

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

BOARD OF EDUCATION
MEETING NOTICE

RECEIVED
TOWN CLERK
2015 MAY -8 P 3:32

NEW MILFORD, CT

DATE:	May 12, 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. CMEA Northern Region Music Festival: NMHS students Serina Ahmed, David Alvarado, Kayla Blackburn, Aidan Busnel, Michael Carroll, Nathaniel Diamond, Michael Fitch, Nicholas Fitch, Killian Greene, Brandon Halberg, Amber Levine, Francine Luo, Frank Magnante, Sylvia Onorato, Allegra Peery, Zachary Pitcher, Brandon Rehaag, Annie Robbins, Christian Scillitoe, Kendall Stewart and Yuri Suzuki

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. Regular Meeting Minutes April 7, 2015

7. SUPERINTENDENT'S REPORT

8. BOARD CHAIRMAN'S REPORT

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 May 12, 2015

B. Monthly Reports

1. Purchase Resolution D-674

2. Budget Position dated April 28, 2015

3. Request for Budget Transfers

C. Gifts & Donations

1. New Milford Youth Agency – Town of New Milford: Exhibit B

D. Grants

1. Adult Education – ED 244

2. IDEA Grant

E. Policy for Second Review

1. 3541 Transportation Services

F. Policies for Approval

1. 4118.112/4218.112 Sexual and Other Unlawful Harassment

2. 4118.231/4218.231 Drug and Alcohol Use

3. 9325 Meeting Conduct

G. Food and Nutrition Services

1. Healthy Food Certification Statement

2. Food Certification Exemptions for School Fundraisers

H. SMS Roof

I. Baldwin Park Expansion Project

J. John Pettibone Building

1. Investigation of two programs for Pettibone, including costs:

a. culinary institute for students

b. alternative high school

11. ITEMS FOR INFORMATION AND DISCUSSION

A. Field Trip Report

B. Textbook Preview: Grades 11-12

12. EXECUTIVE SESSION (Anticipated)

A. Discussion of Superintendent's performance and performance evaluation and possible new contract of employment.

13. DISCUSSION AND POSSIBLE ACTION

A. Discussion and possible authorization of Board Chair and Board Counsel to enter discussions and/or negotiations with Superintendent of Schools on new, three-year contract.

14. ADJOURN

ITEMS OF INFORMATION

Facilities Sub-Committee Minutes – May 5, 2015

Operations Sub-Committee Minutes – May 5, 2015

Policy Sub-Committee Meeting May 19, 2015 – 6:45 p.m. Lillis Administration Building, Room 2	Operations Sub-Committee Meeting June 2, 2015 – 7:30 p.m. Lillis Administration Building, Room 2
Committee on Learning May 19, 2015 – 7:30 p.m. Lillis Administration Building, Room 2	Board of Education Meeting June 9, 2015 – 7:30 p.m. Sarah Noble Intermediate School, LMC
Facilities Sub-Committee Meeting June 2, 2015 – 6:45 p.m. Lillis Administration Building, Room 2	

**New Milford Board of Education
Regular Meeting Minutes
April 7, 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 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 Mrs. Laura Olson, Director of Pupil Personnel and Special Services Mrs. Dana Ford, Principal, Schaghticoke Middle School Mrs. Anne Bilko, Principal, Sarah Noble Intermediate School Dr. Len Tomasello, Principal, Hill & Plain School Mr. Eric Vazquez, Student Representative
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1.	Call to Order A. Pledge of Allegiance The regular meeting of the New Milford Board of Education was called to order at 7:30 pm. The Pledge of Allegiance immediately followed the call to order.	Call to Order A. Pledge of Allegiance
2.	Recognition A. CAS Elementary Arts Recognition: HPS students Zachary Schneider and Kaia Wotzak Dr. Paddyfote invited Mrs. Buckley, HPS teacher, to present the awards for the CAS Elementary Arts Recognition program. B. CMEA Northern Region Middle School Music Festival: SMS students Jessica Berkun, Madison Bielmeier, Michael Cavuoto, Nicholas Cavuoto, Emma Chamberlin, Geovanna Coelho, Kasey Donnelly, Jenna Drahota, Emma Harvison, Scott	Recognition A. CAS Elementary Arts Recognition: HPS students Zachary Schneider and Kaia Wotzak B. CMEA Northern Region Middle School Music Festival: SMS students Jessica Berkun, Madison Bielmeier, Michael Cavuoto, Nicholas Cavuoto,

	<p>Klimowich, Madyson Lubas, Eliza Peery, Melissa Salazar, Grace Schuette, William Stanton and SNIS students Sophia Conklin, Adam Crispo, August Latta, Madelyn Malinowski, Amanda Manaog, Emma Padros, Samuel Quigley, Hannah Spinner, Terrell Williams and Andrew Xu</p> <ul style="list-style-type: none"> • Dr. Paddyfote noted that these recognitions were for the outstanding music programs that the school district has. • Dr. Paddyfote asked Ms. Taylor and Mr. Gregory from Schaghticoke to present the CMEA Northern Region Middle School Music Festival recognitions for SMS. • Dr. Paddyfote asked Mr. Fitzgerald and Mrs. Capone to present the CMEA Northern Region Middle School Music Festival recognitions for SNIS. <p>The meeting recessed at 7:45 p.m. for a brief reception and reconvened at 7:55 p.m.</p>	<p>Emma Chamberlin, Geovanna Coelho, Kasey Donnelly, Jenna Drahota, Emma Harvison, Scott Klimowich, Madyson Lubas, Eliza Peery, Melissa Salazar, Grace Schuette, William Stanton and SNIS students Sophia Conklin, Adam Crispo, August Latta, Madelyn Malinowski, Amanda Manaog, Emma Padros, Samuel Quigley, Hannah Spinner, Terrell Williams and Andrew Xu</p>
3.	<p>Public Comment</p> <ul style="list-style-type: none"> • There was none. 	<p>Public Comment</p>
4.	<p>PTO Report</p> <ul style="list-style-type: none"> • Mrs. Romaniello reported that the PTO is winding down for the year. • Voting for a new Board will occur within the next month or two and Mrs. Romaniello will no longer be the President of the district wide PTO. • The PTO will be selling John Pettibone School ornaments through the schools and the Historical Society as a fundraiser. • Mrs. Faulenbach thanked Mrs. Romaniello for her service over the years. 	<p>PTO Report</p>
5.	<p>Student Representatives' Report</p> <ul style="list-style-type: none"> • The winter athletics awards evening was held April 6th. • The German Honor Society induction was held 	<p>Student Representatives' Report</p>

	<p>April 7th.</p> <ul style="list-style-type: none"> • A college planning night for seniors is planned for April 8th. • The sophomore ring ceremony will be held April 9th. • The jazz festival will be held April 22nd. • A Poetry Slam will be held April 24th. • The Math Honors Society will hold its first induction April 27th. • On April 30th there will be a college fair with over 90 colleges attending. 	
<p>6.</p> <p>A.</p>	<p>Approval of Minutes</p> <p>Approval of the following Board of Education Meeting Minutes</p> <ol style="list-style-type: none"> 1. Regular Meeting Minutes March 10, 2015 2. Special Meeting Minutes March 24, 2015 <p>Mr. Coppola moved to approve the following Board of Education Meeting Minutes: Regular Meeting Minutes March 10, 2015 and Special Meeting Minutes March 24, 2015, seconded by Mrs. Faulenbach and passed unanimously.</p> <ul style="list-style-type: none"> • Mrs. Volinski asked that the minutes be separated for vote. <p>Mrs. Faulenbach withdrew her second and Mr. Coppola withdrew his motion.</p> <p>Mr. Coppola moved to approve the Regular Meeting Minutes March 10, 2015, seconded by Mrs. Faulenbach and passed 6-0-3.</p> <p>Aye: Mr. Littlefield, Mrs. Faulenbach, Mrs. Chastain, Mrs. Shook, Mr. Lawson, Mr. Coppola</p> <p>Abstain: Mr. Spatola, Mrs. Volinski, Mr. Shaffer</p> <p>Mr. Coppola moved to approve the Special Meeting Minutes March 24, 2015, seconded by Mrs.</p>	<p>Approval of Minutes</p> <p>A. Approval of the following Board of Education Meeting Minutes</p> <ol style="list-style-type: none"> 1. Regular Meeting Minutes March 10, 2015 2. Special Meeting Minutes March 24, 2015 <p>Motion made to approve the following Board of Education Meeting Minutes: Regular Meeting Minutes March 10, 2015 and Special Meeting Minutes March 24, 2015</p> <p>Second and motion withdrawn.</p> <p>Motion made and passed to approve the Regular Meeting Minutes March 10, 2015</p> <p>Motion made and passed to approve the Special Meeting Minutes March 24, 2015</p>

	<p>Faulenbach and passed 8-0-1.</p> <p>Aye: Mr. Littlefield, Mrs. Faulenbach, Mrs. Chastain, Mrs. Shook, Mr. Lawson, Mr. Coppola, Mr. Spatola, Mrs. Volinski Abstain: Mr. Shaffer</p>	
7.	<p>Superintendent's Report</p> <ul style="list-style-type: none"> • Dr. Paddyfote said the PODs have arrived at John Pettibone, Schaghticoke, and Sarah Noble schools. • Team Red-7 won the Battle of the Books at Schaghticoke. • Mr. Mankin from the Youth Agency has been working on an after school program and has 38 parents working with him to get it up and running. • Spring break will be April 13th through the 17th. 	Superintendent's Report
8.	<p>Board Chairman's Report</p> <ul style="list-style-type: none"> • Mrs. Chastain reminded Board members to hand in their evaluations. • She handed out a copy of the deed for John Pettibone which Board members had requested. 	Board Chairman's Report
9.	<p>Committee Reports</p> <p>A. Facilities Sub-Committee</p> <ul style="list-style-type: none"> • Mr. Littlefield said they looked at the five year Facilities capital plan, discussed ideas for the use of the John Pettibone building, and heard a presentation by Mr. Chayka from Robotics and Beyond in public comment regarding potential use of John Pettibone. <p>B. Operations Sub-Committee</p> <ul style="list-style-type: none"> • Mrs. Faulenbach said they discussed the monthly reports, gifts and donations, Adult Educator director position, E-rate contract, food certification exemptions, the proposed graduation date of June 20th, projected end of year balance, use of John Pettibone building, and informational items such as the draft 	<p>Committee Reports</p> <p>A. Facilities Sub-Committee</p> <p>B. Operations Sub-Committee</p>

	<p>school calendar, MUNIS update, the Affordable Care Act, and transitional activities for the closure of Pettibone.</p>	
C. Policy Sub-Committee	<ul style="list-style-type: none"> Mr. Lawson noted there was a policy on the agenda for approval, one for first review, two for second review and they are working on the 4000 series. 	C. Policy Sub-Committee
D. Committee on Learning	<ul style="list-style-type: none"> Mrs. Shook said they discussed curriculum plan adjustments which are on the agenda tonight, the middle school Project Lead the Way program, also on the agenda tonight, the smarter balanced assessment test and the grade 7 math curriculum pilot. 	D. Committee on Learning
E. Education Connection	<ul style="list-style-type: none"> Mr. Coppola said the SB942 which will change the interdistrict coop program might be reduced by the governor but only SHEFF regions will qualify for the money if it goes through and New Milford won't get any. Mr. Coppola also noted that he has been asked to serve as Board Chair of Education Connection. Through a connection with Education Connection and the Lion's Club, he was able to apply for a grant for \$1,000 for Lion's Quest. 	E. Education Connection
F. Connecticut Boards of Education (CABE)	<ul style="list-style-type: none"> Mr. Littlefield said he had no report. 	F. Connecticut Boards of Education (CABE)
G. Negotiations Committee	<ul style="list-style-type: none"> Mrs. Chastain said the negotiations were ongoing with the nurses and would begin soon with the secretarial union. 	G. Negotiations Committee

10.	Discussion and Possible Action	Discussion and Possible Action
	<p data-bbox="253 422 951 527">A. Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated April 7, 2015</p> <p data-bbox="310 632 995 779">Mrs. Faulenbach moved to approve Exhibit A: Personnel - Certified, Non-Certified, Appointments, Resignations and Leaves of Absence dated April 7, 2015, seconded by Mr. Coppola</p> <ul data-bbox="367 810 984 957" style="list-style-type: none"> • Mr. Coppola said he was upset we were losing an assistant principal to a competitor and commended the people retiring for their service. <p data-bbox="310 989 748 1020">The motion passed unanimously.</p> <p data-bbox="253 1062 837 1209">B. Monthly Reports 1. Purchase Resolution D-673 2. Budget Position as of March 27, 2015 3. Request for Budget Transfers</p> <p data-bbox="310 1272 959 1451">Mrs. Shook made a motion to approve monthly reports: Purchase Resolution D-673, Budget Position as of March 27, 2015 and Request for Budget Transfers, seconded by Mrs. Faulenbach and passed unanimously.</p> <p data-bbox="253 1514 724 1629">C. Gifts and Donations 1. PTO – Exhibit B 2. MCCA, Inc.- Exhibit C</p> <p data-bbox="310 1661 1000 1808">Mr. Coppola moved to accept Gifts and Donations: PTO – Exhibit B in the amount of \$14,975.50 and MCCA, Inc. - Exhibit C in the amount of \$1,000.00, seconded by Mr. Lawson.</p> <ul data-bbox="367 1839 943 1944" style="list-style-type: none"> • Mr. Coppola noted if it wasn't for the PTO many field trips for the elementary grades would not happen. 	<p data-bbox="1016 422 1495 590">A. Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated April 7, 2015</p> <p data-bbox="1016 632 1503 842">Motion made and passed unanimously to approve Exhibit A: Personnel - Certified, Non-Certified, Appointments, Resignations and Leaves of Absence dated March 10, 2015.</p> <p data-bbox="1016 1052 1503 1230">B. Monthly Reports 1. Purchase Resolution D-673 2. Budget Position as of March 27, 2015 3. Request for Budget Transfers</p> <p data-bbox="1016 1262 1463 1472">Motion made and passed unanimously to approve monthly reports: Purchase Resolution D-673, Budget Position as of March 27, 2015 and Request for Budget Transfers.</p> <p data-bbox="1016 1514 1430 1619">C. Gifts and Donations 1. PTO – Exhibit B 2. MCCA, Inc.- Exhibit C</p> <p data-bbox="1016 1650 1487 1860">Motion made and passed unanimously to accept Gifts and Donations: PTO – Exhibit B in the amount of \$14,975.50 and MCCA, Inc. - Exhibit C in the amount of \$1,000.00.</p>

	<p>The motion passed unanimously.</p> <p>D. Policy for Approval 1. 4115.1/4215.1 Athletic Coaches Evaluation and Termination</p> <p>Mrs. Shook moved to approve the following policy: 4115.1/4215.1 Athletic Coaches Evaluation and Termination, seconded by Mr. Lawson and passed unanimously.</p> <p>E. Policy for First Review 1. 3541 Transportation Services</p> <p>F. Policies for Second Review 1. 4118.112/4218.112 Sexual and Other Unlawful 2. 4118.231/4218.231 Drug and Alcohol Use 3. 9325 Meeting Conduct</p> <p>G. Five Year Facilities Capital Plan 2015-2020</p> <p>Mr. Littlefield moved to approve the Five Year Facilities Capital Plan 2015 - 2020, seconded by Mrs. Faulenbach.</p> <ul style="list-style-type: none"> • Mr. Coppola asked if this is reviewed over time. • Mrs. Chastain noted this is a fluid document. • Mr. Lawson said he is approving the plan because it is non-binding and is just a plan. <p>The motion passed unanimously.</p> <p>H. 2015-2016 Curriculum Plan Adjustment</p> <p>Mr. Coppola moved to approve the 2015-2016 Curriculum Plan Adjustment to add Grade 6 Math, K-5 Social Studies, and K-2 Developmental Guidance, seconded by Mrs. Shook.</p>	<p>D. Policy for Approval 1. 4115.1/4215.1 Athletic Coaches Evaluation and Termination</p> <p>Motion made and passed unanimously to approve the following policy: 4115.1/4215.1 Athletic Coaches Evaluation and Termination.</p> <p>E. Policy for First Review 1. 3541 Transportation Services</p> <p>F. Policies for Second Review 1. 4118.112/4218.112 Sexual and Other Unlawful 2. 4118.231/4218.231 Drug and Alcohol Use 3. 9325 Meeting Conduct</p> <p>G. Five Year Facilities Capital Plan 2015-2020</p> <p>Motion made and passed unanimously to approve the Five Year Facilities Capital Plan 2015 – 2020.</p> <p>H. 2015-2016 Curriculum Plan Adjustment</p> <p>Motion made and passed to approve the 2015-2016 Curriculum Plan Adjustment to add Grade 6 Math, K-5 Social Studies, and K-2 Developmental Guidance.</p>
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- Mr. Coppola thanked Mr. Smith that the Board was able to look at this plan in advance and not at the last minute.
- Mr. Shaffer asked if these were replacement curriculum or additions and Mr. Smith said they are additions to the plan.
- Mr. Shaffer said he would not want to write new curriculum for math when we don't know what could be in it through the common core.
- Mr. Smith said some math is being written including Algebra.
- Mr. Shaffer said we don't know what the grades 10, 11 and 12 common core will include and said he would rather wait for a year from now to see what should be in these courses.
- Mr. Smith said the assessment was never meant to be specific about what courses would teach what content.
- Mr. Shaffer said he felt the only way the district would learn would be to look at the test. Mr. Smith commented that the district could adjust the curriculum after seeing how the students do on the strands but would probably not do a total rewrite of the curriculum.
- Mr. Shaffer said he did not want to set up the students for frustration and discouragement if they were being tested on something they had not been taught yet.
- Mr. Littlefield asked if the smarter balance was ever going to be part of the students' grade and Mr. Smith said it would be part of the graduation requirement but not the grade.
- Mrs. Faulenbach noted the Board sets the requirements for graduation.
- Mr. Coppola said the Board had an alternate for those who might do well on the CAPT and wondered if the same plan was in effect for the smarter balanced test and Mr. Smith said the policy was changed two years ago to be broader.
- Mr. Shaffer said he could not support this unless they agreed not to write the course guides for grades 10, 11 and 12 math.
- Dr. Paddyfote noted the plan was already written, this motion merely added the specified

	<p>curriculum.</p> <p>The motion passed 8-1.</p> <p>Aye: Mr. Spatola, Mrs. Volinski, Mr. Littlefield, Mrs. Faulenbach, Mrs. Chastain, Mrs. Shook, Mr. Lawson, Mr. Coppola No: Mr. Shaffer</p> <p>I. Middle School Project Lead the Way</p> <p>Mr. Lawson moved to approve the Middle School Project Lead the Way program, seconded by Mr. Littlefield.</p> <ul style="list-style-type: none"> • Mr. Shaffer asked if this meant the IA program was being dropped. Mr. Smith answered that although the motion does not say so, that is what will happen. • Mr. Lawson noted that this program complemented the high school program with 21st century shop skills such as estimation skills, hands-on tools skills and offers updated skill sets. • Mr. Coppola said he worked with the "Odyssey of the Mind" program where students worked together in groups to accomplish a mission and wondered if there was a way to design this program to use skills from the woodshop and work together in groups. • Mr. Smith said there are certain skills that will continue such as using tools and measuring. • Mr. Coppola said he liked the program and the relationship of the skills together. • Mr. Smith noted other school districts cannot offer the program in the same way because they do not have access to the IA tools that New Milford has. • Mr. Coppola asked if an IA certification would be needed and Mr. Smith said there is a lot of flexibility in certification. • Mr. Shaffer noted when Projects Unlimited was separated the math teacher could not teach tools because he did not have an IA 	<p>The motion passed 8-1.</p> <p>I. Middle School Project Lead the Way</p> <p>Motion made and passed to approve the Middle School Project Lead the Way program.</p>
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	<p>certification.</p> <ul style="list-style-type: none"> • Ms. Baldelli said this position could be Tech Education, Computer Education or even Science Education. • Mr. Shaffer felt one or two sections of IA could be kept perhaps with a retired IA teacher. • Mr. Littlefield said he is frustrated that the wood shop has to be given up but he supports the PLTW program. • Mrs. Chastain said she would support the motion and perhaps an after school program could be added for IA. <p>The motion passed 8-1.</p> <p>Aye: Mr. Spatola, Mrs. Volinski, Mr. Littlefield, Mrs. Faulenbach, Mrs. Chastain, Mrs. Shook, Mr. Lawson, Mr. Coppola No: Mr. Shaffer</p>	
J.	New Milford High School Graduation Date 2015	J. New Milford High School Graduation Date 2015
	<p>Mrs. Shook moved to approve June 20, 2015 at 5:00 p.m. as the New Milford High School Graduation Date for 2015, seconded by Mrs. Faulenbach and passed unanimously.</p>	<p>Motion made and passed unanimously to approve June 20, 2015 at 5:00 p.m. as the New Milford High School Graduation Date for 2015.</p>
K.	Adult Education Director	K. Adult Education Director
	<p>Mr. Coppola moved to approve the position of a full time Adult Education Director and to fill as soon as possible, seconded by Mrs. Faulenbach.</p> <ul style="list-style-type: none"> • Mr. Coppola said he was excited about what could be offered to the people in the community during the day. • Mr. Faulenbach said this was a proactive approach. <p>The motion passed unanimously.</p>	<p>Motion made and passed unanimously to approve the position of a full time Adult Education Director and to fill as soon as possible.</p>

<p>L.</p>	<p>E-Rate Contract for Internet</p> <p>Mr. Littlefield moved to approve the 5 year contract with Frontier Communications for fiber link connections between schools and to authorize the Superintendent to sign the contract on the Board's behalf, seconded by Mrs. Volinski.</p> <ul style="list-style-type: none"> • Mr. Shaffer asked if the district looked carefully at this as Frontier has given itself a black eye. • Mr. Smith noted the corporate side was different from the residential side as all the lines have already been strung and the band width is 10 times greater than what we have now. <p>The motion passed unanimously.</p>	<p>L. E-Rate Contract for Internet</p> <p>Motion made and passed unanimously to approve the 5 year contract with Frontier Communications for fiber link connections between schools and to authorize the Superintendent to sign the contract on the Board's behalf.</p>
<p>M.</p>	<p>Food Certification Exemptions for School Fundraisers</p> <p>Mrs. Shook moved to authorize the Superintendent to approve Food Certification Exemptions for School Fundraisers as appropriate, seconded by Mrs. Faulenbach.</p> <ul style="list-style-type: none"> • Mr. Shaffer asked how long the policy was in effect that didn't allow candy and cookies and Dr. Paddyfote said it has been in effect for at least three years. • Mr. Hubelbank noted this certification has been in effect for 10 years and allows the district 10 cent reimbursement per healthy meal served which equates to about \$30,000 annually. <p>The motion passed unanimously.</p>	<p>M. Food Certification Exemptions for School Fundraisers</p> <p>Motion made and passed unanimously to authorize the Superintendent to approve Food Certification Exemptions for School Fundraisers as appropriate.</p>
<p>N.</p>	<p>Projected 2014-15 EOY Balance</p> <p>Mr. Coppola moved to approve Exhibit D – Recommended Expenditures from 2014-15 End of Year Projected Balance in the amount of \$482,450, seconded by Mrs. Faulenbach.</p>	<p>N. Projected 2014-15 EOY Balance</p> <p>Motion made and passed to approve Exhibit D – Recommended Expenditures from 2014-15 End of Year Projected Balance in the amount of \$482,450.</p>

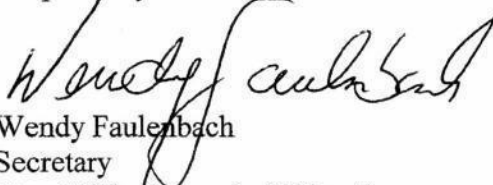
	<ul style="list-style-type: none"> • Mr. Hubelbank said this amount comes from higher than budgeted revenue from special education and Medicaid reimbursements and expenses holding pretty firm. • Mr. Spatola asked for clarification as to whether this motion would expend the entire amount and Mrs. Chastain said it was the amount on Exhibit D. <p>The motion passed 7-2.</p> <p>Aye: Mrs. Volinski, Mr. Littlefield, Mrs. Faulenbach, Mrs. Chastain, Mrs. Shook, Mr. Lawson, Mr. Coppola No: Mr. Spatola, Mr. Shaffer</p>	
11.	Items for Information and Discussion	Items for Information and Discussion
A.	Field Trip Report <ul style="list-style-type: none"> • Mr. Coppola said he was excited about the music awards and wondered how the event was paid for. Mr. Smith said the entry fee was paid by the student and the transportation was paid by the district. • Mr. Coppola noted these students showed that there is an A in STEM – Arts. • Mr. Coppola said he is excited about the Elliott Pratt field trips and asked Mr. Smith to talk about them. Mr. Smith said the next one coming up would be the releasing of the trout that have been growing in tanks at Sarah Noble. Mr. Coppola asked who paid for transportation and Mr. Smith said PTO donations paid. • Mr. Coppola said he wanted to point out what some of the elementary schools were doing for field trips. 	A. Field Trip Report
B.	Planning SMS Schedule for 2015-2016 <ul style="list-style-type: none"> • Ms. Baldelli said when they started the scheduling they realized that certification is one issue with PLTW and IA but they are still exploring alternatives for study hall students. 	B. Planning SMS Schedule for 2015-2016

**New Milford Board of Education
Regular Meeting Minutes
April 7, 2015
Sarah Noble Intermediate School Library Media Center**

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	<ul style="list-style-type: none">• She noted the scheduling of a building takes a tremendous amount of data and then conflicts need to be resolved. They are hoping to have a more final schedule by May.• Mr. Lawson asked how many lunch waves there would be and Ms. Baldelli said two per grade. She also said there would be three periods before lunch, two lunch periods and two periods after lunch for an eight period day.• Mr. Coppola asked if it would be possible next year to hold a Board meeting at each of the schools versus just staying at Sarah Noble.	
12.	Adjourn Mrs. Shook moved to adjourn the meeting at 9:01 p.m., seconded by Mr. Littlefield and passed unanimously.	Adjourn Motion made and passed to adjourn the meeting at 9:01 p.m.

Respectfully submitted:


Wendy Faulembach
Secretary
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
May 12, 2015
**As of May 11, 2015

ACTION ITEMS

A. Personnel

1. **CERTIFIED STAFF**

a. **RESIGNATIONS**

1. **Mr. Shawn Strack**, English Teacher, New Milford High School
Move that the Board of Education accept the resignation of **Mr. Shawn Strack** as an English Teacher at New Milford High School effective May 15, 2015.

Took position elsewhere

2. **Mrs. Virginia (Heidi) Sullivan**, Guidance Counselor, New Milford High School
Move that the Board of Education accept the resignation, due to retirement, of **Mrs. Virginia (Heidi) Sullivan** as a Guidance Counselor at New Milford High School effective June 30, 2015.

Retirement

3. **Mrs. Debbie Winder**, Elementary Teacher, Sarah Noble Intermediate School
Move that the Board of Education accept the resignation, due to retirement, of **Mrs. Debbie Winder** as an Elementary Teacher at Sarah Noble Intermediate School effective June 30, 2015.

Retirement

b. **NON-RENEWALS**

1. **None currently**

2. **CERTIFIED STAFF**

b. **APPOINTMENTS**

1. **None currently**

3. **NON-CERTIFIED STAFF**

a. **RESIGNATIONS**

1. **Mrs. Jeanne Dingee**, Paraeducator, New Milford High School
Move that the Board of Education accept the resignation, due to retirement, of **Mrs. Jeanne Dingee** as a Paraeducator at New Milford High School effective June 30, 2015.

Retirement

2. **Mr. Patrick Hendricks**, Accounting/Data Specialist, Central Office
Move that the Board of Education accept the resignation of **Mr. Patrick Hendricks** as Accounting/Data Specialist at Central Office effective May 8, 2015.

Took position elsewhere

- Education History:*
BA: Penn State University
Major: Art

- | | |
|--|--|
| <p>2. Mr. Tyler Maine, Substitute Teacher
<u>Move</u> that the Board of Education appoint Mr. Tyler Maine as a Substitute Teacher effective May 7, 2015.</p> <p>3. Ms. Kimberly Marcus, Substitute Teacher
<u>Move</u> that the Board of Education appoint Ms. Kimberly Marcus as a Substitute Teacher effective May 13, 2015.</p> <p>4. Ms. Ashley Seymour, Substitute Teacher
<u>Move</u> that the Board of Education appoint Ms. Ashley Seymour as a Substitute Teacher effective May 13, 2015.</p> <p>6. ADULT EDUCATION STAFF
a. RESIGNATIONS
1. None currently</p> <p>7. ADULT EDUCATION STAFF
b. APPOINTMENTS
1. None currently</p> <p>8. BAND STAFF
a. RESIGNATIONS
1. Ms. Carly Barney, Winter Percussion – Visual Tech, Band, New Milford High School
<u>Move</u> that the Board of Education accept the resignation of Ms. Carly Barney as Winter Percussion – Visual Tech, Band at New Milford High School effective March 31, 2015.</p> <p>9. BAND STAFF
b. APPOINTMENTS
1. Ms. Gina Carrozza, Marching Band Music/Visual Tech, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Gina Carrozza as Marching Band Music/Visual Tech at New Milford High School effective May 13, 2015.</p> <p>2. Mr. James Curley, Marching Band Volunteer, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. James Curley as Marching Band Volunteer at New Milford High School effective May 13, 2015.</p> | <p><i>Education History:</i>
BA: Utica College
Major: Mathematics
MA: SUNY Albany
Major: Mathematics</p> <p><i>Education History:</i>
BS: Clark University
Major: Psychology</p> <p><i>Education History:</i>
BS: SCSU
Major: Liberal Studies
MS: University of New Haven
Major: Elementary Education</p> <p>Personal</p> <p>2015-2016 Stipend: \$947</p> <p>Volunteer</p> |
|--|--|

<p>3. Mr. Lawrence Davis, Marching Band Volunteer, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Lawrence Davis as Marching Band Volunteer at New Milford High School effective May 13, 2015.</p>	Volunteer
<p>4. Mr. Konrad Dziemian, Marching Band Pit Instructor/Arranger, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Konrad Dziemian as Marching Band Pit Instructor/Arranger at New Milford High School effective May 13, 2015.</p>	2015-2016 Stipend: \$1419
<p>5. Ms. Heather Levanti, Marching Band Volunteer, New Milford High School <u>Move</u> that the Board of Education appoint Ms. Heather Levanti as Marching Band Volunteer at New Milford High School effective May 13, 2015.</p>	Volunteer
<p>6. Mr. Timothy Polhemus, Marching Band Music/Visual Tech, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Timothy Polhemus as Marching Band Music/Visual Tech at New Milford High School effective May 13, 2015.</p>	2015-2016 Stipend: \$947 Current staff member
<p>7. Mr. Bryson Teel, Marching Band Drumline Assistant, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Bryson Teel as Marching Band Drumline Assistant at New Milford High School effective May 13, 2015.</p>	2015-2016 Stipend: \$1419
<p>8. Mr. Kevin Thompson, Marching Band Drumline Caption Head, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Kevin Thompson as Marching Band Drumline Caption Head at New Milford High School effective May 13, 2015.</p>	2015-2016 Stipend: \$1419
<p>9. Mr. Ryan Wendt, Marching Band Volunteer, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Ryan Wendt as Marching Band Volunteer at New Milford High School effective May 13, 2015.</p>	Volunteer

<p>10. Mr. Zachery Whitlock, Marching Band Visual Tech, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Zachery Whitlock as Marching Band Visual Tech at New Milford High School effective May 13, 2015.</p>	2015-2016 Stipend: \$1419
<p>11. Mr. Barry Zhou, Marching Band Visual Caption Head, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Barry Zhou as Marching Band Visual Caption Head at New Milford High School effective May 13, 2015.</p>	2015-2016 Stipend: \$1895
<p>10. COACHING STAFF a. RESIGNATIONS</p>	
<p>1. Mr. Steve Botelho, Boys' Assistant Wrestling Coach, New Milford High School <u>Move</u> that the Board of Education accept the resignation of Mr. Steve Botelho as Boys' Assistant Wrestling Coach at New Milford High School effective March 24, 2015.</p>	Personal Reasons
<p>2. Mr. Greg LaCava, Girls' Head Soccer Coach, New Milford High School <u>Move</u> that the Board of Education accept the resignation of Mr. Greg LaCava as Girls' Head Soccer Coach at New Milford High School effective November 14, 2014.</p>	Personal Reasons
<p>11. COACHING STAFF b. APPOINTMENTS</p>	
<p>1. Mr. Larry Badaracco, Volunteer Boys' Football Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Larry Badaracco as Volunteer Boys' Football Coach at New Milford High School effective June 1, 2015.</p>	Volunteer Current Staff Member
<p>2. Mr. Tom Ferrell, Volunteer Boys' Football Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Tom Ferrell as Volunteer Boys' Football Coach at New Milford High School effective June 1, 2015.</p>	Volunteer
<p>3. Mr. Terry Flynn, Volunteer Boys' Football Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Terry Flynn as Volunteer Boys' Football Coach at New Milford High School effective June 1, 2015.</p>	Volunteer

<p>4. Mr. Cody Madden, Volunteer Boys' Football Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Cody Madden as Volunteer Boys' Football Coach at New Milford High School effective June 1, 2015.</p>	Volunteer
<p>5. Mr. Michael Madden, Volunteer Boys' Football Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Michael Madden as Volunteer Boys' Football Coach at New Milford High School effective June 1, 2015.</p>	Volunteer
<p>6. Mr. Sean Mahon, Volunteer Boys' Football Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Sean Mahon as Volunteer Boys' Football Coach at New Milford High School effective June 1, 2015.</p>	Volunteer Current Staff Member
<p>7. Mr. Peter Martinez, Volunteer Boys' Football Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Peter Martinez as Volunteer Boys' Football Coach at New Milford High School effective June 1, 2015.</p>	Volunteer
<p>8. Mr. Chris Mascolo, Volunteer Boys' Football Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Chris Mascolo as Volunteer Boys' Football Coach at New Milford High School effective June 1, 2015.</p>	Volunteer
<p>9. Mr. Sean Murray, Volunteer Boys' Football Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Sean Murray as Volunteer Boys' Football Coach at New Milford High School effective June 1, 2015.</p>	Volunteer Current Staff Member
<p>10. Mr. Chris Rigdon, Volunteer Boys' Football Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Chris Rigdon as Volunteer Boys' Football Coach at New Milford High School effective June 1, 2015.</p>	Volunteer

- 11. Mr. David Warren**, Volunteer Boys' Football Coach, New Milford High School
Move that the Board of Education appoint **Mr. David Warren** as Volunteer Boys' Football Coach at New Milford High School effective June 1, 2015.

Volunteer

12. LEAVES OF ABSENCE

- 1. **Mrs. Rebecca Eannacony**, Paraeducator, Sarah Noble Intermediate School
Move that the Board of Education approve an unpaid leave of absence for **Mrs. Rebecca Eannacony** effective May 31, 2015 through October 31, 2015.
- 2. **Ms. Meagan English**, Paraeducator, New Milford High School
Move that the Board of Education approve an unpaid leave of absence for **Ms. Meagan English** effective May 15, 2015 through the 2015-2016 school year.
- 3. **Mrs. Julianne Morin**, School Social Worker, New Milford High School
Move that the Board of Education approve an unpaid leave of absence for **Mrs. Julianne Morin** for the 2015-2016 school year.
- 4. **Mrs. Kathleen O'Hara-Ferrari**, World Languages Teacher, Schaghticoke Middle School
Move that the Board of Education approve an unpaid leave of absence for **Mrs. Kathleen O'Hara-Ferrari** effective May 6, 2015 through June 30, 2015.

Unpaid Leave of Absence

Unpaid Leave of Absence

Unpaid Leave of Absence

Unpaid Leave of Absence

10. DISCUSSION AND POSSIBLE ACTION

**THE FOLLOWING ITEMS CAN BE FOUND ON THE
OPERATIONS WEB PAGE UNDER MAY 5, 2015**

- A. Exhibit A: Personnel – Certified, Non-Certified Appointments,
Resignations and Leaves of Absence dated May 12, 2015
- B. Monthly Reports
 - 1. Purchase Resolution D-674
 - 2. Budget Position dated April 28, 2015
 - 3. Request for Budget Transfers
- C. Gifts & Donations
 - 1. New Milford Youth Agency – Town of New Milford: Exhibit B
- D. Grants
 - 1. Adult Education – ED 244
 - 2. IDEA Grant
- G. Food and Nutrition Services
 - 1. Healthy Food Certification Statement

**THE FOLLOWING ITEM CAN BE FOUND ON THE
POLICY WEB PAGE UNDER MARCH 17, 2015**

- E. Policy for Second Review
 - 1. 3541 Transportation Services

Personnel -- Certified/Non-Certified

Sexual and Other Unlawful Harassment

It is the policy of the New Milford Board of Education to maintain a working and learning environment that is free from sexual and other unlawful harassment. The Board will not tolerate the harassment of any applicant, employee, independent contractor, volunteer, student or visitor based on sex, sexual orientation, gender identity or expression, race, color, religion, national origin, ancestry, marital status, age, disability or genetic information. All forms of harassment are prohibited whether verbal, physical or visual, and regardless of the medium through which it occurs. Such harassment violates Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972 and the Connecticut Fair Employment Practices Act.

This policy prohibits sexual and other unlawful harassment by employees, teachers, administrators, Board members, volunteers, and others contractually or otherwise under the control of the school system. It also protects against harassment by any third person who is on school premises, at a school workplace or who otherwise comes in contact with school personnel in connection with their employment at the school system.

Definition of Unlawful Harassment

Unlawful harassment means unwelcome and offensive conduct that has the purpose or effect of unreasonably interfering with an employee's performance and/or employment opportunities or that is sufficiently severe, pervasive or persistent so as to create an intimidating, hostile or offensive working environment. All forms of harassment are prohibited whether verbal, written, visual or physical and regardless of the medium through which it occurs.

Definition of Sexual Harassment

Unwelcome sexual advances, requests for sexual favors and other inappropriate verbal, non-verbal or physical conduct of a sexual nature constitute sexual harassment when:

- Submission to the conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- Submission to or rejection of the conduct by an individual is used as the basis of employment decisions affecting the individual;

Personnel -- Certified/Non-Certified

Sexual and Other Unlawful Harassment

Definition of Sexual Harassment (continued)

- The conduct has the purpose or effect of substantially interfering with an individual's work performance, and/or is sufficiently severe, pervasive or persistent that it creates an intimidating, hostile or offensive work environment; or

Such conduct constitutes sexual harassment whether or not a threat of adverse job consequences is carried out and whether or not the employee actually suffers any tangible adverse job consequences.

Sexual harassment includes a wide range of behaviors – from pressure or requests for sexual activities to unwelcome sexual comments and innuendo to verbal abuse of a sexual nature. Unwelcome sexual flirtations and advances, offensive touching of an individual, graphic or verbal commentaries about an individual's body, sexually degrading words used to describe an individual, and displays in the work place of sexually suggestive objects or pictures are some of the additional behaviors that constitute sexual harassment. Behavior appropriate in a social setting may not be appropriate in the school and work environment. Sexual harassment may be subtle and even unintentional. It may be directed towards members of the opposite or same sex.

Examples of Sexual Harassment

While an exhaustive list is not possible, the following are examples of specific conduct that violate the law and policy and which, if severe and pervasive, constitute sexual harassment. In each case, such a determination will depend upon the totality of the circumstances, including the severity of the conduct and its pervasiveness. Sexual harassment includes, but is not limited to:

- Suggestive or obscene letters, notes, all electronic messages, voice mail messages, invitations, derogatory comments, slurs, jokes, epithets, touching, impeding or blocking movement, leering, gestures, noises, pulling at clothes, display of sexually suggestive objects, pictures or cartoons, sexual assault, attempted sexual assault;
- Continuing to express sexual interest after learning of or being informed that the interest is unwelcome;
- Coercive sexual behavior used to control, influence, or affect the career, salary and/or work environment of another employee, such as threats of reprisal, implying or withholding support for an appointment, promotion, transfer, or change of assignment;
- Discussion of one's own sexual activities or inquiries into others' sexual experiences;

Personnel -- Certified/Non-Certified

Sexual and Other Unlawful Harassment

Examples of Sexual Harassment

- Suggesting a poor performance evaluation will be prepared or that a probationary period of employment will not be completed successfully;
- The creation of an atmosphere of sexual harassment or intimidation, or a hostile or offensive working environment; and
- Inappropriate attention of a sexual nature.

Relationships at the Workplace

Sexual or romantic relationships between employees and students are strictly prohibited whether or not they constitute sexual harassment as defined in this policy. In addition, those working for the school system, and especially those in position of authority, should be sensitive to the questions about mutuality of consent that may be raised, and to the conflicts of interest that may exist, in personal relationships with other school personnel.

Examples of Other Unlawful Harassment

Unwelcome speech or conduct of an offensive or hostile nature based on an individual's race, color, national origin, sex, age, disability, religion, sexual orientation, gender identity or expression, marital status, ancestry, or genetic information is also prohibited by this policy. Examples of such unlawful harassment include, but are not limited to, the following:

- Intimidation and implied or overt threats of physical violence or physical acts of aggression or assault upon another or damage to another's property that is motivated by race, color, national origin, sex, age, disability, religion, sexual orientation, gender identity or expression, marital status, ancestry, or genetic information or any other basis prohibited by local, state and federal law;
- Depending upon the circumstances and context, demeaning jokes, taunting, slurs, derogatory nicknames, innuendos or other negative or offensive remarks relating to an individual's race, color, national origin, sex, age, disability, religion, sexual orientation, gender identity or expression, marital status, ancestry, or genetic information or any other basis prohibited by local, state and federal law;
- Depending upon the circumstances and context, graffiti, slogans, or visual displays such as cartoons, graphics or posters depicting slurs or derogatory sentiments relating to an individual's race, color, national origin, sex, age, disability, religion, sexual orientation, gender identity or expression, marital status, ancestry, or genetic information or any other basis prohibited by local, state and federal law.

Personnel -- Certified/Non-Certified

Sexual and Other Unlawful Harassment

Complaint Procedure

All members of the school community are responsible for helping to assure that sexual and other unlawful harassment is avoided. Any person who has observed or otherwise become aware of the conduct prohibited by this policy should bring the matter to the immediate attention of the Title IX Coordinator. The District's Title IX Coordinator is:

Director of Human Resources
50 East Street
New Milford, CT 06776
860-210-2200

Supervisors and administrators who become aware of possible violations of this policy and fail to report them may be subject to discipline.

The Superintendent of Schools is authorized to develop and maintain regulations establishing a complaint procedure for reporting violations of this policy. Any person who feels he or she has been harassed or victimized in violation of this policy should process a complaint in accordance with the Complaint Procedure described in the accompanying regulations.

All complaints will be promptly investigated in as confidential a manner as practical and appropriate corrective action will be taken when warranted. Any employee, volunteer or other individual under the control of the school system who is determined after an investigation to have engaged in harassment in violation of this policy will be subject to discipline, including possible dismissal. He or she may also be personally liable in any legal action brought against him or her.

Retaliation

Retaliation against an individual because she or he has reported harassment or has cooperated in an investigation of alleged harassment is a violation of Board policy and state and federal law. Such retaliation is a form of harassment and will be handled in the same manner as other forms of unlawful harassment.

Personnel -- Certified/Non-Certified

Sexual and Other Unlawful Harassment

Responsibilities of the Title IX Coordinator

The Title IX Coordinator is responsible for the following:

1. Ensuring that all complaints of unlawful harassment are investigated in a prompt and objective manner;
2. Ensuring the school district's compliance with various statutory record keeping, notice and training requirements in the area of harassment. This includes the requirement of posting in a prominent and accessible location information concerning the illegality of sexual harassment and remedies available to victims of sexual harassment;
3. Reviewing the Board's policy on harassment and these accompanying administrative regulations periodically for appropriate updating, and monitors them on an on-going basis for effective implementation;
4. Ensures that the Board's policy and administrative regulations are distributed to all employees annually;
5. Ensuring that the definition of "harassment" as well as the process by which any person may make a complaint of sexual, racial or other unlawful harassment is part of the orientation for all employees at the start of the school year and new employees during the school year;
6. Ensuring employees are aware of who is serving as Title IX Coordinator for personnel for the District and how he or she may be reached.

Sexual Harassment Training for Administrators and Supervisory Employees

Administrators and others with supervisory responsibilities must attend a two-hour, school-sponsored sexual harassment training program within six months of assuming such position with the school district and thereafter when required by the school district. Such training shall include, at minimum, a description of the state and federal laws prohibiting sexual harassment, the definition of sexual harassment, a discussion of the types of conduct that may constitute sexual harassment, a description of the remedies available in such cases, a discussion of strategies to prevent sexual harassment and the warning that individuals who commit acts of sexual harassment may be subject to civil and criminal penalties.

A copy of this policy or appropriate summary shall be periodically distributed to all employees.

Personnel -- Certified/Non-Certified

Sexual and Other Unlawful Harassment

Legal References:

Connecticut General Statutes

10-153 Discrimination Based on Marital Status
46a-54(15) Commission powers
46a-60(a) Connecticut Fair Employment Practices Act
46a-81c Sexual Orientation Discrimination- Employment
R.S.C.A. 46a-54-200 through 46a-54-207

United States Code

20 U.S.C. 1681 Title IX of the Education Amendments of 1972
29 U.S.C. 623 Age Discrimination in Employment Act
29 U.S.C. 794 Section 504 of the Rehabilitation Act of 1973
42 U.S.C. 2000d and 2000e Titles VI and VII of the Civil Rights Act of 1964
42 U.S.C. 2000ff Genetic Information Nondiscrimination Act of 2008
42 U.S.C. 6101 Age Discrimination Act of 1975
42 U.S.C. 12101 Americans with Disabilities Act
29 C.F.R. 1604.11 EEOC Guidelines on Sexual Harassment

Policy adopted: December 9, 2003
Policy revised: November 7, 2005
Policy revised: June 14, 2011
Policy revised: October 11, 2011

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut

Personnel – Certified/Non-Certified

Drug and Alcohol Use

The New Milford Board of Education is committed to maintaining a work environment free from the adverse impact of employee drug and alcohol abuse. Employee drug and alcohol abuse can create serious risks of physical harm to fellow employees and students, and economic injury to the Board and other employees. Drug or alcohol abuse can lead to increased accident rates and absenteeism and can cause job performance and productivity to suffer. Employee drug and alcohol abuse can seriously compromise safety in the workplace and the quality of the services that the Board provides to the public.

Use of Illegal Drugs

The Board prohibits the unlawful manufacture, distribution, possession, or use of controlled substances by its employees in the workplace. The “workplace” includes but is not limited to: employees while on the job, while on school premises, while operating school equipment or vehicles, or while operating any other equipment or vehicles while on school business. “Controlled Substance(s)” includes any drug or substance that the law prohibits an individual from manufacturing, selling, or otherwise transferring, including, but not limited to, marijuana and cocaine. As a condition of employment, employees must abide by this policy and may be required to submit to a drug test where appropriate under this policy.

The Board also prohibits its employees from being on the job, on school premises, operating school equipment or vehicles, or operating any other equipment or vehicle on school business while under the influence of any controlled substance. An employee is “under the influence” if drug test results indicate the presence of a controlled substance in the employee’s system in an amount that constitutes a positive test result as defined elsewhere in this policy.

The Board recognizes the right of its employees to engage in off-duty activities of their choice. However, an employee’s off-duty activity that involves illegal drug use, including possession or sale, adversely impacts the school system and will not be tolerated.

Use of Legally Obtained Drugs

Employees must not be on the job, on school premises, or operating school equipment or vehicles while on school business while under the influence of any drug – legal or illegal – that renders the employee unfit for duty. An employee is “unfit for duty” if, in the opinion of the Director of Buildings and Grounds, an Administrator or his/her designee, the employee’s use of drugs jeopardizes his/her ability to work safely or efficiently.

Personnel – Certified/Non-Certified

Drug and Alcohol Use

Use of Legally Obtained Drugs Cont'd.

If an employee's medically -required use of legally obtained drugs renders the employee unfit for duty, in the opinion of the Director of Buildings and Grounds, an Administrator or his/her designee, and a temporary alternative job assignment is not available, the employee will be considered unfit for duty due to illness.

Palliative Use of Marijuana

As required by state law, the Board will not discharge, penalize or threaten an employee solely on the basis of such employee's status as a qualifying patient or primary caregiver under Connecticut General Statutes sections 21a-408 to 21a-408n. Nevertheless, employees who are qualifying patients or primary caregivers are prohibited from manufacturing, distributing, using, possessing or being under the influence of marijuana during work hours, on school grounds, in school vehicles, or at a school sponsored event. The determination of whether such an employee is "under the influence" will be based upon the results of the drug test, if any is conducted, and the totality of the circumstances.

Use of Alcohol

The Board prohibits its employees from consuming, possessing, distributing, purchasing, selling, or otherwise transferring alcoholic beverages while on the job, while on school premises, while operating school equipment or vehicles while on the job, or while operating any other equipment or vehicles, while on school business.

The Board also prohibits its employees from being on the job, on Board premises, or operating school equipment or vehicles, or operating any other equipment or vehicle while on school business while under the influence of alcohol.

Testing of Staff

To insure the success of its drug and alcohol policy, the Board may require prospective employees to undergo physical examinations, blood tests, urinalysis, or other medical drug and alcohol detection procedures as set forth in administrative regulations. The Board also authorizes the administration to test employees in special circumstances in accordance with state and federal law. The administration shall promulgate regulations regarding applicant and employee testing.

4118.231(c)

4218.231(c)

Personnel – Certified/Non-Certified

Drug and Alcohol Use

Failure to Cooperate

No employee shall refuse to submit to an alcohol or drug testing required under this policy. Furthermore, any employee who (a) fails to cooperate with the Board's investigation into possible violations of this drug and alcohol policy, or (b) refuses to sign consent to take a drug or alcohol test will be subject to disciplinary action up to and including discharge.

Violation of Policy

Any employee who violates any provision of this policy will be subject to disciplinary action up to and including discharge.

Legal References:

U.S. Constitution, 4th Amendment Search and Seizure

102 Stat. 4305-4308 Drug Free Workplace Act

Connecticut General Statutes

21a-240 Definitions (8) "Controlled Drugs," dependency producing drugs.

21a-243 Regulation re schedules of controlled substances

21a-408 to 21a-408o, Palliative Use of Marijuana

Policy adopted: December 9, 2003
Policy revised: October 18, 2005

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut

Bylaws of the Board

Meeting Conduct

Meetings of the Board of Education shall be conducted by the Chairperson of the Board of Education in a manner consistent with the adopted Bylaws of the Board.

All Board meetings shall commence at the stated time or as soon thereafter as a quorum is present and shall be guided by an Agenda which will have been prepared and delivered in advance to all Board Members and other designated persons.

The meetings shall, to the fullest possible extent, enable Members to conduct the business of the Board in an orderly, expeditious manner.

Provisions for permitting any individual or group to address the Board concerning any subject that lies within its jurisdiction shall be as follows:

1. A 3 minute time limit may be allowed to each speaker with a maximum of 20 minutes per meeting being allocated for any one item.
2. The Chairperson shall not permit actions which disrupt or interrupt the orderly conduct of the Board meeting. A willful participant in such conduct will be asked to leave the meeting of the Board. In case of a general disturbance the meeting room may be cleared except for non-participating representatives of the press.
3. The Board may, by a majority vote, decide to cancel or extend the 20 minutes allotted per item.
4. Questions which can be answered during the meeting may be answered at the option of the Board. Other inquiries which may require analysis/investigation will, at the option of the Board, be answered at a future specified date.
5. If a member of the public makes an oral presentation about the performance of a Board member or employee, whether named or not, including charges or complaints, the Board shall not discuss such performance – whether in public or executive session—unless the topic is an explicit item on the agenda and the employee or Board member has been provided the requisite notice and due process required by law. In such circumstances, the Board may inform the member of the public that all such charges or complaints concerning individual Board members or the Superintendent should be sent to the Chairperson of the Board and to such other Members as deemed appropriate and all such charges or complaints concerning individual employees of the Board should be sent to the immediate superior of the person to whom the complaint relates. If a satisfactory answer is not received, then a written appeal may be filed with the next higher authority.

Bylaw adopted by the Board: January 9, 2001

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut



NEW MILFORD PUBLIC SCHOOLS
Fiscal Services and Operations
50 East Street
New Milford, Connecticut 06776
(860) 354-8726 FAX (860) 355-4966

TO: JeanAnn Paddyfote
FROM: Jay H. Hubelbank
Director of Fiscal Services
RE: SMS Roof
Date: May 11, 2015

The Board had been putting money into a non-recurring capital account for a number of years in anticipation of using the funds to replace the roof at SMS. John Calhoun had received estimates a few years earlier to replace the roof at a cost of approximately \$2,200,000. As of the end of the 2014-15 year, we anticipated having the funding to begin the project and we began the process of putting together specifications to bid the project.

During the budget process for 2015-16, town officials indicated that they would bond the cost of the roof rather than have the Board use funds in the non-recurring capital account. We were told that the town has been planning to seek bonding for road work and wanted to combine the SMS roof in the bonding package.

Board Counsel was consulted and advised that given the change in funding, the Board is no longer responsible for approving the project funding and design. It is recommended that the Board approves the following motion to move the project to the Town Council:

Motion to request that the Mayor and Town Council acquire the necessary funding to replace the roof at Schaghticoke Middle School, form a SMS Roof Building Committee for that purpose, and schedule the work in coordination with the Board of Education.

APPROVED FIELD TRIPS

May 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>
SMS	7-8	4/1/15	Wednesday	12	3	All Aboard Pizza - New Milford, CT	Yes-3	\$0
NMHS	Health/11-12	4/27/15	Monday	25	1	Montessori School - Washington, CT	Yes-1	\$0
NMHS	Business/10-12	4/28/15	Tuesday	30	3	911 Memorial Museum - New York, NY	Yes-3	\$53
SNIS	SPED/5-6	4/28/15	Tuesday	15	7	Schaghticoke Middle School - New Milford, CT	No	\$0
SNIS	SPED/5-6	4/29/15	Wednesday	21	9	Schaghticoke Middle School - New Milford, CT	No	\$0
NMHS	Music/9-12	4/30/15	Thursday	15	2	Newington High School - Newington, CT and CT Convention Center - Hartford, CT	Yes-2	\$0
NMHS	SPED/9-12	5/5/15	Tuesday	15	3	Durham Fair Grounds - Durham, CT	Yes-2	\$0
SMS	SPED/8	5/5/15	Tuesday	1	1	New Milford High School - New Milford, CT	Yes-1	\$0
NES	K	5/6/15	Wednesday	84	25	Beardsley Zoo - Bridgeport, CT	No	\$2.31
NMHS	Social Studies/10	5/6/15	Wednesday	40	5	Metropolitan Museum of Art - New York, NY	Yes-1	\$43
NES	2	5/7/15	Thursday	105	9	Pratt Nature Center and Town Green - New Milford, CT	No	\$2.30
NMHS	Cut, Paste & Copy/10-12	5/7/15	Thursday	13	1	J&J Printing - New Milford, CT	Yes-1	\$0
NMHS	Health//11-12	5/11/15	Monday	25	1	Naugatuck Community College - Waterbury, CT	Yes-1	\$0
HPS	3	5/14/15	Thursday	69	12	Institute of American Indian Studies - Washington, CT	No	\$23
HPS	3	5/15/15	Friday	48	7	Institute of American Indian Studies - Washington, CT	No	\$23
NMHS	English/12	5/18/15	Monday	27	1	Northville Elementary School - New Milford, CT	Yes-1	\$0
JPS	2	5/19/15	Tuesday	90	8	Sarah Noble Intermediate School - New Milford, CT	No	\$0
NMHS	Art/12	5/20/15	Wednesday	15	3	Railroad Station - New Milford, CT	Yes-3	\$0
JPS	3	5/20/15	Wednesday	88	7	Sarah Noble Intermediate School - New Milford, CT	No	\$0
NMHS	Social Studies/12	5/22/15	Friday	25	3	Brighton Beach - Brooklyn, NY	Yes-1	\$47
HPS	K	5/27/15	Tuesday	102	14	Beardsley Zoo - Bridgeport, CT	No	\$0
NMHS	Health/12	5/27/15	Tuesday	6	1	Bethel Firehouse - Bethel, CT	Yes-1	\$0
NES	3	5/29/15	Thursday	114	30	Connecticut Science Center - Hartford, CT	No	\$0
JPS	2	5/29/15	Thursday	100	15	New Milford Town Green - New Milford, CT	No	\$0
NES	1	6/1 & 6/3/15	Mon. & Wed.	95	19	New Milford High School Observatory - New Milford, CT	No	\$2.60
JPS	1	6/3/15	Wednesday	75	15	Rainbow's End Butterfly Farm - Pawling, NY	No	\$0
SNIS	5	6/4/15	Thursday	113	22	Norwalk Maritime Museum - Norwalk, CT	No	\$30
NES	3	6/8/15	Monday	114	6	Sarah Noble Intermediate School - New Milford, CT	No	\$0
NES	2	6/8/15	Monday	105	6	Sarah Noble Intermediate School - New Milford, CT	No	\$0
SNIS	5	6/9/15	Tuesday	116	21	Norwalk Maritime Museum - Norwalk, CT	No	\$30
SNIS	5	6/11/15	Thursday	360	35	Schaghticoke Middle School - New Milford, CT	No	\$0
SNIS	5	6/12/15	Friday	118	24	Norwalk Maritime Museum - Norwalk, CT	No	\$30
SNIS	6	6/12/15	Friday	350	23	Schaghticoke Middle School - New Milford, CT	No	\$0
NMHS	World Language/11-12	05/26-30/16	Thursday-Monday	48	2	San Jose & Central Puntarenas, Costa Rica	Yes-2	\$1,890



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: May 7, 2015
RE: Textbook Preview

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

Forensic Psychology: Research, Clinical Practice, and Applications by Matthew T. Huss
(Publisher: Wiley) – Grades 11-12

This book will provide students with an in-depth and insightful introduction to the clinical practice of forensic psychology. This textbook was chosen because it approaches the topics from an analytical and objective perspective whereas other books use case study examples only.

**New Milford Board of Education
Facilities Sub-Committee Minutes
May, 5, 2015
Lillis Administration Building, Room 2**

Present: Mr. Dave Littlefield, Chairperson
Mrs. Wendy Faulenbach
Mr. David A. Lawson
Mr. John W. Spatola

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

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2015 MAY -8 A 8:51

NEW MILFORD, CT

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1.	<p>Call to Order</p> <p>The meeting of the New Milford Board of Education Facilities Sub-Committee was called to order at 6:45 p.m. by Mr. Littlefield.</p>	<p>Call to Order</p>
2.	<p>Public Comment</p> <p>Mr. Littlefield announced that public participation allows for three minutes per speaker and would end in 10 minutes so that the committee could get to its agenda.</p> <p>Mr. Lawson challenged the decision of only allowing 10 minutes and called for a committee vote.</p> <p>Mrs. Faulenbach said it was the chair's purview.</p> <p>Mr. Lawson's challenge received no second and therefore failed.</p> <ul style="list-style-type: none"> Nicole Gregory, an employee of the New Milford Public Schools, said with the closing of Pettibone teachers are feeling very anxious about moving all the boxes, books, supplies, etc. from Pettibone to Sarah Noble. She said she has bins of math materials which she uses every day. She notes everyone else is getting paid for the transition work except the teachers. 	<p>Public Comment</p>

	<p>She also said she is a mother and she is so busy working on educational issues that she is not paying attention to her children's activities. She wants the transition to be smooth for all children.</p> <ul style="list-style-type: none"> Angela Herdter, a 6th grader teacher, also has concerns with getting the school ready for the students. She asked when teachers will have the opportunity to set up their classrooms. She noted that the labels provided for the boxes don't leave much room for information. She said it normally takes her four days to set up her classroom during the summer. She said on the first day of packing, they were told they would have boxes by 3:20 and they didn't get them until 3:50. She said the reading program is working but only when students can hit the ground running. She asked for solutions to this problem. <p>Mr. Littlefield closed public comment so that the Facilities Committee could discuss the items on the agenda.</p>	
3.	<p>Discussion and Possible Action</p> <p>A. Bid Approval for SMS Roof</p> <ul style="list-style-type: none"> Mr. Hubelbank noted this project has been ongoing and the issue currently is whether to seek state reimbursement or not. The state requires the pitch on the flat roofs to be 1/4" but the state building code is 1/8". The Board previously approved moving forward with the Garland Company to help design bid specs for the roof. The town seems willing to bond for this building project which would allow the school to get the project going this summer if all goes through. If the town seeks state reimbursement then it would have to remediate the PCB issue. If it does not, then since the PCBs are not really a concern according to the hygienist the district hired to look at the project, they would not have to do anything 	<p>Discussion and Possible Action</p> <p>A. Bid Approval for SMS Roof</p>

about them. The State Department of Education would not allow the town to go out to bid for state reimbursement until they have approved the plans. Three bids were received on April 7th which included the roof work and separated the skylights and painting of the mansards because they would not be eligible for state reimbursement. Mr. Hubelbank said he felt comfortable with the numbers such that the Board could make a decision on whether to seek reimbursement or not.

- Mr. Spatola said he was angry that he suggested this be done back in December and that the town hire an architect. He said he asked the town about bonding but he was ignored for six months and now he felt this committee was being asked to make a decision after having only had one hour to see the numbers and not even seeing all the numbers from the other bidders.
- Mr. Hubelbank said he was doing what the Board had directed him to do and that all the back-up documents on the bid were available in his office.
- Mr. Spatola wanted a breakdown of all three companies, what materials they were going to use, the bonding used to hold the roof down, etc. Mr. Littlefield asked Mr. Spatola to make a list and Mr. Spatola replied it was not his job to do so.
- Mr. Lawson asked if the state's pitch requirement of 1/4" versus 1/8" was better or just cheaper and Mr. Hubelbank said he couldn't speak to which one was better.
- Mr. Lawson asked which column the \$600,000 contingency number was in and Mr. Hubelbank said it was in the \$3.9 million for hazardous removal that couldn't be foreseen prior to construction.
- Mr. Lawson asked again if cheaper was necessarily better noting that in the past people were told they could build certain places to find out later they should not have. He said he was not comfortable making a recommendation this

	<p>evening.</p> <ul style="list-style-type: none">• Mrs. Faulenbach said she supported getting the committee members the information but wanted to know the time frame for the town bonding. Mr. Hubelbank said the Town Council was hoping to decide about the bonding in June.• Mr. Lawson asked if there was only a certain time period for bonding and Mr. Hubelbank said the town decides when they want to bond but they need to know an amount and the greater the bonded amount the better the borrowing interest rate.• Mr. Littlefield asked Mr. Hubelbank to get copies of bids to everyone who wanted them.• Dr. Paddyfote said a special meeting could be held if needed to vote on a recommendation for this project.• Mr. Lawson said he was concerned about starting a major construction project in the summer at Schaghticoke noting that this building would be undergoing a major reconfiguration with the 6th grade moving back into this building and there would be new class configurations, new teachers, new students, new administrators, etc.	
B. Baldwin Park Expansion Project	<ul style="list-style-type: none">• Mr. Calhoun said the Mayor proposed to expand the gravel parking lot at Baldwin Park from about 20 – 25 spaces by adding another approximately 25. He said the Mayor proposed having the Town do the engineering, grading, drainage, etc. and the schools could purchase the process aggregate which would cost about \$11,000.• Mrs. Faulenbach asked if there were concerns with the parking now and Mr. Calhoun said the drainage is not good and there is not enough room for multiple cars coming and going.• Mr. Spatola said it is the purview of the Board to educate children and he would be happy to go back to the Mayor and tell her to put the	B. Baldwin Park Expansion Project

	<p>entire project in the town's budget.</p> <ul style="list-style-type: none">• Mr. Lawson said he would be more comfortable with a comprehensive parking lot and to do the project right so that the access is safe and is bigger than one lane. <p>Mr. Lawson moved to push items 3.C. John Pettibone Building; 4.A. Updates on Facilities Work Related to Transition and 4.B. Update on Overtime to the June Facilities Sub-Committee meeting, seconded by Mr. Spatola and passed unanimously.</p>	<p>Motion made and passed unanimously to push items 3.C. John Pettibone Building; 4.A. Updates on Facilities Work Related to Transition and 4.B. Update on Overtime to the June Facilities Sub-Committee meeting.</p>
6.	<p>Adjourn</p> <p>Mr. Lawson moved to adjourn the meeting at 7:28 p.m., seconded by Mr. Spatola and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 7:28 p.m.</p>

Respectfully submitted:



Dave Littlefield, Chairperson
Facilities Sub-Committee

**New Milford Board of Education
Operations Sub-Committee Minutes
May 5, 2015
Lillis Administration Building, Room 2**

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

Absent: Mrs. Theresa Volinski

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
Mrs. Laura Olson, Director of Pupil Personnel and Special Services
Mr. John Calhoun, Facilities Manager

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NEW MILFORD, CT

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1.	<p>Call to Order</p> <p>The meeting of the New Milford Board of Education Operations Sub-Committee was called to order at 7:30 p.m. by Mrs. Faulenbach.</p> <p>Mrs. Faulenbach noted there were only three committee members present and no alternates. Mr. Coppola asked if three members were sufficient and Mrs. Faulenbach said yes.</p>	<p>Call to Order</p>
2.	<p>Public Comment</p> <ul style="list-style-type: none"> Angela Herdter, a teacher at Sarah Noble, was asking for a solution to the packing and unpacking problem the teachers involved in the transition are concerned about. She said the teachers want things done right and the classrooms to be ready because the students do better when the classroom is ready. Christine Cahalane, a teacher at Sarah Noble, said the student's year is usually set in the first week of school. The first month is the most important for the entire year as the standards and routines are being set. There are only 61 days of summer which is not adequate to pack and unpack. She asked what times and dates 	<p>Public Comment</p>

	<p>are going to be available and would the teachers be compensated for this time. She suggested the Board be honest with parents, teachers, students and the community that there will be a loss of education time due to the need to set up.</p> <p>Mrs. Faulenbach closed public participation.</p> <p>Mr. Coppola moved that item 4.B. Update on Transition Activities be moved up on the agenda, Mr. Shaffer seconded.</p> <ul style="list-style-type: none"> Mrs. Faulenbach said a motion was not necessary but Mr. Coppola was insistent that a motion be made. Mrs. Faulenbach reiterated that there was no need for a motion. She said it was in her purview as Chair to move the item up on the agenda and she would be happy to do so. Mr. Coppola insisted on following through with his motion which was seconded and a vote taken. <p>The motion passed unanimously.</p>	<p>Motion made and passed unanimously that item 4.B. Update on Transition Activities be moved up on the agenda.</p>
<p>4.</p> <p>B. Update on Transition Activities</p>	<p>Items of Information</p> <p>B. Update on Transition Activities</p> <ul style="list-style-type: none"> Mr. Coppola asked Dr. Paddyfote about packing. Dr. Paddyfote said she would not be addressing the packing and moving issue as the teachers have a grievance pending so it would be inappropriate to discuss the matter tonight. She updated the committee on the welcoming events that have been taking place at the various schools and the dates of upcoming welcoming events. She said the events so far have been well attended. Mr. Shaffer asked if the packing and moving could not be discussed because of the grievance and Dr. Paddyfote said that was correct. Mr. Shaffer asked if any other aspects of the 	<p>Items of Information</p> <p>B. Update on Transition Activities</p>

	<p>move could be discussed and Dr. Paddyfote said this is an item for information only.</p> <ul style="list-style-type: none"> • Mr. Shaffer asked if the current furniture would be moving from Sarah Noble to Schaghticoke for instance or whether current furnishings in each building would be used. Dr. Paddyfote said it is the intent not to move the furnishings from school to school and to swap furnishings as needed from John Pettibone. Teachers can request something special if they need it but for the most part each classroom will be outfitted with a teacher desk, student desks and book shelves. • Mr. Shaffer asked if the 6th grade furniture might be too big for the 3rd graders and Mr. Calhoun noted some of the furniture is adjustable as no one size fits all. • Mr. Coppola noted when he was teaching he was caught in a transition and all his stuff did not get to his room. He asked if the teachers knew where they were going to be now and Ms. Baldelli said they do know their assignments. • Mr. Coppola asked if they had one day to unpack and the next day off and Dr. Paddyfote said the current plan is to have no meetings on the first day for those involved in the move so they would have 7 ¼ hours of uninterrupted time. At the moment there is no finalized plan for the rest of the week. She said they are rethinking the traditional convocation schedule. • Mr. Coppola said he feels for the teachers as they have to make this transition. • Mr. Shaffer said he was involved with the high school renovation when the floor tiles had to be removed due to asbestos and he said it took longer to unpack than to pack. He said it took three days to get to his desk at that time as the move was not well planned. 	
3.	Discussion and Possible Action	Discussion and Possible Action
A.	Exhibit A: Personnel — Certified, Non-Certified	A. Exhibit A: Personnel —

	<p>Appointments, Resignations and Leaves of Absence</p> <ul style="list-style-type: none"> • Ms. Baldelli said the appointments were for substitutes, band and music for the upcoming parades and summer camps, and football for the spring football season. • Mr. Coppola recognized Mrs. Winder and Mrs. King for their service to the town noting that Mrs. King had served 33 years as a paraeducator. • Mr. Coppola asked about the football coaches and Ms. Baldelli said they receive a stipend in the fall and they serve in the spring as part of that stipend. • Mr. Coppola asked if everyone who wanted to stay was able to find a position despite the transition and declining enrollment and Ms. Baldelli said with one exception and that was a long term substitute. <p>Mr. Shaffer 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. Coppola.</p> <p>Motion passed unanimously.</p> <p>B. Monthly Reports</p> <p>1. Purchase Resolution D-674</p> <ul style="list-style-type: none"> • Mr. Coppola asked what Brainpop was and Mr. Smith said it was an annual subscription for a web based program. • Mr. Coppola asked if the student planners were pre-buys and Mr. Hubelbank said they order them now because if they wait it is difficult to have the order filled in time for the start of school. • Mr. Shaffer asked if some money could go towards teacher plan books. 	<p>Certified, Non-Certified Appointments, Resignations and Leaves of Absence</p> <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>B. Monthly Reports</p> <p>1. Purchase Resolution D-674</p>
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<p>2. Budget Position dated 4/28/15</p> <ul style="list-style-type: none"> • Mr. Hubelbank said the district is in good shape with nothing to worry about at this time. He said we continue be favorable as the end of the year comes. The Medicaid reimbursement which was budgeted at \$35,000 came in at \$150,000. • Mrs. Faulenbach asked about other reimbursements and Mr. Hubelbank said the excess cost money was more than expected in February and the next payment will be in May. • Mr. Coppola asked if the Town would be impacted as the general legislature talked about cutting aid and Mr. Hubelbank said the grants that might be cut are technology and security – usually smaller grants. He said the legislature has always talked about holding the towns harmless in the cost sharing formula discussions. • Mr. Shaffer asked if the Board had changed the name of the 515 account and Mr. Hubelbank said it was nearly impossible to make a change on the current system but said when MUNIS was finally in place, that change would be made. • Mr. Shaffer asked how much it was costing to have all the NEASC representatives in town and Mr. Hubelbank said he couldn't say off the top of his head but the budgeted amount was \$24,000 for the full process including housing and meals. <p>3. Request for Budget Transfers</p> <ul style="list-style-type: none"> • Mr. Hubelbank said the 611 line will still have money for supplies at Sarah Noble but they have requested a program from the CT Historical Society as well. <p>Mr. Shaffer moved to bring the monthly reports: Purchase Resolution D-674, Budget Position dated 4/28/15 and Request for Budget Transfers to the</p>	<p>2. Budget Position dated 4/28/15</p> <p>3. Request for Budget Transfers</p> <p>Motion made and passed unanimously to bring the monthly reports: Purchase Resolution</p>
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	<p>full Board for approval.</p> <p>Motion seconded by Mr. Coppola.</p> <p>Motion passed unanimously.</p> <p>C. Gifts & Donations</p> <p>1. New Milford Youth Agency – Town of New Milford: Exhibit B</p> <ul style="list-style-type: none"> • Mr. Coppola asked if the Youth Agency made their goal and Dr. Paddyfote said they did. <p>Mr. Shaffer moved to bring Gifts and Donations to the full Board for approval.</p> <p>Motion seconded by Mr. Coppola.</p> <p>Motion passed unanimously.</p> <p>D. Bid Approval</p> <p>1. SMS Roof</p> <ul style="list-style-type: none"> • Mrs. Faulenbach noted that there was no action at the Facilities Committee meeting as members were seeking more information. • Mr. Coppola asked if the decision had to be made by the Board or could the Town Council make its own decision. Mr. Hubelbank said in the end, the building project will be a Town project not a Board project. • Dr. Paddyfote asked who awarded the bid and Mr. Hubelbank said the Town would award the bid and expend the funds. Dr. Paddyfote asked if the Board did nothing could the Town take it into their own hands and Mr. Hubelbank said the Board had authority over the buildings. • Mr. Coppola asked if the turf fields were part of the bonding package and Mrs. Faulenbach said she was not aware of that. • Mrs. Faulenbach said any committee member could make a motion if they wished. No action was taken after the discussion. 	<p>D-674, Budget Position dated 4/28/15 and Request for Budget Transfers to the full Board for approval.</p> <p>C. Gifts & Donations</p> <p>1. New Milford Youth Agency – Town of New Milford: Exhibit B</p> <p>Motion made and passed unanimously to bring Gifts & Donations to the full Board for approval.</p> <p>D. Bid Approval</p> <p>1. SMS Roof</p>
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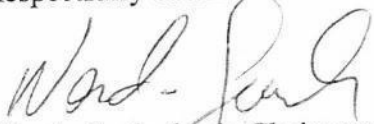
<p>E.</p>	<p>Grants</p> <ol style="list-style-type: none"> Adult Education – ED 244 <ul style="list-style-type: none"> Mr. Smith said the state provides matching funds for the adult education program and this is the paperwork to release those funds. IDEA Grant <ul style="list-style-type: none"> Mrs. Olson said this is the Individuals with Disabilities Education Act grant which comes every year. There are two parts: pre-school for three to five years and three to 21 year olds. These dollars are supplemental for staffing, assistive technologies and behavioral support. Mr. Coppola asked how many staff members were covered and Mrs. Olson said there were nine full time special education positions, some OT & PT time, behavioral support and social coaches at the high school. <p>Mr. Shaffer moved to bring the Adult Education – ED 244 and IDEA grants to the full Board for approval.</p> <p>Motion seconded by Mr. Coppola.</p> <p>Motion passed unanimously.</p>	<p>E. Grants</p> <ol style="list-style-type: none"> Adult Education – ED 244 IDEA Grant <p>Motion made and passed unanimously to bring the Adult Education – ED 244 and IDEA grants to the full Board for approval.</p>
<p>F.</p>	<p>Food and Nutrition Services</p> <ol style="list-style-type: none"> Healthy Food Certification Statement Food Certification Exemptions for School Fundraisers <ul style="list-style-type: none"> Mr. Hubelbank said this is the incentive the state provides for healthy foods at a reimbursement of \$.10 per meal for participating in the health food certification. <p>Mr. Coppola moved to bring the Healthy Food Certification Statement and authorization for the Superintendent to approve food certification exemptions for school fundraisers as appropriate to</p>	<p>F. Food and Nutrition Services</p> <ol style="list-style-type: none"> Healthy Food Certification Statement Food Certification Exemptions for School Fundraisers <p>Motion made and passed unanimously to bring the Healthy Food Certification Statement and authorization for the</p>

	<p>the full Board for approval.</p> <p>Motion seconded by Mr. Shaffer.</p> <p>Motion passed unanimously.</p> <p>G. John Pettibone Building</p> <ul style="list-style-type: none"> • Mr. Coppola said he reviewed the documents of when things were supposed to be done at John Pettibone and asked if the items in it had been updated of late. Mr. Calhoun said they had not and those items were just recommendations by engineers and instead the district used the five year capital plan as the guide. • Mr. Coppola said that report also called for an elevator at the Lillis Building and Mr. Calhoun said they never looked at any formal renovation of this building because they have always been strapped at budget time. • Mr. Coppola suggested the Pettibone property could be used as the Board of Education central offices since it is fully handicap accessible and also as an alternative high school such as a culinary program for those students who are not going on to college and might want to continue working in New Milford after graduation. He noted New Milford has 20% free and reduced lunch and a new wave of immigrants who might not be able to afford to go on to college for instance. He asked what committee could make a recommendation on the use of this building. • Dr. Paddyfote said any committee could ask the Board to consider action and once the full Board gave direction it would be carried out. • Mrs. Faulenbach said the Chair will look at the minutes and can decide whether to put the issue on the agenda. <p>Mr. Coppola moved to send to the full Board a request for the Board to authorize investigating two</p>	<p>Superintendent to approve food certification exemptions for school fundraisers as appropriate to the full Board for approval.</p> <p>G. John Pettibone Building</p> <p>Motion made and passed unanimously to send to the full</p>
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	<p>programs for Pettibone: 1.) a culinary institute for students and 2.) an alternative high school, including costs.</p> <p>The motion was seconded by Mr. Shaffer.</p> <ul style="list-style-type: none"> • Mrs. Faulenbach said she would support the motion solely to allow it to be brought for discussion at the full Board. • Mr. Shaffer noted Mr. Shugrue has mentioned the alternative high school program so the idea has been planted. • Dr. Paddyfote added that Mr. Shugrue made that comment but he referenced the need of having a chair within the school. <p>The motion passed unanimously.</p> <ul style="list-style-type: none"> • Mr. Coppola asked how long Facilities would need to clean out Pettibone and Mr. Calhoun said four to six months. • Mrs. Faulenbach said once the Board releases the building they have no control over it. • Mr. Shaffer said he did not think both the Lillis Building and Pettibone were needed so maybe the answer was to sell the Lillis Building. 	<p>Board a request for the Board to authorize investigating two programs for Pettibone: 1.) a culinary institute for students and 2.) an alternative high school, including costs.</p>
<p>4.</p> <p>A. Update on MUNIS</p>	<p>Items of Information</p> <ul style="list-style-type: none"> • Mr. Hubelbank said they continue to move forward including training of the staff in two weeks' time. They expect to be ready on July 1st. He said the old account code structure will be gone. The payroll portion will not be completed until January but they hope to be able to put the numbers together to report to the Board. 	<p>Items of Information</p> <p>A. Update on MUNIS</p>

C.	Update on Affordable Care Act <ul style="list-style-type: none">Mr. Hubelbank said they have looked at the employees who work 30 hours and therefore might be eligible for insurance. He said the district could either offer them insurance or pay \$3000 for them to get the insurance on the exchange. They have determined it would be twice as much to offer these employees health insurance.	C. Update on Affordable Care Act
5.	Public Comment <ul style="list-style-type: none">Mr. Coppola said he is reading a book on Dwight Eisenhower written by his son David Eisenhower and he felt that the federal government should not get involved in education.	Public Comment
6.	Adjourn Mr. Shaffer moved to adjourn the meeting at 8:50 p.m. seconded by Mr. Coppola and passed unanimously.	Adjourn Motion made and passed unanimously to adjourn the meeting at 8:50 p.m.

Respectfully submitted:



Wendy Faulenbach, Chairperson
Operations Sub-Committee