



Human Resources

2025-2026 Budget Presentation

January 21, 2025

New Milford Public Schools Mission Statement

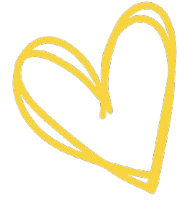
The mission of the New Milford Public Schools, a collaborative partnership of students, educators, family and community, is to prepare each and every student:

- To compete and excel in an ever-changing world;
 - To embrace challenges with vigor;
 - To 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.





Meet the Team!



Terri Kavanagh
Director of Human Resources



Madison Rainha-Tibbetts
Administrative Secretary



Eileen Rama, MA
Benefit Specialist



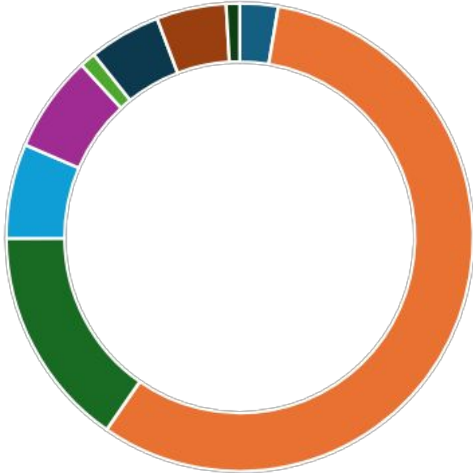
Jessica de Mello
Secretary HR & Fiscal Service

By the Numbers



Staff at a Glance

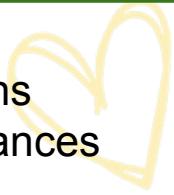
- Admin
- Teachers
- ParaEducators
- Custodian/Maintenance
- Secretaries
- Nurses
- Food Service
- Non-Bargaining
- Adult Ed



Interesting Facts:

- Youngest Employee – 19
- Oldest Employee – 80+
- Longest Serving Employee – 50 years!
- Most Tenured Teacher – 45 Years!
- Most Common Name – Jennifer (20)

Employee Relations
Contract Grievances
Title IX



What we do



Contract Negotiations
- 2 Contract negotiations completed
- 1 Contract negotiations ongoing
Upcoming – Teachers - 2026
- Administrators - 2026
- Custodians - 2026
- Food Service - 2026



Benefit Administration
- 75% Participation
Medical/Dental/Vision

40+ FMLA Leaves
- 14 Future Employees

Certification Compliance (EDS)
State reporting (EEOC/Non Cert Rpt)
District Volunteers – 200+
Adherence to federal & state laws
Department of labor Forms & Disputes

Strategic staffing/Talent Acquisitions/ Career Fairs



Current Projects



- Efforts to attract a broader pool of educators who reflect the demographics of our student body
- Selection and hiring practices to ensure they are equitable and conducive to attracting a diverse candidate



Total of 200+ volunteers



Position Control



Para of the Year



Exit Interviews

HR by the Numbers

2025-2026

ORG	OBJ	DESCRIPTION	23-24 BUDGET	23-24 ACTUAL	24-25 BUDGET	25-26 BUDGET	BUDGET TO BUDGET CHANGE	BUDGET TO BUDGET % CHANGE
BHZ25743	51115	SALARY TURN OVER SAVINGS	(455,381)	0	(455,381)	(455,381)	0	0%
BHZ25743	51180	STIPENDS	0	0	6,300	6,300	0	0%
BHZ25743	51202	SUBSTITUTES	984,000	1,447,558	1,023,360	1,056,108	32,748.00	3.20%
BHZ25743	51210	SALARY	348,888	266,532	359,417	374,496	15,079	4.20%
BHZ25743	53200	PROFESSIONAL SERVICES	72,516	66,451	66,773	64,652	(2,121)	-3.18%
BHZ25743	55400	ADVERTISING	5,000	1,442	5,000	5,000	0	0%
BHZ25743	55800	TRAVEL	515	145	515	515	0	0%
BHZ25743	56100	SUPPLIES	3,000	2,469	3,000	3,000	0	0%
BHZ25743	58100	DUES & FEES	500	544	750	865	115	15.33%
		TOTAL	959,038	1,785,141	1,009,734	1,055,555	45,821	4.54%

Budget Drivers



- Smooth Process Flow/ Build Efficiencies
 - Position Control in MUNIS
- Adherence to Changing Laws
 - CT Sick Leave Law
 - Minimum Wage Changes – January 2025
 - SDE - Certification Changes
- Stability in the Human Resources Team
 - Increased exposure to Employee – HR in Residence
 - Communication of HR information –Newsletter & Instagram



NMPS_hr

Thank you for your continued support!

