

NEW MILFORD BOARD OF EDUCATION

**New Milford Public Schools
50 East Street
New Milford, Connecticut 06776**

**BOARD OF EDUCATION
MEETING NOTICE**

DATE:	February 10, 2015
TIME:	7:30 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. RECOGNITION

A. Fire Prevention Poster Contest Winner: Ryan Classey (SNIS)

B. VFW Patriot's Pen Essay Contest Winner: Morganne Cartee (SMS)

C. NMPS Awardees of CT Core Standards (CCS) Professional Learning Mini-Grant: Mrs. Katherine Ciparelli, Ms. Corinne Clarke, Mrs. Dawn Delpha, Mrs. Tracy Nevins, Ms. Tracy Olmsted, Mrs. Robin Renner, Mrs. Stephanie Zappone, Mr. Brian Zupcoe

D. NMPS Retiree: Mrs. Barbara Adams

3. 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.

4. PTO REPORT

5. STUDENT REPRESENTATIVES' REPORT

6. APPROVAL OF MINUTES

A. Approval of the following Board of Education Meeting Minutes

1. Annual Meeting Minutes December 9, 2014

2. Regular Meeting Minutes December 9, 2014

3. Special Meeting Minutes January 12, 2015

4. Budget Hearing/Adoption Minutes January 20, 21, 29 and 30, 2015

7. SUPERINTENDENT'S REPORT

8. BOARD CHAIRMAN'S REPORT

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NEW MILFORD, CT

9. COMMITTEE REPORTS

- A. Facilities Sub-Committee – Mr. Littlefield
- B. Operations Sub-Committee – Mrs. Faulenbach
- C. Policy Sub-Committee – Mr. Lawson
- D. Committee on Learning – Mrs. Shook
- E. Education Connection – Mr. Coppola
- F. Connecticut Boards of Education (CABE) – Mr. Littlefield
- G. Negotiations Committee – Mrs. Chastain

10. DISCUSSION AND POSSIBLE ACTION

- A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated February 10, 2015
- B. Monthly Reports
 - 1. Purchase Resolution D-671
 - 2. Budget Positions dated December 31, 2014 and January 31, 2015
 - 3. Request for Budget Transfers: December 2014 and January 2015
- C. Gifts & Donations
 - 1. New Milford Police Union
 - 2. Western CT Health Network (New Milford Hospital)
- D. Policies for Approval
 - 1. 4112.9/4212.9 Outside Employment
 - 2. 4115 Evaluations
 - 3. 4118.5/4218.5 Electronic Monitoring
 - 4. 4121 Substitute Teachers
- E. Planning for District-wide Grade Reconfiguration
 - 1. Pods and Boxes for Moving
 - 2. SMS Lockers
 - 3. SMS Art Room Conversion
 - 4. SMS Cafeteria Soundproofing
 - 5. SmartBoards and Computers

11. ITEMS FOR INFORMATION AND DISCUSSION

- A. Field Trip Report
- B. Textbook Previews: Grade 9-12 (one), Grade 11 (one), Grade 11-12 (two) and Grade 12 (one)

12. ADJOURN

ITEMS OF INFORMATION

Facilities Sub-Committee Minutes – February 3, 2015

Operations Sub-Committee Minutes – February 3, 2015

Policy Sub-Committee Meeting February 24, 2015 – 6:45 p.m. Lillis Administration Building, Room 2	Board of Education Meeting March 10, 2015 – 7:30 p.m. Sarah Noble Intermediate School, LMC
Committee on Learning February 24, 2015 – 7:30 p.m. Lillis Administration Building, Room 2	Policy Sub-Committee Meeting March 17, 2015 – 6:45 p.m. Lillis Administration Building, Room 2
Facilities Sub-Committee Meeting March 3, 2015 – 6:45 p.m. Lillis Administration Building, Room 2	Committee on Learning March 17, 2015 – 7:30 p.m. Lillis Administration Building, Room 2
Operations Sub-Committee Meeting March 3, 2015 – 7:30 p.m. Lillis Administration Building, Room 2	

Sarah Noble Intermediate School Library Media Center

[Signature]

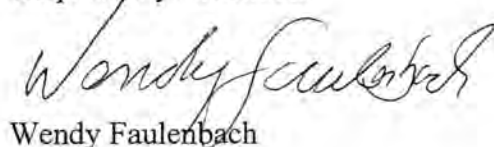
Also Present:	Dr. JeanAnn Paddyfote, Superintendent of Schools Mr. Joshua Smith, Assistant Superintendent of Schools Ms. Ellamae Baldelli, Director of Human Resources Mr. Jay Hubelbank, Director of Fiscal Services and Operations Ms. Roberta Pratt, Director of Technology Mrs. Laura Olson, Director of Pupil Personnel and Special Services Mr. John Calhoun, Facilities Manager
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<p>1.</p>	<p>Call to Order A. Pledge of Allegiance The annual meeting of the New Milford Board of Education was called to order at 7:00 p.m. The Pledge of Allegiance immediately followed the call to order.</p>	<p>Call to Order Pledge of Allegiance</p>
<p>2.</p>	<p>Recommended Action A. Election of Board Officers 1. Chairperson</p> <p>Dr. Paddyfote opened the meeting by asking for nominations for the position of Chairperson.</p> <ul style="list-style-type: none"> • Mr. Coppola asked if a majority of votes would be needed to win and Dr. Paddyfote said yes, a majority of the Board members present. <p>Mr. Spatola arrived at 7:02 p.m.</p> <ul style="list-style-type: none"> • Mr. Coppola asked if one could speak to the nomination after it was made and Dr. Paddyfote said yes. <p>Mrs. Shook nominated Mrs. Chastain who was</p>	<p>Recommended Action 1. Chairperson</p> <p>Mrs. Chastain was nominated and</p>

<p>unanimously elected.</p> <p>2. Vice Chairperson</p> <p>Mrs. Chastain asked for nominations for the position of Vice Chairperson.</p> <p>Mr. Coppola nominated Mrs. Faulenbach. Mrs. Faulenbach said she would not accept the nomination. Mrs. Faulenbach nominated Mr. Littlefield.</p> <ul style="list-style-type: none"> • Mr. Coppola said he nominated Mrs. Faulenbach because she could fill the role of chairman at the drop of a hat due to her years of knowledge of the Board and Board procedures. Mrs. Faulenbach thanked Mr. Coppola for his thoughts. <p>Mrs. Faulenbach received four votes (Mr. Coppola, Mr. Lawson, Mr. Shaffer, Mr. Spatola). Mr. Littlefield received four votes (Mrs. Chastain, Mrs. Faulenbach, Mr. Littlefield, Mrs. Shook).</p> <p>The election ended in a tie and so a re-vote was suggested.</p> <p>Mrs. Chastain asked for nominations for the position of Vice Chairperson.</p> <p>Mrs. Shook nominated Mr. Littlefield. Mr. Coppola nominated Mrs. Faulenbach.</p> <p>Mr. Littlefield received four votes (Mrs. Chastain, Mrs. Faulenbach, Mr. Littlefield, Mrs. Shook). Mrs. Faulenbach received four votes (Mr. Coppola, Mr. Lawson, Mr. Shaffer, Mr. Spatola).</p> <p>The election ended in a tie and it was determined to move to the election of Secretary before returning to Vice Chairperson.</p> <p>3. Secretary</p> <p>Mrs. Chastain asked for nominations for the position</p>	<p>unanimously elected Chairperson.</p> <p>2. Vice Chairperson</p> <p>Mrs. Faulenbach and Mr. Littlefield were nominated for Vice Chairperson.</p> <p>The vote ended in a tie.</p> <p>Mrs. Faulenbach and Mr. Littlefield were nominated for Vice Chairperson.</p> <p>The vote ended in a tie.</p> <p>3. Secretary</p>
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	<p>of Secretary.</p> <p>Mrs. Shook nominated Mrs. Faulenbach who was unanimously elected Secretary.</p> <p>4. Assistant Secretary</p> <p>Mrs. Chastain asked for nominations for Assistant Secretary.</p> <p>Mr. Spatola nominated Mrs. Volinski. Mrs. Chastain nominated Mr. Lawson.</p> <p>Mr. Lawson received five votes (Mrs. Chastain, Mrs. Faulenbach, Mr. Lawson, Mr. Shaffer, Mrs. Shook).</p> <p>Mrs. Volinski received three votes (Mr. Coppola, Mr. Littlefield, Mr. Spatola).</p> <p>Mr. Lawson was elected Assistant Secretary.</p> <p>Mrs. Chastain asked for nominations for the position of Vice Chairperson.</p> <p>Mrs. Faulenbach nominated Mr. Littlefield and Mr. Littlefield received seven aye votes and one abstention (Mr. Coppola) and was elected Vice Chairperson.</p>	<p>Mrs. Faulenbach was nominated and unanimously elected Secretary.</p> <p>4. Assistant Secretary</p> <p>Mr. Lawson and Mrs. Volinski were nominated for Assistant Secretary.</p> <p>Mr. Lawson was elected Assistant Secretary</p> <p>Mr. Littlefield was nominated and elected Vice Chairperson.</p>
3.	<p>Adjourn</p> <p>Mrs. Faulenbach moved to adjourn the meeting at 7:14 p.m., seconded by Mr. Littlefield and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 7:14 p.m.</p>

Respectfully submitted:



Wendy Faulenbach
 Secretary
 New Milford Board of Education

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

Present:	Mrs. Angela C. Chastain, Chairperson Mr. Robert Coppola Mrs. Wendy Faulenbach Mr. David A. Lawson Mr. Dave Littlefield Mr. David R. Shaffer Mrs. Daniele Shook Mr. John W. Spatola Mrs. Theresa Volinski	2014 DEC 12 A 9:28 NEW MILFORD, CT
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Also Present:	Dr. JeanAnn Paddyfote, Superintendent of Schools Mr. Joshua Smith, Assistant Superintendent of Schools Ms. Ellamae Baldelli, Director of Human Resources Mr. Jay Hubelbank, Director of Fiscal Services and Operations Mrs. Laura Olson, Director of Pupil Personnel and Special Services Ms. Roberta Pratt, Director of Technology Mr. John Calhoun, Facilities Manager Mr. Eric Vazquez, Student Representative
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1.	Call to Order A. Pledge of Allegiance The meeting of the New Milford Board of Education was called to order at 7:30 p.m. The Pledge of Allegiance immediately followed the call to order.	Call to Order Pledge of Allegiance
2. A.	Recognition NMPS Retirees: Mrs. Marissa Froehlich and Mrs. Gayle Stewart <ul style="list-style-type: none"> Dr. Paddyfote acknowledged two teachers who are retiring from the system – Mrs. Gayle Stewart who has been in the district for 26 ½ years and Mrs. Marissa Froehlich who has been in the district for 21 ½ years. The meeting recessed at 7:32 p.m. for a brief reception and reconvened at 7:40 p.m.	Recognition A. NMPS Retirees: Mrs. Marissa Froehlich and Mrs. Gayle Stewart
3.	Public Comment <ul style="list-style-type: none"> John Spatola, a New Milford resident, said he 	Public Comment

was angry that the New Milford taxpayer is not being properly represented by its elected officials because of the policies of the Board of Education. He said if Board members come to subcommittee meetings and they are not seated with the Board, they are not allowed to speak other than at public participation. He said this does not allow for an exchange of ideas. He felt this practice should be amended to allow participation from all members. He also felt public participation should be held at the end of the meeting or at the beginning and the end.

- Jill Olejniczak, a New Milford resident, spoke about the closing of John Pettibone School and how crowded Schaghticoke Middle School was when she went to school there. She suggested the Board wait three years to close John Pettibone to allow the population to decrease so that the school is not overcrowded for the children. She noted class sizes were promised to be 19 and her daughter's class is already over 19 students.
- Sandi Giancaspro, a New Milford resident, said she read the 1000 series of the Board's policies and it says that the Board could allow public participation throughout the meeting at the Chair's discretion. She also said that no one, as far as she knew, had heard anything from Arum & Associates despite their promise to hold forums around Thanksgiving. She said she held her own focus group and handed the Board a series of questions that were raised at that forum.
- Ann Marie Sarbello, a New Milford resident, said she had recommendations for the Board on policy changes – they included a cap on the number of students per class per grade level, a maximum length of time for a bus ride to school and back, and a maximum number of students on a bus. She also noted parents have not been contacted yet for these focus groups and said it will probably now be next year before they are held. She asked what the purpose of these focus groups would be if decisions are already being made. She asked

	<p>again why the Board was rushing this process.</p> <ul style="list-style-type: none"> Cheryl Hill, a New Milford resident, spoke about the data collection aspects of common core. She said the data will be shared according to documents she has found which are the opposite of what the Board has been told. She said the Board is not getting the real information and she suggested they have a presentation on the common core from a non-biased group. Sydney Lane, a New Milford resident, said the federal government has no place in taking over the educational system in the states. She also said common core is not a valid measure of student achievement. 	
4.	<p>PTO Report</p> <ul style="list-style-type: none"> Mrs. Romaniello congratulated Mrs. Chastain on her election as Chairperson of the Board as well as the other officers elected. The PTO is wrapping up its fall and winter fundraisers. They are a little behind and will have to hold more fundraisers in the spring. Mrs. Romaniello said the PTO received Mrs. Chastain's resignation from their Board and they are sad to see her go after eight years on the Board. 	<p>PTO Report</p>
5.	<p>Student Representatives Report</p> <ul style="list-style-type: none"> The instrumental concert will be this Thursday at 7:00 p.m. in the theatre. The chorus concert will be next Thursday at 7:00 p.m. in the theatre. Winter recess will run from December 23rd to January 5th. Incoming Freshman Night will be January 22nd at 7:00 p.m. 	<p>Student Representatives Report</p>
6.	<p>Approval of Minutes</p> <p>A. Approval of the following Board of Education Meeting Minutes</p> <p>1. Special Meeting Minutes November 18, 2014</p>	<p>Approval of Minutes</p> <p>A. Approval of the following Board of Education Meeting Minutes</p> <p>1. Special Meeting Minutes November 18, 2014</p>

<p>Mr. Coppola moved to approve the special meeting minutes of November 18, 2014, seconded by Mrs. Shook and passed 8-0-1.</p> <p>Aye: Mr. Littlefield, Mrs. Chastain, Mrs. Shook, Mr. Lawson, Mr. Coppola, Mr. Shaffer, Mr. Spatola, Mrs. Faulenbach Abstain: Mrs. Volinski</p> <p>2. Special Meeting Minutes of December 3, 2014</p> <p>Mr. Shaffer moved to approve the special meeting minutes of December 3, 2014, seconded by Mr. Littlefield.</p> <ul style="list-style-type: none"> • Mr. Lawson recused himself from this vote. <p>Mr. Coppola moved to amend the motion to postpone the approval of the minutes of the special meeting of December 3, 2014 until the Board could determine if Mr. Spatola should be listed as present or absent, seconded by Mr. Spatola.</p> <ul style="list-style-type: none"> • Mr. Spatola said he was surprised that no one else was at the meeting so he decided to sit next to his wife at the meeting rather than at the Board table. He noted he was exactly 47" away from the Board table. He said he spoke to an attorney who said there is no white line around the table. He suggested the Board get an opinion from their attorney as well. • Mrs. Shook said she spoke with the Board's attorney who said in order for a Board member to be marked present they must be sitting at the table. She has asked for a written opinion since this was just a verbal opinion. • Mr. Coppola noted that there was a meeting he missed for the Superintendent's contract and Mr. Littlefield was not present but he was called on the phone for a vote. • Mr. Spatola asked why it was okay for a phone vote to be taken but a person sitting in the room but not at the table was not considered part of the Board. 	<p>Motion made and passed to approve the special meeting minutes of November 18, 2014.</p> <p>2. Special Meeting Minutes of December 3, 2014</p> <p>Motion made to approve the special meeting minutes of December 3, 2014.</p> <p>Motion made to postpone the approval of the minutes of the special meeting of December 3, 2014 until the Board could determine if Mr. Spatola should be listed as present or absent.</p>
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	<ul style="list-style-type: none"> Dr. Paddufote noted that these minutes were already posted but could be amended and approved by the Board at any time. <p>The amendment passed 4-3-2. Aye: Mr. Shaffer, Mr. Coppola, Mr. Littlefield, Mr. Spatola No: Mrs. Chastain, Mrs. Faulenbach, Mrs. Shook Abstain: Mrs. Volinski, Mr. Lawson</p>	<p>The motion passed 4-3-2.</p>
7.	<p>Superintendent's Report</p> <ul style="list-style-type: none"> Dr. Paddyfote said the representatives from Arum & Associates were in the district last week visiting the five schools and spending time with each principal. They looked at all spaces including closet space, classroom space, etc. They have begun to set up schedules with each principal for focus groups and those meetings will be posted to the website. She noted that Arum & Associates has been impressed with the child centered focus of each school. Arum & Associates brainstormed some ideas for the transition with her and Ms. Baldelli and she will also give the items on the list presented during public participation to them for consideration. Central Office has received the budgets from the schools and different departments for initial review. Mr. Hubelbank is experiencing the challenges of the old AS400 system and is looking forward to the change to the MUNIS system next year. Dr. Paddyfote encouraged Board members to come in and chat with her about the budget if they have any thoughts and ideas. The winter break will begin after a half day on December 23rd and school will resume on January 5th. 	<p>Superintendent's Report</p>
8.	<p>Board Chairman's Report</p> <ul style="list-style-type: none"> Mrs. Chastain congratulated the new officers and thanked those who served this past year. Mrs. Chastain appointed Mrs. Faulenbach parliamentarian. 	<p>Board Chairman's Report</p>

	<ul style="list-style-type: none"> Mrs. Chastain asked Board members to select a subcommittee and let her know their interest if they had not done so already. The next Board meeting will be January 20th which will be the initial budget hearings. She noted that the 21st and 27th would be for hearings and the 28th for adoption but asked members to keep January 22nd and 29th open in case of inclement weather. The next regularly scheduled board meeting will be the second Tuesday in February. 	
9.	<p>Committee Reports</p> <p>A. Facilities Sub-Committee</p> <ul style="list-style-type: none"> Mr. Littlefield said the Schaghticoke roof was discussed and there will be a motion presented tonight. Mr. Coppola mentioned the Sarah Noble baseball field and Mr. Littlefield said the Facilities Sub-Committee recommended approving the rejuvenated baseball field which will be used to host Babe Ruth tournaments at no cost to the town. <p>B. Operations Sub-Committee</p> <ul style="list-style-type: none"> Mrs. Faulenbach said all of the items on the Operations Sub-Committee agenda were on tonight's agenda. <p>C. Policy Sub-Committee</p> <ul style="list-style-type: none"> Mrs. Chastain said there were four policies on tonight's agenda for second review. <p>D. Committee on Learning</p> <ul style="list-style-type: none"> Mr. Lawson said there are curriculum on the agenda for approval and a new course which completes the 9-12 engineering program. Mr. Smith said this is the third year of Project Lead the Way and an audit will be done to 	<p>Committee Liaison Reports</p> <p>A. Facilities Sub-Committee</p> <p>B. Operations Sub-Committee</p> <p>C. Policy Sub-Committee</p> <p>D. Committee on Learning</p>

	<p>review the program, meet with teachers and students to get the program certified for college credits with University of New Haven.</p> <ul style="list-style-type: none"> • Mr. Lawson said it is remarkable how much support a local foundation has given to fund this program. <p>E. Education Connection</p> <ul style="list-style-type: none"> • Mr. Coppola said the future regional calendar was discussed though no one seems to know how it will save money for the districts. In 2016-17 all districts will have to follow the regional calendar. • He noted that the common core presentation went very well and it will be on the cable station for those interested. Mrs. Chastain said it is also on the website. <p>F. Connecticut Boards of Education</p> <ul style="list-style-type: none"> • There was no report. <p>G. Negotiations Committee</p> <ul style="list-style-type: none"> • Mr. Littlefield handed out a sheet with summary highlights of the arbitration award. He said the contract is for three years with salary increases totaling 9.19% over that three year period. 	<p>E. Education Connection</p> <p>F. Connecticut Boards of Education</p> <p>G. Negotiations Committee</p>
10.	<p>DISCUSSION AND POSSIBLE ACTION</p> <p>A. Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated December 9, 2014</p> <ul style="list-style-type: none"> • Mr. Coppola asked if the person filling in for the Principal at the high school would get a stipend and Dr. Paddyfote said for medical leave the substitute is compensated in an appropriate manner but would not necessarily appear on Exhibit A because they would have been approved previously. 	<p>DISCUSSION AND POSSIBLE ACTION</p> <p>A. Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated December 9, 2014</p>

<p>Mrs. Shook moved to approve Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated December 9, 2014, seconded by Mrs. Volinski.</p> <p>The motion passed unanimously.</p> <p>B. Monthly Reports</p> <ol style="list-style-type: none"> 1. Purchase Resolution D-670 2. Budget Position as of November 30, 2014 3. Request for Budget Transfers <p>Mrs. Faulenbach moved to approve monthly reports: Purchase Resolution D-670, Budget Position as of November 30, 2014, and request for budget transfers, seconded by Mr. Littlefield.</p> <ul style="list-style-type: none"> • Mr. Lawson asked if electricity rate increases were anticipated for next year and Mr. Hubelbank said he will put that in the budget. • Mr. Coppola asked if the legal opinions were part of the retainer and Mr. Hubelbank said they were. • Mr. Coppola asked when the contract would come up for renewal and Dr. Paddyfote said the Board changed its policy that said they will go out from time to time to get bids. She said this is a three year contract and the attorneys will most likely want to renegotiate the price after three years. <p>The motion passed unanimously.</p> <p>C. Approval of the Following Curriculum</p> <ol style="list-style-type: none"> 1. Allied Health Careers 2. Health I <p>Mrs. Shook moved to approve the following curriculum: Allied Health Careers and Health I, seconded by Mr. Lawson and passed unanimously.</p>	<p>Motion made and passed unanimously to approve Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated December 9, 2014.</p> <p>B. Monthly Reports</p> <ol style="list-style-type: none"> 1. Purchase Resolution D-670 2. Budget Position as of November 30, 2014 3. Request for Budget Transfers <p>Motion made and passed unanimously to approve monthly reports: Purchase Resolution D-670, Budget Position as of November 30, 2014, and request for budget transfers.</p> <p>C. Approval of the Following Curriculum</p> <ol style="list-style-type: none"> 1. Allied Health Careers 2. Health I <p>Motion made and passed unanimously to approve the following curriculum: Allied Health Careers and Health I.</p>
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<p>D. Request for New Program or Course 1. Engineering Design and Development</p> <p>Mr. Lawson moved to approve the following new course: Engineering Design and Development, seconded by Mr. Littlefield.</p> <ul style="list-style-type: none"> • Mr. Lawson said he was pleased with the community support of this program. • Mr. Littlefield said his daughter has been a part of the program and it is a fantastic. <p>The motion passed unanimously.</p>	<p>D. Request for New Program or Course 1. Engineering Design and Development</p> <p>Motion made and passed unanimously to approve the following new course: Engineering Design and Development.</p>
<p>E. Request for Course Revision 1. Academic Statistics</p> <p>Mr. Shaffer moved to approve the revision to Academic Statistics, seconded by Mr. Lawson and passed unanimously.</p>	<p>E. Request for Course Revision 1. Academic Statistics</p> <p>Motion made and passed unanimously to approve the revision to Academic Statistics.</p>
<p>F. Five Year Curriculum Plan (2014-2019)</p> <p>Mr. Littlefield moved to approve the Five Year Curriculum Plan (2014-2019), seconded by Mr. Coppola.</p> <ul style="list-style-type: none"> • Mr. Shaffer noted that when Mr. Costa did the common core presentation, Mr. Shaffer had the syllabus for common core with the 130+ topics listed for the high school. He asked which ones might be tested and he was told no one knows what will be on the test. He asked when the students would be taught some of these concepts and advised that the high school math courses not be updated until there is a handle on what will be on the test. For instance he said the rational root theorem is not seen until pre-calculus which most juniors never see. He said geometry is now emphasizing geometric proofs. • Mrs. Shook said she agrees with what Mr. 	<p>F. Five Year Curriculum Plan (2014-2019)</p> <p>Motion made and passed unanimously to approve the Five Year Curriculum Plan (2014-2019).</p>

Shaffer was saying but the curriculum plan was really a budgetary tool.

- Mr. Smith said the curriculum was never defined to teach to one specific test except perhaps the AP exam. He said the curriculum prepares students for life after high school. He noted that the smarter balanced test is one tool the district has to measure a student's achievement. The curriculum is not tied to the common core and the state can choose another assessment of high school effectiveness. He noted the curriculum plan was put into place as a result of the last NEASC visit. He said the curriculum plan can be changed as needed stating that at the last budget \$30,000 was cut from the curriculum writing line.
- Mrs. Chastain said the word used to describe the plan is a fluid document.
- Mr. Lawson said he always wanted a two year plan but he is concerned with how the school can give a test without knowing the topics to be covered.
- Mr. Littlefield said the College Board would be changing the SATs to align with the common core and wondered how the school would be able to prepare kids for the SATs.
- Mr. Smith said the concept of the smarter balanced test is that it is adaptive and that currently Connecticut Math is 85% aligned with common core standards already. He also noted that the high school assessment has been a topic of conversation with the State.
- Mrs. Volinski asked how the curriculum budget was formed and Mr. Smith said it is based on the teacher contract language and is a fixed cost.
- Mrs. Volinski asked how the five year plan would affect the K-3 and 4-6 alignment shift with sixth now moving to Schaghticoke. Mr. Smith said from an instructional standpoint the process has already begun.
- Mr. Smith also noted that the tests are available on line for the public to look at and practice. He said with the math coaches a lot of time is spent on working on the questions that students

	<p>might struggle with so that the district does meet the standards.</p> <ul style="list-style-type: none"> • Mr. Smith also noted that there are many subject areas without the standards in Language Arts and Math. • Mr. Shaffer said there were 15 questions on connex sections and if the students got tested on those and got them wrong because they weren't taught, they would go home and tell their parents they were tested on something they were never taught. <p>The motion passed unanimously.</p> <p>G. Policies for Second Review</p> <ol style="list-style-type: none"> 1. 4112.9/4212.9 Outside Employment 2. 4115 Evaluations 3. 4118.5/4218.5 Electronic Monitoring 4. 4121 Substitute Teachers <ul style="list-style-type: none"> • Mr. Coppola noted there had not been a Policy Committee meeting to discuss the changes he was concerned with. He asked in reference to Policy 4118.5/4218.5 Electronic Monitoring, who would be responsible to safeguard the students and teachers? He felt this would be an invasion of privacy. He noted if a teacher sent an e-mail to a parent with a student's name and that got monitored it could be against the HIPPA [FERPA] laws. • Dr. Paddyfote noted that the policy was already in effect, that the language change included WiFi and monitoring phones. She said employees and students sign an Acceptable Use Policy. She said typically a complaint is made to the police, children and family services, etc. and then she is made aware of the complaint. She noted that the Central Office now has signs installed that say "video surveillance" warnings. • Mr. Coppola asked who would enforce the policy, the Board or the Superintendent, and Dr. Paddyfote said she is an agent of the Board. • Mr. Spatola noted the legal references in the policy and that he did not feel it was an 	
	<p>G. Policies for Second Review</p> <ol style="list-style-type: none"> 1. 4112.9/4212.9 Outside Employment 2. 4115 Evaluations 3. 4118.5/4218.5 Electronic Monitoring 4. 4121 Substitute Teachers 	

	<p>infringement.</p> <ul style="list-style-type: none"> Mr. Coppola asked in regards to Policy 4121 Substitute Teachers when would the Board receive the list and could that be spelled out in the policy. Dr. Paddyfote noted the policy said annually and as amended from time to time. 	
H.	<p>Improvement to Front Baseball Field at SNIS</p> <p>Mr. Littlefield moved to approve the improvement to the front baseball field at SNIS by the New Milford Youth Little League, seconded by Mr. Shaffer.</p> <ul style="list-style-type: none"> Mr. Lawson asked how this would be paid for and Mr. Littlefield responded that New Milford Youth Baseball would do the work at their expense and allow the school to use it when it is not in use by them. Mr. Lawson asked who would maintain this field and Mr. Calhoun said it would be maintained as any other field would be by the Maintenance department. Mr. Lawson asked if the field could be used by any other sports and Mr. Calhoun said the outfield could be used for youth soccer in the fall. Mrs. Chastain asked who would do the scheduling and Mr. Calhoun said the district would. <p>The motion passed unanimously.</p>	<p>H. Improvement to Front Baseball Field at SNIS</p> <p>Motion made and passed unanimously to approve the improvement to the front baseball field at SNIS by the New Milford Youth Little League.</p>
I.	<p>SMS Roof Replacement</p> <p>Mrs. Shook moved to engage the Garland Company to develop bid specifications for the 1990's section of the SMS roof, which comprises approximately 20,000 square feet, and to not seek state reimbursement for this portion of the work, seconded by Mr. Littlefield.</p> <ul style="list-style-type: none"> Mr. Littlefield asked why we weren't seeking a 	<p>I. SMS Roof Replacement</p> <p>Motion made and passed to engage the Garland Company to develop bid specifications for the 1990's section of the SMS roof, which comprises approximately 20,000 square feet, and to not seek state reimbursement for this portion of the work.</p>

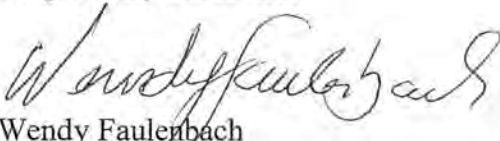
price for the whole roof project. Mr. Hubelbank said there are other concerns with the old roof, including drainage issues, and it might not be until February or March before a price could be worked up. He noted the idea was to get a number that might go into this upcoming budget.

- Mr. Spatola said he felt a price should be bid out for the whole roof including reengineering and design. He was concerned that once the newer part of the roof was worked on it could only create more issues for the older part of the roof. He felt it was not cost effective to do the roof work piecemeal and the town might be able to bond the project with its AA1 rating and get a reasonable interest rate. He said Mr. Calhoun noted this was not the worst part of the roof. He also felt the supplier of the materials should not be designing the bid.
- Mr. Lawson said he agreed with Mr. Spatola on not doing the roof piecemeal. He is concerned about asbestos and PCBs and felt the roof should be done in one shot.
- Mrs. Faulenbach said the purpose of this bid was to get a price, not to lock the Board into any decision.
- Mr. Hubelbank said the newer part of the roof does not intersect with the older part of the roof and there are no PCBs and no issues. He said they spoke to the consultant and they felt they could get this part of the roof done this summer and maybe fund it in the upcoming school year budget which is why they decided to proceed this way.
- Mr. Spatola felt this was the wrong way to go about this project. He felt the whole roof should be engineered and then bonded as one project.
- Mr. Coppola asked for clarification that this motion was to get an accurate dollar number for this one portion of the roof for budgeting.
- Mr. Littlefield noted the Board would not be spending any money but would just be getting a price. Mr. Hubelbank said no work would be done subject to having funding in place.

	<ul style="list-style-type: none"> • Mr. Spatola felt that only one company could bid given the use of Garland Company materials. Mr. Hubelbank said Garland is an approved bidder with the US Commodities bidding process which Connecticut supports the use of, however if a company had a replacement material that was suitable they could bid on the project with that material. <p>Mrs. Shook called the question, seconded by Mr. Lawson and passed unanimously</p> <p>The motion passed 7-2. Aye: Mr. Shaffer, Mr. Coppola, Mrs. Chastain, Mrs. Faulenbach, Mr. Littlefield, Mrs. Shook, Mrs. Volinski No: Mr. Lawson, Mr. Spatola</p> <p>J. Approval of School Boundary Lines for 2015-2016</p> <p>Mrs. Shook moved to approve the School Boundary Lines for 2015-2016 per refined Scenario B as recommended by Milone and MacBroom, Inc. at the November 18, 2014 Special Meeting of the Board of Education, seconded by Mr. Littlefield.</p> <ul style="list-style-type: none"> • Mr. Coppola said he was pleased that the districts would stay together with this plan. He said he did not like, necessarily, the Gaylordsville to Hill & Plain bus ride. • Mrs. Volinski noted that her son went to John Pettibone from Gaylordsville and that took an hour and she could not imagine the ride to Hill & Plain. • Mr. Lawson asked how many bus routes were added and Mr. Hubelbank said two. • Mr. Lawson asked how much it would cost per route and Mr. Hubelbank said the cost would be \$50,000 per bus. • Mr. Lawson asked what the shortest and longest rides would be and Mr. Hubelbank said he did not have that information but the bus company understood that it would have to be under one hour. 	<p>Motion to call the question passed unanimously.</p> <p>The motion passed 7-2.</p> <p>J. Approval of School Boundary Lines for 2015-2016</p> <p>Motion made and passed to approve the School Boundary Lines for 2015-2016 per refined Scenario B as recommended by Milone and MacBroom, Inc. at the November 18, 2014 Special Meeting of the Board of Education.</p>
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	<ul style="list-style-type: none">• Mr. Lawson noted that was two hours a day with homework and sports in addition.• Dr. Paddyfote said since she has been with the district there was only one period of time, 1989 – 1992, when the rides were no more than 45 minutes, otherwise they have been up to an hour.• Mr. Spatola said when people move to New Milford they know they are moving to the largest town in square area and so a bus ride is going to be long. <p>Motion passed 8-1. Aye: Mr. Shaffer, Mr. Coppola, Mrs. Chastain, Mrs. Faulenbach, Mrs. Shook, Mr. Littlefield, Mrs. Volinski, Mr. Spatola No: Mr. Lawson</p>	
11.	<p>Adjourn</p> <p>Mrs. Shook moved to adjourn the meeting at 10:12 p.m., seconded by Mr. Littlefield and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 10:12 p.m.</p>

Respectfully submitted:


Wendy Faulenbach
Secretary
New Milford Board of Education

**New Milford Board of Education
Special Meeting Minutes
January 12, 2015
Sarah Noble Intermediate School Cafeteria**

Present:	Mrs. Angela C. Chastain, Chairperson Mr. Robert Coppola Mrs. Wendy Faulenbach Mr. David A. Lawson Mr. Dave Littlefield (arrived at 8:20 p.m.) Mr. David R. Shaffer Mr. John W. Spatola Mrs. Theresa Volinski
Absent:	Mrs. Daniele Shook

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NEW MILFORD, CT

Also Present:	Dr. JeanAnn Paddyfote, Superintendent of Schools Mr. Joshua Smith, Assistant Superintendent of Schools Ms. Ellamae Baldelli, Director of Human Resources Mr. Jay Hubelbank, Director of Fiscal Services and Operations Mr. John Calhoun, Facilities Manager Members of the New Milford Town Council and Board of Finance
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1.	Call to Order A. Pledge of Allegiance The meeting was called to order at 7:30 p.m. The Pledge of Allegiance immediately followed the call to order.	Call to Order A. Pledge of Allegiance
2.	Special Joint Meeting of the Town Council, Board of Education and the Board of Finance A. Consultant's presentation of Feasibility Study findings conducted for the Ad Hoc Turf Committee <ul style="list-style-type: none"> For details see Town of New Milford January 12, 2015 Minutes for Special Joint Meeting of the Town Council, Board of Education, and the Board of Finance. 	Special Joint Meeting of the Town Council, Board of Education and the Board of Finance A. Consultant's presentation of Feasibility Study findings conducted for the Ad Hoc Turf Committee
3.	Public Comment <ul style="list-style-type: none"> See Town of New Milford January 12, 2015 Minutes for Special Joint Meeting of the Town Council, Board of Education, and the Board of Finance. 	Public Comment

<p>4.</p> <p>A.</p>	<p>Discussion and Possible Action by the Town Council</p> <p>Discussion and possible action, by the Town Council, relating to the proposed turf field project going forward or not and authorizing the Mayor to take further action consistent therewith.</p> <ul style="list-style-type: none"> For details see Town of New Milford January 12, 2015 Minutes for Special Joint Meeting of the Town Council, Board of Education, and the Board of Finance. <p>Mr. Spatola left the meeting at 9:42 p.m. and returned at 9:47 p.m.</p>	<p>Discussion and Possible Action by the Town Council</p> <p>A. Discussion and possible action, by the Town Council, relating to the proposed turf field project going forward or not and authorizing the Mayor to take further action consistent therewith.</p>
<p>5.</p>	<p>Recess and Relocation to First Floor Gym</p> <ul style="list-style-type: none"> The Board of Education recessed at 10:03 p.m. to relocate to the First Floor Gym and reconvened at 10:10 p.m. 	<p>Recess and Relocation to First Floor Gym</p>
<p>6.</p>	<p>Public Comment</p> <ul style="list-style-type: none"> There was none. 	<p>Public Comment</p>
<p>7.</p> <p>A.</p>	<p>Discussion and Possible Action by the Board of Education</p> <p>Authorization for the Town of New Milford to access school property as necessary for the installation of a turf field or fields and to further authorize the Board Chair to sign a memorandum of understanding regarding such, subject to any further necessary legal review.</p> <p>Mrs. Faulenbach moved to authorize the Town of New Milford to access school property as necessary for the installation of a turf field or fields and to further authorize the Board Chair to sign a memorandum of understanding regarding such, subject to any further necessary legal review,</p>	<p>Discussion and Possible Action by the Board of Education</p> <p>A. Authorization for the Town of New Milford to access school property as necessary for the installation of a turf field or fields and to further authorize the Board Chair to sign a memorandum of understanding regarding such, subject to any further necessary legal review.</p> <p>Motion made and passed unanimously to authorize the Town of New Milford to access school property as necessary for the installation of a turf field or fields and to further authorize the Board</p>

<p>seconded by Mr. Lawson.</p> <ul style="list-style-type: none"> • Mr. Lawson said he had already expressed his approval for this project and was ready to vote. • Mr. Littlefield agreed. • Mrs. Volinski asked about the timing of the project. Mrs. Faulenbach said it depended on the bid process but that the goal, if approved, was to finish most of the project for the Fall 2015 season. • Mr. Spatola said he was in favor of the project but thought the vote might be premature as the project might not have been approved yet. • Mrs. Faulenbach said the motion was only to authorize access and was not dependent on funding. • Mr. Coppola said he was in favor of the vote so that we will be ready if and when the project does go through. He asked to hear the Athletic Director's thoughts on the project. • Athletic Director Lipinsky said he was incredibly proud of the student athletes, coaches and community members who came out to support this issue which he fully supports. He says turf fields will be a tremendous improvement to the program and a valuable service to athletes. • Mr. Coppola asked for clarification regarding community use. Mr. Lipinsky said the plan was to provide for community sports organization use in the evening after 6:30 p.m. and on the weekends where available. • Mr. Spatola asked who would approve the specific community use. Mr. Calhoun said all requests would go through the usual building use process. 	<p>Chair to sign a memorandum of understanding regarding such, subject to any further necessary legal review.</p>
<p>The motion passed unanimously.</p> <p>Mrs. Faulenbach moved to authorize the Board Chair to execute the memorandum of understanding on behalf of the Board, subject to any further necessary legal review, seconded by Mr. Lawson.</p>	<p>Motion made and passed unanimously to authorize the Board Chair to execute the memorandum of understanding on behalf of the Board, subject to any further necessary legal review.</p>

	<p>The motion passed unanimously.</p> <p>B. Board of Education letter to legislators regarding the regional calendar</p> <p>Mr. Lawson moved to approve sending a letter from Board of Education members to legislators regarding the regional calendar, seconded by Mr. Shaffer.</p> <ul style="list-style-type: none"> • Mrs. Chastain thanked Mr. Shaffer for taking the lead in preparing this letter. • Mr. Shaffer said he has been told that there is a lot of discussion at the legislative level to review the idea of the regional calendar. • Mr. Lawson said he would encourage the Board to send this in the form of a resolution as well for added weight. Mrs. Chastain asked for a volunteer to do that for the next meeting. <p>The motion passed unanimously.</p> <p>C. Sending Town Agreement for the Shepaug Regional Agriscience Program</p> <p>Mr. Lawson moved to approve the Sending Town Agreement for the Shepaug Regional Agriscience Program and to authorize the Superintendent of Schools and Board Chair to sign a memorandum of agreement regarding such, seconded by Mrs. Volinski.</p> <ul style="list-style-type: none"> • Mr. Coppola asked for the number of students enrolled in the current program. Mr. Smith said it was approximately 25. • Mr. Coppola said he liked the idea as Shepaug is closer for students in our area. He asked if there was additional information that could be shared. • Dr. Paddyfote said that tuition will be the same. Any student who starts at Nonnewaug can finish there. She said the proposed program is in the very initial stages of set up. This 	<p>B. Board of Education letter to legislators regarding the regional calendar</p> <p>Motion made and passed unanimously to approve sending a letter from Board of Education members to legislators regarding the regional calendar.</p> <p>C. Sending Town Agreement for the Shepaug Regional Agriscience Program</p> <p>Motion made and passed unanimously to approve the Sending Town Agreement for the Shepaug Regional Agriscience Program and to authorize the Superintendent of Schools and Board Chair to sign a memorandum of agreement regarding such.</p>
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	<p>agreement is just one of many pieces.</p> <ul style="list-style-type: none">• Mr. Spatola said he was in favor of this type of STEM program but asked about the subjective nature of the selection process. Mr. Hubelbank said the process typically involves an essay, interview, and letters of recommendation as well as academic standing.• Mr. Coppola said he was in favor of this program as another option for our students that we do not provide in New Milford. <p>The motion passed unanimously.</p>	
8.	<p>Adjourn</p> <p>Mr. Spatola moved to adjourn the meeting at 10:37 p.m., seconded by Mrs. Faulenbach and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 10:37 p.m.</p>

Respectfully submitted:



Wendy Faulenbach
Secretary
New Milford Board of Education

**New Milford Board of Education
Budget Hearing & Meeting Minutes
January 20, 21, 29 & 30, 2015
Sarah Noble Intermediate School Library Media Center**

**Budget Hearing Minutes
January 20, 2015
Sarah Noble Intermediate School Library Media Center**

Present:	Mrs. Angela C. Chastain, Chairperson Mr. Robert Coppola Mrs. Wendy Faulenbach Mr. David A. Lawson Mr. Dave Littlefield Mr. David R. Shaffer Mrs. Daniele Shook Mr. John W. Spatola Mrs. Theresa Volinski
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Also Present:	Dr. JeanAnn C. Paddyfote, Superintendent of Schools Mr. Joshua Smith, Assistant Superintendent of Schools Ms. Ellamae Baldelli, Director of Human Resources Mr. Jay Hubelbank, Director of Fiscal Services and Operations Ms. Roberta Pratt, Director of Technology Mr. John Calhoun, Facilities Manager Mr. Greg Shugrue, Principal, New Milford High School Mrs. Dana Ford, Principal, Schaghticoke Middle School Mrs. Anne Bilko, Principal, Sarah Noble Intermediate School Dr. Len Tomasello, Principal, Hill & Plain Elementary School Mrs. Susan Murray, Principal, Northville Elementary School Mrs. Paula Kelleher, Principal, John Pettibone Elementary School
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NEW MILFORD, CT

1.	Call to Order A. Pledge of Allegiance The meeting of the New Milford Board of Education was called to order at 7:00 p.m. The Pledge of Allegiance immediately followed the call to order.	Call to Order Pledge of Allegiance
2.	Presentation by Dr. JeanAnn C. Paddyfote of the 2015 – 2016 School Budget <ul style="list-style-type: none"> • Dr. Paddyfote presented her proposed budget which represents a 1.94% increase or \$1,184,125 over the 2014-2015 budget. • Dr. Paddyfote noted that budget development is a collaborative process with requests aligned with the strategic plan. • She said the goal of the budget is to support the mission which is as follows: <i>The mission of the New Milford Public Schools, a collaborative partnership of students, educators, family and</i> 	Presentation by Dr. JeanAnn C. Paddyfote of the 2015 – 2016 School Budget

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.

- The district has been working on initiatives to improve the quality of education including alignment of curriculum with state standards; measures of academic progress; the teacher and administrator evaluation program; implementation of a new K-5 math program; the NEASC self-reflection process; standards based report cards for K-3; and continuous refinement of the SRBI process.
- The budget priorities for 2015-2016 include maintaining reasonable class sizes; providing professional development to accelerate achievement; improving access to reliable technology; increasing instructional opportunities for students; increasing access to college readiness opportunities; increasing mental health services to students; ensuring a smooth transition of staff and students to the reconfigured schools; and removing the fee-based structure for athletic programs.
- Professional development opportunities are given to provide training opportunities to increase the district's capacity to offer engineering and advanced placement courses; to provide training in current educational practices; to build instructional capacity through participation in regional conferences and trainings; to review and develop new science and social studies curricula that align with state standards; and to continue to provide onsite professional development through literacy and math coaches.
- In terms of technology, the budget proposal is to replace 400 computers aged 2007 or earlier and purchase 30 Smart Boards. Thirteen Smart Boards will be moved from John Pettibone School when it closes and be divided amongst

	<p>the remaining schools.</p> <ul style="list-style-type: none">• The proposed budget calls for an increase of 1.0 FTE enrichment teacher with a background in STEM; 1.0 FTE technology teacher for computer education in grades 7/8; 3.0 FTE teachers at NMHS to increase elective options; and 0.60 FTE for alternative education for the offsite computer based instructional program.• Due to an increased demand at the elementary school level a 1.0 FTE social worker will be added to provide emotional support to students and families with mental health needs; and a 0.25 FTE substance abuse counselor will be added at NMHS.• In an effort to increase access to college readiness, the proposal is to fund the PSAT for all sophomores during the school day and fund 50% of AP test costs for students.• This budget calls for the elimination of the pay to participate for athletic programs.• The budget also seeks to ensure a smooth transition of students and staff to the reconfigured schools by hiring a 1.0 FTE transition administrator for SMS; providing three additional school buses to improve ride times to schools; engaging movers to relocate classroom materials to new locations; procuring the services of a company that specializes in moving library materials to the new library media centers; and providing a \$65,000 contingency budget for unanticipated issues that may arise during the transition period.• The budget is made up of \$37,456,754 for salaries, \$9,688,034 for benefits, \$3,329,987 for purchased professional and technical services, \$1,058,576 for purchased property services, \$7,913,361 for other purchased services, \$2,894,750 for supplies, \$1,108,993 for equipment, and \$80,087 for dues and fees.• To recap investments for achievement in this budget: the five year curriculum plan will continue to be reviewed; progress monitoring and reporting will continue; electives at NMHS will be increased; aging technology will be replaced; STEM enrichment opportunities will	
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	<p>be provided; the possibility of a STEM program at SMS for 7/8 graders will be explored; offsite alternative education programming will be expanded; all sophomores will have access to the PSAT; and 50% of AP exam costs will be funded.</p> <ul style="list-style-type: none"> • Dr. Paddyfote thanked the teachers and administrators for the hard work they do every day and thanked the central office for their assistance in preparing the budget. 	
3.	<p>Discussion of the 2015-2016 School Budget including, but not limited to, Elementary Schools and the Intermediate School</p> <ul style="list-style-type: none"> • Dr. Len Tomasello, Principal of Hill and Plain School, explained the value of the literacy, math and data coaches. He said the coaches are supporting every classroom teacher and administrator in the schools. The math coaches facilitate the professional learning community meetings with lesson development and curriculum content. During a full day schedule the coaches visit the classroom and often co-facilitate teaching while providing feedback to the teachers. They conduct book studies after school for a higher level of understanding on new teaching practices. The coaches also participate in vertical alignment meetings with the Assistant Superintendent. The data coach is a welcome addition in helping to understand the interpreting of student data and guiding the use of that data. Overall, the coaches help change teaching to a more collaborative process. • Mrs. Paula Kelleher, Principal at John Pettibone School, noted the new math program is helping students become more mathematically proficient. The students learn to make sense of the problems and solve them. The math program is an investigations related math concept with hands-on activities and exercises in writing as well. She said teachers are pleased with the ability of the program to keep students engaged. Student conversations about math are far richer than before. 	<p>Discussion of the 2015-2016 School Budget including, but not limited to, Elementary Schools and the Intermediate School</p>

	<ul style="list-style-type: none"> • Mrs. Susan Murray, Principal at Northville Elementary School, said the budget process is collaborative amongst the elementary schools. Each school does its own programming but there is awareness of what the other schools are doing. The schools are aligned so that what is happening in one school is also happening in another school. This budget was created through meetings with the K-3 principals and the K-6 principals and then with Mr. Smith and Mr. Hubelbank. The goal is to have a smooth transition for all. • Mrs. Anne Bilko, Principal at Sarah Noble Intermediate School, thanked the Board for the opportunity to present the budget and said she loves her job. She said every effort is being made to pay close attention to the upcoming transition. SNIS staff are particularly focused on the needs of the students in grades three and six so that when they get to their new homes they will be ready to learn. 	
	<p>Hill and Plain School</p> <ul style="list-style-type: none"> • Mr. Shaffer asked about the reduction in the 1102-111 account, namely the decrease in FTE from 17 to 14 at Hill and Plain and 18 to 14 at Northville. Mr. Hubelbank said that was due to the transition to SNIS. • Mr. Lawson asked if that number included art teachers and Mr. Hubelbank said they were in their own category. • Dr. Paddyfote reminded the Board that the left hand side of the budget page refers to this year. Using the AS400 accounting software, it cannot be removed for clarity. • Mr. Shaffer asked why things like white boards and fraction tiles were being purchased year to year, why these items didn't last longer. Mr. Smith said the white boards in question are small white boards for student use and a certain percentage of these are replaced year to year. • Mrs. Chastain asked about what would happen with the John Pettibone library. Mr. Smith said he has met with the library media specialists and some of the books will go to Sarah Noble 	<p>Hill and Plain School</p>

	<p>while others will be divided among the remaining elementary schools. Some weeding will occur. He noted there is a separate library transition plan and they will be working with a moving company that specializes in library materials.</p> <ul style="list-style-type: none"> • Mr. Coppola asked Mr. Smith to please keep the reading ability of all students in mind so that not every grade level book got removed. Mr. Smith said the library staff is very aware of the age appropriate and reading level appropriate books to keep for the students. • Mrs. Volinski asked what happened to the books that were eventually weeded out and Mr. Smith said there is a procedure in place for books to be donated or decommissioned. • Mr. Coppola noted on the 1108 new math program there didn't seem to be money for replacements. Mr. Smith said the consumables were budgeted in line 1108-644. • Mr. Coppola asked if there was adequate money to take care of grades 3, 4 and 5 and Mr. Smith said they already have quotes for next year based on the projected enrollment and all of the supplies will be ordered through the Assistant Superintendent's office. • Mr. Coppola asked how the implementation of the new math program was going to work and Mr. Smith the math coaches plan ahead of where the teachers are currently to be sure that if other supplies are needed they are purchased ahead of time. • Mr. Coppola noted in the focus groups that parents were concerned about math. Mr. Smith said the math program was a testament to the staff. He said 180 parents visited Sarah Noble recently to see the program in action. He said the he has no reservations about this math program and that the district is moving in the right direction. • Dr. Tomasello said he has seen a lot of math programs come and go and there is a high level of engagement with this program. He said the teachers are doing less and the students are doing more. They are learning to persevere as they struggle through solving the math 	
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	<p>problems which is a good thing.</p> <ul style="list-style-type: none"> • Mr. Coppola asked if the music times presently happening would be the same next year as well as PE and art. Mr. Smith said they are currently working on the scheduling but they did not anticipate any major changes. • Mr. Lawson asked if PE would still have the same amount of time and Mr. Smith said they will be keeping the status quo to the best extent possible. • Mr. Coppola asked about money for outside field trips and Mr. Smith said there is field trip money but many of the field trips are in-house, bringing programs into the schools. There are currently no dollars to subsidize outside field trips. • Mrs. Chastain asked if Excel students would receive art through the schools and Mr. Smith said the Excel program does have art as part of the program, but it is facilitated by the Excel teacher. • Mr. Coppola asked if there was an increase in guidance time and Dr. Paddyfote said there was no increase in guidance services in K-12 but there was an increase in social work services. • Mr. Coppola asked if Mrs. Kelleher and Dr. Tomasello were planning to build time in for Mrs. Kelleher to integrate with her new staff and Mrs. Kelleher said days were being planned. 	
	<p>Northville Elementary School</p> <ul style="list-style-type: none"> • Mr. Shaffer asked about the 1211-111 line noting that there were 2.0 FTEs: 1.0 FTE tutor and 1.0 FTE in a grant. He asked if that was two tutors or one which was funded by the grant. Mr. Hubelbank said there were two tutors, one funded by the general fund and one funded by the grant. • Mr. Coppola said he was surprised that the enrollment number would stay the same; he said he thought the enrollment was dropping and Dr. Paddyfote said it was dropping. 	<p>Northville Elementary School</p>

	<p>Sarah Noble Intermediate School</p> <ul style="list-style-type: none"> • Mr. Coppola asked if there was going to be anything different in experience for the third grade students once they transition to Sarah Noble. Mrs. Bilko said they are excited to have grades 3-5 at Sarah Noble and they are already meeting with the Grade 3 staff members to discuss opportunities. • Mr. Coppola asked what the implications would be of moving the third grade to Sarah Noble and Mrs. Bilko answered that most of the third grade students had not been in a planetarium before and they would now have that opportunity. She said there will be lots of chances to work together with the students and staff. She said she felt they were adequately prepared budget-wise. • Mr. Shaffer said currently there are three grades and all three grades can participate in band. He asked if Grade 3 would be able to participate when the transition happened. Dr. Paddyfote said the Committee on Learning had discussed this in the past and had determined that Grades 4-12 would participate but Grade 3 would not. She noted this would be a curriculum change. • Mr. Lawson asked what the student initiatives would be at Sarah Noble and Mrs. Bilko said beginner band, intermediate band, jazz band, student council and intramurals which consist of three sports per season over three seasons. • Mr. Lawson said most of what was just mentioned was not available to third graders and Mrs. Bilko said they could participate in chorus, student council, recorders and intramurals. Mrs. Shook noted that student council was new for third graders and Mrs. Bilko said intramurals would be too. 	<p>Sarah Noble Intermediate School</p>
4.	<p>Public Comment There was none however Mr. Coppola said he appreciated Mrs. Chastain leaving the public comment at the end of the budget sessions as in the past.</p>	<p>Public Comment</p>

**New Milford Board of Education
Budget Hearing & Meeting Minutes
January 20, 21, 29 & 30, 2015
Sarah Noble Intermediate School Library Media Center**

Page 9

	The meeting recessed at 8:22 p.m. until Wednesday, January 21, 2015.	The meeting recessed at 8:22 p.m. until Wednesday, January 21, 2015.
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Budget Hearing Minutes

January 21, 2015

Sarah Noble Intermediate School Library Media Center

Present:	Mrs. Angela C. Chastain, Chairperson Mr. Robert Coppola Mrs. Wendy Faulenbach Mr. David A. Lawson Mr. Dave Littlefield Mr. David R. Shaffer Mrs. Daniele Shook Mr. John W. Spatola Mrs. Theresa Volinski
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Also Present:	Dr. JeanAnn C. Paddyfote, Superintendent of Schools Mr. Joshua Smith, Assistant Superintendent of Schools Ms. Ellamae Baldelli, Director of Human Resources Mr. Jay Hubelbank, Director of Fiscal Services and Operations Ms. Roberta Pratt, Director of Technology Mr. John Calhoun, Facilities Manager Mr. Greg Shugrue, Principal, New Milford High School Mrs. Dana Ford, Principal, Schaghticoke Middle School Dr. Len Tomasello, Principal, Hill & Plain Elementary School Mrs. Susan Murray, Principal, Northville Elementary School
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1.	Call to Order A. Pledge of Allegiance The meeting of the New Milford Board of Education was reconvened at 7:00 p.m. The Pledge of Allegiance immediately followed the call to order.	Call to Order Pledge of Allegiance
2.	Discussion of the 2015-2016 School Budget including, but not limited to, Middle School, High School, and the Department of Instruction Schaghticoke Middle School <ul style="list-style-type: none"> Mrs. Ford said the instructional coaches have been very successful especially with aligning the common core standards. The teachers are happy to meet with the coaches. The school 	Discussion of the 2015-2016 School Budget including, but not limited to, Middle School, High School, and the Department of Instruction Schaghticoke Middle School

	<p>administration has been reaching out to parents to invite them to come into the school for reasons other than plays or school related activities. In the first month there were 10 parents who came in for instructional observation. To this point there have been 70 parents who have attended.</p> <ul style="list-style-type: none"> • An algebra class has been added for a section of seventh graders who showed the ability to take a more rigorous course. Next year they will take geometry in eighth grade. • As was noted in Dr. Paddyfote's budget presentation, there is some discussion about whether to continue with the Industrial Arts program or to begin a version of Project Lead the Way for middle schoolers. • Last year, Unity Days were instituted which allow the students an opportunity to take part in an activity to enhance the district's character education traits. • Schaghticoke students are using Chromebooks. This familiarity will help them later when they take the MAP and SBAC tests. • Mrs. Ford said all the staff is enthusiastic about the transition of the incoming fifth graders to the SMS sixth grade in the restructuring. There have been many meetings among Mrs. Bilko, Arum & Associates project managers, teachers, and parents in planning for the transition. The staff has been meeting weekly to create a workable schedule for next year. The school will be going from a five day rotation to a six day rotation to mirror Sarah Noble. There will be an academic lab on either side of the lunch period which is similar to the ELT at Sarah Noble. • Lunch periods will be increased from four to six to accommodate the increase in students. Sixth graders will have their own area in the school as will seventh and eighth graders. • Some of the school activities offered for next year will include chess, art, drama, yearbook, Battle of the Books, Geography Bee, academic fitness, math lab, and math and English SRBI tutoring labs. • Mr. Littlefield asked what happens with 	
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Industrial Arts now and Mrs. Ford said students choose a woodworking project such as making a wooden tic-tac-toe board and learn to measure, cut wood, etc. She noted that the middle school Project Lead the Way program was more like a robotics course.

- Mr. Littlefield asked if the idea was to replace Industrial Arts with Project Lead the Way and Mr. Smith said there was flexibility built into the budget to determine which direction to go. He said Project Lead the Way has been at the high school and we could now have a gateway program for the middle school.
- Mr. Coppola asked if it was determined whether to go in this direction or not and Mr. Smith said it was still in discussion for budgeting purposes. Mr. Coppola asked if the sixth graders would be able to take part in this program and Mr. Smith said currently it is slated for seventh and eighth graders.
- Mr. Coppola noted that one of the reasons the move was suggested was that sixth graders would have more opportunities. Mr. Smith said the intent was to keep the sixth grade structure as close to what it currently is for the move. He said to add Project Lead the Way, or some other course, would require that something else be removed from the current schedule.
- Mr. Lawson said he is concerned about the curricular opportunities for the sixth grade. He asked if recess was also out of the question. Mrs. Ford said they have not discussed how to put that into the schedule but she noted the cafeteria does open to the outdoors and if students wanted to go outside after they finished lunch they could.
- Mr. Lawson asked if sixth graders would have world languages added to their offerings. Mr. Smith noted that Project Lead the Way was a replacement program but adding world languages to sixth grade would be a programmatic change which would have implications for seventh and eighth graders as well.
- Dr. Paddyfote noted that the administration was instructed to take the sixth grade as it currently

	<p>exists and move it to Schaghticoke. She said some of the budgetary issues were from the transition and some were more long term such as adding world languages to the sixth grade curriculum.</p> <ul style="list-style-type: none">• Mr. Coppola said the Board has not had the opportunity to discuss this issue; only the administration has. He said the budget meetings are a good time for the Board to get to discuss these changes.• Dr. Paddyfote said at the June 18, 2014 special meeting the Board made a decision and told the administration to make it work. She noted that the Board was made aware that during the first year of the transition, all of the space at Schaghticoke would be utilized with the existing programming. She suggested there might not be room to add programs.• Mr. Coppola said the Board was told there would be a benefit to moving the sixth grade to Schaghticoke but he felt the administration was being evasive about the benefit.• Mr. Lawson concurred with Mr. Coppola that he was not hearing too many benefits for the sixth grade in this budget in the move to Schaghticoke.• Mr. Smith said the district currently does not offer any advanced language arts class for any grade and they do not track data other than for math. He noted it is unusual to have a seventh grade algebra class but based on data they determined there were some students who could excel in such an offering.• Mr. Coppola asked about the increase FTE in line 1102-112 and Mrs. Ford said it was an additional paraprofessional for sixth grade.• Mr. Shaffer pointed out that one of the character traits on the pillars by the front entrance to Schaghticoke was "responsibility." He felt that this is an age group that can be responsible for bringing paper and pencils to class. Mr. Spatola said he agreed and a list used to be given to parents at the beginning of the school year with a list of school supplies that were needed. He suggested the schools should not be paying for these supplies.	
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- Mrs. Volinski asked if programs such as Project Lead the Way don't go through, what would happen to the money budgeted. Dr. Paddyfote said at the June 2015 Board meeting, a list of revisions would be given to the Board. If it was determined not to implement the program, the Board would be given the chance to cut it then.
- Mr. Lawson asked what the cost of the Columbia English program was and Mrs. Ford said approximately \$15,000.
- Mr. Coppola asked about the increase in line 1105-611 from \$850 to \$3,555 and Mrs. Ford said they order supplies as needed and they have not had to order as many supplies in the last couple of years but if the Board members looked back they would see an even higher budget number just a couple of years ago.
- Mr. Spatola said the district should be offering sixth graders some advancements. He asked if the district added these offerings if the schedule could accommodate it and Mrs. Ford said not if the current schedule is followed. She said it is hard to put in another course offering without losing something.
- Mr. Littlefield asked about the elimination of Industrial Arts and potentially putting the dollars to Project Lead the Way and Mr. Smith said the dollar amount would stay the same, it would just be repurposed.
- Mr. Lawson asked about the impact to the current Industrial Arts teacher and Dr. Paddyfote noted that his retirement had been accepted by the Board previously.
- Mr. Shaffer asked why the 1108-611 line was increasing so dramatically and Mrs. Ford said it was the new connected math program which will be coming up with the new sixth grade.
- Mr. Coppola asked if the Board was aware there was a proposed change in the math program and Mr. Smith said there was not officially a change, this is being piloted by some classes right now.
- Mr. Littlefield noted in the 611 line there are calculators being supplied and Mrs. Ford said they were classroom calculators.

	<ul style="list-style-type: none"> • Mr. Coppola noted on line 1112-111 that the request was for 9.0 FTE where the other lines were requesting 11.0. Mrs. Ford said there was one team coming in that only has three teachers. • Mr. Coppola asked why line 1127-111 had a 1.0 FTE increase and Mrs. Ford said that was to accommodate the sixth grade. • Mr. Shaffer asked what Brain Pop was and Mr. Smith said it is a website that the current fifth graders use with learning activities and progress tracking. He noted it was subscription based. • Mr. Shaffer asked if going from 3.0 guidance counselors to 3.5 was enough with the 381 kids coming to Schaghticoke and Dr. Paddyfote noted the guidance department had never been reduced when the sixth grade moved to Sarah Noble. • Mr. Shaffer asked what a portable classroom was and Mrs. Ford said it was a cart that moved from classroom to classroom. • Mr. Shaffer asked about the 0.45 administrator addition and Dr. Paddyfote said that was a full time position budgeted at 0.45. • Mr. Coppola asked what the administration was currently and Mrs. Ford said she has one full time assistant principal, one assistant principal shared with Northville that comes Mondays and Fridays, and an assistant principal from Sarah Noble on Tuesdays. <p>New Milford High School</p> <ul style="list-style-type: none"> • Mr. Shugrue said building the budget is a collaborative event undertaken with a passionate, committed team. He noted that a few members of his team were monitoring two athletic events tonight so they could attend not this meeting. • He said there is a lot going on at the high school including prepping for the May NEASC visit. He noted that initiatives were debated as a team and then a vote for consensus was taken by the staff. • NMHS follows a WAVE acronym which 	<p>New Milford High School</p>
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	<p>stands for Work, Achieve, Value and Empower.</p> <ul style="list-style-type: none"> • The high school continues to teach 21st century learning skills which include communications, problem solving and civic and social responsibility. • Accomplishments this year include continuing to grow AP classes and the number of students taking the tests. In May of 2014, 333 AP tests had been taken, up from 182 prior. Project Lead the Way had two new course offerings: Digital Electronics and Civil Engineering & Architecture. Engineering Design and Development will be offered next year. Project Lead the Way has been recommended for national certification following a site visit which means students can get college engineering credit at the University of New Haven and other colleges. • Goals for 2015 include improving technology per Board of Education policies and NEASC recommendations. Mr. Shugrue noted that technology is a sign of the times and NMHS has had cuts in previous capital budgets that have meant cuts to technology. • This budget continues to address the increased credits to graduate from high school: 25 credits this school year up to 26 credits for the 2017 graduating class. • Mr. Shugrue is requesting funding to allow all tenth and eleventh grade students to take the PSAT during the school day. • A college and career readiness day will be held in October of 2015 teaching freshmen successful study skills, sophomores and juniors a look at PSATs, and seniors a chance to work on college essays, as an example. • Money is requested to cover 50% of the cost of each AP test which currently costs \$97 per test. Statistics show that 85% of students taking AP tests experience favorable college acceptances. • Mr. Shugrue said the total high school budget is a 4.8% increase from this budget year. • Mr. Coppola said he was impressed with the students who came to speak at a meeting regarding the turf fields. Mr. Shugrue thanked 	
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	<p>Mr. Coppola for acknowledging the students and the fact that they spoke well.</p> <ul style="list-style-type: none"> • Mr. Shaffer asked why line 1107-611 was increasing from \$7,000 to \$16,000 and Mr. Shugrue said with the requested increase of 1.0 FTE more supplies were needed. • Mr. Shaffer asked why the position was being added and Mr. Shugrue said the high school operates on eight periods. As a result the industrial arts area has three periods where the rooms are empty. If the new position is added, CAD classes will be offered. • Mr. Coppola remarked that new positions should not be added at the high school because the decreased enrollment will hit the high school too. • Mr. Shaffer asked about the additional math teacher despite the decreased enrollment and Mr. Shugrue said it is a systematic approach to address the 2017 graduation requirements. • Mr. Lawson asked for the number of students enrolled in each math class. • Mr. Shaffer said he was concerned with sophomores taking the PSATs because they had not yet taken Geometry or Algebra 2 which comprise 50% of the test. He noted there will be a new version of the test coming out and there will be a free sample test available. The PSAT 10 will be offered during a two week period in the spring and students will have had a majority of the math concepts by then. • Mr. Spatola agreed with taking the test in the spring because the students don't get a summer packet to work on so they shouldn't come right back from summer vacation and take the test. • Mr. Coppola noted the total Athletic budget of \$768,000 remarking that some people say the Board does not support athletics or maintain the fields. • Mr. Shugrue said the field issues are use issues and not maintenance. • Mrs. Faulenbach agreed that athletics are taken very seriously in the schools. • Mr. Shaffer asked how many classrooms will still need Smart Boards after the ones come in from John Pettibone. 	
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- Mr. Lawson noted the district has been able to extend the life of the lights at the football field by approximately double their listed life.
- Mr. Coppola asked about the 0.6 teacher for alternative education and Dr. Paddyfote said the alternative education program had been at Bridge Street then moved to the Lillis Building once the Board gave the town the Bridge Street building. The district is required to provide at least a four hour per week program.
- Mr. Coppola asked if the students who took part were those expelled from the high school and Dr. Paddyfote replied these were more than expelled students. The program also includes students who would benefit from offsite learning.
- Mr. Coppola asked what certification was needed for this position and Ms. Baldelli said it would have to be grade 7 – 12 certification.
- Mr. Coppola asked if the certification had to be subject specific and Dr. Paddyfote said the State Department of Education said this is a computer based program so the certification needs to be age appropriate.

The meeting recessed for a short break at 8:37 p.m. and reconvened at 8:45 p.m.

Department of Instruction

- Mr. Smith noted that public education is going through the most radical time of change in the history of education. The knowledge of children these days doubles every 12 hours. The internet is five million terabytes and children today have access to all that information. As a result, how children are instructed has to change to keep up as best possible with the technology. Teachers must remain fluid because the one constant is change. The district continues to collaborate across grade levels and vertically. This budget recognizes that the technology is aging faster than the current replacement cycle can keep up. The budget also allows for updates and standardization of the curriculum.

Department of Instruction

	<ul style="list-style-type: none">• Mr. Coppola asked about line 1102-111, the tutors, wondering if they were for K-12 and Mr. Smith said they were.• Mr. Coppola asked how many tutors were in each grade and Mr. Smith said there were two in elementary, 2.5 in intermediate, 1.5 at middle school, and 1.5 in the high school.• Mr. Littlefield asked what was in the kindergarten orientation literacy bags and Mr. Smith said the bags have books and parent resources. He noted that these have been provided at the evening kindergarten orientation event in the past through a grant but they are not sure if the grant will be continuing next year.• Mr. Coppola asked if the professional development days meant substitutes had to be hired and what amount was put in the budget for that. Mr. Smith said in some cases the teachers are pulled from the classroom for professional development and conferences. He also said they might pull teachers for a couple of classes and move substitutes around as needed.• Mr. Coppola asked for the amount of substitutes budgeted for sick days and the amount budgeted for professional development.• Mr. Shaffer said when he was a department head, they would take four hours off every few weeks to work with a co-teacher. He asked if that came out of the substitute line and Mrs. Olson said that typically comes from the IDEA grant.• Mr. Littlefield said he was happy to see an increase of 1.0 FTE in the 1210-111 line, gifted and talented. Mr. Smith said the intent was that one person will focus on the idea of problem solving and inquiry based learning and all classrooms will get eight or more sessions with targeted inquiry based learning and problem solving.• Mr. Lawson asked if that would include the sixth grade and Mr. Smith said it would.• Mr. Shaffer asked what certification was needed for this position and Mr. Smith said it would be age appropriate STEM certification.	
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- Mr. Coppola asked why the focus of this would be STEM and Mr. Smith said that was where the problem solving skills were talked about.
- Mr. Shaffer asked who would be directing Adult Education services now and Mr. Smith said they were hoping to hire a replacement soon. Mr. Coppola asked what certification was needed and Mr. Smith said they were looking for a certified administrator which was a challenge in seeking the replacement.
- Mr. Smith noted this position is part time with no benefits and if it were full time with benefits they could change the structure of the program. Mr. Coppola asked Mr. Smith to consider full time as adult education services the whole community. Mr. Smith said the program has grown under the current director who is retiring.
- Mr. Coppola asked about the after-school intervention program and Mr. Smith said the district recognized that students were struggling academically and their parents were struggling with providing transportation so the district is subsidizing transportation where necessary by providing an after-school bus.
- Mrs. Chastain asked if this was door to door bus transportation and Mr. Smith said it was based on what a student needed.
- Mr. Shaffer said in the curriculum development line, since the state doesn't have much idea of the topics for Algebra 1 and 2, what is the dollar figure for how much it was supposed to cost to write those two course guides.
- Mr. Coppola asked about the 6110-561 tuition line and asked if that was part of the Region 12 student tuition and Mr. Hubelbank said this is the cost to send students to Nonnewaug at the moment.
- Mr. Shaffer asked how successful the intervention program was. Mr. Smith said last year two intervention programs were budgeted: one for SAT Prep and one for content experience. The positions were split into four 0.5 positions and 1.0 FTE math at the middle school.
- Mr. Lawson asked if with the SAT intervention

	<p>the district was keeping track of the scores. Mr. Smith said the teacher has performance measures for student learning objectives. He noted that the teacher had identified 17 students at risk of failing and 11 of those have not failed a course this year. He said the data is being collected on who the interventionists work with and they continue to look for viable students to get intervention in place. He said they are taking a different approach with the data collection at Schaghticoke including the MAP assessments.</p> <ul style="list-style-type: none"> • Mr. Shaffer asked if the intervention at the high school was in groups or individual and Mr. Smith said it depended on the students' schedules. • Mr. Spatola said he looked at New Milford's SAT scores compared to the rest of the state and last year New Milford ranked 71 out of 194. He said New Milford needs to be doing better since a lot of the schools around us are doing better than us. • Mr. Spatola asked for some information for the capital budget discussion including a list from Mr. Calhoun of the current inventory of equipment, age of the equipment, date put into service, life expectancy, current condition, needed repairs, any needing to be replaced, and equipment the district doesn't currently own but might need. 	
4.	<p>Public Comment</p> <ul style="list-style-type: none"> • Anne Marie Sarbello, a New Milford resident, said she has attended a lot of meetings but she continues to feel frustrated that her input is not being considered. She said many parents have given up on speaking up but she has not. She said the mission calls for a collaborative effort but she doesn't feel that there is any collaboration ongoing. She was told at a meeting that any budgetary suggestions she had would not be considered because there was not enough time to put them into the budget. She believes there is no intention of keeping the sixth grade recess and yet the focus groups 	<p>Public Comment</p>

**New Milford Board of Education
Budget Hearing & Meeting Minutes
January 20, 21, 29 & 30, 2015
Sarah Noble Intermediate School Library Media Center**

Page 21

	want recess. Instead they are getting an academic lab and study halls. She asked for more opportunities for the transitioning sixth graders.	
	The meeting recessed at 9:22 p.m. until Tuesday, January 27, 2015.	The meeting recessed at 9:22 p.m. until Tuesday, January 27, 2015.

**Budget Hearing Minutes
January 29, 2015 [Snow date used]
Sarah Noble Intermediate School Library Media Center**

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

Also Present:	Dr. JeanAnn C. Paddyfote, Superintendent of Schools Mr. Joshua Smith, Assistant Superintendent of Schools Ms. Ellamae Baldelli, Director of Human Resources Mr. Jay Hubelbank, Director of Fiscal Services and Operations Ms. Roberta Pratt, Director of Technology Mr. John Calhoun, Facilities Manager Mrs. Laura Olson, Director of Pupil Personnel and Special Services Mr. Greg Shugrue, Principal, New Milford High School Mrs. Dana Ford, Principal, Schaghticoke Middle School Dr. Len Tomasello, Principal, Hill & Plain Elementary School Mr. William Knipple, Energy Manager
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1.	Call to Order A. Pledge of Allegiance The meeting of the New Milford Board of Education was reconvened at 7:00 p.m. The Pledge of Allegiance immediately followed the call to order.	Call to Order Pledge of Allegiance
2.	Discussion of the 2015-2016 School Budget including, but not limited to, Pupil Personnel and Special Education, Department of Maintenance,	Discussion of the 2015-2016 School Budget including, but not limited to, Pupil Personnel and Special

<p>Utilities, Department of General Administration, and Capital</p> <p>Pupil Personnel and Special Education</p> <ul style="list-style-type: none"> • Mrs. Olson thanked the Board for what they do and for their understanding of budgeting for the IDEA mandates. She said the district is required by law to provide services, supports, and programming necessary to educate these students in the least restrictive environment. She said what New Milford does is fair and appropriate. • Excel has three thriving programs at the K-3 schools for early intervention for students identified with disabilities or delays. There is often a waiting list for this program due to its high quality nature. • Two after-school sign language classes are offered as enrichment for non-disabled students who appreciate the offering so they can communicate with their peers who cannot hear. She noted she was pleased to walk through a school one day to witness a table of students communicating with each other by signing. • Sarah Noble has a multi-sensory reading class while Schaghticoke offers a continuum of services ranging from one-to-one highly individualized instruction to students who are completely included in the general education population. • Mrs. Olson is busy working on the Schaghticoke transition as two new classes will be there next year. • Last year 15 students graduated from New Milford High and moved on to begin their adult lives. Students at the high school participate on the dance team, football, track and field; two were nominated for prom prince and princess, and some participate in unified sports. • The Litchfield Hills Transition program continues to be popular. Students in this program have a variety of jobs; some might be working on auto repair or in a grocery store 	<p>Education, Department of Maintenance, Utilities, Department of General Administration, and Capital</p> <p>Pupil Personnel and Special Education</p>
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	<p>with job coaches. This program creates revenue for New Milford because tuition is charged to outs of district students.</p> <ul style="list-style-type: none">• The district also has a growing emphasis on mental health needs. One out of every ten children has a serious mental health problem. So this budget is requesting one new full-time social worker to be shared with the K-2 schools.• Two of New Milford's social workers have been trained through Western Connecticut State University to participate in a regional crisis team to collaborate for support with other districts when help is needed.• The district is required to comply with federal and state guidelines and last year there were six issues of non-compliance. However, this past year there were none and Mrs. Olson thanked the staff for its dedication to following the letter and the spirit of the law.• Mrs. Volinski congratulated Mrs. Olson on the compliance.• Mr. Shaffer asked about the increase of one social worker and what would that mean for the other social workers. Mrs. Olson said the requested social worker would split time between the K-2 schools. She said the other social worker would then be able to focus on the high school.• Mr. Shaffer asked about the request for the 0.25 substance abuse counselor and Mrs. Olson said that was another mental health initiative. She noted that the district received a grant for this position years ago and she felt the position needs to be reinstated.• Mr. Shaffer asked if the budget is increasing 11.7% as a result of services and substance abuse and Mrs. Olson said it was.• Mr. Coppola noted that with the declining enrollment, there was no adjustment for nurses or paraeducators. Mrs. Olson said there is no reduction in nurses but one paraeducator from Schaghticoke was reduced. She also said there is a request for one more full-time nurse at Schaghticoke so one nurse will be reassigned to there next year.	
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- Mr. Coppola asked if an Excel program would be lost with the closing of John Pettibone and Mrs. Olson said no, for the most part the program would move from John Pettibone to Northville and there will be two classes at Northville.
- Mr. Coppola asked about Hill and Plain and Mrs. Olson answered there would be one class there.
- Mr. Coppola asked Mrs. Olson to explain program 1212-111. Mrs. Olson said it includes a part-time teacher of the deaf, an assistance tech which is a mandated service, and 12 summer school paraeducators which are also mandated.
- Mr. Shaffer asked about the student stipend wondering if we paid these students to work. Mrs. Olson said this is part of teaching budgeting life skills to the students. Students receive \$1 for every hour worked and they can spend the money on LHTC activities and recreational events.
- Mr. Shaffer asked if the district paid rent to the Maxx and Mrs. Olson responded no.
- Mr. Shaffer asked if the tutors were subject area experts and Mrs. Olson said the tutors were used for academic support for grades 6-12 and were certified teachers used in a variety of different ways.
- Mrs. Volinski asked how students who use these tutors get home and Mrs. Olson said transportation is provided.
- Mr. Coppola asked if the transportation for special education was in the transportation budget or separate and Mr. Hubelbank said it was in another transportation account.
- Mr. Coppola asked if the district has any say when the state assigns a child to a facility. Mrs. Olson said these placements qualify for excess cost reimbursement. She said the state reimburses the town 70% of tuition minus the basic costs.
- Mr. Coppola asked if the district was in the loop as to what kind of school a student might be sent to and Mrs. Olson said the district manages the IEP of New Milford residents

	<p>always with the goal of bringing them back to the district.</p> <ul style="list-style-type: none"> • Mr. Coppola asked if the reimbursement was decreasing and Mr. Hubelbank said the state has a number in the budget but it is a function of how many towns apply and the district does not know until March of that budget year. • Mr. Coppola noted that this makes this budgeting process very difficult as it requires the Board to budget based on an assumption. • Mr. Lawson asked if there was any federal reimbursement and Mr. Hubelbank said the IDEA grant does not reimburse for these types of expenses. • Mr. Coppola asked about the non-public school tuition and Mrs. Olson said that was for programs like Archbridge which is excess cost eligible. • Mr. Shaffer said he was teaching an Algebra 2 course with a co-op teacher and when the co-op teacher was absent for a day or two a substitute was brought in for that person but they didn't do anything because they didn't know the content or students. He asked if it was really necessary to have the substitute when there were two co-op teachers. Mrs. Olson said according to the letter of the law, it was necessary to meet the needs of the students. • Mr. Shaffer asked if the special education population had to follow common core and smarter balanced testing and Mrs. Olson said the smarter balanced testing required universal accommodation by design. This allows more students to be successful in the SBAC. She said the department is working on the common core. She said it is a challenge to try to close the gap. IEPs reflect common core guidelines and standards but at the level of student ability. • Mr. Shaffer asked if special education teachers needed to be certified in the subject area they were teaching and Ms. Baldelli said it is a requirement. <p>Department of Maintenance - Energy</p> <ul style="list-style-type: none"> • Mr. Hubelbank noted that the Energy 	<p>Department of Maintenance – Energy</p>
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	<p>Education program has been in place for a number of years helping to maintain the savings made.</p> <ul style="list-style-type: none">• Mr. Spatola asked Mr. Calhoun if his department could do this job in-house instead of paying a stipend to another employee. Mr. Calhoun said he would have to look at the position because this piece is really educational done through a certified staff person.• Mr. Knipple said this program has been in effect since 2006-07 and involves energy usage. He keeps track of what the district spends and uses each month through a software program. The energy program is a cost avoidance program for the district. Over the course of this energy program, the district has avoided \$2.5 to \$3 million in costs.• Mrs. Volinski asked how many hours a month Mr. Knipple spends on this program and he said between 30 to 35 which includes walking through the buildings, paperwork, and communicating with Mr. Calhoun and Mr. Hubelbank.• Mr. Littlefield asked if there were still opportunities to avoid costs and Mr. Knipple said it is important to maintain what has been done and not move back to bad habits.• Mr. Shaffer asked if the district was still working with the outside energy company and Mr. Knipple said the contract is up but they will still come to the district if needed.• Mr. Spatola asked if there was any consortium for better electric rates or perhaps negotiating with Kimberly Clark that now produces its own power. Mr. Hubelbank said the district works with the town on fuel oil and electricity. The contract is up for electricity and the town has gone out to bid.• Mrs. Volinski asked Mr. Knipple if he just worked with the high school and he responded that he works with all six buildings.• Mrs. Volinski noted lights can go off automatically and Mr. Knipple said when the new high school was built the light monitors were installed but the other buildings do not all have that capability. Mr. Calhoun sensors are	
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	<p>being added to classrooms over time.</p> <p>Department of Maintenance</p> <ul style="list-style-type: none"> • Mr. Calhoun reported that the maintenance budget includes the facilities, custodians and maintenance workers. He said there are increases to budget due to the closing costs of John Pettibone. He reminded the Board that the new high school was built in 2000 and Sarah Noble was renovated in 2001. Efficiencies in the budget have been realized through using in-house tradesmen. He noted his request is a fairly flat operating budget. • He said the department is continuing its water conservation measures, recycling of waste, additional security initiatives, solar opportunities, electrical retrofits, and LED technology initiatives. • Mr. Calhoun also encouraged the Board to fund the needed capital budgets. • Mr. Hubelbank noted that in the department budget there was money specifically for decommissioning John Pettibone. • Mr. Spatola asked about the cost of decommissioning John Pettibone, wondering if some of the work could be done in-house since not all of it had to be done to start the school year and Mr. Calhoun said many of the things that need to happen are timely in nature. He also said the only outside work being done was with the library. Mr. Spatola noted there were three custodians at John Pettibone that could be paid to stay on a few more months to complete the work in-house. Mr. Calhoun said most of the general moving will be done with in-house staff. • Mrs. Chastain asked if the \$141,000 for the move was for all schools and not just John Pettibone and Mr. Hubelbank said that included moving materials to or from five buildings. • Mr. Shaffer asked if it would be possible just to see the moving costs of John Pettibone versus seeing that as part of the overall maintenance budget. • Mr. Coppola asked about the field maintenance 	<p>Department of Maintenance</p>
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	<p>noting that some members of the public suggested that the fields were not maintained. Mr. Calhoun noted among all the maintenance lines about \$30,000 was spent on field maintenance. He said it is not a matter of field maintenance; it is a matter of over usage of the current fields.</p> <ul style="list-style-type: none"> • Mr. Spatola asked if there were any transfers out from this fund in the past five years and Mr. Calhoun said none that he was aware of. • Mr. Spatola noted on the vehicle equipment inventory that a mower was decommissioned and not replaced. Mr. Calhoun said it was replaced with a front deck which can only mow. The older mowers are used for snow removal only. <p>Department of General Administration (DOGA)</p> <ul style="list-style-type: none"> • Mr. Hubelbank noted that every school district has its idiosyncrasies but all want to provide high quality services that meet the needs of their students. <p>(Mr. Coppola left the table at 8:23 p.m.)</p> <ul style="list-style-type: none"> • Mr. Hubelbank said workers compensation represents about 1% of the budget which is done in conjunction with the town. CIRMA has said to expect a 15% increase for next year. • DOGA is 25.5% of the total budget. • The transportation line 2710 is the third year of a five year contract. <p>(Mr. Coppola returned at 8:25 p.m.)</p> <ul style="list-style-type: none"> • Diesel fuel cost has dropped and so the budgeted savings is about \$52,000. This budget includes three additional school buses at \$59,000 per bus. This is necessary as the move to Schaghticoke will include 350 more bus runs; four routes would currently have more students than seats on the bus; an express bus will be added from Gaylordsville. • The health insurance is 11% of the total budget and has been decreased by \$125,000 due to a 	<p>Department of General Administration (DOGA)</p>
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	<p>change to a high deductible plan.</p> <ul style="list-style-type: none"> • Line 2970 is other benefits such as workers compensation and the third and final year of a retirement program. The increase of \$75,000 is for workers compensation. • Line 2830 has a \$30,000 increase for fingerprinting because the fee is going from \$15 to \$65 per person; this line includes a new fingerprinting machine. • The technology line 2840 includes software licenses and the K-12 parent portal upgrade. • Mr. Spatola said when he drove from John Pettibone to Hill and Plain it took him about five minutes. Gaylordsville is seven miles and Gaylordsville to Hill and Plain would be 10 miles. He asked if it was worth \$150,000 for three extra miles. Mr. Hubelbank said it was not a question he could answer. • Mr. Spatola asked about the medical insurance at \$23,500 for a family of four wondering what a single person cost, or a single person with spouse, versus the family of four. Mr. Hubelbank said it varied from plan to plan. • Mr. Coppola said that the budget process for the Board of Education starts so early that many of these numbers are not solid. He said the Board of Education votes on a budget, the Mayor recommends a budget, the Town Council votes on a budget, and then the Board of Finance votes on a final budget in April. • Mr. Spatola said it would be nice to have more than four days to look at the budget and Mr. Coppola said it would require a charter revision. Mrs. Chastain reminded the Board that they were required to bring a budget to the Town by February 1st. • Mr. Coppola asked about the copiers and Mr. Hubelbank said the copiers are leased district-wide. Mr. Coppola asked how efficiently they worked and Ms. Pratt said there were some issues at first but there are few issues now as shown by the fact that the help desk tickets have stopped coming in to the Technology department. • Mr. Shaffer asked about the dues/fees for the Board of Education at \$18,200 and Mr. 	
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Hubelbank said that was for CABE and Education Connection.

- Mr. Coppola asked what the district received for the \$15,000 dues it paid to CABE and Dr. Paddyfote said the district can consult with CABE on issues such as what supplies the district needs to provide, the regional calendar issue, etc. She said they will often call CABE before they call the Board attorney. Mr. Coppola mentioned that he had called CABE regarding an issue and has still not received a call back.
- Mr. Coppola asked about the retainer fee for the Board attorney and Mr. Hubelbank said the retainer is \$150,000 and they take care of all legal services as part of that retainer. They charge a reduced rate for services provided.

(Mr. Spatola left the table at 8:49 p.m.)

- Mr. Coppola asked if we don't use the full retainer amount do we get money back and Dr. Paddyfote said the district decides what amount to use for the retainer because we get a better rate. She noted during arbitration, the district can spend \$30,000 - \$80,000.

(Mr. Spatola returned at 8:51 p.m.)

- Dr. Paddyfote noted that the retainer is based on the historical billing.
- Mr. Coppola asked when the contract was up and Dr. Paddyfote said the district is in the third year but the way the policy is written, the district does not need to go out to bid.
- Mr. Shaffer asked about the new envelope stuffer and Mr. Hubelbank said the one currently used has reached its end life. He said all employees get a pay stub in an envelope even if they are direct deposited.
- Mr. Littlefield asked about the transportation which requires a taxi to pick up a student and Mr. Hubelbank said it is a narrow dirt road that the bus won't go down and it is an unsafe road for walking. Dr. Paddyfote noted that the Board attorney went out and drove on the road and

said the Board would lose on this hearing at the state level.

- Mrs. Volinski suggested a letter be sent to the Mayor and Director of Highway advising them of the \$40,000 expense because the road is not safe for traveling or walking and request they do something.
- Mr. Shaffer asked about the proposed strategic planning with the transition of the schools and Dr. Paddyfote said for the last two years the Board has deferred strategic planning. She felt it was a good time even with the transition.
- Mr. Shaffer asked about the fingerprinting machine and Mr. Hubelbank said this will connect to the state system.
- Mr. Coppola asked about the requirement to be fingerprinted and to pay and Ms. Baldelli said the volunteers do not have to pay but if someone will be working for the district they have to pay for themselves.
- Mr. Coppola asked if the fingerprints could go to a central spot and Ms. Baldelli said the State Police and FBI do not allow that.
- Mr. Littlefield asked about the \$12,000 for the machine and Mr. Hubelbank said it was proprietary from one source.
- Mr. Shaffer asked if student teachers were considered volunteers and Ms. Baldelli said they were.
- Mr. Spatola asked if the district was captive to CIRMA or could the district go outside and Mr. Hubelbank said the district could go outside but the town would have to make that decision.
- Mr. Spatola asked about the claims history and Mr. Hubelbank said there was a bad year a couple of years ago which is still being carried forward.

The meeting recessed at 9:20 p.m.

Mr. Lawson left the meeting at 9:20 p.m.

The meeting reconvened at 9:28 p.m.

<p>Capital</p> <ul style="list-style-type: none"> • Mr. Calhoun said the facilities capital includes gutter repairs, concrete repairs, playground equipment replacement and façade repairs. There is a need for more lockers at Schaghticoke and the metal shop will be refurbished to an art studio. <p>(Mr. Coppola left the meeting at 9:30 p.m.)</p> <ul style="list-style-type: none"> • Mr. Calhoun continued, saying some doors will be replaced at the high school, the high school scrubber will be replaced and more security upgrades will be implemented. • Mr. Shaffer asked about the Schaghticoke locker replacement and Mr. Calhoun said there is a need for about 100 more. <p>(Mr. Coppola returned at 9:32 p.m.)</p> <ul style="list-style-type: none"> • Mrs. Volinski asked about the chiller replacement and Mr. Calhoun said the small chiller is getting close to its useful life. • Mr. Shaffer asked about the cafeteria sound proofing at Schaghticoke and Mr. Calhoun said the noise in the cafeteria gets to sound like an airport. He said the idea would be to soften the noise by putting in some ceiling tiles that would absorb noise. • Mr. Shaffer asked if there was anything in this budget addressing the Schaghticoke roof issue and Mr. Hubelbank said no. 	
<p>Technology</p> <ul style="list-style-type: none"> • Ms. Pratt gave credit to her staff for preparing this budget. She made a presentation highlighting where the district is now with technology noting there are 3,681 users, 1,258 email accounts, 3,461 google accounts, etc. • Ms. Pratt gave a history of technology since 2009-2010. She noted in 2007 the district entered into a four-year lease program for 500 computers but in the following four years no investments were made to computers. 	<p>Technology</p>

	<ul style="list-style-type: none"> • In 2010-2011, there was a focus on SmartBoards and the final 2007 lease payment was made. • In 2011-2012 the SmartBoard focus continued and the wireless infrastructure was installed. • In 2012-2013 the SmartBoard focus continued and district-wide computers were purchased. • In 2013-2014 there was a focus on the aging network infrastructure, portable technology, and SmartBoards. • In 2014-2015 the focus was on desktop technology, SmartBoards, and infrastructure technology. • This budget lays the groundwork for a capital refresh cycle and plan and includes district computers, portable devices, network/server equipment and SmartBoards. • Mr. Coppola asked what switches are and Ms. Pratt said that is how the district gets on the internet. • Mr. Coppola asked about leasing versus purchasing and Ms. Pratt said it was a difference in philosophies. • Mr. Spatola asked how many state or federal grants had been received to purchase computers and Ms. Pratt said they received one last year to purchase switches. The total grant was \$100,000. • Mr. Spatola asked if any grants were applied for through corporations like Microsoft and Ms. Pratt said she had looked into those types of grants but New Milford did not qualify because it is not an urban community. • Mrs. Chastain asked about the funding for Project Lead the Way and Mr. Smith said the grant was from a private philanthropist who asked that the money be used to buy enhanced equipment and not basic computers. <p>Revenues</p> <ul style="list-style-type: none"> • Mr. Spatola asked why tuition from outside students was not a money maker. Dr. Paddyfote noted the revenue goes to the town. She also noted that two other districts were working with Sherman but New Milford High School is 	<p>Revenues</p>
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**New Milford Board of Education
Budget Hearing & Meeting Minutes
January 20, 21, 29 & 30, 2015
Sarah Noble Intermediate School Library Media Center**

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	the designated high school.	
4.	Public Comment <ul style="list-style-type: none"> Anne Marie Sarbello, a New Milford resident, asked that money budgeted for the John Pettibone transition not be cut. She said the additional buses are needed for increased routes for Schaghticoke. She noted the closing of John Pettibone impacts Northville, Hill and Plain, Sarah Noble and Schaghticoke schools and she asked the Board to fund all the needs to make this a smooth and successful transition. 	Public Comment
	The meeting recessed at 10:12 p.m. until Friday, January 30, 2015.	The meeting recessed at 10:12 p.m. until Friday, January 30, 2015.

**Budget Hearing Special Meeting Minutes
January 30, 2015
Sarah Noble Intermediate School Library Media Center**

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

Also Present:	Dr. JeanAnn C. Paddyfote, Superintendent of Schools Mr. Joshua Smith, Assistant Superintendent of Schools Ms. Ellamae Baldelli, Director of Human Resources Mr. Jay Hubelbank, Director of Fiscal Services and Operations Ms. Roberta Pratt, Director of Technology Mr. John Calhoun, Facilities Manager Mr. Greg Shugrue, Principal, New Milford High School Mrs. Anne Bilko, Principal, Sarah Noble Intermediate School Mrs. Paula Kelleher, Principal, John Pettibone Elementary School Mrs. Susan Murray, Principal, Northville Elementary School
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1.	<p>Call to Order</p> <p>A. Pledge of Allegiance</p> <p>The meeting of the New Milford Board of Education was reconvened at 7:00 p.m. The Pledge of Allegiance immediately followed the call to order.</p>	<p>Call to Order</p> <p>Pledge of Allegiance</p>
2.	<p>Public Comment</p> <p>There was none.</p>	<p>Public Comment</p>
3.	<p>DISCUSSION AND POSSIBLE ACTION</p> <p>A. Adoption of the 2015-2016 Board of Education Budget</p> <ul style="list-style-type: none"> • Dr. Paddyfote handed out a list of items that could be deducted from the budget proposal which totaled \$614,745. Items included \$554,600 from the capital account, and \$60,145 from the operating account. Dr. Paddyfote noted that Mr. Hubelbank is projecting a balance of \$379,681 in the 2014-2015 budget and she recommended spending \$226,900 from the year end projection. She also recommended that the Board request \$287,700 from the capital reserve account. Finally she explained that a contract for electricity that the Town and Board signed will allow the budget lines to be reduced by \$60,145. • Mr. Lawson noted there was nothing in this budget to address the roof at Schaghticoke and Mr. Hubelbank said administration had met with Ray Jankowski and the Mayor and they suggested the Town will bond for that. • Mr. Lawson said he didn't remember the Board making that decision and Mrs. Chastain said the Board did not make that decision yet. • Mr. Lawson asked what the CL&P upgrade would cost at East Street and Mr. Calhoun said it would be no cost to the district. • Mr. Spatola asked Dr. Paddyfote to explain the reductions she brought forward tonight and Dr. Paddyfote explained that they carefully looked at the certified and non-certified line and acknowledged they had put two placeholders in 	<p>DISCUSSION AND POSSIBLE ACTION</p> <p>Adoption of the 2015-2016 Board of Education Budget</p>

<p>for kindergarten if enrollment exceeded what was anticipated but it did not. She also noted the administration never really knows who is going to retire and who will replace retirees when the budget is developed. Now that we are five months into the school year, the administration is confident about the proposed reductions in the salary lines.</p> <ul style="list-style-type: none"> • Mr. Spatola asked why the money was being requested from capital reserve and Dr. Paddyfote said the capital reserve fund has \$2.2 million and there has been no consensus yet on whether the town will seek state reimbursement for the SMS roof. She noted there would still be enough in the capital reserve to do the SMS roof project in sections. <p>Mr. Coppola moved to approve the Superintendent's proposed 2015-2016 budget in the amount of \$62,145,903, seconded by Mrs. Shook.</p> <p>Mr. Coppola moved to amend the Superintendent's proposed 2015-2016 budget by decreasing it by \$614,745 by using a favorable year-end balance of \$266,900 towards capital items to be done this fiscal year as originally proposed in 2015-2016 budget, and to recommend spending from the capital reserve account in the amount of \$287,700 for other capital items, and use a contracted reduction for a fixed electrical price in the amount of \$60,145, seconded by Mr. Lawson.</p> <ul style="list-style-type: none"> • Mr. Coppola thanked the Superintendent and staff for making these adjustments. <p>The motion passed unanimously.</p> <ul style="list-style-type: none"> • Mr. Coppola asked if Mr. Smith was comfortable with the budget to hire someone for Adult Education and Mr. Smith responded that he had given the Board a handout of what it would take to make this position more attractive. He said the position could be 36 hours per week including health insurance 	<p>Motion made to approve the Superintendent's proposed 2015-2016 budget in the amount of \$62,145,903.</p> <p>Motion made to amend the Superintendent's proposed 2015-2016 budget by decreasing it by \$614,745 by using a favorable year-end balance of \$266,900 towards capital items to be done this fiscal year as originally proposed in 2015-2016 budget, and to recommend spending from the capital reserve account in the amount of \$287,700 for other capital items, and use a contracted reduction for a fixed electrical price in the amount of \$60,145.</p> <p>The motion passed unanimously.</p>
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which would make it easier to fill. He said this position could qualify for the Workforce Enhancement Act, potentially increasing grant funding, and maybe adding more certification programs. He said the online enrollment has already helped the Adult Ed program registration, with 100 people enrolled in the first week or so when last year there were only 200 the entire enrollment period when it was not online.

Mr. Coppola moved to amend the Superintendent's proposed 2015-2016 budget by increasing it by \$35,000 for the purpose of increasing the Adult Education line from \$30,000 to \$65,000, seconded by Mrs. Shook.

- Mr. Coppola noted this program benefits the community at large as well as providing programming for students who can't go through the high school for whatever reason.
- Mr. Lawson noted several programs were mandated.
- Mr. Spatola asked about the increase last year of \$33,000 and Mr. Smith said the salary increased to \$33,000 from \$13,000.
- Mr. Spatola asked what duties would be added to this position with the increase to full-time. Mr. Smith said the person will work Monday through Thursday from 2:00 p.m. until 9:30 p.m. which would allow them to come up with new programming ideas and then from 5:00 p.m. until 9:00 p.m. when they would be in charge of the Adult Education activities. The schedule on Friday would be 10:00 a.m. until 4:00 p.m. allowing the person to meet with community partners, to determine what kind of certifications should be offered and maybe to offer some day time Adult Ed programming for those that work at night.
- Mr. Spatola asked about the cost of health insurance for this position being added into the line and Mr. Hubelbank said this one position would not affect the district's health insurance cost.

Motion made to amend the Superintendent's proposed 2015-2016 budget by increasing it by \$35,000 for the purpose of increasing the Adult Education line from \$30,000 to \$65,000.

	<p>The motion passed unanimously.</p> <ul style="list-style-type: none"> • Mr. Shaffer asked about the proposed addition of the math teacher at the high school noting that there are 50 sections with less than 24 students and 30 with less than 20. He said 30 sections are the same size as one would find at a private school. He also said there will be 31 fewer students in the high school next year. Mr. Smith noted the issue with classes at the high school was how the periods are scheduled. He said there are classes that are so popular there is not enough room or scheduled offerings for students to take. He said as an example, AP Calculus and Engineering meet at the same time because there are not enough teachers to run more sessions. This means students are forced to choose. He said sophomores are now required to take 26 credits to graduate which means 6 ½ per year. If they get a study hall or have a tough year gradewise, they may not get enough credits. He also noted that math currently has 15 teachers for the four credits needed while English has 16 teachers with a higher variety of classes. • Mrs. Shook noted there were 31 sections with 24 or more students while Pre-calculus honors has 30 students. She said as a math teacher she would not want that big a class size for Pre-calculus. • Mrs. Volinski asked if a student wants a class but can't get in, can they take summer school. Mr. Smith said their best option at this time is an online independent study. • Mrs. Volinski asked if that cost money and Mr. Shugrue said if the student is blocked out and takes an online cost, they incur the expense of about \$135 to \$150 per 1/2 credit. • Mr. Lawson asked if the scheduling issue was just confined to the Math department and Mr. Shugrue said he often walks by the Guidance department and hears, "No, I'm sorry that is full." He said this is why they are requesting the math teacher, business teacher and tech education position. He said band students and world languages students are all set because of 	<p>The motion passed unanimously.</p>
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	<p>the manner in which they are scheduled.</p> <ul style="list-style-type: none"> • Mr. Spatola felt if the Guidance department was doing its job appropriately they would know what classes a student should be taking freshman, sophomore, junior and senior years. • Mr. Littlefield noted that the enrollment going forward will bump up when Schaghticoke students go through the high school and then decrease. He said the district loses about ten teachers a year through attrition. • Mr. Shugrue said the enrollment may decrease but the high school cannot decrease its programming. He said there is no specific degree at the high school like college. He noted the school does have plans for students from their freshman year on but upperclassmen need more electives to reach the 26 credits. • Mr. Coppola asked if this was a state mandate for the number of math credits and Mr. Shugrue said the state mandated that high school graduation would require 25 credits. He noted that in 2013, he went to the Committee on Learning suggesting to keep the level at 24 credits but have the students do a capstone project. The Committee on Learning decided against that and instead went to 26 credits to graduate. He told the Board at that time that would require additional staffing to get the additional electives. • Mr. Lawson asked if four math credits were required by the state and Mr. Smith said the legislation has been proposed. • At the Board's request, Mr. Hubelbank noted the current proposed budget stood at \$61,566,158 or a .99% increase. <p>Mrs. Chastain moved to amend the Superintendent's proposed 2015-2016 budget by increasing it by \$5,000 for the purpose of providing an after-school exploratory language program for Schaghticoke students, seconded by Mr. Coppola.</p> <ul style="list-style-type: none"> • Mr. Lawson said he was in favor of the idea but was not sure what was being talked about completely. Mrs. Chastain said this would be a program for language students not currently in 	<p>Motion made to amend the Superintendent's proposed 2015-2016 budget by increasing it by \$5,000 for the purpose of providing an after-school exploratory language program for Schaghticoke students.</p>
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	<p>a class or if in a language class they could participate too.</p> <ul style="list-style-type: none"> • Mr. Lawson asked if this was for sixth grade only and Mrs. Chastain said it would be for anyone. • Dr. Paddyfote said this would be for two stipends at Schaghticoke. Ms. Baldelli said the stipends would range from \$947 to \$1895. Mrs. Chastain noted she was adding an amount for supplies. • Mr. Littlefield asked about the Youth Agency offering after-school programming and Dr. Paddyfote said she had spoken to them about an adventure experiential program but had no update since that conversation. <p>The motion passed unanimously.</p> <p>Mrs. Chastain moved to amend the Superintendent's proposed 2015-2016 budget by increasing it by \$18,150 for the purpose of adding two activity buses, one at Schaghticoke and one at the high school, seconded by Mr. Coppola.</p> <ul style="list-style-type: none"> • Mrs. Chastain said the idea would be to provide student transportation to a central drop off point and not door to door service. • Mr. Lawson said he has seen this system work very well. • Mrs. Volinski asked what this would bring the budget to and Mr. Hubelbank said \$61,589,308 or a 1.03% increase. <p>The motion passed unanimously.</p> <p>Mrs. Chastain moved to amend the Superintendent's proposed 2015-2016 budget by decreasing it by \$18,500 for the purpose of eliminating the energy coordinator stipend, seconded by Mr. Spatola.</p> <ul style="list-style-type: none"> • Mrs. Chastain said this is an important program but now it is in a maintenance stage and can be picked up in other ways. • Mr. Spatola said he had spoken to Mr. Calhoun and he said he was comfortable with his staff 	<p>The motion passed unanimously.</p> <p>Motion made to amend the Superintendent's proposed 2015-2016 budget by increasing it by \$18,150 for the purpose of adding two activity buses, one at Schaghticoke and one at the high school.</p> <p>The motion passed unanimously.</p> <p>Motion made to amend the Superintendent's proposed 2015-2016 budget by decreasing it by \$18,500 for the purpose of eliminating the energy coordinator stipend</p>
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<p>taking this on.</p> <ul style="list-style-type: none"> • Mr. Coppola asked Mr. Calhoun if that was true and Mr. Calhoun said they will have to adjust some resources but his department could make it work. • Mr. Lawson asked if the program would be maintained at the same level and Mr. Calhoun said it would. • Mr. Shaffer asked if the staff would be reluctant to make suggestions to the teachers. Mr. Calhoun said that might need to come from more of an administrative level. • Dr. Paddyfote said the leadership team would have to look at how to handle the program, including sending the bills for analysis to Mr. Hubelbank as an example. • Mr. Calhoun said they will look at putting in more automatic switches in the buildings. <p>The motion passed 6-2.</p> <p>Aye: Mr. Spatola, Mrs. Volinski, Mrs. Shook, Mr. Littlefield, Mrs. Chastain, Mr. Coppola No: Mr. Lawson, Mr. Shaffer</p> <p>Mrs. Chastain moved to amend the Superintendent's proposed 2015-2016 budget by increasing it by \$8,000 for the purpose of adding \$2,000 for Sarah Noble, \$2,000 to Schaghticoke, and \$4,000 to the high school for science fairs, seconded by Mr. Coppola.</p> <ul style="list-style-type: none"> • Mr. Littlefield noted that last year's high school science fair sent kids onto the state science fair and five students won awards. • Mrs. Volinski asked again for the budget number and Mr. Hubelbank said it was at \$61,578,808 or a 1.01% increase. <p>The motion passed unanimously.</p> <p>Mrs. Chastain moved to amend the Superintendent's proposed 2015-2016 budget by decreasing it by \$20,681 for the purpose of eliminating the money to pay the AP test fees and the tenth grade PSAT testing fees, seconded by Mr.</p>	<p>The motion passed 6-2.</p> <p>Motion made to amend the Superintendent's proposed 2015-2016 budget by increasing it by \$8,000 for the purpose of adding \$2,000 for Sarah Noble, \$2,000 to Schaghticoke, and \$4,000 to the high school for science fairs.</p> <p>The motion passed unanimously.</p>
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<p>Shaffer.</p> <ul style="list-style-type: none"> • Mr. Spatola asked about the entire amount of \$24,981 and Mrs. Chastain said she was leaving the PSAT fee for the eleventh grade. • Mr. Spatola was going to amend the motion to not include the PSAT for juniors but the Board asked that the first motion be voted up or down. • Mr. Littlefield said he felt it was important for the district to help out with AP tests and PSATs for tenth grade. He said there are students who have taken the necessary courses and they should be encouraged to take the PSATs. • Mrs. Chastain said she feels the need to offer the AP classes but did not feel it was the taxpayers' burden to pay for the tests. She noted there are state and federal programs to help pay for these tests and these students will receive college credits which saves the family money. • Mr. Lawson noted the district is encouraging students to excel and paying for the AP tests was part of that. He said he was not necessarily comfortable with students taking the PSAT in the fall but Mr. Shugrue said the only time it was offered was the fall. • Mr. Lawson said the district is trying to give students advanced degrees, advanced training and advanced skills and they should not put a financial penalty on the student. • Mr. Smith said he surveyed surrounding towns and many offer students the PSAT in tenth and eleventh grade, some charge a nominal fee, some offer the test for free, and some offer the option to tenth and eleventh graders. • Mrs. Shook said she did not want to delete this amount from the budget. • Mr. Spatola said he felt the responsibility of paying for these things lies with the parents. <p>Mr. Lawson called the question, seconded by Mr. Coppola and passed unanimously.</p> <p>The motion failed 3-5. Aye: Mrs. Chastain, Mrs. Volinski, Mr. Spatola</p>	<p>Motion made to call the question passed unanimously.</p> <p>The motion failed 3-5.</p>
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<p>No: Mr. Littlefield, Mrs. Shook, Mr. Lawson, Mr. Shaffer, Mr. Coppola</p> <p>Mr. Coppola moved to approve the Superintendent's proposed budget in the amount of \$61,578,808, seconded by Mr. Littlefield.</p> <ul style="list-style-type: none"> • Mr. Spatola wanted to ask a question about technology. <p>Mr. Coppola withdrew his motion, Mr. Littlefield withdrew his second.</p> <p>Mr. Spatola moved to amend the Superintendent's proposed 2015-2016 budget by decreasing it by \$250,000 for the purpose of reducing the capital technology line 7002-733, seconded by Mrs. Volinski.</p> <ul style="list-style-type: none"> • Mr. Spatola felt the technology request was a big number and he felt the district did not need to do everything all at once. He said the proposed spending was a 300% increase. • Mr. Hubelbank noted that the technology line had already been reduced within the Superintendent's proposed reductions at the outset at the meeting. <p>Mr. Spatola withdrew his motion and Mrs. Volinski withdrew her second.</p> <p>Mr. Coppola moved to approve the Superintendent's proposed budget as amended in the amount of \$61,578,808, seconded by Mr. Littlefield.</p> <ul style="list-style-type: none"> • Mr. Spatola said this is the first time in the history of New Milford that the combined budgets would exceed \$100 million. He said the tax base only grew by 1/5 of 1% in 2014. • Mr. Coppola said he felt the budget was well done and thanked Dr. Paddyfote and staff. <p>The motion passed unanimously.</p>	<p>Motion made to approve the Superintendent's proposed budget in the amount of \$61,578,808.</p> <p>Motion withdrawn.</p> <p>Motion made to amend the Superintendent's proposed 2015-2016 budget by decreasing it by \$250,000 for the purpose of reducing the capital technology line 7002-733.</p> <p>Motion withdrawn.</p> <p>Motion made to approve the Superintendent's proposed budget as amended in the amount of \$61,578,808.</p> <p>The motion passed unanimously.</p>
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4.	Mrs. Shook moved to adjourn the meeting at 8:28 p.m., seconded by Mr. Littlefield and passed unanimously.	Motion made and passed unanimously to adjourn the meeting at 8:28 p.m.
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Respectfully submitted:



Angela C. Chastain
Chairperson
New Milford Board of Education

NEW MILFORD PUBLIC SCHOOLS

EXHIBIT A

Regular Meeting of the Board of Education
Sarah Noble Intermediate School
New Milford, Connecticut
February 10, 2015
** as of February 6, 2015

ACTION ITEMS

A. Personnel

1. **CERTIFIED STAFF**

a. **RESIGNATIONS**

1. ****Mrs. Bonnie Jo Cheron**, Physical Education/Health Teacher, New Milford High School
Move that the Board of Education accept the resignation, due to retirement, of **Mrs. Bonnie Jo Cheron** as a Physical Education/Health Teacher at New Milford High School effective June 30, 2015.

Retirement

2. **Mrs. Lauren Lee**, English Teacher, Schaghticoke Middle School
Move that the Board of Education accept the resignation of **Mrs. Lauren Lee** as an English Teacher at Schaghticoke Middle School effective November 1, 2014.

Personal

3. **Mrs. Bethany Raymond**, Special Education Teacher, New Milford High School
Move that the Board of Education accept the resignation of **Mrs. Bethany Raymond** as a Special Education Teacher at New Milford High School effective January 16, 2015.

Took positon elsewhere

4. **Mr. James Staib**, Special Education Teacher, Sarah Noble Intermediate School
Move that the Board of Education accept the resignation of **Mr. James Staib** as a Special Education Teacher at Sarah Noble Intermediate School effective December 18, 2014.

Personal

2. **CERTIFIED STAFF**

b. **APPOINTMENTS**

1. **Ms. Anna Desis**, Math Teacher, New Milford High School
Move that the Board of Education appoint **Ms. Anna Desis** as Math Teacher at New Milford High School effective February 11, 2015.
2014-2015 salary - \$55,600 (Step 5F), pro-rated to start date

Education History:
BA: SUNY Binghamton
Major: Mathematics
MS: Northwestern University
Major: Education

Work Experience:
4 yrs. Chicago

Replace: A. Eidelson

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| <p>2. Ms. Brooke Doyon, Special Education Teacher, Schaghticoke Middle School
<u>Move</u> that the Board of Education appoint Ms. Brooke Doyon as Special Education Teacher at Schaghticoke Middle School effective January 29, 2015.
2014-2015 salary - \$50,379 (Step 1F), pro-rated to start date</p> <p>3. Mrs. Adrienne Graham, Special Education Teacher, Sarah Noble Intermediate School
<u>Move</u> that the Board of Education appoint Mrs. Adrienne Graham as Special Education Teacher at Sarah Noble Intermediate School effective January 29, 2015.
2014-2015 salary - \$48,374 (Step 1C), pro-rated to start date</p> <p>4. Mrs. Karen Matthews, Elementary Teacher, John Pettibone School
<u>Move</u> that the Board of Education appoint Mrs. Karen Matthews as an Elementary Teacher at John Pettibone School effective February 11, 2015.
2014-2015 salary - \$56,968 (Step 6F), pro-rated to start date</p> <p>5. Ms. Lisa Tarsa, School Counselor, John Pettibone School and Northville Elementary School
<u>Move</u> that the Board of Education appoint Ms. Lisa Tarsa as a School Counselor at John Pettibone School and Northville Elementary School effective January 29, 2015.
2014-2015 salary - \$50,379 (Step 1F), pro-rated to start date</p> <p>3. NON-CERTIFIED STAFF
a. RESIGNATIONS
1. Mrs. Barbara Adams, Secretary to the Assistant Principal, Northville Elementary School
<u>Move</u> that the Board of Education accept the resignation, due to retirement, of Mrs. Barbara Adams as Secretary to the Assistant Principal at Northville Elementary School effective February 1, 2015.</p> | <p><i>Education History:</i>
BA: UConn
Major: English
BS: UConn
Major: Special Education
MA: UConn
Major: Special Education</p> <p><i>Work Experience:</i>
½ yr. Ridgefield Schools</p> <p>Replace: F. Botwick</p> <p><i>Education History:</i>
BS: University of Hartford
Major: Special Education
BS: UConn
Major: Special Education
MS: SCSU
Major: Special Education</p> <p><i>Work Experience:</i>
4 yrs. tutor NMPS</p> <p>Replace: J. Staib</p> <p><i>Education History:</i>
BA: University of Virginia
Major: Psychology
MA: College of William & Mary
Major: Elementary Education</p> <p><i>Work Experience:</i>
5 yrs. New York</p> <p>Replace: G. Stewart</p> <p><i>Education History:</i>
BS: CCSU
Major: English
MA: Fairfield University
Major: School Counseling</p> <p><i>Work Experience:</i>
LT sub positions in Shelton, Milford and Rhode Island
½ yr. Newtown</p> <p>Replace: J. Dragone</p> <p>Retirement</p> |
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<p>2. **Mrs. Mary Ann Burch, Bookkeeper/Payroll, Central Office <u>Move</u> that the Board of Education accept the resignation, due to retirement, of Mrs. Mary Ann Burch as Bookkeeper/Payroll at Central Office effective July 1, 2015.</p>	<p>Retirement</p>
<p>4. NON-CERTIFIED STAFF b. APPOINTMENTS</p>	
<p>1. Ms. Marie Ginnane, Paraeducator, Northville Elementary School <u>Move</u> that the Board of Education appoint Ms. Marie Ginnane as a Paraeducator at Northville Elementary School effective February 11, 2015.</p>	<p>13.04 per hour - Hire Rate \$13.38 per hour – Job Rate (after completion of probationary period)</p> <p>Replacing: K. Kovacs</p>
<p>2. Mrs. Carolin Preusse, Paraeducator, Sarah Noble Intermediate School <u>Move</u> that the Board of Education appoint Mrs. Carolin Preusse as a Paraeducator at Sarah Noble Intermediate School effective February 11, 2015.</p>	<p>13.04 per hour - Hire Rate \$13.38 per hour – Job Rate (after completion of probationary period)</p> <p>Replacing: L. Wagner</p>
<p>5. SUBSTITUTES/INTERNS a. APPOINTMENTS</p>	
<p>1. **Mrs. Cara Abraham, Substitute Teacher <u>Move</u> that the Board of Education appoint Mrs. Cara Abraham as a Substitute Teacher effective February 11, 2015.</p>	<p><i>Education History:</i> BS: WCSU Major: History MA: WCSU Major: History</p>
<p>2. **Mrs. Stephanie Carlson, Substitute Teacher <u>Move</u> that the Board of Education appoint Mrs. Stephanie Carlson as a Substitute Teacher effective February 11, 2015.</p>	<p><i>Education History:</i> BA: Elon University Major: Foreign Languages (Spanish & French) MA: Fairfield University Major: TESOL</p>
<p>3. Ms. Linda Cervone, Substitute Teacher <u>Move</u> that the Board of Education appoint Ms. Linda Cervone as a Substitute Teacher effective February 2, 2015.</p>	<p><i>Education History:</i> BS: CCSU Major: Math</p>
<p>4. **Mr. Thomas Cummings, Substitute Teacher <u>Move</u> that the Board of Education appoint Mr. Thomas Cummings as a Substitute Teacher effective February 11, 2015.</p>	<p><i>Education History:</i> BS: SCSU Major: History MA: WCSU Major: School Counseling</p>
<p>5. Mrs. Maria Grasso, Substitute Teacher <u>Move</u> that the Board of Education appoint Mrs. Maria Grasso as a Substitute Teacher effective February 11, 2015.</p>	<p><i>Education History:</i> BS: WCSU Major: Elementary Education</p>

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| <p>6. **Mr. Kenneth Greiter, Substitute Teacher
<u>Move</u> that the Board of Education appoint Mr. Kenneth Greiter as a Substitute Teacher effective February 11, 2015.</p> <p>7. Mrs. Susan Leroy, Substitute Teacher
<u>Move</u> that the Board of Education appoint Mrs. Susan Leroy as a Substitute Teacher effective February 11, 2015.</p> <p>8. Mrs. Keri Loth, Substitute Teacher
<u>Move</u> that the Board of Education appoint Mrs. Keri Loth as a Substitute Teacher effective February 11, 2015.</p> <p>9. **Mrs. Harjit Malhi, Substitute Teacher
<u>Move</u> that the Board of Education appoint Mrs. Harjit Malhi as a Substitute Teacher effective February 11, 2015.</p> <p>10. **Mr. Douglas Passineau, Substitute Teacher
<u>Move</u> that the Board of Education appoint Mr. Douglas Passineau as a Substitute Teacher effective February 11, 2015.</p> <p>11. **Mr. Adrian Pasternak, Substitute Teacher
<u>Move</u> that the Board of Education appoint Mr. Adrian Pasternak as a Substitute Teacher effective February 11, 2015.</p> <p>12. Ms. Jane Shugg, Substitute Teacher
<u>Move</u> that the Board of Education appoint Ms. Jane Shugg as a Substitute Teacher effective February 11, 2015.</p> <p>13. Mrs. Ellen Wilson, Substitute Teacher
<u>Move</u> that the Board of Education appoint Mrs. Ellen Wilson as a Substitute Teacher effective February 2, 2015.</p> | <p><i>Education History:</i>
BA: Quinnipiac University
Major: Health Science</p> <p><i>Education History:</i>
BA: WCSU
Major: English
MA: WCSU
Major: English</p> <p><i>Education History:</i>
BA: WCSU
Major: Psychology</p> <p><i>Education History:</i>
BA: Guru Nanak Dev. Univ. (India)
Major: Education
MA: Mahatma Jyotiba Phule Rohilkhand Univ. (India)
Major: Political Science
Ph.D. Mahatma Jyotiba Phule Rohilkhand Univ. (India)
Major: Political Science</p> <p><i>Education History:</i>
BA: SUNY Stony Brook
Major: Business/Economics</p> <p><i>Education History:</i>
BS: Franklin Pierce University
Major: Advertising</p> <p><i>Education History:</i>
BA: Marymount College
Major: English
MA: Columbia University
Major: Remedial Reading
6th Yr.: SCSU
Major: Administration & Supervision</p> <p><i>Education History:</i>
BS: Iowa State University
Major: Hotel, Restaurant & Inst. Mgmt.
M.Ed.: University of Wisconsin
Major: College Student Personnel</p> |
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6. ADULT EDUCATION STAFF

a. RESIGNATIONS

- 1. None currently**

7. ADULT EDUCATION STAFF

b. APPOINTMENTS

- 1. Mrs. Susan Leroy**, Mandated Teacher - English, Adult Education Program

Move that the Board of Education appoint **Mrs. Susan Leroy** as a Mandated Teacher for the Adult Education Program effective January 29, 2015.

Hourly rate: \$34.76

Education History:

BA: WCSU

Major: English

MA: WCSU

Major: English

8. BAND STAFF

a. RESIGNATIONS

- 1. None currently**

9. BAND STAFF

b. APPOINTMENTS

- 1. None currently**

10. COACHING STAFF

a. RESIGNATIONS

- 1. Mr. Chris Dzurka**, Boys' Freshman Baseball Coach, New Milford High School

Move that the Board of Education accept the resignation of **Mr. Chris Dzurka** as Boys' Freshman Baseball Coach at New Milford High School effective January 20, 2015.

Personal

- 2. Ms. Eileen Holden**, Girls' Freshman Softball Coach, New Milford High School

Move that the Board of Education accept the resignation of **Ms. Eileen Holden** as Girls' Freshman Softball Coach at New Milford High School effective January 13, 2015.

Personal

- 3. Mr. Travis Swim**, Boys' Freshman Lacrosse Coach, New Milford High School

Move that the Board of Education accept the resignation of **Mr. Travis Swim** as Boys' Freshman Lacrosse Coach at New Milford High School effective January 20, 2015.

Personal

11. COACHING STAFF

b. APPOINTMENTS

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| <p>1. Mr. Larry Badaracco, Boys' Varsity Tennis Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Larry Badaracco as Boys' Varsity Tennis Coach at New Milford High School effective February 11, 2015.</p> | <p>2014-2015 Stipend: \$3,015
Staff member</p> |
| <p>2. Mr. Chris Bacich, Assistant Boys' Track and Field Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Chris Bacich as Assistant Boys' Track and Field Coach at New Milford High School effective February 11, 2015.</p> | <p>2014-2015 Stipend: \$3,028</p> |
| <p>3. Ms. Deidre Burke, Girls' Varsity Tennis Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Deidre Burke as Girls' Varsity Tennis Coach at New Milford High School effective February 11, 2015.</p> | <p>2014-2015 Stipend: \$3,015
Staff member</p> |
| <p>4. Mr. Robert Burkhardt, Girls' Freshman Lacrosse Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Robert Burkhardt as Girls' Freshman Lacrosse Coach at New Milford High School effective February 11, 2015.</p> | <p>2014-2015 Stipend: \$2,361
Staff member</p> |
| <p>5. Mr. Chris Dzurka, Volunteer Boys' Baseball Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Chris Dzurka as Volunteer Boys' Baseball Coach at New Milford High School effective February 11, 2015.</p> | <p>Volunteer</p> |
| <p>6. Mr. Terry Flynn, Volunteer Boys' Baseball Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Terry Flynn as Volunteer Boys' Baseball Coach at New Milford High School effective February 11, 2015.</p> | <p>Volunteer</p> |
| <p>7. Ms. Victoria Giudice, Volunteer Boys' Track and Field Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Victoria Giudice as Volunteer Boys' Track and Field Coach at New Milford High School effective February 11, 2015.</p> | <p>Volunteer
Staff member</p> |

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| <p>8. Mr. Mark Grant, Boys' JV Baseball Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Mark Grant as Boys' JV Baseball Coach at New Milford High School effective February 11, 2015.</p> | 2014-2015 Stipend: \$3,068 |
| <p>9. Ms. Eileen Holden, Girls' Varsity Softball Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Eileen Holden as Girls' Varsity Softball Coach at New Milford High School effective February 11, 2015.</p> | 2014-2015 Stipend: \$4,718
Staff member |
| <p>10. Mr. Douglas Hook, Boys' Assistant Ice Hockey Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Douglas Hook as Boys' Assistant Ice Hockey Coach at New Milford High School effective February 11, 2015, pending receipt of coaching permit.</p> | 2014-2015 Stipend: \$2,428 |
| <p>11. Mr. Greg LaCava, Boys' Varsity Lacrosse Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Greg LaCava as Boys' Varsity Lacrosse Coach at New Milford High School effective February 11, 2015.</p> | 2014-2015 Stipend: \$4,626 |
| <p>12. Mr. Michael Madden, Boys' Freshman Baseball Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Michael Madden as Boys' Freshman Baseball Coach at New Milford High School effective February 11, 2015.</p> | 2014-2015 Stipend: \$2,361 |
| <p>13. Mr. Sean Mahon, Girls' Freshman Softball Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Sean Mahon as Girls' Freshman Softball Coach at New Milford High School effective February 11, 2015.</p> | 2014-2015 Stipend: \$2,361
Staff member |
| <p>14. Mr. Peter Martinez, Volunteer Boys' Baseball Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Peter Martinez as Volunteer Boys' Baseball Coach at New Milford High School effective February 11, 2015.</p> | Volunteer |

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| <p>15. Mr. Gary Millar, Girls' JV Softball Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Gary Millar as Girls' JV Softball Coach at New Milford High School effective February 11, 2015.</p> | 2014-2015 Stipend: \$3,068 |
| <p>16. Mr. James Mullin, Boys' Varsity Golf Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. James Mullin as Girls' Freshman Softball Coach at New Milford High School Coach at New Milford High School effective February 11, 2015.</p> | 2014-2015 Stipend: \$2,999 |
| <p>17. Mr. Sean Murray, Boys' JV Lacrosse Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Sean Murray as Boys' JV Lacrosse Coach at New Milford High School effective February 11, 2015.</p> | 2014-2015 Stipend: \$3,008
Staff member |
| <p>18. Mr. Michael Nahom, Girls' Assistant Track and Field Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Michael Nahom as Assistant Track and Field Coach at New Milford High School effective February 23, 2015.</p> | 2014-2015 Stipend: \$3,028 |
| <p>19. Mr. Anthony Nocera, Girls' JV Lacrosse Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Anthony Nocera as Girls' JV Lacrosse Coach at New Milford High School effective February 11, 2015.</p> | 2014-2015 Stipend: \$3,008
Staff member |
| <p>20. Ms. Kara Street, Volunteer Girls' Track and Field Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Kara Street as Volunteer Girls' Track and Field Coach at New Milford High School effective February 11, 2015, pending receipt of coaching permit.</p> | Volunteer |
| <p>21. Ms. Kara Street, Volunteer Girls' Indoor Track Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Kara Street as Volunteer Girls' Indoor Track Coach at New Milford High School effective February 11, 2015, pending receipt of coaching permit.</p> | Volunteer |

22. Mr. John Wrenn, Boys' Varsity Baseball Coach, New Milford High School

2014-2015 Stipend: \$4,719
Staff member

Move that the Board of Education appoint **Mr. John Wrenn** as Boys' Varsity Baseball Coach at New Milford High School effective February 11, 2015.

12. LEAVES OF ABSENCE

1. Mrs. Kathleen O'Hara-Ferrari, World Languages Teacher, Schaghticoke Middle School

Unpaid

Move that the Board of Education approve an unpaid leave of absence for **Mrs. Kathleen O'Hara-Ferrari** effective January 29, 2015 through a date to be determined.

10. DISCUSSION AND POSSIBLE ACTION

THE FOLLOWING ITEMS CAN BE FOUND ON THE OPERATIONS SUB-COMMITTEE WEB PAGE UNDER FEBRUARY 3, 2015:

- B. Monthly Reports
 - 1. Purchase Resolution D-671
 - 2. Budget Positions dated December 31, 2014 and January 31, 2015
 - 3. Request for Budget Transfers: December 2014 and January 2015
- C. Gifts & Donations
 - 1. New Milford Police Union
 - 2. Western CT Health Network (New Milford Hospital)

THE FOLLOWING ITEMS CAN BE FOUND ON BOTH THE OPERATIONS SUB-COMMITTEE WEB PAGE AND FACILITIES SUB-COMMITTEE WEB PAGE UNDER FEBRUARY 3, 2015:

- E. Planning for District-wide Grade Reconfiguration
 - 1. Pods and Boxes for Moving
 - 2. SMS Lockers
 - 3. SMS Art Room Conversion
 - 4. SMS Cafeteria Soundproofing
 - 5. SmartBoards and Computers

Personnel – Certified/Non-Certified

Outside Employment

New Milford Public School personnel may hold outside jobs or otherwise receive compensation for outside activities, but must always meet the performance standards of their jobs with the school system. All employees shall be judged by the work performance standard of their jobs and shall be subject to the demands and schedules of their jobs, regardless of any existing outside work or activity requirements.

If outside work or a non-school activity interferes with an employee's performance or ability to meet the requirements of the school system, the employee may be asked to terminate the outside employment or activity in order to remain employed with the school system. If outside work or a non-school activity compromises the effectiveness of the employee or disrupts the operations of the school district, the employee may be subject to disciplinary consequences up to and including termination.

Non-school employment or activity that constitutes a conflict of interest shall be strictly prohibited. Employees shall not receive any compensation or material gain from individuals outside the school system for school materials or property provided by the school system or for services rendered while performing their jobs, unless he or she receives prior approval in writing from the Superintendent of Schools.

Personnel – Certified

Evaluations

It is the policy of the New Milford Board of Education to implement a job performance evaluation program for all employees in accordance with state law and the objectives of the Board to improve performance to the extent practical.

The Superintendent or designee shall evaluate each professional employee who holds a certificate or permit issued by the State Board of Education. Such evaluations shall be conducted in accordance with Connecticut General Statutes §10-151b and related regulations. The Superintendent shall be responsible for developing and implementing the district's teacher evaluation and support program.

The Superintendent shall report the status of such evaluations to the Board of Education on or before June first of each year.

Each employee shall have access to his or her performance evaluations.

Legal References: Connecticut General Statutes

10-151b Teacher evaluations. Teacher evaluation and support program; development; adoption; implementation; guidelines

10-220a In-service training. Professional development committees. Institutes for educators. Cooperating teacher program, regulations.

Policy adopted:	December 9, 2003	NEW MILFORD BOARD OF EDUCATION
Policy revised:	October 18, 2005	New Milford, Connecticut
Policy revised:	June 14, 2011	

Personnel – Certified/Non-Certified

Electronic Monitoring

The New Milford Board of Education reserves its right to approve the use of electronic monitoring in its workplace in accordance with C.G.S. §31-48d.

“Electronic monitoring,” means the collection of information on school district 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 definition does not include the collection of information (A) for security purposes in any common areas of the Board of Education 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 has been approved by the Board for use by this school district in its facilities:

- Monitoring of e-mail and other components of the school district’s computer system and Wi-Fi access for compliance with policies.
- Video surveillance of certain facilities and parking areas for security purposes.
- Recording and/or monitoring of data from school phones, including board-issued cell phones.

Where electronic monitoring may produce evidence of misconduct, the school district may use electronic monitoring without any prior notice when the Board and/or the Superintendent have reasonable grounds to believe employees of the school system are engaged in conduct that (1) violates the law, (2) violates the legal rights of the Board of Education or other employees, or (3) creates a hostile work environment.

The school administration shall post, in a conspicuous place which is readily available for viewing by its employees, a notice concerning the types of electronic monitoring which the administration may engage in.

Legal References: C.G.S. §31-48d – Electronic Monitoring in the Workplace

Policy adopted: December 9, 2003
Policy revised: October 18, 2005
Policy revised: June 14, 2011

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut

Personnel -- Certified

Substitute Teachers

A substitute teacher shall be a person fully qualified to instruct in our schools and who is employed for short periods of time in the absence of the regular teacher. Substitute teachers shall be required to have a valid bachelor's degree, except as otherwise permitted by the State Department of Education.

Suitable programs for training, assigning, orienting and evaluating the work of substitute teachers shall be provided by the certified staff under the direction of the Superintendent.

Unless otherwise provided by contract or required by law, rates of compensation for substitute teachers will be set by the Board of Education and fringe benefits shall not be provided.

Retired teachers may be employed as substitute teachers without jeopardizing their retirement salary within the limits as prescribed by law.

The Superintendent of Schools shall develop and maintain a list of approved substitute teachers. The Superintendent is authorized to approve substitute teachers based upon candidates' qualifications, including but not limited to, education, job-related experience, oral and written communication skills, specialized expertise and references. The list of approved substitute teachers shall be provided to the Board of Education annually and as amended from time to time throughout the year.

Legal Reference: Connecticut General Statutes

10-145 Certificate necessary to employment. Forfeiture for noncompliance.
Substitute teachers

10-183v Reemployment of teachers.

Policy adopted: December 9, 2003
Policy revised: October 18, 2005
Policy revised: June 14, 2011
Policy revised: May 8, 2012

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut

APPROVED FIELD TRIPS

February 2015

<u>School</u>	<u>Grade/Department</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>
NMHS	Cut, Paste & Copy/11-12	11/25/14	Tuesday	13	1	Full Circle Promotions - New Milford, CT	No	\$0
NMHS	Guidance	12/11/14	Thursday	8	1	School Climate Conference @ Newington High School - Newington, CT	No	\$10
SNIS	Music	1/10/15	Saturday	40	6	Northern Regional Auditions @ King Philip Middle School - West Hartford, CT	No	\$0
NMHS	Business/9-12	2/25/15	Wednesday	50	3	DECA State Competition @ Aqua Turf - Southington, CT	Yes-3	\$60
NMHS	Music/9-12	2/28/15	Saturday	22	2	Winter Percussion Competition @ Trumbull High School - Trumbull, CT	No	\$0
NMHS	Music/9-12	3/7/15	Saturday	22	2	Winter Percussion Competition @ Newtown High School & Danbury High School	No	\$0
HPS	1	3/9/15	Monday	102	14	The Warner Theatre - Torrington, CT	No	\$0
NMHS	Music/9-12	3/14/15	Saturday	22	2	Winter Percussion Competition @ West Hill High School - Stamford, CT	No	\$0
NMHS	Music/9-12	3/21/15	Saturday	22	2	Winter Percussion Competition @ Jonathan Law High School - Milford, CT	No	\$0
NMHS	Music/9-12	3/28/15	Saturday	22	2	Winter Percussion Competition @ Norwalk High School & Bunnell High School	No	\$0
NMHS	Business/11-12	3/30/15	Monday	20	1	FBLA State Leadership Conference @ Crown Plaza - Cromwell, CT	Yes-1	\$30
NMHS	Science/9-12	4/1/15	Wednesday	25	2	Indian Rock Preserve - Bristol, CT	Yes-2	\$0
JPS	3	4/2/15	Thursday	90	16	The Institute for American Indian Studies - Washington, CT	No	\$21.22
NMHS	Music/9-12	4/4/15	Saturday	22	2	Winter Percussion Competition @ West Hill High School - Stamford, CT	No	\$0
NMHS	Athletics/Baseball/11-12	4/11-15/15	Saturday-Wednesday	25	3	Walt Disney World/Caribbean Beach Resort - Orlando, CT	No	\$1,200
NMHS	Business/9-12	4/24-29/15	Friday-Wednesday	10	2	International Career Development Conference - Orlando, FL	Yes-2	\$950
JPS	3	5/7/15	Thursday	90	16	Connecticut Science Center - Hartford, CT	No	\$0
NMHS	Science/9-12	5/19/15	Tuesday	25	2	Indian Rock Preserve - Bristol, CT	Yes-2	\$0
SNIS	6	5/19/15	Tuesday	91	6	Soundwaters - Stamford, CT	No	\$32
SNIS	6	5/21/15	Thursday	93	7	Soundwaters - Stamford, CT	No	\$32
SNIS	6	5/27/15	Wednesday	93	7	Soundwaters - Stamford, CT	No	\$32
SMS	8	6/3/15	Wednesday	310	25	Lake Compounce - Bristol, CT	No	\$43.46
SNIS	6	6/4/15	Thursday	68	8	Soundwaters - Stamford, CT	No	\$32
NMHS	Science/9-12	6/22-27/15	Monday-Saturday	25	2	Sherman School - Sherman, CT	No	\$0



NEW MILFORD PUBLIC SCHOOLS
Office of the Assistant Superintendent

50 East Street
New Milford, Connecticut 06776
(860) 354-3235 FAX (860) 210-2643

TO: Dr. JeanAnn C. Paddyfote, Superintendent
FROM: Joshua Smith, Assistant Superintendent
DATE: February 05, 2015
RE: Textbook Previews

The textbooks listed below will be brought before the Board of Education for adoption at the March Board of Education meeting. Board members may review these books, which will be located in the Assistant Superintendent's office, between the hours of 8:00 a.m. and 4:00 p.m.

Fortune's Bones by Marilyn Nelson (Front Street) – Grades 9-12

This book will provide students with literature and history relevant to Connecticut in the 18th century. It honors Fortune, a slave in Waterbury, whose body was used for scientific research by his owner, a doctor, after his death. The book will be an excellent addition, as it will be used in many courses and all grade levels.

Conversations in American Literature by Aufses, Shea, & Scanlon (Bedford/St. Martin's Press) – Grade 11

This text is a new kind of American Literature anthology that puts non-fiction on equal footing with the traditional fiction and poetry, and emphasizes rhetoric, close reading, argument, and synthesis skills. It sparks critical thinking and allows students to explore how issues and texts from the past continue to impact the present.

Country Driving: A Chinese Road Trip by Peter Hessler (Harper Perennial) – Grades 11-12

The final book in this author's award-winning trilogy is about the human side of the economic revolution in China. The author deftly illuminates the vast, shifting landscape of a traditionally rural nation that, having once built walls against foreigners, is now building roads and factory towns that look to the outside world.

Economics by O'Sullivan, Sheffrin, & Wiggins (Prentice Hall) – Grades 11-12

This textbook explores essential questions to help students achieve fundamental understanding of core economic principles. Through engaging narratives, interactive graphics, animations, videos, and the Personal Finance Handbook, students will apply their new knowledge to the real world and build lifelong skills.

Economics: Principles, Problems, & Policies by McConnell, Brue & Flynn (McGraw Hill) – Grade 12

This textbook builds upon the tradition of leadership by sticking to three main goals. Students master the principles essential for understanding specific economic issues, they will understand and apply the economic perspective and reason accurately and objectively about economic matters, and promote a lasting student interest in economics and the economy. This book will be the primary textbook for the new AP course and the content aligns with the AP exam.

**New Milford Board of Education
Facilities Sub-Committee Special Meeting Minutes
February 3, 2015
Lillis Administration Building, Room 2**

Present: Mr. Dave Littlefield, Chairperson
Mrs. Wendy Faulenbach
Mrs. Angela C. Chastain, Alternate
Mr. David A. Lawson (entered at 6:42 p.m.)

Absent: Mr. John W. Spatola

Also Present: Dr. JeanAnn C. Paddyfote, Superintendent of Schools
Mr. Jay Hubelbank, Director of Fiscal Services and Operations
Ms. Ellamae Baldelli, Director of Human Resources
Ms. Roberta Pratt, Director of Technology
Mr. John Calhoun, Facilities Manager
Mr. Nestor Aparicio, Assistant Facilities Manager

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2015 FEB -5 P 2:10

NEW MILFORD, CT

1.	Call to Order The meeting of the New Milford Board of Education Facilities Sub-Committee was called to order at 6:34 p.m. by Mr. Littlefield. Mrs. Chastain was seated in the absence of Mr. Spatola.	Call to Order
2.	Public Comment <ul style="list-style-type: none"> There was none. 	Public Comment
3.	Discussion and Possible Action A. Planning for District-wide Grade Reconfiguration <ol style="list-style-type: none"> Pods and Boxes for Moving SMS Lockers SMS Art Room Conversion SMS Cafeteria Soundproofing SmartBoards and Computers Pods and Boxes for Moving <ul style="list-style-type: none"> Mr. Calhoun said the project managers had suggested using pods for each building involved in the move. There will be three at JPS and with one designated for each of the other three schools involved and one each at the other three schools. Mr. Littlefield asked what the cost was and Mr. 	Discussion and Possible Action Planning for District-wide Grade Reconfiguration <ol style="list-style-type: none"> Pods and Boxes for Moving SMS Lockers SMS Art Room Conversion SMS Cafeteria Soundproofing SmartBoards and Computers

Calhoun said it is estimated at \$4300 for all six pods. Mr. Littlefield suggested the name of a local company for an additional bid and Mr. Calhoun said he would contact them. Mr. Calhoun said the district would be using a local supplier for boxes, tape, labels etc.

- Mrs. Chastain asked how packing materials would be distributed and Mr. Calhoun said they would be delivered to classrooms with labels.

SMS Lockers

- Mr. Calhoun said there is still an open bid with the company that installed the last lockers at SMS and the district would be using them to provide another 100 lockers to SMS for the hallway and athletic locker rooms. This will provide all students with lockers. The cost is estimated at \$29,000. A lead time of eight to ten weeks is required following approval with two to three days to install. If the project is not ready for install by April vacation, it will be done on evenings and weekends so as not to disrupt students and staff.
- Mr. Littlefield asked why the project did not wait until summer. Dr. Paddyfote said they want to get a head start so that when students and parents visit in the spring they will see a completed project. Mr. Calhoun said the more projects that can be completed now without disruption to current staff and students the better so as to minimize the projects occurring this summer.

SMS Art Room Conversion

- Mr. Calhoun said this project will be done in house utilizing local vendors. The old metal shop will be converted into a two room art suite with a full dividing wall in the middle and room for passage. New wallboard, tiles, lights and paint will be added.

	<p>SMS Cafeteria Soundproofing</p> <ul style="list-style-type: none"> Mr. Calhoun said they will be changing out the ceiling tiles and replacing them with sound reducing ones as well as adding wall treatments for noise reduction. This project will also be done in house utilizing local vendors. They will coordinate the color scheme with the current Food Services project so that they will match. The project should be complete by spring. <p>SmartBoards and Computers</p> <ul style="list-style-type: none"> Mr. Hubelbank said this project was discussed during the budget hearings. The cost of \$98,000 for 30 SmartBoards includes installation. Mrs. Faulenbach asked if the goal with this project and the others was to get as much done this year without disruption to the educational process so that the district could then move on to other items and Mr. Hubelbank said that is the goal. 	
<p>4.</p> <p>A.</p>	<p>Items of Information</p> <p>Aquarion Water Meters</p> <ul style="list-style-type: none"> Mr. Calhoun said that four of the six schools have water meters that no longer meet Aquarion specifications so the company is replacing them free of charge. JPS was one and that one will not be replaced. Aquarion has completed the work already at HPS and NMHS. The next building to have work done will be SNIS. Any work that would cause disruption to students and staff will take place outside of school hours. Mr. Littlefield asked if the meters were no longer accurate. Mr. Calhoun said he believed they were being replaced to allow for electronic reading and for standardization. 	<p>Items of Information</p> <p>Aquarion Water Meters</p>

	<p>B. CL&P Electrical Upgrade at East Street</p> <ul style="list-style-type: none"> Mr. Calhoun said there have been power issues for many years at East Street due to 1950s era transformer in the basement and underground power lines. CL&P has agreed to remove the old transformer, install a new one outside and run a new set of lines. Mr. Littlefield asked if CL&P would take care of disposal of the old transformer and Mr. Calhoun said yes. Mrs. Faulenbach asked if there was any cost to the Board and Mr. Calhoun said no. <p>C. Update on Overtime</p> <ul style="list-style-type: none"> Mr. Calhoun said the overtime report continues to be favorable. Last year at this time custodial overtime was at 61% usage, this year it is at 34.5% usage. Maintenance was at 95% usage last year at this time; it is now at 68% usage. Mr. Calhoun said they are trying to work smarter and control what they can so that overtime can be saved for events such as snow. 	<p>CL&P Electrical Upgrade at East Street</p> <p>Update on Overtime</p>
<p>5.</p> <p>A.</p>	<p>Discussion</p> <p>John Pettibone Building</p> <ul style="list-style-type: none"> Dr. Paddyfote said the motion at the June 18th meeting said the topic of the disposition of the John Pettibone Building would be handled by appropriate sub-committees. The topic has been added for discussion to both Facilities and Operations as appropriate. Mr. Lawson said he views this as a wonderful opportunity to expand school options. Keeping control and using the building also provides an insurance policy of sorts in case demographics are wrong and a new school is needed five to ten years down the road. He sees the history of the town, the development of Route 7 and the revitalization of downtown as signs that growth will happen. He said that Ridgefield had a 	<p>Discussion</p> <p>John Pettibone Building</p>

similar situation and reopened their schools. Regarding usage, Mr. Lawson suggests that since the Board just expanded the position of Director for Adult Education it would be good to provide them with a dedicated space for their programs and possibly add day classes. Litchfield Hills Transition Center could move from the MAXX. The East Street offices could relocate there savings on needed infrastructure upgrades to East Street. On the town side, space could be used by the Probate Court, Parks and Recreation and the Youth Agency. The space might be attractive as a satellite campus for a private school. The fields would still be available for community use by youth programs and others. Mr. Lawson said if the building is not needed ten years down the road that would be the time to sell.

- Mrs. Faulenbach said she was pleased to see the discussion regarding usage. She asked if the Board could get a legal opinion on what its obligations are legally for disposition. Mrs. Chastain said it was in process.
- Mrs. Faulenbach asked for an update to the fiscal component regarding capital costs going forward if the Board retains the Pettibone building. Mr. Calhoun asked if Lillis costs should be included and Mrs. Faulenbach said both would be helpful for discussion purposes.
- Mr. Littlefield said he was interested in the fiscal costs going forward. He said there may be an opportunity to use the space for other things such as vocational programs like those offered by Abbott Tech or the Culinary Institute that might generate revenue to cover costs.
- Mr. Lawson said it was regretful that we are back to talking about finances over educational and community use. He said if a new school is needed costs would be much higher.
- Mrs. Faulenbach said that any open, honest dialogue about the building must include the dollar piece; things don't happen in a vacuum.
- Mr. Lawson suggested that the Board have

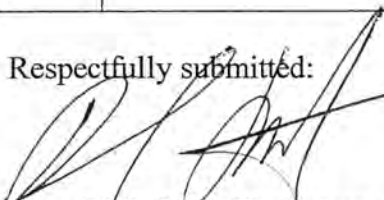
	<p>Milone and MacBroom give a presentation to the Board about educational repurposing of buildings since they have experience with that topic. Dr. Paddyfote said she thought there would be a cost for that.</p> <ul style="list-style-type: none"> • Mr. Littlefield said these preliminary discussions should include cost; it would be irresponsible not to. • Mr. Lawson said regarding generating revenue that the Board is in the education business not money making business and that education is expensive. • Mr. Littlefield said he was talking about offsetting expenses not profit. • Mr. Lawson said costs should be discussed at Operations; this is the Facilities Sub-committee. • Mr. Littlefield asked who owns the fields. Mr. Calhoun said Kimberly Clark owns and leases them to the schools at no cost. • Mr. Littlefield asked how much land the property has. Mr. Calhoun said JPS is about 16 acres and he would have to research the fields. 	
6.	<p>Public Comment</p> <ul style="list-style-type: none"> • Bob Coppola thanked the Chair for adding public comment here. He wanted to confirm that Town agencies are not charged for building use now so there would be no profit from their use. He was glad to see discussion starting about the future of the Pettibone building. • Anne Marie Sarbello, a New Milford resident, said she was concerned that the lockers added to SMS be of appropriate height for shorter sixth graders. She said she was told at a meeting with the Superintendent that the Pettibone building had to be turned back to the town and that it was time sensitive. She said the Youth Agency has expressed an interest in hosting a program at SMS but space may be an issue so why not put them in the Pettibone building. She reported that public opinion is 	<p>Public Comment</p>

New Milford Board of Education
Facilities Sub-Committee Special Meeting Minutes
February 3, 2015
Lillis Administration Building, Room 2

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	<p>that the decision has already been made about the disposition of the property.</p> <ul style="list-style-type: none">• Mr. Littlefield said no decision has been made by the Board of Education.	
7.	<p>Adjourn</p> <p>Mrs. Faulenbach moved to adjourn the meeting at 7:19 p.m. seconded by Mrs. Chastain and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 7:19 p.m.</p>

Respectfully submitted:



Dave Littlefield, Chairperson
Facilities Sub-Committee

**New Milford Board of Education
Operations Sub-Committee Minutes
February 3, 2015
Lillis Administration Building, Room 2**

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2015 FEB -5 P 2:10

NEW MILFORD, CT

Present: Mrs. Wendy Faulenbach, Chairperson
Mr. Robert Coppola
Mr. David R. Shaffer
Mrs. Theresa Volinski

Also Present: Dr. JeanAnn C. Paddyfote, Superintendent of Schools
Ms. Ellamae Baldelli, Director of Human Resources
Mr. Jay Hubelbank, Director of Fiscal Services and Operations
Ms. Roberta Pratt, Director of Technology
Mrs. Laura Olson, Director of Pupil Personnel and Special Services
Mr. John Calhoun, Facilities Manager
Mr. Nestor Aparicio, Assistant Facilities Manager

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.	Call to Order
2.	Public Comment • There was none.	Public Comment
3.	Discussion and Possible Action A. Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence <ul style="list-style-type: none"> Ms. Baldelli passed out a correction to page 7 of Exhibit A. There was an error in the name for #18. She said a revised Exhibit A would be coming for this Friday primarily for additional substitutes and coaches. Mr. Coppola thanked Ms. Baldelli for continuing to identify coaches who are also staff members. He asked how volunteer coaching positions are created. Ms. Baldelli said it is usually someone who approaches the coach or Athletic Director and offers assistance. Mr. Coppola asked if there were set expectations for volunteers. Ms. Baldelli said the AD screens the interested person. Mr. Shaffer asked if first aid and concussion 	Discussion and Possible Action Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence

	<p>training is required of volunteer coaches. Ms. Baldelli said they have all the same requirements of a paid coach but do not receive a stipend.</p> <p>Mr. Coppola moved to bring Exhibit A: Personnel - Certified, Non-Certified Appointments, Resignations and Leaves of Absence to the full Board for approval.</p> <p>Motion seconded by Mr. Shaffer.</p> <p>Motion passed unanimously.</p> <p>B. Monthly Reports</p> <ol style="list-style-type: none"> 1. Purchase Resolution D-671 2. Budget Positions dated 12/31/14 and 1/31/15 3. Request for Budget Transfers: December 2014 and January 2015 <ul style="list-style-type: none"> • Mr. Hubelbank distributed a revision to the Purchase Resolution. The first item, Omni Data, had been inadvertently omitted on the original. The project is part of the original budget and has been ongoing all year. Mrs. Faulenbach asked for comments or questions. • Mr. Coppola asked what the \$15,000 was for. Mr. Hubelbank said it was for necessary network upgrades and maintenance. Ms. Pratt said Omni was storage for the new server network. • Mr. Coppola asked if the arbitration costs referenced came out of the line for attorney fees and Dr. Paddyfote said yes as does the retainer for the Board attorneys. • Mr. Shaffer asked how large a purchase must be to make the list for review. Mr. Hubelbank said \$5000 and Mrs. Faulenbach said this was per Board policy. • Mrs. Volinski asked what the embroidery charge was for and Mr. Hubelbank said this was part of the custodial contract and was a once a year purchase. • Mr. Hubelbank said the Budget Positions show 	<p>Motion made and passed unanimously to bring Exhibit A: Personnel - Certified, Non-Certified Appointments, Resignations and Leaves of Absence to the full Board for approval.</p> <p>Monthly Reports</p> <ol style="list-style-type: none"> 1. Purchase Resolution D-671 2. Budget Positions dated 12/31/14 and 1/31/15 3. Request for Budget Transfers: December 2014 and January 2015
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	<p>all object codes within budget. Revenues are still to come.</p> <ul style="list-style-type: none"> • Mr. Coppola asked if Mr. Hubelbank was concerned about any accounts. Mr. Hubelbank said not at this time. • Mr. Coppola said he wanted to commend Dr. Paddyfote and Mr. Hubelbank for their work in providing suggestions for adjustments during the budget process. • Mr. Shaffer asked what objects 321 and 322 cover. Mr. Hubelbank said the 300 series covers purchased services from contractors, both instructional and non-instructional. Object 321 covers primarily elementary speakers and items in the Department of Instruction. Object 322 is for program improvements in the Technology account and Department of Instruction for staff development and curriculum work. • Mr. Coppola asked how different these reports would look next year in MUNIS. Mr. Hubelbank said what we call things will be the same but the codes will be different. They will be longer to allow for more differentiation. • Mrs. Volinski asked about the membership dues referenced on the Transfer Request and Mr. Hubelbank said that was for SNIS administrators. <p>Mr. Coppola moved to bring the monthly reports: Purchase Resolution D-671, Budget Positions dated 12/31/14 and 1/31/15 and Request for Budget Transfers: December 2014 and January 2015 to the full Board for approval.</p> <p>Motion seconded by Mr. Shaffer.</p> <p>Motion passed unanimously.</p> <p>C. Gifts & Donations</p> <ol style="list-style-type: none"> 1. New Milford Police Union 2. Western CT Health Network (New Milford Hospital) 	<p>Motion made and passed unanimously to bring the monthly reports: Purchase Resolution D-671, Budget Positions dated 12/31/14 and 1/31/15 and Request for Budget Transfers: December 2014 and January 2015 to the full Board for approval.</p> <p>Gifts & Donations</p> <ol style="list-style-type: none"> 1. New Milford Police Union 2. Western CT Health Network (New Milford Hospital)
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	<ul style="list-style-type: none"> • Mrs. Faulenbach said the Board is grateful for all donations from the community. • Mr. Coppola asked if the donations were for the same program. Dr. Paddyfote said yes and that additional donations were still needed as the program featuring former NBA player Chris Herren speaking on substance abuse is expensive. • Mr. Shaffer asked if these donations had been solicited and Mr. Hubelbank said yes and that there was a fundraising form on file. <p>Mr. Shaffer moved to bring Gifts & Donations: New Milford Police Union and Western CT Health Network (New Milford Hospital) to the full Board for approval.</p> <p>Motion seconded by Mr. Coppola.</p> <p>Motion passed unanimously.</p> <p>D. Planning for District-wide Grade Reconfiguration</p> <ol style="list-style-type: none"> 1. Pods and Boxes for Moving 2. SMS Lockers 3. SMS Art Room Conversion 4. SMS Cafeteria Soundproofing 5. SmartBoards and Computers <ul style="list-style-type: none"> • Mr. Hubelbank distributed a handout regarding costs for the items above. • Dr. Paddyfote said that they monitor the salary account closely each year. Two placeholders were inserted at the beginning of the year in case of need. Now that we are five months into the year, she is confident that money can be released to offset unanticipated expenses for SMS so that the district can move on them this year and get them in place prior to spring visitation by students and parents. • Mrs. Faulenbach agreed that this was a great opportunity to get things done. • Mr. Shaffer said he did not see a cost for the pods and boxes on the handout. Mr. Hubelbank said they are still getting quotes on this item 	<p>Motion made and passed unanimously to bring Gifts & Donations: New Milford Police Union and Western CT Health Network (New Milford Hospital) to the full Board for approval.</p> <p>Planning for District-wide Grade Reconfiguration</p> <ol style="list-style-type: none"> 1. Pods and Boxes for Moving 2. SMS Lockers 3. SMS Art Room Conversion 4. SMS Cafeteria Soundproofing 5. SmartBoards and Computers
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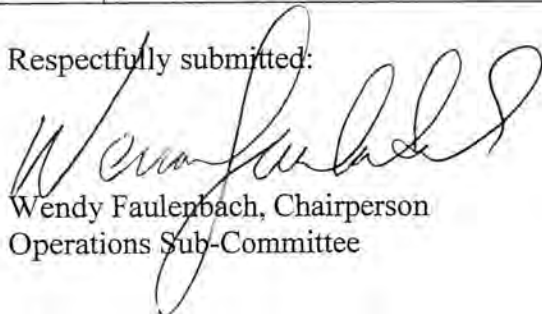
	<p>but that he anticipated the cost to be about \$10,000 and it would be covered easily under the anticipated savings total.</p> <ul style="list-style-type: none"> • Mr. Coppola asked for clarification on the Art Room Conversion. Dr. Paddyfote said this space was originally the large metal shop and is now a storage space. It will be repurposed into two art rooms which will free up additional rooms if needed. <p>Mrs. Volinski moved to bring Planning for District-wide Grade Reconfiguration to the full Board for approval.</p> <p>Motion seconded by Mr. Coppola.</p> <p>Motion passed unanimously.</p>	<p>Motion made and passed unanimously to bring Planning for District-wide Grade Reconfiguration to the full Board for approval.</p>
<p>4.</p> <p>A.</p>	<p>Discussion</p> <p>John Pettibone Building</p> <ul style="list-style-type: none"> • Mrs. Faulenbach said this topic is on both the Operations and Facilities agendas for discussion. • Mr. Coppola said that Operations is looking more at the financial piece for review and that the Board needs to look at all parameters in order to have a clear plan going forward. • Mrs. Faulenbach said she anticipates seeing this topic on future meeting agendas. • Mr. Shaffer asked if the Youth Agency pays for the use of the Lillis Building. Dr. Paddyfote said they do not pay a rental fee. There is some in kind service such as sweeping stairs and cleaning their area. Mr. Calhoun said his department does all repairs and electrical and oil costs come out of the Board budget. • Mr. Coppola asked whether Parks and Recreation is charged for basketball use. Mr. Calhoun said not a rental fee but for custodial overtime during weekend use. Mr. Calhoun asked about other youth organizations and Mr. 	<p>Discussion</p> <p>John Pettibone Building</p>

	<p>Calhoun said there was a small charge.</p> <ul style="list-style-type: none"> • Mrs. Volinski asked if Scouts could rent space. Mr. Calhoun said they could for a small rental fee. • Mr. Shaffer said he would love to see the Board keep the Pettibone building and incorporate a culinary arts program for the high school as part of its usage. • Dr. Paddyfote said she wanted to clarify comments she made at a meeting with the Superintendent. She said that as part of a conversation she had with Attorney McKeon she understood that once the building is not used for “educational purposes” it must be turned over to the town. She did not discuss a timeframe or the definition of “educational purposes” with him. There is some history of this nature with the Bridge Street building. When programs were cut in June, the building was turned over to the town by August. • Mr. Coppola said it seems clear that when the building is no longer used for educational purposes it will need to be released but the question is when that moment will come. • Mrs. Faulenbach said she would like a legal definition of the phrase “for educational purposes” and also the legalities of the timeframe involved. 	
5.	<p>Items of Information</p> <p>A. Update on Arum and Associates, Project Managers</p> <ul style="list-style-type: none"> • Dr. Paddyfote reviewed the activities performed by Arum and Associates since November which included administrative meetings, hosting 13 focus groups, preparing meeting comments for review by administration and developing Q&A for the website. They have also solicited parent volunteers to serve on a parent advisory committee. They have invoiced for these services and the town will pay from the 	<p>Items of Information</p> <p>Update on Arum and Associates, Project Managers</p>

	<p>allocation made at Town Council.</p> <ul style="list-style-type: none"> • Dr. Paddyfote said the big issue that has been identified so far for staff is packing and she and Ms. Baldelli will meet with teacher union leadership next week on the topic. • Mr. Shaffer asked about the parent focus group numbers and Dr. Paddyfote said about 100 parents total attended; some meetings were well attended, others had just a few parents. • Mr. Coppola said he attended one of the focus groups and he is glad to see buses have been added in the budget as that was one of the big concerns. 	
B.	<p>Update on MUNIS</p> <ul style="list-style-type: none"> • Mr. Hubelbank said he is pleased to report that things are moving right along. He feels that they are in very good shape to go live with financials as of July 1st and to start Human Resources and Payroll in March with a live date for those areas of January 2016. • Mrs. Faulenbach asked if it was definite that next year's budget would be done in MUNIS. Mr. Hubelbank said that is the plan and that they are in the process of loading data so that three years will be available by then. 	Update on MUNIS
C.	<p>Update on Regional Calendar</p> <ul style="list-style-type: none"> • Dr. Paddyfote distributed a handout that she received at a superintendents meeting in January regarding the regional calendar. It includes a summary from the Office of Legal Review. She pointed out that the handout shows a start date of August 27th for next year but also includes three flex days for use around that time and an additional five flex days throughout the year. 	Update on Regional Calendar
D.	<p>Update on 2013-2014 Audit Report</p> <ul style="list-style-type: none"> • Mr. Hubelbank said he received a draft of the 	Update on 2013-2014 Audit Report

	audit last week and was happy to report that it showed no material weaknesses on either the Town or Board side. He plans to attend the February 11, 2015 Board of Finance meeting where the audit will be discussed. A final copy will go to the Board.	
6.	Public Comment <ul style="list-style-type: none">• Anne Marie Sarbello, a New Milford resident, said she went to many of the focus groups and has signed up for the parent advisory group. She said the project managers had participants jot ideas on post it notes which they said they would share online with two weeks. She said the public is concerned with turning over the Pettibone building to the town and then needing to build a new school down the road. She said the perception is that the deal is already done.• David Lawson said he is pleased with the Pettibone conversation on many levels. He believes usage can be for educational and municipal purposes. He is glad to see the exchange of ideas and suggestions. In particular he likes the technical school ideas since these are needed services and could be a revenue stream. He believes the building offers many potential opportunities to the community.	Public Comment
7.	Adjourn <p>Mr. Coppola moved to adjourn the meeting at 8:30 p.m. seconded by Mr. Shaffer and passed unanimously.</p>	Adjourn <p>Motion made and passed unanimously to adjourn the meeting at 8:30 p.m.</p>

Respectfully submitted:



Wendy Faulenbach, Chairperson
Operations Sub-Committee