

**NEW MILFORD  
BOARD OF EDUCATION**



**ANNUAL REPORT  
2022 – 2023**

**NEW MILFORD PUBLIC SCHOOLS  
25 Sunny Valley Road, Suite A  
New Milford, Connecticut 06776**

# **NEW MILFORD BOARD OF EDUCATION**

**Mrs. Wendy Faulenbach, Chairperson**

**Mrs. Leslie Sarich, Vice Chairperson**

**Mrs. Tammy McInerney, Secretary**

**Mrs. Sarah Herring, Assistant Secretary**

**Mr. Dean J. Barile**

**Mr. Eric Hansell**

**Mr. Brian McCauley**

**Mr. Tom O'Brien**

**Mrs. Olga I. Rella**

**Mayor Pete Bass, *Ex Officio***

## **Board of Education Annual Report 2022 – 2023**

The New Milford Public Schools served 3,663 students in PreK through grade 12 during the 2022-23 academic year with a staff of 345.31 teachers, 17.15 building administrators, and 250.1 support staff (non-certified staff). The operating budget for the New Milford Public Schools for 2022-23 totaled \$67,767,289.

### **July 2022**

- At a special meeting on July 12, 2022 the Board heard updates on the NMHS roof damage and strategies for moving forward. They also met in executive session to discuss the Superintendent's resignation and next steps. Following the executive session, the Board voted unanimously to accept the resignation of Superintendent Alisha DiCorpo, submitted to the Board on July 6, 2022.
- At its special meeting of July 19, 2022 the Board approved PTO Gifts and Donations in the amount of \$9,500.00; Special Education staffing requests of 2.5 FTEs; and an increase in the Armed School Security Officers hourly rate of pay from \$25.00 to \$27.50. Items of information shared included a transportation credit, 2022-23 legal rates, 2021-22 fiscal year end balance update and NMHS remediation update. The Board approved the employment and salary of the Board Certified Behavior Analyst.
- On July 28, 2022, the Board held special meetings at which they moved to place Superintendent DiCorpo on a non-disciplinary leave of absence from September 3, 2022 through October 4, 2022 and designated the full Board as a personnel search committee for the purpose of selecting an Interim Superintendent of Schools. The Board later appointed Dr. JeanAnn C. Paddyfote as Interim Superintendent effective August 15, 2022 and authorized the Board Chair to negotiate a contract with Dr. Paddyfote pursuant to the general terms and conditions discussed by the Board in executive session and with the assistance of legal counsel.

### **August 2022**

- At a special meeting on August 9, 2022, the Board approved the contract of Interim Superintendent Dr. JeanAnn C. Paddyfote.
- At a special meeting on August 16, 2022, the Board congratulated NMPS retirees **Judith Larkin and Michael Tremmel**.
- The Board approved \$30,000 to be used to outfit each school with exterior public address speakers.
- The Board approved the following curricula:
  - Astronomy College Prep
  - Advanced Placement Biology
  - College Prep Biology
  - Freshman Seminar
  - General Woodworking
- The bid for the Superintendent Search Consultant was awarded to CABA Executive Search Services.

- The Board approved the Authorized Signatures Change Form for the ED-099 Agreement for Child Nutrition Programs.
- The Board heard an update on the NMHS remediation and restoration work.

### **September 2022**

- At a special meeting on September 1, 2022, the Board moved to appoint the Board of Education in its entirety as the Superintendent Search Committee.
- At its regular meeting on September 20, 2022 the Board congratulated **Ms. Jenna Giudice**, New Milford's Teacher of the Year for 2022-23 and **Mrs. Susan Harris**, retiring paraeducator.
- The Board moved to make a request of the Town Council and Board of Finance to take up to \$20,000.00 from the BOE Capital Reserve account for the Wastewater Management Plan for SMS Septic.
- The Board deleted policy 3453.1 Unexpended Class Funds, and approved the following policies:
  - 3453 School Activity Funds
  - 4111.1/4211.1 Equal Employment Opportunity
  - 4118.25/4218.25 Reporting Child Abuse and Neglect
  - 5113 Truancy
  - 5141.21 Administration of Medication
- The Honors Biology curriculum revision was approved.
- The Board approved the Five-Year Curriculum Plan (2022-2027)
- The Board approved the Teacher and Administrator Evaluation Waiver.
- The Board approved Tuition Rates for 2022-2023 as follows:
  - New Milford High School: \$13,877.00
  - Schaghticoke Middle School: \$12,020.00
  - Sarah Noble Intermediate School and Elementary Schools: \$11,862.00
- The Board approved the Twin Lakes contract for PowerSchool support and the contract with Myke Foo Media for 2022-23.
- Theater stipends totaling \$34,077 were approved by the Board.
- The bid for District Security Services was awarded to Securitas for a period of one year.
- The Board approved \$3,500 for Shipman and Goodwin policy services.
- The Board discussed a graduation date for the Class of 2023, NMHS woodshop code compliance costs, and relocation of the administrative offices to SNIS.
- The Board ratified the proposed collective bargaining agreement between the New Milford Board of Education and the New Milford School Administrators Association and authorized the Chairperson of the Board to sign the agreement subject to any necessary further legal review.
- The Board agreed to execute the proposed memorandum of understanding between the New Milford Board of Education and the New Milford School Administrators Association pursuant to the general terms discussed by the Board in executive session and to authorize the Chairperson of the Board to sign the memorandum of understanding pending further legal review.

### **October 2022**

- At its regular meeting on October 18, 2022 the Board recognized:

- NMPS Retirees: **Betsey Thibodeau** and **Laurie Thornton**
- NMPS Stars of the Month: **Claudia DeMoura, Gina Fabiano, Jaimee Keppel, and Chantel Kitzke**
- The Board of Education accepted the New Milford Public Schools 2022 Superintendent Search Leadership Profile Report as presented.
- The Board accepted PTO Gifts and Donations in the amount of \$1,595.00.
- The Board approved the following policies:
  - 5158 Policy to Improve Completion Rates of the Free Application for Federal Student Aid (FAFSA)
  - 6142.1 Curricular Exemptions
  - 6144 Policy for the Equitable Identification of Gifted and Talented Students
- The New Milford High School Graduation Date for 2023 was approved by the Board for Saturday, June 24, 2023 at 4:00 p.m.
- The Board discussed the NMHS Woodshop HVAC Grant, the Lillis Building, the Employment Report, 5158 Administrative Regulation Addressing Improving the Completion Rates of FAFSA, and the 2021-22 Annual Report.
- The Board moved to authorize the Chairperson of the Board to enter into a post-retirement agreement on behalf of the Board with the Administrative Assistant to the Superintendent of Schools in accordance with the terms and conditions discussed by the Board in executive session and pending further legal review.
- The Board discussed review and consideration of attorney-client privileged communication relating to student transportation contract and potential issuance of request for proposals during Executive Session.

### **November 2022**

- At its regular meeting on November 15, 2022, the Board recognized NMPS Stars of the Month: **Alicia Hanelt, Nina Money, Diane Smith**
- The Board approved the following policies:
  - 2500 Retention of Electronic Records and Information
  - 4115.2 Emergency Action Plan for Interscholastic and Intramural Athletic Events
  - 4115.3 Exertional Heat Illness Awareness for Intramural and Interscholastic Athletics
  - 5115 Physical Activity, Undirected Play and Student Discipline
  - 5134 Meal Charging
  - 6141.7 Policy Addressing Enrollment in an Advanced Course or Program and Challenging Curriculum
- The Board approved the following new courses:
  - Grade 6 Accelerated Math
  - Grade 7 Accelerated Math
  - Statistics Honors
- The Board approved the Grade 6 Math curriculum.
- The Board moved to make a request that the Town Council and Board of Finance remove \$233,980.00 from the BOE Capital Reserve Account to fund the proposed NMHS Woodshop HVAC recommendations.
- The Board moved to make a request that the Town Council and Board of Finance remove \$100,000.00 from the BOE Capital Reserve Account to fund expenses, not to exceed that amount related to the Central Office move to SNIS.

### **December 2022**

- The Board held its Annual meeting on December 20, 2022 and elected the following officers:
  - Chairperson – **Mr. Pete Helmus**
  - Vice Chairperson – **Mrs. Wendy Faulenbach**
  - Secretary – **Mrs. Leslie Sarich**
  - Assistant Secretary – **Mrs. Tammy McInerney**
- At its regular meeting on December 20th, the Board reviewed the following policies:
  - 5132 Student Dress Policy
  - 4118.6 Employee Use of the District’s Computer Systems and Electronic Communications
  - 5131.9 Student Use of the District’s Computer Systems and Internet Safety
- The Board discussed the Central Office Move to SNIS, the Lillis Building, the Employment Report, Field Trips and the following administrative regulations:
  - 4118.6R Administrative Regulation Regarding Employee Use of the District’s Computer Systems and Electronic Communications
  - 5131.9R Administrative Regulation Regarding Student Use of the District’s Computer Systems and Internet Safety
- The Board approved an amendment to the terms and conditions of employment with the Assistant Superintendent of Schools, Director of Facilities, and Accounting Manager as discussed in Executive Session.

### **January 2023**

- At a special meeting on January 5, 2023, the Board moved to elect Dr. Janet Parlato to the position of Superintendent of Schools, with her initial term starting on February 21, 2023.
- The Board moved to authorize the Board Chairman to negotiate and enter into a contract of employment with the Superintendent-elect pursuant to the terms and conditions discussed by the Board in executive session and subject to any necessary further legal review.
- On January 17, 18, 24 and 26, 2023, the Board of Education conducted three evenings of hearings and adopted a budget on the fourth night for the 2023-2024 school year in the amount of \$71,075,051.

### **February 2023**

- At a special meeting on February 6, 2023, the Board moved to appoint Mrs. Teresa Kavanagh as Human Resources Director effective on or before March 7, 2023.
- The Board moved to enter into a student transportation contract with All-Star Transportation, LLC pursuant to the terms and conditions discussed by the Board in executive session and subject to any necessary further legal review.
- At its regular meeting on February 21, 2023, Chairman, Mr. Helmus welcomed Dr. Janet Parlato as Superintendent.
  - Mrs. Sarah Herring joined the Board and will serve on the Policy and Committee on Learning Subcommittees.
  - Mr. Helmus thanked Dr. JeanAnn Paddyfote for her work as Interim Superintendent.
- The Board approved the Revision of Policy 5118.1 Homeless Students in accordance with Policy 9311, and deleted these policies:

- 5010 Concepts and Roles in Student Policies
- 5112.4 Student Enrollment Data
- 5113.1 Work Permits
- 5113.14 Senior Privileges
- 5114.12 Student Due Process
- 5116 School Census
- 5117 School Attendance Areas
- 5118 Nonresident Students
- 5121 Examination/Grading/Rating
- 5121.2 Eligibility for Honor Rolls
- 5122 Student Placement
- The Board moved to approve the Bid Award for student care workers.
- The Board discussed the February 2023 Employment Report, the Field Trip Report, the 2023-2024 Calendar, E-rate Funding, PURA Pegpetia Technology Grant, Town of New Milford Audit Report dated June 30, 2022, Fundraising, and the following Administrative Regulations:
  - 5118.1 R - Administrative Regulation Regarding Homeless Children and Youth
  - 5113.14 R - Administrative Regulation — Junior/Senior Privileges
  - 5121.2 R - Administrative Regulation - Eligibility for Honor Rolls

### **March 2023**

- At its regular meeting on March 21, 2023, in honor of Board Appreciation Month, Superintendent Parlato made a donation on her own to the New Milford Food Bank on behalf of the Board members.
- The Board moved to approve obtaining authorized signatories on the Connecticut State Department of Education School Health, Nutrition and Family Services Child Nutrition Programs Authorized Signatures Change Form.
- The Board moved to approve adding one additional seat for incoming ninth grade students for 2023–2024 for Shepaug Agri-Science.
- The Board awarded the bid for the New Milford High School Woodshop to A&E.
- The Board approved the following policies:
  - 4118.6 Employee Use of the District’s Computer Systems and Electronic Communications
  - 5131.9 Student Use of the District’s Computer Systems and Internet Safety
  - 1151 Green Cleaning Programs
  - 1152 Pesticide Application on School Property
  - 1153 Automatic External Defibrillators
  - 5131.911 Bullying Prevention and Intervention Policy and Safe School Climate Plan
- The Board deleted these policies:
  - Communication Green Cleaning Program
  - 3524.1 Hazardous Materials in Schools Pest Management/Pesticide Application
  - 5141.27 First Aid/Emergency Medical Care/Illness/Use of Automatic External Defibrillators
- The Board discussed Competitive Bid Waiver, Security Enhancements, Retired Employees/Teachers, Central Office Update, New Milford High School Woodshop HVAC

Update and Roof Updates, Student Enrichment Update, Science of Reading Update, and the following Administrative Regulations:

- 1152 R Administrative Regulations Regarding Pesticide Application on School Property
- 1153 R Administrative Regulations Regarding Automatic External Defibrillators
- 5131.911 R Administrative Regulations Regarding Bullying Prevention and Intervention and Safe School Climate Plan

### **April 2023**

- At its regular meeting on April 25, 2023, Superintendent Parlato welcomed **Lauren Ellard**, new BOE Clerk.
- The Board moved to approve obtaining authorized signatories on the Connecticut State Department of Education School Health, Nutrition and Family Services Child Nutrition Programs Authorized Signatures Change Form.
- The Board approved the Healthy Food Certification, Food Certification Exemptions for School Fundraisers and Beverage Certification Exemptions.
- The Board moved to approve the BOE Capital Reserve Account withdrawal in the amount of \$750,000 for the construction of a permanent Central Office at Sarah Noble Intermediate School.
- The Board moved to approve the BOE Capital Reserve Account withdrawal for the Security Grant in the amount of \$139,800.
- The Board moved to approve the BOE Capital Reserve Account withdrawal for the New Milford High School gym floor in the amount of \$40,000.
- The Board approved grant ED 244 in the amount of \$161,972.
- The Board heard updates on Central Office, the Projected End of Year Balance, Programming and Support for Multi-Language Learners (ELL), and the following New Milford High School Updates: Woodshop HVAC, Roof, and Batting Cages.

### **May 2023**

- At a special meeting on May 16, 2023, the New Milford High School Career Pathways shared a presentation with members of New Milford High School's administration, teachers and students discussing the Career Pathways.
- The Board approved the Healthy Food Certification, Food Certification Exemptions for School Fundraisers and Beverage Certification Exemptions.
- The Board moved to approve the proposed collective bargaining agreement between the New Milford Board of Education and Teamsters Local 443 – Custodians/Maintainers as discussed by the Board in Executive Session.
- The Board moved to approve the Board to authorize the Chairperson of the Board to sign the successor collective bargaining agreement between the New Milford Board of Education and Teamsters Local 443 – Custodians/Maintainers subject to any necessary further legal review as discussed by the Board in Executive Session.
- The Board moved to approve the Board ratify the proposed collective bargaining agreement between the New Milford Board of Education and Teamsters Local 667 – Food and Nutrition Services Employees as discussed by the Board in Executive Session.
- The Board moved to approve the Board of Education relinquish all statutory rights to the 50 East Street Building (Lillis Building) and property effective June 30, 2023.



- The Board heard updates on IDEA Grant 2023-2025, Central Office, and the New Milford High School Roof.
- At a Special Ad Hoc Meeting on May 17, 2023, the Board discussed the guidelines for the Superintendent Evaluation Process.
- At a Special Ad Hoc Meeting on May 24, 2023, the Board discussed the guidelines for the Superintendent Evaluation Process.

### **June 2023**

- At its regular meeting on June 20, 2023, the Board recognized retirees: **Jennifer Andrea, John Bailey, Tammy Bass, Lia Bauso, Jodi Beckett, Gloria Capone, Vahid Ceric, Susan Comito, Elizabeth Curtis, Elaine Donahue, Jean Ficke, John Green, Judy Grossenbacher, Angela Herdter, Yvonne Lynch, Annette Marcus, Jennifer Morrison, Lisa Mosey, Janice Perrone, Keli Solomon, Susan Sullivan, Joie Tauber, Susan Waldman, Nanci Zimmerman.**
- Superintendent Parlato thanked Ms. Hollander for attending the Adult Education Graduation for her. Superintendent Parlato attended the Schaghticoke Middle School promotion ceremony and the Litchfield Hills Transition Center graduation. Superintendent Parlato acknowledged her 4-month commemoration in the Superintendent position, and thanked the Board, community, faculty and staff.
- The Board moved to approve a \$100,000 deposit to the Turf Field Fund from the year-end balance, pending final audit.
- The Board moved to request that the Town Council and the Board of Finance transfer the 2022/23 end of year balance pending final audit to the Capital Reserve Fund Account.
- The Board approved the following Policies:
  - 5000 Non-discrimination (Students)
  - 5111 Student Attendance, Truancy and Chronic Absenteeism
  - 5125 Confidentiality and Access to Education Records
  - 5131 Student Discipline
  - 5131.6 Drug and Alcohol Use by Students
  - 5135 Chemical Health of Student Athletes
  - 5145.12 Policy Regarding Search and Seizure
  - 5145.45 Policy Regarding Students and Section 504 of the Rehabilitation Act of 1973 and the American with Disabilities Act of 1990
  - 5145.7 Policy Regarding Title IX of the Education Amendments of 1972— Prohibition of Sex Discrimination and Sexual Harassment (Students)
  - 5146 Child Sexual Abuse and Assault Response Policy and Reporting
  - 5156 Student Privacy (PPRA)
  - 5116 Pledge of Allegiance
  - 5131.81 Use of Private Technology by Students
  - 5141.23 Management Plan for Food Allergies and/or Glycogen Storage Disease
  - 5141.5 Suicide Prevention and Intervention
  - 5143 Policy Concerning Sunscreen Application in School
  - 5157 Physical Restraint and Seclusion and Exclusionary Time Out
  - 5159 Education Stability Procedures
  - 2110 Uniform Treatment of Recruiters

- 4119 Prohibition on Recommendations for Psychotropic Drugs
  - 5142 Administration of Medication
  - 5160 Wellness
  - 5161 Field Trips
  - 6147 Parental Access to Instructional Materials
  - 6148 Parent-Teacher Communication
  - 6149 Promotion and Retention
  - 6159 IDEA—Alternate Assessments
  - 6151 Weighted Grading for Honors Classes
  - 6154 Homework
  - 6155 Credit for Online Courses
  - 5000 Non-Discrimination (Students)
  - 5131 Student Discipline
  - 5131.911 Bullying Prevention and Intervention
  - 5163 Transportation
  - 5164 School Fundraisers
- The Board moved to repeal the following policies at the conclusion of the 2023 school year:
    - 5000 Equal Educational Opportunity
    - 5111 Admission, Placement, Age of Entrance
    - 5111.1 Foreign Exchange Students
    - 5112.3 School Attendance, Admission, Placement, Age of Entrance
    - 5113 Truancy
    - 5131 Student Conduct
    - 5131.1 Student Behavior on School Transportation
    - 5131.92 Corporal Punishment
    - 5141.27 First Aid/Emergency Medical Care
    - 5145.45 Section 504 Procedural Safeguards
    - 5145.5 Sexual and Other Unlawful Harassment of Students
    - 5145.7 Title IX Sexual Harassment of Students
    - 5131.6 Drugs, Alcohol and Tobacco
    - 5131.61 Inhalant Abuse
    - 5141.5 Suicide Prevention and Intervention
    - 5145.12 Student Search and Seizure
    - 5145.122 Search and Seizure: Use of Dogs to Search School Property
    - 5145.123 Search and Seizure: Use of Metal Detectors
    - 5145.2 Freedom of Speech/Expression
    - 5156 Research Involving Students
    - 5131.81 Electronic Devices
    - 5133 Behavior of Participants in Athletic Events
    - 5141 Student Health Services
    - 5141.22 Students with Chronic Infectious Diseases
    - 5141.23 Students with Special Health Care Needs
    - 5141.231 Psychotropic Drug Use

- 5141.25 Students with Special Health Care Needs, Accommodating  
Students with Special Dietary Needs
- 5141.3 Health Assessments and Immunizations
- 5144 Discipline
- 5144.3 Discipline of Students with Disabilities
- 5145.14 Students—On Campus Recruitment
- 5145.6 Student Grievance Procedures
- 5157 Use of Physical Force and Seclusion
- 6000 Concept & Roles in Instruction
- 6010 Goals & Objectives
- 6113 Released Time
- 6114.1 Fire and Crisis Response Drills
- 6114.3 Emergencies & Disaster Preparedness: Bomb Threats
- 6115 School Ceremonies & Observations
- 5131.1 Student Driving & Parking
- 5141.21 Administration of Medication
- 5145.111 Student/Probation/Police/Courts
- 6111 School Calendar
- 6121.1 Educational Opportunities to Promote Diversity Awareness
- 6140 Curriculum
- 6141.11 Curriculum Research/Experimental Projects
- 6141.312 Migrant Students
- 6141.322 Computers: Websites/Pages
- 6141.324 Posting of Student Work
- 6141.4 Independent Study
- 6141.42 Student Volunteers & Community Service
- 6141.5 Advanced College Placement
- 6141.6 Weighted Grading for Advanced High School Courses
- 6142.2 Student Nutrition and Physical Activity (Student Wellness)
- 6145.2 Interscholastic/Intramural Activities
- 6145.22 Sportsmanship
- 6145.3 Development of Expansion of New Athletic Programs
- 6145.5 Organizations/Associations
- 6146 Graduation Requirements
- 6146.2 Statewide Mastery Examinations
- 6152 Grouping Policy
- 6153 Field Trips
- 6153.1 Educational Tours
- 6154 Homework
- 6156 Use of Technology in Instruction
- 6159 Special Education
- 6161 Textbooks and Other Learning Resource Materials Selection and  
Adoption
- 6161.21 Fees, Fines & Charges
- 6161.7 Use of Proprietary Software Products

- 6162.51 Protection of Student Privacy Surveys, Certain Physical Examinations, and Parental Access to Information
- 6162.6 Use of Copying Devices
- 6164.12 Acquired Immune Deficiency Syndrome (AIDS)
- 6172.6 Virtual/Online Courses/College/University Courses
- 6173 Homebound Instruction
- 6174 Summer School
- 6176 Career & Vocational Education
- 6177 Use of Community Produced Video Recordings
- 6180 Evaluation of the Instructional Program
- 6200 Adult Education
- 3281/1324 School Fundraising
- 3541 Transportation Services
- The Board moved to approve the following Curriculum:
  - AP Microeconomics
  - CP Chemistry
  - Honors Chemistry
  - Advanced Algebra and Trigonometry
  - Honors Statistics
  - CP Geometry
  - Honors Geometry
  - Business and Personal Law
  - Algebra III
  - Modern America
  - CP Economics
  - Chorus Grade 6
  - Chorus Grade 7
  - Chorus Grade 8
- The Board moved to approve the hiring of Mr. Anthony Blake for the New Milford High School Assistant Principal Position.
- The Board moved to approve the employment and salaries of the Non-Bargaining Employees as discussed in executive session.
- The Board discussed the following: End-of-Year Projects Phase 2, Energy Program Update, Excess Cost Update, Projected End of Year Balance Update, Central Office Update, i-Ready Data Share, and the McCarthy Observatory Annual Report.
- The Board discussed the following NMHS Updates/projects:
  - Woodshop HVAC
  - Roof Project
  - Gym
- At a special meeting on June 26, 2023, the Board discussed the following with Attorney Zachary Schurin of Pullman and Comley.
  - Board of Education Member Roles and Responsibilities
  - 2023-24 District Areas of Focus
  - Initial Thinking about Board of Education Goals