

NEW MILFORD BOARD OF EDUCATION

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

**BOARD OF EDUCATION
SPECIAL MEETING NOTICE**

**DATE: December 19, 2019
TIME: 7:30 P.M.
PLACE: Sarah Noble Intermediate School – Library Media Center**

RECEIVED
TOWN CLERK

2019 DEC 18 A 10:01

24

NEW MILFORD, CT

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. VFW Patriot's Pen Essay Contest: SMS student Brandon Zhang

B. NMPS Stars of the Month: Kristan Giroux, Sarah Herring, Chuck Lynch, Carolin Preusse, Tracy Robidoux, Kristen Stolle

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 November 19, 2019

2. Special Meeting Minutes December 3, 2019

7. SUPERINTENDENT'S REPORT

8. BOARD CHAIRMAN'S REPORT

9. DISCUSSION AND POSSIBLE ACTION

A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated December 17, 2019

B. Monthly Reports

1. Budget Position

2. Purchase Resolution: D-729

3. Request for Budget Transfers

- C. Gifts and Donations
 - 1. PTO – Exhibit B
- D. Celtic Energy
- E. Grant Approval
 - 1. Perkins V
- F. Policies for Approval
 - 1. 1700 Possession of Firearms on School Property Prohibited
 - 2. 1800 Animals on School Property
- G. Policy for Second Review
 - 1. 6146 Graduation Requirements

10. ITEMS FOR INFORMATION AND DISCUSSION

- A. Field Trip Report
- B. Relocation of Administrative Offices
- C. Budget Drivers

11. ADJOURN

ITEMS OF INFORMATION

Facilities Sub-Committee Minutes -- December 10, 2019

Operations Sub-Committee Minutes – December 10, 2019

New Milford Board of Education Meeting Mid-Year Review January 7, 2020 – 6:30 p.m. Lillis Administration Building Board Room	New Milford Board of Education Budget Hearing January 28, 2020 – 7:00 p.m. Sarah Noble Intermediate School, LMC
New Milford Board of Education Budget Hearing January 21, 2020 – 7:00 p.m. Sarah Noble Intermediate School, LMC	New Milford Board of Education Budget Adoption January 29, 2020 – 7:00 p.m. Sarah Noble Intermediate School, LMC
New Milford Board of Education Budget Hearing January 22, 2020 – 7:00 p.m. Sarah Noble Intermediate School, LMC	Please hold January 23 and 30, 2020 as possible dates for rescheduling Budget hearings due to weather related issues.

**New Milford Board of Education
Regular Meeting Minutes
November 19, 2019
Sarah Noble Intermediate School Library Media Center**

Present:	Mr. David A. Lawson, Chairman Mrs. Angela C. Chastain Mr. Joseph Failla Mrs. Wendy Faulenbach Mr. Brian McCauley Mrs. Tammy McInerney Mrs. Eileen P. Monaghan Mr. J.T. Schemm
Absent:	Mr. Bill Dahl

RECEIVED
TOWN CLERK
2019 NOV 21 A 10:11

NEW MILFORD, CT

Also Present:	Dr. Kerry Parker, Superintendent of Schools Ms. Alisha DiCorpo, Assistant Superintendent Mr. Anthony Giovannone, Director of Operations and Fiscal Services Mr. Kevin Munrett, Facilities Director Mr. Brandon Rush, Director of Technology Mrs. Anne Bilko, Principal, Sarah Noble Intermediate School Mrs. Gwen Gallagher, Principal, Northville Elementary School Mr. Craig Benvenuti, Student Representative Mr. Joshua Abel, Student Representative
---------------	--

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 p.m. by Mr. Lawson. Mr. Lawson invited Joshua Abel to lead the Pledge of Allegiance immediately following the call to order.	Call to Order A. Pledge of Allegiance
2.	Recognition A. NMPS Stars of the Month: Randi Gray, Susan Harris, Michelle Klee, Amy Marsan, Antoinette Montague and Diane Taylor <ul style="list-style-type: none"> Dr. Parker read a comment about each Star from the person who nominated them. They each received a pin recognizing their nomination. 	Recognition A. NMPS Stars of the Month: Randi Gray, Susan Harris, Michelle Klee, Amy Marsan, Antoinette Montague and Diane Taylor

	<ul style="list-style-type: none"> Star Randi Gray was randomly selected to drive the Ingersoll Automotive Courtesy Car for the month. <p>B. BOE Service: Bill Dahl, David Lawson, J.T. Schemm</p> <ul style="list-style-type: none"> Dr. Parker recognized the three outgoing Board members for their service to the community, students and staff of New Milford. <p>The meeting recessed at 7:38 p.m. for a short reception and reconvened at 7:47 p.m.</p>	B. BOE Service: Bill Dahl, David Lawson, J.T. Schemm
3.	<p>Public Comment</p> <ul style="list-style-type: none"> Kris Stewart spoke on behalf of the NMHS marching band and color guard. She said the band and color guard won the US Bands State Championship in their class for the second year in a row, with their highest score of the season, sweeping all categories. November 26 will be the last performance this year at the football game which begins at 7 p.m. Eleven band and eight chorus students were chosen for participation in the CMEA Northern Region Festival. Many ensembles are preparing for December performances. The Jazz Band, Orchestra, Concert Band and Wind Ensemble will perform on Thursday, December 12 at 7:00 p.m. The Chorus and Advanced Chorus will perform on Thursday, December 19 at 7:00 p.m. She thanked the Board for its support of the music program. 	Public Comment
4.	<p>PTO Report</p> <ul style="list-style-type: none"> Mrs. Mandi MacDonald said the PTO sponsored a teacher dinner during conferences at NES. They have a movie fundraiser coming up at Bank Street Theater for Frozen 2. The HPS PTO also sponsored a teacher dinner during conferences and a breakfast for veterans during the school's Veterans Day recognition. 	PTO Report

	<ul style="list-style-type: none"> • SMS PTO sponsored the annual pizza party for the Battle of the Books launch. They added many new books for the school following the successful Book Fair. Krispy Kreme will be returning in the spring. • SNIS PTO sponsored a luncheon for veterans during that school's Veterans Day recognition. Their Book Fair was also highly successful. • The high school PTO will sponsor a movie night in December for Jumanji. The Grad Party had success with the Haunted Trail at Harrybrooke. • The PTO sponsored Sip and Stroll is this Friday at JPCC. • Discount cards are still available. • Mrs. MacDonald thanked the outgoing Board members for their service. 	
5.	<p>Student Representative's Report</p> <ul style="list-style-type: none"> • Josh and Craig said students are signing up now for training in the Wingman program, which was introduced on November 14. • November 22 is the Spanish Honor Society Talent Show. • December 5-7, the Drama Club will present Clue On Stage. • Fall sports are wrapping up; States are Saturday. NMHS received the Michael's Cup award for good sportsmanship. • Band will have a concert on December 12, Chorus on December 19. • College admissions are underway and the high school will host its annual Instant Decision Week from December 2-6. 	<p>Student Representative's Report</p>
6. A.	<p>Approval of Minutes</p> <p>Approval of the following Board of Education Meeting Minutes:</p> <p>1. Workshop Meeting Minutes October 15, 2019</p>	<p>Approval of Minutes</p> <p>A. Approval of the following Board of Education Meeting Minutes:</p> <p>1. Workshop Meeting Minutes October 15, 2019</p>

	<p>Mrs. Faulenbach moved to approve the following Board of Education Meeting Minutes: Workshop Meeting Minutes October 15, 2019, seconded by Mrs. Monaghan and passed 7-0-1.</p> <p>Aye: Mrs. Chastain, Mr. Failla, Mrs. Faulenbach, Mr. Lawson, Mr. McCauley, Mrs. McInerney, Mrs. Monaghan Abstain: Mr. Schemm</p> <p>2. Regular Meeting Minutes October 15, 2019</p> <p>Mrs. McInerney moved to approve the following Board of Education Meeting Minutes: Regular Meeting Minutes October 15, 2019, seconded by Mr. McCauley and passed 7-0-1.</p> <p>Aye: Mrs. Chastain, Mr. Failla, Mrs. Faulenbach, Mr. Lawson, Mr. McCauley, Mrs. McInerney, Mrs. Monaghan Abstain: Mr. Schemm</p>	<p>Motion made and passed to approve the following Board of Education Meeting Minutes: Workshop Meeting Minutes October 15, 2019.</p> <p>2. Regular Meeting Minutes October 15, 2019</p> <p>Motion made and passed to approve the following Board of Education Meeting Minutes: Regular Meeting Minutes October 15, 2019.</p>
7.	<p>Superintendent's Report</p> <ul style="list-style-type: none"> • Dr. Parker said she would break down her report into segments. Regarding community involvement, she attended the Corporation for New Milford Economic Development brainstorming session and has been invited to become a member of the Corporation's Board. She attended the CAPSS/CABE Convention and was asked to moderate the session for Portrait of a Graduate. Dr. Parker was pleased to attend the NMHS Athletic Hall of Fame banquet in honor of so many outstanding athletes. She and NMHS Principal Greg Shugrue attended a school safety seminar at UConn sponsored by the FBI. Chief Cerruto and some of his team were also in attendance. On Monday night, she attended the district-wide PTO meeting and is so grateful for the support they provide for our students and staff. Today she went to the Rotary meeting where the NMHS student of the month was 	<p>Superintendent's Report</p>

	<p>recognized. She also met with the last group of survey parents who had expressed a wish for a face to face meeting.</p> <ul style="list-style-type: none"> • For school events, Dr. Parker attended the National Honor Society induction, where a record group of 97 students were inducted. She sat in on the Freshman/Sophomore Wingman introduction program and was so impressed with the respect shown by students. She is continuing with her school visits and visited three schools today. • Regarding upcoming events, she wanted to mention "Vaping is Smoking", presented by NMPS Parents As Partners, which will take place November 20 at 6:30 p.m. On December 5, there will be a presentation offered to SMS parents regarding the behavior and attitudes survey data. On December 3, there will be a Board workshop, open to the public, with a presentation by Lisa Hammersley, Deputy Executive Director of the Connecticut School Finance Project, that will be tailored specifically for New Milford Public Schools. It will provide a refresh on school finance prior to budget season. 	
8.	<p>Board Chairman's Report</p> <ul style="list-style-type: none"> • Mr. Lawson encouraged Board members to share their thoughts regarding budget with Dr. Parker. • Mr. Lawson, who is ending his service on the Board, said he was proud to say that he never used the gavel available to him. He said that is a testament to the courtesy and respect embodied by both Board members and attendees. He wished all a Happy Thanksgiving. 	Board Chairman's Report
9.	<p>Committee And Liaison Reports</p> <p>A. Facilities Sub-Committee – Mr. McCauley</p> <ul style="list-style-type: none"> • Mr. McCauley said it was a productive meeting and that turf field fees and Celtic Energy are both topics on tonight's agenda. He said that he, Dr. Parker, and Mr. Giovannone met with the Mayor 	<p>Committee And Liaison Reports</p> <p>A. Facilities Sub-Committee</p>

	<p>on Tuesday to continue discussion regarding an MOU with the Town for Celtic Energy. The Facilities subcommittee discussed a steam leak at the Lillis Building, which required abatement, as well as budget drivers, which had not changed from the previous month.</p>	
B.	<p>Operations Sub-Committee – Mrs. Faulenbach</p> <ul style="list-style-type: none"> Mr. McCauley acted as Chair for Operations in Mrs. Faulenbach's absence so he gave the report. He said most topics are on tonight's agenda. In addition, they discussed Entitlement Grants. He thanked Ms. DiCorpo for her work on them. The committee also heard Health Inspection results, which were wonderful as always. He commended the Food Services department for a fantastic job. 	B. Operations Sub-Committee
C.	<p>Policy Sub-Committee – Mrs. McNerney</p> <ul style="list-style-type: none"> Mrs. McNerney said policy 6146 is on for first review tonight. An adjustment to the PE credit requirement for sophomores and juniors is needed to avoid hiring additional staff for two years. Policies 1700 and 1800 are on for second review. Policy 1800 has additional changes suggested by legal counsel; they are noted in red. The committee reviewed an accompanying regulation for policy 1800. They started discussion of the 9000 series, good timing with the additional of new Board members. Mrs. McNerney said legal had previously presented a workshop on the role of the Board member. She said that might be helpful to do at this time as well. The December Policy meeting is cancelled. 	C. Policy Sub-Committee
D.	<p>Committee on Learning – Mr. Schemm</p> <ul style="list-style-type: none"> Mr. Schemm said they discussed social emotional learning including the Wingman program. They heard a request to approve a survey on vaping. There are sixteen curriculum on for approval tonight. He thanked Ms. 	D. Committee on Learning

	<p>DiCorpo for her work in bringing them forward so there would not be a backlog for the new Board. He suggested the possible use of a workshop model in the future. They discussed budget drivers, including mandated bilingual teachers for schools having over twenty students who share a dominant language. He thanked his fellow committee members on Policy and COL and said the focus was always on learning and educator support.</p> <p>E. EdAdvance – Mrs. Monaghan</p> <ul style="list-style-type: none"> Mrs. Monaghan said area municipal leaders were invited to a meeting at the Plymouth facility. <p>F. Connecticut Boards of Education (CABE) – Mr. Lawson</p> <ul style="list-style-type: none"> Mr. Lawson said CABE continues to review the new statutes as to how they impact policy. They are also sponsoring a new Board member seminar in early December. He encouraged new members to attend. <p>G. Magnet School – Mrs. Monaghan</p> <ul style="list-style-type: none"> Mrs. Monaghan said the planned meeting was cancelled. 	<p>E. EdAdvance</p> <p>F. Connecticut Boards of Education (CABE)</p> <p>G. Magnet School</p>
10.	<p>Discussion and Possible Action</p> <p>A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated November 19, 2019</p> <p>Mrs. Faulenbach moved to approve Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence as of November 19, 2019, seconded by Mrs. Monaghan.</p> <ul style="list-style-type: none"> There was no discussion. 	<p>Discussion and Possible Action</p> <p>A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated November 19, 2019</p> <p>Motion made and passed unanimously to approve Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence as of November 19, 2019.</p>

	<p>The motion passed unanimously.</p> <p>B. Monthly Reports</p> <ol style="list-style-type: none"> 1. Budget Position - Revised 2. Purchase Resolution: D-728 3. Request for Budget Transfers <p>Mrs. McInerney moved to approve monthly reports: Revised Budget Position dated October 31, 2019; Purchase Resolution D-728; and Request for Budget Transfers, seconded by Mr. McCauley.</p> <ul style="list-style-type: none"> Mrs. Chastain said she had asked for pricing on an upgrade to Naviance. She asked if the amount on the purchase resolution included an upgrade. Ms. DiCorpo said she will check; she knows they are working to connect Naviance with the middle school. Mrs. Faulenbach said she appreciates the detail on the capital reserve for transparency. She asked if it is expected to fluctuate any more prior to final audit. Mr. Giovannone said it is an interest bearing account so that would be the only fluctuation. Mr. Giovannone said that there will be an additional \$310,000 added to capital reserve after the first of the year, pending final audit. Mrs. Faulenbach said that action has already been approved through the Town. Mrs. Faulenbach asked if there is any town contribution to the turf field account. Mr. Giovannone said he does not have access to Town accounts; there is no Town contribution in this BOE account. Mr. Failla reiterated his concern with tapping into capital reserve and running down the total. He said this continues to be an issue in his opinion. Regarding the banners for the turf fields, Mr. Failla feels more effort is needed in this area to get groups involved. He said he would like an official inquiry made to the Town regarding any funds they have deposited for turf field replacement. 	<p>B. Monthly Reports</p> <ol style="list-style-type: none"> 1. Budget Position - Revised 2. Purchase Resolution: D-728 3. Request for Budget Transfers <p>Motion made and passed unanimously to approve monthly reports: Revised Budget Position dated October 31, 2019; Purchase Resolution: D-728; and Request for Budget Transfers.</p>
--	---	---

<p>C. Celtic Energy</p> <ul style="list-style-type: none"> • Dr. Parker said they met Monday with the Mayor, as Mr. McCauley mentioned in his Facilities report, to hammer out questions from legal regarding the proposed MOU with the Town. She said it was a good conversation and agreement regarding any concerns should happen soon, just not quickly enough for the attorneys to have the MOU ready for this evening. She said in the meantime, they told Celtic it was okay to move on with the audit phase so as not to hold up planning. • Mr. Failla said he expressed significant concerns at subcommittee that Celtic appears to answer only to the Town, while the Board facilities will play a huge part in the agreement. <p>D. Policies for Second Review</p> <ol style="list-style-type: none"> 1. 1700 Possession of Firearms on School Property Prohibited 2. 1800 Animals on School Property <ul style="list-style-type: none"> • Mr. Failla said he has been vocal in his comments about the poor wording of the state statute governing policy 1700 but he would leave it to the state legislature. <p>E. Policy for First Review</p> <ol style="list-style-type: none"> 1. 6146 Graduation Requirements <ul style="list-style-type: none"> • Mr. Failla said he understands the predicament here but that he remains philosophically opposed to reducing physical education requirements. • Mr. Schemm noted that the adjustment for sophomores and juniors will not produce any cost savings, just cost avoidance. <p>F. Western CT Coalition Mini Grant Survey</p> <p>Mr. McCauley moved to approve the Western CT Coalition Mini Grant Survey, seconded by Mrs. Monaghan.</p>	<p>C. Celtic Energy</p> <p>D. Policies for Second Review</p> <ol style="list-style-type: none"> 1. 1700 Possession of Firearms on School Property Prohibited 2. 1800 Animals on School Property <p>E. Policy for First Review</p> <ol style="list-style-type: none"> 1. 6146 Graduation Requirements <p>F. Western CT Coalition Mini Grant Survey</p> <p>Motion made and passed unanimously to approve the</p>
--	---

<ul style="list-style-type: none"> • Mr. Failla said vaping is a significant problem locally and nationwide and we should gather any information we can to help combat it. • Mr. Lawson said this information will be a tool for the community as a whole, not just the Board. • Jason O'Connor, Vice Chair of NMCAN, said they will use the data to inform the strategic prevention framework. • Mrs. Monaghan said she had suggested the use of positive peer pressure in this area. She said she had given a list of suggestions to Dr. Parker and Mr. Shugrue. She said Mr. Shugrue estimated that six out of ten students are involved in vaping. <p>The motion passed unanimously.</p> <p>G. Approval of the Following Curricula</p> <ol style="list-style-type: none"> 1. K-2 Library Media 2. 3-5 Library Media 3. 6-8 Library Media 4. 9-12 Library Media 5. Science Fiction CP 6. Theater Workshop and Performance 7. Experiencing Poetry 8. Physics CP 9. Physics Honors 10. AP Microeconomics 11. Introduction to Business 12. Grade 6 Art 13. Grade 7 Art 14. Grade 8 Art 15. Early Childhood 16. Statistics CP <p>Mrs. Monaghan moved to approve the following curricula:</p> <ol style="list-style-type: none"> 1. K-2 Library Media 2. 3-5 Library Media 3. 6-8 Library Media 4. 9-12 Library Media 5. Science Fiction CP 	<p>Western CT Coalition Mini Grant Survey.</p> <p>G. Approval of the Following Curricula</p> <ol style="list-style-type: none"> 1. K-2 Library Media 2. 3-5 Library Media 3. 6-8 Library Media 4. 9-12 Library Media 5. Science Fiction CP 6. Theater Workshop and Performance 7. Experiencing Poetry 8. Physics CP 9. Physics Honors 10. AP Microeconomics 11. Introduction to Business 12. Grade 6 Art 13. Grade 7 Art 14. Grade 8 Art 15. Early Childhood 16. Statistics CP <p>Motion made and passed unanimously to approve the following curricula:</p> <ol style="list-style-type: none"> 1. K-2 Library Media 2. 3-5 Library Media 3. 6-8 Library Media 4. 9-12 Library Media
---	---

	<p>6. Theater Workshop and Performance 7. Experiencing Poetry 8. Physics CP 9. Physics Honors 10. AP Microeconomics 11. Introduction to Business 12. Grade 6 Art 13. Grade 7 Art 14. Grade 8 Art 15. Early Childhood 16. Statistics CP</p> <p>Seconded by Mr. McCauley.</p> <ul style="list-style-type: none"> There was no discussion. <p>The motion passed unanimously.</p> <p>H. Turf Field Follow up – Fees</p> <p>Mr. McCauley moved to approve the Use of Facilities Fee Schedule as proposed, seconded by Mrs. Monaghan.</p> <ul style="list-style-type: none"> Mrs. McInerney said it is important to make sure the community understands the different organization type levels for transparency purposes. Mr. Lawson asked if the fund where these fees are deposited is interest bearing. Mr. Giovannone said he would check. Mrs. Monaghan said she was glad to see this revision. Mrs. Faulenbach thanked the turf field committee for its work and for vetting this proposal prior to subcommittee review. Members volunteer their time and provide valuable input. She said the intent is to cover costs, losses, versus to make a profit. <p>The motion passed unanimously.</p>	<p>5. Science Fiction CP 6. Theater Workshop and Performance 7. Experiencing Poetry 8. Physics CP 9. Physics Honors 10. AP Microeconomics 11. Introduction to Business 12. Grade 6 Art 13. Grade 7 Art 14. Grade 8 Art 15. Early Childhood 16. Statistics CP</p> <p>H. Turf Field Follow up – Fees</p> <p>Motion made and passed unanimously to approve the Use of Facilities Fee Schedule as proposed.</p>
--	--	--

<p>11.</p>	<p>Items For Information And Discussion</p> <p>A. Field Trip Report</p> <ul style="list-style-type: none"> • Mrs. Monaghan asked if the cost of the trips includes transportation. Ms. DiCorpo said they do. • Mrs. McInerney commented on the \$1,700 cost per student of the Band trip. Ms. DiCorpo said the figure is calculated for purposes of submitting the paperwork and may go down based on fundraising efforts prior to the trip. <p>B. 1800 Animals on School Property Regulation</p> <ul style="list-style-type: none"> • Mr. Lawson said this regulation was discussed in subcommittee. • Mrs. Faulenbach said she appreciated seeing it here so that all Board members could see the enforcement piece for this new policy. <p>C. Budget Drivers</p> <ul style="list-style-type: none"> • Mrs. McInerney said she appreciates this document; it really drives home the needs. She asked for clarification on the loss of the bilingual grant. Ms. DiCorpo said she hasn't seen the grant offered again but it was based on the number of students who are defined as immigrants, of which the district now has fewer under the definition that qualify. • Mrs. Faulenbach agreed that the document is helpful to start conversation. She noted that it is a fluid draft and it will come down to dollars available. She said the health insurance increase alone is estimated at \$400,000. Even though that is much lower than what would have been incurred under the old plan, it is still an increase over which the Board has no control. • Mr. Lawson noted that these cost avoidance issues are not readily apparent from year to year either. 	<p>Items For Information And Discussion</p> <p>A. Field Trip Report</p> <p>B. 1800 Animals on School Property Regulation</p> <p>C. Budget Drivers</p>
-------------------	---	---

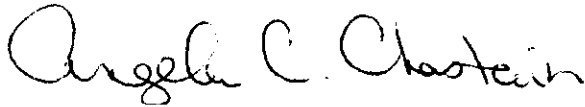
	<ul style="list-style-type: none"> Mrs. Chastain asked if the Student Information System committee is inclusive of different bargaining units. Mr. Rush said there are approximately five members per school and this includes secretaries, guidance and special education representation. 	
12.	<p>Discussion and Possible Action</p> <p>A. Discussion and possible action on proposed collective bargaining agreement between the New Milford Board of Education and Teamsters Local 677 Food and Nutrition Services Employees. Executive Session anticipated.</p> <p>B. Discussion and possible action on proposed collective bargaining agreement between the New Milford Board of Education and Teamsters Local 677 Custodians and Maintainers. Executive Session anticipated.</p> <p>C. Discussion and possible action on proposed collective bargaining agreement between the New Milford Board of Education and the NMBOE Nurses Local 1303-154 of Council 4. Executive Session anticipated.</p> <p>Mrs. Faulenbach moved that the Board enter into executive session in order to discuss:</p> <ul style="list-style-type: none"> The proposed collective bargaining agreement between the New Milford Board of Education and Teamsters Local 677 Food and Nutrition Services Employees; The proposed collective bargaining agreement between the New Milford Board of Education and Teamsters Local 677 Custodians and Maintainers; The proposed collective bargaining agreement between the New Milford Board of Education 	<p>Discussion and Possible Action</p> <p>A. Discussion and possible action on proposed collective bargaining agreement between the New Milford Board of Education and Teamsters Local 677 Food and Nutrition Services Employees. Executive Session anticipated.</p> <p>B. Discussion and possible action on proposed collective bargaining agreement between the New Milford Board of Education and Teamsters Local 677 Custodians and Maintainers. Executive Session anticipated.</p> <p>C. Discussion and possible action on proposed collective bargaining agreement between the New Milford Board of Education and the NMBOE Nurses Local 1303-154 of Council 4. Executive Session anticipated.</p> <p>Motion made and passed unanimously that the Board enter into executive session in order to discuss:</p> <ul style="list-style-type: none"> The proposed collective bargaining agreement between the New Milford Board of Education and Teamsters Local 677 Food and Nutrition Services Employees; The proposed collective bargaining agreement

<p>and the NMBOE Nurses Local 1303-154 of Council 4; And to invite into the session Dr. Kerry Parker and Mr. Anthony Giovannone. Seconded by Mrs. Monaghan.</p> <ul style="list-style-type: none"> • Mr. Failla said that since all agreements were going to be discussed in one executive session, he would not participate because he would be recusing himself from the vote on one agreement. • Mrs. Faulenbach said that procedurally Mr. Failla could choose to leave the executive session at the time of that agreement's discussion and still be present for the others. <p>The motion passed unanimously.</p> <p>The Board entered executive session at 8:49 p.m.</p> <p>Mr. Failla and Mr. Lawson left executive session at 9:00 p.m.</p> <p>The Board returned to public session at 9:16 p.m.</p> <p>D. Approval of successor collective bargaining agreement between the New Milford Board of Education and Teamsters Local 677 Food and Nutrition Services Employees.</p> <p>Mrs. Monaghan moved to approve the successor collective bargaining agreement between the New Milford Board of Education and Teamsters Local 677 Food and Nutrition Services Employees as discussed in executive session and to further move that the Board delegate to the Chairperson of the Board the authority to execute said agreement on behalf of the Board.</p> <p>Seconded by Mr. McCauley.</p> <p>The motion passed unanimously.</p>	<p>between the New Milford Board of Education and Teamsters Local 677 Custodians and Maintainers;</p> <ul style="list-style-type: none"> • The proposed collective bargaining agreement between the New Milford Board of Education and the NMBOE Nurses Local 1303-154 of Council 4; <p>And to invite into the session Dr. Kerry Parker and Mr. Anthony Giovannone.</p> <p>D. Approval of successor collective bargaining agreement between the New Milford Board of Education and Teamsters Local 677 Food and Nutrition Services Employees.</p> <p>Motion made and passed unanimously to approve the successor collective bargaining agreement between the New Milford Board of Education and Teamsters Local 677 Food and Nutrition Services Employees as discussed in executive session and to further move that the Board delegate to the Chairperson of the Board the authority to execute said agreement on behalf of the Board.</p>
--	---

<p>E.</p>	<p>Approval of successor collective bargaining agreement between the New Milford Board of Education and Teamsters Local 677 Custodians and Maintainers.</p> <p>Mrs. McInerney moved to approve the successor collective bargaining agreement between the New Milford Board of Education and Teamsters Local 677 Custodians and Maintainers as discussed in executive session and to further move that the Board delegate to the Chairperson of the Board the authority to execute said agreement on behalf of the Board.</p> <p>Seconded by Mrs. Faulenbach.</p> <p>The motion passed unanimously.</p>	<p>E. Approval of successor collective bargaining agreement between the New Milford Board of Education and Teamsters Local 677 Custodians and Maintainers.</p> <p>Motion made and passed unanimously to approve the successor collective bargaining agreement between the New Milford Board of Education and Teamsters Local 677 Custodians and Maintainers as discussed in executive session and to further move that the Board delegate to the Chairperson of the Board the authority to execute said agreement on behalf of the Board.</p>
<p>F.</p>	<p>Approval of successor collective bargaining agreement between the New Milford Board of Education and the NMBOE Nurses Local 1303-154 of Council 4.</p> <p>Mrs. Faulenbach moved to approve the successor collective bargaining agreement between the New Milford Board of Education and the NMBOE Nurses Local 1303-154 of Council 4 as discussed in executive session and to further move that the Board delegate to the Chairperson of the Board the authority to execute said agreement on behalf of the Board.</p> <p>Seconded by Mr. Schemm.</p> <p>The motion passed 6-0-2.</p> <p>Aye: Mrs. Chastain, Mrs. Faulenbach, Mr. McCauley, Mrs. McInerney, Mrs. Monaghan, Mr. Schemm</p> <p>Abstain: Mr. Failla, Mr. Lawson</p>	<p>F. Approval of successor collective bargaining agreement between the New Milford Board of Education and the NMBOE Nurses Local 1303-154 of Council 4.</p> <p>Motion made and passed to approve the successor collective bargaining agreement between the New Milford Board of Education and the NMBOE Nurses Local 1303-154 of Council 4 as discussed in executive session and to further move that the Board delegate to the Chairperson of the Board the authority to execute said agreement on behalf of the Board.</p>

13.	Adjourn Mrs. Monaghan moved to adjourn the meeting at 9:19 p.m., seconded by Mrs. Faulenbach and passed unanimously.	Adjourn Motion made and passed unanimously to adjourn at 9:19 p.m.
------------	---	---

Respectfully submitted:



Angela C. Chastain

Secretary

New Milford Board of Education

**New Milford Board of Education
Special Meeting Minutes
December 3, 2019
Lillis Administration Building – Board Room**

Present:	Mrs. Angela C. Chastain Mr. Joseph Failla Mrs. Wendy Faulenbach Mr. Pete Helmus Mr. Brian McCauley Mrs. Eileen P. Monaghan Mrs. Cynthia Nabozny Mrs. Olga I. Rella
Absent:	Mrs. Tammy McInerney

RECEIVED
CLERK
2019 DEC -4 P 2:41

NEW MILFORD, CT

Also Present:	Dr. Kerry Parker, Superintendent of Schools Mr. Anthony Giovannone, Director of Operations and Fiscal Services Mr. Kevin Munrett, Facilities Director Mrs. Laura Olson, Director of Pupil Personnel and Special Services Mr. Brandon Rush, Director of Technology Mr. Pete Bass, Mayor of New Milford
----------------------	--

1.	Call to Order A. Pledge of Allegiance The special meeting of the New Milford Board of Education was called to order at 6:45 p.m. by Mrs. Chastain. The Pledge of Allegiance immediately followed the call to order.	Call to Order A. Pledge of Allegiance
2.	Presentation <ul style="list-style-type: none"> • Lisa Hammersley, Deputy Executive Director of the CT School Finance Project, presented information on how Connecticut's school funding system impacts New Milford Public Schools and the community. That presentation is attached to these minutes. • Following the presentation, Mr. Giovannone commented that the excess cost grant highlighted on slide 80 is very difficult for the district to predict, which creates a significant problem when budgeting. Ms. Hammersley said it is a significant concern for both BOE and municipalities. She said a Task Force is 	Presentation

currently reviewing the idea of a SPED cost cooperative, which could provide some stability.

- Mr. Giovannone asked about slide 58 and the use of direct certification for free and reduced price lunch (FRPL), a process New Milford uses. Ms. Hammersley said direct certification provides a more accurate compilation of low income students and eliminates the stigma of self reporting.
- Mr. Helmus questioned slides 42 and 43, which show that student poverty in New Milford increased by 3 percentage points over the past 10 years, while FRPL-eligible students have increased by 14 percentage points over the past 10 years. Ms. Hammersley said the difference is in the income threshold versus the FRPL threshold which the ECS uses.
- Mayor Bass questioned New Milford's median household income of \$83,676 referenced on slide 102, saying it seemed high. He asked what source was used. He also asked if New Milford could be compared to towns in Litchfield County, not Fairfield County. Ms. Hammersley said she would provide a state-wide comparison as well as information on the median household income source.
- Dr. Parker said the presentation is a starting point and that Board members should let her know if they have additional research requests.
- Mrs. Faulenbach said it was interesting to note the clear link between enrollment and funding. She said it is important to examine the other needs that drive up funding, in particular special education and FRPL.
- Mrs. Faulenbach referenced slide 116. She asked about the reference to public transportation. She said New Milford's large geographical area makes this a factor. Ms. Hammersley said that ECS does not take transportation into account. She will research the reference further.
- Mr. Giovannone referenced the new EFS reporting which details funding by school within a district. Ms. Hammersley said the Excel format is not user friendly and if the

New Milford Board of Education
Special Meeting Minutes
December 3, 2019
Lillis Administration Building – Board Room

Page 3

	<p>district sends its data to the CT School Finance Project, they will provide a presentation to help view it and identify any discrepancies.</p> <ul style="list-style-type: none">• Mrs. Faulenbach asked for confirmation that the timeline for the Minimum Budget Requirement (MBR) exception is for the previous fiscal year. Ms. Hammersley said that is correct.• Dr. Parker thanked the presenter, Ms. Hammersley, and said she looks forward to building the relationship.• Mrs. Faulenbach said that understanding all funding for the BOE and Town and its cycle is extremely important.	
3.	<p>Adjourn</p> <p>Mrs. Faulenbach moved to adjourn the meeting at 7:52 p.m., seconded by Mrs. Monaghan and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 7:52 p.m.</p>

Respectfully submitted:



Angela C. Chastain
Secretary
New Milford Board of Education

**CONNECTICUT
SCHOOL FINANCE
PROJECT**

SCHOOL FINANCE 101

*How Connecticut's school funding system
impacts New Milford Public Schools and
the community*

UPDATED: October 18, 2019

Contact Us

For questions or comments about the information presented today, please contact us:

Erika Haynes, Director of Community Engagement
Email: erika.haynes@ctschoolfinance.org
Cell: 860-336-6902

To learn more about the Connecticut School Finance Project, visit us at:
www.ctschoolfinance.org

Follow us on Twitter:
[@CTSchoolFinance](https://twitter.com/CTSchoolFinance)

About the CT School Finance Project

- Founded in 2015, the nonprofit Connecticut School Finance Project aims to ensure Connecticut has a fair and equitable school finance system and be a trusted, nonpartisan, and independent source of accurate data and information.
- Although not a member-based organization, the Connecticut School Finance Project actively works with a diverse group of stakeholders, including education and community leaders, nonprofit organizations, and individuals interested in how school finance impacts their students and schools.
- We aim to develop fair, well-thought-out solutions to Connecticut's school finance challenges that incorporate the viewpoints and perspectives of stakeholders.

CT School Finance Project's Goals

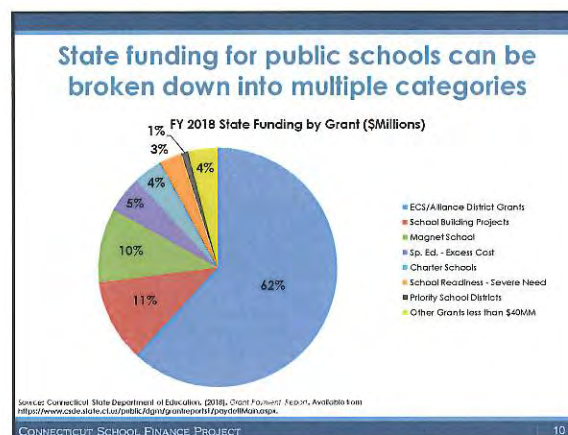
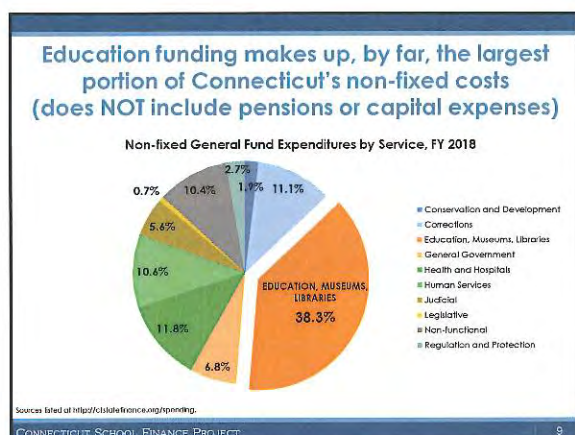
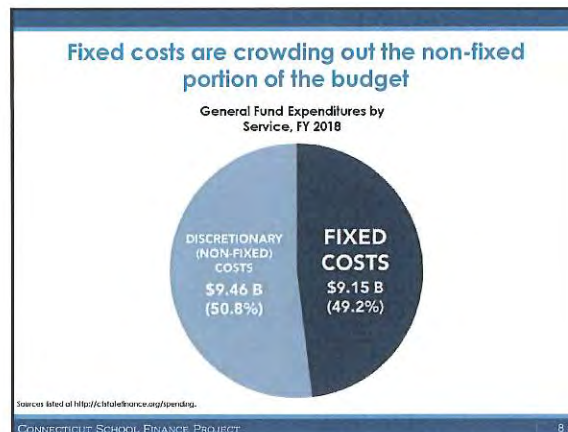
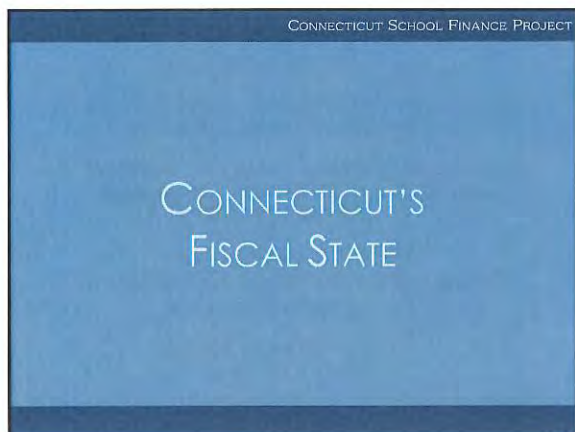
- Build knowledge about how the current school funding system works,
- Bring together stakeholders who are impacted by how schools are funded, and
- Identify solutions to Connecticut's school funding challenges that are fair to students and taxpayers, and strengthen schools and communities.

What We Do

- **Accurate, Independent Data and Analysis**
Accurate data and analysis is the backbone of our organization. We provide up-to-date data with easy-to-understand analysis about 1) how CT funds its public schools and 2) CT's budget and financial state.
- **Reports and Policy Briefings**
We consistently produce in-depth reports and policy briefings about various topics related to education finance, the state budget, and other issues impacting CT's fiscal health.
- **Handouts, Education Materials, and Policy Toolkits**
We create customized, approachable handouts and materials that help communities and stakeholders better understand CT's education and state finances, and then effectively share that information with their neighbors, policymakers, and personal networks.
- **Support ALL Students and Public Schools**
As part of our education finance work, our organization is committed to developing, and raising awareness about the need for, an equitable, unified state education funding formula that treats ALL students fairly based on their learning needs and the needs of the districts and communities that serve them.

What We Don't Do

- **Weigh In on Local Education Finance or Budget Issues & Policies**
While municipalities play an important role in the state's education finance system and have an obligation to appropriately (while considering the town's wealth and needs) contribute funds to the education of their school-age children, we do not work on local education finance or budget issues and policies.
- **Support and/or Endorse Local Initiatives**
As an organization focused on statewide issues and policies related to education funding and state finance, we do not support and/or endorse any local initiatives.
- **Endorse Elected Office Candidates & Referendums**
As a nonprofit, nonpartisan organization, we do not endorse elected officials, candidates for elected office, and/or referendums/ballot measures. Furthermore, we do not engage in and/or interfere in any election in any way.
- **Manipulate Data or Present Inaccurate Data Findings**
We never manipulate data, present inaccurate findings, or provide information without proper context. As an independent organization, we also do not change data to show a particular finding or support a policy position. We use official state and federal data as much as possible and all data used is for the most recent year available.



Kids



CONNECTICUT SCHOOL FINANCE PROJECT

13

Schools



CONNECTICUT SCHOOL FINANCE PROJECT

14

Communities



CONNECTICUT SCHOOL FINANCE PROJECT

15

CONNECTICUT SCHOOL FINANCE PROJECT

JACOB'S STORY

A note about per-pupil expenditures

- Connecticut does not currently require revenues or expenditures to be reported at the school level.
 - As a result, it is not possible to determine per-pupil expenditures at the school level.
 - This example uses average per-pupil expenditures at the local education agency (LEA) level.
- In reality, districts don't allocate resources equally to all schools or students.
- Our methodology for calculating per-pupil expenditures at the LEA level can be found in the appendix of this presentation.

CONNECTICUT SCHOOL FINANCE PROJECT

17

Education Financial System (EFS)

- In an effort to adapt and respond to the financial reporting requirements passed by Congress in 2015 as part of the Every Student Succeeds Act (ESSA), in FY 2018, Connecticut began collecting school district financial data through a new mechanism called the Education Financial System (EFS).
- The EFS is a financial reporting system used by Connecticut's school districts, including local and regional boards of education, charter schools, and regional educational service centers.
- The EFS system include a standardized set of processes to capture, manage, and report financial and statistical information, including district-level and school-level expenditures.
- No date has been announced for when this new data through the EFS will be released.

CONNECTICUT SCHOOL FINANCE PROJECT

18

Jacob



- Jacob lives in New Milford.
- He is a 2nd grader.
- When he grows up, he wants to become a pilot.

CONNECTICUT SCHOOL FINANCE PROJECT

19

How much funding does Jacob's school district receive to educate him?

CONNECTICUT SCHOOL FINANCE PROJECT

20

It depends on where he goes to school.

Let's take a look at funding for Jacob at three similar school districts.

CONNECTICUT SCHOOL FINANCE PROJECT

21

New Milford Public Schools: \$14,257

District Name	New Milford Public Schools
State Contribution (2016-17)	\$2,794
New Milford Contribution (2016-17)	\$10,835
Other Contributions (2016-17)	\$628
Total (2016-17)	\$14,257



Source: Connecticut School Finance Project. (2019). Connecticut Local Public School District Per-pupil Expenditures by Revenue Source, 2014-17. Available from <http://ctschoolfinance.org/research/connecticut-local-school-district-expenditures-by-revenue-source>.

CONNECTICUT SCHOOL FINANCE PROJECT

22

Regional District #12: \$29,482



District Name	Regional District #12
State Contribution (2016-17)	\$147
Town Contribution (2016-17)	\$28,332
Other Contributions (2016-17)	\$1,003
Total (2016-17)	\$29,482

Source: Connecticut School Finance Project. (2019). Connecticut Local Public School District Per-pupil Expenditures by Revenue Source, 2014-17. Available from <http://ctschoolfinance.org/research/connecticut-local-school-district-expenditures-by-revenue-source>.

CONNECTICUT SCHOOL FINANCE PROJECT

23

Sherman Public Schools: \$18,138

District Name	Sherman Public Schools
State Contribution (2016-17)	\$163
Sherman Contribution (2016-17)	\$17,648
Other Contributions (2016-17)	\$327
Total (2016-17)	\$18,138



Source: Connecticut School Finance Project. (2019). Connecticut Local Public School District Per-pupil Expenditures by Revenue Source, 2014-17. Available from <http://ctschoolfinance.org/research/connecticut-local-school-district-expenditures-by-revenue-source>.

CONNECTICUT SCHOOL FINANCE PROJECT

24

How much funding does Jacob's school district receive to educate him?

It depends on where he lives.

School District	New Milford Public Schools	Regional District #12	Sherman Public Schools
State Contribution (2016-17)	\$2,794	\$147	\$163
Town Contribution (2016-17)	\$10,835	\$28,332	\$17,648
Other Contributions (2016-17)	\$628	\$1,003	\$327
Total (2016-17)	\$14,257	\$29,482	\$18,138

Sources: Connecticut School Finance Project. (2019). Connecticut Local Public School District Per-pupil Expenditures by Revenue Source, 2016-17. Available from <http://ctschoolfinance.org/research/connecticut-local-school-district-expenditures-by-revenue-source>.

CONNECTICUT SCHOOL FINANCE PROJECT

25

Why?

CONNECTICUT SCHOOL FINANCE PROJECT

26

CONNECTICUT SCHOOL FINANCE PROJECT

OVERVIEW

Why is school finance a state-level issue?

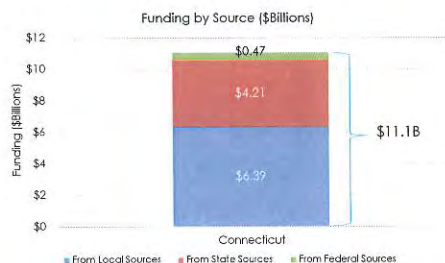
- Education is **not** a fundamental right under the United States Constitution.
- Public schools fall under the authority of state government and are primarily funded through state and local tax dollars.
- All 50 states have concluded children have a right to a free, public education under their state's constitution.

Sources: San Antonio Independent School District v. Rodriguez, 411 U.S. 1 (1972).

CONNECTICUT SCHOOL FINANCE PROJECT

28

What are the funding sources for public education in Connecticut?



Sources: U.S. Census Bureau. (2019). Table 1: Summary of Public Elementary/Secondary School System Finance by State Fiscal Year 2017. 2017 Annual Survey of School System Finances. Washington, D.C.: Author. Available from <https://www.census.gov/programs-surveys/school-finance/data/tables/2017/secondary-education/summarytable12.html#allstates>.


CONNECTICUT SCHOOL FINANCE PROJECT

29

CONNECTICUT SCHOOL FINANCE PROJECT

EQUITY & SCHOOL FINANCE


Equality vs. Equity



Equality

EQUALITY = SAMENESS

GIVING EVERYONE THE SAME THING → It only works if everyone starts from the same place



Equity

EQUITY = FAIRNESS

ACCESS TO SAME OPPORTUNITIES → We must first ensure equity before we can enjoy equality

CONNECTICUT SCHOOL FINANCE PROJECT

31

**Why should we fund students
based on their learning
needs?**

<h1>Challenges and potential support for different types of learning needs</h1>		
Learning Need	Potential Challenges Impacting Student's Education	Examples of Potential Support
Student from a low-income family	<ul style="list-style-type: none"> • Unstable housing situation (may move frequently or be homeless) • Food insecurity or lack access to healthy foods • Parents may be less able to dedicate time and resources to education • Exposure to traumatic or unsafe situations • More likely to be absent from school • May have limited language capability (by the age of 3, children from low-income households hear – on average – 30 million less words than those from affluent households) 	<ul style="list-style-type: none"> • Reading interventionist • Software to help build vocabulary and develop language • Social worker
English Learner student	<ul style="list-style-type: none"> • May be only English speaker in household • Cultural differences • Emigrated from possible violence/warfare • In familiar with US education system – or any education system 	<ul style="list-style-type: none"> • ESL/bilingual teacher • Software to assist in learning English • Books and other materials in first language
Student with disabilities	<ul style="list-style-type: none"> • Each student's learning needs will be unique and can vary significantly from student-to-student • Students may have physical, learning, or social-emotional challenges 	<ul style="list-style-type: none"> • Special educational teacher • Physical or occupational therapist • Adaptive technology

Source: Jensen, L. (2016). How Poverty Affects Behavior and Academic Performance. Teaching with a Mountain View. Accessed via Association for Supervision & Curriculum Development. Retrieved from: <http://www.ascd.org/files/pdf/wholechild/povertyandachievement.pdf>
Copyright © 2019 by Pearson Education, Inc. All rights reserved. This material is intended solely for personal use by the individual user and is not to be disseminated further.

COURTESY: SPENCER DANCE PROJECT

Does money matter?

Shifting scholarly debate

Earlier studies:

- The Coleman Report (1966): Found **no clear relationship between school funding and student outcomes.**
- Hanushek (2003): "...a wide range of analyses indicate that **overall resource policies have not led to discernible improvements in student performance.**"

Recent studies:

- Jackson/Johnson/Perisco (2016): "For low-income children, a **10% increase in per pupil spending each year** for all 12 years of public school is associated with **0.46 additional years of completed education, 8% higher earnings, and a 6.1 percentage point reduction in the annual incidence of adult poverty.**"
- LaParo, Rolfstein, and Scharzenboch (2016): "Using representative samples from NAEP, we also find that [school finance] reforms **cause gradual increases in the relative achievement of students in low-income school districts...**"
- Cardenas & Shores (2017): "Seven years after reform, the **highest poverty quartile in a treated state experienced a 11.5 to 12.1 percent increase in per-pupil spending and a 6.8 to 11.5 percentage point increase in graduation rates.**"

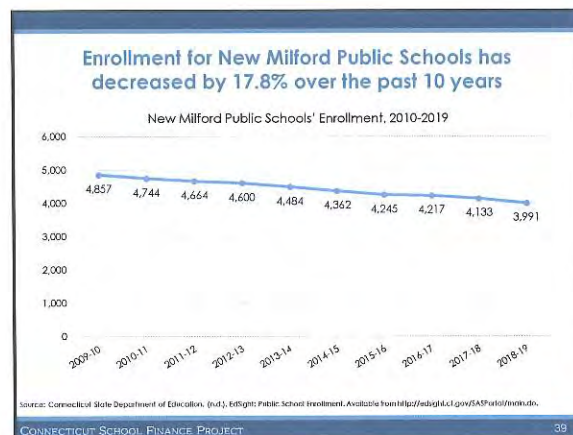
Sources: See Appendix for full of sources.

CONNECTICUT SCHOOL FINANCE PROJECT

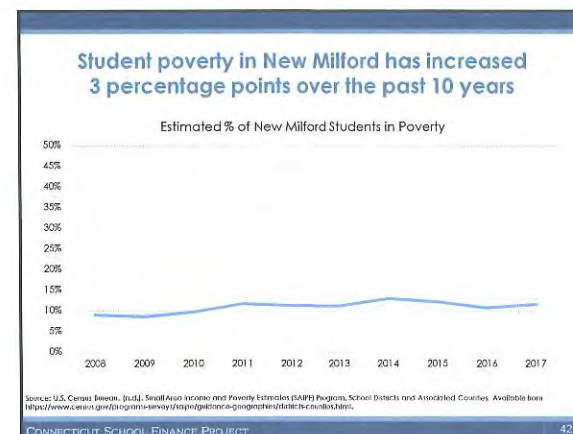
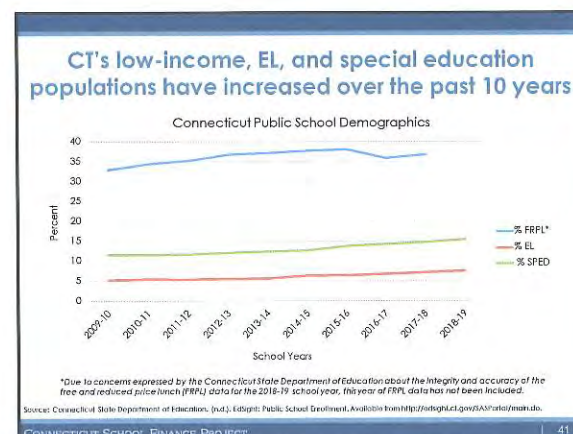
3

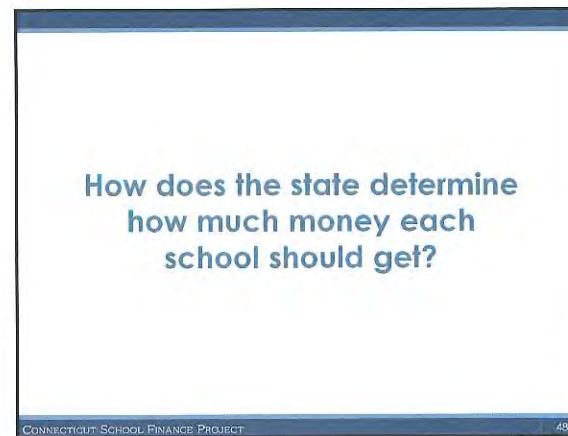
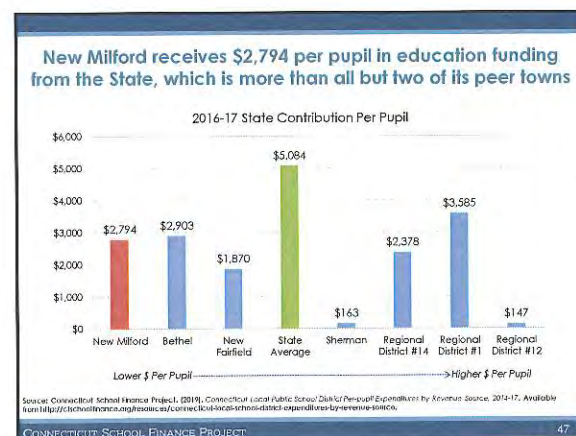
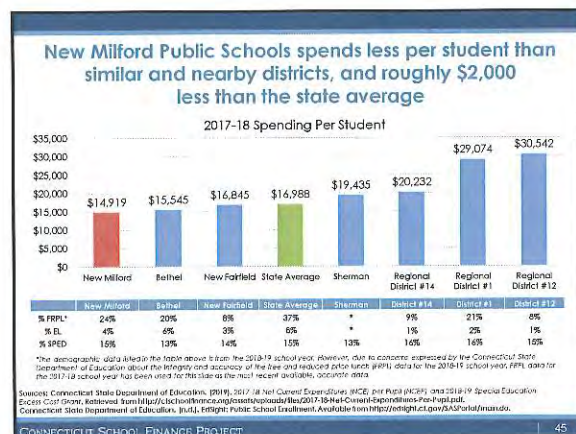
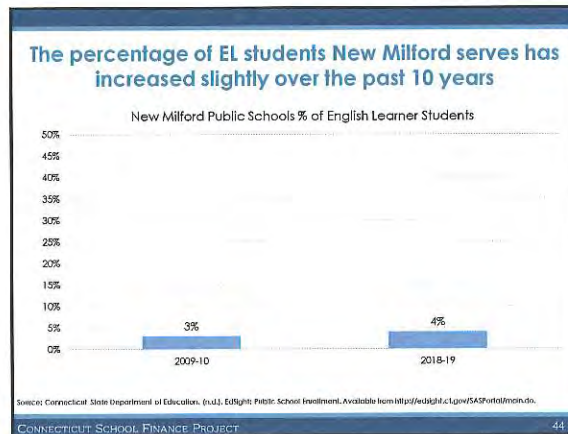
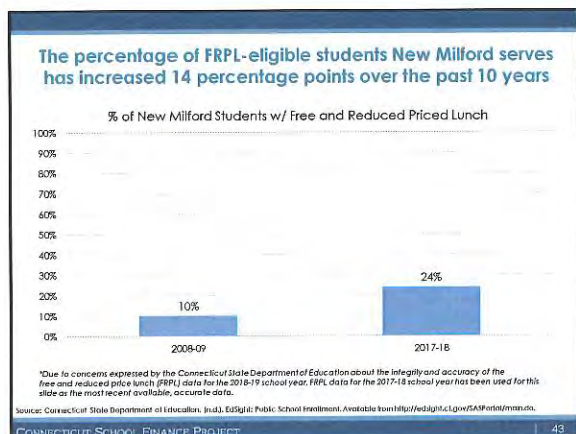
What does all this mean?

Funding does matter to student success inside and outside of the classroom.



**Student need has increased
in New Milford and
across the state**





CT has more than 10 different funding formulas to divide up money between public schools

- Each "type" of school has its own funding formula that is part of the Connecticut General Statutes (the laws of the state).
- The formula that distributes most of the money is the Education Cost Sharing (ECS) formula.
 - This is the formula the state is supposed to use to distribute approx. \$2 billion in state education funding to public schools each year.

Sources: Connecticut General Assembly, Office of Legislative Research. (2013). *Fall Force to Study State Education Funding Final Report*. Retrieved from <http://www.cga.ct.gov/2013/pdf/2013-4-0864.htm>.
Carr, G. (1984). *Ch. 172, §§ 16-201, 16-202*.
Morris, J.D., & Balger, A. (2018). *Comparison of Charter, Magnet, Agricultural Science Centers, and Technical High Schools (2018-R-0030)*. Hartford, CT: Connecticut General Assembly, Office of Legislative Research. Retrieved from <https://www.cga.ct.gov/2018/pdf/2018-R-0030.pdf>.

CONNECTICUT SCHOOL FINANCE PROJECT

49

CONNECTICUT SCHOOL FINANCE PROJECT

EDUCATION COST SHARING (ECS) FORMULA

The Education Cost Sharing (ECS) formula determines how much money the state is supposed to give to each city/town to fund its public schools.

CONNECTICUT SCHOOL FINANCE PROJECT

51

Why does CT have the ECS formula?

- The state began providing aid to cities/towns as a result of a 1977 CT Supreme Court decision, *Horton v. Meskill*.
- In *Horton* (1977), the Court ruled that an education funding system that allows "property wealthy" towns to spend more on education with less effort, is a system that impedes children's constitutional rights to an equal education.
- As a result, CT established a formula to give money to public school districts that took property wealth into consideration.
 - In 1988, CT established the Education Cost Sharing (ECS) formula to serve this purpose. It has been revised numerous times since.
 - In theory, the ECS grant is supposed to make up the difference between what a community can afford to pay and what it costs to run a public school system.

Sources: *Horton v. Meskill*, 172 Conn. 615 (Conn. Sup. Ct. 1977).
Connecticut General Assembly, Office of Legislative Research. (2013). *Fall Force to Study State Education Funding Final Report*. Retrieved from <http://www.cga.ct.gov/2013/pdf/2013-4-0864.htm>.

CONNECTICUT SCHOOL FINANCE PROJECT

52

In October 2017, the Connecticut General Assembly passed a new ECS formula as part of the biennial budget for fiscal years 2018 and 2019.

CONNECTICUT SCHOOL FINANCE PROJECT

53

The new ECS formula began being implemented in fiscal year 2019 includes a 10-year phase-in/out schedule.

The 2019-20 school year marks the second year of the formula's phase-in/out schedule.

CONNECTICUT SCHOOL FINANCE PROJECT

54

Overview of ECS Formula

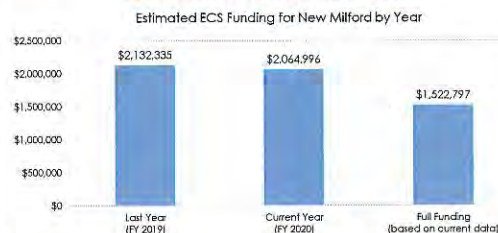
- Current formula began in FY 2019 and is scheduled to be phased in over 10 years.
 - Increase of \$37.6 million (over FY 2019 ECS funding) in FY 2020
 - Estimated increase of \$37.6 million per year from FY 2020 – FY 2028
 - Estimated total increase, after phase-in, of \$361 million — over FY 2019 spending levels — in FY 2028 and beyond.
- Student-based, weighted funding formula
- Formula only applies to local public schools, all other types of Connecticut public schools (magnet schools, local and state charter schools, Connecticut Technical Education and Career System, Vo-Ag schools, Open Choice) will continue to be funded by 10 other formulas

Source: Conn. Acts 19-117, Connecticut General Assembly, Office of Fiscal Analysis (2019), CFA Expenditure Detail June 2019, Hartford, CT: Author, Retrieved from https://www.cga.ct.gov/2019/olfa/DocumentList.asp?ID=17019PR03-2019025_June2020%20Expenditure2020.html.pdf, Conn. Gen. Statutes ch. 172, §§ 10-255, 10-262b.

CONNECTICUT SCHOOL FINANCE PROJECT

55

Based on the most recent available data, if the formula were fully funded this year, New Milford would receive an estimated \$2.06 million — roughly \$67K less than the district received in FY 2019.



Source: Conn. Gen. Statutes ch. 172, §§ 10-262b, 10-262c, Conn. Acts 19-117, Conn. Acts 18-241.

CONNECTICUT SCHOOL FINANCE PROJECT

56

Foundation

- Foundation amount is intended to represent the estimated cost of educating a CT general education student who does not have any additional learning needs.
- Foundation in new formula = \$11,525 per pupil
 - Same as most recent ECS formula
- Foundation continues to "incorporate" State's share of general special education funding.
- Foundation based on past foundation amounts and not derived using verifiable education spending data
 - However, \$11,525 is within a range of reasonable foundation amounts when accounting for the inclusion of special education aid.

Source: Conn. Gen. Statutes ch. 172, § 10-262b.

CONNECTICUT SCHOOL FINANCE PROJECT

57

Formula Weights

- Formula contains three "need-student" weights, which increase per-pupil state education aid for students with additional learning needs.
- Low-income student weight**
 - Formula includes a low-income student weight of 0.3
 - Increases foundation amount by 30 percent for students who live in low-income households as measured by eligibility for free and reduced price lunch (FRPL)
- Concentrated poverty weight**
 - Formula increases per-student funding for low-income students who live in districts with high concentrations of low-income students
 - Concentrated poverty weight is 0.05
 - Increases foundation amount an additional five percent (for a total of 35 percent) for low-income students residing in districts with concentrations of low-income students of over 75 percent of district enrollment
- English Learner weight**
 - Formula includes weight of 0.15 for English Learners
 - Increases foundation amount by 15 percent for students needing additional English-language skills

Source: Conn. Gen. Statutes ch. 172, § 10-262b.

CONNECTICUT SCHOOL FINANCE PROJECT

58

Formula Weights

Low-income Students	Weight: 0.3 Concentration Threshold: .75 Concentration Weight: .05 Identification Method: Eligibility for FRPL
English Learner (EL) Weight	Weight: 0.15 Concentration Weight: 0

Student Need	Funding Per Student
General Education (Non-need) Student	\$11,525
Low-income Student	\$14,983
Concentrated Low-income Student	\$15,569
Low-income and English Learner	\$16,711
English Learner	\$13,254
Concentrated Low-income English Learner	\$17,288

Source: Conn. Gen. Statutes ch. 172, § 10-262b.

CONNECTICUT SCHOOL FINANCE PROJECT

59

Base Aid Ratio

- Formula includes equity metric to distribute state education aid, where the towns with the least ability to fund their public schools receive the most state aid.
- Town's ability to fund its public schools is calculated by:
 - 70% Property Wealth Factor**
 - Determined using a town's Equalized Net Grand List per Capita (ENGLPC), compared to the state median town ENGLPC, as calculated annually by OPM
 - Prior ECS formula used 90% Property Wealth Factor
 - 30% Income Wealth Factor**
 - Determined using a town's Median Household Income (MHI), compared to the state median MHI, as calculated by the U.S. Census Bureau's American Community Survey
 - Prior ECS formula used 10% Income Wealth Factor
- Formula uses a Statewide Guaranteed Wealth Level of 1.35.
- Formula uses a minimum aid ratio of 10% for Alliance Districts and 1% for all other districts, which guarantees all districts some ECS aids.

Source: Conn. Gen. Statutes ch. 172, § 10-262b.

CONNECTICUT SCHOOL FINANCE PROJECT

60

Additional Funding for Towns in Need

- Formula adds additional funding for communities that have a Public Investment Communities (PIC) index score of over 300.
 - PIC index is calculated annually by OPM and measures the relative wealth and need of CT's towns
- If a town has one of the top 19 highest PIC Index scores, under the formula, the town will receive a bonus of three to six percentage points to its base aid ratio, which determines each community's ability to financially support its public schools

Town's PIC Index Rank	Additional % Points Added to Base Aid Ratio
1-5	6 percentage points
6-10	5 percentage points
11-15	4 percentage points
16-19	3 percentage points

Source: Conn. Gen. Statutes ch. 172, § 10-262b.

CONNECTICUT SCHOOL FINANCE PROJECT

61

Phase-in Schedule

- Formula began in FY 2019 and will be phased in over 10 years
- Alliance Districts that would otherwise receive a decrease in aid, according to the formula, are permanently held harmless at their fiscal year 2017 ECS grant amounts.

Phase-in Schedule		
	FY 2020-2027	FY 2028
Towns Receiving Increase in ECS Funding Over FY 2017 Grant	Increase phased in by 10.66% per year	Towns receive 100% of their ECS grant, as calculated by formula
Towns Receiving Decrease in ECS Funding Compared to FY 2017 Grant	Decrease phased out by 8.33% per year	Towns receive 100% of their ECS grant, as calculated by formula

Source: Conn. Gen. Statutes ch. 172, § 10-262b.

CONNECTICUT SCHOOL FINANCE PROJECT

62

Alliance Districts "held harmless"

- Current formula uses both the original and updated Alliance District lists, resulting in 33 districts being held harmless

Ansonia	Hartford	Putnam
Bloomfield	Killingly	Stamford
Bridgeport	Manchester	Thompson
Bristol	Meriden	Torrington
Danbury	Middletown	Vernon
Derby	Naugatuck	Waterbury
East Hartford	New Britain	West Haven
East Haven	New Haven	Winchester
East Windsor	New London	Windham
Groton	Norwalk	Windsor
Hamden	Norwich	Windsor Locks

Source: Conn. Gen. Statutes ch. 172, § 10-262b. Connecticut State Department of Education, (pub.), Alliance Districts. Retrieved from <https://portal.ct.gov/DOE/Alliance-Districts/Alliance-Districts>.

CONNECTICUT SCHOOL FINANCE PROJECT

63

Example of How Phase-in Plan Works

- It is important to remember that the formula is calculated on an annual basis using updated district and town data.
- As a result, a town's calculated ECS grant will change as its district and town inputs change.
- Additionally, as a town's calculated ECS grant changes, so will the difference between the town's calculated ECS grant and its FY 2017 ECS grant, which will impact the phase-in schedule of the town's grant.

Using Bristol as our sample Connecticut town, below is a hypothetical example of how a change in district enrollment (in this case a 5% increase) — with all other inputs remaining the same — would impact a town's ECS grant for a given year (FY 2021) compared to if all of the district/town inputs remained constant.

Example Town	FY 2019 Actual	FY 2020 Actual	Estimated FY 2021 if District/Town Inputs Remain the Same	Estimated FY 2021 if District Enrollment Increases 5%
Bristol	\$45,324,316	\$46,286,500	\$47,308,491	\$47,598,671

Source: Conn. Gen. Statutes ch. 172, § 10-262b.

CONNECTICUT SCHOOL FINANCE PROJECT

64

Although the new ECS formula takes steps toward equitable funding, there are several areas where it falls short.

CONNECTICUT SCHOOL FINANCE PROJECT

65

Maintains More than 10 Different Formulas

- ECS formula only applies to local public schools
- All other types of Connecticut public schools (magnet schools, local and state charter schools, CTECS, vo-ag schools, Open Choice) continue to be funded by 10 other formulas/statutory amounts
- All other formulas not based on student and community needs
- Continuation of more than 10 different formulas also continues the challenges many districts have experienced related to choice programs charging tuition

CONNECTICUT SCHOOL FINANCE PROJECT

66

Low-income Metric Remains a Challenge

- Use of FRPL eligibility as a proxy for identifying low-income students has become functionally unusable for the purposes of a school finance system.
- Previously, students' families were asked to complete paper forms stating their family income and return them to school. Now, students are "directly certified" by their school district as eligible for FRPL if they are enrolled in the Supplemental Nutrition Assistance Program (SNAP), otherwise known as food stamps; Temporary Family Assistance (TFA), otherwise known as cash assistance; state- or federally-funded Head Start programs; or children's Medicaid.
- As a result of this change and the elimination of paper-based household income surveys, the old method of counting low-income students has become inaccurate and needs to be updated to the new direct certification method.
- An example of this inaccuracy was shown during a March 6, 2019 hearing before the Connecticut General Assembly's Appropriations Committee, when the Connecticut State Department of Education's commissioner and chief financial officer repeatedly stated there are "data integrity" issues with the FRPL numbers that will be used to calculate FY 2020 ECS grants.
- While the department is investigating the cause of the "data integrity" issues, it has also proposed moving to direct certification as a way to attain a more accurate count of low-income students for the purposes of the ECS formula.

Sources: National Forum on Education Statistics (NFES), *Recent Issues in Alternative Measures of Socioeconomic Status in Education Data Systems* (NFES 2015-16), Westport, CT: U.S. Department of Education, Institute of Education Sciences, National Center for Education Statistics, Retrieved from <http://nces.ed.gov/ipeds/data2015/2015-16.pdf>.
Connecticut State Department of Education, (2017), 2017-18 Alternative Income Survey, Retrieved from <https://portal.ct.gov/-/media/SDOE/Alternative-Income-Survey/2017-18/2017-18-Alternative-Income-Survey.pdf>.

CONNECTICUT SCHOOL FINANCE PROJECT

67

Funding for Special Education

- Formula does not disentangle special education funding from ECS grant, and instead leaves state aid for special education "incorporated" into the foundation amount.
 - Approximately 22% of the foundation amount is attributable to special education.
- Continuing to incorporate special education funding into the foundation puts Connecticut at continued risk of violating its federal maintenance of support (MOS) requirement, which is the primary fiscal measure by which states are judged to be eligible for federal funding under the Individuals with Disabilities Education Act (IDEA).
- If Connecticut has to reduce ECS grants due to fiscal distress, such a reduction would also result in a reduction in state financial support for special education.
- To be eligible for federal IDEA funding, a state cannot provide less state financial support for special education than it did in the preceding fiscal year.
 - If a state has been found to have failed to maintain support, the U.S. Secretary of Education may reduce federal funds to that state.
- Leaving special education funding incorporated into the ECS formula's foundation means that Connecticut runs the risk of violating its MOS requirement and having its federal IDEA funding reduced.

Sources: Connecticut General Assembly, Office of Fiscal Analysis and the Office of Legislative Research, (2014), *CT Special Education Funding* (PowerPoint Slides), Hartford, CT: Author, Retrieved from <http://www.fiscalanalysis.ct.gov/MSREPT/StateFAC-OLR-Presentation-2013-14-20.pdf>.
Connecticut School Finance Project, (2014), *Memorandum Regarding Maintenance of Effort and Support Requirements* (about the Individuals with Disabilities Education Improvement Act (IDEA) of 2004), New Haven, CT: Author, Retrieved from <http://schoolfinance.org/resources/NationalFiscalMaintenance-of-Effort-and-Support.pdf>.

CONNECTICUT SCHOOL FINANCE PROJECT

68

Overall Formula Cost

- The continued growth of fixed costs, and looming unfunded pension obligations are expected to stress the State's finances for the near future, potentially causing large deficits.
- As a result, the State could resort to not fully funding the formula (and its estimated total increase of \$361 million) or abandon it altogether like it has in the past.
- At the beginning of FY 2014, Connecticut stopped using the previous iteration of the ECS formula because the State did not have enough money to fund the formula's phase-in plan.
- With fiscal and economic obstacles, and a longer 10-year phase-in schedule, sticking to the ECS formula will be a continual challenge for the General Assembly.

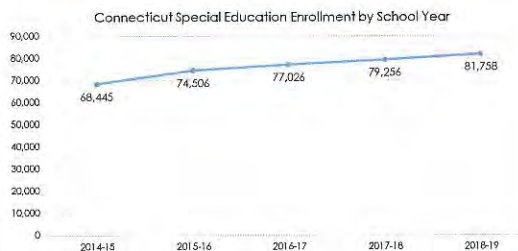
CONNECTICUT SCHOOL FINANCE PROJECT

69

CONNECTICUT SCHOOL FINANCE PROJECT

SPECIAL EDUCATION

Over the last 5 years, the total number of special education students in Connecticut public schools has increased 19.5%

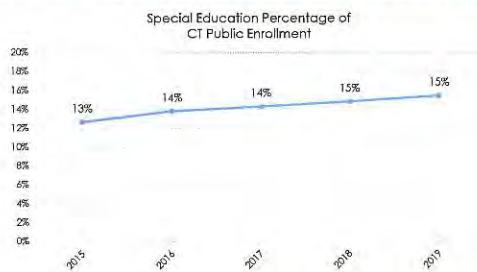


Sources: Connecticut State Department of Education, (n.d.), *EdSight: Public School Enrollment*, Available from <https://edsight.ct.gov/SA/Enrollment>.

CONNECTICUT SCHOOL FINANCE PROJECT

71

Which translates to a two percentage point increase in the special education identification rate over the past 5 years

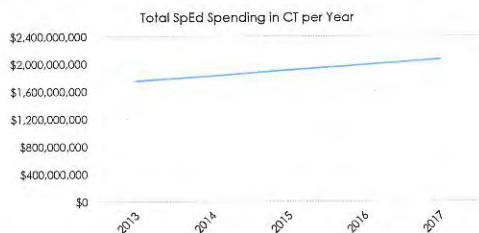


Sources: Connecticut State Department of Education, (n.d.), *EdSight: Public School Enrollment*, Available from <https://edsight.ct.gov/SA/Enrollment>.

CONNECTICUT SCHOOL FINANCE PROJECT

72

At the state level, special education spending has been predictable over the past 5 years

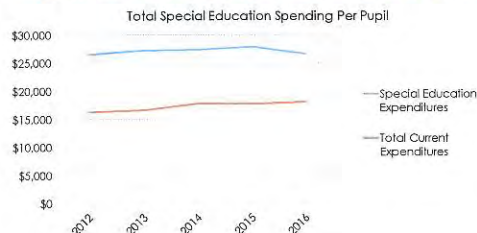


Source: Connecticut State Department of Education, (2018), LEA Special Education Expenditures. Available from <http://ctschoolfinance.org/resources/leas-special-education-expenditures>.

CONNECTICUT SCHOOL FINANCE PROJECT

73

Over the past 5 years, total per pupil spending has increased by \$1,811, while SpED spending per pupil has increased by \$78

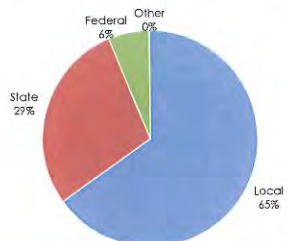


Source: Connecticut State Department of Education, (2018), LEA Special Education Expenditures. Available from <http://ctschoolfinance.org/resources/leas-special-education-expenditures>.
Connecticut State Department of Education, (2018), Budget, Public Subsidized Expenditure. Available from <http://eddept.state.ct.us/budget/annual>.
U.S. Census Bureau, (2017), Annual Survey of School System Income. Available from <http://nces.ed.gov/ipeds/data/ipedschools/schools/2017>.

CONNECTICUT SCHOOL FINANCE PROJECT

74

Connecticut special education spending by source, 2016-17

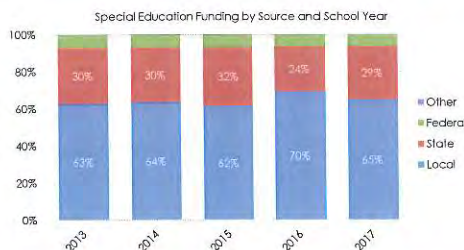


Source: Connecticut State Department of Education, (2018), LEA Special Education Expenditures. Available from <http://ctschoolfinance.org/resources/leas-special-education-expenditures>.

CONNECTICUT SCHOOL FINANCE PROJECT

75

The percent contribution of each source has remained relatively steady since 2013

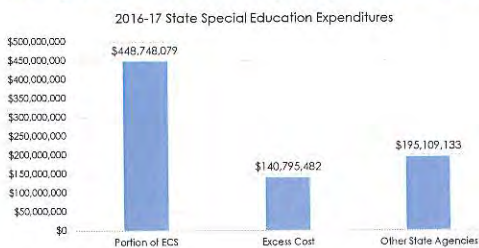


Source: Connecticut State Department of Education, (2018), LEA Special Education Expenditures. Available from <http://ctschoolfinance.org/resources/leas-special-education-expenditures>.

CONNECTICUT SCHOOL FINANCE PROJECT

76

The State of Connecticut currently spends more than \$784.6 million annually on special education



2018-19 IDEA State Maintenance of Support compliance calculated on 2016-17 expenditure data.

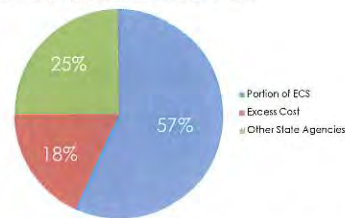
Source: Connecticut State Department of Education, (2018), Individuals with Disabilities Education Act, 2018-19 State Maintenance of Support. Available from <http://ctschoolfinance.org/resources/ct-state-maintenance-of-support-for-individuals-with-disabilities-education-act-idea>.

CONNECTICUT SCHOOL FINANCE PROJECT

77

The largest source of state special education spending is the ECS grant

2016-17 State Special Education Expenditures



2018-19 IDEA State Maintenance of Support compliance calculated on 2016-17 expenditure data.

Source: Connecticut State Department of Education, (2018), Individuals with Disabilities Education Act, 2018-19 State Maintenance of Support. Available from <http://ctschoolfinance.org/resources/ct-state-maintenance-of-support-for-individuals-with-disabilities-education-act-idea>.

CONNECTICUT SCHOOL FINANCE PROJECT

78

Special education funding in the Education Cost Sharing formula

- All of a town's resident students, including special education students, are included in resident student counts used to calculate equalization grants.
- In 1995, the CT General Assembly increased the ECS foundation by \$911 to account for special education costs.
- According to CSDE, approximately 20-25% of ECS funding is assumed to be attributed to special education expenditures.
- ECS grant accounted for 57% of state special education spending in FY 2017.

Sources: Conn. Gen. Statutes ch. 172, § 10-202b; Connecticut State Department of Education, (2018), *Individuals with Disabilities Education Act: 2016-19 State Maintenance of Effort*, Available from <http://ctschoolfinance.org/newsroom/ct-connecticut-state-maintenance-of-effort-for-children-with-disabilities-education-act-idea>; Connecticut General Assembly, Office of Fiscal Analysis and the Office of Legislative Research, (2014), *CT Special Education Funding* [PowerPoint slides]. Hartford, CT: Author. Retrieved from http://www2.house.state.ct.gov/MDRE/PDF/SpEd/GFA-DIR_Presentation_2013-01-23.pdf.

CONNECTICUT SCHOOL FINANCE PROJECT

79

The Excess Cost grant is Connecticut's method for paying extraordinary special education costs

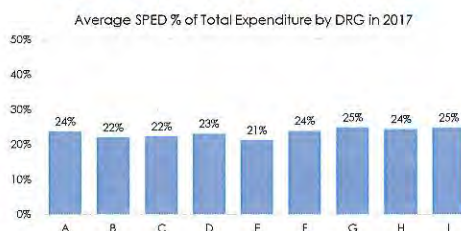
- Reimburses districts when expenditures for educating a special education student are 4.5 times greater than the district's spending per pupil.
- Reimburses districts when expenditure for state agency placements are greater than a district's spending per pupil.
- Currently funded at \$140 million, which is less than is needed to fully fund costs over the 4.5x threshold.
- In FY 2019, the Excess Cost grant was not fully funded – it was funded at 74%. As a result, districts did not get back all of the money they were eligible to receive.
- Excess Cost grant accounted for 18% of state special education expenditures in FY 2017.

Sources: Conn. Gen. Statutes ch. 166, § 10-76g (a) & (b); Connecticut State Department of Education, (2018), *Individuals with Disabilities Education Act: 2016-19 State Maintenance of Effort*, Available from <http://ctschoolfinance.org/newsroom/ct-connecticut-state-maintenance-of-effort-for-children-with-disabilities-education-act-idea>; Connecticut General Assembly, Office of Fiscal Analysis and the Office of Legislative Research, (2014), *CT Special Education Funding* [PowerPoint slides]. Hartford, CT: Author. Retrieved from http://www2.house.state.ct.gov/MDRE/PDF/SpEd/GFA-DIR_Presentation_2013-01-23.pdf; Connecticut State Department of Education, (2019), *2018-19 Revenues for Selected State Grants*, Available from <http://www.ctsde.state.ct.us/public/govt/rep/rep/19/rev/selectedgrants>.

CONNECTICUT SCHOOL FINANCE PROJECT

80

Regardless of wealth, districts spend about the same percentage of their total expenditures on special education

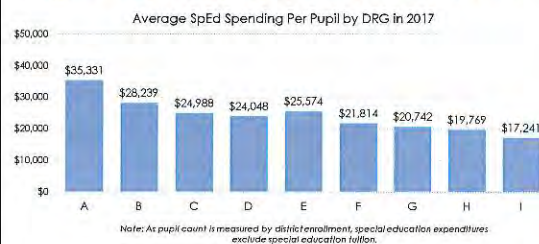


Sources: Connecticut State Department of Education, (2018), *2009-17 ED001s for Local Public Schools*, Hartford, CT: Author. Available from <http://ctschoolfinance.org/newsroom/ed001s>; Connecticut State Department of Education, (2008), *Research Report: District Reference Groups, 2006*. Retrieved from http://www.ctsde.state.ct.us/public/ctde/07/0701/Research/RR06_2006.pdf.

CONNECTICUT SCHOOL FINANCE PROJECT

81

However, on average, wealthier districts spend significantly more per pupil on special education



Note: As pupil count is measured by district enrollment, special education expenditures exclude special education tuition.

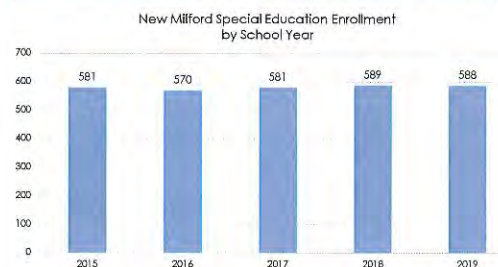
Sources: Connecticut State Department of Education, (2018), *2009-17 ED001s for Local Public Schools*, Hartford, CT: Author. Available from <http://ctschoolfinance.org/newsroom/ed001s>; Connecticut State Department of Education, (n.d.), *EdRight: Public School Enrollment*, Available from <http://edright.ct.gov/SASchoolEnrollment>; Connecticut State Department of Education, (2008), *Research Report: District Reference Groups, 2006*. Retrieved from http://www.ctsde.state.ct.us/public/ctde/07/0701/Research/RR06_2006.pdf.

CONNECTICUT SCHOOL FINANCE PROJECT

82

Special Education in New Milford

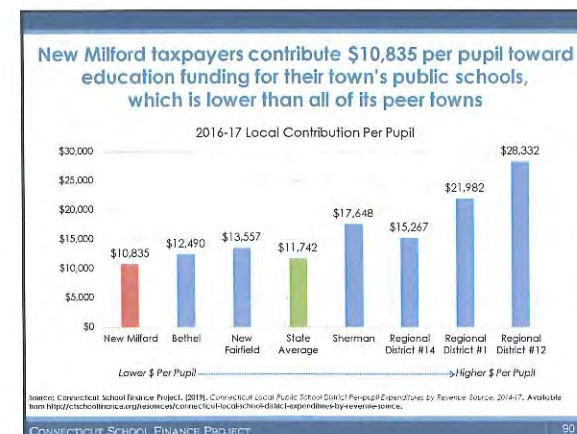
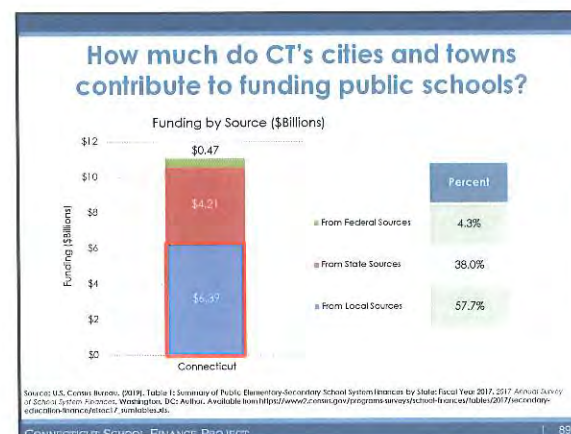
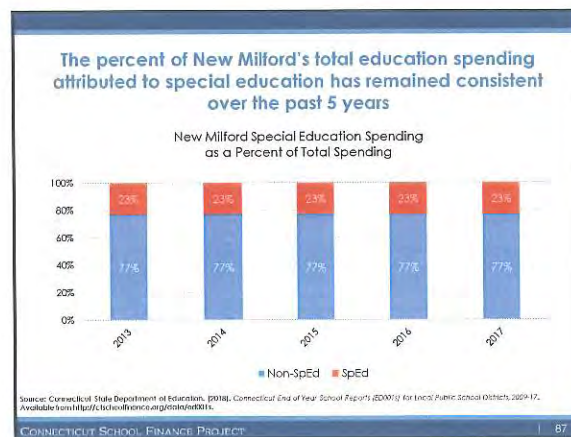
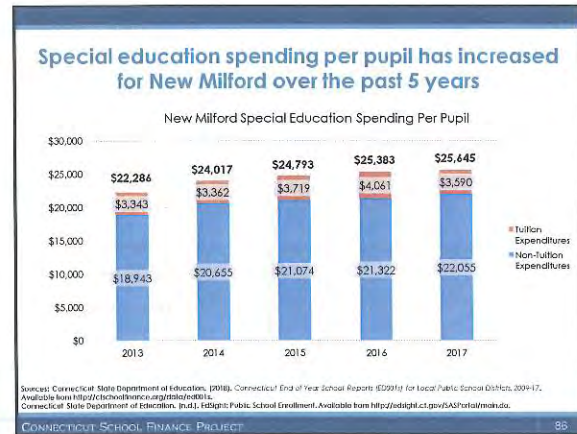
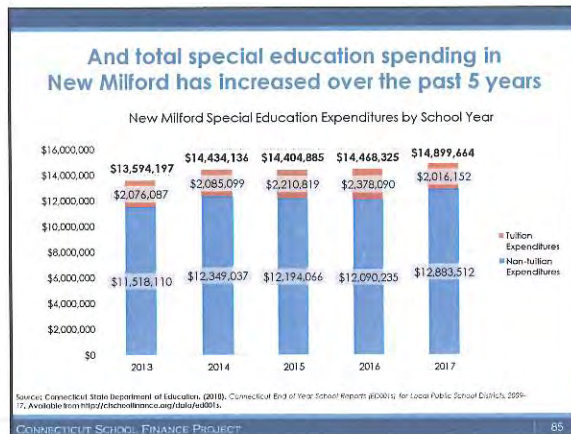
Over the last 5 years, the total number of special education students in New Milford has increased by 7



Sources: Connecticut State Department of Education, (n.d.), *EdRight: Public School Enrollment*, Available from <http://edright.ct.gov/SASchoolEnrollment>.

CONNECTICUT SCHOOL FINANCE PROJECT

84



How much do cities and towns need to contribute toward funding their public schools?

- Cities and towns must make up the difference between what their local public school system receives from state and federal sources and the local public school district's budget.

$$\text{School District Budget} - \text{Federal Revenue} - \text{State Revenue} = \text{Municipal (Local) Contribution}$$

CONNECTICUT SCHOOL FINANCE PROJECT

91

Who decides how much money is in the school district's budget?



Source: Conn. Gen. Statutes ch. 164, § 10-51.

CONNECTICUT SCHOOL FINANCE PROJECT

92

Minimum Budget Requirement (MBR)

- CT has a "minimum budget requirement," also known as the "MBR," which all communities—with some exceptions—must adhere to in providing funding to their local school districts.
- According to the MBR, a town may not budget less for education than it did in the previous fiscal year, unless it meets one of several exceptions.
- If a town fails to meet its MBR, the State can withhold ECS funds from the town in an amount equal to the difference between the town's MBR and what it actually budgeted for education.
- Towns in which Alliance Districts are located are not permitted to reduce their educational expenditures and are not eligible for any of the MBR exceptions.
- The state's 10% highest-performing districts, according to the State Department of Education's accountability index, do not have to adhere to the MBR.

Source: Conn. Acts 19-117, § 271.
 Conn. Acts 19-117, § 288.
 Wooten, J.L. (2018). A Practical Guide to Connecticut School Law (9th ed.). Westfield, CT: Connecticut Association of Boards of Education, Inc.

CONNECTICUT SCHOOL FINANCE PROJECT

93

Previously Existing Exceptions to the MBR

- A non-Alliance town may reduce its MBR in if it experiences a decrease in ECS funding; however, the MBR reduction may not be more than the decrease in ECS funding.
- If a district does not maintain a high school and the number of students for which it pays tuition has decreased, the district's town may reduce its MBR by the difference between the number of students it paid tuition for in the previous year and the number of students it currently pays tuition for, multiplied by the cost of tuition.
- The commissioner of the State Department of Education may allow a town to reduce its MBR by an amount determined by the commissioner if the town's school district has closed one or more schools due to declining enrollment.
- Member towns of a newly formed regional school district do not have to adhere to the MBR during the first full fiscal year following its establishment.

Source: Conn. Acts 19-117, § 271.

CONNECTICUT SCHOOL FINANCE PROJECT

94

Revised or New Exceptions to the MBR

- Districts that have experienced a reduction in their resident student count may look back up to a 5-year period to calculate their decrease in resident student count. The district can decide which consecutive years, up to the last five years, they would like to include in this calculation.
 - However, the decline in student count for a given year can only be used one time to prevent districts from counting the same student count decline twice.
 - When calculating a MBR reduction under this exemption, the district is permitted to reduce its MBR by an amount equal to the net reduction in resident students multiplied by 50 percent of its net current expenditure per resident student.
- If a district realizes new and documented savings through increased efficiencies approved by the commissioner of the State Department of Education or through regional collaboration or cooperative arrangements, the town may reduce its MBR by half of the achieved savings, provided that amount does not exceed 0.5 percent of the district's budget. Efficiency savings include, but are not limited to, the following:
 - Reductions in contract costs not including collective bargaining agreements, transportation service efficiencies, or a cost savings in school district administration;
 - Cost savings in medical or health care benefit agreements;
 - Cooperative agreements related to administrative or central office functions;
 - Reductions in costs due to purchasing of insurance including property insurance, casualty insurance, and workers' compensation insurance;
 - Reductions in costs associated with the purchasing of payroll or accounts payable software;
 - Savings from the consolidation of information technology services; and
 - Reduction in costs associated with athletic field care and maintenance.
- Expenses that are incurred as a result of a catastrophic insurance loss can be excluded from expenditures for the purposes of calculating a district's MBR in the following year. This exemption can only be taken by a school district that is self-insured and can only be taken when the school district provides documentation that the expenses are a result of a catastrophic event by a nationally recognized catastrophic loss index provider.

Source: Conn. Acts 19-117, § 271.

CONNECTICUT SCHOOL FINANCE PROJECT

95

How do cities and towns raise money to pay for public schools?

- Cities and towns raise money to pay for town services (including public schools) through property taxes.
 - Cities and towns are able to collect tax on property that is owned by the people who live there.
 - Cities and towns can collect taxes on "real" property (e.g. office building, apartment buildings, houses) and "personal" property (e.g. cars and boats).
- Not all property in the town is taxable.
 - Property that belongs to some nonprofit organizations, like universities, hospitals, and churches, may be exempt from property tax.

Source: State of Connecticut, Office of Policy and Management. (2018, May 17). Statutes Governing Property Assessment and Taxation. Retrieved from <http://www.ct.gov/opm/cwp/view.asp?v=330338>

CONNECTICUT SCHOOL FINANCE PROJECT

96

Facts about City/Town Budgets

- Each year, every city and town creates a "municipal budget" – this includes all of the money the town will need to pay for town government.
 - Some examples of what is included in the budget are: fire and police force, highway department, maintenance of town roads (including snow removal), the parks and rec department, and of course, public schools.
- Public schools are the biggest expense for every city and town in CT.
- Cities and towns must collect enough money through property taxes to pay for all of the expenses in the municipal budget.

CONNECTICUT SCHOOL FINANCE PROJECT

97

How much money does the city or town need to collect in property taxes?

- The city or town figures out how much money it needs to raise through property taxes by subtracting money they get from the state and federal government from the municipal budget.

Municipal budget (including cost of schools) – state revenue (including ECS grant) – revenue from other sources

=

Total amount of \$ that needs to be raised through property taxes

Source: State of Connecticut, Office of Policy and Management, 2018, May 17, Statistics Governing Property Assessment and Taxation. Retrieved from <http://www.ct.gov/opm/owp/news.asp?n=33126>.

CONNECTICUT SCHOOL FINANCE PROJECT

98

Facts about City/Town Property Taxes

- Each city/town has a different amount of property available to tax.
 - Each city and town adds up the value of all of the property in the town – this is known as the "grand list."
- Once the city/town knows how much money they need to raise in taxes and the value of the "grand list," the city/town sets a tax rate for property, known as a "mill rate."

Source: State of Connecticut, Office of Policy and Management, 2018, May 17, Statistics Governing Property Assessment and Taxation. Retrieved from <http://www.ct.gov/opm/owp/news.asp?n=33126>.

CONNECTICUT SCHOOL FINANCE PROJECT

99

The value of "grand lists" varies widely

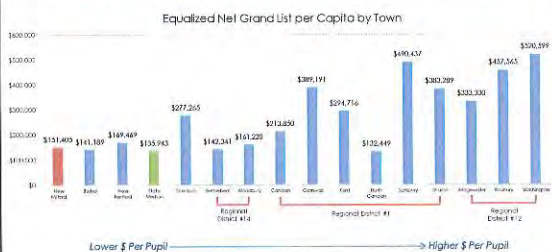
Municipality	Equalized Net Grand List GLYR 2016
GREENWICH	\$48,596,792,470
STAMFORD	\$32,825,480,973
NORWALK	\$19,248,812,949
WESTPORT	\$16,088,221,534
FAIRFIELD	\$16,008,062,420
...	...
NEW MILFORD	\$4,182,241,085
...	...
CANAAN	\$245,942,596
EASTFORD	\$224,628,571
HAMPTON	\$215,119,348
SCOTLAND	\$161,579,503
UNION	\$130,830,403

Source: State of Connecticut, Office of Policy and Management, 2019, Municipal Fiscal Indicators, Fiscal Year Ending 2013-2017, Hartford, CT Author. Retrieved from <http://portal.ct.gov/-/media/OPM/News/Statistics/2013-14-Fiscal-Indicators/2013-14-Fiscal-Indicators.pdf>.

CONNECTICUT SCHOOL FINANCE PROJECT

100

The Equalized Net Grand List per Capita (ENGLPC) represents the value of taxable property per resident. New Milford's ENGLPC falls in the middle of the ENGLPCs for its peer towns and the state median.



Source: Connecticut State Department of Education, (2019), 2017-18 Net Current Expenditures (NCE) per Pupil (NCEP) and 2018-19 Special Education Expenditures (SEEP). Retrieved from <http://www.ct.gov/sde/sde/data-research-and-evaluation/2018-19-Net-Current-Expenditures-Per-Pupil.pdf>.

CONNECTICUT SCHOOL FINANCE PROJECT

101

Median Household Income (MHI) refers to the income level earned by a given household where half of the homes in the area earn more and half earn less. New Milford's MHI falls in the middle of the MHIs for its peer towns and the state median.



Source: Connecticut State Department of Education, (2019), 2017-18 Net Current Expenditures (NCE) per Pupil (NCEP) and 2018-19 Special Education Expenditures (SEEP). Retrieved from <http://www.ct.gov/sde/sde/data-research-and-evaluation/2018-19-Net-Current-Expenditures-Per-Pupil.pdf>.

CONNECTICUT SCHOOL FINANCE PROJECT

102

"Mill rates" also vary significantly

Municipality	FY 2019 Mill Rate
HARTFORD	74.29*
WATERBURY	60.21*
BRIDGEPORT	54.37*
NEW BRITAIN	50.50*
NAUGATUCK	48.35*
HAMDEN	47.96*
...	...
SHARON	14.70
WARREN	14.25
WASHINGTON	14.25
GREENWICH	11.369
SALISBURY	11.30

*For Real & Personal Property only; vehicle mill rate is 45.00 for these communities

Source: State of Connecticut, Office of Policy and Management, (2018), FY 2019 Mill Rates. Retrieved from <https://portal.ct.gov/-/media/OPM/MSPP-Data-Grants-Mgmt/07-2019-FY-2019-Mill-Rates-UPDATE.pdf?token=...>

CONNECTICUT SCHOOL FINANCE PROJECT

103

New Milford's mill rate is higher than the mill rates for most similar towns



*For Real & Personal Property only; vehicle mill rate is 45.00

Lower \$ Per Pupil → Higher \$ Per Pupil

Source: Connecticut State Department of Education, (2018), 2017-18 Net Current Expenditures (NCE) per Pupil (NCEP) and 2016-17 Special Education Costs per Pupil. Retrieved from <https://data.ct.gov/-/media/SED/2017-18-Net-Current-Expenditures-Per-Pupil.pdf>. State of Connecticut, Office of Policy and Management, (2018), FY 2019 Mill Rates. Retrieved from <https://portal.ct.gov/-/media/OPM/MSPP-Data-Grants-Mgmt/07-2019-FY-2019-Mill-Rates-UPDATE.pdf?token=...>

CONNECTICUT SCHOOL FINANCE PROJECT

104

The amount of property tax CT residents pay varies widely depending on where they live

Municipality	FY 2019 Mill Rate	Property Tax – \$200K House	Property Tax – 2014 Honda Civic
HARTFORD*	74.29*	\$5,200	\$203
BETHEL	32.87**	\$4,602	\$144
NEW FAIRFIELD	30.58	\$4,281	\$138
NEW MILFORD	28.17	\$3,944	\$127
WOODBURY	26.58	\$3,721	\$120
BETHLEHEM	24.15	\$3,381	\$109
SHERMAN	20.33	\$2,846	\$91
KENT	18.61	\$2,605	\$84
WASHINGTON	14.25	\$1,995	\$64
SALISBURY	11.30	\$1,582	\$51

*For Real & Personal Property only; vehicle mill rate is 45.00

**For Real & Personal Property only; vehicle mill rate is 32.00

* Residential property in the city of Hartford is not assessed at the standard rate of 70%. Instead, Hartford's current assessment rate for residential property is 35%. Due to this difference, the property taxes for the house in this example may be lower to Hartford than the taxes in other towns with lower mill rates.

Source: State of Connecticut, Office of Policy and Management, (2018), FY 2019 Mill Rates. Retrieved from <https://portal.ct.gov/-/media/OPM/MSPP-Data-Grants-Mgmt/07-2019-FY-2019-Mill-Rates-UPDATE.pdf?token=...>. KBB value for 2014 Honda Civic: 18,000 with 15,000 value and in good condition.

CONNECTICUT SCHOOL FINANCE PROJECT

105

CONNECTICUT SCHOOL FINANCE PROJECT

HOW ARE OTHER TYPES OF PUBLIC SCHOOLS FUNDED?

With 10 more formulas!

- Connecticut has a different funding formula for each different type of public school. These public school types include:

- Magnet schools (5 different formulas)
- Charter schools (2 different formulas)
- CT Technical Education and Career System (1 formula)
- Agriscience schools (1 formula)
- Open Choice program (1 formula)

Source: Connecticut General Assembly, Office of Legislative Research, (2017), *How to Study: State Education Funding Final Report*. Retrieved from <http://www.cga.ct.gov/2017/legislation/2017-0004.htm>. Murren, J.D., & Bolger, A. (2018). *Comparison of Charter, Magnet, Agriscience, Career, and Technical High Schools* (2018-R-003). Hartford, CT: Connecticut General Assembly, Office of Legislative Research. Retrieved from <https://www.cga.ct.gov/2018/legislation/2018-0003.pdf>.

CONNECTICUT SCHOOL FINANCE PROJECT

107

Connecticut's other education funding formulas are not based on student learning needs

Formula	Low-Income Students	English Learners	Students with Disabilities
ECIS (local school district)	✓	✓	✓
State Charter Schools	✓	✓	✓
Local Charter Schools	✓	✓	✓
CT Technical Education and Career System	✓	✓	✓
Regional Agriscience Centers	✓	✓	✓
Hartford East Magnet Schools	✓	✓	✓
WESC-Operational (not Magnet Schools)	✓	✓	✓
Edison Magnet School	✓	✓	✓
Newtown RESC Magnet enrolling less than 50% of students from 1 town	✓	✓	✓
Newtown RESC Magnet enrolling 50% of students or more from 1 town	✓	✓	✓
Newtown East Magnet School	✓	✓	✓

Source: Connecticut General Assembly, Office of Legislative Research, (2017), *How to Study: State Education Funding Final Report*. Retrieved from <http://www.cga.ct.gov/2017/legislation/2017-0004.htm>. Conn. Gen. Stat. ch. 125, § 10-242b.

CONNECTICUT SCHOOL FINANCE PROJECT

108

Magnet School Formulas

- There are 5 different formulas for magnet schools.
- The formula for a magnet school depends on:
 - Whether the magnet school is operated by a Regional Education Service Center (RESC) or a local public school district.
 - Whether the magnet school was created as part of the *Sheff v. O'Neill* settlement.
 - One magnet school—Thomas Edison Middle School in Meriden—has its own funding formula. (It is a non-*Sheff* magnet administered by ACES.)
- RESC-operated magnet schools and some host district magnet schools can charge tuition to the sending districts for the amount it costs to educate the student above the State's per-pupil allocation.

Sources: Connecticut General Assembly, Office of Legislative Research, (2013). *Town Notice to Study State Education Funding Final Report*. Retrieved from http://www.cga.ct.gov/2013/edu/edu_2013_0004.htm.
Morris, J.D., & Kruger, A. (2013). *Comparison of Charter, Magnet, Agricultural Science Centers, and Technical High Schools* (2013-0003). Hartford, CT: Connecticut General Assembly, Office of Legislative Research. Retrieved from <https://www.cga.ct.gov/2013/pdf/2013-0003.pdf>.

CONNECTICUT SCHOOL FINANCE PROJECT

109

Charter School Formulas

- There are 2 different formulas for charter schools.
- The formula for a charter school depends on whether it is a *state* or *local* charter school.
- *State* charter schools receive a per-pupil amount from the state (\$11,250) per student. They receive not required to receive local funding.
- *Local* charter schools receive:
 - Local per student costs
 - An additional \$3,000 per student from the State

Sources: Conn. Gen. Statutes ch. 104, § 10-66ee.

CONNECTICUT SCHOOL FINANCE PROJECT

110

Other Choice School Formulas

- **Agriculture Programs: Mix of state and local funding**
 - State funding: \$4,200 + potential for supplemental funding; sending district receives ECS funding for each student
 - Local funding: The sending district can be charged up to \$6,822.80 per student
- **Connecticut Technical Education and Career System: State funding only**
 - State funding: 100% state funding; approx. per-pupil amount for 2017-18 school year (most recent year of available data) was \$17,321 (appropriation includes fringe benefits for employees)
- **Open Choice: Mix of state and local funding**
 - State funding: Receiving district gets a subsidy (based on Open Choice enrollment as a percentage of the district's total enrollment) that ranges from \$3,000 to \$8,000 per student participating in the Open Choice program. Each participating student is counted as half of a student in the sending and receiving districts ECS student counts.
 - Local funding: The receiving district pays the remaining cost to educate the student.

See Morris, J.D., & Kruger, A. (2013). *Comparison of Charter, Magnet, Agricultural Science Centers, and Technical High Schools* (2013-0003). Hartford, CT: Connecticut General Assembly, Office of Legislative Research. Retrieved from <https://www.cga.ct.gov/2013/pdf/2013-0003.pdf>.
Retrieved from <https://www.cga.ct.gov/2013/pdf/2013-0003.pdf>.
Conn. Gen. Statutes ch. 104, § 10-66ee.
Conn. Gen. Statutes ch. 104, § 10-66f.
Walker, J. (2014). *Connecticut Technical Education and Career System (CTECS): Report of the Governor's Task Force on the State of Connecticut's Technical Education and Career System*. Retrieved from <https://www.ct.gov/cte/docs/cte-report-2014.pdf>.

CONNECTICUT SCHOOL FINANCE PROJECT

111

CONNECTICUT SCHOOL FINANCE PROJECT

WHAT YOU CAN DO

Add Your Voice to the Conversation

- Talk about school finance with others
- Attend local municipal meetings such as the board of education, city/town council, or subcommittee meetings
- Host a workshop or meeting with us
- Complete the monthly challenges
- Stay informed and help keep others informed
- Let elected officials know school finance is an important issue for kids in your community

CONNECTICUT SCHOOL FINANCE PROJECT

113

CONNECTICUT SCHOOL FINANCE PROJECT

APPENDIX

Calculating Expenditures per School Type

- Individual children receive different amounts of funding based on learning needs. Jacob is an illustrative vehicle for conveying differences in funding amounts between schools, and has been given the average spending per pupil for each school accordingly.
- For all school types, the following have been excluded:
 - School construction – capital, not general operating costs
 - Loans – not income
- The individual items used to calculate state, local, and other contributions for each school type are found on the following slide.

Calculating Expenditures per School Type

[illegible]

Source: Connecticut State Department of Education. (2016). 2009-17 (2009 for Local Public Schools, Hartford, CT: Author. Available from <http://childcollaborative.org/resources/ed0012>.

Sources: Does money matter?

- Coleman, J. et al. (1966). *Equality of Educational Opportunity* (OE-38001). Washington, DC: National Center for Educational Statistics. Retrieved from <http://files.eric.ed.gov/fulltext/ED012275.pdf>
- Hanushek, E.A. (2003). The failure of input-based schooling policies. *The Economic Journal*, 113, F64-F98. Retrieved from <http://hanushek.stanford.edu/sites/default/files/publications/Hanushek3k20030320EJF620133C28465829.pdf>
- Jackson, C.K., Johnson, R., & Paivao, C. (2016). The Effects of School Spending on Educational and Economic Outcomes: Evidence from School Finance Reforms. *The Quarterly Journal of Economics*, 131(1), 157-218. doi:10.1093/qje/qjv036.
- Latorre, J., Rothstein, J., & Schenckbein, D.W. (2016). *School Finance Reform and the Distribution of Student Achievement* (NBER Working Paper No.22011). Cambridge, MA: The National Bureau of Economic Research. Retrieved from <http://www.nber.org/papers/w22011>
- Candelaria, C.A., & Shores, K.A. (2017). *Court-Ordered Finance Reforms in the Adequacy Era: Heterogeneous Causal Effects and Sensitivity*. Stanford, CA: Stanford University Education Policy Analysis Archives. Retrieved from <https://epa.stanford.edu/sites/default/files/cor-ef.pdf>

Choice Schools Funding Formulas Summary

Type of School	State funding per pupil	Can the school charge tuition to the sending district?	Does the city/county where the student lives get ECS for the student?
Agriculture	\$4,200 + potential for supp. funding	Yes, up to \$6,822.80	Yes
Charter, Local	\$3,000 + district per student costs	No but get district per student costs	Yes
Charter, State	\$11,250	No	No
CTECs	\$17,321*	No	No
Magnet, RESC, Sheriff	Varies from \$8,058 - \$10,682	Yes, up to cost of educating student	Yes
Magnet, RESC, non-Sheriff	Varies from \$3,040 - \$8,058	Yes, up to cost of educating student	Yes
Magnet, District, Sheriff	\$13,915 (interdistrict)	No	No but get ECS for in-district students
Magnet, District, non-Sheriff	\$3,040 (host district); \$7,227 (interdistrict)	Yes**	Yes
Open Choice	Varies from \$3,000 - \$8,000 per student	No	50% to sending; 50% to receiving

² The CTEs is exclusively state-controlled and funded out of the resources of the State of Connecticut's General Fund. The principal word here should be from the 2007-08 session year – the most recent year for which data is available.

Terms to Know

- Alliance Districts** – The 33 lowest-performing school districts in Connecticut as designated by the Commissioner of the State Department of Education and determined by various measures of student performance.
- Base Aid Ratio** – Variable in the Education Cost Sharing (ECS) formula that determines each community's ability to financially support its public schools. The Base Aid Ratio uses property wealth (weighted at 70 percent) and income (weighted at 30 percent) to determine each community's ability to raise money from property taxes to pay for its local public schools.
- Equalized Net Grant Aid per Capita (ENGAPC)** – Amount of taxable property (at 100 percent of fair market value) per person in a city or town. ENGAPC values are the primary measure used in the Base Aid Ratio portion of the ECS formula to determine how much state education funding is owed to a given town.
- Median Household Income (MHI)** – Refers to the income level earned by a given household where half of the homes in the area earn more and half earn less. MHI is used in the Base Aid Ratio as a representation of a town's income wealth.
- Public Investment Communities (PIC) index** – Calculated annually by Connecticut's Office of Policy and Management, the PIC index measures the relative wealth and need of Connecticut's towns by rating and equalizing them by their cumulative point allocations based on per capita income, adjusted equalized net grant aid per capita, equalized mill rate, per capita aid to children receiving Temporary Family Assistance benefits, and unemployment rate.
- State Guaranteed Wealth Level (SGWL)** – Commonly referred to as the threshold factor, the SGWL determines each town's ECS aid percentage. Each town's ability to support its public schools (as determined by the Base Aid Ratio) is compared to the SGWL to determine what percentage of the per capita income grant aid each town will receive from ECS and what will have to come from local tax dollars.

NEW MILFORD PUBLIC SCHOOLS

EXHIBIT A

Regular Meeting of the Board of Education
Sarah Noble Intermediate School
New Milford, Connecticut

***December 19, 2019 (moved from December 17, 2019)

**as of December 13, 2019

***December 18, 2019

ACTION ITEMS

A. Personnel

1. CERTIFIED STAFF

a. RESIGNATIONS

1. **Mrs. Kelly DeMichele**, School Guidance Counselor, New Milford High School

Personal Reasons

Move that the Board of Education approve the resignation of **Mrs. Kelly DeMichele** as School Guidance Counselor at New Milford High School effective January 25, 2020.

2. ****Mr. Ryan Fitzsimmons**, Math Teacher/Department Chair, New Milford High School

Personal Reasons

Move that the Board of Education approve the resignation of **Mr. Ryan Fitzsimmons** as Math Teacher/Department Chair at New Milford High School effective December 9, 2019.

2. CERTIFIED STAFF

b. NON-RENEWALS

1. None

3. CERTIFIED STAFF

c. APPOINTMENTS

1. **Ms. Jessica Lionetti**, English Teacher, Schaghticoke Middle School

Education History:

BA: WCSU

Major: Secondary Education English

Move that the Board of Education appoint **Ms. Jessica Lionetti** as English Teacher at Schaghticoke Middle School effective January 2, 2020.

Work Experience:

LT Sub at SMS

2019-2020 Salary – \$50,766 (Step 1B) pro-rated to start date

Replacing: A. D'Orio

4. MISCELLANEOUS STAFF

a. RESIGNATIONS

1. None

5. MISCELLANEOUS STAFF

b. APPOINTMENTS

1. None

6. NON-CERTIFIED STAFF AND LICENSED STAFF

a. RESIGNATIONS

- | | |
|--|--|
| <p>1. Mrs. Michele Biondi, Paraeducator, Schaghticoke Middle School
<u>Move</u> that the Board of Education approve the resignation of Mrs. Michele Biondi as Paraeducator at Schaghticoke Middle School effective November 20, 2019.</p> | <p>Transfer to secretarial bargaining unit</p> |
| <p>2. Ms. Samantha Christos, Paraeducator, Sarah Noble Intermediate School
<u>Move</u> that the Board of Education approve the resignation of Ms. Samantha Christos as Paraeducator at Sarah Noble Intermediate School effective December 7, 2019.</p> | <p>Transfer to secretarial bargaining unit</p> |
| <p>3. Mrs. Teresa Torre, Paraeducator, Sarah Noble Intermediate School
<u>Move</u> that the Board of Education approve the resignation of Mrs. Teresa Torre as Paraeducator at Sarah Noble Intermediate School effective December 13, 2019.</p> | <p>Took position elsewhere</p> |

7. NON-CERTIFIED AND LICENSED STAFF

b. APPOINTMENTS

- | | |
|---|--|
| <p>1. ***Mrs. Siobhan Coniglio, General Worker for Food Services, New Milford High School
<u>Move</u> that the Board of Education approve the appointment of Mrs. Siobhan Coniglio as General Worker for Food Services at New Milford High School effective January 2, 2020.</p> | <p>\$12.23 per hour - Hire Rate
4 hours per day

Replacing: J. Perino</p> |
| <p>2. Mr. Danford Knowlton, Custodian, Sarah Noble Intermediate School
<u>Move</u> that the Board of Education approve the appointment of Mr. Danford Knowlton as Custodian at Sarah Noble Intermediate School effective December 23, 2019.</p> | <p>\$23.03 per hour
8 hours per day

Replacing: W. Watson</p> |
| <p>3. ***Ms. Samantha Ledeboer, Paraeducator, Hill and Plain School
<u>Move</u> that the Board of Education approve the appointment of Ms. Samantha Ledeboer as Paraeducator at Hill and Plain School effective January 2, 2020, pending Human Performance Assessment evaluation.</p> | <p>\$14.63 per hour - Hire Rate
\$16.16 per hour – Job Rate
(after completion of probationary period)
7 hours per day

Replacing: J. Smith</p> |

- Move** that the Board of Education approve the appointment of **Mrs. Lisette Sanchez Alonso** as Part-time Paraeducator at Hill and Plain School effective January 2, 2020, pending Human Performance Assessment evaluation.

\$14.63 per hour - Hire Rate
\$16.16 per hour – Job Rate
(after completion of probationary period)
3.5 hours per day, 4 days per week

New budgeted

a. RESIGNATIONS

- 1. None**

b. APPOINTMENTS

- 1. None**

a. RESIGNATIONS

- 1. None**

b. APPOINTMENTS

- Move** that the Board of Education appoint **Mr. James Cannizzaro** as Winter Percussion – Visual Tech for Marching Band at New Milford High School effective January 2, 2020.

2019-2020 Stipend: \$1486

- Move** that the Board of Education appoint **Mr. Victor Genin-Neto** as Volunteer Winter Guard for Marching Band at New Milford High School effective January 2, 2020.

Volunteer

- Move** that the Board of Education appoint **Mr. Adam Heavens** as Winter Percussion – Visual Caption Head for Marching Band at New Milford High School effective January 2, 2020.

2019-2020 Stipend: \$1985

4. *****Mr. Christopher Loffredo**, Winter Percussion – Pit Instructor for Marching Band, New Milford High School
Move that the Board of Education appoint **Mr. Christopher Loffredo** as Winter Percussion – Pit Instructor for Marching Band at New Milford High School effective January 2, 2020.

2019-2020 Stipend: \$1486

12. COACHING STAFF

a. RESIGNATIONS

1. None

13. COACHING STAFF

b. APPOINTMENTS

1. **Ms. Tricia Blood**, Girls' Intramural Volleyball Coach, Schaghticoke Middle School
Move that the Board of Education appoint **Ms. Tricia Blood** as Girls' Intramural Volleyball Coach at Schaghticoke Middle School effective February 1, 2020.

2019-2020 Stipend: \$992

Current Staff Member

2. **Mrs. Daniella Brooks**, Grade 3 Girls' and Boys' Intramural Kickball Coach, Sarah Noble Intermediate School
Move that the Board of Education appoint **Mrs. Daniella Brooks** as Grade 3 Girls' and Boys' Intramural Kickball Coach at Sarah Noble Intermediate School effective January 30, 2020.

2019-2020 Stipend: \$1985

Current Staff Member

3. **Mrs. Daniella Brooks**, Girls' and Boys' Intramural Unified Sports Coach, Sarah Noble Intermediate School
Move that the Board of Education appoint **Mrs. Daniella Brooks** as Girls' and Boys' Intramural Unified Sports Coach at Sarah Noble Intermediate School effective January 30, 2020.

2019-2020 Stipend: \$1985

Current Staff Member

4. **Mr. David Mumma**, Grade 3 Girls' and Boys' Intramural Kickball Coach, Sarah Noble Intermediate School
Move that the Board of Education appoint **Mr. David Mumma** as Grade 3 Girls' and Boys' Intramural Kickball Coach at Sarah Noble Intermediate School effective January 30, 2020.

2019-2020 Stipend: \$1985

Current Staff Member

5. *****Mr. Tyler Timan**, Girls' and Boys' Assistant Indoor Track Coach, New Milford High School
Move that the Board of Education appoint **Mr. Tyler Timan** as Girls' and Boys' Assistant Indoor Track Coach at New Milford High School effective January 2, 2020.

2019-2020 Stipend: \$1890

6. **Mr. Matt Wall**, Boys' Intramural Volleyball Coach,
Schaghticoke Middle School
Move that the Board of Education appoint **Mr. Matt Wall** as
Boys' Intramural Volleyball Coach at Schaghticoke Middle
School effective February 1, 2020.

2019-2020 Stipend: \$992

Current Staff Member

14. LEAVES OF ABSENCE

1. **Mrs. Christina Strell**, Elementary Teacher, Sarah Noble
Intermediate School
Move that the Board of Education approve an unpaid leave
of absence for **Mrs. Christina Strell** from November 25,
2019 through April 4, 2020.

Unpaid



SUMMARY BY MOC (MAJOR OBJECT CODE)

RANGE	MAJOR OBJECT CODE DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
100'S	SALARIES - CERTIFIED	28,786,342	-82,360	28,703,982	8,573,037	19,934,834	196,111	99.32%
100'S	SALARIES - NON CERTIFIED	9,334,085	0	9,334,085	3,290,916	4,318,871	1,724,297	81.53%
200'S	BENEFITS	11,327,946	0	11,327,946	5,541,879	4,979,441	806,626	92.88%
300'S	PROFESSIONAL SERVICES	4,087,606	82,360	4,169,966	1,535,970	1,919,145	714,851	82.86%
400'S	PROPERTY SERVICES	969,278	0	969,278	342,129	388,063	239,086	75.33%
500'S	OTHER SERVICES	7,628,684	0	7,628,684	2,601,603	4,327,673	699,408	90.83%
600'S	SUPPLIES	2,626,716	0	2,626,716	733,668	1,410,878	482,170	81.64%
700'S	CAPITAL	84,047	0	84,047	25,563	7,865	50,619	39.77%
800'S	DUES AND FEES	88,621	0	88,621	74,956	2,767	10,898	87.70%
900'S	REVENUE	-892,633	0	-892,633	-69,976	0	-822,657	7.84%
GRAND TOTAL		64,040,692	0	64,040,692	22,649,746	37,289,536	4,101,410	93.60%

SALARIES - NON CERTIFIED BREAKOUT

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
51180	SALARIES - NON CERT - STIPENDS	565,784	0	565,784	170,415	0	395,369	30.12%
51201	SALARIES - NON CERT - PARA EDUCATOR	2,009,328	0	2,009,328	610,190	1,372,240	26,899	98.66%
51202	SALARIES - NON CERT - SUBSTITUTES	854,478	0	854,478	337,801	0	516,677	39.53%
51210	SALARIES - NON CERT - SECRETARY	1,888,333	0	1,888,333	721,289	1,010,684	156,360	91.72%
51225	SALARIES - NON CERT - TUTORS	300,695	0	300,695	56,954	0	243,741	18.94%
51240	SALARIES - NON CERT - CUSTODIAL	1,891,646	0	1,891,646	733,026	894,335	264,285	86.03%
51250	SALARIES - NON CERT - MAINTENANCE	920,746	0	920,746	344,492	487,561	88,693	90.37%
51285	SALARIES - NON CERT - TECHNOLOGY	457,410	0	457,410	160,834	282,170	14,406	96.85%
51336	SALARIES - NON CERT - NURSES	445,665	0	445,665	155,916	271,882	17,867	95.99%
TOTAL		9,334,085	0	9,334,085	3,290,916	4,318,871	1,724,297	81.53%

BENEFIT BREAKOUT

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
52200	BENEFITS - FICA	638,931	-360	638,571	200,171	0	438,400	31.35%
52201	BENEFITS - MEDICARE	534,567	0	534,567	166,340	0	368,227	31.12%
52300	BENEFITS - PENSION	840,836	360	841,196	841,196	0	0	100.00%
52600	BENEFITS - UNEMPLOYMENT COMP	15,000	0	15,000	6,662	8,338	0	100.00%
52810	BENEFITS - HEALTH INSURANCE	8,572,329	0	8,572,329	4,013,707	4,558,622	0	100.00%
52820	BENEFITS - DISABILITY INSURANCE	125,000	0	125,000	41,876	83,124	0	100.00%
52830	BENEFITS - LIFE INSURANCE	121,000	0	121,000	43,550	77,450	0	100.00%
52900	BENEFITS - OTHER EMPLOYEE BENEFITS	480,283	0	480,283	228,376	251,907	0	100.00%
TOTAL		11,327,946	0	11,327,946	5,541,879	4,979,441	806,626	92.88%

*EXPENDITURES*

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
51110	CERTIFIED SALARIES	28,786,342	-82,360	28,703,982	8,573,037	19,934,834	196,111	99.32%
51200	NON-CERTIFIED SALARIES	9,334,085	0	9,334,085	3,290,916	4,318,871	1,724,297	81.53%
52000	BENEFITS	11,327,946	0	11,327,946	5,541,879	4,979,441	806,626	92.88%
53010	LEGAL SERVICES	213,500	0	213,500	204,405	3,800	5,295	97.52%
53050	CURRICULUM DEVELOPMENT	75,000	0	75,000	20,456	0	54,544	27.27%
53200	PROFESSIONAL SERVICES	2,020,502	0	2,020,502	568,401	1,118,334	333,767	83.48%
53201	MEDICAL SERVICES - SPORTS	30,500	0	30,500	10,833	0	19,667	35.52%
53210	TIME & ATTENDANCE SOFTWARE	10,500	0	10,500	2,240	619	7,641	27.22%
53220	IN SERVICE	118,560	0	118,560	30,844	4,750	82,966	30.02%
53230	PUPIL SERVICES	931,976	82,360	1,014,336	350,843	627,476	36,017	96.45%
53300	OTHER PROF/ TECH SERVICES	65,215	0	65,215	18,401	6,526	40,289	38.22%
53310	AUDIT/ACCOUNTING	45,000	0	45,000	45,000	0	0	100.00%
53500	TECHNICAL SERVICES	260,690	0	260,690	156,971	14,210	89,510	65.66%
53530	SECURITY SERVICES	206,163	0	206,163	62,734	143,429	0	100.00%
53540	SPORTS OFFICIALS SERVICES	110,000	0	110,000	64,845	0	45,155	58.95%
54101	CONTRACTUAL TRASH PICK UP	92,995	0	92,995	30,838	16,380	45,777	50.77%
54301	REPAIRS & MAINTENANCE	455,243	0	455,243	167,083	223,931	64,230	85.89%
54302	FIRE / SECURITY MAINTENANCE	2,500	0	2,500	1,203	0	1,297	48.11%
54303	GROUND MAINTENANCE	14,028	0	14,028	3,700	2,500	7,828	44.20%
54310	GENERAL REPAIRS	48,446	0	48,446	8,798	12,126	27,522	43.19%
54320	TECHNOLOGY RELATED REPAIRS	36,430	0	36,430	7,922	7,339	21,169	41.89%
54411	WATER	68,195	0	68,195	23,309	44,886	0	100.00%
54412	SEWER	22,900	0	22,900	22,294	0	606	97.35%
54420	LEASE/RENTAL EQUIP/VEH	228,541	0	228,541	76,982	80,902	70,657	69.08%
55100	PUPIL TRANSPORTATION - OTHER	106,250	0	106,250	32,195	71,105	2,950	97.22%
55101	PUPIL TRANS - FIELD TRIP	23,000	0	23,000	13,793	0	9,207	59.97%
55105	TRANSPORTATION - SUMMER	16,000	0	16,000	0	0	16,000	0.00%
55110	STUDENT TRANSPORTATION	4,560,865	0	4,560,865	1,431,233	3,047,723	81,909	98.20%
55190	STUDENT TRANSPORTATION PURCHAS	1,500	0	1,500	0	0	1,500	0.00%
55200	GENERAL INSURANCE	279,746	0	279,746	279,746	0	0	100.00%
55300	COMMUNICATIONS	48,668	0	48,668	16,395	32,273	0	100.00%
55301	POSTAGE	35,531	0	35,531	9,220	26,311	0	100.00%
55302	TELEPHONE	77,145	0	77,145	47,136	30,009	0	100.00%

*EXPENDITURES*

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
55400	ADVERTISING	5,000	0	5,000	2,425	278	2,298	54.05%
55505	PRINTING	51,372	0	51,372	30,764	3,363	17,244	66.43%
55600	TUITION	35,000	0	35,000	0	0	35,000	0.00%
55610	TUITION TO IN STATE DIST	796,641	0	796,641	280,244	211,103	305,294	61.68%
55630	TUITION TO PRIVATE SOURCES	1,540,697	0	1,540,697	446,868	895,247	198,582	87.11%
55800	TRAVEL	51,269	0	51,269	11,584	10,261	29,424	42.61%
56100	GENERAL INSTRUCTIONAL SUPPLIES	168,242	0	168,242	55,217	28,237	84,789	49.60%
56110	INSTRUCTIONAL SUPPLIES	415,078	0	415,078	171,743	83,720	159,616	61.55%
56120	ADMIN SUPPLIES	28,397	0	28,397	7,391	4,369	16,637	41.41%
56210	NATURAL GAS	194,960	0	194,960	25,452	169,508	0	100.00%
56220	ELECTRICITY	964,971	0	964,971	239,882	725,088	1	100.00%
56230	PROPANE	4,500	0	4,500	274	2,605	1,620	63.99%
56240	OIL	205,437	0	205,437	1,311	204,126	0	100.00%
56260	GASOLINE	33,246	0	33,246	3,946	21,762	7,538	77.33%
56290	FACILITIES SUPPLIES	308,111	0	308,111	124,838	118,057	65,215	78.83%
56291	MAINTENANCE COMPONENTS	15,000	0	15,000	4,063	6,937	4,000	73.33%
56292	UNIFORMS/ CONTRACTUAL	14,200	0	14,200	0	11,276	2,924	79.41%
56293	GROUNDKEEPING SUPPLIES	22,750	0	22,750	2,139	11,861	8,750	61.54%
56410	TEXTBOOKS	60,228	0	60,228	29,352	8,363	22,513	62.62%
56411	CONSUMABLE TEXTS	55,481	0	55,481	7,579	2,414	45,488	18.01%
56420	LIBRARY BOOKS	58,696	0	58,696	22,331	10,217	26,149	55.45%
56430	PERIODICALS	19,157	0	19,157	11,971	174	7,012	63.40%
56460	WORKBOOKS	13,916	0	13,916	11,530	2,162	224	98.39%
56500	SUPPLIES - TECH RELATED	44,346	0	44,346	14,650	0	29,696	33.04%
57340	COMPUTERS/TECH HARDWARE	14,100	0	14,100	6,375	3,642	4,084	71.04%
57345	INSTRUCTIONAL EQUIPMENT	8,140	0	8,140	2,788	440	4,912	39.66%
57400	GENERAL EQUIPMENT	49,683	0	49,683	15,071	3,282	31,330	36.94%
57500	FURNITURE AND FIXTURES	12,124	0	12,124	1,329	501	10,294	15.10%
58100	DUES & FEES	88,621	0	88,621	74,956	2,767	10,898	87.70%
EXPENDITURE TOTAL		64,933,325	0	64,933,325	22,719,722	37,289,536	4,924,068	92.42%



REVENUES

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
43103	EXCESS COSTS	-533,633	0	-533,633	0	0	-533,633	0.00%
43105	MEDICAID REIMBURSEMENT	-51,000	0	-51,000	-10,345	0	-40,655	20.29%
44105	FOI & FINGERPRINTING FEES	-1,900	0	-1,900	0	0	-1,900	0.00%
44705	BUILDING USE FEES	-55,000	0	-55,000	-5,871	0	-49,129	10.67%
44800	REGULAR ED TUITION	-104,725	0	-104,725	0	0	-104,725	0.00%
44822	SPECIAL ED TUITION	-18,200	0	-18,200	0	0	-18,200	0.00%
44860	ADMISSIONS/ATHLETIC GATE RECEIPTS	-25,400	0	-25,400	-2,000	0	-23,400	7.87%
44861	PARKING PERMIT FEES	-64,824	0	-64,824	-45,000	0	-19,824	69.42%
44862	SCHOOL MUSICAL TICKET SALES	-10,000	0	-10,000	0	0	-10,000	0.00%
49102	TRANSFER IN-OTHER	-27,951	0	-27,951	-6,759	0	-21,192	24.18%
REVENUE TOTAL		-892,633	0	-892,633	-69,976	0	-822,657	7.84%

GRAND TOTAL	64,040,692	0	64,040,692	22,649,746	37,289,536	4,101,410	93.60%
--------------------	-------------------	----------	-------------------	-------------------	-------------------	------------------	---------------

BOE Capital Reserve Acct #43020000-10101

Total as of 11/30/19	345,611
ESTIMATED \$315,000 FROM BOE 18.19 FYE BALANCE WAS APPROVED BY BOARD OF FINANCE ON 10/9/19 AND IS AWAITING FINAL AUDIT BEFORE DEPOSIT	315,000
Projected Total 1/31/20	660,611

Turf Field Replacement Acct #43020000-49510

CONTRIBUTION - <u>BOE 17.18 FYE BALANCE</u>	50,000
CONTRIBUTION - <u>BOE TEAM FEE'S & BANNERS</u>	8,735
TOTAL TURF FIELD REPLACEMENT FUNDS SENT FROM BOE TO TOWN (ANOTHER \$50,000 FROM BOE 18.19 FYE BALANCE WAS APPROVED BY BOARD OF FINANCE ON 10/9/19 AND IS AWAITING FINAL AUDIT BEFORE IT IS REFLECTED HERE)	58,735



PURCHASE RESOLUTION D - 729

AGENDA ITEM 3C-2
DECEMBER 2019 MEETING

WHEREAS, the equipment, supplies and/or services for which the following Purchase Orders have been issued and deemed necessary by the Superintendent of Schools, and the cost, thereof, are within the budget appropriations approved by the voters of the Town, NOW, BE IT RESOLVED, that the said purchase orders and all disbursements in connection, thereof, are hereby approved.

Funding	Location	Vendor Name	Description	Amount	Object Code
GENERAL	DISTRICT	GOULD - KILLIAN, LLP	COUNSEL FEES - PAID FROM BALANCE SHEET (LEFTOVER FROM SETTLEMENT)	\$18,441.56	20301
			COUNSEL FEES - PAID FROM OPERATING	\$6,558.44	53010
GENERAL	TECH	WHALLEY COMPUTER ASSOCIATES	TONER FOR DISTRICT	\$24,707.00	56110
GENERAL	DOI	EDADVANCE	ODYSSEYWARE LICENSES	\$19,500.00	53200
GRANT	DOI	AMY TEPPER CONSULTING	ADMINISTRATOR WORKSHOP TRAINING	\$15,967.66	53300
GENERAL	TECH	WEST INTERACTIVE SERVICES	RENEWAL SCHOOL MESSENGER	\$11,480.51	53500
GENERAL	FAC	DANBURY WINSUPPLY	SNIS HOT WATER HEATER REPLACEMENT	\$8,707.14	54310
GENERAL	SPED	KATE PEARCE EDUCATIONAL SERVICES	EDUCATIONAL SERVICES FOR ONE STUDENT	\$6,080.00	55630

GRANT EXPENDITURES ARE PRESENTED IN BOLD AND ITALICIZED FONT IN THE ABOVE LISTING



BUDGET TRANSFER REQUESTS

AGENDA ITEM 3C-3
DECEMBER 2019 MEETING

DETAIL			FROM (-)			TO (+)		
#	REASON	AMOUNT	LOCATION	ORG	OBJECT	LOCATION	ORG	OBJECT
NONE AT THIS TIME								

Requesting Approval
Across MOC

DETAIL			FROM (-)			TO (+)		
#	REASON	AMOUNT	LOCATION	ORG	OBJECT	LOCATION	ORG	OBJECT
NONE AT THIS TIME								

Informational
Within Major Object Code

EXHIBIT B

New Milford PTO
Parent Teacher Organization
PO Box 1343
New Milford, CT 06776

3 December, 2019

Dr. Kerry Parker
Superintendent
50 East Street
New Milford, CT 06776

Dear Dr. Parker:

The New Milford PTO is pleased to present the following gifts to the Board of Education for approval. Please arrange for these gifts to be placed on the agenda at the next Board of Education meeting.

Hill & Plain Elementary School:

\$1,200.00 Field trip to the Ridgefield Playhouse. The live performance aligns with the literacy curriculum.

Northville Elementary School:

\$1,200.00 Yoga lessons for PM Excel classes. This will improve gross motor skills, balance and teach children techniques to help deal with their emotions.

Sarah Noble Intermediate School:

\$1,530.00 Tanglewood Marionettes will perform two assemblies to all 3rd grade students to supplement the "Once Upon a Time" unit. It is a presentation of reading, writing and music.

\$1,295.00 Benjamin Franklin presentation for all of 4th grade to promote writing and reading.

Schaghticoke Middle School:

\$1,500.00 ELA Summer reading program books, celebration, and prizes.

\$6,725.00 Grand Total

Sincerely,
Mandi MacDonald
NMPTO President



NEW MILFORD HIGH SCHOOL

388 Danbury Road
New Milford, CT 06776

Phone: (860) 350-6647

Fax: (860) 210-2256
www.nmhs.newmilfordps.org

Greg P. Shugrue, Principal
Elizabeth Curtis, *Assistant Principal*
Tracy-Ann Menzies, *6-12 Supervisor of Special Education*

Kevin Best, *Assistant Principal*
Linda Scoralick, *Assistant Principal*
Keith Lipinsky, *Athletic Director*

To: Dr. Kerry Parker
From: Linda Scoralick
Date: December 5, 2019
Re: Perkins V Grant Summary 2019-2020

The Perkins V Grant is being used to supplement district funds for CTE courses at New Milford High School. For the 2019-2020 school year, the amount of the grant award is \$36,884.00 versus \$35,209.00 for the previous year. A major focus for improvement continues to be growing our robotics and drone technology programs. The following bullets summarize how the bulk of funds were budgeted:

- Fees paid to EdAdvance for the Healthcare Job Shadowing Program
- Robots and drones to support the Robotics and Drone Technology Club
- Replacement equipment to support woodworking programs
- Replacement laptops to be used in Accounting classes
- Transportation costs for opportunities to learn more about how CTE curriculum applies in the career setting, post-secondary opportunities, and leadership conferences for FBLA and DECA (non-competition)
- Registration fees for faculty to attend various workshops and conferences

Work ~ **A**chieve ~ **V**alue ~ **E**mpower

New Milford 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.

Community Relations

Possession of Firearms on School Property Prohibited

The New Milford Board of Education prohibits all persons who are in possession of a firearm from entering school property, except those persons specifically authorized to do so by state or federal law and in accordance with the provisions of this policy. This prohibition includes individuals who are otherwise in lawful possession of an unloaded firearm and traversing school property for the purpose of gaining access to lands open to hunting or other lawful purposes. The prohibition does not apply to on duty peace officers as that term is defined under Subdivision (9) of Section 5a-3 of the General Statutes, or to on duty qualified school resource officers who are authorized by the Board to carry a weapon in furtherance of their duties.

Students are prohibited by the Board of Education from possessing firearms for any reason, whether otherwise lawful or not, in or on the real property comprising the public or private elementary or secondary school or at a school sponsored activity as defined in Subsection (h) of Section 10-233a.

(cf. 5114 - Suspension/Expulsion/Exclusion/Removal)

Legal Reference: Connecticut General Statutes

29-28 Permit for sale at retail of pistol or revolver. Permit to carry a pistol or revolver. Confidentiality of name and address of permit holder.

29-33 Sale, delivery or transfer of pistol and revolvers. Documentation requirements. Waiting period. Exempted transactions. Penalty.

53a-3 Definitions.

53a-217b Possession of a weapon on school grounds. Class D felony.

Public Act 19-108 An Act Concerning Motor Vehicle Inspectors as Peace Officers

Policy adopted: May 7, 2001
Policy revised: May 13, 2014
Policy revised: October 18, 2016

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut

Community Relations

Animals on School Property

Due to health, safety, sanitation and classroom disruption concerns, the New Milford School District does not permit animals on school grounds except in accordance with this policy.

I. In General

Animals are permitted on school property when (1) permitted by law (e.g., service animals, law enforcement animals), or (2) when approved by the Superintendent of Schools or his or her designee. When making decisions regarding the voluntary admission of animals on school property that are not otherwise permitted by law, the Superintendent or designee shall consider the impact on educational programing and take into consideration the type of animal, the threat to students who may have allergies, and the safety of the students. Animals permitted on school property must be immunized in accordance with Connecticut law and proof of immunization must be provided upon request.

II. Service Animals

An individual with a disability is permitted to be accompanied by a service animal on school property as required by law, subject to the conditions of this policy.

A “service animal” means a dog (regardless of breed or size) or miniature horse that has been individually trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability. Other species of animals, whether wild or domestic, trained or untrained, are not service animals for the purposes of this definition. The work or tasks performed by a service animal must be directly related to the individual’s disability. The provision of emotional support, comfort or companionship are not “work or tasks” for purposes of this policy.

A. Requirements That Must Be Satisfied Before A Service Animal Will Be Permitted On School Property

Request: A student, staff member or community member who needs to be accompanied by a service animal on school property in order to accommodate his or her disability should notify the Superintendent of Schools or his or her designee before the animal is brought onto school property. The Superintendent or his or her designee may then ask whether the animal is required because of a disability and what work or tasks the animal has been trained to perform unless the work or tasks the animal is trained to perform are readily apparent.

Once the Superintendent or designee has received such notification, he or she will notify appropriate District personnel and vendors (school principal, bus company, etc.) of the presence of the service animal. Such requests should be renewed each school year.

Community Relations

Animals on School Property

Health and Vaccination: The service animal must be in good health and must be vaccinated, immunized and licensed in accordance with Connecticut law. Proof of necessary vaccination, immunization and licensure must be produced by the requesting student, staff member or community member.

Control: A service animal must be under the control of his or her handler at all times. A service animal shall have a harness, leash, or other tether, unless the handler is unable because of a disability to use a harness, leash, or other tether, or the use of a harness, leash, or other tether would interfere with the service animal's safe, effective performance of work or tasks, in which case the service animal must be otherwise under the handler's control (e.g. voice control, signals, or other effective means).

B. Miniature Horses

The District will make reasonable modifications to its policies, practices, and procedures to permit the use of a miniature horse by an individual with a disability if the miniature horse has been individually trained to do work or perform tasks for the benefit of the individual with a disability. In determining whether reasonable modifications to any policies, practices, and procedures should be made to allow a miniature horse into a specific facility, the District shall consider the following factors:

1. The type, size, and weight of the miniature horse and whether the facility can accommodate these features;
2. Whether the handler has sufficient control of the miniature horse;
3. Whether the miniature horse is housebroken; and
4. Whether the miniature horse's presence in a specific facility compromises legitimate safety requirements that are necessary for safe operation.

All additional requirements outlined in this policy, which apply to service animals, shall apply to miniature horses.

C. Supervision and Care of Service Animals

The owner or handler of a service animal is responsible for the supervision and care of the animal, including any feeding, exercising, and clean up. However, these issues may be addressed by the 504 PPT team where appropriate based on the individual needs of a student.

Community Relations

Animals on School Property

D. Damages to School Property

The owner or handler of a service animal shall be held solely responsible in the event that a service animal damages or destroys school property or causes injury to personnel, students, or others.

E. Removal of Service Animals from School Property

The Superintendent of Schools or his or her designee may require an individual with a disability to remove a service animal from school property under the following circumstances:

1. The animal is out of control and the animal's handler does not take effective action to control it;
2. The animal is not housebroken;
3. The presence of the animal poses a direct threat to the health or safety of others; or
4. The presence of an animal would require a fundamental alteration to the service, program, or activity of the District.

If the service animal is removed, the individual with a disability shall be provided with the opportunity to participate in the service, program, or activity without the service animal.

F. Health and Safety Concerns

If the presence of the service animal poses a health or safety risk to another member of the school community, as documented by a medical practitioner, the District will weigh the needs of all parties and put together a plan to provide reasonable accommodations. Such accommodations may include the transfer of one of the individuals, or the exclusion of the service animal if the animal's presence poses an unwarranted threat to the health, safety and well-being of anyone who will come in contact with the service animal. Generally, allergies that are not life threatening are not a valid reason for prohibiting the presence of a service animal.

III. Non-Service Animals

A. The Use of Animals for Instructional Purposes

A non-service animal may be brought onto school grounds for instructional purposes or where the presence of the animal directly supports learning strategies or the achievement of the objectives of an approved educational program. Under no circumstances shall animals that pose actual or potential safety risks and health risks to students or employees be allowed in schools or classrooms.

Community Relations

Animals on School Property

The following protocols must be met before an animal or animals may be brought onto school grounds for instructional purposes:

1. The appropriate building principal must approve the use of the animal for instructional purposes;
2. Prior to allowing the animal on school grounds, steps are taken to ensure that students and employees are not allergic to the presence of the animal or animals, and that the animal(s) will present no physical danger to students or employees, and that the animal(s) are free from any disease or parasite;
3. Prior to introducing any animal into classrooms or using any animal as part of the educational program, teachers shall make all efforts to ensure that students receive instruction in the proper care and handling of animals;
4. When animals are allowed in schools and classrooms, they shall be housed in suitable, sanitary, self-contained enclosures appropriate to the size of the animal. Animals shall not be allowed to roam freely in the classroom or school;
5. The sponsor of any animal must ensure that the animal's enclosure(s) is kept in a sanitary condition and that waste is properly disposed of.

B. Animals Brought onto School Grounds by Vendors

Outside vendors, contractors, or providers ("vendors") offering to bring animals onto school property to enhance educational programs must provide the District with the following prior to bringing any animals onto school property:

1. A Certificate of Insurance evidencing the vendor's insurance coverage in connection with the animal(s), including commercial general liability ("CGL") insurance policy coverage in the amount of \$1,000,000 per occurrence and \$2,000,000 general aggregate naming the New Milford Board of Education and the Town of New Milford, and their elected officials, employees, agents and volunteers as additional insureds.

Community Relations

Animals on School Property

2. An indemnification agreement in which the vendor agrees to indemnify, defend and hold harmless the New Milford Board of Education and the Town of New Milford, and their elected officials, employees, agents and volunteers from any claims, damages, suits, actions, liabilities and costs of any kind or nature, including attorneys' fees, arising from or caused by the provision of any services, the failure to provide any services or the use of any services or materials furnished (or made available) by the vendor, provided that such liability is not attributable to the Town's or District's School sole negligence.

C. Pet Dogs on School Grounds

The New Milford School District shall post signs advising the public that dogs are not allowed on school property. If a dog is allowed to walk or roam on school grounds, the proper authorities will be called.

D. Unique Circumstances or Requests

Circumstances or requests requiring special consideration shall be reviewed by the Superintendent of Schools in consultation with appropriate District personnel.

Legal Reference:

42 U.S.C. § 12132 Americans with Disabilities Act (ADA)
28 C.F.R. § 35.130(b)(7) General Prohibitions Against Discrimination
28 C.F.R. § 35.136 Service Animals
28 C.F.R. § 36.104 Definitions

U.S. Department of Justice, Civil Rights Division, Disability Rights Section, *Frequently Asked Questions about Service Animals and the ADA*, July 2015

Connecticut General Statutes

22-338 Licensing of dogs. Fees. Rabies certificate. Exemptions.
22-339b Rabies vaccination required for dogs and cats. Exemption from rabies vaccination. Rabies vaccination exemption certificate. Veterinarian appeal. Penalty.
22-339c Certificate of rabies vaccination.
46a-42 "Mobility impaired persons" defined

Community Relations

Animals on School Property

Connecticut General Statutes (continued)

46a-44 Access of guide and assistance dogs to modes of public transportation and in places of public accommodation. Intentional interference with guide or assistance dogs or trainers or blind, deaf or mobility impaired persons

Policy adopted: _____

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut

Instruction

Graduation Requirements

Pathways for the NMHS Graduate

Two Year College/Career Ready Pathway: Minimum requirement is a high school diploma and attainment of the distribution of credits as prescribed. It is recommended that the student take the most personally challenging course load during their high school tenure and integrate work in the field whenever possible (internships, job shadowing, work, etc.)

Four Year College Pathway: Minimum requirement is a high school diploma and attainment of the distribution of credits as prescribed. Most four-year colleges require that the graduate take four credits in English and math, three credits in science and social studies, and at least two credits in a world language.

Highly Competitive Colleges Pathway: Minimum requirement is a high school diploma and attainment of the distribution of credits as prescribed. Most highly competitive colleges require that the graduate take four credits in English, math, science and social studies, and at least three credits in a world language. It is also highly encouraged that the level of these courses be at the Advanced Placement level and at the very least honors level when available.

To graduate from the New Milford Public Schools, a student must earn a minimum number of credits, fulfill credit distribution requirements and meet district performance standards.

I. Academic credit distribution requirements

A. Students must complete the following credits:

Year of Graduation 2019-22 20	4.0	English
	4.0	Mathematics
	3.0	Social Studies (including 0.5 credit in civics and 1 credit for U.S. history)
	3.0	Science
	2.0	Physical Education
	1.0	Arts (Fine or Practical)
	0.5	Health
	8.5	Electives (including 0.5 in humanities and 0.5 in Financial Literacy)
	26.0 TOTAL CREDITS	

Instruction

Graduation Requirements

Year of Graduation 2019-21-22	4.0 English 4.0 Mathematics 3.0 Social Studies (including 0.5 credit in civics and 1 credit for U.S. history) 3.0 Science 2.0 1.0 Physical Education 1.0 Arts (Fine or Practical) 0.5 Health 8.5 Electives (including 0.5 in humanities and 0.5 in Financial Literacy)
	26.0 25.0 TOTAL CREDITS

Commencing with the Class of 2023:

Humanities Cluster: 9 Credits

- No less than 3 credits in English
 - English I, II, III/AP (3 Credits)
- No less than 3 credits in Social Studies
 - Must include 1.0 credit in US History and 0.5 credit in Civics)
 - 1.5 additional credits in Social Studies (See Program of Studies)
- 3 additional credits of student choice (additional English, Social Studies, Level 4 or above in World Language, Art History, History of Jazz, History of American Musical Theater etc.)

STEM Cluster: 9 Credits

- No less than 3 credits in Science
 - Integrated Science, Biology, Chemistry (3 Credits)
- No less than 3 credits in Math (See Program of Studies)
 - Maximum of 1 credit awarded for successful completion (B-/80) of Geometry taken at the middle school
- 3 additional credits of student choice (additional Science, Math, Tech. Ed., Intro to Business, Computer Literacy, Business Computer Applications, Website Design I&II, Intro to Computer Programming, AP Computer Science A, AP Computer Science Principles etc.)

Health & Wellness Cluster: 2 Credits

- 1 credit in Physical Education
- 1 credit in Health & Safety Education
 - Must include 0.5 credit in Health 1
 - Additional 0.5 credit of student choice (*Health 2, Allied Health, Medical Technology, Emergency Medical Technician, Sports Medicine, Early Childhood, Child Development etc.)

Instruction

Graduation Requirements

Commencing with the Class of 2023:

World Language Cluster: 1 Credit <ul style="list-style-type: none"> 1 credit of any World Language course at New Milford High School <ul style="list-style-type: none"> 1 credit awarded for successful completion (B-/80) of Part A & Part B of the same World Language course from grades 7 & 8 (Not including Conversational World Language Courses)
Electives Cluster: 3 Credits <ul style="list-style-type: none"> 1 credit in Practical or Fine Arts (See Program of Studies) 0.5 credit in Personal Finance - Required by state law 1.5 additional credits of student choice
Mastery Based: 1 Credit <ul style="list-style-type: none"> 0.5 Credit in Assured Skills Experiences 0.5 Credit in Assured Content Experiences
25.0 TOTAL CREDITS

II. Exemptions, modifications, and accommodations

- A. If a physician or advanced practice registered nurse certifies in writing that the physical education requirement is medically contraindicated because of the physical condition of the student, this requirement may be fulfilled by an elective.
- B. Exemptions: modifications and accommodations of graduation requirements will be made for any student with a disability as determined by the planning and placement team or 504 team.
- C. A maximum of two credits (1 credit in Geometry and 1 credit in World Language) may be granted for successful completion of courses taken at the middle school level that align with the high school curriculum.
- D. The Board may permit a student to graduate during a period of expulsion pursuant to Connecticut General Statutes 10-233d if the Board determines that the student has satisfactorily completed the necessary credits for graduation.
- E. In accordance with state law, the Board of Education may award a high school diploma to a veteran of World War II, the Korean hostilities, or the Vietnam Era who left high school to serve in the armed forces and did not receive a diploma as a consequence of such service as well as any person who withdrew from high school prior to graduation to work in a job that assisted the war effort during World War II, did not receive a diploma as a consequence of such work and has resided in the state for at least fifty consecutive years.

Instruction

Graduation Requirements

Early Graduation

Students may finish in six semesters provided all graduation requirements have been satisfied. Any student interested in being considered for early graduation must notify his/her counselor of his/her intentions no later than the end of the student's fifth semester. Students applying for early graduation must obtain the Early Graduation Policy statement and related application form from the Guidance Office and take course no. 990.

Course No.	Course	Prerequisites
990	Early Graduation	By Special Arrangement Only

(cf. 5121 - Examination/Grading/Rating)
 (cf. 5123 - Promotion/Acceleration/Retention)
 (cf. 6111 - School Calendar)
 (cf. 6141.4 – Independent Study)
 (cf. 6146.2 – Statewide Proficiency/Mastery Examinations)
 (cf. 6172.6 – Virtual/Online Courses/College/University Courses)

Legal reference:	Connecticut General Statutes
10-14n	State-wide mastery examination
10-161	Establishment of graduation date
10-18	Courses in United States history, government and duties and responsibilities of citizenship
10-19	Teaching about alcohol, nicotine or tobacco, drugs and acquired immune deficiency syndrome
10-221a	High school graduation requirements
10-223a	Promotion and graduation policies. Basic skills necessary for graduation, assessment process
Public Act No. 17-42	An Act Concerning Revisions to the High School Graduation Requirements

Policy adopted:	June 10, 2003	NEW MILFORD PUBLIC SCHOOLS
Policy revised:	June 27, 2005	New Milford, Connecticut
Policy revised:	June 8, 2010	
Policy revised:	October 11, 2011	
Policy revised:	September 10, 2013	
Policy revised:	October 8, 2013	
Policy revised:	May 21, 2019	

Approved Field Trips December 2019

	A	B	C	D	E	F	G	H	I
1	<u>School</u>	<u>Grade/Dept.</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>
2	NMHS	12	12/13/19	Friday	50	3	Hill & Plain School/Children's Literature Class	2	\$0.00
3	NMHS	11-12	1/7/2020	Tuesday	23	2	Garner Correctional Institution/Forensic Pyschology	2	\$18.00
4	SMS	6-8	1/23/20	Thursday	6	1	Newtown Youth Academy/Unified Leadership Day	1	\$0.00
5	NMHS	11-12	02/26/20	Wednesday	9	1	Manufacturing Alliance Training Center	0	0.00 (MATC Paying for bus)
6	NMHS	10-12	3/4/20	Wednesday	40	2	DECA State Conference	2	\$75.00
7	NMHS	11-12	03/10/20	Tuesday	30	2	Naugatuck Valley Comm. College	1	0.00 Perkins
8	HPS	2	3/10/20	Tuesday	105	10	Warner Theater: Judy Moody & Stink	0	\$0.00
9	NMHS	9-12	5/21-5/25/2020	Thurs-Mon	30	3	Quebec City Canada: French Classes	2	\$960-\$1250
10	HPS	K	5/29/20	Friday	120	14	Ridgefield Playhouse: Biscuit	0	0.00 PTO Grant
11	SMS	8	6/3/2020	Wednesday	315	25	Lake Compounce	5	\$10.00 (PTO Pays Balance)



Proposed Relocation of Administrative Offices

Background

There continue to be interior and exterior issues affecting occupancy of the Lillis Building. Most recently, on November 12, 2019 at the Facilities Sub-Committee meeting, a memo was distributed that explained the latest repairs needed. Payment was later approved at the full Board of Education meeting on November 19, 2019. These repairs re-started conversation internally about possible alternatives for the location of district offices.

Advantages of Relocation

- Reduces the footprint of the district, allowing for operating cost reductions including utilities, repairs and maintenance (plow/mow) outlined in the *Operating Savings* chart on page 3. It is anticipated that in year one (2020-2021) these savings would be used to fund the move and required setup (see *2020-2021 Relocation Operating Expenses* chart on page 3), but in 2021-2022 and beyond those savings would be a real reduction to the bottom line operating cost for the district.
- Avoids the forthcoming capital projects for the Lillis Building such as the cupola, boiler replacement, foundation repairs and needed roof replacement that are outlined in the *Capital Savings For Projects to be Removed from 5 Year Plan* chart on page 3.
- Allows ADA accommodations in the operation of the district offices without the exceptions currently allowed at the Lillis Building.
- Relocates district office staff to a better maintained building that has a new roof, central air conditioning and that is covered by a generator, since SNIS is currently designated as one of the emergency shelters for the Town of New Milford.
- Provides sufficient room for the Facilities department staff to be moved from the Farmhouse, consolidating district office personnel into one location for the public.
- Provides for district office staff to be at a location where the district currently employs safety monitors.



ITEM OF INFORMATION

DECEMBER 2019

3C - Facilities Sub-Committee

4A - Operations Sub-Committee

- Could accommodate a dedicated Board Room that would be wired for recording of all Board of Education Sub-Committee meetings. The specifications and funding to accomplish this have not been identified and would need a separate proposal.
- May lower the Board of Education's liability and property insurance premiums through CIRMA. This amount is yet to be determined.

Time Frame

Summer of 2020.



ITEM OF INFORMATION

DECEMBER 2019

3C - Facilities Sub-Committee

4A - Operations Sub-Committee

Savings & Costs

OPERATING SAVINGS		
DEPARTMENT	AMOUNT	DESCRIPTION
FACILITIES - MAINTENANCE	\$5,500	CONTRACTED REPAIRS FOR CENTRAL OFFICE
	\$500	GROUNDS MAINTENANCE FOR CENTRAL OFFICE
	\$1,600	WATER FOR CENTRAL OFFICE
	\$900	SEWER FOR CENTRAL OFFICE
	\$36,532	PHONE SERVICE FOR CENTRAL OFFICE
	\$21,269	ELECTRIC FOR CENTRAL OFFICE
	\$26,775	OIL FOR CENTRAL OFFICE
	\$1,784	MAINTENANCE SUPPLIES FOR CENTRAL OFFICE
FACILITIES - CUSTODIAL	\$12,710	TRASH COLLECTION FOR CENTRAL OFFICE
	\$2,434	GENERAL REPAIRS FOR CENTRAL OFFICE
	\$1,350	FACILITIES SUPPLIES FOR CENTRAL OFFICE
TECHNOLOGY	\$9,000	FIBER SERVICE FOR CENTRAL OFFICE
	\$120,355	

2020-2021 RELOCATION OPERATING EXPENSES		
DEPARTMENT	AMOUNT	DESCRIPTION
FACILITIES - MAINTENANCE	\$22,400	INTERCOMS & CARD SWIPES FOR BUILDING ACCESS
	\$44,323	INTERIOR & EXTERIOR DOOR RECONFIGURATION
	\$3,000	ROOM REPAIRS
TECHNOLOGY	\$36,532	RELOCATED PHONE SERVICE
	\$4,500	NEW PHONE HOOKUPS
	\$4,600	NETWORK HOOKUPS AND ADDITIONAL ACCESS POINTS
OTHER	\$5,000	SIGNAGE, FURNITURE & ANY UNANTICIPATED COSTS
	\$120,355	

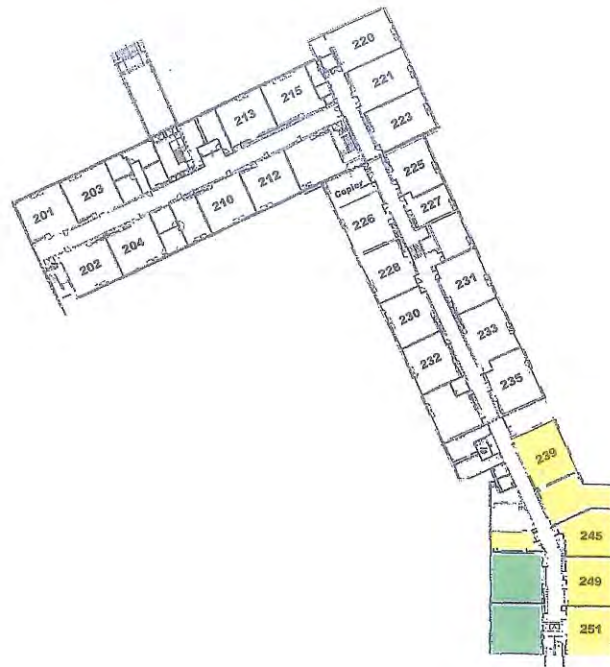
CAPITAL SAVINGS FOR PROJECTS TO BE REMOVED FROM 5 YEAR PLAN		
DEPARTMENT	AMOUNT	DESCRIPTION
FACILITIES	\$60,000	ROOF CUPOLA - 2020/2021
	\$95,000	STEAM BOILER REPLACEMENT - 2020/2021
	\$40,000	FOUNDATION REPAIR - 2021/2022
	\$900,000	ROOF REPLACEMENT - 2022/2023
	\$1,095,000	



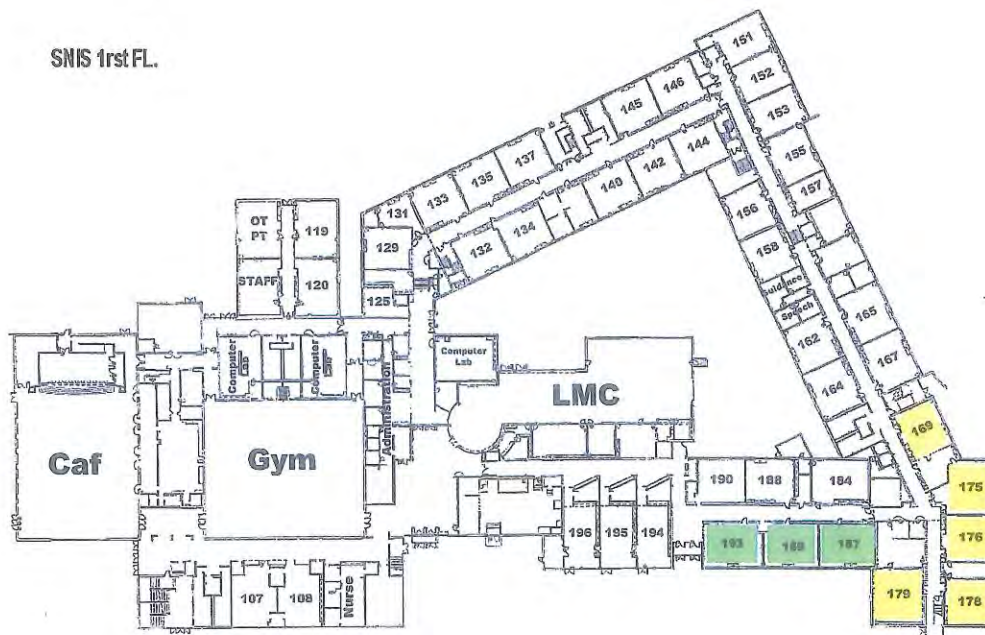
**ITEM OF INFORMATION
DECEMBER 2019**

3C - Facilities Sub-Committee
4A - Operations Sub-Committee

SNIS 2nd FL.



SNIS 1st FL.





Office of Fiscal Services & Operations
50 East Street
New Milford, Connecticut 06776

4B

Operations Sub-Committee
December 2019

TO: Kerry Parker, Superintendent
FROM: Anthony J. Giovannone, Director of Fiscal Services and Operations
Date: December 6, 2019
RE: Budget Drivers – District Wide

The **District Wide** budget driver topic will remain on this sub-committee agenda starting in the month of October 2019 and continuing through December 2019 and will include any projects discussed separately at the sub-committees for **Facilities**, **Committee on Learning** and **Operations**. The purpose is to identify and outline potential projects the Board of Education is likely to see as part of the 2020-2021 budget development process. This list is not complete, is subject to change, and is an effort to get the conversation started on these important items.

- Certified Staffing & Non-Certified Staffing – any changes due to enrollment and or department request will be presented as part of the Superintendent's proposed budget.

1) EL/Bilingual – *This item is a revised recommendation based on feedback from the Committee on Learning meeting on November 5, 2019:*

- 2 Bilingual Teachers per state mandate of 20 Spanish speakers. October 1st enrollment shows NES and HPS will be mandated to have a bilingual teacher in place. **Estimated \$133,936**
- 0.5 EL Coordinator-position currently funded with the Title III Immigration grant. We do not qualify for the funding again. The district must absorb the cost of this position in order to continue to coordinate EL testing, data analysis and professional learning across district. **-Estimated \$33,484**

2) General Education:

- 1 Guidance Counselor @ SNIS - **Estimated \$66,968**
- 0.5 Guidance Counselor @ SMS - **Estimated \$33,484**
- 3 Regular Para educators, one at each elementary - **Estimated \$63,000**
- 6 Stipends for Head Teachers for the K-2 level. These teachers will be leading the grade level team. These positions are currently in place at every level except the primary grades - **Estimated \$18,000**
- Summer Staffing for credit recovery program - **Estimated \$12,500**

3) Special Education:

- 0.5 Excel Teacher @ NES - **Estimated \$33,484**
- 1.0 Sped Teacher @ HPS - **Estimated \$66,968 (redeploy)**
- 1 Stipend for Social Worker Coordinator district wide - **Estimated \$4,500**
- Summer Staffing for credit recovery program – **Estimated \$12,500**



4) Federal Programs & Portrait of the Graduate. *This item is a revised recommendation based on feedback from the Committee on Learning meeting on November 5, 2019. Estimated \$120,000*

- 1 Coordinator to provide oversight and create opportunities for:
 - Community input and outreach for student internships and opportunities
 - Title I, II, III, IV, Bilingual & Perkins grants
 - Adult Education Programming and Grants: ED 244 (Americanization and United States citizenship), EL Civics Grant for Work and Life and the PEP Grant (Program Enhancement Project Grant).
 - Homelessness (Transportation, Free and Reduced Lunch, Training)
 - 504 (Training, Oversight, Transportation, Implementation)
 - Test Administration (Local and State Assessments-Language Arts, Math and Science)
- Health Insurance – historically this is a large budget driver that we will continue to add to our fixed costs. With the move to the State Partnership Plan (SPP) it is projected that our year to year increases will rise at a slower pace than if we had stayed self-insured. We should still expect at least a 5% increase (\$428,000) for this line item in 2020-2021. *Town and BOE are meeting on December 10th with actuarial to finalize percentage for 20-21 Budget. We should expect between a 5% (\$428,000) and an 8% (\$685,000) increase.*
- Student Information System (SIS) – our current contract is up at the end of this year and we have been with this vendor for many years. With many new competitors in this area it is prudent to post an RFP (request for proposal) for services to start on July 1, 2020 and see what else is out there that may better address our needs. The Technology Director has begun forming an evaluation and search committee utilizing select staff members during the month of October. This committee will develop an initial survey to go out to staff regarding our SIS usage, craft the requirements for the RFP and finally, assist in making a recommendation for award. We hope to post an RFP for this service during the month of November. The information we get back may require more or less of a financial obligation than our current vendor/contract. *RFP closed and the annual costs are all similar to our current budget for this item. There are additional upfront costs estimated to be approximately \$50,000 to migrate to and train on any new system with a different vendor.*



- SNIS Elevator Retrofit – this was brought to our attention in June of 2019 by the Kone Elevator Company. This project needs to be done by August of 2020. The scope of this project includes removal of the existing hydraulic bottom cylinder and installing a new double bottom cylinder to meet the updated code requirements. [Estimated \\$49,000.](#)
- School Resource Officers (SRO) & Armed School Security Officers (ASSO) – usage of these two types of employees and their deployment across our school locations will be memorialized in a forthcoming Memorandum of Understanding (MOU) between the Town of New Milford Police and the Board of Education that may financially impact the district's 2020-2021 budget. The existing MOU only provides for SRO's and was originally signed in November of 2015. Our current Security Safety Monitor contract with Securitas is in place through 6/30/21. Any change in service level of these contracted employees would have to be addressed after that date as we are currently under contract for both the current school year and the 2020-2021 school year. [Estimated \\$85,000-\\$100,000 \(anticipated offset may come from reduction of Security Monitors at HPS, NES, SNIS\).](#)
- Portrait of the Graduate & [NEASC Strategic Planning](#) - Implementation of program to address the community's aspirations for all students for future work in college or career. This will lead to a strategic operating plan which is the promise to our community that the collective vision from the Portrait of the Graduate work in schools is planned for and measured over time. [Estimated \\$34,000 in 2020-2021.](#)
- Copier Leases - our current contract is up in November of 2019 at which time we will default to a month to month agreement. We have been with the current vendor for 5 years. Due to the length in time since we last evaluated the needs of the district it is prudent to post an RFP (request for proposal) for services to start on July 1, 2020 and see what else is out there that may better address our needs. The RFP for this service will be posted during the month of November with a 3 year and a 5 year option. The information we get back may require more or less of a financial obligation than our current vendor/contract. [RFP closed and the annual costs are all similar to the current budget for this item. There is option to add existing owned machines into our refresh cycle that would result in an additional \\$14,000-\\$18,000 per year budget requirement.](#)



- Building Controls – In fiscal year 2018-2019 we used end of year funds to upgrade hardware and software associated with security cameras due to the Windows 7 conversion. At that time we also identified software and panel upgrades necessary for our building controls that run on a proprietary system. We did not fund this at that time but need to plan for them going forward. The funds needed for the first phase of this project total approximately \$52,000 and needs to be addressed in the 2020-2021 Budget or at the latest, the 2021-2022 Budget as the core system with Siemens will no longer be supported after January 2022. There is another \$185,000 in upgrades that will need to be purchased beyond this initial investment to keep us current with the new Siemens core system. This additional amount will need to be phased in and prioritized among all the other projects on the 5 Year Capital Plan. **Estimated \$52,000 in 2020-2021.**
- Access Controls – this was brought to our attention in early September 2019 by our vendor TEC Control Systems Inc., as requiring attention as soon as possible. The scope of this project includes replacing card access hardware and software as well as a new server for the district. The Town is also looking at implementing a card access system and employee badges for their buildings. A joint meeting was held in late September that included the I.T. Director for the Town to discuss a system that will work for both entities and also interface smoothly with our new security camera system. Project would need to be bid and price will be determined by scope of the project that is not yet finalized. **Estimate for all 5 schools is \$125,000 and has been shared with Town grant writer.**
- District Wide RTU's – the RTU that services the cafeteria and kitchen at SNIS failed in mid-September 2019. This will be the 4th unit that has required replacement at SNIS in recent years. Repair of the unit is estimated to be \$18,000 and replacement of the unit is estimated to be \$66,000. The 3rd unit previously replaced at SNIS last year serviced the main office and was a smaller unit that cost us \$37,000 to replace. The unit that now needs replacing is larger as it services both the cafeteria and the kitchen. This unit will likely need replacement sooner, in 2019-2020, before the warmer temperatures arrive in the spring of 2020. We are mentioning it now even if the project is undertaken in 2019-2020 as there is a financial impact going into 2020-2021 and beyond. This is because there are 9 more roof mounted units that are all approximately 19 years old on the SNIS roof alone. Replacement of RTU's district wide will need to be phased in and prioritized among all the other projects on the 5 Year Capital Plan. **Estimated \$100,000 per year.**



Office of Fiscal Services & Operations
50 East Street
New Milford, Connecticut 06776

4B

Operations Sub-Committee

December 2019

- Minimum Wage – over the next several years, the minimum wage will gradually rise to \$15.00 per hour and then be indexed to the federal economic indicators for future years. Impact for NMPS will be communicated as part of the Superintendent's proposed budget. The new law requires the minimum wage to increase from its current level of \$10.10 to:
 - 1) \$11.00 on October 1, 2019;
 - 2) \$12.00 on September 1, 2020;
 - 3) \$13.00 on August 1, 2021;
 - 4) \$14.00 on July 1, 2022; and
 - 5) \$15.00 on June 1, 2023.
-
- Time and Attendance System - our current contract is year to year and we have been with this vendor since July of 2013. Due to time constraints with the Student Information System and Copier RFP's currently underway, there will not be time to do a formal RFP for a replacement Time and Attendance System during the budget process. A full RFP will be posted in the spring of 2020 for this item. In the meantime the Business Office will reach out to vendors on a Request for Quote (RFQ) basis to get some baseline numbers to use for the 2020-2021 budget, short of posting a full RFP.

RECEIVED
TOWN CLERK
2019 DEC 12 A 9:32
NEW MILFORD, CT

Also Present: Dr. Kerry Parker, Superintendent
Mr. Kevin Munrett, Facilities Director
Ms. Alisha DiCorpo, Assistant Superintendent
Ms. Ellamae Baldelli, Human Resources Director
Mr. Anthony Giovannone, Director of Operations and Fiscal Services

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. McCauley.</p>	<p>Call to Order</p>
2.	<p>Public Comment</p> <ul style="list-style-type: none"> There was none. 	<p>Public Comment</p>
3.	<p>Items of Information</p> <p>A. Celtic Energy Follow up</p> <ul style="list-style-type: none"> Mr. Munrett said they met with the Town the week before Thanksgiving regarding the MOU. The respective legal counsels are working behind the scenes to iron it out. In the meantime, so as not to delay the project, Celtic Energy has prepared an RFQ which they have shared with the Town. Dr. Parker said she followed up with the Mayor on Thursday, who in turn was following up with Attorney DiBella. <p>B. SNIS Hot Water Heater</p> <ul style="list-style-type: none"> Mr. Munrett said the hot water heater had developed a slow leak. A new unit was purchased and installed in house with no interruption to the school schedule. The unit appears on the purchase resolution. 	<p>Items of Information</p> <p>A. Celtic Energy Follow up</p> <p>B. SNIS Hot Water Heater</p>

C.	Relocation of Administrative Offices <ul style="list-style-type: none">• Dr. Parker said that after the last Facilities meeting where she mentioned relocation to SNIS, internal conversations continued. She met with Anne Bilko and walked the school to determine how best the offices would fit there. They are looking at the northeast side of the building, which has parking, its own entrance, and a ramp for access. The plan is to block off access from the offices to the general school area. Dr. Parker wanted to discuss the relocation with the Board before talking to the fire marshal regarding feasibility. The hope is to have a dedicated BOE room with video access for all meetings eventually.• Mr. Failla said he likes the idea, including moving Facilities staff there so everyone is in one central location. He thinks separate access from the school is important.• Mr. Failla asked if there is air conditioning year round. Mr. Munrett said all classrooms have central air conditioning.• Mr. Failla asked if there were any hidden costs. Mr. Munrett said they are still reviewing but nothing jumps out as of yet.• Mrs. Chastain said she is not opposed to the plan. Her biggest concern is doing it right and having offices that befit the administration. She doesn't want to see people moving into classrooms and just sectioning them off.• Dr. Parker said they are already talking about partitions and walls. These would be phased in as budget permits.• Mrs. Chastain asked about the timeframe. Dr. Parker said once school is out in June, the priority would be to settle the SNIS staff moves. Then the relocation would start after July 1, with high access departments on the first floor moved first.• Mrs. Chastain said her biggest hesitation is enrollment. She would want to see projections. Danbury's enrollment is way up and she can see some of that coming to New Milford. Dr. Parker said they have looked at numbers five years out and it is not an issue. There is more available	C. Relocation of Administrative Offices
-----------	---	--

	<p>space now than is needed.</p> <ul style="list-style-type: none"> • Mrs. Chastain remembered there was an issue with servers on Route 7 at one time and asked if that is a concern. Mr. Munrett said no; the CEN line is at SNIS now. SNIS also has a generator. • Mrs. Chastain asked if the Mayor had been informed of the plan. Dr. Parker said no, she wanted to talk to the Board first. • Mrs. Chastain said she would like information on available space at both elementary schools. She would also like a tour of the space offered to BOE members. She said she thinks it is important to have SNIS staff input. • Mr. Failla said he would love to see East Street vacated. He said it is a true money pit. <p>D. Budget Drivers - Facilities</p> <ul style="list-style-type: none"> • Dr. Parker said the budget drivers can be found on the district-wide memo for Operations. • Mr. Munrett said they are largely unchanged, with the exception that estimated costs have been added. Priorities remain building controls, elevator retrofit, access controls, and RTUs. He is hopeful that some of these projects might fit into the Celtic Energy audit. 	
4.	<p>Public Comment</p> <ul style="list-style-type: none"> • There was none. 	Public Comment
5.	<p>Adjourn</p> <p>Mrs. Chastain moved to adjourn the meeting at 7:08 p.m., seconded by Mr. Failla and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 7:08 p.m.</p>

Respectfully submitted:



Brian McCauley, Chairperson
 Facilities Sub-Committee

**New Milford Board of Education
Operations Sub-Committee Minutes
December 10, 2019
Lillis Administration Building—Room 2**

RECEIVED
TOWN CLERK
2019 DEC 12 A 9:32
NEW MILFORD, CT

Present: Mrs. Wendy Faulenbach, Chairperson
Mr. Brian McCauley
Mr. Joseph Failla, Alternate

Absent: Mrs. Eileen P. Monaghan

Also Present: Dr. Kerry Parker, Superintendent
Ms. Alisha DiCorpo, Assistant Superintendent
Ms. Ellamae Baldelli, Director of Human Resources
Mr. Anthony Giovannone, Director of Fiscal Services and Operations
Mrs. Laura Olson, Director of Pupil Personnel and Special Services
Mr. Kevin Munrett, Facilities Director
Mr. Brandon Rush, Director of Technology

1.	Call to Order The meeting of the New Milford Board of Education Operations Sub-Committee was called to order 7:30 p.m. by Mrs. Faulenbach. Mr. Failla was seated as alternate in the absence of Mrs. Monaghan.	Call to Order
2.	Public Comment • There was none.	Public Comment
3.	Discussion and Possible Action A. Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence • Ms. Baldelli said there will be a revised Exhibit A for the Board meeting. • Mrs. Faulenbach asked about openings. Ms. Baldelli said there are four teachers, five paraeducators, one custodian and one food services, with some on the Exhibit for approval. Mr. McCauley moved to bring Exhibit A: Personnel - Certified, Non-Certified Appointments, Resignations and Leaves of Absence to the full Board for approval. Motion seconded by Mr. Failla. Motion passed unanimously.	Discussion and Possible Action A. Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence 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>B. Decision on Motion for Counsel Fees</p> <ul style="list-style-type: none"> • Mr. Giovannone said this cost is split out on the purchase order between accounts. • Mrs. Faulenbach referenced the memo provided. She said it is her understanding that if the Board approves the expenditure, then the legal account will be over expended and a transfer will be needed eventually. Mr. Giovannone said that is correct. • Mr. Failla said he read the lengthy decision and it is his personal opinion, based on his expertise, that the court went out of its way to keep fees at \$25,000 and not award more. He said they have been losing the battle on this case every step along the way. • Mr. Giovannone said this expenditure will overdraw legal on the general ledger. The retainer itself, from which this expenditure is not taken, still has \$71,000 to expend for the year. • Mrs. Faulenbach said no further action is needed since the approval will move forward with the motion for the purchase order. <p>C. Monthly Reports</p> <ol style="list-style-type: none"> 1. Budget Position dated 11/30/19 2. Purchase Resolution D-729 3. Request for Budget Transfers <ul style="list-style-type: none"> • Mrs. Faulenbach questioned a slight uptick to the unencumbered salary account, which is unusual. Mr. Giovannone said this report is a snapshot in time and it could be a vacancy showing up at the time of posting. • Mr. Giovannone noted that the amount for health insurance has been fully encumbered for the employer contribution. This will be adjusted monthly going forward as bills are proved against the encumbrance. The district is billed directly for the SPP. • Mrs. Faulenbach asked how this was done previously. Mr. Giovannone said when the 	<p>B. Decision on Motion for Counsel Fees</p> <p>C. Monthly Reports</p> <ol style="list-style-type: none"> 1. Budget Position dated 11/30/19 2. Purchase Resolution D-729 3. Request for Budget Transfers
--	---

	<p>district was self insured, the actuary set the amount at the beginning of the year and the Board paid the Town 1/12 of that amount each month; there was no fluctuation.</p> <ul style="list-style-type: none"> • Mr. Failla asked about the permit parking fees which he thinks are lower than budgeted every year. Mr. Giovannone said they are posted quarterly, but the bulk of the payments are usually up front. • Mr. Failla said he thinks the \$225 fee is outrageous. Seniors are charged for everything they do through the year. • Mrs. Faulenbach noted that there was robust conversation about this item at budget time last year. • Mrs. Faulenbach asked what the Transfer in – Other line consists of. Mr. Giovannone said he will check. • Mrs. Faulenbach asked if the Town has made a contribution to the Turf Fields account. Mr. Giovannone said he does not know. • Mrs. Faulenbach asked if the hot water heater item on the purchase resolution is for equipment only. Mr. Munrett said yes. She asked for details regarding the warranty. Mr. Munrett said he would provide them. <p>Mr. McCauley moved to bring the monthly reports: Budget Position 11/30/19, Purchase Resolution D-729 and Request for Budget Transfers to the full Board for approval.</p> <p>Motion seconded by Mr. Failla.</p> <p>Motion passed unanimously.</p>	
D. Gifts & Donations	<p>1. PTO — Exhibit B</p> <ul style="list-style-type: none"> • Mrs. Faulenbach said the PTO continues to provide amazing support throughout the year. <p>Mr. McCauley moved to bring Gifts & Donations: PTO-Exhibit B to the full Board for approval.</p>	<p>Motion made and passed unanimously to bring the monthly reports: Budget Position dated 11/30/19, Purchase Resolution D-729, and Request for Budget Transfers to the full Board for approval.</p> <p>D. Gifts & Donations</p> <p>1. PTO — Exhibit B</p> <p>Motion made and passed unanimously to bring Gifts &</p>

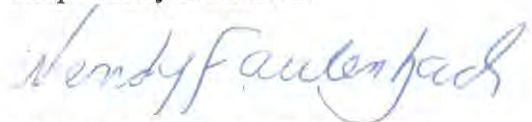
	<p>Motion seconded by Mr. Failla.</p> <p>Motion passed unanimously.</p> <p>E. Celtic Energy</p> <ul style="list-style-type: none"> • Dr. Parker said they are waiting on the MOU but Celtic is moving forward with project planning. • Mr. Munrett said Celtic has given the RFQ to the Town for review. <p>F. Grant</p> <p>1. Perkins V</p> <ul style="list-style-type: none"> • Mr. Failla asked if the Robotics Club was popular. Ms. DiCorpo said it is and there is a middle school club as well. • Mr. Failla asked for the definitions of the acronyms used in the memo. Ms. DiCorpo said CTE stands for Career and Technical Education, FBLA for Future Business Leaders of America, and DECA for Distributive Education Clubs of America. She said students in these two clubs frequently win awards at competitions. • Mr. Failla said these are the kinds of accomplishments the Board needs to publicly celebrate, especially in view of New Milford's low per pupil spending. He would like to see the Board take time to do that more. • Ms. DiCorpo agreed and said they are also publicized in the district newsletter. • Mrs. Faulenbach noted that the memo discussed the bulk of the funds and she asked what the rest of the funds were used for. Ms. DiCorpo said primarily for transportation to events. She said the grant has not changed too much yet but New Milford is out ahead of coming changes as far as developing community partnerships such as the one with Medinstill. <p>Mr. McCauley moved to bring the Perkins V Grant to the full Board for approval.</p>	<p>Donations: PTO-Exhibit B to the full Board for approval.</p> <p>E. Celtic Energy</p> <p>F. Grant</p> <p>1. Perkins V</p> <p>Motion made and passed unanimously to bring the Perkins V</p>
--	---	---

	<p>Motion seconded by Mr. Failla.</p> <p>Motion passed unanimously.</p>	<p>Grant to the full Board for approval.</p>
4.	<p>Items of Information</p> <p>A. Relocation of Administrative Offices</p> <ul style="list-style-type: none"> • Dr. Parker said this piggybacks on conversation from the Facilities meeting. • Mrs. Faulenbach had questions regarding the timeline and budgeting. Mr. Giovannone said the plan is to budget for current operating expenses for Lillis, then transfer to a relocation account if the plan is approved. He said there is no budget impact in year one. After that, there are cost avoidance savings in subsequent years, in operating costs and capital projects. • Mrs. Faulenbach said if the move is approved, the Board will eventually need a motion to vacate Lillis and return the building to the Town. Mrs. Faulenbach said she would like to see enrollment projections. She said the Town paid for the report the first time it was done. She asked for a comparison of square footage building-to-building, as well as a total count of personnel. • Dr. Parker said the relocation expenses quoted are a best guestimation right now and subject to shift. • Mr. Giovannone said operating expenses are budgeted amounts. • Mrs. Faulenbach said she is not against the plan, she just wants it to be properly vetted and to look at various funding sources as part. • Mr. McCauley asked if the Town could refuse the building. • Mr. Failla said they cannot. It is Town property, the Board would just be ceding control. He said he is looking forward to that. • Dr. Parker asked what the Board would like to see for next steps. • Mrs. Faulenbach suggested the topic might go 	<p>Items of Information</p> <p>A. Relocation of Administrative Offices</p>

	<p>on the full Board agenda and that a timeline for the project be fleshed out with the new Chair.</p> <ul style="list-style-type: none"> • Dr. Parker said the topic is certainly gaining momentum internally. • Mr. Failla said he would like to see the ball roll and a decision made to get administration out of Lillis. He wants to see it on the Board agenda. He would also like to see the Town informed, with the hope that their cooperation will help move things along faster and smoother. • Mrs. Faulenbach said that once the Town is involved, perhaps there could be a financial discussion as well. • Mr. McCauley asked if the Municipal Building Committee needed to be part of the discussion. • Mr. Failla said there is no relevance, the building is the Board's sole purview. • Mrs. Faulenbach agreed, saying there is no connection. She asked that if Board members think of other questions, they should forward them to Dr. Parker. 	
B. Budget Drivers – District Wide	<ul style="list-style-type: none"> • Mr. Giovannone said the only change to the memo from last month is that estimated costs have been added in blue. • Mrs. Faulenbach asked about the purpose of the memo. Is it to solicit feedback from Board members or to inform them of what they will be seeing in the presented budget? • Dr. Parker said the memo shows what the district would like to have in a perfect world to move forward. However, they are already making cuts internally, because they realize ramifications that will have an impact to the bottom line, such as health insurance. • Mrs. Faulenbach asked about the SSO budget driver and said it would be helpful to have an update from Chief Cerruto prior to budget. She suggested legal be consulted to see whether that update should be in executive session. • Mr. Failla said he would like more information 	B. Budget Drivers – District Wide

	<p>on the recommended counselor additions prior to budget.</p> <ul style="list-style-type: none"> • Mr. Failla asked for clarification regarding the district owned copiers. Mr. Giovannone said leased machines will be new. There is an additional budget cost to fold currently owned machines into a lease schedule. • Mrs. Faulenbach asked where the district is trending regarding insurance. Mr. Giovannone said they know for the SPP only. The actuary said the Town will be at 8% and the BOE at 7% for the SPP only. There is also Teamsters, dental, vision and employee assistance insurances to consider. • Mrs. Faulenbach asked if that is a hard 7%. Mr. Giovannone said yes, as of today, and it does not include the reduced Litchfield County rate to be phased in. • Dr. Parker said they were told that if the district had stayed with Cigna, the increase would have been 17%, not 7%. • Mrs. Faulenbach said that was a good point to remember. In that light, this is a much smaller increase, but it is still an increase in the end. 	
5.	<p>Public Comment</p> <ul style="list-style-type: none"> • There was none. 	Public Comment
6.	<p>Adjourn</p> <p>Mr. McCauley moved to adjourn the meeting at 8:25 p.m. seconded by Mr. Failla and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 8:25 p.m.</p>

Respectfully submitted:



Wendy Faulenbach, Chairperson
 Operations Sub-Committee