

**New Milford Board of Education**  
**Policy Sub-Committee Special Meeting Minutes**  
**December 5, 2023**  
**Sarah Noble Intermediate School Library Media Center**

Present:	Mrs. Olga I. Rella, Chairperson Mrs. Tammy McInerney Mrs. Sarah Herring Mr. Brian McCauley	RECEIVED TOWN CLERK 2023 DEC -7 A 8:11
Absent:	Mrs. Leslie Sarich	NEW MILFORD, CT

Also Present:	Dr. Janet Parlato, Superintendent of Schools Ms. Holly Hollander, Assistant Superintendent Dr. JeanAnn Paddyfote, Project-Based Employee on Google Meet Mrs. Ashley Dovale, MLL Coordinator
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1.	<b>Call to Order</b> The New Milford Board of Education Policy Sub-Committee was called to order at 6:45 pm by Mrs. Olga Rella, Chairperson.	<b>Call to Order</b>
2.	<b>Public Comment</b> None	<b>Public Comment</b> None
3.	<p><b>A. Policies Recommended for Approval at Initial Reading due to Statutory Changes or Legal Requirement</b></p> <ol style="list-style-type: none"> <li>1. 1105 Non-Discrimination (Community)</li> <li>2. 3440 Individuals with Disabilities Education Act Fiscal Compliance</li> <li>3. 3514 Code of Conduct Governing Procurements Under a Federal Award</li> <li>4. 4111.1 Non-Discrimination (Personnel) 4211.1</li> <li>5. 5000 Non-Discrimination (Students)</li> <li>6. 5165 Graduation Requirements</li> </ol> <p>Regarding policy 1105, Dr. Parlato stated there are three non-discrimination policies: community, personnel and students. These three</p>	<p><b>A. Policies Recommended for Approval at Initial Reading due to Statutory Changes or Legal Requirement</b></p> <ol style="list-style-type: none"> <li>1. 1105 Non-Discrimination (Community)</li> <li>2. 3440 Individuals with Disabilities Education Act Fiscal Compliance</li> <li>3. 3514 Code of Conduct Governing Procurements Under a Federal Award</li> <li>4. 4111.1 Non-Discrimination (Personnel) 4211.1</li> <li>5. 5000 Non-Discrimination (Students)</li> <li>6. 5165 Graduation Requirements</li> </ol>

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	<p>were recently approved, but now there has been the legally-required addition of the definition of sexual orientation, a line that states the Board must provide equal access to the Boy Scouts, as well as technical edits to the policy itself.</p> <p>Mrs. McInerney and Mrs. Rella asked why only the Boy Scouts are listed specifically. Dr. Parlato stated that this policy provides some protection to the Boy Scouts, so the district cannot deny them access because a school building as a school is a “limited public forum.” Mrs. McInerney stated there are other organizations that fall under that umbrella. Dr. Parlato agreed.</p> <p>Dr. Paddyfote stated that the Boy Scouts take certain positions that may be deemed offensive by some individuals, who might then deny their access to the school buildings. The Boy Scouts’ position on homosexuality, for example, may be seen as discriminatory, and the policy is protecting the Boy Scouts right to access a limited public forum.. Mrs. Rella and Mrs. McInerney pointed out the contradiction of an organization that may hold discriminatory beliefs in a non-discrimination policy.</p> <p>Mrs. Rella asked if the Board has to adopt the policy as-is. Dr. Parlato stated that the mention of the Boy Scouts is part of a federal requirement. Mrs. McInerney and Mrs. Rella asked to go on record to state they do not agree with it.</p> <p>Regarding policy 3440, Mrs. McInerney stated the number is being recycled. Dr. Parlato added that it is mandated. Mrs. McInerney stated that these will be adopted in the next full board meeting. Mrs. Rella stated yes, because they have to be adopted by January 1st. Dr. Parlato stated if you are a recipient of federal funding there are certain areas of fiscal compliance you have to adhere to.</p>	
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	<p>Mr. McCauley arrived at 6:56. Mrs. Rella stated she appreciated him coming and being an alternate.</p> <p>Regarding policy 3514, Dr. Parlato stated it has to do with federally funded contracts and a code of conduct attached to it. The policy is new, but the number is being recycled. Dr. Parlato stated Article 1 covers the policy, including expending School Nutrition Program funds on goods and/or services. Mrs. McInerney stated that it means the district cannot do favors for friends when federal funds are involved. Mrs. Rella noted it includes a code of conduct. Dr. Parlato stated yes, it sets standards for relationships when it comes to federal dollars.</p> <p>Regarding policies 4111.1 and 4211.1 Dr. Parlato stated this is the second of the non-discrimination policies and pertains to personnel. Mrs. McInerney asked why there are two numbers. Dr. Paddyfote stated one is for certified and one is for non-certified.</p> <p>Regarding policy 5000, Mrs. Rella stated it is the same non-discrimination policy, but for students. Dr. Parlato stated yes, including the piece about sexual orientation definition and the Boy Scouts.</p> <p>Regarding policy 5165, Mrs. McInerney stated that mastery based credits are confusing. Dr. Parlato stated that this policy enshrines the half credit of required personal finance. Mrs. McInerney stated it is already required by the district and asked if it is now a state requirement. Dr. Parlato stated yes, and the 2nd piece is the now-required FAFSA completion. Mrs. Rella asked to confirm that if a student is not going to college they still have to fill out the form. Dr. Parlato stated yes, or the family must complete a waiver.</p> <p>Mrs. McInerney asked for clarification on page 3 of 8, the Mastery Based Credit. Mrs. Rella asked who decides the mastery. Ms. Hollander</p>	
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 Policy Sub-Committee Special Meeting Minutes  
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	<p>explained that this was adopted before her time but believes the district used grades in courses and SAT test results. Ms. Hollander stated she agrees that there needs to be clarification and has asked Mr. Manka to come and do an update on the Pathways work at the March Committee on Learning. At this time, if the students through their course work demonstrate mastery of content and skills, then that is evidence of what New Milford is looking for.</p> <p>Dr. Parlato stated she wanted to leave the mastery-based credit in the policy because as the district moves forward with the Pathways work, there is the hope to have students involved in internships and other experiences. Mrs. McInerney stated that it seems like students are getting credit for a class and then an additional credit for the same class. Ms. Hollander agreed it should be better defined. Ms. Hollander stated she will work with her team to put together an explanation of the graduation requirements along with updates on Pathways for March 2024.</p> <p>Dr. Parlato reiterated that she prefers to keep it in because eventually the district will be able to award credit to student that will eventually be part of the Pathways. Mrs. Rella stated the district needs to be clear how that is gained until that time comes. Mr. McCauley stated he thinks the mastery based credit is good but wishes the state had defined it better for districts. Mrs. McInerney agreed and added that for some schools it is a huge deal.</p> <p><i>Mrs. Rella moved to bring policies recommended for approval at initial reading due to statutory changes or legal requirement. Seconded by Mrs. Herring.</i></p> <p><b>B. Policy for First Read</b></p> <ol style="list-style-type: none"> <li>3280 Gifts, Grants and Bequests to the District</li> </ol>	<p>Motion made and passed unanimously for policies recommended for approval at initial reading due to statutory changes or legal requirement to the Board for approval.</p> <p><b>B. Policy for First Read</b></p> <ol style="list-style-type: none"> <li>3280 Gifts, Grants and Bequests to the District</li> </ol>
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		<p>Regarding policy 3280, Mrs. McInerney asked to clarify that this policy is not mandated. Mrs. Rella stated that is correct. Dr. Parlato stated this is a policy and administrative regulations that talks about the acceptance of gifts and the procedures for it. Dr. Paddyfote stated it requires the Superintendent's approval for gifts over \$500. Mrs. McInerney stated that the Superintendent then informs the Board of these gifts. Mrs. Rella asked if it was a new policy. Dr. Paddyfote stated it replaces an existing policy.</p> <p><i>Mrs. McInerney moved to bring the above policy to the board for first review. Seconded by Mrs. Rella.</i></p> <p><b>C. Policies Recommended for Deletion Once Policies in 3.A are Approved</b></p> <ol style="list-style-type: none"> <li>1. 3440 Inventories</li> <li>2. 3514 Equipment</li> </ol> <p>Mrs. Rella stated these particular policies are being replaced. Dr. Paddyfote added that they are not mandated policies and can be captured as part of regulations or district practice. Dr. Paddyfote continued by stating the Technology Department usually has a system in place. Dr. Parlato stated they have asset tags in these departments. Mrs. McInerney stated that it seems it is already being done.</p> <p><i>Mrs. Rella moved to bring the above policies Recommended for Deletion to the full board for deletion. Seconded by Mrs. McInerney.</i></p>	<p>Motion made and passed unanimously for policy 3280 to be brought before the Board for first review.</p> <p><b>C. Policies Recommended for Deletion Once Policies in 3.A are Approved</b></p> <ol style="list-style-type: none"> <li>1. 3440 Inventories</li> <li>2. 3514 Equipment</li> </ol> <p>Motion made and passed unanimously for the following policies to be brought to the board for deletion.</p>
4.		<p><b>Items of Information</b></p> <ol style="list-style-type: none"> <li>1. 1105 R Administrative Regulations Regarding Non-Discrimination (Community)</li> </ol>	<p><b>Items of Information</b></p> <ol style="list-style-type: none"> <li>1. 1105 R Administrative Regulations Regarding</li> </ol>

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	<ol style="list-style-type: none"> <li>2. 3280 R Administrative Regulations Regarding Gifts, Grants and Bequests to the District</li> <li>3. 3440 R Administrative Regulations Regarding Individuals with Disabilities Education Act Fiscal Compliance</li> <li>4. 4111.1 R Administrative Regulations Regarding Non-Discrimination (Personnel) 4211.1 R</li> <li>5. 5000 R Administrative Regulations Regarding Non-Discrimination (Students)</li> </ol> <p>Mrs. Rella asked if there were any questions. Mrs. McInerney asked if someone is listed as a contact in a policy, and that person leaves the district, does the policy have to be approved again. Dr. Paddyfote stated no, not if a contact name changes.</p> <p>Mrs. Rella asked if it was possible to do away with paper policies and go electronic/online. Mrs. McInerney agreed and stated she references policies by going to the district website. Once a policy is approved the website is updated right away. Board members can utilize chromebooks and read it on a screen. Dr. Paddyfote stated it should be at the preference of the individual board members. Dr. Parlato added that there is a master paper copy in the office. Dr. Paddyfote stated it would be worth having the board members weigh in.</p> <p>Regarding regulation 3440 R, Dr. Parlato stated anything purchased through IDEA needs to follow certain guidelines and be tracked. IDEA must be used to supplement not supplant the general fund. It covers students who attend charter schools and what those children might need, and excess cost.</p> <p>Regarding regulations 4111.1R and 4211.1R, and 5000, Mrs. Rella stated all the regulations have the complaint form attached. Dr. Parlato confirmed it does.</p>	<p>Non-Discrimination (Community)</p> <ol style="list-style-type: none"> <li>2. 3280 R Administrative Regulations Regarding Gifts, Grants and Bequests to the District</li> <li>3. 3440 R Administrative Regulations Regarding Individuals with Disabilities Education Act Fiscal Compliance</li> <li>4. 4111.1 R Administrative Regulations Regarding Non-Discrimination (Personnel) 4211.1 R</li> <li>5. 5000 R Administrative Regulations Regarding Non-Discrimination (Students)</li> </ol>
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5.		<b>Public Comment</b> None	<b>Public Comment</b>
6.		<b>Adjourn</b> <i>Mrs. McInerney moved to adjourn the meeting at 7:27 pm, seconded by Mrs. Herring and passed unanimously.</i>	<b>Adjourn</b> Motion made and passed unanimously to adjourn the meeting at 7:27pm.

Respectfully Submitted,



Mrs. Olga I. Rella, Chair