J. Barile  
Mr. Eric Hansell  
Mr. Brian McCauley  
Mr. Randall Scofield  
Mayor Pete Bass, Ex Officio



## New Milford Public Schools Central Office Administration

**Dr. Janet P. Parlato**  
*Superintendent of Schools*

**Ms. Holly Hollander**  
*Assistant Superintendent of Schools*

**Mr. Anthony Giovannone**  
*Director of Fiscal Operations & Transportation*

**Mrs. Laura Olson**  
*Director of Pupil Personnel & Special Services*

**Mrs. Teresa Kavanagh**  
*Director of Human Resources*

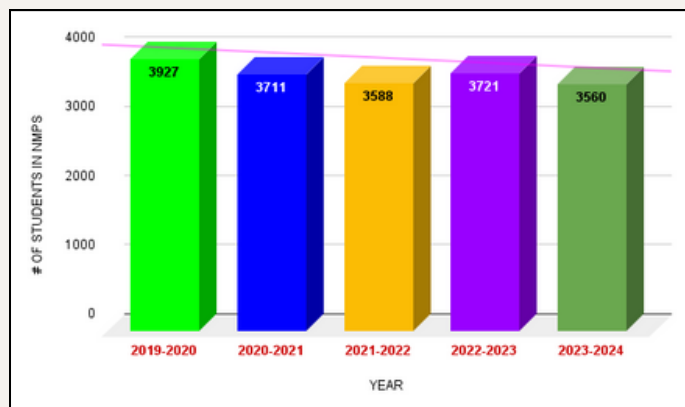
**Mr. Jeff Turner**  
*Director of Technology*

**Mr. Matthew Cunningham**  
*Director of Facilities*

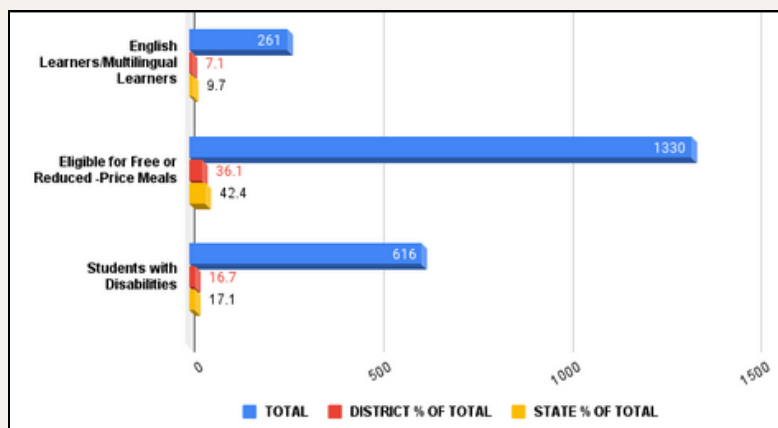
**Mrs. Sandra Sullivan**  
*Director of Food Services*



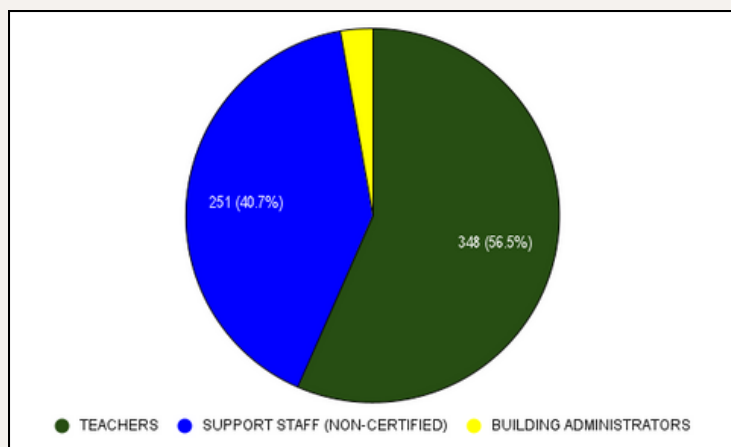
## ENROLLMENT TRENDS



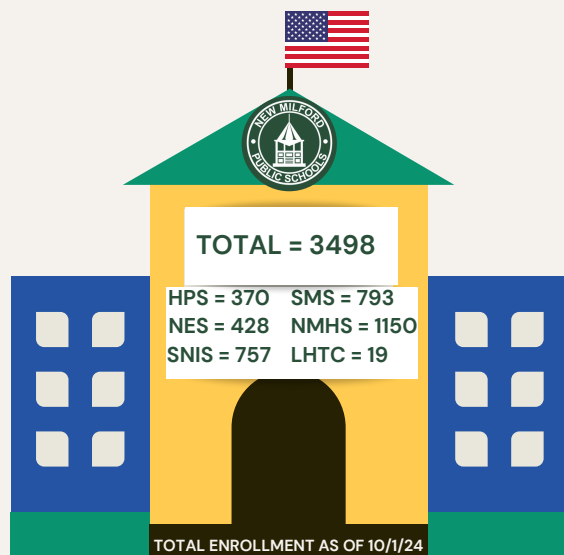
## ENROLLMENT DEMOGRAPHICS



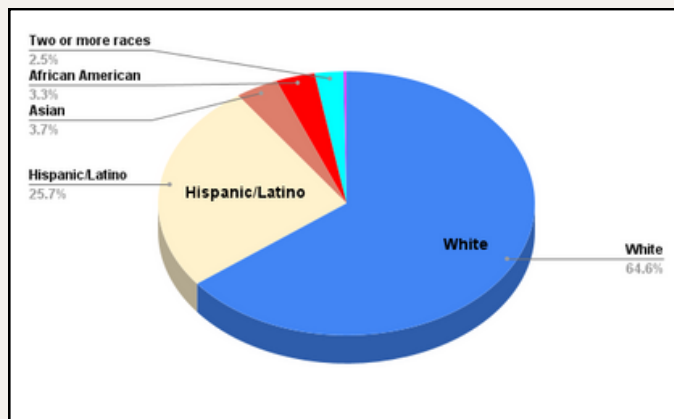
## NMPS EMPLOYEES



## ENROLLMENT BY SCHOOLS



## STUDENT DEMOGRAPHICS



## 2024 DISTRICT TEACHER OF THE YEAR

Theresa McGuinness



*We are a collaborative partnership of students, educators, staff and families committed to the entire educational experience, deeply rooted in our community.*





www.newmilfordps.org



# 2024-2025 Board of Education Goals

## VISION OF A GRADUATE

LIFE, LEARNING, AND CAREERS BEYOND

**Communication**  
Recognizing audience.  
Actively listens. Advocates  
for themselves. Allowing  
productive discourse.

**Critical Thinking**  
The ability to use  
information in original  
and creative ways to  
solve problems.

**Problem Solving**  
The ability to define a problem,  
evaluate options, and persevere  
through to find a solution.



**Growth Mindset**  
The ability to set goals,  
develop an action plan and  
seeks opportunities for  
personal growth.

**Personal Relationships &  
Social Awareness**  
The ability to demonstrate  
an understanding,  
acceptance, and respect of  
others' differences.

**Self-management**  
The ability to set and pursue  
personal and professional goals  
through self-advocacy, time-  
management, preparation, and  
organization.

LEADING WITH

FOCUS | HEART | COLLABORATION | CREATIVITY



### Student Achievement:

Increase the achievement of every student through high quality curriculum, instruction, assessment, and programming.



### Family and Community Engagement:

Increase families' engagement in their children's learning through consistent communication and the development of trusting relationships; increase community partnerships through ongoing outreach and opportunities.



### Budget Development and Fiscal Management:

Practice fiscally responsible, transparent budget development and ongoing fiscal management that addresses district priorities and maximizes available resources.



### District and School Environment:

Promote safe school environments that are physically, socially, and emotionally conducive to teaching and learning.



### District Workforce:

Hire, develop, and retain passionate and exceptional staff who will contribute to a collaborative, caring, and innovative culture, defined by continuous improvement.

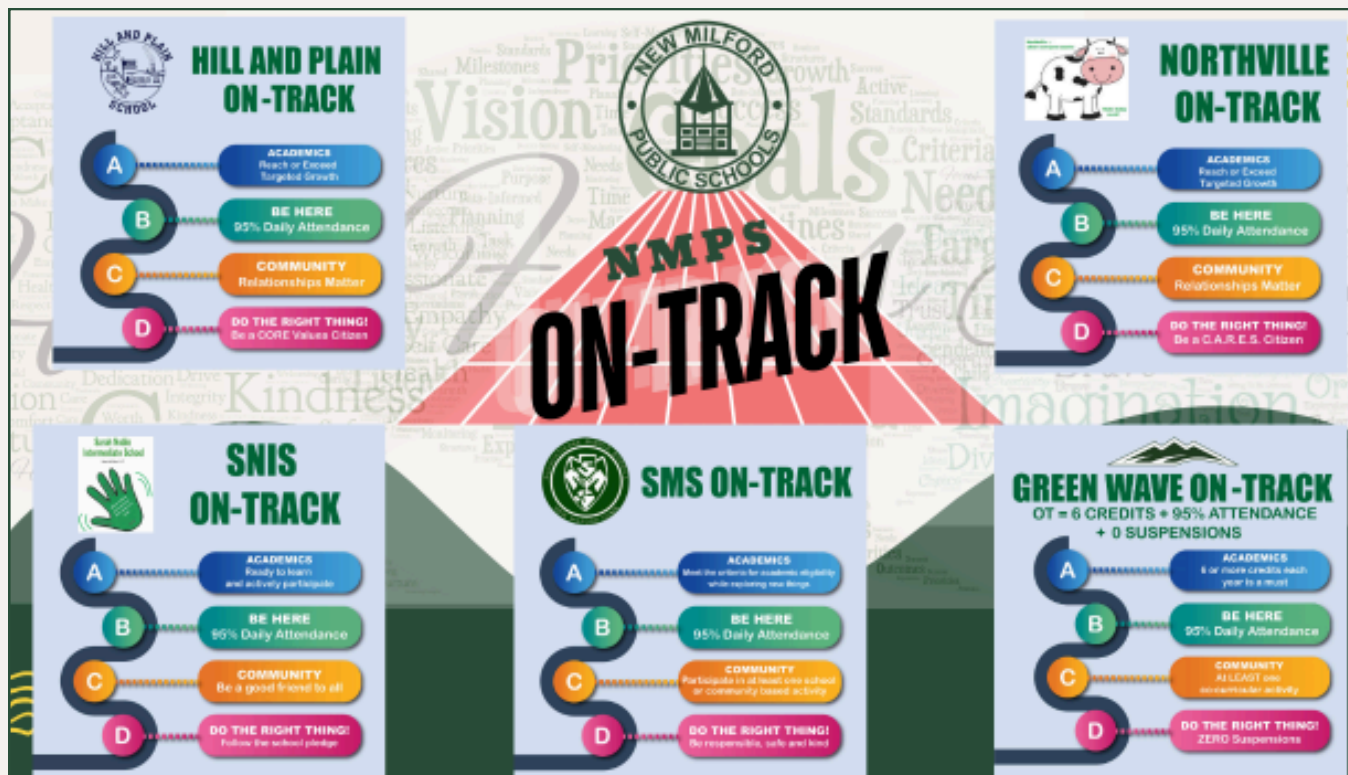
*The mission of the New Milford Public Schools, a collaborative partnership of students, educators, family and community, is to prepare each and every student to compete and excel in an ever-changing world, embrace challenges with vigor, respect and appreciate the worth of every human being, and contribute 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.*





# IDEAS WE LIVE BY





- ✓ Academics
- ✓ Be Here (Attendance)
- ✓ Community
- ✓ Do the Right Thing

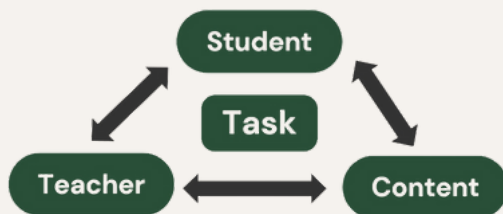
Safe, Welcoming and Respectful Classrooms,  
Schools, and District



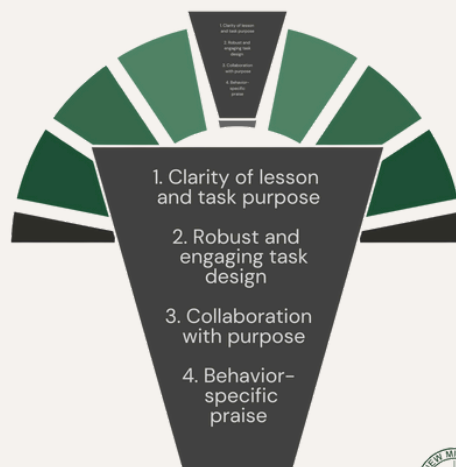
# ACHIEVING TARGETED GROWTH

- ✓ Quality Curriculum Design
- ✓ Quality Instructional Design
- ✓ Instructional Core
- ✓ Instructional keystones
- ✓ Quality Task Design
- ✓ Quality Student Work
- ✓ Evidence of Impact

## The Instructional Core

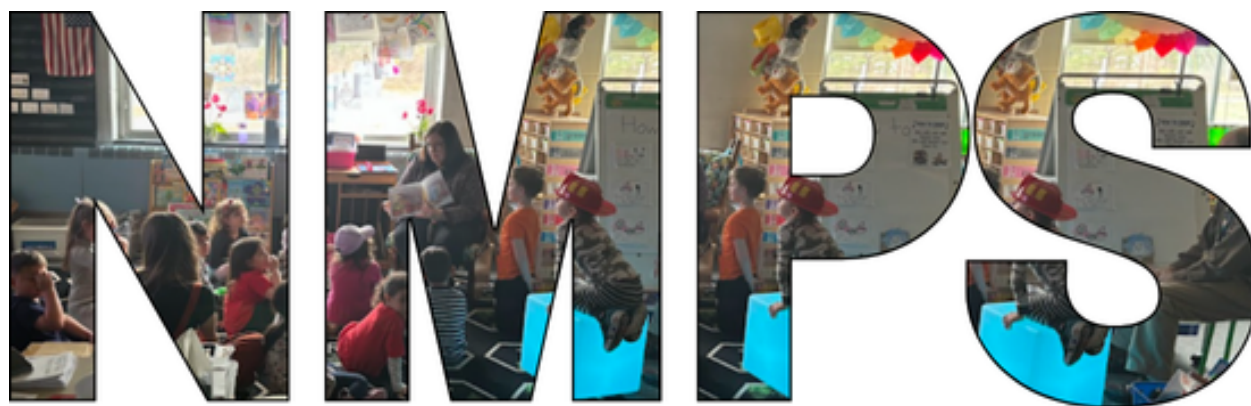


## Instructional Keystones





# NEW MILFORD BOARD OF EDUCATION



## ANNUAL REPORT 2023 - 2024

NEW MILFORD PUBLIC SCHOOLS  
25 Sunny Valley Road, Suite A  
New Milford, Connecticut 06776





# NEW MILFORD BOARD OF EDUCATION

**Mrs. Wendy Faulenbach, Chairperson**

**Mrs. Leslie Sarich, Vice Chairperson**

**Mrs. Tammy McInerney, Secretary**

**Mr. Tom O'Brien, Assistant Secretary**

**Mrs. Sarah Herring**

**Mr. Dean J. Barile**

**Mr. Eric Hansell**

**Mr. Brian McCauley**

**Mr. Randall Scofield**

**Mayor Pete Bass, *Ex Officio***



## Board of Education Annual Report 2023 – 2024

*The New Milford Public Schools served 3594 students in Pre-K through grade 12 during the 2023–2024 academic year with a staff of 348.31 teachers, 17.15 building administrators, and 250.6 support staff (non-certified staff). The operating budget for the New Milford Public Schools for 2023–24 totaled \$71,075,051.*

### July 2023

- At the regular BOE meeting on July 18, 2023, Superintendent Parlato discussed her presentation: 2023–24 District Areas of Focus. Dr. Parlato stated this will provide direction for the upcoming school year. Focus, Heart, Collaboration and Creativity will drive the culture of the district. The next steps are to work with administration and the Board on defining these words and create a common language. Dr. Parlato stated there are three main areas to the district's planning: Vision of our District, Vision of our Practices, and Vision of our Learners/ Graduates.
- The Board heard updates on the turf field replacement and CIRMA high school fire claims reimbursement.
- The Board approved the hiring of **Lauren Bergner** for the Supervisor of Special Education Position as discussed in executive session.
- The Board discussed the Employment Report, the Enrollment Report, Central Office Update, as well as the following NMHS Updates: woodshop HVAC, roof project, gym ceilings, and end of year projects.
- The Board authorized the Board Chairman to negotiate and enter into a new contract of employment with the Superintendent of Schools pursuant to the terms and conditions discussed by the Board in executive session and subject to any necessary further legal review.
- The Board approved the Superintendent Evaluation Tool.

### August 2023

- At the regular BOE meeting on August 15, 2023, the Board discussed the School Security update in Executive Session.
- **Mr. Pete Helmus** announced his resignation because he can no longer devote the time to fulfill his obligations of the Chairman position. Vice Chairman, **Mrs. Wendy Faulenbach** assumed the Chairman position.
- The Board approved the 2023–2024 Phase of the Five Year Capital Plan.





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*August 2023, continued*

- The Board approved the following policies:
  - 1005 Smoking
  - 4111 Hiring of Certified Staff
  - 4111.1 / 4211.1 Non-Discrimination (Personnel)
  - 4112.5 / 4212.5 Employment and Student Teacher Background Checks
  - 4115.1 / 4215.1 Evaluation, Termination, and Non-Renewal of Athletic Coaches
  - 4116 Plan for Minority Educator Recruitment
  - 4118.112 / 4218.112 Policy Regarding Employees and Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990
  - 4118.113 / 4218.113 Policy Regarding Sexual Harassment and Sexual Discrimination in the Workplace (Personnel)
  - 4118.23 / 4218.23 Code of Ethics and Professional Responsibility for Personnel
  - 4118.231 / 4218.231 Alcohol, Tobacco, and Drug-free Workplace
  - 4118.234 / 4218.234 Prohibition on Recommendations for Psychotropic Drugs
  - 4118.25 / 4218.25 Reports of Suspected Child Abuse and Neglect or Reports of Sexual Assault of Students by School Employees
  - 4120 Reports of Suspected Abuse or Neglect of Adults with an Intellectual Disability or Autism Spectrum Disorder
  - 4131 / 4231 Social Media
  - 4132 / 4232 Sudden Cardiac Arrest Awareness for Intramural & Interscholastic Athletics
  - 4152.6 / 4252.6 Family and Medical Leave
  - 4211 Hiring of Non-Certified Staff
- The Board deleted the following policies upon approval of the above Policies:
  - 4000 Concepts & Roles in Personnel
  - 4111 / 4211 Recruitment and Selection
  - 4111.1 / 4211.1 Non-Discrimination Employees
  - 4111.1 / 4211.1 Equal Employment Opportunity (EEO) Regulation
  - 4112.2 Certification
  - 4112.5 / 4212.5 Security Check Fingerprinting Regulation
  - 4112.5 / 4212.5 Criminal History Inquiries & Employment Reference Checks
  - 4112.4 / 4212.4 Physical Examinations
  - 4112.8 / 4212.8 Nepotism
  - 4112.9 / 4212.9 Outside Employment
  - 4115 Evaluations
  - 4115.1 Athletic Coaches Evaluations and Termination
  - 4116 Employment at Will



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*August 2023, continued*

- o 4117.41 Employee Discipline
- o 4118.112 / 4218.112 Sexual and Other Unlawful Harassment
- o 4118.113 / 4218.113 Title IX Sexual Harassment
- o 4118.13 / 4218.13 Conflict of Interest
- o 4118.21 Academic Freedom
- o 4118.23 / 4218.23 Conduct
- o 4118.231 / 4218.231 Drug and Alcohol Use Policy and Regulation
- o 4118.232 / 4218.232 Smoking
- o 4118.233 / 4218.233 Weapons and Dangerous Instruments
- o 4118.234 / 4218.234 Psychotropic Drug Use
- o 4118.25 / 4218.25 Reporting Child Abuse and Neglect
- o 4118.5 / 4218.5 Electronic Monitoring
- o 4120 Employee Classifications
- o 4121 Substitute Teachers
- o 4131 Professional Development
- o 4132 Publication or Creation of Materials
- o 4133 / 4233 Travel; Reimbursement
- o 4135.1 / 4234.1 Agreement
- o 4135.4 / 4234.4 Grievances/Complaints
- o 4141 Salary Guides
- o 4147 / 4247 Employee Safety
- o 4147.1 / 4247.1 Occupational Exposure to Bloodborne Pathogens
- o 4148 / 4248 Employee Protection
- o 4152.6 / 4252.6 Personal Family and Medical Leave Policy and Regulation
- o 4155 / 4255 Military Leave
- o 4212.42 Drug and Alcohol Testing for School Bus Drivers
- o 4215 Evaluations (Non-Certified)
- The Board approved the following curriculum:
  - o CP Children’s Literature
  - o Honors Children’s Literature
  - o Accelerated Math
- The Board discussed the following administrative regulations:
  - o 4111 R / 4211 R Administrative Regulations Regarding Discrimination Complaints (Personnel)
  - o 4118.112 R / 4218.112 R Administrative Regulations Regarding Employees and Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990



### *August 2023, continued*

- o 4118.113 R / 4218.113 R Administrative Regulations Regarding Sexual Discrimination and Sexual Harassment in the Workplace (Personnel)
- o 4121 R / 4221 R Administrative Regulations Regarding Concussion Management and Training for Athletic Coaches
- o 4131 R / 4231 R Administrative Regulations Regarding Social Media
- o 4147.1 R / 4247.1 R Administrative Regulations Regarding Bloodborne Pathogens
- The Board discussed the August 2023 Employment Report, August 2023 Enrollment Report, Central Office Update, NMHS Woodshop HVAC, NMHS Roof Project, NMHS Gym Ceilings, NMHS NV5/ESG Update, End of Year Projects, Summer School, Early College Experience/Dual Enrollment, and the Pegpetia/PURA Grant.

### **September 2023**

- At the regular BOE meeting on September 19, 2023, Superintendent Parlato recognized the **2023–2024 Teachers of the Year**. Dr. Parlato personally thanked each teacher and presented each of them with an award. Teachers included **Angela Tufts** from Northville, **Rebecca Regan** from Hill and Plain, **Shannon Arcano** from Sarah Noble, **Charles Lynch**, who could not be present, from New Milford High School. Teacher of the Year for the district overall, representing New Milford at the state level, **Theresa McGuinness** from Schaghticoke Middle School.
- Elections were held for vacant officer positions:
  - o **Mrs. Leslie Sarich** was elected Vice Chairperson of the New Milford Board of Education by a unanimous vote.
  - o **Mrs. Tammy McInerney** was elected Secretary of the New Milford Board of Education. The vote passed 6–2.
  - o **Mrs. Sarah Herring** was elected Assistant Secretary of the New Milford Board of Education. The vote was unanimous.
- The Board heard updates on the PTO, and all the BOE Subcommittees: Policy, Committee on Learning, Facilities and Operations.
- Dr. Parlato welcomed the district's two student representatives **Naomi Post** and **Antonio Caldareri**. Superintendent Parlato discussed her yearly goals with the board members. The district continues to work with the bus company due to not having enough drivers, and understands the delays and frustration.
- Dr. Parlato spoke about school lunch, stating, by board policy and by practice, every student is provided a lunch whether or not the student has funds in their account. The school district, through its general fund, covers any student's lunch debt at the end of the school year. All student accounts are reset to zero at the end of the school year and the Board of Education's General Fund covers any lunch debt.





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*September 2023 , continued*

- Dr. Parlato discussed communication– the most reliable place to get information about the school or district and have questions answered is through the Office of the Principal or from the Superintendent’s Office. The district exists to serve the community and part of that service is answering questions and providing accurate information, if those questions are presented.
- The district’s **Ideas to Live By are Focus, Collaboration & Creativity, and Heart.** The schools will adopt these ideas and grow the district through them. This year’s district goals are:
  1. Have pre-K to 12 students meeting academic growth targets.
  2. Build strong relationships with students, families and community.
  3. Foster a safe, welcoming and respectful school climate to support teachers and students.
- Dr. Parlato also discussed Visions of Practice, attracting and retaining high quality staff members, and Vision of the Graduate.
- The Board approved the following Policies:
  - 1111 School Security and Safety
  - 1212 School Volunteers, Student Interns and Other Non-Employees
  - 1250 Policy Regarding Visitors and Observations in Schools
  - 1700 Policy Regarding Possession of Deadly Weapons or Firearms
  - 5165 Graduation Requirements
- The Board approved the following Policies be deleted upon approval of the above policies:
  - 1212 School Volunteers
  - 1250 Visits to the Schools
  - 1700 Possession of Firearms on School Property Prohibited
- The Board approved Tuition Rates for 2023–2024.
- The Board approved the Bid Award for Custodial Supplies.
- The Board approved the following curriculum:
  - Ceramics
  - AP Art & Design
  - Traditional Crafts
- The Board approved the Five Year Curriculum Plan.
- The Board approved the amended Turf Field Roster Fees as presented, effective as of July 1, 2023 with modification of 91+ threshold presented to the Board of Education.
- The Board discussed the Fire Claim Reimbursement, the August 2023 Employment Report, NMHS Woodshop HVAC and roof project, the Sarah Noble oil tank, ESG/NV5 Update, and the Schaghticoke Middle School World Language Program 2023–2024 Update, Tuition Student and the Field Trip Report



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### *September 2023 , continued*

- The Board discussed pending claims involving the New Milford High School roof and 50 East Street Building in Executive Session.
- At the BOE Special Meeting on September 28, 2023, the Board approved the hiring of **Mrs. Catherine O. Calabrese** for the Principal of Hill and Plain School position.
- At the BOE Special Meeting on September 28, 2023, the Board approved the hiring of **Mr. Nicholas Manciero** for the Interim Assistant Principal of Schaghticoke Middle School position.

### **October 2023**

- On October 19, 2023, at the Special Meeting of the Board of Education, Mr. Anthony Giovannone presented a guide of accounts and an overview of the three monthly reports.
- On October 19, 2023 at the Regular Meeting of the Board of Education, Mrs. Eileen Gillette was recognized for 36 years of service.
- The Board of Education recognized students from the High School who have demonstrated the principles driving the school year: focus, collaboration, heart and creativity. This month's award recipients are **Lais Maia, Rachel Waight** (not present), **Finlay Savoir, Riley Tierney**, and **Charlie Vaughey**.
- A presentation and update from Energy Systems Group and NV5 was provided. For the presentation, Dr. Wells from NV5 was available via phone. Doreen Hamilton and Steve Richmond from ESG, (Energy Systems Group), were present.
- The Board heard updates on the PTO, the Student Representatives report, the Superintendent's Report which included the Kindness in Motion Mini Grant, chain in command, transportation challenges, and student lunches.
- BOE Chairman Wendy Faulenbach provided updates on the 2024 BOE meetings, 2024 Budget Meetings, and PTO meetings as well as joint meetings with the Board of Finance, Board of Education, and Town Council.
- Assistant Superintendent, Ms. Holly Hollander and Mr. Jason O'Connor of the New Milford Youth Agency discussed an internet safety grant. It will be a joint effort between the district, town, Police Department, and Youth Agency.
- The Board approved the following Bid Awards:
  - RFP E-2324-002 NMHS Theater Equipment
  - RFP E-2324-003 SNIS Streaming Studio Proposal
  - RFP E-2324-001 NMHS Wood Shop Upgrade
- The Board approved the following policies:
  - 1105 Non-Discrimination
  - 5163 Transportation
  - 4112.8 Nepotism (Certified)
  - 4212.8 Nepotism (Non-Certified)



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*October 2023, continued*

- The Board approved deleting the recommended policies:
  - 1000 Concepts and Roles in Community Relations
  - 1110 Administration and School Relation with Board
  - 1112 News Media Relationships
  - 1112.5 Media Access to Students
  - 1120 Public Participation at BOE Meetings
  - 1140 Distribution of Materials to and by Students
  - 1146 Recognition of Students, Citizens, Staff Members
  - 1150.116 Communications with the Public
  - 1251 Loitering or Causing a Disturbance
  - 1312 Public Complaints
  - 1321 Public Performances by Students
  - 1322 Contests for Students
  - 1323 Gifts to Students
  - 1326 Solicitations by Staff Members
  - 1331 Smoking
  - 1350 Senior Citizens' Benefits
  - 1411 Relations with Police Authorities
  - 1412 Fire Department
  - 1430 State and Federal Aid
  - 1620 Relations with Private Schools, Colleges, and Universities
  - 1800 Animals on School Property
- The Board approved the following Curricula: Communications Arts I, Communications Arts 2, Computer Science I, Computer Science II, Introduction to Acting, STEM 6, 6th Grade Introduction to Digital Media, Criminal Justice, English 9 for MLL Students, ESL 1, ESL 2, and Art Appreciation.
- The Board approved the request from Capital Reserve in the amount of \$28,538.34 for the NMHS Fire Claim Reimbursement.
- On October 19, 2023 at the Regular Meeting of the Board of Education, the Board discussed the East Street Building, HVAC Reports and Grants, Kindergarten Entry Age, Employment Report September 2023, Enrollment Report October 2, 2023, Central Office Update, and the SNIS oil tank.





## November 2023

- At the regular BOE meeting on November 21, 2023, Superintendent Parlato recognized Schaghticoke Middle School students based on the four ideas we live by: focus, collaboration, heart, and creativity. The students recognized were **Chase Moran, Collin Duncan, Janae Rodriguez-Reid, Gunner Kilton, and Ryann Ramery.**
- The Board heard updates on the PTO, the Student Representatives Report, and all the BOE Subcommittees: Policy, Committee on Learning, Facilities and Operations, the Superintendent's Report which included an Update on School Culture and Climate Efforts. There are anonymous alerts at the high school and in January 2024, SMS will also have anonymous alerts.
- Chairman Wendy Faulenbach thanked outgoing board member, **Mr. Pete Helmus**, for all his hard work. Mrs. Faulenbach welcomed new BOE member, **Mr. Dean Barile.**
- The Board approved the following policies:
  - 4116 Increasing Educator Diversity Plan
  - 4118.25 & 4218.25 Reports of Suspected Abuse and Neglect of Children or Reports of Sexual Assault of Students by School Employees
  - 5141.5 Policy and Administrative Regulations Regarding Suicide Prevention and Intervention
  - 5142 Administration of Student Medications in Schools
  - 6147 Parental Access to Instructional Material
- The Board approved deleting the recommended policies upon approval of the above policies:
  - 2000 Concepts and Roles in Administration
  - 2000.1 Board–Superintendent Relations
  - 2100 Administrative Organization
  - 2112 Professional Development Opportunities
  - 2120 Administrative Assignments
  - 2130 Job Descriptions
  - 2131 Superintendent of Schools
  - 2132 Assistant Superintendent of Schools
  - 2133 Principal
  - 2141 Recruitment and Appointment of Superintendent
  - 2151 Appointment of Administrative and Supervisory Personnel
  - 2152 Assignment of Supervisory Personnel
  - 2210 Administrative Leeway in Absence of Board of Education Policy
  - 2231 Policy and Regulation System
  - 2240 Educational Research in District Schools
  - 2250 Monitoring of Product and Process Goals
  - 2400 Evaluation of the Superintendent



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*November 2023, continued*

- The Board approved the HVAC Evaluation Bid Award.
- The Board heard updates on the Employment Report, Enrollment report, NMHS Roof Update, Central Office update.
- The Board discussed the NMHS graduation date (June 15, 2023), Parent/Teacher Conference Data, Professional Services Expenses Examples, Food Service Fund Balance Towards Free Meals and Community Eligibility Provisions, Transportation Update, District Data, and the ESG/NV5 December 2023 Billing Status.

**December 2023**

- The Board held its Annual Meeting on December 19, 2023 and elected the following officers:
  - Chairperson – **Mrs. Wendy Faulenbach**
  - Vice Chairperson – **Mrs. Leslie Sarich**
  - Secretary – **Mrs. Tammy McInerney**
  - Assistant Secretary – **Tom O'Brien**
- At the regular BOE meeting on December 19, 2023, Dr. Parlato recognized the following employees who are members of the Science of Reading Master Class team: **Kathryn Banko, Karen Bosco, Sarah Filogomo, Kelly Harding, Nicole Heering, Holly Hollander, Michelle Klee, Megan Lago, Daniel Miller, Shannon Surreira, Megan Sylvester and Connie Williams**. Dr. Parlato stated these employees exemplify all four of the Ideas We Live By: Focus, Collaboration, Creativity and Heart.
- The Board heard updates on the PTO, the Student Representatives report, all the BOE Subcommittees: Policy, Committee on Learning, Facilities and Operations, the Superintendent's Report, which included an acknowledgement for the hard work of the three administrators in relation to the Science of Reading: **Mrs. Calabrese, Mrs. Gallagher, and Mrs. Surreira**.
- The Board approved the following policies:
  - 1105 Non-Discrimination (Community)
  - 3440 Individuals with Disabilities Education Act Fiscal Compliance
  - 3514 Code of Conduct Governing Procurements Under a Federal Award
  - 4111.1 4211.1 Non-Discrimination (Personnel)
  - 5000 Non-Discrimination (Students)
  - 5165 Graduation Requirements
- The Board approved deleting the recommended policies upon approval of the above policies:
  - 3440 Inventories
  - 3514 Equipment



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*December 2023, continued*

- The Board approved the proposed memorandum of agreement between the New Milford Board of Education and the New Milford Secretaries Association and to authorize the Chairperson of the Board to sign the memorandum of agreement pending any necessary further legal review.
- The Board heard updates on the Employment Report, Enrollment Report, NMHS Roof Update, Belfor Restorations, Central Office, BOE Annual Report 2022–2023, 2024–2025 and 2025–2026 School Calendars, Field Trip Report, Gifts and Donations, December Fundraising Report and the Kindergarten Entry Age update.

**January 2024**

- On January 17, 18, 24 and 25, 2024, the Board of Education conducted three evenings of hearings and adopted a budget on the fourth night for the 2024–2025 school year in the amount of \$73,462,509.

**February 2024**

- On February 20, 2024, at the Special Meeting of the Board of Education, Superintendent Dr. Parlato conducted a workshop and Presentation: Review of Student Performance Topics. Dr. Parlato gave her presentation on student achievement, looking at specific data points, potential causes for achievement challenges, planned action steps, impact of those initiatives and accountability for student growth and achievement. Following are some of the topics the Board of Education discussed: Four-Year Cohort Graduation Rate, Two or Four Year College Entrance, Percentage of Chronically Absent Students in the District, Teacher Attendance, High Needs Students Over Time, Smarter Balanced English/Language Arts Achievement, and Smarter Balanced Mathematics Achievement.
- On February 20, 2024, at the Regular Meeting of the Board of Education, Superintendent, Dr. Parlato recognized Ideal Employee **Christy Martin**, Adult Education Department. Superintendent, Dr. Parlato recognized **Mr. Joseph Neff**, retiree after 43 years of service. He began as the Industrial Arts teacher in 1980 and eventually went on to be part of the Adult Education program as well. Mr. Neff taught woodworking as well as computer aided design. He also served as the football and wrestling coach.
- The Board heard updates on the PTO, the Student Representatives report, all the BOE Subcommittees: Policy, Committee on Learning, Facilities and Operations, the Superintendent's Report, which included a reference the "Review of Student Performance Topics" presented earlier in the evening at the BOE Special Meeting/Workshop.
- Chairman Faulenbach provided updates on the Budget and BOE Subcommittees. Mrs. Faulenbach thanked the BOE Negotiations Subcommittee including **Mr. Eric Hansell** and **Mrs. Leslie Sarich**, for their hard work with three bargaining units.





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### *February 2024, continued*

- The Board approved bid awards for 2324-006 –NMHS Stadium Speakers; RFP E-2324-007 –NMHS Theatre Speakers.
- The Board approved policy 6160 Parent and Family Engagement Policy for Title I Students.
- The Board approved these Policies Recommended for Deletion:
  - 6171.41 Title I Programs
  - 6141.7 Policy Addressing Enrollment in Advanced Course or Program and Challenging Curriculum
- The Board approved the following Curricula:
  - Art Appreciation
  - Basic Life Support in CPR/AED/First Aid
  - Explorations in Science
  - French IV/V College Prep
  - Concert Chorus
  - Exercise Physiology
  - Nutrition and Wellness
  - PE Boot Camp
- The Board heard updates on the Employment Report, Enrollment Report, Audit Report – June 30, 2023, New Milford High School Roof and Belfor restoration, Central Office, Sarah Noble Oil Tank, OSHA 10 Training for Facilities staff, February Fundraising Report, Schaghticoke Middle School Course Selection, Science of Reading Update.
- The Board discussed the mid-year review of Superintendent performance goals in Executive Session.

### **March 2024**

- At the regular BOE meeting on March 19, 2024, Superintendent Dr. Parlato recognized Ideal Students from Hill and Plain and Northville Elementary Schools.
  - NES Students: **Milo Austin**, Mrs. Knowlen's kindergarten class, **Nora Lathrop**, Mr. Mackessy's 1st grade class, and **Hudson Breidster**, Mrs. Pilla's 2nd grade class.
  - HPS Students: **Carter Lewis**, Mrs. Mackey's kindergarten class, **Luke Benson**, Mrs. Kelly's 1st grade class and **Lily Drew**, Mrs. Regan's 2nd grade class.
- March is national Board of Education (BOE) Appreciation Month. At the regular BOE meeting on March 19, 2024, Superintendent Dr. Parlato thanked the BOE members for all their hard work and volunteer hours on subcommittees, school events, and more.
- The Board heard updates on the Student Representatives report, all the BOE Subcommittees: Policy, Committee on Learning, Facilities and Operations, and the Chairman's Report.



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*March 2024, continued*

- On March 19, 2024, at the Regular Meeting of the Board of Education, the Board approved the Capital Reserve Withdrawal – Additional HVAC Evaluation Funds.
- The Board approved the following Policies Recommended for Deletion:
  - 3300 Concepts and Roles in Business and Non Instructional Operations
  - 3110 Budget Planning
  - 3152 Spending Public Funds for Advocacy
  - 3160 Budget and Transfer of Funds
  - 3230 State and Federal Funds
  - 3231 Medical Reimbursement for Special Education Students
  - 3240 Tuition Fees
  - 3313 Relations with Vendors
  - 3432 Budget and Expense Report/Annual Financial Statement
  - 3450 Monies in School Buildings
  - 3451 Petty Cash Funds
  - 3513.1 Energy Conservation
  - 3516.11 Hazardous Materials Communications
  - 3516.3 Safety
  - 3516.4 Sex Offender Notification
  - 3520 Student Data Privacy
  - 3524.11 Hazardous Material in School
  - 3532.1 Liability Insurance
  - 3541.23 Bus Contractor
  - 3541.313 Routes and Services/Transportation
  - 3541.44 Transportation/Use of Private Automobiles on School Trips
  - 3542.31 Free or Reduced Price Lunches
  - 3542.42 Cafeterias—Handling of School Lunch Funds
  - 3542.45 Vending Machines
- The Board heard updates on the Employment Report, the New Milford High School roof and gym floor, Central Office, Sarah Noble Intermediate School oil tank, the field trip report, and New Milford High School/Schaghticoke Middle School Pathways.
- The Board discussed a proposed new cooperative agreement concept with Sherman Board of Education and consideration of attorney–client privileged communication regarding same in Executive Session.





### April 2024

- On April 30, 2024, at the Regular Meeting of the Board of Education, Superintendent Dr. Parlato recognized Litchfield Hills Transition Center (LHTC) students for their efforts on recycling and converting recycled materials to a bench. After their presentation, Dr. Parlato gave Ideal Award certificates to LHTC students, **Joshua, Samuel, and Abigail** for efforts in Focus and Collaboration. To date they have collected 361.86 pounds.
- Superintendent Dr. Parlato updated the Board during her report that she is doing instructional rounds with a focus on students' tasks, which will be completed at all five schools in the fall.
- The Board heard updates on the PTO report, all the BOE Subcommittees: Policy, Committee on Learning, Facilities and Operations, and the Chairman's Report.
- The Board approved the contract of employment of each non-tenured teacher listed on the Exhibit A reviewed by the Board be non-renewed upon the expiration of the 2023–24 school year and further moved that the Superintendent of Schools advise such impacted individuals of such action.
- The Board heard updates on Policies and Regulations, Employment Report, Enrollment Report, Field Trip Report, April Fundraising Report, and Excess Cost.
- The Board unanimously approved the Sherman High School tuition agreement, effective July 1, 2024.
- The Board approved the hiring of **Jennifer Powers**, Assistant Principal for Schaghticoke Middle School, with a start date of July 1, 2024.

### May 2024

- On May 21, 2024, at the Regular Meeting of the Board of Education, Superintendent Dr. Parlato recognized Sarah Noble Intermediate School Advanced Band and Advanced Chorus members: **Nolan Bernardi, Lucinda Chapman, Olivia Chhay, Joseph Ciraolo, Christopher Cossuto, Annabella Davis, Anna Harvey, Matthew Howard, Nora Jewell, Grayson Kamp, Nick Liu, Connor Mclean, Victoria Montgomery, Alyssa Morais, Douglas Muckerman, Julian Obijiski, Joseph Panepento, Izabella Serrano–Santiago, Molly Strasser, Evan Symington, Parker Tunick, Mary Valverde, Charles Vengrove, Henry Vermillion, Hailey Walling and Isabella Xavier.**



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*May 2024, continued*

- Superintendent Dr. Parlato recognized retirees, representing 222 years of service to New Milford Public Schools.
  - Susan Baerny, 18 years of service
  - Michael Fitzgerald, 28 years of service
  - Viola Gorman, 42 years of service
  - Darryl Gregory, 12 years of service
  - Susan Holland, 24 years of service
  - Caroline Holub, 19 years of service
  - Kathy Miller, 18 years of service
  - Heliott Sanchez, 17 years of service
  - Donna Urban, 8 years of service
  - Connie Williams, 24 years of service
  - Jean Wiltshire, 12 years of service
- The Board heard updates on the PTO report, Student Representatives report, the Superintendent's report, all the BOE Subcommittees: Policy, Committee on Learning, Facilities and Operations, and the Board Chairman's Report.
- The Board discussed the Projected Year End Balance and End of Year Projects.
- The Board approved the Bid Award — RFP E-2324-008 Special Education Opportunity Review.
- The Board approved a motion made that pursuant to C.G.S. Section 10-215f, the New Milford Board of Education certifies that all food items offered for sale to students in the schools under its jurisdiction, and not exempted from the Connecticut Nutrition Standards published by the Connecticut State Department of Education, will comply with the Connecticut Nutrition Standards during the period of July 1, 2024 through June 30, 2025. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to school stores, vending machines, school cafeterias, culinary programs, and any fundraising activities on school premises sponsored by the school or non-school organizations and groups.
- The New Milford Board of Education will allow the sale to students of food items that do not meet the Connecticut Nutrition Standards and beverages not listed in Section 10-221q of the Connecticut General Statutes provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the food and beverage items are not sold from a vending machine or school store. An "event" is an occurrence that involves more than just a regularly scheduled practice, meeting, or



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### *May 2024, continued*

extracurricular activity. For example, soccer games, school plays, and interscholastic debates are events but soccer practices, play rehearsals, and debate team meetings are not. The “regular school day” is the period from midnight before to 30 minutes after the end of the official school day. “Location” means where the event is being held and must be the same place as the food and beverage sales.

- The Board approved the following curricula:
  - Computer Science I
  - Computer Science II
  - Communication Arts I
  - Communication Arts II
  - General Music 6
  - General Music 7
  - General Music 8
  - Introduction to Acting
  - Introduction to Digital Media
- The Board heard updates on the Employment Report, the Enrollment report, the NMHS roof, Central Office Update, Field Trip Report, IDEA FY 2025 Grant, and the PEP Grant.
- The Board discussed written attorney–client privileged communication relating to student transportation contract in Executive Session.
- The Board authorized the Board Chairperson to prepare and issue to the Superintendent a written 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.
- On May 28, 2024 at the Special Meeting of the Board of Education, the Board authorized 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.

### **June 2024**

- On June 18, 2024 at the Regular Meeting of the Board of Education, the Board heard updates on the Superintendent’s report including the end of the year events and celebrations, all the BOE Subcommittees: Policy, Committee on Learning, Facilities and Operations, and the Board Chairman’s Report.
- The Board approved to submit the application for the Two Percent Education Cost Sharing (ECS) Program Grant Set-Aside.
- The Board approved a \$100,000 deposit into the Turf Field Fund from the year-end balance, pending final audit.





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*June 2024, continued...*

- The Board approved a withdrawal from the 2023–24 year-end balance, pending final audit, in the amount of \$231,092 to submit to the Town of New Milford to replace the 2% educational cost sharing set-aside to be held by the Board of Education.
- The Board approved moving the remaining 2023–24 end of year balance, pending final audit, to the capital reserve fund and to make that request to the Town Council and Board of Finance.
- The Board approved a capital reserve withdrawal in the amount of \$895,443 for the 2023 and 2024 Energy Systems Group/Bank of America lease payments.
- The Board heard updates on the Employment Report, the Enrollment report, the NMHS roof, NMHS Woodshop HVAC, HS gym floor, and Sarah Noble oil tank.
- The Board authorized the Board Chairperson to execute on behalf of the Board the proposed contract of employment with the Superintendent as discussed in executive session, subject to any necessary legal review.