

NEW MILFORD BOARD OF EDUCATION
New Milford Public Schools
50 East Street
New Milford, Connecticut 06776

BOARD OF EDUCATION
MEETING NOTICE

DATE:	December 20, 2022
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. PTO REPORT

4. STUDENT REPRESENTATIVES' REPORT

5. APPROVAL OF MINUTES

- A. Approval of the following Board of Education Meeting Minutes
 - 1. Regular Meeting Minutes November 15, 2022

6. SUPERINTENDENT'S REPORT

7. BOARD CHAIRMAN'S REPORT

8. DISCUSSION AND POSSIBLE ACTION

- A. Monthly Reports
 - 1. Budget Position dated November 30, 2022
 - 2. Purchase Resolution: D-765
 - 3. Request for Budget Transfers
- B. Policy for Second Review
 - 1. 5132 Student Dress
- C. Policies for First Review
 - 1. 4118.6 Employee Use of the District's Computer Systems and Electronic Communications
 - 2. 5131.9 Student Use of the District's Computer Systems and Internet Safety
- D. Central Office Move to SNIS/Lillis Building

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9. ITEMS FOR INFORMATION AND DISCUSSION

- A. Employment Report: October - November (Revised)
- B. Field Trip Report
- C. Regulations
 - 1. 4118.6R Administrative Regulation Regarding Employee Use of the District's Computer Systems and Electronic Communications
 - 2. 5131.9R Administrative Regulation Regarding Student Use of the District's Computer Systems and Internet Safety

10. DISCUSSION AND POSSIBLE ACTION

- A. Discussion and possible action regarding amendment to terms and conditions of employment of Assistant Superintendent of Schools, Director of Facilities and Accounting Manager. Executive session anticipated. The Board may take action when it returns to public session.

11. ADJOURN

ITEMS OF INFORMATION

Policy Subcommittee Meeting Minutes - December 6, 2022
Committee on Learning Meeting Minutes - December 6, 2022
Facilities Subcommittee Meeting Minutes - December 13, 2022
Operations Subcommittee Meeting Minutes - December 13, 2022

New Milford Board of Education
Regular Meeting Minutes
November 15, 2022
Sarah Noble Intermediate School Library Media Center

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Present:	Mrs. Wendy Faulenbach Mr. Eric Hansell Mr. Pete Helmus Mr. Brian McCauley Mrs. Tammy McInerney Mr. Tom O'Brien Mrs. Olga I. Rella Mrs. Leslie Sarich
Absent:	Mr. Keith A. Swanhall Jr.

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Also Present:	Dr. JeanAnn C. Paddyfote, Interim Superintendent of Schools Ms. Holly Hollander, Assistant Superintendent Mr. Matthew Cunningham, Facilities Director Mr. Anthony Giovannone, Director of Fiscal Services and Operations Mrs. Laura Olson, Director of Pupil Personnel and Special Services Mr. Jeffrey Turner, Technology Director Mrs. Anne Bilko, Sarah Noble Intermediate School Principal Mrs. Gwen Gallagher, Northville Elementary School Principal Mr. Ray Manka, New Milford High School Principal Nicholas Carroccio, Student Representative
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1. A.	Call to Order Pledge of Allegiance The regular meeting of the New Milford Board of Education was called to order at 7:00 p.m. by Mrs. Faulenbach. The Pledge of Allegiance immediately followed.	Call to Order A. Pledge of Allegiance
2. A.	Recognition NMPS Stars of the Month: Alicia Hanelt, Nina Money, Diane Smith <ul style="list-style-type: none"> Dr. Paddyfote congratulated the Stars of the Month and read their nomination. 	Recognition A. NMPS Stars of the Month: Alicia Hanelt, Nina Money, Diane Smith
3.	Public Comment <ul style="list-style-type: none"> There was none. 	Public Comment

4.	<p>PTO Report</p> <ul style="list-style-type: none"> • Mrs. Byrd said the NMHS PTO completed their flocking fundraiser and assisted with the Homecoming Dance. They are looking to fund a few water bottle fillers for the high school. • SMS PTO held a fall festival. The book fair was successful, just shy of \$10,000. They were able to purchase \$1,000 in books to give back to students and a new teacher. • SNIS PTO has pie and custom sock fundraisers going. They will host a wreath making event and movie night upcoming. • HPS PTO helped with Veterans Day and Thanksgiving themed bulletin boards. Their book fair is at the end of the month. • NES PTO held their Spooktacular event and book fair. They also have a sock fundraiser ongoing as well as catalog sales. • K-5, the PTOs helped with Veterans events through decorations and meals. Holiday stores are coming up. • Townwide PTO is hosting Sip and Shop this Friday at JPCC to benefit scholarships. 	PTO Report
5.	<p>Student Representatives' Report</p> <ul style="list-style-type: none"> • Nicholas Carroccio, student representative, reported on happenings in the schools. • NES: On Thursday NES had their first in person Veterans Day celebration since pre-Covid. They sang patriotic songs to the veterans and their families. They also collected food for the annual food drive. This year they did a spin on this by including fitness into the mix. Students used their food donation as a weight to strengthen their muscles. Next Monday will be the 50th day of school and Kindergarteners will enjoy a Sock Hop in gym class to celebrate. • HPS: At the end of October, Hill and Plain held their annual Book Character Parade. Students and staff had fun dressing up and the weather was perfect for a short outdoor parade. During the month of November, Hill and Plain has been focusing on gratitude. Each morning the 	Student Representatives' Report

	<p>announcements have focused on what gratitude is and how students can show gratitude. Students also saw gratitude in action during the school's Veterans Day assembly. They are continuing the focus on gratitude with a schoolwide food drive this month to benefit the New Milford community. Hill and Plain would like to thank all of the families who took part in parent conferences and are grateful for families' involvement in their children's education.</p> <ul style="list-style-type: none"> • SNIS: During the month of October, SNIS observed Breast Cancer Awareness Month. Students raised change by doing chores at home and contributed to a pink boot drive. They celebrated the end with a pink day where staff and students wore pink. In all, SNIS raised more than \$1700 to donate. This past Thursday SNIS celebrated Veterans Day with three assemblies. This year was made even more special with the addition of the high school band and choral groups joining SNIS students. • SMS: The fall season wrapped up at SMS and winter sports have begun. Field hockey, soccer, and cross country teams all had great seasons. All eyes are now on basketball! SMS hosted local veterans and friends from New Milford High School on November 10 for a Veterans Day program. Thanks to the efforts of the PTO, the fall book fair was held from November 2-10. • NMHS: The Fall theatre production is coming up November 18 and 19 and teachers can take their students down for an in school preview this Friday. Wingman day is November 15 and Activity day is November 16. There was a school wide assembly to recognize veterans in the community. Seniors can now order their cap and gown from November 14-18. 	
6.	Approval of Minutes	Approval of Minutes
A.	Approval of the following Board of Education Meeting Minutes:	A. Approval of the following Board of Education Meeting Minutes:
	1. Regular Meeting Minutes October 18, 2022	

	<p>Mr. Helmus moved to approve the following Board of Education Meeting Minutes: Regular Meeting Minutes October 18, 2022, seconded by Mr. Hansell.</p> <p>The motion passed unanimously.</p>	<p>1. Regular Meeting Minutes October 18, 2022</p> <p>Motion made and passed unanimously to approve the following Board of Education Meeting Minutes: Regular Meeting Minutes October 18, 2022.</p>
7.	<p>Superintendent's Report</p> <ul style="list-style-type: none"> • Dr. Paddyfote said there are twenty two new fundraisers at the high school this month and two at SMS. • Parent teacher conferences were held November 8 and 9 with 4512 conferences held; a huge thank you to staff, parents and Assistant Superintendent Hollander. • Each school held moving Veterans Day ceremonies, of which Dr. Paddyfote's schedule let her attend four out of five. All were very well done. • Central Office continues the move to SNIS. All departments will be there by next Monday. 	<p>Superintendent's Report</p>
8.	<p>Board Chairman's Report</p> <ul style="list-style-type: none"> • Mrs. Faulenbach said Veterans Day ceremonies were amazing and she appreciated the invitations to Board members from the schools. • Several items are on for capital reserve discussion this evening. • The negotiations team continues to work on two contracts. She thanked team members for their time and hard work. • The Danbury Magnet School held their annual meeting and Mrs. Rella attended as Board Liaison. New Milford has eighteen students attending the school. • She reminded the Board that its annual meeting is December 20 beginning at 6:30 PM for Board elections, followed by the regular meeting at 7:00 PM. 	<p>Board Chairman's Report</p>

<p>9.</p>	<p>Discussion and Possible Action</p> <p>A. Monthly Reports</p> <ol style="list-style-type: none"> 1. Budget Position dated October 31, 2022 2. Purchase Resolution: D-764 3. Request for Budget Transfers <p>Mrs. McInerney moved to approve Monthly Reports: Budget Position dated October 31, 2022, Purchase Resolution D-764, and Request for Budget Transfers, seconded by Mr. Helmus.</p> <ul style="list-style-type: none"> • Mrs. Faulenbach said these were all discussed at Operations. • Mr. O'Brien asked what the actual available amount of the capital reserve account is. • Mr. Giovannone said it is the \$1,811,670 balance shown. This does not include the 2021-22 fiscal year balance of approximately \$1.7 million that is waiting final audit. • Mrs. Faulenbach asked if the balance includes the recently approved \$20,000 for the SMS wastewater plan. • Mr. Giovannone said it does. • Mrs. McInerney asked when the 2021-22 funds will be available to the Board. • Mrs. Faulenbach said typically in February or March after the audit presentation. The Board already approved the motion last June to deposit the funds to capital reserve. <p>The motion passed unanimously.</p> <p>B. Policy for First Review</p> <ol style="list-style-type: none"> 1. 5132 Student Dress <ul style="list-style-type: none"> • Mrs. Faulenbach said this is on for discussion only and will be back next month for second review. • Mrs. McInerney said she is very happy with this policy. She likes the generalized nature and follow up with a more "meaty" regulation that allows for easier revision if needed by trends. She is also happy to see the responsive work 	<p>Discussion and Possible Action</p> <p>A. Monthly Reports</p> <ol style="list-style-type: none"> 1. Budget Position dated October 31, 2022 2. Purchase Resolution: D-764 3. Request for Budget Transfers <p>Motion made and passed unanimously to approve Monthly Reports: Budget Position dated October 31, 2022, Purchase Resolution D-764, and Request for Budget Transfers.</p> <p>B. Policy for First Review</p> <ol style="list-style-type: none"> 1. 5132 Student Dress
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	<p>done by the Board when suggestions for change were brought up.</p> <p>C. Policies Recommended for Revision and Approval at Initial Board Presentation in accordance with Board Bylaw 9311:</p> <ol style="list-style-type: none"> 1. 2500 Retention of Electronic Records and Information 2. 4115.2 Emergency Action Plan for Interscholastic and Intramural Athletic Events 3. 4115.3 Exertional Heat Illness Awareness for Intramural and Interscholastic Athletics 4. 5115 Physical Activity, Undirected Play and Student Discipline 5. 5134 Meal Charging 6. 6141.7 Policy Addressing Enrollment in an Advanced Course or Program and Challenging Curriculum <p>Mr. Helmus moved to approve the following policies:</p> <ol style="list-style-type: none"> 1. 2500 Retention of Electronic Records and Information 2. 4115.2 Emergency Action Plan for Interscholastic and Intramural Athletic Events 3. 4115.3 Exertional Heat Illness Awareness for Intramural and Interscholastic Athletics 4. 5115 Physical Activity, Undirected Play and Student Discipline 5. 5134 Meal Charging 6. 6141.7 Policy Addressing Enrollment in an Advanced Course or Program and Challenging Curriculum <p>Seconded by Mrs. Rella.</p> <ul style="list-style-type: none"> Mrs. Faulenbach said these are up for approval at the initial Board presentation in accordance with Board Bylaw 9311. 	<p>C. Policies Recommended for Revision and Approval at Initial Board Presentation in accordance with Board Bylaw 9311:</p> <ol style="list-style-type: none"> 1. 2500 Retention of Electronic Records and Information 2. 4115.2 Emergency Action Plan for Interscholastic and Intramural Athletic Events 3. 4115.3 Exertional Heat Illness Awareness for Intramural and Interscholastic Athletics 4. 5115 Physical Activity, Undirected Play and Student Discipline 5. 5134 Meal Charging 6. 6141.7 Policy Addressing Enrollment in an Advanced Course or Program and Challenging Curriculum <p>Motion made and passed unanimously to approve the following policies:</p> <ol style="list-style-type: none"> 1. 2500 Retention of Electronic Records and Information 2. 4115.2 Emergency Action Plan for Interscholastic and Intramural Athletic Events 3. 4115.3 Exertional Heat Illness Awareness for Intramural and Interscholastic Athletics 4. 5115 Physical Activity, Undirected Play and Student Discipline 5. 5134 Meal Charging 6. 6141.7 Policy Addressing Enrollment in an Advanced Course or Program and Challenging Curriculum
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	<p>The motion passed unanimously.</p> <p>D. Approval of New Course</p> <ol style="list-style-type: none"> 1. Grade 6 Accelerated Math 2. Grade 7 Accelerated Math 3. Statistics Honors <p>Mr. McCauley moved to approve new courses Grade 6 Accelerated Math, Grade 7 Accelerated Math and Statistics Honors, seconded by Mr. Hansell.</p> <ul style="list-style-type: none"> • Mrs. McInerney said she wanted to thank Ms. Hollander and the curriculum writers for getting this done. We have been looking at accelerated math classes for SMS for a while and these provide a good pathway. She is also happy to see the return of Statistics Honors and says it will address a current gap. <p>The motion passed unanimously.</p> <p>E. Approval of Curriculum</p> <ol style="list-style-type: none"> 1. Grade 6 Math <p>Mr. Hansell moved to approve the Grade 6 Math curriculum, seconded by Mr. O'Brien.</p> <ul style="list-style-type: none"> • There were no questions. <p>The motion passed unanimously.</p> <p>F. NMHS Woodshop</p> <p>Mr. Helmus moved that the Board make a request of the Town Council and Board of Finance to remove \$233,980.00 from the BOE Capital Reserve Account to fund the proposed NMHS Woodshop HVAC recommendations, seconded by Mrs. McInerney.</p> <ul style="list-style-type: none"> • Mrs. Faulenbach said this topic has been before the Board numerous times this year. • Mr. O'Brien said he wants the record to show that there are a number of Board members, including him, uncomfortable with this expense falling entirely on the Board. Demolition as a 	<p>D. Approval of New Course</p> <ol style="list-style-type: none"> 1. Grade 6 Accelerated Math 2. Grade 7 Accelerated Math 3. Statistics Honors <p>Motion made and passed unanimously to approve new courses Grade 6 Accelerated Math, Grade 7 Accelerated Math and Statistics Honors.</p> <p>E. Approval of Curriculum</p> <ol style="list-style-type: none"> 1. Grade 6 Math <p>Motion made and passed unanimously to approve the Grade 6 Math curriculum.</p> <p>F. NMHS Woodshop</p> <p>Motion made and passed unanimously that the Board make a request of the Town Council and Board of Finance to remove \$233,980.00 from the BOE Capital Reserve Account to fund the proposed NMHS Woodshop HVAC recommendations.</p>
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result of the first fire revealed what the fire marshal determined was an HVAC code issue. He asked Mr. Cunningham if there was any difference between the architectural plans and the "as built" plans.

- Mr. Cunningham said no and a certificate of occupancy was issued in 2000.
- Mr. O'Brien noted that now because of accident, correction is required. He said the Town built the school and owns the building and so he questioned why it is all on the Board. As a carpenter by trade, he wants the project completed as much as anyone but is troubled by the depletion to the budget to make it right. He would like to see the Town help with this.
- Mr. Helmus said he seconds Mr. O'Brien's comments and agrees that this is collateral damage from the fire; the shop was fully functioning prior to it. He said the Town has some culpability since the fire was under the Town's supervision of the project but that it is time now to move forward and do what is right for students. It is safer to bring it up to code. The Board should take action to make sure the shop is fully functioning for next school year.
- Mrs. Faulenbach said this is an unbudgeted item and there is no other funding source but capital reserve if the Board wants to move forward. There are no contingency funds. She said this has been discussed at every Facilities subcommittee and Board meeting this year and she said open dialogue can continue when the request is made to the Town.
- Mrs. McInerney said the Mayor said at the September meeting that he is looking to continue conversation about collaborative projects, perhaps this can be one of them. She said this is an important program to students and she will support the motion.
- Mrs. Faulenbach thanked all involved who have pivoted to make this program work in the interim.

The motion passed unanimously.

<p>G. Central Office Move to SNIS</p> <p>Mrs. Rella moved that the Board make a request of the Town Council and Board of Finance to remove \$85,200.00 from the BOE Capital Reserve Account to fund expenses related to the Central Office move to SNIS, seconded by Mr. Hansell.</p> <ul style="list-style-type: none"> • Mrs. Faulenbach referenced the memo sent to Board members today. She said this is another project that has been under discussion for a very long time. The move itself was finally expedited on an emergency basis. Whatever the Board deems appropriate tonight, this is just a phase in the final move. The entire project has a much higher price tag and the Board should anticipate additional funding requests. • Mrs. Rella asked if the newly proposed layout provides enough room. • Mr. Cunningham said it does. There are ten classrooms still but all on the first floor. That means no elevator needed, less bathrooms. He spoke to SNIS administration and they will be shifting classrooms regardless so they can work with the new layout. • Mr. McCauley said he can't believe this hadn't been considered before and that it makes a lot of sense. He is glad we are discussing it now before investing funds. • Mr. O'Brien asked what impact the new layout has on the Planetarium. • Mr. Cunningham said it will still be there. Since it is only used sporadically throughout the year, classes will use it as if it is an in-school field trip basically and Central Office administration will be made aware when they are visiting. • Mr. O'Brien asked if tonight's request for funding is an appropriation for the short term move. • Mr. Cunningham said that is correct, it is to work with the available space now to make it workable in the short term. • Mr. O'Brien asked if the redesign will be available at the next meeting. • Mr. Cunningham said that is his hope. • Mrs. Faulenbach said it is great to see an 	<p>G. Central Office Move to SNIS</p> <p>Motion made and withdrawn that the Board make a request of the Town Council and Board of Finance to remove \$85,200.00 from the BOE Capital Reserve Account to fund expenses related to the Central Office move to SNIS.</p>
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	<p>alternative option presented that will be more financially advantageous. She asked if there are costs involved in obtaining info for the redesign.</p> <ul style="list-style-type: none"> • Mr. Cunningham said there will be, since cost estimates are needed for grant purposes. • Mrs. Faulenbach suggested the capital reserve request be revised to cover that unbudgeted expense. She suggested the original motion could be withdrawn and a new motion for "not to exceed \$100,000" be substituted. • The Board was amenable. <p>The motion was withdrawn.</p> <p>Mrs. Rella moved that the Board make a request of the Town Council and Board of Finance to remove \$100,000.00 from the BOE Capital Reserve Account to fund expenses not to exceed that amount related to the Central Office move to SNIS, seconded by Mr. Hansell.</p> <ul style="list-style-type: none"> • Mr. Helmus said the boiler is barely functioning. The heat is sporadic at best. Staff are subject to wearing coats while working in less than desirable circumstances. The move is way overdue. This phase is the first baby step and the Board needs to take it. • Mrs. Faulenbach said the Board can also anticipate a motion to come regarding East Street school. She said there are legal requirements regarding the transfer of a school back to the Town. • Mrs. McInerney asked if the emergency move set up allows separation from the school operations. • Mr. Cunningham said they are working on it and that is what some of the requested funding is for. • Dr. Paddyfote said the current set up is less than ideal. There are no separating walls so no privacy. Confidentiality could be an issue. Construction will be needed to address those and other issues. • Mrs. Faulenbach said the Board recognizes that it is a challenging situation and appreciates the efforts of all to make it work. This is just the beginning of making needed accommodations 	<p>Motion made and passed unanimously that the Board make a request of the Town Council and Board of Finance to remove \$100,000.00 from the BOE Capital Reserve Account to fund expenses not to exceed that amount related to the Central Office move to SNIS.</p>
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	<p>for offices to function fully. She is pleased to see the revised plan suggested.</p> <p>The motion passed unanimously.</p>	
10.	<p>Items for Information and Discussion</p> <p>A. Employment Report: October - November</p> <ul style="list-style-type: none"> Mrs. Rella said she is thrilled to see Ms. Baldelli back helping with Human Resources. <p>B. Job Descriptions</p> <ol style="list-style-type: none"> Administrative Assistant to the Superintendent of Schools Clerk, Board of Education Nurse Supervisor Human Resources Benefits Specialist <ul style="list-style-type: none"> Mrs. Faulenbach said these were discussed at Operations. She is pleased to see them and said it is a good use of funds. <p>C. Entitlement Grants 2022-23</p> <ul style="list-style-type: none"> There were no questions. <p>D. Regulations</p> <ol style="list-style-type: none"> 2500R Retention of Electronic Records and Information 5132R Administrative Regulation Addressing Student Dress 6141.7R Addressing Enrollment in an Advanced Course or Program and Challenging Curriculum <ul style="list-style-type: none"> There were no questions. <p>E. Field Trip Report</p> <ul style="list-style-type: none"> Mr. Helmus said it was nice to see field trips back. 	<p>Items for Information and Discussion</p> <p>A. Employment Report: October - November</p> <p>B. Job Descriptions</p> <ol style="list-style-type: none"> Administrative Assistant to the Superintendent of Schools Clerk, Board of Education Nurse Supervisor Human Resources Benefits Specialist <p>C. Entitlement Grants 2022-23</p> <p>D. Regulations</p> <ol style="list-style-type: none"> 2500R Retention of Electronic Records and Information 5132R Administrative Regulation Addressing Student Dress 6141.7R Addressing Enrollment in an Advanced Course or Program and Challenging Curriculum <p>E. Field Trip Report</p>

11.	Adjourn Mr. O'Brien moved to adjourn the meeting at 7:49 p.m., seconded by Mr. McCauley. The motion passed unanimously.	Adjourn Motion made and passed unanimously to adjourn the meeting at 7:49 p.m.
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Respectfully submitted:



Olga I. Rella, 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	30,920,462	0	30,920,462	10,368,788	19,923,062	628,612	97.97%
100'S	SALARIES - NON CERTIFIED	9,964,002	55,000	10,019,002	3,488,440	4,416,753	2,113,809	78.90%
200'S	BENEFITS	11,165,730	0	11,165,730	5,128,175	5,268,591	768,964	93.11%
300'S	PROFESSIONAL SERVICES	4,147,549	-55,000	4,092,549	1,542,984	1,695,926	853,639	79.14%
400'S	PROPERTY SERVICES	963,512	0	963,512	358,518	309,893	295,101	69.37%
500'S	OTHER SERVICES	9,535,698	0	9,535,698	3,782,367	5,358,982	394,349	95.86%
600'S	SUPPLIES	2,699,331	0	2,699,331	721,069	1,287,807	690,455	74.42%
700'S	CAPITAL	22,784	0	22,784	2,461	636	19,687	13.59%
800'S	DUES AND FEES	93,268	0	93,268	61,895	4,148	27,225	70.81%
900'S	REVENUE	-1,745,047	0	-1,745,047	-183,437	0	-1,561,610	10.51%
GRAND TOTAL		67,767,289	0	67,767,289	25,271,260	38,265,798	4,230,232	93.76%

SALARIES - NON CERTIFIED BREAKOUT

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
51180	SALARIES - NON CERT - STIPENDS	535,390	0	535,390	202,888	0	332,502	37.90%
51201	SALARIES - NON CERT - PARA EDUCATORS	2,188,657	0	2,188,657	725,909	1,352,425	110,323	94.96%
51202	SALARIES - NON CERT - SUBSTITUTES	971,737	0	971,737	270,855	0	700,882	27.87%
51210	SALARIES - NON CERT - SECRETARY	2,093,451	55,000	2,148,451	783,712	1,001,130	363,609	83.08%
51225	SALARIES - NON CERT - TUTORS	260,695	0	260,695	15,866	0	244,829	6.09%
51240	SALARIES - NON CERT - CUSTODIAL	1,971,159	0	1,971,159	773,713	1,037,207	160,239	91.87%
51250	SALARIES - NON CERT - MAINTENANCE	950,613	0	950,613	361,765	458,286	130,562	86.27%
51285	SALARIES - NON CERT - TECHNOLOGY	508,703	0	508,703	193,419	293,702	21,582	95.76%
51336	SALARIES - NON CERT - NURSES	483,597	0	483,597	160,314	274,003	49,281	89.81%
TOTAL		9,964,002	55,000	10,019,002	3,488,440	4,416,753	2,113,809	78.90%

BENEFIT BREAKOUT

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
52200	BENEFITS - FICA	622,565	0	622,565	227,407	0	395,158	36.53%
52201	BENEFITS - MEDICARE	531,498	0	531,498	199,197	0	332,301	37.48%
52300	BENEFITS - PENSION	929,692	0	929,692	929,692	0	0	100.00%
52600	BENEFITS - UNEMPLOYMENT COMP	33,000	0	33,000	3,690	8,310	21,000	36.36%
52810	BENEFITS - HEALTH INSURANCE	8,397,600	0	8,397,600	3,484,638	4,912,962	0	100.00%
52820	BENEFITS - DISABILITY INSURANCE	125,000	0	125,000	46,678	78,322	0	100.00%
52830	BENEFITS - LIFE INSURANCE	126,000	0	126,000	44,193	76,807	5,000	96.03%
52900	BENEFITS - OTHER EMPLOYEE BENEFITS	400,375	0	400,375	192,679	192,190	15,505	96.13%
TOTAL		11,165,730	0	11,165,730	5,128,175	5,268,591	768,964	93.11%

*EXPENDITURES*

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
51110	CERTIFIED SALARIES	30,920,462	0	30,920,462	10,368,788	19,923,062	628,612	97.97%
51200	NON-CERTIFIED SALARIES	9,964,002	55,000	10,019,002	3,488,440	4,416,753	2,113,809	78.90%
52000	BENEFITS	11,165,730	0	11,165,730	5,128,175	5,268,591	768,964	93.11%
53010	LEGAL SERVICES	238,553	0	238,553	137,089	101,464	0	100.00%
53050	CURRICULUM DEVELOPMENT	75,000	0	75,000	5,151	2,273	67,576	9.90%
53200	PROFESSIONAL SERVICES	2,406,345	0	2,406,345	894,161	1,183,840	328,344	86.36%
53201	MEDICAL SERVICES - SPORTS	52,700	-50,000	2,700	0	0	2,700	0.00%
53210	TIME & ATTENDANCE SOFTWARE	10,500	0	10,500	1,851	2,189	6,460	38.48%
53220	IN SERVICE	114,450	0	114,450	32,674	0	81,776	28.55%
53230	PUPIL SERVICES	576,592	0	576,592	177,396	270,129	129,067	77.62%
53300	OTHER PROF/ TECH SERVICES	46,785	0	46,785	13,887	250	32,648	30.22%
53310	AUDIT/ACCOUNTING	41,250	0	41,250	41,250	0	0	100.00%
53500	TECHNICAL SERVICES	238,871	0	238,871	166,361	13,335	59,175	75.23%
53530	SECURITY SERVICES	228,503	0	228,503	33,093	122,447	72,964	68.07%
53540	SPORTS OFFICIALS SERVICES	118,000	-5,000	113,000	40,070	0	72,930	35.46%
54101	CONTRACTUAL TRASH PICK UP	93,016	0	93,016	39,288	45,163	8,565	90.79%
54301	REPAIRS & MAINTENANCE	475,762	0	475,762	208,031	156,662	111,069	76.65%
54302	FIRE / SECURITY MAINTENANCE	1,700	0	1,700	1,351	0	349	79.49%
54303	GROUND MAINTENANCE	12,700	0	12,700	8,620	0	4,080	67.88%
54310	GENERAL REPAIRS	43,170	0	43,170	6,089	7,324	29,756	31.07%
54320	TECHNOLOGY RELATED REPAIRS	41,637	0	41,637	13,419	4,650	23,568	43.40%
54411	WATER	68,195	0	68,195	13,823	54,372	0	100.00%
54412	SEWER	15,559	0	15,559	11,272	4,287	0	100.00%
54420	LEASE/RENTAL EQUIP/VEH	211,773	0	211,773	56,625	37,434	117,714	44.42%
55100	PUPIL TRANSPORTATION - OTHER	175,790	0	175,790	71,960	33,698	70,133	60.10%
55101	PUPIL TRANS - FIELD TRIP	22,750	0	22,750	4,203	0	18,547	18.47%
55110	STUDENT TRANSPORTATION	5,053,987	0	5,053,987	1,944,537	3,023,103	86,347	98.29%
55200	GENERAL INSURANCE	306,689	0	306,689	306,689	0	0	100.00%
55300	COMMUNICATIONS	39,440	0	39,440	10,324	29,116	0	100.00%
55301	POSTAGE	32,750	0	32,750	5,791	26,959	0	100.00%
55302	TELEPHONE	80,966	0	80,966	43,225	37,741	0	100.00%

*EXPENDITURES*

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
55400	ADVERTISING	8,000	0	8,000	1,030	0	6,970	12.87%
55505	PRINTING	31,210	0	31,210	14,388	1,346	15,476	50.41%
55600	TUITION - TRAINING	30,000	0	30,000	-900	0	30,900	-3.00%
55610	TUITION - PUBLIC PLACEMENTS	1,129,164	0	1,129,164	482,958	645,722	484	99.96%
55630	TUITION - PRIVATE PLACEMENTS	2,578,401	0	2,578,401	891,303	1,560,182	126,916	95.08%
55800	TRAVEL	46,551	0	46,551	6,859	1,115	38,577	17.13%
56100	GENERAL INSTRUCTIONAL SUPPLIES	168,026	0	168,026	41,147	40,428	86,451	48.55%
56110	INSTRUCTIONAL SUPPLIES	397,899	0	397,899	173,183	48,049	176,667	55.60%
56120	ADMIN SUPPLIES	31,918	0	31,918	4,969	3,508	23,441	26.56%
56210	NATURAL GAS	219,960	0	219,960	16,428	203,532	0	100.00%
56220	ELECTRICITY	1,021,171	0	1,021,171	286,649	638,280	96,242	90.58%
56230	PROPANE	4,251	0	4,251	0	0	4,251	0.00%
56240	OIL	238,503	0	238,503	32,742	182,698	23,063	90.33%
56260	GASOLINE	38,375	0	38,375	5,759	6,341	26,275	31.53%
56290	FACILITIES SUPPLIES	320,428	0	320,428	79,381	113,385	127,662	60.16%
56291	MAINTENANCE COMPONENTS	16,475	0	16,475	212	7,626	8,637	47.58%
56292	UNIFORMS/ CONTRACTUAL	13,222	0	13,222	4,354	7,444	1,424	89.23%
56293	GROUNDKEEPING SUPPLIES	22,585	0	22,585	2,369	5,631	14,585	35.42%
56410	TEXTBOOKS	63,639	0	63,639	38,768	4,040	20,831	67.27%
56411	CONSUMABLE TEXTS	27,126	0	27,126	8,125	4,477	14,524	46.46%
56420	LIBRARY BOOKS	52,049	0	52,049	11,546	14,769	25,734	50.56%
56430	PERIODICALS	17,224	0	17,224	8,586	2,522	6,116	64.49%
56460	WORKBOOKS	1,900	0	1,900	0	0	1,900	0.00%
56500	SUPPLIES - TECH RELATED	44,580	0	44,580	6,851	5,077	32,652	26.76%
57345	INSTRUCTIONAL EQUIPMENT	7,154	0	7,154	1,099	458	5,597	21.76%
57400	GENERAL EQUIPMENT	2,500	0	2,500	432	178	1,890	24.40%
57500	FURNITURE & FIXTURES	13,130	0	13,130	930	0	12,200	7.08%
58100	DUES & FEES	93,268	0	93,268	61,895	4,148	27,225	70.81%
EXPENDITURE TOTAL		69,512,336	0	69,512,336	25,454,697	38,265,798	5,791,841	91.67%



REVENUES

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
43103	EXCESS COSTS	-1,301,689	0	-1,301,689	0	0	-1,301,689	0.00%
43105	MEDICAID REIMBURSEMENT	-60,507	0	-60,507	-80,369	0	19,862	132.83%
44105	FOI & FINGERPRINTING FEES	-1,900	0	-1,900	0	0	-1,900	0.00%
44705	BUILDING USE FEES (BASE RENTAL)	-55,000	0	-55,000	-15,551	0	-39,449	28.27%
49102	BUILDING USE FEES (CUSTODIAL)	-27,951	0	-27,951	-6,736	0	-21,216	24.10%
44800	REGULAR ED TUITION	-116,000	0	-116,000	-20,000	0	-96,000	17.24%
44822	SPECIAL ED TUITION	-29,900	0	-29,900	0	0	-29,900	0.00%
49103	DCF TUITION	-85,000	0	-85,000	-4,781	0	-80,219	5.63%
44860	ADMISSIONS/ATHLETIC GATE RECEIPTS	-25,400	0	-25,400	-20,000	0	-5,400	78.74%
44861	PARKING PERMIT FEES	-41,700	0	-41,700	-36,000	0	-5,700	86.33%
REVENUE TOTAL		-1,745,047	0	-1,745,047	-183,437	0	-1,561,610	10.51%

GRAND TOTAL	67,767,289	0	67,767,289	25,271,260	38,265,798	4,230,232	93.76%
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<u>BOE Capital Reserve Acct #43020000-10101</u>	
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
BoF Pending Withdraw - NMHS Woodshop	-233,980
BoF Pending Withdraw - Central to SNIS move	-100,000
TOTAL AS OF 11/30/22*	1,457,690

* before any fiscal year end 21/22 deposit from BOE

<u>Turf Field Replacement Acct #43020000-10130</u>	
CONTRIBUTION - FROM BOE 17.18 FYE BALANCE	50,000
CONTRIBUTION - FROM BOE 18.19 FYE BALANCE	50,000
CONTRIBUTION - FROM BOE COLLECTED TEAM FEE'S & BANNER SALES	10,225
CONTRIBUTION - FROM TOWN DATED 6/4/20	50,000
CONTRIBUTION - FROM TOWN DATED 6/16/21	50,000
CONTRIBUTION - FROM BOE COLLECTED TEAM FEE'S 6/23/21	3,765
CONTRIBUTION - FROM BOE COLLECTED TEAM FEE'S 9/29/21	1,890
CONTRIBUTION - FROM BOE 20.21 FYE BALANCE	100,000
CONTRIBUTION - FROM TOWN DATED 6/9/22	50,000
TOTAL AS OF 11/30/22*	365,880



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
GENERAL	NMHS	COACH TOURS	22/23 YEARLY - EXPECTED ATHLETIC BUSES	\$35,000.00	55100
5 YEAR CAPITAL	TECH	DELL MARKETING	PLTW - PRECISION 3460 DESKTOP COMPUTERS (19 UNITS)	\$28,430.65	57340
GENERAL	DOI	LEXIA LEARNING SYSTEMS LLC	LEXIA CORE5 READING STUDENT SUB RENEWALS (350 UNITS)	\$17,333.33	56110
5 YEAR CAPITAL	FACILITIES	U.O.F. LLC	OFFICE DIVIDERS FOR MOVE OF CO TO SNIS	\$11,679.00	54301
GENERAL	TECH	TREASURER, STATE OF CT	22/23 YEARLY - CEN INTERNET ACCESS	\$11,160.00	53500
GENERAL	DOI	EDADVANCE	OCTOBER TUITION FOR EXPELLED STUDENTS (3 STUDENTS)	\$8,910.00	55105
GENERAL	SPED	CHESHIRE FITNESS ZONE LLC	22/23 YEARLY - SPEECH, OT & PT - 2 STUDENTS	\$8,500.00	53230
GENERAL	SMS	SADDLEBACK EDUCATIONAL	MULTIPLE LIBRARY BOOKS & BOOK SETS	\$8,085.45	56420
GENERAL	SPED	STRATEGIC SOLUTIONS IN HEALTHCARE	NURSING SUBSTITUTE SERVICES	\$8,000.00	53230
5 YEAR CAPITAL	TECH	PROJECT LEAD THE WAY	FLIGHT & SPACE INSTRUCTIONAL KITS FOR SMS	\$7,588.00	57340
GENERAL	NMHS	SEVERIN (POWERSCHOOL)	NAVIANCE RENEWAL FOR NMHS	\$7,210.13	53200
GENERAL	TECH	CDW	DISPLAY UNIT WITH MOUNT (1 UNIT) PLUS CHROMEBOOKS (20 UNITS)	\$7,040.00	54320
5 YEAR CAPITAL	TECH	PROJECT LEAD THE WAY	DESIGN & MODELING INSTRUCTIONAL KITS FOR SMS	\$6,596.80	57340
5 YEAR CAPITAL	TECH	PROJECT LEAD THE WAY	PRINCIPLES OF ENGINEERING INSTRUCTIONAL KITS FOR NMHS	\$6,300.00	57340
GENERAL	DOI	BENCHMARK EDUCATION	DECODABLE READERS BOOK SETS - GRADE 2	\$6,119.00	53050
GENERAL	FACILITIES	SIEMENS INDUSTRY INC	PROGRAM & INSTALL 4 FIRE ALARM & RIB RELAYS AHU - HPS	\$5,000.00	54301

Orders listed below are over \$5,000 threshold and have been processed by the Board of Education.

These have been submitted to the Town to be part of the joint claim through CIRMA along with any orders below \$5,000 (not shown).

Funding	Location	Vendor Name	Description	Amount	Object Code
FIRE	TECH	CDW	DISPLAY UNIT WITH MOUNT (3 UNITS) PLUS LAPTOPS (3 UNITS)	\$11,009.04	57340



BUDGET TRANSFER REQUESTS

AGENDA ITEM 3A-3
DECEMBER 2022 MEETING

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

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

SECOND REVIEW

This policy will replace the current policy 5132 Dress and Grooming.

Series 5000 Students

NEW # 5132

STUDENT DRESS

The New Milford Board of Education encourages students to dress in a manner that reflects pride in and respect for themselves, their school, and their community.

In general, attire and grooming of individual students in the New Milford Public Schools are the responsibility of the students and their parents/guardians. However, there are general principles of good taste and modesty which must and shall be observed.

Restrictions on student appearance may be applied when it:

1. Is unsafe for the student or those around the student.
2. Is disruptive to school operations and the education process in general.
3. Is contrary to law.

No restriction on freedom of dress and adornment will be imposed which:

1. Reflect discrimination as to civil rights.
2. Enforce particular codes of morality or religious tenets.

The accompanying administrative regulation will serve as a guide to implement this policy and will be reviewed periodically through cooperative planning with staff, students, and parents/guardians.

Policy adopted:

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut

Note from Shipman & Goodwin:

*Employee Use of the District's Computer Systems (15v13) (September 2022 Revision)
We have revised this policy and the accompanying regulations to make technical edits to better reflect current composition of district computer networks and electronic messaging systems.*

Series 4000 Personnel

NEW # 4118.6

**EMPLOYEE USE OF THE DISTRICT'S COMPUTER SYSTEMS AND
ELECTRONIC COMMUNICATIONS**

Computers, computer networks, electronic devices, Internet access, and electronic messaging systems are effective and important technological resources. The New Milford Board of Education (the "Board") has installed computers and a computer network(s), including Internet access and electronic messaging systems, on Board premises and may provide other electronic devices that can access the network(s) and/or have the ability to send and receive messages with an operating system or network communication framework. Devices include but are not limited to personal computing devices, cellular phones, Smartphones, network access devices, radios, personal cassette players, CD players, tablets, walkie-talkies, personal gaming systems, Bluetooth speakers, personal data assistants, and other electronic signaling devices. Electronic messaging systems include mobile, chat, and instant message; cloud collaboration platforms, including internal chat, peer-to-peer messaging systems, and draft email message transfer; and products that have the ability to create duration-based or subjective removal of content, such as Snapchat, and security focused platforms, such as Signal. The Board's computers, computer networks, electronic devices, Internet access, and electronic messaging systems are referred to collectively as "the computer systems" and are provided in order to enhance both the educational opportunities for our students and the business operations of the district.

These computer systems are business and educational tools. As such, they are made available to Board employees for business and education-related uses. The Administration shall develop regulations setting forth procedures to be used by the Administration in an effort to ensure that such computer systems are used for appropriate business and education-related purposes.

In accordance with applicable laws and the Administrative Regulations associated with this Policy, the system administrator and others managing the computer systems may access electronic messaging systems (including email) or monitor activity on the computer system or electronic devices accessing the computer systems at any time and for any reason or no reason. Typical examples include when there is reason to suspect inappropriate conduct or there is a problem with the computer systems needing correction. Further, the system administrator and others managing the computer systems can access or monitor activity on the systems despite the use of passwords by individual users, and can bypass such passwords. In addition, review of electronic messaging systems (including email), messages or information stored on the computer systems, which can be forensically retrieved, includes those messages and/or electronic data sent, posted and/or retrieved using

social networking sites, including but not limited to, Twitter, Facebook, LinkedIn, Instagram and YouTube.

Incidental personal use of the computer systems may be permitted solely for the purpose of email transmissions and access to the Internet on a limited, occasional basis. Such incidental personal use of the computer systems, however, is subject to all rules, including monitoring of all such use, as the Superintendent may establish through regulation. Moreover, any such incidental personal use shall not interfere in any manner with work responsibilities.

Users should not have any expectation of personal privacy in the use of the computer system or other electronic devices that access the computer system. Use of the computer system represents an employee's acknowledgement that the employee has read and understands this policy and any applicable regulations in their entirety, including the provisions regarding monitoring and review of computer activity.

Legal References:

Conn. Gen. Stat. § 31-40x

Conn. Gen. Stat. § 31-48d

Conn. Gen. Stat. §§ 53a-182b; 53a-183; 53a-250

Electronic Communication Privacy Act, 18 U.S.C. §§ 2510 through 2520

Policy adopted:

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut

Note from Shipman & Goodwin:

Student Use of the District's Computer Systems (15v13) (September 2022 Revision) We have revised this policy and the accompanying regulations to make technical edits to better reflect current composition of district computer networks and electronic messaging systems.

Series 5000 Students

NEW # 5131.9

STUDENT USE OF THE DISTRICT'S COMPUTER SYSTEMS AND INTERNET SAFETY

Computers, computer networks, electronic devices, Internet access, and electronic messaging systems are effective and important technological resources. The New Milford Board of Education (the "Board") has installed computers and a computer network(s), including Internet access and electronic messaging systems on Board premises and may provide other electronic devices that can access the network(s) and/or have the ability to send and receive messages with an operating system or network communication framework. Devices include but are not limited to personal computing devices, cellular phones, Smartphones, network access devices, radios, personal cassette players, CD players, tablets, walkie-talkies, personal gaming systems, Bluetooth speakers, personal data assistants, and other electronic signaling devices. Electronic messaging systems include mobile, chat, and instant message; cloud collaboration platforms, including internal chat, peer-to-peer messaging systems, and draft email message transfer; and products that have the ability to create duration-based or subjective removal of content, such as Snapchat, and security focused platforms, such as Signal. The Board's computers, computer network, electronic devices, Internet access, and electronic messaging systems are referred to collectively as "the computer systems" and are provided in order to enhance both the educational opportunities for our students and the business operations of the district.

These computer systems are business and educational tools. As such, they are made available to students in the district for education-related uses. The Administration shall develop regulations setting forth procedures to be used by the Administration in an effort to ensure that such computer systems are used by students solely for education-related purposes. The Board will educate minor students about appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms and cyberbullying awareness and response. Additionally, the Board will implement a technology protection measure to block or filter Internet access to visual depictions that contain material that is obscene or obscene as to minors or contains child pornography, and ensure that such filtering technology is operative during computer use by minor students to the extent practicable when such students are using Board-owned computers or devices and Board-provided Internet access.

As the owner of the computer systems, the Board reserves the right to monitor the use of the district's computers and computer systems.

Legal References:

Conn. Gen. Stat. § 10-221

Conn. Gen. Stat. §§ 53a-182b; 53a-183; 53a-250

Electronic Communication Privacy Act of 1986, Public Law 99-508, codified at 18 U.S.C. §§ 2510 through 2520

Children's Internet Protection Act, Pub. L. 106-554, codified at 47 U.S.C. § 254(h)

No Child Left Behind Act of 2001, Pub. L. 107-110, codified at 20 U.S.C. § 6777

Protecting Children in the 21st Century Act, Pub. Law 110-385, codified at 47 U.S.C. § 254(h)(5)(B)(iii)

Policy adopted:

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut

NEW MILFORD PUBLIC SCHOOLS

EMPLOYMENT REPORT

Regular Meeting of the Board of Education

New Milford, Connecticut

December 20, 2022

** as of December 16, 2022

A. Personnel

1. **CERTIFIED STAFF**

a. **RESIGNATIONS**

1. **Mrs. Christine Taylor**, Science Teacher, New Milford High School effective November 17, 2022.

Personal Reasons

2. **CERTIFIED STAFF**

b. **NON-RENEWALS**

1. **None**

3. **CERTIFIED STAFF**

c. **APPOINTMENTS**

1. **None**

4. **NON-CERTIFIED STAFF AND LICENSED STAFF**

a. **RESIGNATIONS**

1. **Mr. John Bailey**, Custodian, Schaghticoke Middle School effective December 30, 2022.
2. ****Mrs. Sarah Parker**, Paraeducator, Northville Elementary School effective January 2, 2023.

Retirement

Took position elsewhere

5. **NON-CERTIFIED AND LICENSED STAFF**

b. **APPOINTMENTS**

1. **Ms. Demetra Cote**, General Worker for Food Services, Schaghticoke Middle School effective December 12, 2022.
2. **Ms. Pamela Labrake**, General Worker for Food Services, Sarah Noble Intermediate School effective December 12, 2022.
3. **Ms. Susan Ludwig**, Administrative Secretary to the Director of Food and Nutrition Services effective December 19, 2022.
4. ****Mrs. Eileen Rama**, Human Resources Benefits Specialist, Central Office effective January 3, 2023.
5. **Ms. Cynthia Shook**, Secretary to the Assistant Principal, New Milford High School effective November 28, 2022.

Hire Rate (contract under negotiation)
5 hours per day/5 days per week

Hire Rate (contract under negotiation)
3 hours per day/5 days per week

\$27.61 per hour, 8 hrs. per day
Step 8, Class I
School Year Secretary

Rep. N. Benvenuti

\$70,000 pro-rated to start date

New position

\$19.45 per hour, Step 2, Class IIA
Calendar Year Secretary

Rep. N. Benvenuti

6. **Mrs. Jeannine Usher , Administrative Assistant to the Superintendent, Central Office effective January 3, 2023.	\$79,040 pro-rated to start date Rep. P. Silverman
6. ADULT EDUCATION STAFF a. RESIGNATIONS 1. None	
7. ADULT EDUCATION STAFF b. APPOINTMENTS 1. Ms. Marnie Taylor , Adult Education Mandated Teacher, Adult Education Program effective January 3, 2023.	Hourly rate: \$45.00
8. BAND STAFF a. RESIGNATIONS 1. None	
9. BAND STAFF b. APPOINTMENTS 1. Ms. Alissa Carrozza , Winter Guard Assistant Director for Marching Band, New Milford High School effective December 5, 2022. 2. Ms. Taylor Davis , Winter Guard Director for Marching Band, New Milford High School effective December 5, 2022. 3. Mr. Victor Genin , Winter Guard Volunteer for Marching Band, New Milford High School effective December 5, 2022.	2022-2023 stipend: \$1985 2022-2023 stipend: \$1985 Volunteer
10. COACHING STAFF a. RESIGNATIONS 1. None	
11. COACHING STAFF b. APPOINTMENTS 1. Mr. Jason Arnauckas , Weight Room Supervisor, New Milford High School effective December 1, 2022. 2. Mr. Chris Bacich , Varsity Boys' Indoor Track Coach, New Milford High School effective December 1, 2022.	2022-2023 stipend: \$5042 Current Staff Member 2022-2023 stipend: \$909

3. Ms. Tricia Blood , Intramural Girls' Volleyball Coach, Schaghticoke Middle School effective February 1, 2023.	2022-2023 stipend: \$992 Current Staff Member
4. Mrs. Cindy Bonnell , Grade 3 Intramural Yoga Coach, Sarah Noble Intermediate School effective January 3, 2023.	2022-2023 stipend: \$1985 Current Staff Member
5. Mrs. Daniella Brooks , Grade 4 Intramural Baseball Coach, Sarah Noble Intermediate School effective January 3, 2023.	2022-2023 stipend: \$1985 Current Staff Member
6. Mr. Scott Capriglione , Varsity Boys' Ice Hockey Coach, New Milford High School effective November 28, 2022.	2022-2023 stipend: \$3916
7. Mr. Peter Coniglio , Assistant Wrestling Coach, New Milford High School effective November 28, 2022, pending receipt of coaching permit.	2022-2023 stipend: \$3149
8. Mr. Andrew DePalma , Assistant Boys' Ice Hockey Coach, New Milford High School effective November 28, 2022.	2022-2023 stipend: \$2544
9. Ms. Michelle Freeman , Assistant Girls' and Boys' Indoor Track Coach, New Milford High School effective December 1, 2022.	2022-2023 stipend: \$1890
10. Mr. Gary Golembeske , Assistant Boys' Ice Hockey Coach, New Milford High School effective November 28, 2022.	2022-2023 stipend: \$2544
11. Mr. Richard Grudzwick , Assistant Girls' and Boys' Indoor Track Coach, New Milford High School effective December 1, 2022.	2022-2023 stipend: \$1890 Current Staff Member
12. Mr. Thomas LaPorte , Varsity Girls' Basketball Coach, New Milford High School effective November 28, 2022.	2022-2023 stipend: \$5894
13. Ms. Samantha Martin , Varsity Boys' Swimming and Diving Coach, New Milford High School effective December 1, 2022.	2022-2023 stipend: \$2260 Split stipend with R. Perry
14. Ms. Samantha Martin , Assistant Boys' Swimming and Diving Coach, New Milford High School effective December 1, 2022.	2022-2023 stipend: \$1469 Split stipend with R. Perry
15. Mrs. Carol Mastersanti , Volunteer Varsity Cheerleading Coach, New Milford High School effective December 1, 2022.	Volunteer

16. Ms. Sarah Mastersanti , Varsity Cheerleading Coach, New Milford High School effective December 1, 2022.	2022-2023 stipend: \$3603
17. Ms. Jessica Melendez , Varsity Dance Coach, New Milford High School effective December 1, 2022.	2022-2023 stipend: \$1486
18. Ms. Bethany Mihaly , Varsity Girls' Gymnastics Coach, New Milford High School effective December 1, 2022.	2022-2023 stipend: \$4042
19. Mr. David Mumma , Grade 4 Intramural Baseball Coach, Sarah Noble Intermediate School effective January 3, 2023.	2022-2023 stipend: \$1985 Current Staff Member
20. Ms. Mary O'Connor , Assistant Girls' Gymnastics Coach, New Milford High School effective December 1, 2022.	2022-2023 stipend: \$2628
21. Mr. Rory Perry , Varsity Boys' Swimming and Diving Coach, New Milford High School effective December 1, 2022.	2022-2023 stipend: \$2260 Split stipend with S. Martin Current Staff Member
22. Mr. Rory Perry , Assistant Boys' Swimming and Diving Coach, New Milford High School effective December 1, 2022.	2022-2023 stipend: \$1469 Split stipend with S. Martin Current Staff Member
23. Mr. Chris Piel , Varsity Boys' Wrestling Coach, New Milford High School effective November 28, 2022.	2022-2023 stipend: \$4846
24. Mr. David Scrivines , Freshman Boys' Swim Coach, New Milford High School effective December 1, 2022.	2022-2023 stipend: \$2946
25. Ms. Amy Shanks , JV Girls' Basketball Coach, New Milford High School effective November 28, 2022.	2022-2023 stipend: \$3830
26. Mr. Corey Stevens , JV Boys' Basketball Coach, New Milford High School effective December 1, 2022.	2022-2023 stipend: \$3830 Current Staff Member
27. Mr. Al Tolomeo , Varsity Boys' Basketball Coach, New Milford High School effective December 1, 2022.	2022-2023 stipend: \$5894
28. Mr. Giles Vaughan , Varsity Girls' Indoor Track Coach, New Milford High School effective December 1, 2022.	2022-2023 stipend: \$2909 Current Staff Member
29. Mr. Matt Wall , Intramural Boys' Volleyball Coach, Schaghticoke Middle School effective February 1, 2023.	2022-2023 stipend: \$992 Current Staff Member

12. LEAVES OF ABSENCE

1. None

Approved Field Trips December 2022

	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	9-12	11/18/22	Friday	26	2	Wallingford Carpenters Union (woodworking class)	2	\$0.00
3	NMHS	9-12	12/6/22	Tuesday	26	1	Bethel High School (SWC Winter Captains)	0	\$0.00
4	NMHS	9-12	12/7/22	Wednesday	32	4	Danbury High School (Math Team Comp)	0	\$0.00
5	NMHS	9-12	12/9/22	Friday	40	2	Wallingford Carpenters Union (woodworking class)	0	\$0.00
6	SNIS	3-5	12/21/22	Wednesday	130	5	NM Senior Center (chorus concert)	0	\$0.00
7	NMHS	9-12	12/22/2022	Thursday	54	1	Northville Elementary (chorus)	0	\$0.00
8	NMHS	6-8	1/7/22	Saturday	25	2	King Phillip MS (Auditions for NRMS Festival)	0	\$0.00
9	SMS	7-8	2/9/23	Thursday	35	1	NM String Festival	0	\$0.00
10	NMHS	10-12	3/1/23	Wednesday	30	2	AquaTurf (DECA State Conference)	2	\$0.00

ITEM OF INFORMATION

Note from Shipman & Goodwin:

Employee Use of the District's Computer Systems (15v13) (September 2022 Revision)
We have revised this policy and the accompanying regulations to make technical edits to better reflect current composition of district computer networks and electronic messaging systems.

Series 4000 Personnel

NEW # 4118.6R

ADMINISTRATIVE REGULATION REGARDING EMPLOYEE USE OF THE DISTRICT'S COMPUTER SYSTEMS AND ELECTRONIC COMMUNICATIONS

Introduction

Computers, computer networks, electronic devices, Internet access, and electronic messaging systems are effective and important technological resources. The Board of Education (the "Board") has installed computers and a computer network(s), including Internet access and electronic messaging systems, on Board premises and may provide electronic devices that can access the network(s) and/or have the ability to send and receive messages with an operating system or network communication framework. Devices include but are not limited to personal computing devices, cellular phones, Smartphones, network access devices, radios, personal cassette players, CD players, tablets, walkie-talkies, personal gaming systems, Bluetooth speakers, personal data assistants, and other electronic signaling devices. Electronic messaging systems include mobile, chat, and instant message; cloud collaboration platforms, including internal chat, peer-to-peer messaging systems, and draft email message transfer; and products that have the ability to create duration-based or subjective removal of content, such as Snapchat, and security focused platforms, such as Signal. The Board's computers, computer networks, electronic devices, Internet access, and electronic messaging systems are referred to collectively as "the computer systems" and are provided in order electronic devices, to enhance the educational and business operations of the district. In these regulations, the computers, computer network, electronic devices, Internet access and email system are referred to collectively as "the computer systems."

These computer systems are business and educational tools. As such, they are being made available to employees of the district for district-related educational and business purposes. *All users of the computer systems must restrict themselves to appropriate district-related educational and business purposes.* Incidental personal use of the computer systems may be permitted solely for the purpose of email transmissions and similar communications, including access to the Internet on a limited, occasional basis. Such incidental personal use of the computer systems is subject to all rules, including monitoring of all such use, set out in these regulations. Moreover, any such incidental personal use shall not interfere in any manner with work responsibilities.

These computer systems are expensive to install, own and maintain. Unfortunately, these computer systems can be misused in a variety of ways, some of which are innocent and others deliberate. Therefore, in order to maximize the benefits of these technologies to the

district, our employees and all our students, this regulation shall govern *all* use of these computer systems.

Monitoring

It is important for all users of these computer systems to understand that the Board, as the owner of the computer systems, reserves the right to monitor the use of the computer systems to ensure that they are being used in accordance with these regulations. The Board intends to monitor in a limited fashion, but will do so as needed to ensure that the systems are being used appropriately for district-related educational and business purposes and to maximize utilization of the systems for such business and educational purposes. The Superintendent reserves the right to eliminate personal use of the district's computer systems by any or all employees at any time.

The system administrator and others managing the computer systems may access electronic messaging systems (including email) or monitor activity on the computer system or electronic devices accessing the computer systems at any time and for any reason or no reason. Typical examples include when there is reason to suspect inappropriate conduct or there is a problem with the computer systems needing correction. Further, the system administrator and others managing the computer systems can access or monitor activity on the systems despite the use of passwords by individual users, and can bypass such passwords. In addition, review of emails, messages or information stored on the computer systems, which can be forensically retrieved, includes those messages and/or electronic data sent, posted and/or retrieved using social networking sites, including, but not limited to, Twitter, Facebook, LinkedIn, Instagram and YouTube.

Notwithstanding the above and in accordance with state law, the Board may not: (1) request or require that an employee provide the Board with a user name and password, password or any other authentication means for accessing a personal online account; (2) request or require that an employee authenticate or access a personal online account in the presence of a Board representative; or (3) require that an employee invite a supervisor employed by the Board or accept an invitation from a supervisor employed by the Board to join a group affiliated with any personal online account of the employee. However, the Board may request or require that an employee provide the Board with a user name and password, password or any other authentication means for accessing (1) any account or service provided by the Board or by virtue of the employee's employment relationship with the Board or that the employee uses for the Board's business purposes, or (2) any electronic communications device supplied or paid for, in whole or in part, by the Board.

In accordance with applicable law, the Board maintains the right to require an employee to allow the Board to access the employee's personal online account, without disclosing the user name and password, password or other authentication means for accessing such personal online account, for the purpose of:

- (A) Conducting an investigation for the purpose of ensuring compliance with applicable state or federal laws, regulatory requirements or prohibitions against work-related employee misconduct based on the receipt of specific information about activity on an employee's personal online account; or

- (B) Conducting an investigation based on the receipt of specific information about an employee's unauthorized transfer of the Board's proprietary information, confidential information or financial data to or from a personal online account operated by an employee or other source.

For purposes of these Administrative Regulations, "personal online account" means any online account that is used by an employee exclusively for personal purposes and unrelated to any business purpose of the Board, including, but not limited to, electronic mail, social media and retail-based Internet web sites. "Personal online account" does not include any account created, maintained, used or accessed by an employee for a business purpose of the Board.

Why Monitor?

The computer systems are expensive for the Board to install, operate and maintain. For that reason alone it is necessary to prevent misuse of the computer systems. However, there are other equally important reasons why the Board intends to monitor the use of these computer systems, reasons that support its efforts to maintain a comfortable and pleasant work environment for all employees.

These computer systems can be used for improper, and even illegal, purposes. Experience by other operators of such computer systems has shown that they can be used for such wrongful purposes as sexual harassment, intimidation of co-workers, threatening of co-workers, breaches of confidentiality, copyright infringement and the like.

Monitoring will also allow the Board to continually reassess the utility of the computer systems, and whenever appropriate, make such changes to the computer systems as it deems fit. Thus, the Board monitoring should serve to increase the value of the system to the district on an ongoing basis.

Privacy Issues

Employees must understand that the Board has reserved the right to conduct monitoring of these computer systems and can do so *despite* the assignment to individual employees of passwords for system security. Any password systems implemented by the district are designed solely to provide system security from unauthorized users, not to provide privacy to the individual system user.

The system's security aspects, message delete function and personal passwords can be bypassed for monitoring purposes.

Therefore, employees must be aware that they should not have any expectation of personal privacy in the use of these computer systems. This provision applies to any and all uses of the district's computer systems and electronic devices that access same, including any incidental personal use permitted in accordance with these regulations.

Use of the computer system represents an employee's acknowledgement that the employee has read and understands these regulations and any applicable policy in their entirety, including the provisions regarding monitoring and review of computer activity.

Prohibited Uses

Inappropriate use of district computer systems is expressly prohibited, including, but not limited to, the following:

- ◆ Sending any form of solicitation not directly related to the business of the Board of Education;
- ◆ Sending any form of slanderous, harassing, threatening, or intimidating message, at any time, to any person (such communications *may* also be a *crime*);
- ◆ Gaining or seeking to gain unauthorized access to computer systems;
- ◆ Downloading or modifying computer software of the district in violation of the district's licensure agreement(s) and/or without authorization from supervisory personnel;
- ◆ Sending any message that breaches the Board's confidentiality requirements, including the confidentiality rights of students;
- ◆ Sending any copyrighted material over the system;
- ◆ Sending messages for any purpose prohibited by law;
- ◆ Transmission or receipt of inappropriate email communications or accessing inappropriate information on the Internet, including vulgar, lewd or obscene words or pictures;
- ◆ Using computer systems for any purposes, or in any manner, other than those permitted under these regulations;
- ◆ Using social networking sites such as Facebook, Twitter, LinkedIn, Instagram and YouTube in a manner that disrupts or undermines the effective operation of the school district; is used to engage in harassing, defamatory, obscene, abusive, discriminatory or threatening or similarly inappropriate communications; creates a hostile work environment; breaches confidentiality obligations of school district employees; or violates the law, Board policies and/or the other school rules and regulations.

In addition, if a particular behavior or activity is generally prohibited by law and/or Board policy, use of these computer systems for the purpose of carrying out such activity and/or behavior is also prohibited.

Electronic Communications

The Board expects that all employees will comply with all applicable Board policies and standards of professional conduct when engaging in any form of electronic communication,

including texting, using the district's computer system, or through the use of any electronic messaging system or electronic device or mobile device owned, leased, or used by the Board. As with any form of communication, the Board expects district personnel to exercise caution and appropriate judgment when using electronic communications with students, colleagues and other individuals in the context of fulfilling an employee's job-related responsibilities, including when engaging in remote teaching or use of a digital teaching platform.

Disciplinary Action

Misuse of these computer systems will not be tolerated and will result in disciplinary action up to and including termination of employment. Because no two situations are identical, the Board reserves the right to determine the appropriate discipline for any particular set of circumstances.

Complaints of Problems or Misuse

Anyone who is aware of problems with or misuse of these computer systems, or has a question regarding the appropriate use of the computer systems, should report this to a district administrator, supervisor or to the Director of Technology.

Most importantly, the Board urges *any* employee who receives *any* harassing, threatening, intimidating or other improper message through the computer systems to report this immediately. It is the Board's policy that no employee should be required to tolerate such treatment, regardless of the identity of the sender of the message. *Please report these events!*

Implementation

This regulation is effective as of __/__/__.

Legal References:

Conn. Gen. Stat. § 31-40x
Conn. Gen. Stat. § 31-48d
Conn. Gen. Stat. §§ 53a-182; 53a-183; 53a-250

Electronic Communication Privacy Act, 18 U.S.C. §§ 2510 through 2520

Regulation adopted:

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut

NOTICE REGARDING ELECTRONIC MONITORING

In accordance with the provisions of Connecticut General Statutes Section 31-48d, the Board of Education hereby gives notice to all its employees of the potential use of electronic monitoring in its workplace. While the Board may not actually engage in the use of electronic monitoring, it reserves the right to do so as the Board and/or the Administration deem appropriate in their discretion, consistent with the provisions set forth in this Notice.

“Electronic monitoring,” as defined by Connecticut General Statutes Section 31-48d, means the collection of information on the Board’s premises concerning employees’ activities or communications, by any means other than direct observation of the employees. Electronic monitoring includes the use of a computer, telephone, wire, radio, camera, electromagnetic, photoelectronic or photo-optical systems. The law does not cover the collection of information (A) for security purposes in any common areas of the Board’s premises which are open to the public, or (B) which is prohibited under other state or federal law.

The following specific types of electronic monitoring may be used by the Board in its workplaces:

- Monitoring of electronic messaging systems (including email) and other components of the Board’s computer systems, including monitoring of electronic devices such as personal computing devices, cellular phones, Smartphones, network access devices, radios, personal cassette players, CD players, tablets, walkie-talkies, personal gaming systems, Bluetooth speakers, personal data assistants, and other electronic signaling devices that access the computer systems, for compliance with the Board’s policies and regulations concerning use of such systems.
- Video and/or audio surveillance within school buildings (other than in restrooms, locker rooms, lounges and other areas designed for the health or personal comfort of employees or for the safeguarding of their possessions), on school grounds and on school buses and other vehicles providing transportation to students and/or employees of the school system.
- Monitoring of employee usage of the school district’s telephone systems.
- Monitoring of employees when employees are engaging in remote teaching or use of a digital teaching platform.

The law also provides that, where electronic monitoring may produce evidence of misconduct, the Board may use electronic monitoring without any prior notice when the Board has reasonable grounds to believe employees are engaged in conduct that (i) violates the law, (ii) violates the legal rights of the Board or other employees, or (iii) creates a hostile work environment.

Questions about electronic monitoring in the workplace should be directed to the Superintendent.

Legal References:

Connecticut General Statutes:
Section 31-48b
Section 31-48d

ITEM OF INFORMATION

Note from Shipman & Goodwin:

Student Use of the District's Computer Systems (15v13) (September 2022 Revision) We have revised this policy and the accompanying regulations to make technical edits to better reflect current composition of district computer networks and electronic messaging systems.

Series 5000 Students

NEW # 5131.9R

ADMINISTRATIVE REGULATION REGARDING STUDENT USE OF THE DISTRICT'S COMPUTER SYSTEMS AND INTERNET SAFETY

1. Introduction

a. Access to District Computer Systems When Students Are Physically Present on School Property

When students are physically present on school property, the Board is pleased to offer students access to the district's computers and computer networks, including access to electronic messaging systems (including email) and the Internet, as well as electronic devices (all of which will be referred to collectively as "computer systems"). Access to the school's computer systems will enable students to explore libraries, databases, websites, and bulletin boards while exchanging information with others. Such access is provided solely for education-related purposes. Use of the district's computer systems will be allowed only for students who act in a considerate and responsible manner in using such systems.

The Board of Education (the "Board") and the Administration believe in the educational value of such computer systems and recognize their potential to support our curriculum by expanding resources available for staff and student use. The Board's goal in providing this service is to promote educational excellence by facilitating resource sharing, innovation and communication.

These computer systems are expensive to purchase, install and maintain. As the property of the district, these computer systems must be carefully handled and their integrity preserved for the benefit of all. Therefore, students are required to adhere to a set of policies and procedures, as set forth in detail below, in conjunction with their use of the computer systems. Violations may lead to withdrawal of the access privilege and/or disciplinary measures in accordance with the Board's student discipline policy.

b. Access to District Computer Systems When Students Are Engaged in Remote Learning

The Board and the Administration recognize that technology is integral to the delivery of instruction if and when the district implements any form of digital or remote learning. The district may therefore provide students with remote access to some or all of the district's computer systems so that students may access the district's virtual learning environment. Such access, if granted, is provided solely for education-related purposes. Use of the district's computer systems will be allowed only for students who comply with district

policies and procedures concerning computer system use, and demonstrate the ability to use the computer systems in a considerate and responsible manner.

These computer systems are expensive to purchase, install and maintain. As the property of the district, these computer systems must be carefully handled and their integrity preserved for the benefit of all. Therefore, students will be required to adhere to a set of policies and procedures, as set forth in detail below, in conjunction with their use of the computer systems. Violations may lead to withdrawal of the access privilege and/or disciplinary measures in accordance with the Board's student discipline policy.

2. Definitions

Obscene – means any material or performance if, a) taken as a whole, it predominantly appeals to the prurient interest, b) it depicts or describes in a patently offensive way a prohibited sexual act and c) taken as a whole, it lacks serious literary, artistic, educational, political or scientific value.

Obscene as to minors - means any material or performance if it depicts a prohibited sexual act and, taken as a whole, it is harmful to minors.

For purposes of this section, "***harmful to minors***" means that quality of any description or representation, in whatever form, of a prohibited sexual act, when a) it predominantly appeals to the prurient, shameful or morbid interest of minors, b) it is patently offensive to prevailing standards in the adult community as a whole with respect to what is suitable material for minors, and c) taken as a whole, it lacks serious literary, artistic, educational, political or scientific value for minors.

For the purposes of this section, "***prohibited sexual act***" means erotic fondling, nude performance, sexual excitement, sado-masochistic abuse, masturbation or sexual intercourse.

Child pornography –means any visual depiction, including any photograph, film, video, picture, or computer or computer-generated image or picture, whether made or produced by electronic, mechanical, or other means, of sexually explicit conduct, where -

- (a) the production of such visual depiction involves the use of a minor engaging in sexually explicit conduct;
- (b) such visual depiction is a digital image, computer image, or computer-generated image that is, or is indistinguishable from, that of a minor engaging in sexually explicit conduct; or
- (c) such visual depiction has been created, adapted, or modified to appear that an identifiable minor is engaging in sexually explicit conduct.

3. Monitoring

Students are responsible for good behavior on school computer systems just as they are in a classroom or a school hallway. Communications on the computer systems are often public in nature and general school rules for behavior and communications apply. It is expected that users will comply with district standards and will act in a responsible and

legal manner, at all times in accordance with district standards, as well as with state and federal laws.

It is important that students and parents understand that the district, *as the owner of the computer systems, reserves the right to monitor and review* the use of these computer systems. The district intends to monitor and review in a limited fashion, but will do so as needed to ensure that the systems are being used for district-related educational purposes.

As part of the monitoring and reviewing process, the district will retain the capacity to bypass any individual password of a student or other user. *The system's security aspects, such as personal passwords and the message delete function for email, can be bypassed for these purposes.* The district's ability to monitor and review is not restricted or neutralized by these devices. The monitoring and reviewing process also includes, but is not limited to: oversight of Internet site access, the right to review electronic messages sent and received, the right to track students' access to blogs, electronic bulletin boards and chat rooms, and the right to review a student's data downloading and printing.

Therefore, all users must be aware that *they should not have any expectation of personal privacy in the use of these computer systems.*

4. Student Conduct

Students are permitted to use the district's computer systems for legitimate educational purposes. Personal use of district computer systems is expressly prohibited. Conduct which constitutes inappropriate use includes, but is not limited to the following:

- ◆ Sending any form of a harassing, threatening, or intimidating message, at any time, to any person (such communications may also be a crime);
- ◆ Gaining or seeking to gain unauthorized access to computer systems;
- ◆ Damaging computers, computer files, computer systems or computer networks;
- ◆ Downloading or modifying computer software of the district in violation of the district's licensure agreement(s) and/or without authorization from a teacher or administrator;
- ◆ Using another person's password under any circumstances;
- ◆ Trespassing in or tampering with any other person's folders, work or files;
- ◆ Sending any message that breaches the district's confidentiality requirements, or the confidentiality of students;
- ◆ Sending any copyrighted material over the system;

- ♦ Using computer systems for any personal purpose, or in a manner that interferes with the district's educational programs;
- ♦ Accessing or attempting to access any material that is obscene, obscene as to minors, or contains child pornography, as defined above;
- ♦ Transmitting or receiving email communications or accessing information on the Internet for non-educational purposes;
- ♦ Cyberbullying;
- ♦ Accessing or attempting to access social networking sites (e.g., Facebook, Twitter, Instagram, Snapchat, TikTok, etc.) without a legitimate educational purpose.

In addition, as noted above, if a particular behavior or activity is generally prohibited by law, by Board policy or by school rules or regulations, use of these computer systems for the purpose of carrying out such behavior or activity is also prohibited.

Misuse of the computer systems, or violations of these policies and regulations, may result in loss of access to such computer systems as well as other disciplinary action, including suspension and/or expulsion, depending on the specific conduct.

Anyone who is aware of problems with, or misuse of, these computer systems, or has a question regarding the proper use of these computer systems, should report or discuss the issue with a teacher or the school principal immediately. Most importantly, the Board and the Administration urge *any* student who receives *any* harassing, threatening, intimidating or other improper message through the computer system to report this immediately. It is the Board's policy that no student should be required to tolerate such treatment, regardless of the identity of the sender of the message. *Please report these events!*

5. Internet Safety

The Administration will take measures: to assure the digital safety and security of students when using electronic messaging systems, email, chat rooms, distance learning platforms, and other forms of direct electronic communications; to prohibit unauthorized access, including "hacking" and other unlawful activities by minors online; to prohibit unauthorized disclosure, use, and dissemination of personally identifiable information regarding students; to educate minor students about appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms and cyber-bullying awareness and response; and to restrict students' access to online materials that are obscene or obscene as to minors or contain child pornography, to the extent practicable when students are using Board-owned computers or devices and Board-provided Internet access.

6. Student Use Agreement

Before being allowed to use the district's computer systems, students and/or their parents/guardians must sign a computer system use agreement, stating that they have read

and understood the district's policies and regulations regarding the use of its computer systems.

Legal References:

Conn. Gen. Stat. § 10-221

Conn. Gen. Stat. §§ 53a-182b; 53a-183; 53a-250 *et. seq.* (computer-related offenses)

Conn. Gen. Stat. § 53a-193 (definition of obscene and obscene as to minors)

18 U.S.C. § 2256 (definition of child pornography)

Electronic Communication Privacy Act of 1986, Public Law 99-508, codified at 18 U.S.C. §§ 2510 through 2520

Children's Internet Protection Act, Pub. Law 106-554, codified at 47 U.S.C. § 254(h)

No Child Left Behind Act of 2001, Pub. L. 107-110, codified at 20 U.S.C. § 6777

Protecting Children in the 21st Century Act, Pub. Law 110-385, codified at 47 U.S.C. § 254(h)(5)(B)(iii)

Miller v. California, 413 U.S. 15 (1973) (definition of obscene)

Regulation adopted:

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut

**New Milford Board of Education
Policy Sub-Committee Meeting Minutes
December 6, 2022
Sarah Noble Intermediate School Library Media Center**

RECEIVED
TOWN CLERK
2022 DEC - 8 P 12:05
NEW MILFORD, CT

Present:	Mrs. Olga I. Rella, Chairperson Mrs. Tammy McInerney Mrs. Leslie Sarich Mr. Keith A. Swanhall Jr.
Also Present:	Dr. JeanAnn C. Paddyfote, Interim Superintendent of Schools Ms. Holly Hollander, Assistant Superintendent Mr. Jeffrey Turner, Director of Technology

1.	Call to Order The meeting of the New Milford Board of Education Policy Sub-Committee was called to order at 6:45 p.m. by Mrs. Rella.	Call to Order
2.	Public Comment • There was none.	Public Comment
3.	Discussion and Possible Action A. Policies for First Review: <ol style="list-style-type: none"> 4118.6 Employee Use of the District's Computer Systems and Electronic Communications 5131.9 Student Use of the District's Computer Systems and Internet Safety <ul style="list-style-type: none"> Dr. Paddyfote said these policies and accompanying regulations will replace the district's current responsible use policy. Policy 4118.6 relates specifically to employees and will be shared annually. Policy 5131.9 is the student version and will be shared through handbooks and/or annual notifications. <p>Mrs. McInerney moved to bring policies 4118.6 Employee Use of the District's Computer Systems and Electronic Communications and 5131.9 Student Use of the District's Computer Systems and Internet Safety</p>	Discussion and Possible Action A. Policies for First Review: <ol style="list-style-type: none"> 4118.6 Employee Use of the District's Computer Systems and Electronic Communications 5131.9 Student Use of the District's Computer Systems and Internet Safety <p>Motion made and passed unanimously to bring policies 4118.6 Employee Use of the District's Computer Systems and Electronic Communications and</p>

	to the full Board for first review, seconded by Mrs. Sarich. Motion passed unanimously.	5131.9 Student Use of the District's Computer Systems and Internet Safety to the full Board for first review.
4.	Items of Information	Items of Information
A.	Regulations: <ol style="list-style-type: none"> 4118.6R Administrative Regulation Regarding Employee Use of the District's Computer Systems and Electronic Communications 5131.9R Administrative Regulation Regarding Student Use of the District's Computer Systems and Internet Safety <ul style="list-style-type: none"> Dr. Paddyfote said these are the companion regulations for the policies discussed earlier. Mrs. McInerney asked about the highlighted section on page 4 of 4118.6R. Dr. Paddyfote said since the district does not have a formal social networking policy, the last bullet would be revised using the highlighted section. She said the blank on page 5 will be filled in with the Director of Technology. The notice on page 6 will be posted in staff lunch rooms etc. Mrs. Rella asked Mr. Turner if students sign a contract for the 1 to 1 devices. Mr. Turner said they have in the past and continued to do so through COVID but he will be looking at this going forward with new devices. Mrs. Rella asked if devices were collected over the summer. Mr. Turner said they are not due to staffing constraints. He said seniors turn their devices back in. Mrs. Rella asked about breakage. Mr. Turner said the policy covers most cases. Usually the family is not charged full price since the device is devalued over time. He said 	A. Regulations: <ol style="list-style-type: none"> 4118.6R Administrative Regulation Regarding Employee Use of the District's Computer Systems and Electronic Communications 5131.9R Administrative Regulation Regarding Student Use of the District's Computer Systems and Internet Safety

	<p>his staff is able to do repairs internally in many cases.</p> <ul style="list-style-type: none"> • Mrs. Rella noted that even though the devices devalue, the district would be paying full price for a replacement. She asked if there is a form attached to the policy. • Dr. Paddyfote said the form would be better with the regulation since it is easier to make changes to. She said they will review the current policy to make sure the full package is included with the new policy and regulation. 	
	<p>B. Audit of 5000 and 6000 Policy Series</p> <ul style="list-style-type: none"> • Dr. Paddyfote said the next Policy subcommittee meeting will be in February. She said the committee should discuss how they will proceed with the recommendations in this audit. She said there are many policies recommended for elimination and others for adoption. • Mrs. Sarich said the audit identifies many “no” policies and asked if they are being recommended for elimination. • Dr. Paddyfote said some of them are. The Board currently has many policies that are not required. There is an increased liability with that if the policies are not being followed. Streamlining will help in that area. • Mrs. McInerney agreed that streamlining will make it easier to follow the rules that remain in place. • Dr. Paddyfote said she would recommend starting with the 5000 series, then the 6000 series, followed by the 4000 and 2000 series. She said she is also concerned about the mandatory policies identified that the district does not currently have, such as PPRA. • Mrs. McInerney noted that elections for the Board are coming up in December and the Policy committee make up may be different in February. • Consensus of this evening’s committee was to recommend to the committee members in place 	<p>B. Audit of 5000 and 6000 Policy Series</p>

	<p>in February that they review policy audits of series 5000, 6000, 4000 and 2000 in that order. The committee also recommended an earlier start time for the Policy meeting to allow for expanded time to work through the lengthy review.</p> <ul style="list-style-type: none">• Dr. Paddyfote agreed that expanding the meeting time would be helpful to ensure that the work is done by July 1, 2023 so that any changes would be made and disseminated prior to the start of the new school year.	
5.	<p>Public Comment</p> <ul style="list-style-type: none">• There was none.	<p>Public Comment</p>
6.	<p>Adjourn</p> <p>Mrs. McInerney moved to adjourn the meeting at 7:13 p.m. seconded by Mrs. Sarich and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 7:13 p.m.</p>

Respectfully submitted:



Olga I. Rella, Chairperson
Policy Sub-Committee

**New Milford Board of Education
Committee on Learning Meeting Minutes
December 6, 2022
Sarah Noble Intermediate School Library Media Center**

RECEIVED
TOWN OF NEW MILFORD, CT
2022 DEC 8 PM 12:05

Present:	Mrs. Tammy McInerney, Chairperson Mr. Brian McCauley Mrs. Leslie Sarich Mr. Keith A. Swanhall Jr.
Also Present:	Dr. JeanAnn C. Paddyfote, Interim Superintendent of Schools Ms. Holly Hollander, Assistant Superintendent Dr. Megan Dwyer, New Milford High School Assistant Principal Mrs. Kristie O'Neill, New Milford High School Business Teacher Mrs. Claudia DeMoura, Head Guidance Counselor Mr. Raymond Manka, New Milford High School Principal

1.	Call to Order The meeting of the New Milford Board of Education Committee on Learning was called to order at 7:30 p.m. by Mrs. McInerney.	Call to Order
2.	Public Comment • There was none.	Public Comment
3.	Items for Information and Discussion A. Pathways <ol style="list-style-type: none"> Freshman Seminar Update PLTW Update <ul style="list-style-type: none"> Ms. Hollander asked Dr. Dwyer, Mrs. O'Neill and Mrs. DeMoura to introduce themselves and said the Pathways work has blossomed with their input and collaboration. Dr. Dwyer said she became involved in the Pathways work in January and saw right away the opportunities it provides to students. She said the Perkins grant is very helpful in this area. The group receives continued coaching and guidance from the NC3T/YouScience program and the CSDE. Dr. Dwyer said they focus on the district's mission statement and vision of a graduate when looking at essential skills and vision of deep learning for students. 	Items for Information and Discussion A. Pathways <ol style="list-style-type: none"> Freshman Seminar Update PLTW Update

- Pathways work is important because of several factors: the identified disconnect between current education and the workforce; the skills gap for hard to fill jobs; the lower completion rates and slower rates at the higher ed level; and the problem of disconnected youth who are not working or going to school. Dr. Dwyer said several contributing factors have been identified including the fact that many students don't feel engaged in learning; that most school systems don't deliver impactful career development; and that most school systems don't connect students with meaningful employer experiences. Pathways career connected learning is designed to help students connect learning to the real world and develop the knowledge, skills, and mindset to successfully enter the adult world of work, careers and community life. The core premise is that career exploration and career-relevant learning is good for all students.
- Mrs. Sarich asked if there is an alumni program set up at the high school.
- Dr. Dwyer said there are some opportunities within Naviance but it is not well developed.
- Mrs. DeMoura said it is clear from the planning sessions held with juniors and seniors that many students are undecided about future plans and more work is needed with career explorations, even beginning at the middle school level.
- Dr. Dwyer said Career Pathways progress at NMHS is in three areas: professional development focused on pathway programs, the establishment of a Freshman Academy course, and working on the vision for the future of the program.
- Mrs. O'Neill said she and Dr. Dwyer were able to attend the CT Pathways System Institute in Nebraska in the fall through Perkins funding. They visited Grand Island Senior High School which is a "wall to wall" school for pathways. It was amazing to see a full-fledged program in action.
- Mrs. O'Neill said she wrote the curriculum for NMHS' new Freshman Academy course and is teaching a pilot this year. It is designed as a

	<p>hands-on/project based class to provide students with many of the skills they need to thrive in high school and beyond. Students make connections between their choices now and how these affect their future success. It focuses on the high school transition; digital literacy; critical thinking, communication and organizational skills; self-reflection and discovery; and career readiness and exploration. So far, the feedback has been excellent. Students report receiving both enjoyment and value from the course.</p> <ul style="list-style-type: none">• Dr. Dwyer said moving forward with career connected learning will include increasing relevant field trips, marketing and expanding on current courses that align with pathways, and upgrading Project Lead the Way which is an engineering pathway. This year that program has had all computers upgraded. In addition, the Pathways team will be looking to build partnerships within the community and increase work related experiences, job shadowing, and internships.• Mrs. McNerney thanked the team for the presentation and said it is exciting to see this work. It is an area that has been lacking in the district. She asked that the presentation be shared with the full Board. She asked if there were plans to make the Freshman Academy course mandatory for freshmen and if Naviance training will be incorporated into the course so that students will be able to use the system much earlier in their high school years.• Ms. Hollander said they are reviewing the data for now and have identified that there is room in student schedules should that happen in the future. They will come back to the committee in the spring to discuss it further. Dr. Dwyer said they have been discussing adding Naviance exposure for freshmen so they can begin utilizing the system earlier in their high school years.• Mr. McCauley said he works at the Waterbury Career Academy and in his opinion, these pathway programs are where education is going. He is excited to see it becoming the norm.	
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	<ul style="list-style-type: none"> • Mrs. Sarich agreed, saying she was thrilled to see this development. • Mr. Manka said he is excited about the passion of the educators involved. It is very valuable for students to be focused on experiential learning early on. <p>B. Science of Reading Update</p> <ul style="list-style-type: none"> • Ms. Hollander said they continue to keep the Board updated since there are many factors, including legislation, involved in this endeavor. The district has requested a one-year extension from the state as to its final selection. At some point there will be budget implications. She said the iReady tool is already helping us do the work while final choices are being made. • Mrs. McNerney said it will be important to keep both the Board and the community updated since there will be a price tag to any program instituted. 	B. Science of Reading Update
4.	<p>Public Comment</p> <ul style="list-style-type: none"> • There was none. 	Public Comment
5.	<p>Adjourn</p> <p>Mr. McCauley moved to adjourn the meeting at 8:38 p.m., seconded by Mrs. Sarich, and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 8:38 p.m.</p>

Respectfully submitted:



Tammy McNerney, Chairperson
 Committee on Learning

New Milford Public Schools

Career Pathways



Overview and Updates: Career Connected Learning

Review of Career Pathway initiative

Freshman Academy/Seminar

Looking at data to understand needs

Linking current course offerings

NC3T/YouScience Coaching

Communication to stakeholders

Insight Onsite Visit

Next steps and goals

Process of Emerging Career Pathways

2021–2022

01

Historical context: New Milfrod Public Schools was idnetifed as a district that could benefit from Career Pathways.

2022–2023

02

Continued coaching and guidance from Nc3T/YouScience.

Freshman Academy

Communication with stakeholders.

Action plan for long -term plan

2023–2024

03

Connect current course offerings to pathways.

Market career pathway opportunities.

Identify new course and needs.

Explore career connected learning opportunities.

2024–

04

Establish 3-5 Pathway options for students.

Freshman Academy requirement.

Increased job shadowing, internships, senior project,

What is the role of New Milford Public Schools?





Why are we here?

01 LIFE

“Embrace challenges with vigor, respect, and appreciate the value of every human being and contribute to society...”

02 LEARNING

“Provide effective instruction and dynamic curriculum, offering a wide range of valuable experiences.”

03 Work beyond school

“Prepare each and every student to compete and excel in an ever-changing world.”

Vision of a Graduate



What should our
graduates know?

What should our graduates
be able to do?

Vision of a Graduate

Essential Skills & Disposition

- Communication
- Critical Thinking
- Creativity
- Problem Solving
- Positive relationships/social awareness
- Self-management
- Growth Mindset

Vision of Deep Learning

- Intrinsic motivation to learn
- Clear criteria for success
- Continuous growth, active engagement, learning as a process
- Positive, safe emotional learning environment
- Provide the resources, tools, and time required for success
- Apply a variety of strategies to progress in the process
- Relationships and support

Career Pathways: Why it is important.



A disconnect between education and the workforce

 **85%**

High school
graduation rate

 **40%**

College grads
underemployed

 **11M**

Unfilled
jobs



THE SKILLS GAP



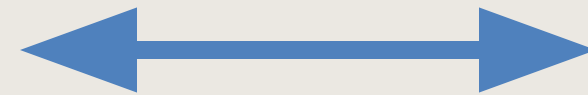
Source: Manpower, Inc.

Hard to fill jobs--

- Skilled trade workers
- Drivers
- Teachers
- Sales representatives
- Administrative professionals
- Management/executives
- Nurses
- Technicians
- Accounting and finance staff
- Engineers

Trend: The Skills Gap of People vs. Jobs

- **July 2021: 8.7 million persons in the U.S. are unemployed.**



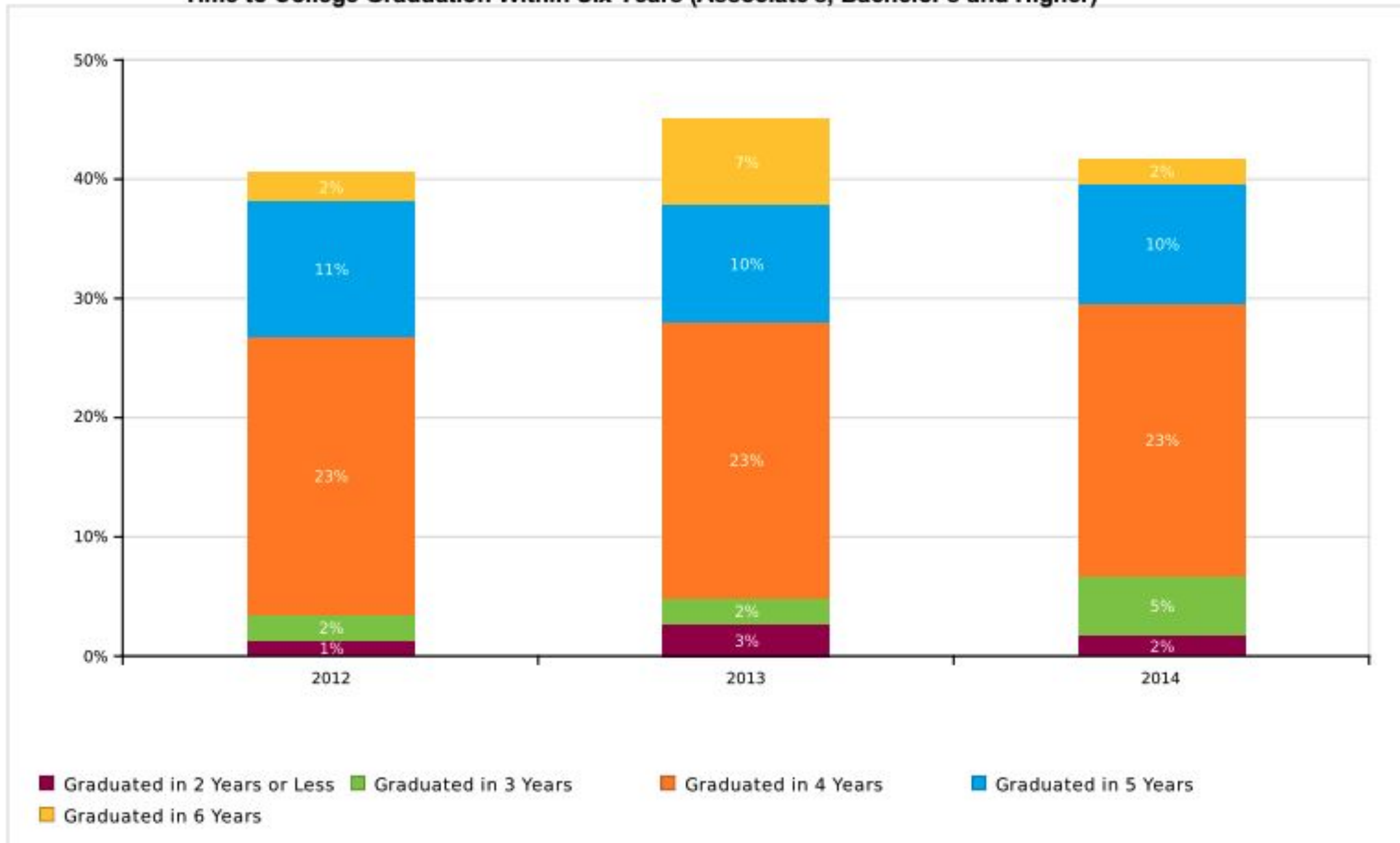
- Unemployment down from 16 million in July 2020

- **June 2021: 10.07 million job openings in the U.S. (highest ever)**

- Job openings increased from 6 million openings in June 2020

- **44% of businesses have jobs they cannot fill (highest ever)**

Time to College Graduation Within Six Years (Associate's, Bachelor's and Higher)



Windsor High School

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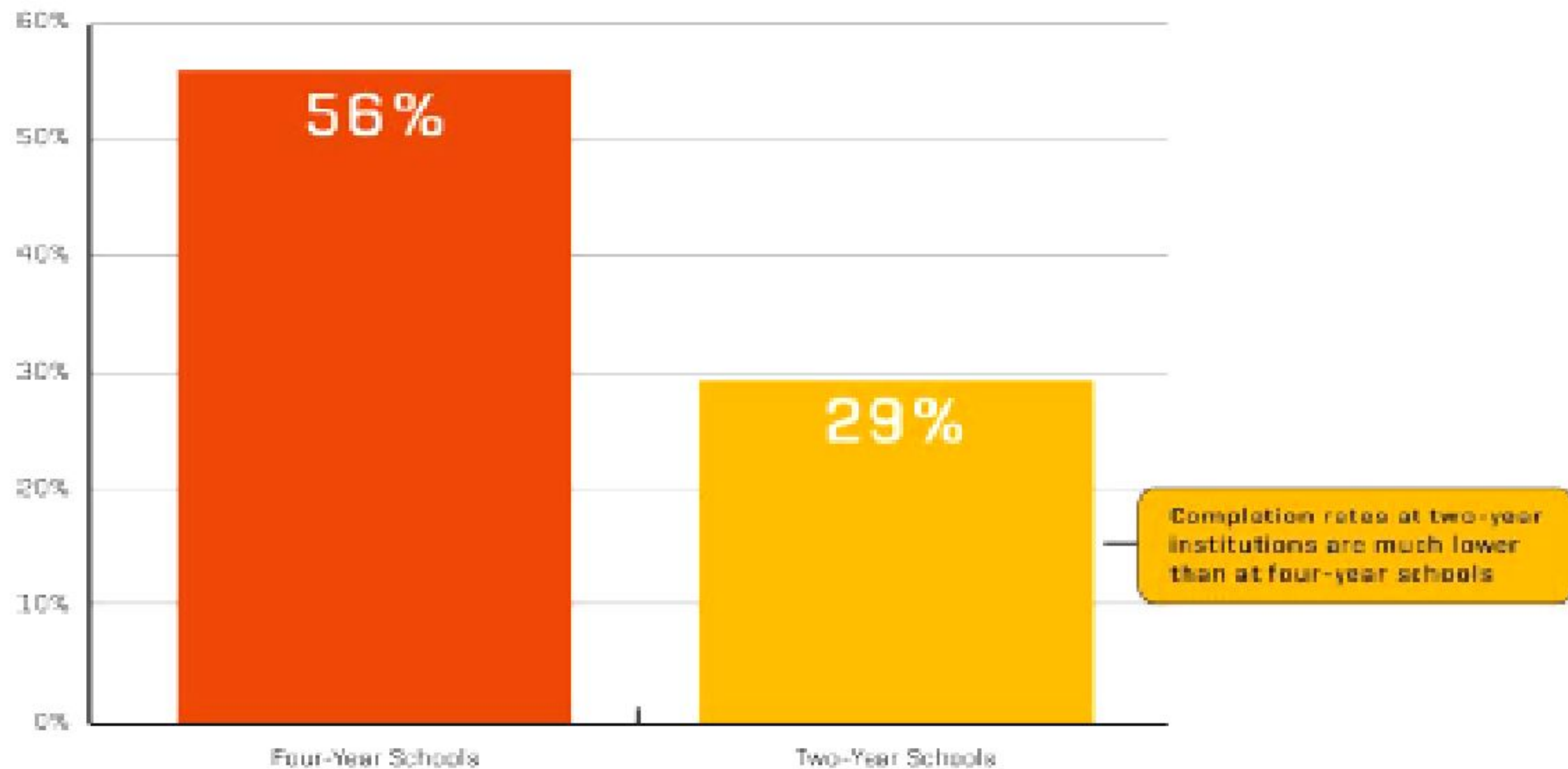
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**NATIONAL STUDENT
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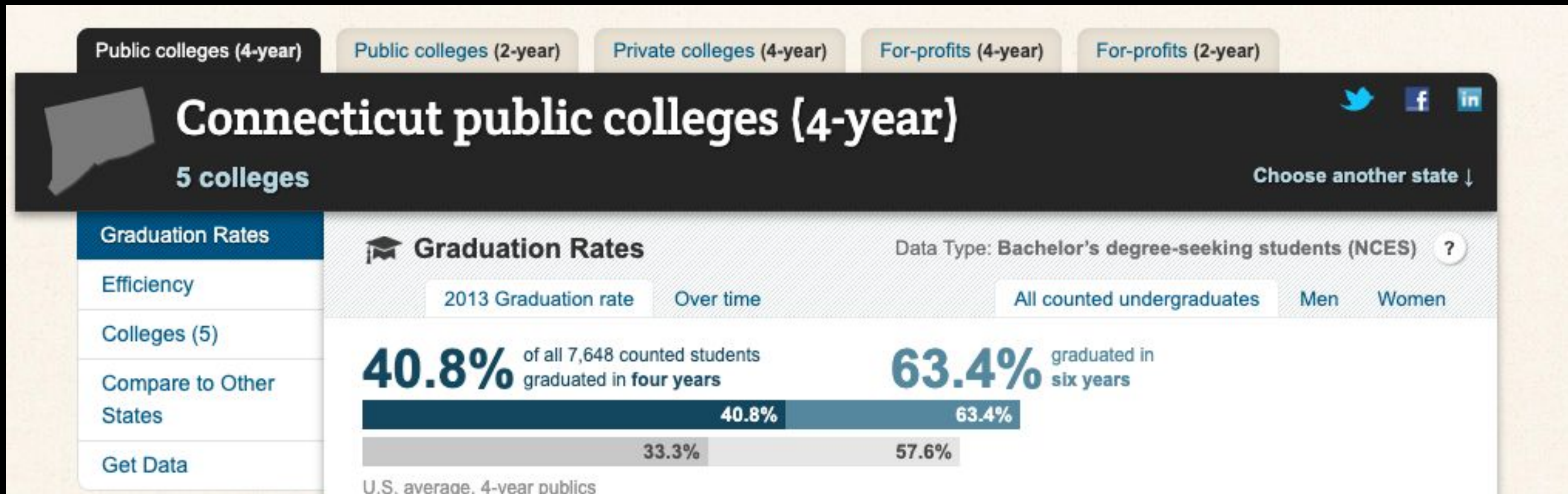
HIGHER EDUCATION -- LOW COMPLETION RATES

FIGURE 6 U.S. "on time" college completion rates are alarmingly low



Note: Two-year schools have a three year graduation window. Four-year schools have a six-year window

Source: Higher Ed Info-NCES/IPEDS Graduation Survey.



THE CHRONICLE OF HIGHER EDUCATION

Share this project

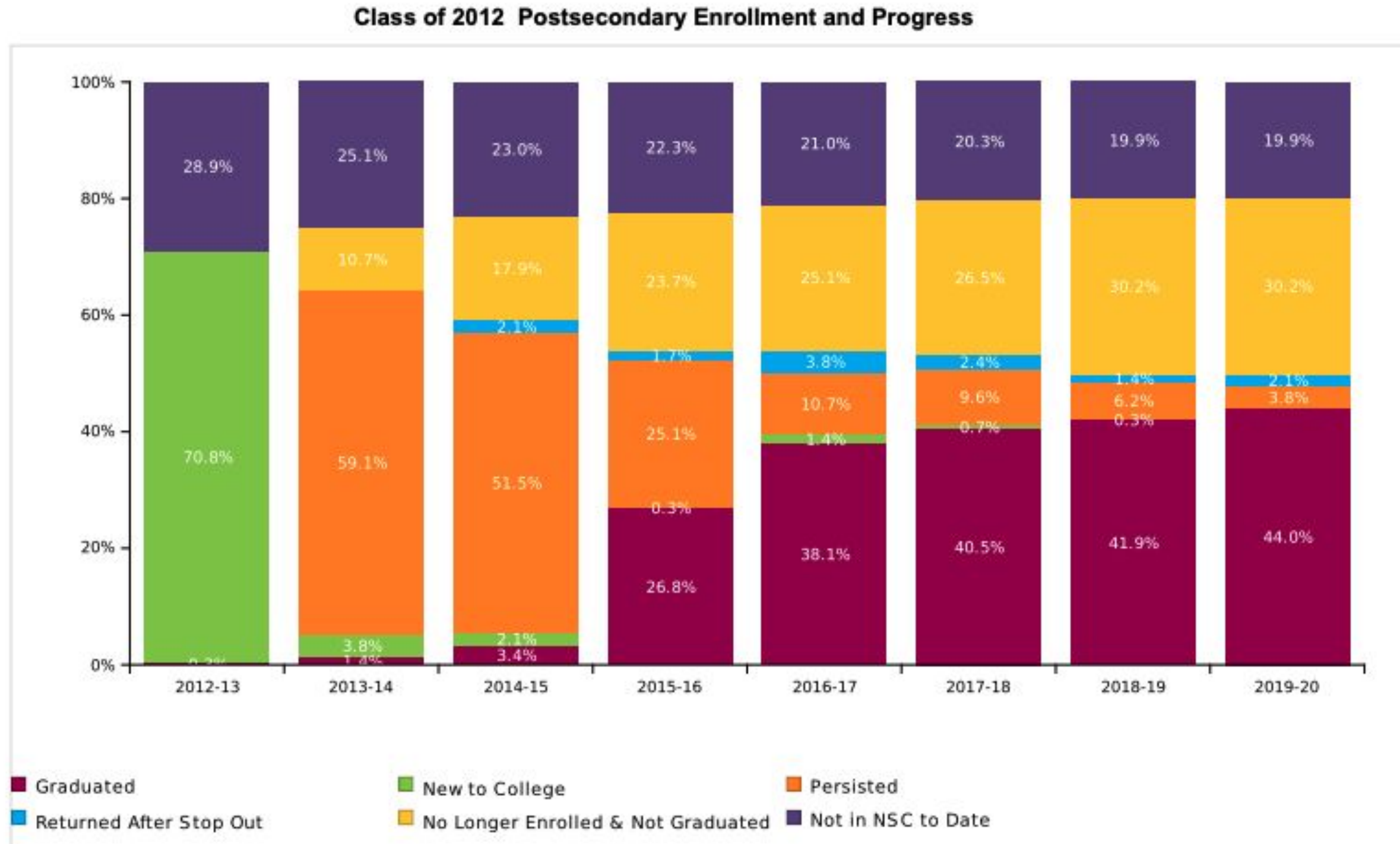


College Completion

Who graduates from college, who doesn't, and why it matters.



71% enroll 1 year after HS graduation



After 7 years,
41% have
completed,
5% still
enrolled

Windsor High School

Report Run Date: 08/21/2020 07:41 AM

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CLEARINGHOUSE**

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COLLEGE STUDENTS STUMBLING TOWARD A DEGREE

Transferring among 4-year colleges

- One time - 37%
- More than once – 17%



Source: Government Accountability Office (2017), “Higher education students need more information to help reduce challenges in transferring college credits,”

COLLEGE STUDENTS STUMBLING TOWARD A DEGREE

Changing major at least one time

- 33% of four-year colleges and
- 28% at 2-year colleges.



Source: NCES (2017), “Beginning College Students Who Change Their Majors Within 3 Years of Enrollment”

COLLEGE STUDENTS STUMBLING TOWARD A DEGREE

Leads to over-crediting

- Average BA degree holder earns 138.4 credits (vs. 120 required)
- Each additional year = \$16K at 2-year college and \$23K at 4-year public u.



Source: Complete College America (2011), "Time is the Enemy"

RESULTS: HEAVY STUDENT LOAN DEBT LOAD

National student loan debt load

- Total is \$1.48 trillion, more than credit cards or auto loans



Source: Quarterly Report On Household Debt And Credit 2019 : Q2 (Released August 2019) Federal Reserve Bank Of New York Research And Statistics Group



RESULTS: HEAVY STUDENT LOAN DEBT LOAD

Individual student loan debt load

- 65% of B.A. graduates carry debt
- The average amount for a four-year graduate is almost \$29K



Source: Institute for College Access and Success. (n.d.). Student Debt and the Class of 2017. The Project on Student Debt. September 2018

RESULTS: HEAVY STUDENT LOAN DEBT LOAD

Non-completers carry the heaviest debt load

- 21% of borrowers who stopped college w/out credential are behind on loan payments



Source: Board of Governors of the Federal Reserve (2015), Report on the Economic Well-Being of U.S. Households in 2014, May 2015

DISCONNECTED YOUTH

These are Youth (16-24) not working and not going to school

- 5.5 M – Disconnected from work and school (national)
- Average state, 7-12% of youth
- \$26.8 B – Hard gov't costs (national)



DISCONNECTED YOUTH

Youth (16-24) not working and not going to school



State by State averages,
8-13% of this age group
are disconnected

What are the Contributing Factors?

CONTRIBUTING FACTOR

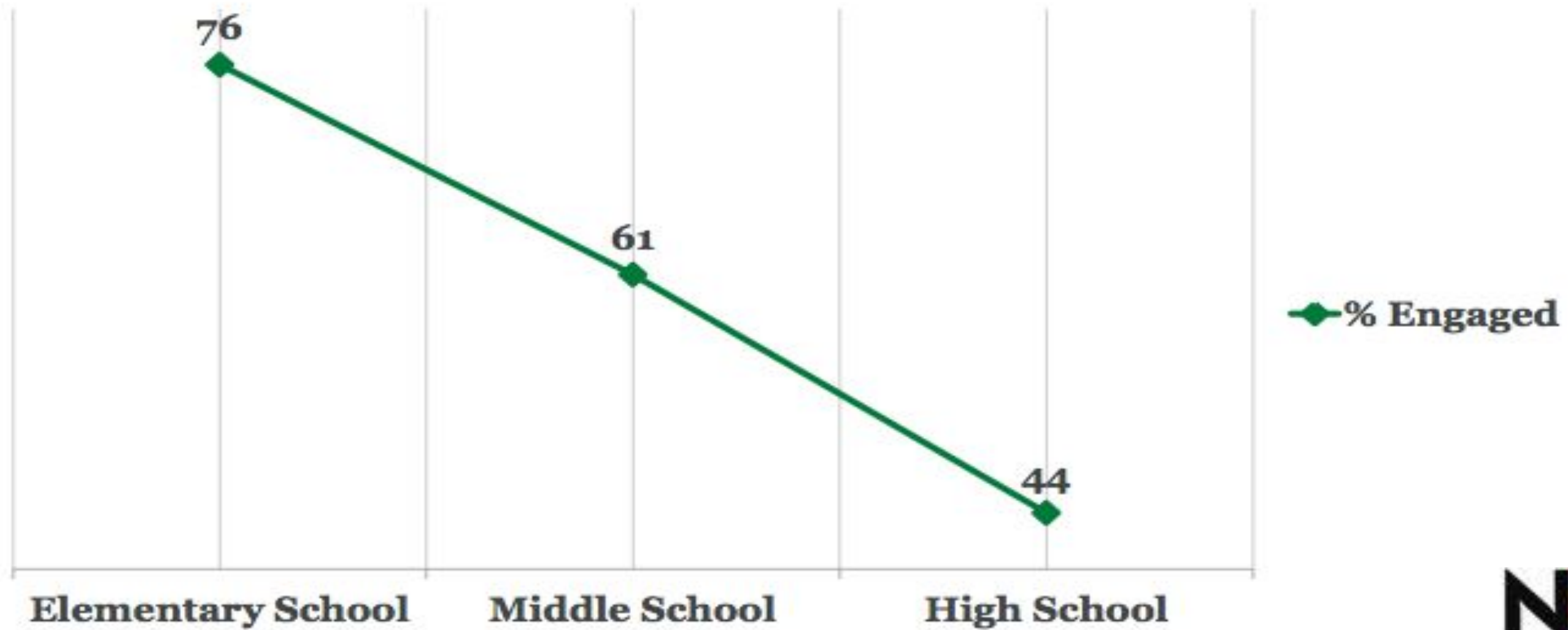
Many Students Don't
Feel Engaged In Learning



DISENGAGED LEARNERS

THE SCHOOL CLIFF: STUDENT DISENGAGEMENT

The School's Cliff: Students' engagement drops over time
The Gallup Student Poll



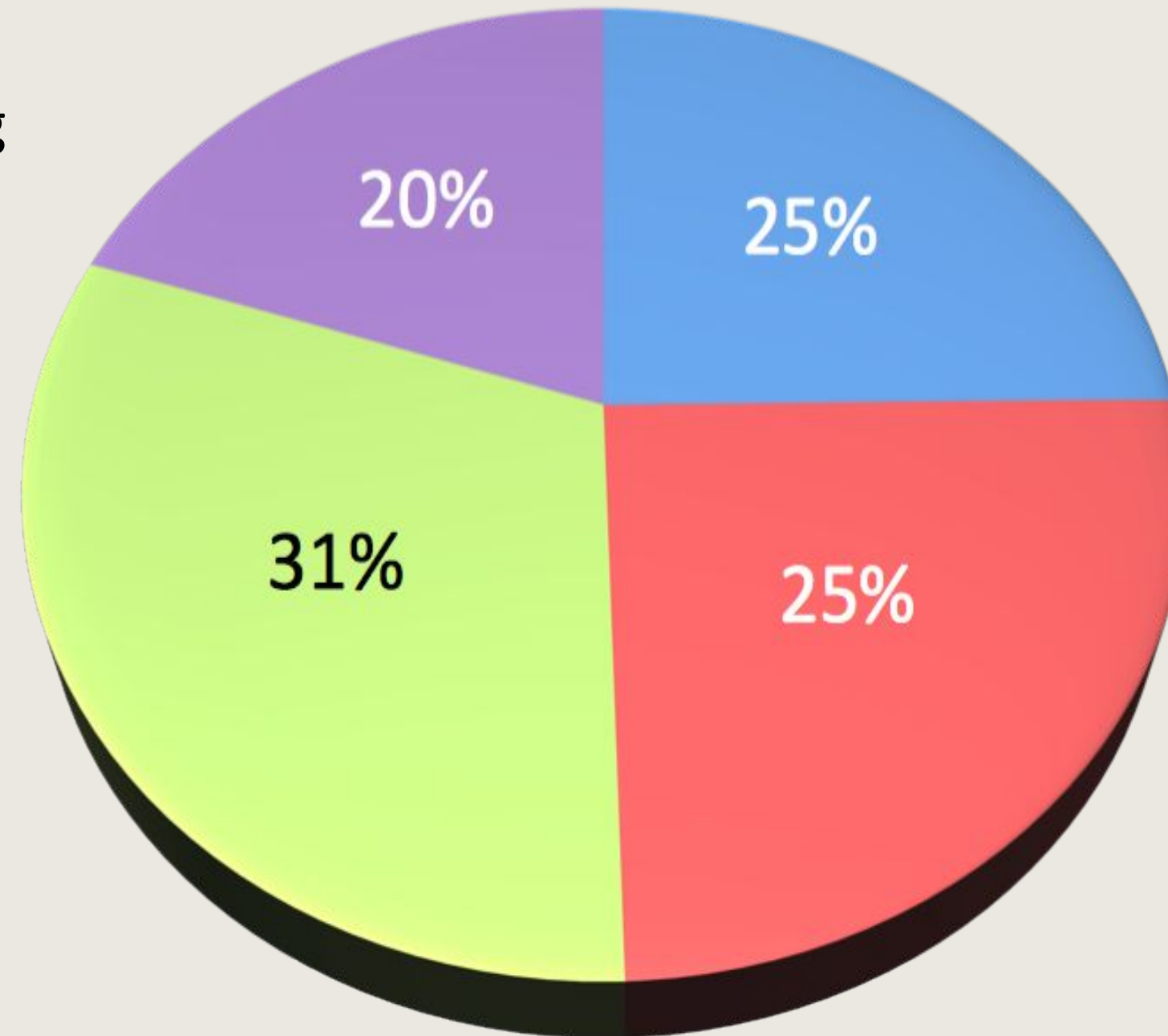
AMERICAN YOUTH ADrift?

The Purposeful:

Found something meaningful, sustained interest, clear sense of future purpose

The Dabblers:

Tried potentially purposeful pursuits, yet to commit



The Disengaged:

Neither a purpose in life nor inclination to find one.

The Dreamers:

Imagining great things, but no practical pursuits

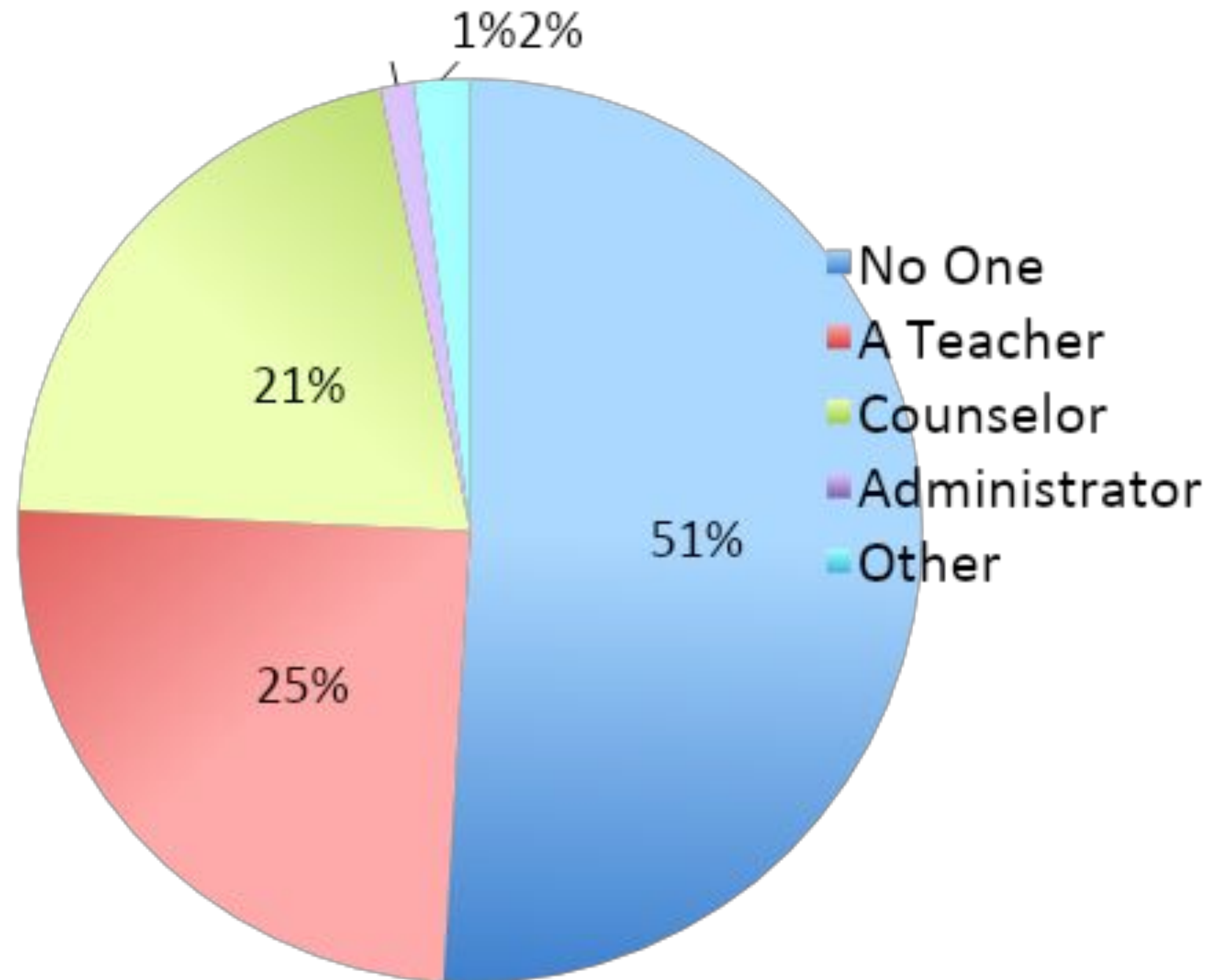
Source: *The Path to Purpose*, William Damon

CONTRIBUTING FACTOR

Most school systems
(and colleges) don't
deliver impactful
career development.



STUDENTS IDENTIFY WHO IN HIGH SCHOOL HELPED THEM CONSIDER CAREER OPTIONS



GRADUATES SAY HIGH SCHOOL HELPED...

To understand the steps
needed to pursue a
career

49%

To discover personal
career interests and
aptitudes

46%

SOURCE: YouthTruth Student Survey 2015



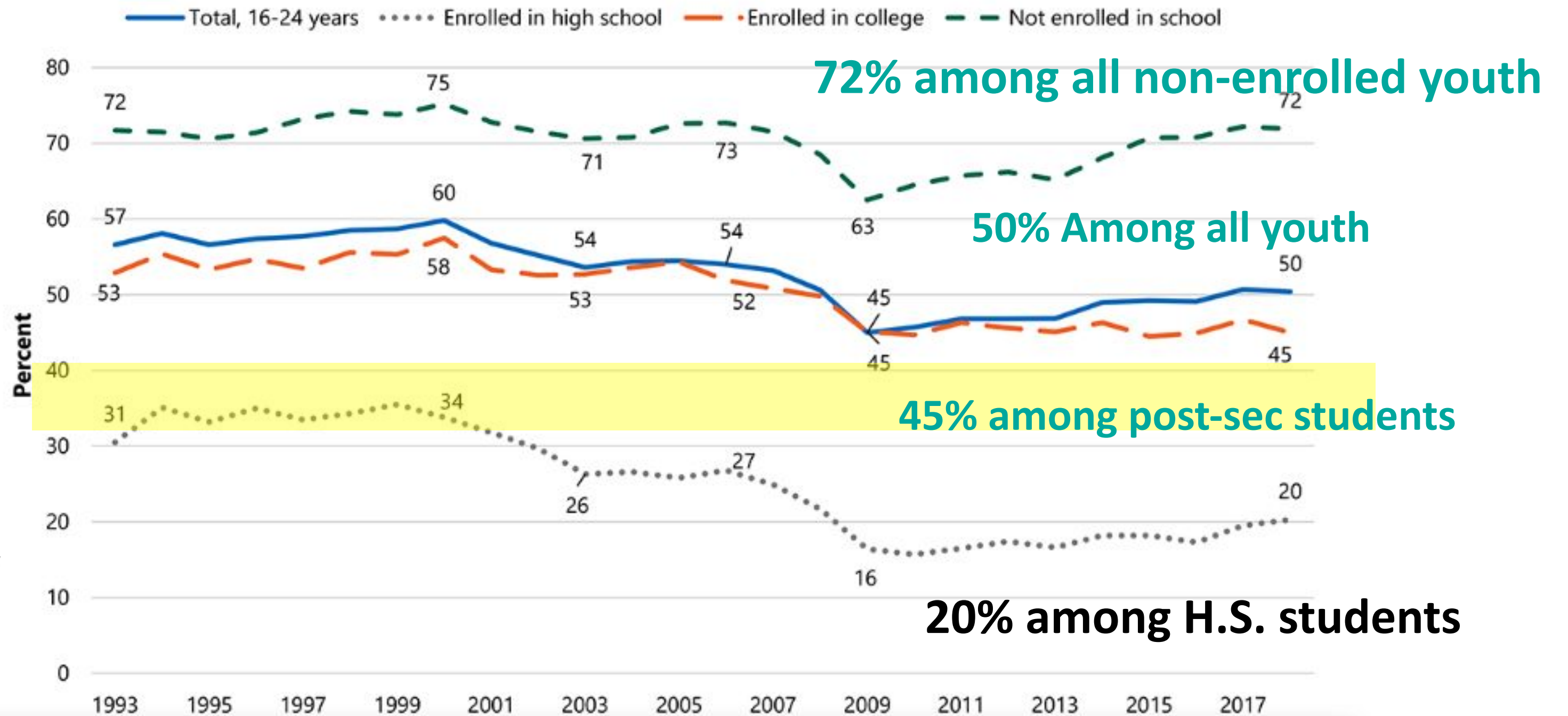
CONTRIBUTING FACTOR

Most school systems
(and colleges) don't
connect students with
meaningful employer
experiences.



YOUTH PART-TIME EMPLOYMENT HAS FALLEN

Percentage of Youth (Ages 16-24) Employed, Total, and by School Enrollment:¹ 1993-2018



NOT MANY EMPLOYER & EDUCATION EXPERIENCES

According to school counselors, only 1 of 6 (17%) high schools offer significant work-based learning experiences.



NCES, CTE Statistics, Table H173, U.S. Dept of Education
McGraw Hill Education, 2018 Future Workforce Survey, Spring 2018
NCES 2018-058, May 2018, Data Point



NOT MANY EMPLOYER & EDUCATION EXPERIENCES

Only 36% of college students participate in an internship (although 60% have the opportunity).



NCES, CTE Statistics, Table H173, U.S. Dept of Education
McGraw Hill Education, 2018 Future Workforce Survey, Spring 2018
NCES 2018-058, May 2018, Data Point



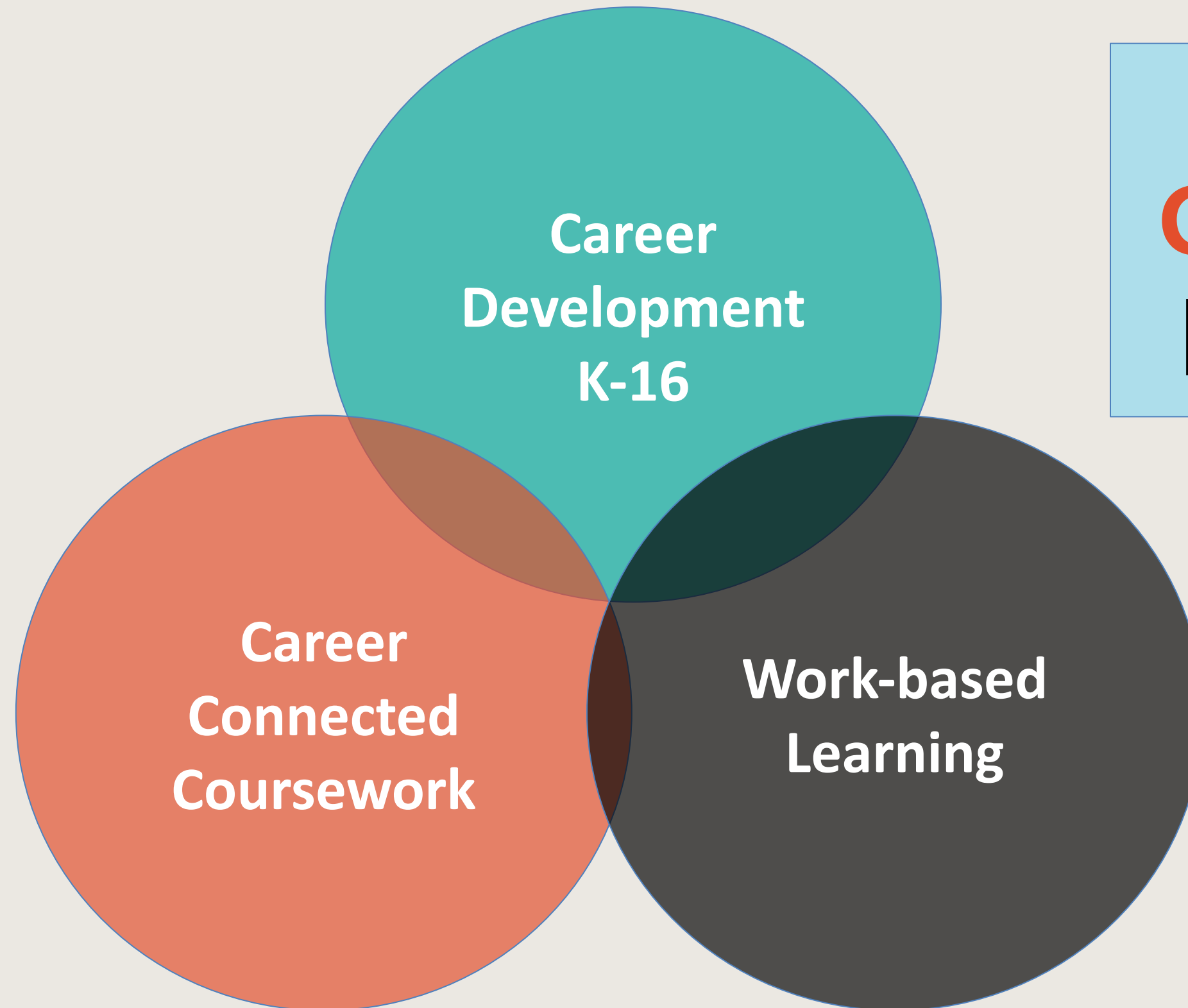
Why Career Connected Learning?

CAREER CONNECTED LEARNING

CAREER-CONNECTED LEARNING

Career Connected Learning helps students connect learning to the real world and develop the knowledge, skills, and mindset to successfully enter the adult world of work, careers and community life.

THREE KEY COMPONENTS OF CCL



**CAREER
CONNECTED
LEARNING**

CAREER CONNECTED LEARNING RATIONALE

- **Most youth should pursue postsecondary education, BUT...**
- College aspiration & academic preparation is not enough.

**CAREER
CONNECTED
LEARNING**

CAREER CONNECTED LEARNING RATIONALE

Career Connected Learning will help youth make better informed choices about next steps after high school.

**CAREER
CONNECTED
LEARNING**

BENEFITS OF CAREER CONNECTED LEARNING

Better choices lead to ...

- ❑ Better career fit,
- ❑ Lower college expenses,
- ❑ Less college debt,
- ❑ Smoother transition into adult life,
- ❑ Stronger social and economic mobility,
- ❑ A more productive & effective workforce

**CAREER
CONNECTED
LEARNING**

CAREER CONNECTED LEARNING

THE CORE PREMISE OF CCL

Career exploration and
career-relevant learning
is good for ALL students



CCL GOOD FOR ALL STUDENTS

A Pathways System approach can help embed career-connected learning across our education and training systems.

**CAREER
CONNECTED
LEARNING**

THE BIG SHIFT

**CAREER PREP
FOR SOME**



**COLLEGE PREP
FOR MOST**



BECOMES...

**CAREER CONNECTED
LEARNING FOR ALL**



Aligning talent, education, and employers



Discovery

APTITUDE-BASED GUIDANCE

Uncover natural talents through aptitude testing



Insights

ACADEMIC AND CAREER ADVISING REPORTING SUITE

Align talent with best-fit career and education pathways (while also improving equity in under-represented CTE pathways)



Certification

SKILLS & KNOWLEDGE VALIDATION

- Offer 200+ industry-recognized certifications for real-world careers
- Measure student growth and meet and report on funding requirements



Connections

EMPLOYER & COLLEGE PATHWAYS

- Create mindshare with future local talent
- Find desired skills and aptitudes
- Search technical, community, and four-year colleges



Best-fit career



Our School's Progress & Next Steps

- Here at New Milford, we have already implemented:

- Here's what we're focusing on this school year:

- By school year 2023-24, we plan to:

The logo for the Connecticut Pathways System Institute is contained within a rounded rectangular box. It features the text "Connecticut Pathways System Institute" in a blue, sans-serif font, arranged in four lines. The background of the box includes a faint, stylized graphic of a road or path curving through a landscape with hills.

**Connecticut
Pathways
System
Institute**

SCHOOL NAME & LOGO	School District or School Vision/Mission Statement	SCHOOL DISTRICT NAME and/or Logo
--------------------	--	----------------------------------

Healthcare Pathway

HIGH-WAGE, HIGH-SKILL, HIGH-DEMAND CAREERS: Registered Nurse; Nurse Practitioner; Radiologic Technologist; Medical and Clinical Laboratory Technician; Physician; Surgeon; Pharmacist; Family and General Practitioner; Optometrist; Medical and Clinical Lab Tech; Medical Records/Health Information

RECOMMENDED PROGRAM OF STUDY

SUBJECT	9 TH Grade	10 TH Grade	11 TH Grade	12 TH Grade
Language Arts	English 1	English 2	English 3	English 4
Mathematics	Algebra 1	Geometry 1	Algebra 2	Sr. Level Math
Science	Biology	Chemistry	Science Elective	Science Elective
Social Studies	World History	US History	History Elective	
Pathway/CTE Core Courses	Freshman/Pathways Exploration	Pathway Course 1	Pathway Course 2	Pathway Course 3
Pathway-related Electives				
Other Required Courses				
Other Electives	Foreign Language Fine Arts	Foreign Language Fine Arts	Foreign Language 1 Fine Arts	Foreign Language 1 Fine Arts

PATHWAY CLASSES

GRADE 10/LEVEL 1	GRADE 11/LEVEL 2	GRADE 11/LEVEL 3
------------------	------------------	------------------

	Fine Arts	Fine Arts	1 Fine Arts	Fine Arts
PATHWAY CLASSES				
GRADE 10/LEVEL 1	GRADE 11/LEVEL 2		GRADE 11/LEVEL 3	
Foundations of Medical Sciences <i>This course provides students with an overview of the career opportunities in the therapeutic, diagnostic, support services, biotechnology research and health information pathways as well as become certified in CPR/First Aid.</i>	Principles of Healthcare <i>This course provides students the opportunity to explore careers specific to the healthcare field as well as provide foundational knowledge and skills in the areas of anatomy and physiology, medical terminology, medical ethics and law, disease and disorders as well as positive and negative health and wellness behaviors</i>		Advanced Healthcare <i>This course provides students the opportunity to apply the skills and knowledge they have acquired throughout their pathway courses in a healthcare setting</i>	
COLLEGE & CAREER PATHS				
Industry Certifications	Associate Degree	Bachelor's Degree	Advanced Degree	
Certified Nursing Assistant CPR (Cardiopulmonary Resuscitation) BLS (Basic Life Support)	Registered Nurse Dental Hygienist Dental Assisting Medical Assisting Medical Laboratory Technician	Science in Nursing (BSN) Biochemistry/Chemistry Pre-Dental Pre-Medicine Pre-Pharmacy	Medical Doctor Doctor of Pharmacy Doctor of Dentistry Doctor of Chiropractic	
DUAL ENROLLMENT CREDIT OPPORTUNITIES: HLTH1200 Nursing Assistant				
WORK-BASED LEARNING EXPERIENCES: Grade 9: Career Day; Grade 10: Field Trips, Guest Speakers; Grade 11: Job Shadowing, College Visits; Grade 12: Internship/Work Experience				
CAREER AND TECHNICAL STUDENT ORGANIZATION: Health Occupations Students of America, SkillsUSA, Technology Student Association (TSA)				

Career Pathways: Data from NMHS



Data Sources for Insight

There are two data sources that have provided insight into recent graduates:

Profile

—

Information on
graduates

PowerSchool

—

Current enrollments

Qualitative Data

—

What we see and hear

More information is needed on WHERE are recent graduates are years after leaving NM...

Post-secondary

—

How did our graduates do?

New Milford High School's School Profile

Post-High School Placements

5-Year Average Pre-Covid (Class of 2015-2019)

College	87%
4 Year	75%
2 Year	12%
Trade/Tech or Post-grad year	2%
Armed Services	1%
Employment	6%
Other	4%
Other: Transition program or gap year	

Class of 2022

College	76%
4 Year	66%
2 Year	10%
Trade/Tech or Post-grad year	5%
Armed Services	1%
Employment	5%
Other	13%
Other: Transition program or gap year	

Career planning...begins in high school.

“the nature of work will continue to change ever more rapidly. During much of the 20th century, most workers held two or three jobs during their lifetimes. However, the U.S. Department of Labor estimates that many of today’s workers will hold more than 10 jobs before they reach the age of 40.² The top 10 in-demand jobs projected for 2010 did not exist in 2004.³ Thus, the new mission of schools is to prepare students to work at jobs that do not yet exist, creating ideas and solutions for products and problems that have not yet been identified, using technologies that have not yet been invented.”

— **Linda Darling-Hammond, Flat World and Education**

Career Pathways: NMHS Progress



Three key areas to share:

01

Professional Learning



Faculty members have continued to engage in professional learning that focuses on the impact of pathway programs.

02

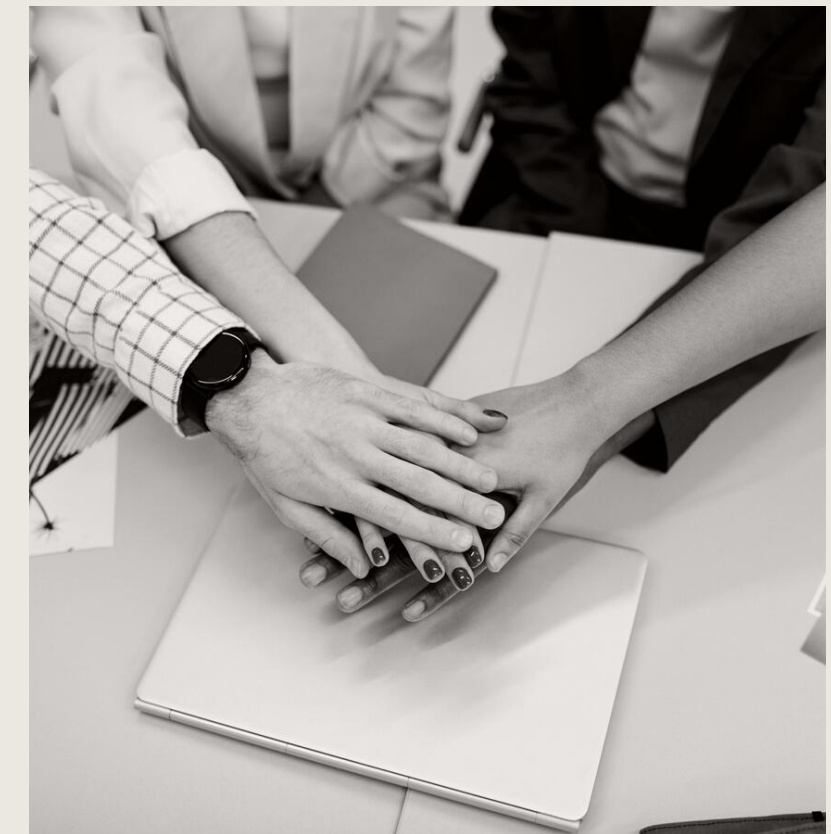
Freshman Academy



The first step in establishing pathways, is providing a first year experience class.

03

Vision for the future



Pathways Team in collaboration with building and district leaders connect goals of pathways to lived experience of students.

Professional Learning

Faculty members have continued to engage in professional learning:



These informative opportunities have inspired further planning and alignment with the Mission of New Milford Public Schools, and strategic planning.

Connecticut Pathways System Institute

Autumn Workshop
November 3, 2022



Grand Island Senior High

Grand Island, Nebraska



GISH Virtual Tour




Career Pathways Institute



Explore the Academies




GRAND ISLAND SENIOR HIGH



ACADEMIES OF
GRAND ISLAND
SENIOR HIGH
MY CHOICE, OUR VOICE.

At GISH, we have pride in our academies. We own our learning, which provides fun opportunities where everyone has a place that is relevant to our future. Our voices are heard and we create meaningful relationships built on trust.


My choice. Our voice.




ACADEMY OF
FRESHMAN
EXPLORATION
MY CHOICE, OUR VOICE.




ACADEMY OF
EDUCATION, LAW
& ENVIRONMENT
MY CHOICE, OUR VOICE.



ACADEMY OF
ENGINEERING
& TECHNOLOGY
MY CHOICE, OUR VOICE.



ACADEMY OF
BUSINESS &
COMMUNICATION
MY CHOICE, OUR VOICE.

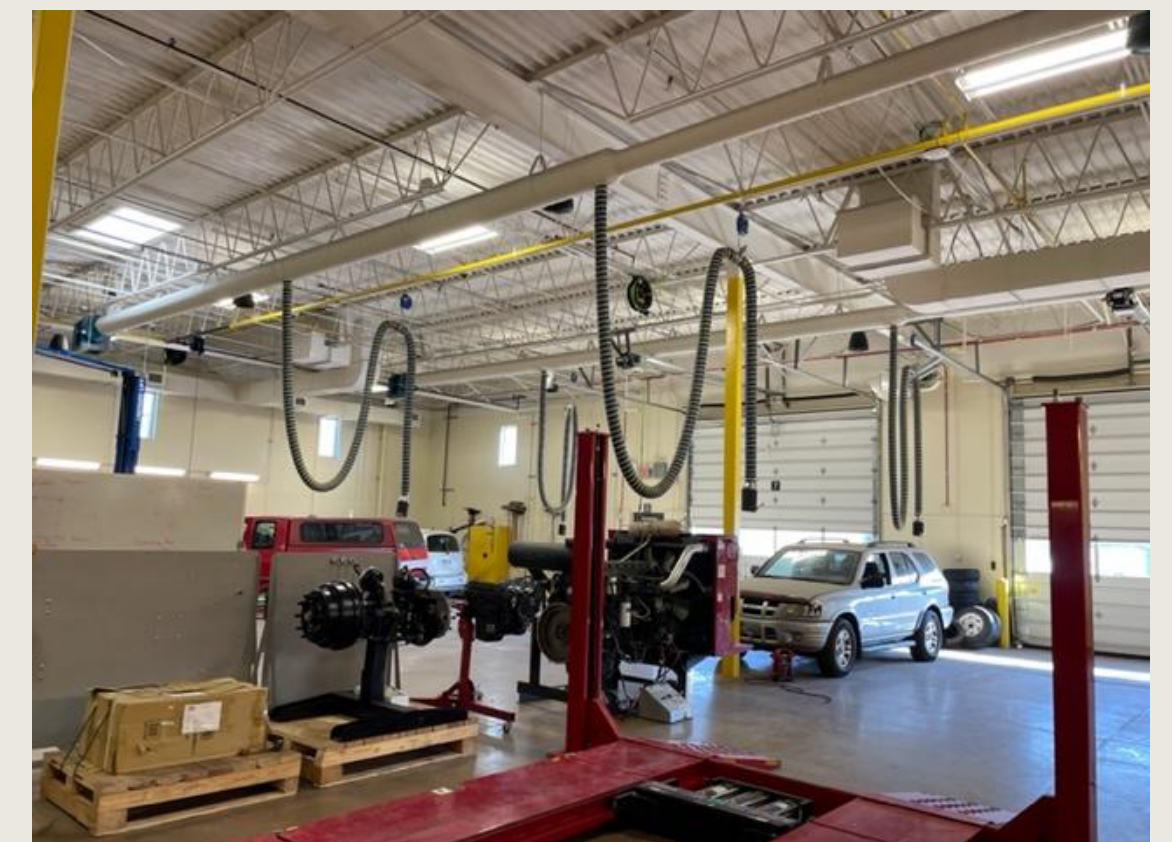
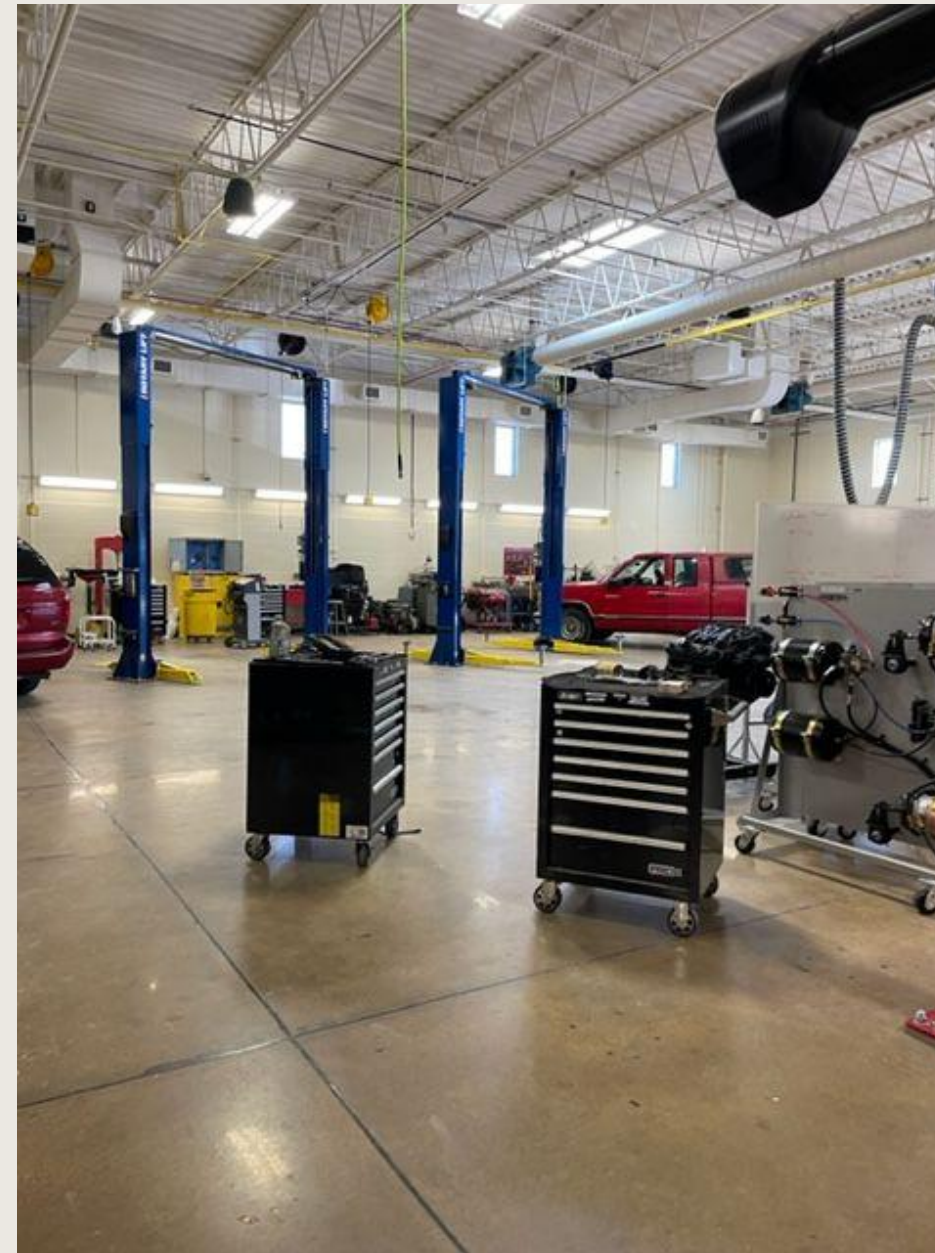
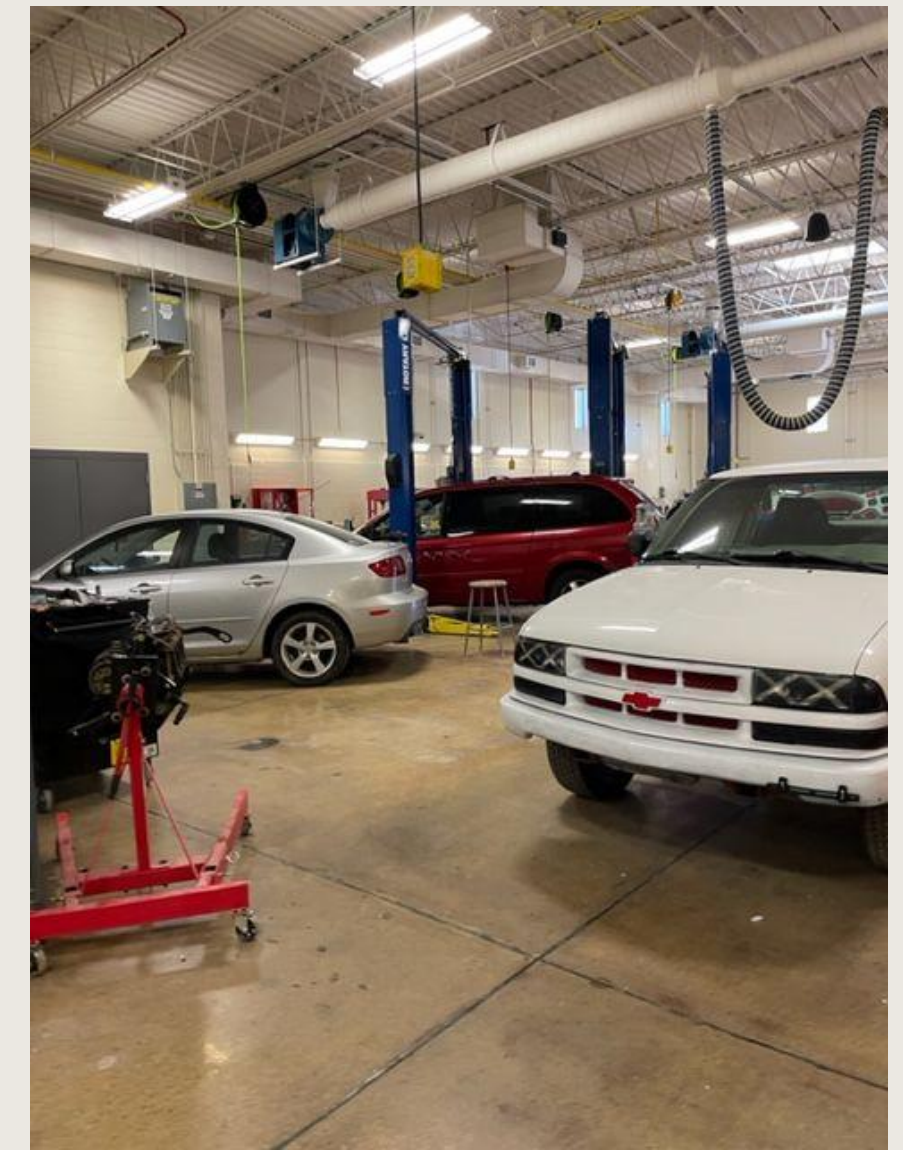


ACADEMY OF
TECHNICAL
SCIENCES
MY CHOICE, OUR VOICE.



ACADEMY OF
MEDICAL
SCIENCES
MY CHOICE, OUR VOICE.

Automotive



Aviation – build a plane





Aviation – FLY a plane



Grand Island Airfield of Dreams



Construction



Habitat For Humanity House



Senior Year – Construction





Manufacturing



Grand Island Memorial Stadium Tour





School Store



Gym



Nursing / EMT



Academy Success Stories – [Freshman Academy](#)



Academy Success Stories

Academy of Engineering and Technology



Academy Success Stories

Academy of Business & Communication



Academy Success Stories

Academy of Technical Sciences



Academy Success Stories

Academy of Medical Sciences



Academy Success Stories

Academy of Education, Law & Public Safety



Freshman Academy



01 Overview

Updates on our pilot Freshman Academy class.

02 Student Input

Gathering data through Google Forms, conversations, and meetings with students on the strengths and weaknesses of the course.

03 Parent Feedback

Positive feedback from parents who have seen the impact of the course on their students.

Freshman Academy Overview

Intentions of the course:

- A hands-on / project based class designed to provide students with many of the skills they need to thrive in high school and beyond. Students will make connections between their choices now and how these affect their future success.
- Topics Include:
 - High School Transition
 - Digital Literacy
 - Critical Thinking, Communication and Organizational Skills
 - Who am I? Self Reflection and Discovery
 - Career Readiness and Exploration

Freshman Academy Overview

High School Transition

- School Tour
- Introduction to the supports and resources available at the high school
- Explain policies, rules and expectations
- Explore activities and clubs
- Encourage involvement and attendance
- Prepare and explain Wingman, Activity period, Homecoming
- Discuss schedules, grading and how to take control

Freshman Academy Overview

Digital Literacy

- Importance of privacy and security on all devices
- Permanence of posts, texts, and emails
- Individual brand
- Social media / Phone use – time spent
- Cyberbullying

Freshman Academy Overview

Critical Thinking, Communication and Organizational Skills

- Professional communication – in person and electronic
- Organization and time management
- Note taking and study strategies
- Stress management

Freshman Academy Overview

Who am I? Self Reflection and Discovery

In this unit students:

- Explore their personality, interests and skill sets
- Identify short and long term goals
- Make connections between their choices now and how these affect their future success
- Reflect on past experiences to determine lessons learned

Freshman Academy Overview

Career Readiness and Exploration

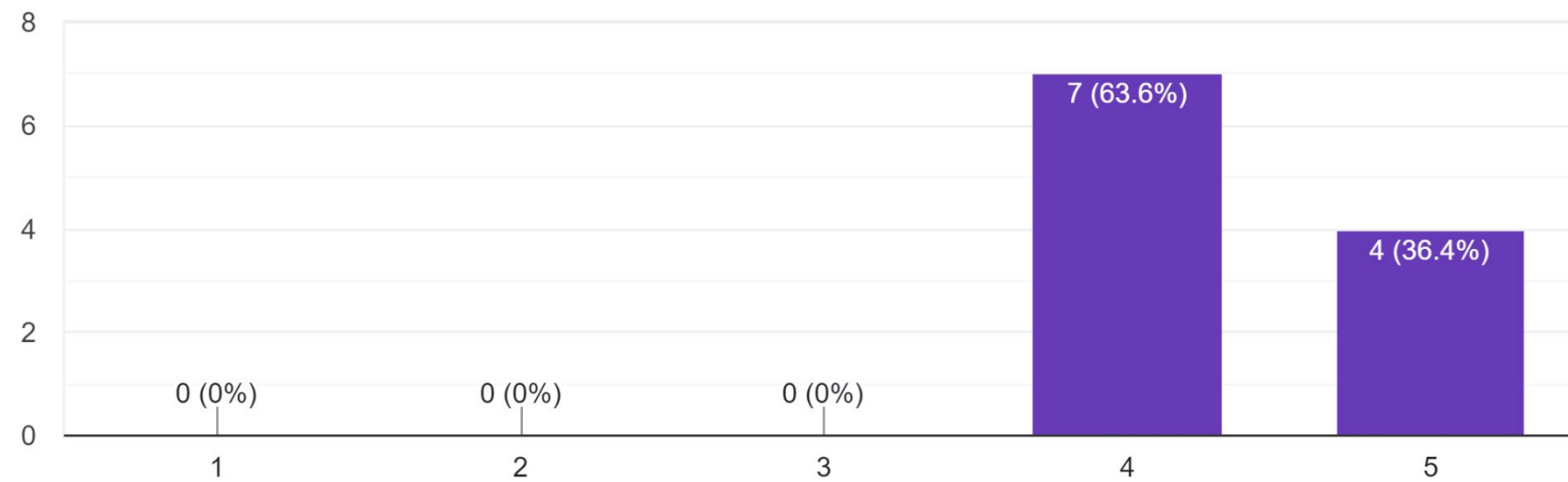
- Explore possible careers
- Determine future paths to enter those careers
- Begin to chart a path starting NOW that will lead to success in their post-secondary endeavors.
 - Maintaining good grades and disciplinary records
 - Choosing appropriate classes to set them up for success
 - Making connections in and out of school within that industry
 - Thinking about on site visits or internships
 - Realizing that they CAN!

Freshman Academy Student Feedback

Slightly less than $\frac{1}{3}$ of the freshman class are enrolled in Freshman Academy for the 2022/2023 school year.

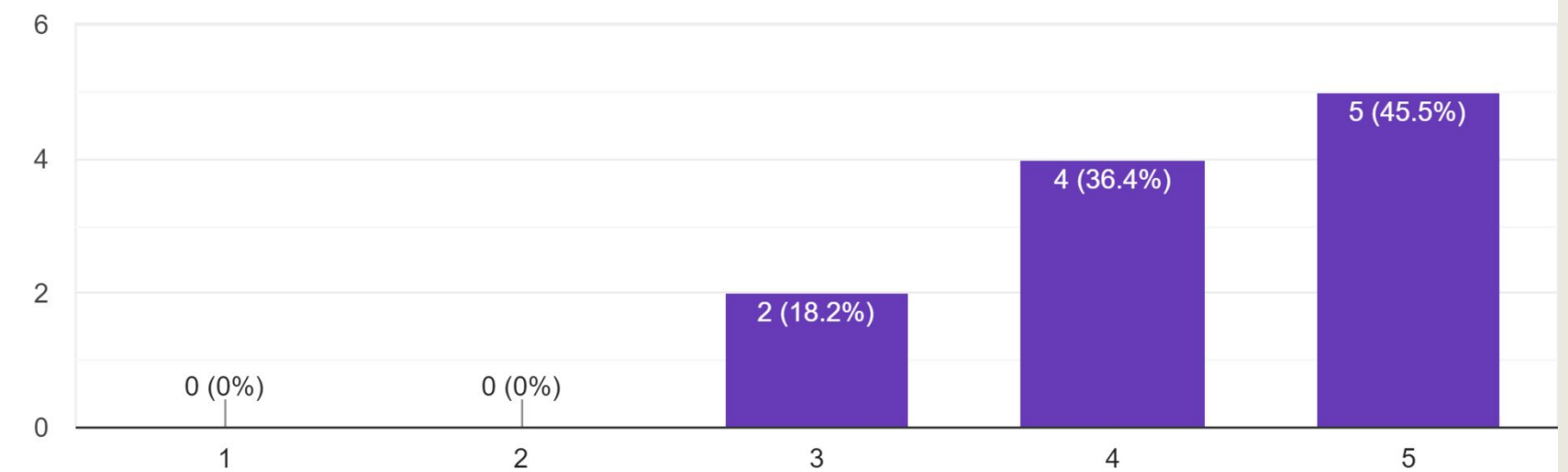
How would you rate your enjoyment of this class? 1= the worst, 5= the best

11 responses



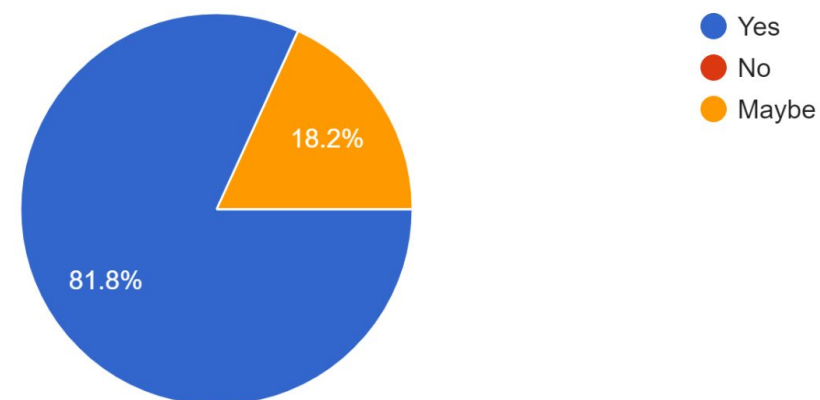
How would you rate the VALUE of this class (do you think it will help you)?

11 responses



Would you recommend this class to a friend?

11 responses



Freshman Academy Parent Feedback

With so much already changing with their bodies, minds, and environment, the forced seclusion of COVID sucked the cheery and energetic spirit from my middle school child. I watched her become disengaged, unmotivated and ultimately take a back seat attitude when it came to academics. Words can't express the worry I felt especially since she was historically a straight A student and would be entering HS this year. As a family we did all we could to rebuild spirit, entice the hunger to learn again, to awaken the drive and ambition that seemed to have diminished. Approximately 1.5 months into her freshman year, I noticed a positive attitude change and started to see/hear ambition in my child again. It is due to the support, guidance and genuine interest she received in Freshman Academy. There, they echoed the importance of education and drive that we had been drilling at home. But we all know teenagers don't think parents know anything, lol. I can't describe the peace and joy we have now, knowing she has found community, encouragement and support. Navigating through HS years was always hard, doing it after COVID has become as difficult as scaling Mount Everest. Freshman Academy and the wonderful Mrs. O'Neill have been pivotal in providing a safe & supportive network for this next generation. It literally is a lifeline to ensure kids don't get lost, figuratively and literally. This program is something that should have ALWAYS been a part of the curriculum, but it is now more important than ever. We all have a responsibility to set these young individuals up for success and provide them the tools they'll need to do so. Freshman Academy does that and I hope will continue to be a part of New Milford HS.

Ms. O'Neill, thank you for your concern, your motivation, your commitment and for honoring our children. Thank you for seeing what is needed and taking the initiative to bring changes. As parents, we want is best for our children; to find like minded people who also want that for our kids and position themselves to see that into fruition, is a blessing. Thank you!

Forever grateful,
Angelica Medina



Career Connected Learning

01 Field Trips

Increase field trips for career connected learning. Most of these have been possible as a result of Perkins Grant.

02 Current Pathways

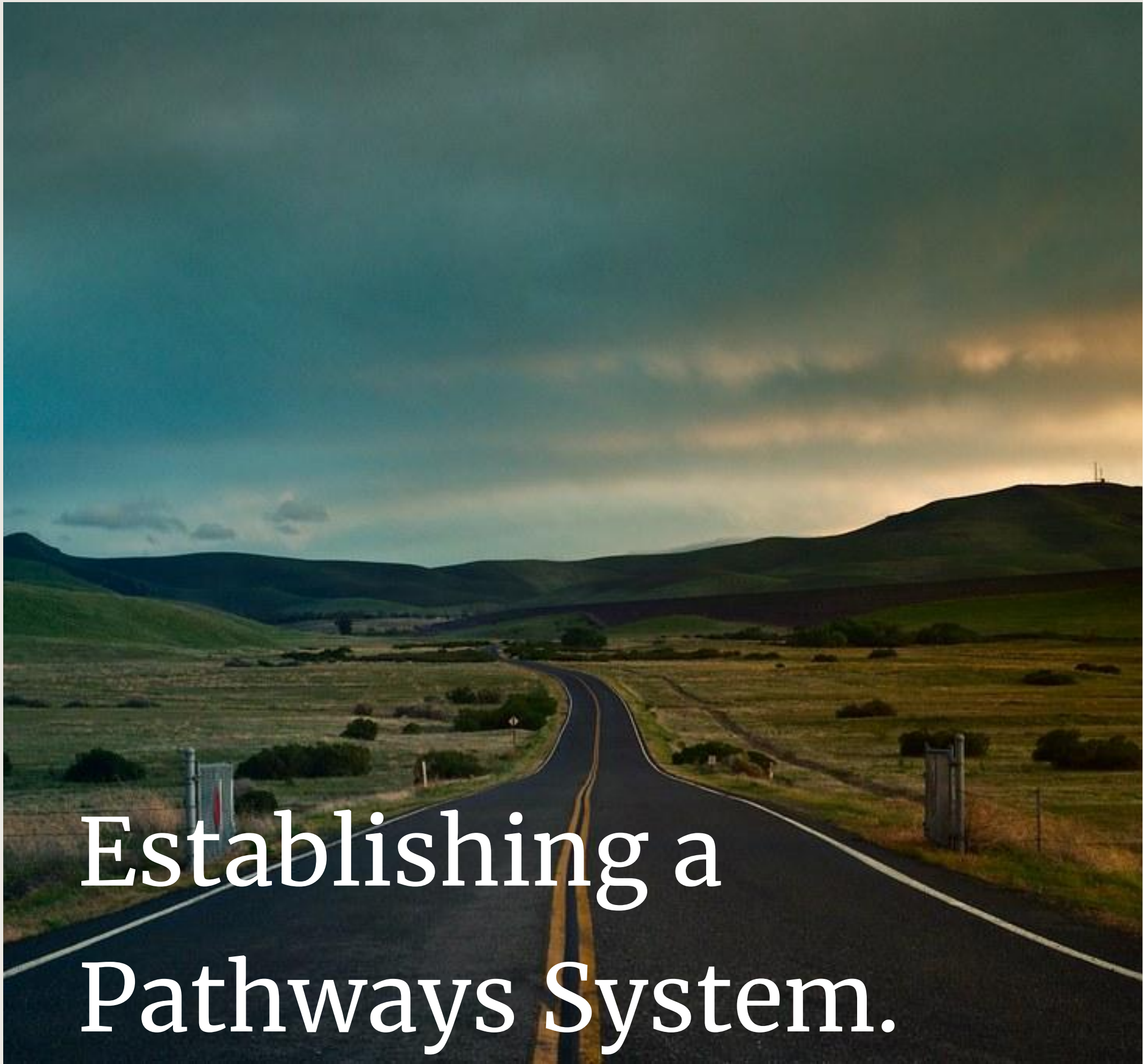
Current courses that align with a Pathway that can be marketed and expanded upon.

03 Project Lead the Way

Engineering courses and student developed projects.

Career Pathways: Next steps.





Establishing a Pathways System.

01 Action Plan

Increase our team to develop a strategic approach with specific goals and measurable outcomes.

02 Communication

Provide information to all stakeholders on the benefits of pathway opportunities.

03 Career Connected Learning

Building partnerships within the community and increasing work related experiences, job shadowing, and internships.

Thank you!



Looking forward to our continued collaboration to create more career connected learning, engaged students, and prepared graduates.

**New Milford Board of Education
Facilities Sub-Committee Meeting Minutes
December 13, 2022
Sarah Noble Intermediate School Library Media Center**

Present:	Mr. Brian McCauley, Chairperson Mr. Eric Hansell Mr. Pete Helmus Mrs. Wendy Faulenbach, Ex Officio
Absent:	Mr. Tom O'Brien
Also Present:	Dr. JeanAnn C. Paddyfote, Interim Superintendent of Schools Ms. Holly Hollander, Assistant Superintendent of Schools Mr. Matthew Cunningham, Facilities Director Mr. Jeffrey Turner, Technology Director

1.	Call to Order The meeting of the New Milford Board of Education Facilities Sub-Committee was called to order at 6:45 p.m. by Mr. McCauley. Mrs. Faulenbach was seated in the absence of Mr. O'Brien.	Call to Order
2.	Public Comment • There was none.	Public Comment
3.	Items for Information and Discussion A. NMHS Updates <ul style="list-style-type: none"> • Mr. Cunningham said Belfor Property Restoration has set up a meeting to discuss the timeline for casework replacement in classrooms where cabinets and countertops were removed during the fire remediation this past summer. He is not sure at this time if they will meet the holiday break timeline. • Mr. Helmus asked if the casework is the last step in the remediation process. Mr. Cunningham said it is. • Mr. McCauley asked if students are able to do required labs. Mr. Cunningham said they are. • Roofing contractor Greenwood Industries continues to work on roof drains and the 	Items for Information and Discussion A. NMHS Updates

	<p>standing seam metal roof. The work is stopped at the moment due to snow. They had multiple drains water jetted to remove debris and ensure those drains are clear to allow the flow of rainwater off the roof. Going forward the Facilities Department must include the maintenance of drains and downspouts in its yearly preventive maintenance.</p> <ul style="list-style-type: none">● Mr. McCauley asked if the maintenance had been done prior.● Mr. Cunningham said he is not sure, he thinks it may have been more reactionary as issues occurred.● Mr. Helmus asked if most of the debris is shingle related and said, if so, it should not be a problem with the metal roofing.● Mr. Cunningham said it is and the flat roof will still need maintenance. Annual review is always a good idea. The height and size of the roof may require a third party vendor which would need to be budgeted for out of operating funds.● The metal roofing accessible from the courtyards should be completed before the holidays, depending on weather. Weekly meetings are held discussing what areas are being worked on to coordinate with parking and entrance accessibility. During drop off and pick up no equipment is moved in order to avoid interfering with the arrival and dismissal process. No final timetable for the overall completion of this project has been submitted as of this writing.● The safety netting capital improvement that was requested by the NMHS Athletics department has been installed. Ground penetrating radar was conducted in conjunction with the review of site plans to ensure no underground utilities were disturbed. This 150' long 30' high safety netting runs between the JV softball and #2 Turf field and will now allow for simultaneous sporting events and practices to occur.● Mrs. Faulenbach asked what the lifespan of the netting is. Mr. Cunningham said he did not know.	
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<p>B.</p>	<p>NV5/ESG Update</p> <ul style="list-style-type: none"> • Mr. Cunningham said ESG has completed the physical installation of solar panels on Hill and Plain school. They are now working on the electrical connections. • Mrs. Faulenbach noted that solar would need to be removed if a new roof is done. • Mr. Cunningham said that cost would be the responsibility of the BOE and Town. He said the HPS roof is no longer under warranty. • Mr. Helmus said the MBC says the HPS roof is in great shape. He asked if Mr. Cunningham agrees with that assessment. • Mr. Cunningham said both HPS and NES roofs have exceeded their expected lifespan. • Mr. McCauley asked if there have been water issues in the schools. • Mr. Cunningham said no, but there has been patchwork done on the NES roof. • Mr. Cunningham said ESG has commissioned the new boilers at the High School and Sarah Noble. The lighting ECM (energy conservation measures) have not been 100 percent completed to date and are expected to be fully commissioned this month. ESG's subcontractor Vanguard has begun the installation of solar panels on Sarah Noble School. No timeline for this completion has been established to date. 	<p>B. NV5/ESG Update</p>
<p>C.</p>	<p>SNIS Central Office Move/Lillis Building</p> <ul style="list-style-type: none"> • Mr. Cunningham said all Administrative Offices have been moved from the Lillis Building to Sarah Noble. At the request of the Building and Zoning Departments, an application for Change of Use without an addition or site modifications was filed with the Town of New Milford. SNIS is already considered mixed use for education and assembly areas. This application adds a third classification for business. The application is still active as of this writing. • Mrs. Faulenbach asked if additional permits will be needed when the permanent changes are made to offices at SNIS. 	<p>C. SNIS Central Office Move/Lillis Building</p>

- Mr. Cunningham said permits will be required and will be factored into the architectural plans.
- He said SNIS doors have been rekeyed, computers and phones are up and running, and dividers have been installed to create office space for department heads. Additional moves are still being conducted for miscellaneous items in storage that are not high priority for day to day office operation. We expect to have the Lillis building empty by mid-January. Signage and a door buzzer intercom system have also been ordered and are expected to be installed before the holiday break.
- Mr. McCauley asked if plans for the one floor design are in progress.
- Mr. Cunningham said no because if the Board chooses to pursue grant opportunities with the project then plans would have to go out to bid. He said applying for the grant could provide a 24% offset to project costs if awarded but will significantly slow down the process.
- Mrs. Faulenbach said the current setup is basic at best.
- Mrs. Faulenbach asked if the heat is still on at Lillis.
- Mr. Cunningham said they shut the boiler down at night due to safety concerns but then put it back on seven days a week during the day. They also do temperature checks daily.
- Mrs. Faulenbach said she would be curious to know how much the Board has invested in repairs and upgrades at Lillis over the years. She knows some, such as windows, have been substantial.
- Mrs. Faulenbach suggested the next step should be a discussion at the full Board regarding next steps. She said that personally she hates to leave any possible funding off the table but there is a time constraint here to get the project done. The capital reserve account is at the highest level that she can remember and for the first time could fund the project.
- Mr. McCauley said the Town waited another year to get an extra 5% for the high school roof and that was not well received in the end with the price of goods skyrocketing.

4.	Public Comment <ul style="list-style-type: none">• There was none.	Public Comment
5.	Adjourn <p>Mr. Helmus moved to adjourn the meeting at 7:10 p.m., seconded by Mr. Hansell, and passed unanimously.</p>	Adjourn <p>Motion made and passed unanimously to adjourn the meeting at 7:10 p.m.</p>

Respectfully submitted:



Brian McCauley, Chairperson
Facilities Sub-Committee

**New Milford Board of Education
Operations Sub-Committee Meeting Minutes
December 13, 2022
Sarah Noble Intermediate School Library Media Center**

Present:	Mrs. Wendy Faulenbach, Chairperson Mr. Eric Hansell Mr. Pete Helmus Mr. Brian McCauley, Alternate
Absent:	Mr. Tom O'Brien
Also Present:	Dr. JeanAnn C. Paddyfote, Interim Superintendent of Schools Ms. Holly Hollander, Assistant Superintendent of Schools Mr. Matthew Cunningham, Facilities Director Mr. Jeffrey Turner, Technology Director

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1.	Call to Order The meeting of the New Milford Board of Education Operations Sub-Committee was called to order at 7:30 p.m. by Mrs. Faulenbach. Mr. McCauley was seated in the absence of Mr. O'Brien.	Call to Order
2.	Public Comment • There was none.	Public Comment
3.	Discussion and Possible Action A. Monthly Reports 1. Budget Position dated November 30, 2022 2. Purchase Resolution D-765 3. Request for Budget Transfers • Mr. Helmus asked about the 5 year capital withdrawal from capital reserve. • Mrs. Faulenbach said those are for items approved by the Board last June. • Mr. McCauley noted the \$365,000 in the turf field account and asked when replacement is anticipated. • Mrs. Faulenbach said the initial lifespan was estimated at between 10-15 years and the fields are over 6 years old now.	Discussion and Possible Action A. Monthly Reports 1. Budget Position dated November 30, 2022 2. Purchase Resolution D-765 3. Request for Budget Transfers

	<ul style="list-style-type: none"> • Mr. Helmus said he has previously requested that the replacement target date and estimated cost be added to this report as a point of reference for all to see. <p>Mr. Helmus moved to bring the Monthly Reports to the full Board for approval.</p> <p>Motion seconded by Mr. McCauley.</p> <p>Motion passed unanimously.</p> <p>B. SNIS Central Office Move/Lillis Building</p> <ul style="list-style-type: none"> • Mrs. Faulenbach said this topic piggybacks on discussion at the Facilities meeting earlier this evening. • The consensus of the committee was to bring this topic to the full Board for discussion and possible action. • Mrs. Faulenbach asked about the timeframe for the project if the Board wants to pursue the first floor option. • Mr. Cunningham said if the Board chooses not to pursue grant funding, the project could be bid in the spring and, in theory, have the work done over the summer. • Mr. Helmus said he thinks that is a good target. • Mr. Hansell agreed, saying he doesn't think it is worth waiting for a possible reimbursement with the way inflation is going. • Mrs. Faulenbach agreed. She said it is hard to give up any possible reimbursement but there are time considerations. She said she has not seen any confirmation that the Town intends to contribute to the project but there is money in capital to fund it. She said comments have been made about the Board not maintaining the Lillis building, but that ignores the fact that decisions have been made over the years about making investments in a building that required significant capital needs, current and future. • She said there is a lot of history to this move, starting with numbers on a napkin basically, 	<p>Motion made and passed unanimously to bring the Monthly Reports to the full Board for approval.</p> <p>B. SNIS Central Office Move/Lillis Building</p>
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	<p>then a \$4 million plan, a \$1.3 million plan, and now a one floor plan still to come.</p> <ul style="list-style-type: none"> • Mr. Helmus noted that there have been multiple studies done over the years with various numbers attached to either renovate Lillis or move, some as high as \$5 million plus. He said at one time there was an Ad Hoc Committee formed to discuss making better use of the building space, including having other Town departments such as the Youth Agency use it. Over time, they have all moved out and only the Board remained. The Town chose not to invest in keeping the other agencies there. • Mrs. Faulenbach said the past is the past. We have funds available and it is time to get it done. • Mr. McCauley asked where staff will go during the renovation. • Mr. Cunningham said there is only one office downstairs and they could be moved upstairs during the summer. • Mrs. Faulenbach noted that they have a commitment to Camella's Cupboard for East Street through February. Funds are currently allocated in the budget for heat and electricity until the end of the fiscal year. She said she would hope and expect that a transition plan will be developed for when the Board turns the building back over to the Town. 	
4.	<p>Items of Information</p> <p>A. Employment Report: November - December</p> <ul style="list-style-type: none"> • Mrs. Faulenbach asked about openings. • Dr. Paddyfote said there is an opening for a Biology teacher and there may be one coming for a French teacher at SMS. There will be openings in Math and Special Education coming mid-year. 	<p>Items of Information</p> <p>A. Employment Report: November - December</p>
5.	Public Comment	Public Comment

	<ul style="list-style-type: none"> • There was none. 	
6.	<p>Discussion and Possible Action</p> <p>A. Discussion and possible action regarding response to bid solicitation from student transportation vendor. Executive session anticipated. The Subcommittee may take action when it returns to public session.</p> <p>Mr. Helmus moved that upon the certification of the Interim Superintendent of Schools and of the Chairman of the Board that the public interest in the disclosure of the response to a bid solicitation from a student transportation vendor is outweighed by the public interest in the confidentiality of such response, the Operations Subcommittee enter into executive session to review and discuss the response to the bid solicitation and to further move that the Subcommittee invite Interim Superintendent Paddyfote into the executive session.</p> <p>Motion seconded by Mr. Hansell.</p> <p>Motion passed unanimously.</p> <p>B. Discussion and possible action regarding amendment to terms and conditions of employment of Assistant Superintendent of Schools, Director of Facilities, and Accounting Manager. Executive session anticipated. The Subcommittee may take action when it returns to public session.</p>	<p>Discussion and Possible Action</p> <p>A. Discussion and possible action regarding response to bid solicitation from student transportation vendor. Executive session anticipated. The Subcommittee may take action when it returns to public session.</p> <p>Motion made and passed unanimously that upon the certification of the Interim Superintendent of Schools and of the Chairman of the Board that the public interest in the disclosure of the response to a bid solicitation from a student transportation vendor is outweighed by the public interest in the confidentiality of such response, the Operations Subcommittee enter into executive session to review and discuss the response to the bid solicitation and to further move that the Subcommittee invite Interim Superintendent Paddyfote into the executive session.</p> <p>B. Discussion and possible action regarding amendment to terms and conditions of employment of Assistant Superintendent of Schools, Director of Facilities, and Accounting Manager. Executive session anticipated. The Subcommittee may take action when it returns to public session.</p>

	<p>Mr. Hansell moved that the Operations Subcommittee enter into executive session for the purpose of reviewing and discussing a possible amendment to the terms and conditions of employment of the Assistant Superintendent of Schools, Director of Facilities, and Accounting Manager and to further move that the Subcommittee invite Interim Superintendent Paddyfote into the executive session.</p> <p>Motion seconded by Mr. McCauley.</p> <p>Motion passed unanimously.</p> <p>The Subcommittee entered executive session at 7:51 p.m.</p> <p>The Subcommittee returned to public session at 8:43 p.m..</p> <p>Mr. Helmus moved to recommend to the full Board an amendment to the terms and conditions of employment with the Assistant Superintendent of Schools, Director of Facilities, and Accounting Manager as discussed by the Operations Subcommittee in Executive Session.</p> <p>Motion seconded by Mr. McCauley.</p> <p>Motion passed unanimously.</p>	<p>Motion made and passed unanimously that the Operations Subcommittee enter into executive session for the purpose of reviewing and discussing a possible amendment to the terms and conditions of employment of the Assistant Superintendent of Schools, Director of Facilities, and Accounting Manager and to further move that the Subcommittee invite Interim Superintendent Paddyfote into the executive session.</p> <p>Motion made and passed unanimously to recommend to the full Board an amendment to the terms and conditions of employment with the Assistant Superintendent of Schools, Director of Facilities, and Accounting Manager as discussed by the Operations Subcommittee in Executive Session.</p>
7.	<p>Adjourn</p> <p>Mr. Helmus moved to adjourn the meeting at 8:44 p.m. seconded by Mr. McCauley, and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 8:44 p.m.</p>

Respectfully submitted:



Wendy Faulenbach, Chairperson
Operations Sub-Committee