

**New Milford Board of Education
Regular Meeting Minutes
March 8, 2016
Sarah Noble Intermediate School Library Media Center**

Present:	Mr. David A. Lawson, Chairperson Mrs. Angela C. Chastain Mr. Robert Coppola Mr. Bill Dahl Mrs. Wendy Faulenbach Mr. Dave Littlefield Mr. Brian McCauley Mrs. Tammy McInerney Mr. J.T. Schemm
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NEW MILFORD, CT

Also Present:	Mr. Joshua Smith, Interim Superintendent of Schools Dr. Eugenia Slone, Acting Assistant Superintendent of Schools Ms. Ellamae Baldelli, Director of Human Resources Ms. Roberta Pratt, Director of Technology Mr. Kevin Munrett, Facilities Manager Mrs. Laura Olson, Director of Pupil Personnel and Special Services Mrs. Anne Bilko, Principal, Sarah Noble Intermediate School Dr. Len Tomasello, Principal, Schaghticoke Middle School Eric Vazquez, Student Representative Kendall Stewart, Student Representative
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1.	Call to Order	Call to Order
A.	Pledge of Allegiance The regular meeting of the New Milford Board of Education was called to order at 7:31 p.m. The Pledge of Allegiance immediately followed the call to order.	A. Pledge of Allegiance
2.	Presentation	Presentation
A.	SMS students sing "Circle of Life" from The Lion King, Jr.	A. SMS students sing "Circle of Life" from The Lion King, Jr.
3.	Recognition	Recognition
A.	CMEA Northern Region Middle School Music Festival: SMS students Joshua Abel, Nicholas Bon Tempo, Emma Chamberlin, Sophia Delohery, Kasey Donnelly, Olivia Esposito, Brian Hinger, Corryn Ivey, Scott Klimowich, Madison Lafontan, Samantha Learson, Lorelai Lee Swanek, Allan	A. CMEA Northern Region Middle School Music Festival: SMS students Joshua Abel, Nicholas Bon Tempo, Emma Chamberlin, Sophia Delohery, Kasey Donnelly, Olivia Esposito, Brian

	<p>Lian, Madelyn Malinowski, Amanda Manaog, Lucy McKay, Gianna Militana, Sarah Morris, Eliza Peery, Teagan Piskura, Juliana Rella, Grace Schuette, Terrell Williams, Andrew Xu, and Grace Zona</p> <ul style="list-style-type: none"> • Diane Taylor, music teacher and chorale director for the middle school, said there were 13 chorus students chosen for the CMEA Northern Region Middle School Music Festival. She said students had to prepare a solo, sight read, and sing a scale. • Tim Polhemus, representing the instrumental program, said students also had to memorize scales, perform a solo, and do a sight reading. <p>The meeting recessed at 7:45 p.m. for a brief reception and reconvened at 7:52 p.m.</p> <p>B. Board of Education Appreciation for Service</p> <ul style="list-style-type: none"> • Mr. Smith noted that March is Board appreciation month and he thanked the Board members for the many nights, e-mails, packet read-throughs, etc. that they do throughout the year. 	<p>Hinger, Corryn Ivey, Scott Klimowich, Madison Lafontan, Samantha Learson, Lorelai Lee Swanek, Allan Lian, Madelyn Malinowski, Amanda Manaog, Lucy McKay, Gianna Militana, Sarah Morris, Eliza Peery, Teagan Piskura, Juliana Rella, Grace Schuette, Terrell Williams, Andrew Xu, and Grace Zona</p> <p>B. Board of Education Appreciation for Service</p>
4.	<p>Public Comment</p> <ul style="list-style-type: none"> • There was none. 	<p>Public Comment</p>
5.	<p>PTO Report</p> <ul style="list-style-type: none"> • Kathleen Lewis said the focus for K-8 schools right now is reading. Schaghticoke is having a Battle of the Books and the other schools are having book fairs. Hill & Plain had a “s’mores night” where teachers and staff took turn reading to the children. • K-2 held a science fair and Grades 3-5 will do theirs in May. • Lifetouch will be used for the school pictures. • Students applying for the PTO scholarships should log into Naviance to apply. 	<p>PTO Report</p>

<p>6.</p>	<p>Student Representative's Report</p> <ul style="list-style-type: none"> • On March 11th the Math Honor Society will hold a Pi Day carnival and FBLA will hold a dodge ball tournament. • March 18th will be the first showing of Cinderella, the all school musical. • Conferences will be held March 23rd, 30th and April 6th. • On March 25th the school will be closed for Good Friday. • March 28th will be the college planning night. • April 4th is the school's winter sports awards. • The German Honor Society induction will be April 5th. • April 7th will be the sophomore class ring ceremony and a college fair. • March 9th is the German Honor Society ping pong tournament. 	<p>Student Representative's Report</p>
<p>7.</p> <p>A.</p>	<p>Approval of Minutes</p> <p>Approval of the following Board of Education Meeting Minutes</p> <p>1. Special Meeting Minutes February 9, 2016</p> <p>Mr. Coppola moved to approve the Special Meeting Minutes February 9, 2016, seconded by Mr. Dahl and passed 8-0-1.</p> <p>Aye: Mr. Littlefield, Mrs. Chastain, Mr. Schemm, Mr. Lawson, Mr. Dahl, Mr. McCauley, Mrs. McInerney, Mr. Coppola Abstain: Mrs. Faulenbach</p> <p>2. Regular Meeting Minutes February 9, 2016</p> <p>Mr. Coppola moved to approve the Regular Meeting Minutes of February 9, 2016, seconded by Mrs. Faulenbach and passed unanimously.</p>	<p>Approval of Minutes</p> <p>A. Approval of the following Board of Education Meeting Minutes</p> <p>1. Special Meeting Minutes February 9, 2016</p> <p>Motion made and passed to approve the following Board of Education Meeting Minutes: Special Meeting Minutes February 9, 2016.</p> <p>2. Regular Meeting Minutes February 9, 2016</p> <p>Motion made and passed unanimously to approve the following Board of Education Meeting Minutes: Regular Meeting Minutes February 9, 2016.</p>

	<p>3. Special Meeting Minutes February 17, 2016</p> <p>Mrs. Chastain moved to approve the Special Meeting Minutes of February 17, 2016, seconded by Mr. Coppola and passed 8-0-1.</p> <p>Aye: Mr. Littlefield, Mrs. Chastain, Mr. Schemm, Mr. Lawson, Mr. Dahl, Mrs. Faulenbach, Mrs. McInerney, Mr. Coppola Abstain: Mr. McCauley</p>	<p>3. Special Meeting Minutes February 17, 2016</p> <p>Motion made and passed to approve the following Board of Education Meeting Minutes: Special Meeting Minutes of February 17, 2016.</p>
8.	<p>Superintendent's Report</p> <ul style="list-style-type: none"> • Mr. Smith said the first phase of the new phone system installation was done at the Central Office during the President's Day break. The second phase will be done at the April break with the final phase done in the summer. • High school course selection was done in February. • March 2nd was Read Across America Day. • The budget was presented to the Joint Town Council/Board of Finance on March 3rd and the next meeting for the town will be March 10th. • The Silo will show select SMS student art work from March 12th through the 25th. • The complete Schaghticoke performance of the Lion King, Jr. will take place next month. 	<p>Superintendent's Report</p>
9.	<p>Board Chairman's Report</p> <ul style="list-style-type: none"> • Mr. Lawson said the budget presentation was well received and he hoped it would be approved on Thursday. 	<p>Board Chairman's Report</p>
10.	<p>Committee and Liaison Reports</p> <p>A. Facilities Sub-Committee — Mr. Coppola</p> <ul style="list-style-type: none"> • Mr. Coppola invited Eagle Scout candidate Will Ginn up to speak about his proposed Eagle Scout project which will be to build two buddy benches at Northville. Will said he is from Troop 58 and this proposal has been 	<p>Committee and Liaison Reports</p> <p>A. Facilities Sub-Committee</p>

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	<p>approved by the Eagle Scout Director, his troop, Mrs. Murray and now needs Board of Education approval. He hopes to complete it in early Spring.</p> <ul style="list-style-type: none"> Mr. Coppola said two experts spoke to the Facilities sub-committee about the SMS roof project and PCB testing and they said to do nothing about the issue because doing anything could stir up more issues. The turf field is on track per contract and will be done well in time for the high school students to use them in August for practice. 	
B.	Operations Sub-Committee — Mrs. Faulenbach <ul style="list-style-type: none"> Mrs. Faulenbach said the usual items were on the agenda and she wanted to thank the PTO and the community for donations made. The sub-committee discussed the legal fees regarding an FOI complaint and the early retirement incentive proposal. 	B. Operations Sub-Committee
C.	Policy Sub-Committee — Mr. Schemm <ul style="list-style-type: none"> Mr. Schemm said the last meeting was snowed out and the next meeting will be March 15th. 	C. Policy Sub-Committee
D.	Committee on Learning — Mr. Dahl <ul style="list-style-type: none"> Mr. Dahl said the Committee on Learning was snowed out as well so they will be discussing curriculum and new courses at the next meeting. 	D. Committee on Learning
E.	Education Connection — Mr. Coppola <ul style="list-style-type: none"> Mr. Coppola said there is trouble with funding coming to education. He said the delegate assembly is a good time to present issues before May but noted the regional calendar is probably sticking since the Speaker of the House thought it was a good way to reduce costs. He also noted there are certification shortages throughout Connecticut. 	E. Education Connection

	<p>F. Connecticut Boards of Education (CABE) — Mr. Coppola</p> <ul style="list-style-type: none"> Mr. Coppola passed out information on the problems of education funding including the mandates passed down. He said the excess cost funding will probably be in the 60% range next year. The enrichment programming is being diminished. <p>G. Negotiations Committee — Mr. Dahl</p> <ul style="list-style-type: none"> Mr. Dahl said the contract currently being negotiated is for the Food Services workers. <p>H. Magnet School — Mr. Schemm</p> <ul style="list-style-type: none"> Mr. Schemm said the meeting will be held next month. 	<p>F. Connecticut Boards of Education (CABE)</p> <p>G. Negotiations Committee</p> <p>H. Magnet School</p>
<p>11.</p> <p>A.</p>	<p>Discussion and Possible Action</p> <p>Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated March 8, 2016</p> <ul style="list-style-type: none"> Ms. Baldelli said the changes to Exhibit A included a teacher at the high school leaving to become principal at Faith Academy and some paraeducator and athletic appointments. <p>Mrs. Faulenbach moved to approve Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence as of March 8, 2016, seconded by Mr. Dahl.</p> <ul style="list-style-type: none"> Mr. Schemm asked why the ** symbols were on the Exhibit and Ms. Baldelli said that indicates a revision. <p>The motion passed unanimously.</p> <p>B. Monthly Reports</p> <ol style="list-style-type: none"> Purchase Resolution: D-684 Budget Position dated 2/26/16 	<p>Discussion and Possible Action</p> <p>A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated March 8, 2016</p> <p>Motion made and passed unanimously to approve Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence as of March 8, 2016.</p> <p>B. Monthly Reports</p> <ol style="list-style-type: none"> Purchase Resolution: D-684 Budget Position dated 2/26/16

	<p>3. Request for Budget Transfers</p> <p>Mr. Coppola moved to approve monthly reports - Purchase Resolution: D-684, Budget Position dated 2/26/16 and Request for Budget Transfers, seconded by Mr. Dahl.</p> <ul style="list-style-type: none"> Mr. Coppola said he spoke to Jay Hubelbank who said the budget is doing well. Mr. Coppola was pleased to see that the budget transfers are within the same departments. <p>The motion passed unanimously.</p>	<p>3. Request for Budget Transfers</p> <p>Motion made and passed unanimously to approve monthly reports - Purchase Resolution: D-684, Budget Position dated 2/26/16 and Request for Budget Transfers.</p>
C.	<p>Gifts & Donations</p> <p>1. PTO-Exhibit B</p> <p>Mrs. McInerney moved to accept Gifts and Donations: PTO - Exhibit B, seconded by Mr. McCauley.</p> <ul style="list-style-type: none"> Mr. Schemm thanked the PTO. <p>The motion passed unanimously.</p>	<p>C. Gifts & Donations</p> <p>1. PTO-Exhibit B</p> <p>Motion made and passed unanimously to accept Gifts and Donations: PTO - Exhibit B.</p>
D.	<p>Changes to Signatories on District Accounts – Exhibit C</p> <p>Mr. Coppola moved to approve Changes to Signatories on District Accounts - Exhibit C, seconded by Mrs. Faulenbach and passed unanimously.</p>	<p>D. Changes to Signatories on District Accounts – Exhibit C</p> <p>Motion made and passed unanimously to approve Changes to Signatories on District Accounts - Exhibit C.</p>
E.	<p>Textbook Approvals: Grade 10; Grades 11 and 12</p> <p>Mr. Coppola moved to approve, seconded by Mr. Schemm.</p> <ul style="list-style-type: none"> Mr. Schemm asked if these come up twice and Dr. Slone said yes, once for review then for approval. Mr. Coppola asked if the Economics course was an elective and Dr. Slone said yes. 	<p>E. Textbook Approvals: Grade 10; Grades 11 and 12</p> <p>Motion made and passed unanimously to approve textbooks.</p>

	<p>The motion passed unanimously.</p> <p>F. Five Year Technology Capital Plan 2016-2021</p> <p>Mrs. McInerney moved to accept the Five Year Technology Capital Plan 2016-2021, seconded by Mr. McCauley.</p> <ul style="list-style-type: none"> • Mrs. Faulenbach noted the Board was approving the concept and not necessarily the dollar amounts. • Mr. Lawson said this provides guidance for the Board. • Mr. Schemm said the refresh cycle is important. <p>The motion passed unanimously.</p> <p>G. Eagle Scout/Buddy Bench Project</p> <p>Mr. Coppola moved to approve the Eagle Scout/Buddy Bench Project, seconded by Mr. McCauley.</p> <ul style="list-style-type: none"> • Mrs. McInerney said scout Will Ginn will do a fundraiser at the NES March Madness event as the benches are sorely needed. • Mr. McCauley said he was impressed with Will's presentation. <p>The motion passed unanimously.</p> <p>H. Early Retirement Incentive Program</p> <p>Mr. McCauley moved to discuss and act on an early retirement incentive program, seconded by Mrs. McInerney.</p> <ul style="list-style-type: none"> • At the request of the board, Mr. Smith said the administration put together some incentive options based on the 2011 incentive plan should the Board wish to offer them. This is 	<p>F. Five Year Technology Capital Plan 2016-2021</p> <p>Motion made and passed unanimously to accept the Five Year Technology Capital Plan 2016-2021.</p> <p>G. Eagle Scout/Buddy Bench Project</p> <p>Motion made and passed unanimously to approve the Eagle Scout/Buddy Bench Project.</p> <p>H. Early Retirement Incentive Program</p> <p>Motion made and seconded to discuss and act on an early retirement incentive program.</p>
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	<p>both a cost avoidance and cost savings opportunity. He said he anticipates replacing the positions and rehiring but perhaps at a lower salary. He said the difficulty is in the shortage areas where the rehire may be at a higher salary grade than current.</p> <ul style="list-style-type: none"> • Ms. Baldelli said the incentive payout could be over three years at \$10,000 per year or two years at \$15,000 per year. • Mrs. Chastain said she was unclear why this was being discussed now as this is typically done when a budget comes up short. • Mr. Lawson said the Board does not know what next year's budget is going to look like and this is a cost avoidance measure. • Mr. Coppola asked if there would be a limit of the number of teachers who could take this and Mr. Smith said there was a limit in 2011. • Mr. Coppola asked how many might be able to participate and Ms. Baldelli said maybe 15. She noted 28 were eligible in 2011 and 24 took the incentive including 20 teachers and four administrators. • Mr. Coppola said he did not want to see a maximum number set. • Mr. Dahl said he did not want to see this necessarily as a budget reducing move but more of an incentive and a thank you to long time employees. • Mrs. Faulenbach said she is not opposed to the concept since she has approved of them in the past. She said the Operations Sub-committee put this on the agenda for discussion only and there was no plan in place for action. She felt discussing this ten days after the budget discussion was completed was not transparent. She said some Board members are hearing about this for the first time and there is no approved budget yet. • Mr. Schemm felt more information was needed including whether this incentive actually is an incentive. He said he liked the idea of bringing new experiences with new teachers even though there is a loss of experience too. • Mr. Smith said they always work to hire the 	
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	<p>best candidate but the administration needs parameters and guidance from the Board for this incentive package. Ms. Baldelli noted the administration was asked to put together an incentive program but also said the shortage areas may require hiring someone at a higher step than 10.</p> <ul style="list-style-type: none"> • Mr. Coppola noted the internal service fund, which the Town took \$400,000 out of this year towards the health insurance, may not be available next year but said the Board needs a more concrete proposal. • Mr. Littlefield said this could be done at the end of the school year with a vote in the fall so that the Board does not incentivize those who are going to leave anyway. <p>Mr. McCauley withdrew his motion and Mrs. McInerney withdrew her second.</p> <p>Mr. Coppola moved to table the early retirement incentive discussion and send it back to the Operations Sub-committee, seconded by Mrs. Faulenbach.</p> <ul style="list-style-type: none"> • Mr. Smith said the administration needs to know what the Board's goal is for this plan, including whether it is to reduce the budget or act as an incentive. • Mrs. Faulenbach asked Board members to give input to her, the Board chair, or Pat Silverman to be discussed at the Operations Sub-committee meeting. <p>The motion passed unanimously.</p>	<p>Motion and second withdrawn.</p> <p>Motion made and passed unanimously to table the early retirement incentive discussion and send it back to the Operations Sub-committee.</p>
12.	<p>Items for Information and Discussion</p> <p>A. Field Trip Report</p> <p>Mrs. Chastain left the meeting at 8:58 p.m.</p> <ul style="list-style-type: none"> • Mr. Coppola once again congratulated the band on an outstanding competition and asked about the Elliot Pratt field trip. 	<p>Items for Information and Discussion</p> <p>A. Field Trip Report</p>

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	<ul style="list-style-type: none"> • Dr. Slone said the Pratt Center trip would be for the second grade. • Mr. Coppola pointed out how much the PTO is relied on for funding. • Mr. Schemm noted that the String Festival has become a new tradition and is funded by the Band-aids organization. <p>Mrs. Chastain returned to the meeting at 9:00 p.m.</p> <ul style="list-style-type: none"> • Mrs. McInerney asked if the Lake Compounce trip was where the students figured out the speed of the roller coaster, for instance. Mr. Schemm said this has been going on for a number of years and students do analyze the rides and gather data, etc. <p>B. Textbook Previews: Grades 7 and 8</p> <ul style="list-style-type: none"> • Mr. Lawson noted that these books can be previewed in the Office of the Assistant Superintendent. 	
13.	<p>Adjourn</p> <p>Mr. Dahl moved to adjourn the meeting at 9:01 p.m., seconded by Mr. Littlefield and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 9:01 p.m.</p>

Respectfully submitted:

Wendy Faulenbach

Wendy Faulenbach

Secretary

New Milford Board of Education