

NEW MILFORD BOARD OF EDUCATION

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

**BOARD OF EDUCATION
MEETING NOTICE**

GEORGE C. BUCKBEE
TOWN CLERK

2011 NOV -7 P 2:36

NEW MILFORD, CT

DATE: November 8, 2011
TIME: 7:30 P.M.
PLACE: Sarah Noble Intermediate School – Library Media Center

REVISED 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. Students from New Milford High School who were named Commended Students in the 2012 National Merit Scholarship Program

B. Mrs. Alexandra Thomas for her many years of service to the New Milford Board of Education

3. PUBLIC COMMENT

The Board welcomes Public Participation and asks that speakers please limit their comments to three minutes. Speakers may offer objective comments of items on this agenda. The Board will not permit any expression of personal complaints or defamatory comments about Board of Education personnel and students, nor against any person connected with the New Milford Public School System.

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 October 11, 2011

7. SUPERINTENDENT'S REPORT

8. BOARD CHAIRMAN'S REPORT

9. COMMITTEE REPORTS

A. Facilities Sub-Committee—Mr. Nichols

B. Operations Sub-Committee—Mr. McSherry

C. Policy-Sub-Committee—Mrs. Latour

D. Committee on Learning—Mrs. Thomas

E. Education Connection – Possible Vacancy

F. Connecticut Boards of Education (CABE)—Mrs. Thomas

G. Negotiations Committee – Mrs. Faulenbach

10. DISCUSSION AND POSSIBLE ACTION

- A. Memorandum of Agreement with the NMEA regarding the Retirement Incentive Program
- B. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence as of November 8, 2011
- C. Monthly Reports
 - 1. Purchase Resolution D-640
 - 2. Budget Position as of October 31, 2011
 - 3. Request for Budget Transfers
- D. New Activity at SMS
 - 1. CMT Preparation and Review – Math and Language Arts
- E. Textbook Approval for Grade 11
- F. Approval of the Following Curricula:
 - 1. Algebra III
 - 2. Honors Calculus
 - 3. Introduction to Programming
- G. Gifts & Donations
 - 1. Exhibit B: PTO Gifts & Donations
- H. Policy and Administrative Regulation Recommended for Approval
 - 1. 5131.911 Safe School Climate Plan/Bullying and Safe School Climate Plan Administrative Regulation
- I. Policy Recommended for Deletion
 - 1. 5131.911 Bullying (Revised 11/18/08)
- J. Revision of 2011-2012 School Calendar

11. ITEMS FOR INFORMATION AND DISCUSSION

- A. Textbook Preview for Grades 7 & 8
- B. Field Trip Report – November 2011

12. ADJOURN

ITEMS OF INFORMATION

Policy Sub-Committee Minutes – October 18, 2011

Committee on Learning Sub-Committee Minutes – October 18, 2011

Facilities Sub-Committee Minutes – November 1, 2011


Operations Sub-Committee Minutes – November 1, 2011

Policy Sub-Committee Special Meeting – November 3, 2011

Policy Sub-Committee Meeting November 15, 2011 - 6:30 p.m. Lillis Administration Bldg., Room 2	Board of Education Annual Meeting December 13, 2011 - 7:00 p.m. Sarah Noble Intermediate School - LMC
Committee on Learning November 15, 2011 - 7:30 p.m. Lillis Administration Bldg., Room 2	Board of Education Meeting December 13, 2011 – 7:30 p.m. Sarah Noble Intermediate School - LMC
Facilities Sub-Committee Meeting December 6, 2011 - 6:30 p.m. Lillis Administration Bldg., Room 2	
Operations Sub-Committee Meeting December 6, 2011 - 7:30 p.m. Lillis Administration Bldg., Room 2	

**New Milford Board of Education
Regular Meeting Minutes
October 11, 2011
Sarah Noble Intermediate School Library Media Center**

GEORGE C. BUCKBEE
TOWN CLERK



2011 OCT 13 P 3:29

NEW MILFORD, CT

Present:	Mrs. Wendy Faulenbach, Chairperson Mr. David Lawson Mr. Thomas McSherry Mr. William Wellman Mr. Daniel Nichols Mrs. Lynette Rigdon Mr. Rodney Weinberg Mrs. Alexandra Thomas
Absent:	Mrs. Nancy Tarascio-Latour

Also Present:	Dr. JeanAnn C. Paddyfote, Superintendent of Schools Dr. Maureen McLaughlin, Assistant Superintendent of Schools Ms. Ellamae Baldelli, Director of Human Resources Mr. Gregg Miller, Director of Fiscal Services Mr. John Calhoun, Director of Facilities Mrs. Adele Johnson, Director of Pupil Personnel and Special Services Liam Lynch, Student Representative Daniel Winter, Student Representative
---------------	---

1.	Call to Order A. Pledge of Allegiance The meeting of the New Milford Board of Education was called to order at 7:30 p.m. The Pledge of Allegiance immediately followed the call to order.	Call to Order Pledge of Allegiance
2.	Public Comment There was none.	Public Comment
3.	PTO Report <ul style="list-style-type: none"> There will be a Board of Education candidates' forum on October 13th at 7 p.m. at Sarah Noble. The PTO scholarship discount cards are available with proceeds to benefit the townwide scholarship funds. PTO will have a table at the Harrybrooke pumpkin festival on October 22nd. PTO currently has 750 members which is on par with last year. 	PTO Report

4.	Student Representatives Report <ul style="list-style-type: none"> New Milford High had an open house on September 15th. Upcoming test dates include PSATs this upcoming Saturday; SATs November 5th; ACTs on October 22nd and December 10th. The Danbury Fair Mall College Fair will be October 17th from 5:00 until 8:30 p.m. Financial Aid Night will be November 2nd at 7:00 p.m. in the theatre. A Senior Parent Night will be October 12th at 7:00 p.m. Talent show auditions are ongoing with the actual show scheduled for some time in November. The band took second place at the Lyman Hall High School competition on October 8th. Homecoming is this weekend. 	Student Representatives Report
5.	Approval of Minutes <p>A. Approval of the following Board of Education Meeting Minutes</p> <p>1. Regular Meeting Minutes September 13, 2011</p> <p>Mr. Nichols moved to approve the Regular Meeting Minutes of September 13, 2011, seconded by Mr. McSherry and passed unanimously.</p>	Approval of Minutes <p>A. Approval of the following Board of Education Meeting Minutes</p> <p>1. Regular Meeting Minutes September 13, 2011</p> <p>Motion made and passed unanimously to approve the Regular Meeting Minutes of September 13, 2011.</p>
6.	Superintendent's Report <ul style="list-style-type: none"> Dr. Paddyfote passed out a report from Education Connection outlining all the services provided to the district last year including professional development, transportation, early child support services, and inter-district programs. At the October 18th Policy Sub-Committee meeting, the committee will be discussing a safe school climate policy in the 5000 series. The Board will have to approve a safe schools climate plan by January 1. 	Superintendent's Report

	<ul style="list-style-type: none"> A coffee and chat was sponsored by the PTO with the Superintendent at the Railroad Station on October 5th. The next one is tentatively scheduled for January 19th at 10:30 a.m. 	
7.	<p>Board Chairman's Report</p> <p>A. 2010-2011 Annual Report of the New Milford Board of Education</p> <ul style="list-style-type: none"> Mrs. Faulenbach said the report was broken down by month and included all the activities undertaken by the Board including policies adopted, energy efficiencies, test scores, curriculums, summary of awards throughout the year – 173 students and 17 staff, PTO donations totaling almost \$139,000 and grants awarded. Mrs. Faulenbach said the Board will be gearing up for the budget season soon. 	<p>Board Chairman's Report</p> <p>A. 2010-2011 Annual Report of the New Milford Board of Education</p>
8.	<p>Committee Reports</p> <p>A. Facilities Sub-Committee – Mr. Nichols</p> <p>Mr. Nichols said the Facilities Sub-Committee had discussed the radon revaluation, recycling changes, and heard an update of the East Street School window replacement project.</p> <p>B. Operations Sub-Committee – Mr. McSherry</p> <p>Mr. McSherry noted that almost everything that was on the Operations agenda is on the Board agenda this evening for action.</p> <p>C. Policy Sub-Committee – Mrs. Tarascio-Latour</p> <p>Mrs. Faulenbach noted that the next meeting would be Tuesday, October 18th where the safe school climate policy will be discussed. The items on tonight's agenda were for revision including language and legal clean up.</p>	<p>Committee Liaison Reports</p> <p>A. Facilities Sub-Committee</p> <p>B. Operations Sub-Committee</p> <p>C. Policy Sub-Committee</p>

<p>D.</p>	<p>Committee on Learning – Mrs. Thomas</p> <p>Mrs. Thomas said the committee approved three curricula which are on the agenda this evening. They also discussed the Strategic School Profile and Windows on New Milford. NEASC will be back in the area in 2014. The next agenda includes approval of curricula for Algebra III, Calculus, and Intro to Programming.</p>	<p>D. Committee on Learning</p>
<p>E.</p>	<p>Education Connection – Possible Vacancy</p> <p>Mrs. Faulenbach said Mrs. Rigdon needed some assistance with meeting attendance and if anyone was interested they could speak to her.</p>	<p>E. Education Connection</p>
<p>F.</p>	<p>Connecticut Boards of Education – Mrs. Thomas</p> <p>Mrs. Thomas noted she would be leaving the Board and so a representative should be appointed to CABE. The next event is a delegates assembly and convention. At the November Board meeting, someone should be appointed to fill the CABE liaison position.</p>	<p>F. Connecticut Boards of Education</p>
<p>9. A.</p>	<p>Discussion and Possible Action Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence as of October 11, 2011</p> <p>Mr. McSherry moved to approve Exhibit A: Personnel – Certified, Non-Certified, Appointments, Resignations and Leaves of Absence as of October 11, 2011, seconded by Mrs. Rigdon.</p> <ul style="list-style-type: none"> • Mr. Lawson recused himself from the vote. • Mr. Nichols noted that Dr. McLaughlin was resigning and thanked her for her service to the district. <p>The motion passed 7-0-1.</p> <p>Aye: Mr. McSherry, Mr. Weinberg, Mrs. Faulenbach, Mr. Nichols, Mrs. Thomas, Mr. Wellman, Mrs. Rigdon Abstain: Mr. Lawson</p>	<p>Discussion and Possible Action Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence as of October 11, 2011</p> <p>Motion made and passed to approve Exhibit A: Personnel – Certified, Non-Certified, Appointments, Resignations and Leaves of Absence</p>

<p>B.</p>	<p>Monthly Reports</p> <ol style="list-style-type: none"> 1. Purchase Resolution D-639 2. Budget Position as of 9/30/11 3. Request for Budget Transfers <p>Mr. Nichols moved to approve monthly reports: Purchase Resolution D-639, Budget Position as of September 30, 2011 and Budget Transfers, seconded by Mr. McSherry.</p> <ul style="list-style-type: none"> • Mr. Wellman said he did not receive a copy of the budget transfers and he thought it was tradition that all items were given to the members of the Board. • Both Mrs. Faulenbach and Dr. Paddyfote noted the budget transfers were typically part of the Operations Sub-Committee packet which the full Board received. • Mr. Wellman noted in resolution D-639 one of the items was a textbook which appeared to cost \$200 per book. He suggested this was a steep cost to pay and perhaps the Board should begin looking into funding for an iPad or other technology which would also allow students to research other history sources. • Dr. Paddyfote said the minutes misstated the number of books to be purchased. Mr. Miller said there would actually be 300 books purchased which would make the cost per book \$65. • Mr. Wellman suggested it was still time that the Board consider iPads. • Mr. McSherry said the Board would be moving in that direction but he said there are issues with technology and the Board needed to determine which direction to head. • Mr. Lawson said the Board needed to be sure students knew how to read and write and books have a place. • Mr. Wellman said the students would still need to know how to read and write to use technology. • Mr. Lawson asked Mr. Miller if there were 	<p>Monthly Report</p> <ol style="list-style-type: none"> 1 Purchase Resolution D-639 2. Budget Position as of 9/30/11 3. Request for Budget Transfers <p>Motion made and passed to approve monthly reports: Purchase Resolution D-639, Budget Position as of 9/30/11, and Request for Budget Transfers</p>
------------------	--	--

	<p>any surprises in the budget figures and Mr. Miller said there were no surprises rather timing differences which led to variances in the budget.</p> <ul style="list-style-type: none"> • Mr. Lawson asked if the school district was meeting with the Town regarding reconciliations and Mr. Miller said the reconciliations were done quarterly and the auditors had been in August. <p>The motion passed 7-1.</p> <p>Aye: Mrs. Rigdon, Mr. McSherry, Mr. Weinberg, Mr. Lawson, Mrs. Faulenbach, Mr. Nichols, Mrs. Thomas No: Mr. Wellman</p>	
C.	Memorandum of Understanding with the Town of New Milford Health Department	Memorandum of Understanding with the Town of New Milford Health Department
1.	<p>Memorandum of Understanding Regarding the Planning and Implementation of Emergency Vaccination and/or Dispensing Countermeasures</p> <p>Mr. Nichols moved to approve the Memorandum of Understanding Regarding the Planning and Implementation of Emergency Vaccination and/or Dispensing Countermeasures and to authorize the Chair to sign said agreement, seconded by Mr. McSherry.</p> <ul style="list-style-type: none"> • Mr. Wellman thanked Mr. Crespan for forwarding a copy of the plan. He noted that at the Operations Sub-Committee there was some discussion about the insurance coverage for damages incurred. Mr. Miller said the town has one policy which covers the Board of Education as well. He said as long as the volunteers are in the building in official capacity, they are covered under the policy. • Mr. Wellman asked if there were limits on the policy and Mr. Miller said there were deductibles. <p>The motion passed 7-1.</p>	<p>1. Memorandum of Understanding Regarding the Planning and Implementation of Emergency Vaccination and/or Dispensing Countermeasures</p> <p>Motion made and passed to approve the Memorandum of Understanding Regarding the Planning and Implementation of Emergency Vaccination and/or Dispensing Countermeasures and to authorize the Chair to sign said agreement.</p>

Aye: Mrs. Rigdon, Mr. McSherry, Mr. Weinberg,
Mr. Lawson, Mrs. Faulenbach, Mr. Nichols,
Mrs. Thomas
No: Mr. Wellman

2. Memorandum of Understanding Regarding the Food Services for Health Department Staff and Volunteers during a Public Health Emergency

Mr. Nichols moved to approve the Memorandum of Understanding Regarding the Food Services for Health Department Staff and Volunteers during a Public Health Emergency and to authorize the Chair to sign the agreement, seconded by Mr. Weinberg.

- Mr. Weinberg said he had a conversation with the Food Services Director after the Operations Sub-Committee meeting and she had a problem with the verbiage in this agreement. She suggested she would have to get paid people as it is hard to get consistent volunteers. Mr. Weinberg asked if paid people were needed where would the reimbursement come from.
- Dr. Paddyfote said it was her understanding the reimbursement would be the responsibility of the Health Department.
- Mrs. Rigdon said she did not feel she could support this motion without a positive answer on this issue.
- Mr. McSherry said it was clear when Mr. Crespan presented this he had all the responsibility to implement and pay for it.
- Mrs. Thomas said it was the Health Department's responsibility for managing the emergency and the food service people agree that the facility can be used.
- Mr. McSherry said this is in case of a public health emergency not for routine operations. This agreement merely gives the Health Department the use of the facility to feed their volunteers.
- Ms. Baldelli said the food service people are

Memorandum of Understanding Regarding the Food Services for Health Department Staff and Volunteers during a Public Health Emergency

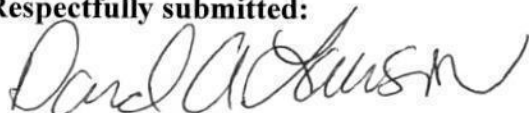
Motion made and passed to approve the Memorandum of Understanding Regarding the Food Services for Health Department Staff and Volunteers during a Public Health Emergency and to authorize the Chair to sign the agreement

	<p>needed to help the volunteers run the equipment in the kitchen as it is not the same as equipment one might find in their kitchens.</p> <p>The motion passed 6-2.</p> <p>Aye: Mrs. Rigdon, Mr. McSherry, Mr. Lawson, Mrs. Faulenbach, Mr. Nichols, Mrs. Thomas No: Mr. Weinberg, Mr. Wellman</p>	
D.	<p>Policies for Approval</p> <ol style="list-style-type: none"> 1. 4111.1/4211.1 Equal Employment Opportunity 2. 4118.112/4218.112 Sexual and Other Unlawful Harassment 3. 5000 Equal Educational Opportunity 4. 5113 Admissions/Excuses/Dismissal/Truancy 5. 5114 Removal/Suspension/Expulsion 6. 5141 Student Health Services 7. 5141.3 Health Assessments and Immunizations 8. 5145.5 Sexual and Other Unlawful Harassment of Students 9. 6146 Graduation Requirements 10. 3541 Transportation Services <p>Mr. Nichols moved to approve the above listed policies, seconded by Mr. Lawson and passed unanimously.</p>	<p>Policies for Approval</p> <ol style="list-style-type: none"> 1. 4111.1/4211.1 Equal Employment Opportunity 2. 4118.112/4218.112 Sexual and Other Unlawful Harassment 3. 5000 Equal Educational Opportunity 4. 5113 Admissions/Excuses/Dismissal/Truancy 5. 5114 Removal/Suspension/Expulsion 6. 5141 Student Health Services 7. 5141.3 Health Assessments and Immunizations 8. 5145.5 Sexual and Other Unlawful Harassment of Students 9. 6146 Graduation Requirements 10. 3541 Transportation Services <p>Motion made and passed unanimously to approve the above listed policies.</p>
E.	<p>Textbook Approval for Grades 11 and 12</p> <p>Mr. Nichols moved to approve the following textbooks: Grade 11 <u>The Best American Essays of the Century</u>, Grade 12 <u>Chinese Link</u>, and Grade 12 <u>Chinese Link</u> (workbook), seconded by Mr. Weinberg and passed unanimously.</p>	<p>Textbook Approval for Grades 11 and 12</p> <p>Motion made and passed unanimously to approve the following textbooks: Grade 11 <u>The Best American Essays of the Century</u>, Grade 12 <u>Chinese Link</u>, and Grade 12 <u>Chinese Link</u> (workbook)</p>
F.	<p>Approval of the Following Curricula</p> <ol style="list-style-type: none"> 1. AP French Language and Culture 2. Early Childhood 	<p>Approval of the Following Curricula</p> <ol style="list-style-type: none"> 1. AP French Language and Culture 2. Early Childhood

	<p>3. Marketing I</p> <p>Mr. Nichols moved to approve the following curricula: AP French Language and Culture, Early Childhood and Marketing I, seconded by Mr. McSherry and passed unanimously.</p>	<p>3. Marketing I</p> <p>Motion made and passed unanimously to approve the following curricula: AP French Language and Culture, Early Childhood and Marketing I.</p>
G.	<p>Grants</p>	<p>Grants</p>
1.	<p>Consolidated Grant Application</p> <p>Mr. Lawson moved to approve the Consolidated Grant Application in the amount of \$229,382, seconded by Mr. Weinberg.</p> <ul style="list-style-type: none"> Mr. Lawson noted there was excellent follow up on the grants. <p>The motion passed unanimously.</p>	<p>Consolidated Grant Application</p> <p>Motion made and passed unanimously to approve the Consolidated Grant Application in the amount of \$229,382.</p>
2.	<p>Fuel Up to Play 60 Funds</p> <p>Mr. Nichols moved to approve the Fuel Up to Play 60 Funds in the amount of \$2,250, seconded by Mr. McSherry and passed unanimously.</p>	<p>Fuel Up to Play 60 Funds</p> <p>Motion made and passed unanimously to approve the Fuel Up to Play 60 Funds in the amount of \$2,250.</p>
3.	<p>Bilingual Education Program Grant</p> <p>Mr. Lawson made a motion to approve the Bilingual Education Grant in the amount of \$2,028, seconded by Mr. Nichols and passed unanimously.</p>	<p>Bilingual Education Program Grant</p> <p>Motion made and passed unanimously to approve the Bilingual Education Grant in the amount of \$2,028.</p>
H.	<p>Bid Award</p>	<p>Bid Award</p>
1.	<p>Point of Sale/Accountability System — Food and Nutrition Services</p> <p>Mr. Nichols moved to approve the Point of Sale/Accountability System bid to NutriKids, seconded by Mr. McSherry and passed unanimously.</p>	<p>Point of Sale/Accountability System — Food and Nutrition Services</p> <p>Motion made and passed unanimously to approve the Point of Sale/Accountability System bid to NutriKids.</p>
I.	<p>Gifts & Donations</p>	<p>Gifts & Donations</p>
1.	<p>Exhibit B: PTO Gifts & Donations</p>	<p>Exhibit B: PTO Gifts & Donations</p>

	<p>Mr. Lawson moved to accept Exhibit B: PTO Gifts and Donations for Sarah Noble Intermediate School in the amounts of \$3,840 and \$7,500, seconded by Mr. Nichols.</p> <p>Mrs. Faulenbach thanked the PTO for its continued gifts.</p> <p>The motion passed unanimously.</p>	<p>Motion made and passed unanimously to accept Exhibit B: PTO Gifts and Donations for Sarah Noble Intermediate School in the amounts of \$3,840 and \$7,500.</p>
2.	<p>Exhibit C: Walmart</p> <p>Mr. Weinberg moved to accept Exhibit C: WalMart Gifts and Donations for Schaghticoke Middle School in the amount of \$1,000, seconded by Mr. McSherry.</p> <p>Mrs. Faulenbach noted the donation from Walmart was appreciated.</p> <p>The motion passed unanimously.</p>	<p>Exhibit C: Walmart</p> <p>Motion made and passed unanimously to accept Exhibit C: WalMart Gifts and Donations for Schaghticoke Middle School in the amount of \$1,000.</p>
10.	<p>Items For Information And Discussion</p>	<p>Items For Information And Discussion</p>
A.	<p>Textbook Preview — Grade 11</p>	<p>Textbook Preview — Grade 11</p>
B.	<p>Field Trip Report - October 2011</p>	<p>Field Trip Report - October 2011</p>
11.	<p>Adjourn</p> <p>Mr. McSherry moved to adjourn the meeting at 8:11 p.m., seconded by Mr. Nichols and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 8:11 pm.</p>

Respectfully submitted:



David A. Lawson, Secretary

NEW MILFORD PUBLIC SCHOOLS

EXHIBIT A

Regular Meeting of the Board of Education
Sarah Noble Intermediate School
New Milford, Connecticut
November 8, 2011

**As of November 8, 2011

ACTION ITEMS

A. Personnel

1. CERTIFIED STAFF

a. RESIGNATIONS

- | | |
|---|------------------|
| <p>1. Mrs. Claudia Banks, Elementary Teacher, Sarah Noble Intermediate School
<u>Move</u> that the Board of Education accept the early retirement of Mrs. Claudia Banks as an Elementary Teacher at Sarah Noble Intermediate School effective June 30, 2012.</p> | Early Retirement |
| <p>2. Mr. Gary Barker, Science Teacher, Schaghticoke Middle School
<u>Move</u> that the Board of Education accept the early retirement of Mr. Gary Barker as a Science Teacher at Schaghticoke Middle School effective June 30, 2012.</p> | Early Retirement |
| <p>3. Mrs. Collette Boyd, Special Education Teacher, New Milford High School
<u>Move</u> that the Board of Education accept the early retirement of Mrs. Collette Boyd as a Special Education Teacher at New Milford High School effective June 30, 2012.</p> | Early Retirement |
| <p>4. **Mrs. Laurie Dwyer, Art Teacher, Northville Elementary School
<u>Move</u> that the Board of Education accept the early retirement of Mrs. Laurie Dwyer as an Art Teacher at Northville Elementary School effective June 30, 2012.</p> | Early Retirement |
| <p>5. Mrs. Judith Friedman, Reading/Language Arts Consultant, Northville Elementary School
<u>Move</u> that the Board of Education accept the early retirement of Mrs. Judith Friedman as a Reading/Language Arts Consultant at Northville Elementary School effective June 30, 2012.</p> | Early Retirement |
| <p>6. Mrs. Margaret Fusek, English Teacher, Schaghticoke Middle School
<u>Move</u> that the Board of Education accept the early retirement of Mrs. Margaret Fusek as an English Teacher at Schaghticoke Middle School effective June 30, 2012.</p> | Early Retirement |

- | | |
|---|------------------|
| <p>7. Mrs. Joy Gaiser, Special Education Teacher, Sarah Noble Intermediate School
<u>Move</u> that the Board of Education accept the early retirement of Mrs. Joy Gaiser as a Special Education Teacher at Sarah Noble Intermediate School effective June 30, 2012.</p> | Early Retirement |
| <p>8. Mrs. Sandra Gammons, Elementary Teacher, Sarah Noble Intermediate School
<u>Move</u> that the Board of Education accept the early retirement of Mrs. Sandra Gammons as an Elementary Teacher at Sarah Noble Intermediate School effective June 30, 2012.</p> | Early Retirement |
| <p>9. Mrs. Janet Hahn, Kindergarten Teacher, Hill and Plain School
<u>Move</u> that the Board of Education accept the early retirement of Mrs. Janet Hahn as a Kindergarten Teacher at Hill and Plain School effective June 30, 2012.</p> | Early Retirement |
| <p>10. Mrs. Catherine Hyde, Elementary Teacher, John Pettibone School
<u>Move</u> that the Board of Education accept the early retirement of Mrs. Catherine Hyde as an Elementary Teacher at John Pettibone School effective June 30, 2012.</p> | Early Retirement |
| <p>11. **Ms. Lucinda Iffland, Music Teacher, Schaghticoke Middle School
<u>Move</u> that the Board of Education accept the early retirement of Mrs. Lucinda Iffland as a Music Teacher at Schaghticoke Middle School effective June 30, 2012.</p> | Early Retirement |
| <p>12. Mrs. Adele Johnson, Director of Pupil Personnel and Special Services, District Wide
<u>Move</u> that the Board of Education accept the early retirement of Mrs. Adele Johnson as Director of Pupil Personnel and Special Services, District Wide, effective June 30, 2012.</p> | Early Retirement |
| <p>13. Mr. Richard Kosier, Library Media Specialist, New Milford High School
<u>Move</u> that the Board of Education accept the early retirement of Mr. Richard Kosier as a Library Media Specialist at New Milford High School effective June 30, 2012.</p> | Early Retirement |
| <p>14. Mrs. Judith Leonard, English Teacher, New Milford High School
<u>Move</u> that the Board of Education accept the early retirement of Mrs. Judith Leonard as an English Teacher at New Milford High School effective June 30, 2012.</p> | Early Retirement |

<p>15. Mrs. Jacqueline Love, Physical Education Teacher, Sarah Noble Intermediate School <u>Move</u> that the Board of Education accept the early retirement of Mrs. Jacqueline Love as a Physical Education Teacher at Sarah Noble Intermediate School effective June 30, 2012.</p>	Early Retirement
<p>16. Mrs. Donna Luzi, Assistant Principal, New Milford High School <u>Move</u> that the Board of Education accept the early retirement of Mrs. Donna Luzi as an Assistant Principal at New Milford High School effective June 30, 2012.</p>	Early Retirement
<p>17. Mr. James Matranga, Spanish Teacher/World Languages Department Chair, New Milford High School <u>Move</u> that the Board of Education accept the early retirement of Mr. James Matranga as a Spanish Teacher/World Languages Department Chair at New Milford High School effective June 30, 2012.</p>	Early Retirement
<p>18. Mrs. Susan Michaud, Art Teacher, Schaghticoke Middle School <u>Move</u> that the Board of Education accept the early retirement of Mrs. Susan Michaud as an Art Teacher at Schaghticoke Middle School effective June 30, 2012.</p>	Early Retirement
<p>19. Dr. Sandra Nadeau, Principal, Hill and Plain School <u>Move</u> that the Board of Education accept the early retirement of Dr. Sandra Nadeau as Principal at Hill and Plain School effective June 30, 2012.</p>	Early Retirement
<p>20. Mrs. Nancy Nahley, Library Media Specialist, Hill and Plain School <u>Move</u> that the Board of Education accept the early retirement of Mrs. Nancy Nahley as a Library Media Specialist at Hill and Plain School effective June 30, 2012.</p>	Early Retirement
<p>21. Mrs. Barbara Paradise, Business Teacher, New Milford High School <u>Move</u> that the Board of Education accept the early retirement of Mrs. Barbara Paradise as a Business Teacher at New Milford High School effective June 30, 2012.</p>	Early Retirement
<p>22. Mr. Gerald Robinson, Assistant Principal, Schaghticoke Middle School <u>Move</u> that the Board of Education accept the early retirement of Mr. Gerald Robinson as an Assistant Principal at Schaghticoke Middle School effective June 30, 2012.</p>	Early Retirement

<p>23. Mrs. Nina Shimer, Kindergarten Teacher, John Pettibone School <u>Move</u> that the Board of Education accept the early retirement of Mrs. Nina Shimer as a Kindergarten Teacher at John Pettibone School effective June 30, 2012.</p>	<p>Early Retirement</p>
<p>24. Mrs. Marlana Sprindis, Kindergarten Teacher, Northville Elementary School <u>Move</u> that the Board of Education accept the early retirement of Mrs. Marlana Sprindis as a Kindergarten Teacher at Northville Elementary School effective June 30, 2012.</p>	<p>Early Retirement</p>
<p>25. Mrs. Lisa Warren, Special Education Teacher, New Milford High School <u>Move</u> that the Board of Education accept the early retirement of Mrs. Lisa Warren as a Special Education Teacher at New Milford High School effective June 30, 2012.</p>	<p>Early Retirement</p>
<p>26. Mrs. Cathy Yanik, Elementary Teacher, Northville Elementary School <u>Move</u> that the Board of Education accept the early retirement of Mrs. Cathy Yanik as an Elementary Teacher at Northville Elementary School effective June 30, 2012</p>	<p>Early Retirement</p>
<p>2. CERTIFIED STAFF b. APPOINTMENTS</p>	
<p>1. **Mr. Lance Pliego, Interim Athletic Director, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Lance Pliego as Interim Athletic Director at New Milford High School effective on or before December 9, 2011. 2011-2012 salary: \$101,134 + \$1,500 (6th yr degree), pro-rated to start date</p>	<p><i>Education History:</i> BS: CCSU Major: PE/Athletic Training BS: WCSU Major: Health Education MS: Mississippi State Univ. Major: PE/Health Maintenance 6th yr degree: CCSU Major: Educational Leadership <i>Work Experience</i> 7 yrs. New Milford HS 4 yrs. Brewster Central School District Replacing: T. Oczkowski</p>
<p>3. NON-CERTIFIED STAFF a. RESIGNATIONS</p>	
<p>1. Mrs. Nancy Cawley, Special Education Paraeducator, Schaghticoke Middle School <u>Move</u> that the Board of Education accept the resignation of Mrs. Nancy Cawley as a Special Education Paraeducator at Schaghticoke Middle School effective October 28, 2011.</p>	<p>Moving out of state</p>

4. NON-CERTIFIED STAFF

b. APPOINTMENTS

1. **Mrs. Ruth Couillard**, General Food Service Worker, Sarah Noble Intermediate School

Move that the Board of Education appoint **Mrs. Ruth Couillard** as a General Food Service Worker at Sarah Noble Intermediate School effective November 9, 2011.

Hourly Rate: \$10.28

New position

2. **Ms. Diane Erickson**, General Food Service Worker, New Milford High School

Move that the Board of Education appoint **Ms. Diane Erickson** as a General Food Service Worker at New Milford High School effective November 9, 2011.

Hourly Rate: \$10.28

New position

3. ****Mrs. Patricia Silverman**, Administrative Assistant to Superintendent, Central Office

Move that the Board of Education appoint **Mrs. Patricia Silverman** as Administrative Assistant to Superintendent at Central Office effective on or before November 28, 2011.

Education History:

BA: Merrimack College

Major: English

Salary: \$54,925, pro-rate to start date

Replace: M. Laurer

5. SUBSTITUTES

a. APPOINTMENTS

1. None

6. ADULT EDUCATION STAFF

a. APPOINTMENTS

1. None

7. ADULT EDUCATION STAFF

b. RESIGNATIONS

1. None

8. BAND STAFF

a. RESIGNATIONS

1. None

b. APPOINTMENTS

1. None

9. COACHING STAFF

a. RESIGNATIONS

1. **Mr. James Carmellini**, Varsity Boys' Swimming Coach at New Milford High School
Move that the Board of Education accept the resignation of **Mr. James Carmellini** Varsity Boys' Swimming Coach at New Milford High School effective October 12, 2011.

Personal Reasons

10. COACHING STAFF

b. APPOINTMENTS

1. **Mr. Jason Arnauckas**, Intramural Co-Ed Basketball Coach, Gr. 5-6, Sarah Noble Intermediate School
Move that the Board of Education appoint **Mr. Jason Arnauckas** as Intramural Co-Ed Basketball Coach, Gr. 5-6 at Sarah Noble Intermediate School effective January 9, 2012.
2. **Mr. Jason Arnauckas**, Intramural Fitness Coach, Gr. 4-6, Sarah Noble Intermediate School
Move that the Board of Education appoint **Mr. Jason Arnauckas** as Intramural Fitness Coach, Gr. 4-6 at Sarah Noble Intermediate School effective November 9, 2011.
3. **Ms. Tricia Blood**, Girls' Intramural Basketball Coach, Schaghticoke Middle School
Move that the Board of Education appoint **Ms. Tricia Blood** as Girls' Intramural Basketball Coach at Schaghticoke Middle School effective November 9, 2011.
4. **Ms. Tricia Blood**, Girls' Interscholastic Basketball Coach, Schaghticoke Middle School
Move that the Board of Education appoint **Ms. Tricia Blood** as Girls' Interscholastic Basketball Coach at Schaghticoke Middle School effective November 9, 2011.
5. **Mr. Patrick Burns**, Volunteer Boys' Wrestling Coach, New Milford High School
Move that the Board of Education appoint **Mr. Patrick Burns** as Volunteer Boys' Wrestling Coach at New Milford High School effective November 9, 2011.
6. **Mr. Daryl Daniels**, Boys' Assistant Varsity Wrestling Coach, New Milford High School
Move that the Board of Education appoint **Mr. Daryl Daniels** as Boys' Assistant Varsity Wrestling Coach at New Milford High School effective November 9, 2011.

2011-2012 Stipend: \$947.50

2011-2012 Stipend: \$1895

2011-2012 Stipend: \$947

2011-2012 Stipend: \$1895

Volunteer

2011-2012 Stipend: \$3006

- | | |
|--|----------------------------------|
| <p>7. Ms. Carrieann DeMilio, Dance Coach, New Milford High School
 <u>Move</u> that the Board of Education appoint Ms. Carrieann DeMilio as Dance Coach at New Milford High School effective November 9, 2011.</p> | <p>2011-2012 Stipend: \$1419</p> |
| <p>8. Mr. Andrew DePalma, Boys' Assistant Varsity Ice Hockey Coach, New Milford High School
 <u>Move</u> that the Board of Education appoint Mr. Andrew DePalma as Boys' Assistant Varsity Ice Hockey Coach at New Milford High School effective November 9, 2011.</p> | <p>2011-2012 Stipend: \$2428</p> |
| <p>9. Mr. Ryan Fitzsimmons, Boys' Assistant Varsity Wrestling Coach, New Milford High School
 <u>Move</u> that the Board of Education appoint Mr. Ryan Fitzsimmons as Boys' Assistant Varsity Wrestling Coach at New Milford High School effective November 9, 2011.</p> | <p>2011-2012 Stipend: \$3006</p> |
| <p>10. Mr. Rob Hibbard, Boys' Intramural Basketball Coach, Schaghticoke Middle School
 <u>Move</u> that the Board of Education appoint Mr. Rob Hibbard as Boys' Intramural Basketball Coach at Schaghticoke Middle School effective November 9, 2011.</p> | <p>2011-2012 Stipend: \$947</p> |
| <p>11. Ms. Dawn Hough, Volunteer Girls' Indoor Track Coach, New Milford High School
 <u>Move</u> that the Board of Education appoint Ms. Dawn Hough as Volunteer Girls' Indoor Track Coach at New Milford High School effective November 9, 2011.</p> | <p>Volunteer</p> |
| <p>12. Mr. William Kersten, Girls' Varsity Basketball Coach, New Milford High School
 <u>Move</u> that the Board of Education appoint Mr. William Kersten as Girls' Varsity Basketball Coach at New Milford High School effective November 9, 2011.</p> | <p>2011-2012 Stipend: \$5626</p> |
| <p>13. **Mr. Keith Lipinsky, JV Girls' Basketball Coach, New Milford High School
 <u>Move</u> that the Board of Education appoint Mr. Keith Lipinsky as JV Girls' Basketball Coach at New Milford High School effective November 9, 2011.</p> | <p>2011-2012 Stipend: \$3657</p> |
| <p>14. Mr. James Luchsinger, Boys' Varsity Basketball Coach, New Milford High School
 <u>Move</u> that the Board of Education appoint Mr. James Luchsinger as Boys' Varsity Basketball Coach at New Milford High School effective November 9, 2011.</p> | <p>2011-2012 Stipend: \$5626</p> |

- | | |
|---|------------------------------------|
| <p>15. Ms. Bethany Mihaly, Girls' Varsity Gymnastics Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Bethany Mihaly as Girls' Varsity Gymnastics Coach at New Milford High School effective November 9, 2011.</p> | <p>2011-2012 Stipend: \$3859</p> |
| <p>16. Ms. Bethany Mihaly, Boys' Assistant Varsity Swimming Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Bethany Mihaly as Boys' Assistant Varsity Swimming Coach at New Milford High School effective November 9, 2011.</p> | <p>2011-2012 Stipend: \$2805</p> |
| <p>17. Mr. Dan Moore, Boys' Varsity Ice Hockey Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Dan Moore as Boys' Varsity Ice Hockey Coach at New Milford High School effective November 9, 2011.</p> | <p>2011-2012 Stipend: \$3739</p> |
| <p>18. Mr. David Mumma, Intramural Co-Ed Basketball Coach, Gr. 5-6, Sarah Noble Intermediate School
<u>Move</u> that the Board of Education appoint Mr. David Mumma as Intramural Co-Ed Basketball Coach, Gr. 5-6 at Sarah Noble Intermediate School effective January 9, 2012.</p> | <p>2011-2012 Stipend: \$1895</p> |
| <p>19. Mr. David Mumma, Boys' Interscholastic Basketball Coach, Schaghticoke Middle School
<u>Move</u> that the Board of Education appoint Mr. David Mumma as Boys' Interscholastic Basketball Coach at Schaghticoke Middle School effective November 9, 2011.</p> | <p>2011-2012 Stipend: \$1895</p> |
| <p>20. Mr. David Mumma, Intramural Fitness Coach, Gr. 4-6, Sarah Noble Intermediate School
<u>Move</u> that the Board of Education appoint Mr. David Mumma as Intramural Fitness Coach, Gr. 4-6 at Sarah Noble Intermediate School effective November 9, 2011.</p> | <p>2011-2012 Stipend: \$947.50</p> |
| <p>21. ** Mr. Cody Norlander, Freshman Boys' Basketball Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Cody Norlander as Freshman Boys' Basketball Coach at New Milford High School effective November 9, 2011</p> | <p>2011-2012 Stipend: \$2813</p> |
| <p>22. Ms. Mary O'Connor, Girls' Assistant Varsity Gymnastics Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Mary O'Connor as Girls' Assistant Varsity Gymnastics Coach at New Milford High School effective November 9, 2011.</p> | <p>2011-2012 Stipend: \$2508</p> |

<p>23. Mr. Chris Piel, Boys' Varsity Wrestling Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Chris Piel as Boys' Varsity Wrestling Coach at New Milford High School effective November 9, 2011.</p>	<p>2011-2012 Stipend: \$4626</p>
<p>24. Mr. Ryan Rebstock, Girls' Varsity Indoor Track Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Ryan Rebstock as Girls' Varsity Indoor Track Coach at New Milford High School effective November 9, 2011.</p>	<p>2011-2012 Stipend: \$2777</p>
<p>25. Ms. Gina Silva, Volunteer Dance Coach, New Milford High School <u>Move</u> that the Board of Education appoint Ms. Gina Silva as Volunteer Dance Coach at New Milford High School effective November 9, 2011.</p>	<p>Volunteer</p>
<p>26. Mr. Joseph Tarantello, Boys' Varsity Indoor Track Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Joseph Tarantello as Boys' Varsity Indoor Track Coach at New Milford High School effective November 9, 2011.</p>	<p>2011-2012 Stipend: \$2777</p>
<p>27. Ms. Mary Van Doren, Boys' Varsity Swimming Coach, New Milford High School <u>Move</u> that the Board of Education appoint Ms. Mary Van Doren as Boys' Varsity Swimming Coach at New Milford High School effective November 9, 2011.</p>	<p>2011-2012 Stipend: \$4315</p>
<p>28. **Mr. Giles Vaughn, Freshman Girls' Basketball Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Giles Vaughn as Freshman Girls' Basketball Coach at New Milford High School effective November 9, 2011.</p>	<p>2011-2012 Stipend: \$2813</p>
<p>11. LEAVES OF ABSENCE</p>	
<p>1. Mrs. Shannon Arcano, Elementary Teacher, John Pettibone School <u>Move</u> that the Board of Education approve the request of Mrs. Shannon Arcano for a maternity leave of absence beginning approximately January 20, 2012 and continuing through March 30, 2012.</p>	<p>Paid leave of absence 1/20/12-3/2/12 Unpaid leave of absence: 3/5/12-3/30/12</p>

- | | |
|---|--|
| <p>2. Mrs. Emily Ferraiolo, Elementary Teacher, Northville Elementary School
 <u>Move</u> that the Board of Education approve the request of Mrs. Emily Ferraiolo for a maternity leave of absence beginning approximately December 6, 2011 and continuing through April 20, 2012.</p> | <p>Paid leave of absence
 12/6/11-1/13/12
 Unpaid leave of absence:
 1/14/12-4/20/12</p> |
| <p>3. Mrs. Kelly Gallo, Elementary Teacher, Hill and Plain School
 <u>Move</u> that the Board of Education approve the request of Mrs. Kelly Gallo for a maternity leave of absence beginning approximately February 8, 2012 and continuing for six weeks.</p> | <p>Paid leave of absence:
 2/8/12-3/23/12</p> |
| <p>4. Mrs. Catherine Gardner, Science Teacher, New Milford High School
 <u>Move</u> that the Board of Education approve the request of Mrs. Catherine Gardner for a maternity leave of absence beginning approximately April 30, 2012 and continuing through the end of the 2011-2012 school year.</p> | <p>Paid leave of absence:
 4/30/12-6/11/12</p> |



Office of the
Assistant Superintendent

MEMORANDUM

TO: Dr. JeanAnn Paddyfote, Superintendent
FROM: Dr. Maureen E. McLaughlin, Assistant Superintendent
DATE: November 2, 2011
SUBJECT: Textbook Approval – Grade 11

The textbook listed below has been on review by the Board of Education.
I ask that you recommend adoption of this book by the Board at the November meeting.

The Language of Composition – Shea, Scanlon & Aufses – Bedford/St. Martin's
This textbook includes analytical, argumentative, and synthesis essays in thematic clusters and will help students prepare for the AP Language & Composition exam.

EXHIBIT B

New Milford PTO

Parent Teacher Organization

New Milford PTO

P.O. Box 1343

New Milford, CT 06776

October 27, 2011

Dr. JeanAnn Paddyfote
Superintendent
50 East Street
New Milford, CT 06776

Dear Dr. Paddyfote:

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.

NES Requests the following:

\$2760.00 requested by Kathy Shemeley for all 3rd grade students to go on a tour to the Capitol in Hartford, The Museum of Connecticut History, The CT Supreme Court and Bushnell Park.

SNIS Requests the following:

\$1500.00 requested by Susan Hackel for a workshop with Tom Olsen in songwriting and for costumes and material for the production of the school play.

Sincerely,

Jennifer Luis
TW PTO Secretary



Office of the
Assistant Superintendent

MEMORANDUM

TO: Dr. JeanAnn Paddyfote, Superintendent
FROM: Dr. Maureen E. McLaughlin, Assistant Superintendent
DATE: November 2, 2011
SUBJECT: Textbook Previews – Grades 7 & 8

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

Así se Dice! (textbook & workbook) – Conrad J. Schmitt – Glencoe

This Spanish textbook and workbook are student/teacher friendly books for the middle school learner. The books have technology rich ancillary materials and culturally relevant vocabulary and will replace the current outdated versions which are no longer in print.

APPROVED FIELD TRIPS

November 2011

<u>School</u>	<u>Grade/Dept</u>	<u>Trip Date</u>	<u># of Students</u>	<u># of Adults</u>	<u>Destination</u>	<u>Subs</u>	<u>Student Cost</u>
HPS	3	10/17-18 & 20/11	114	12	John J. McCarthy Observatory - New Milford, CT	No	\$0
JPS	3	10/24/11	96	19	Institute for American Indian Studies - Washington, CT	No	\$17.69
NMHS	Music, 9-12	11/12/11	50	4	Avon High School - Avon, CT	No	\$20
NMHS	Social Studies, 10	11/18/11	12	2	Fairfield University - Fairfield, CT	Yes-1	\$0
NMHS	Business, 11-12	11/17/11	20	2	Bantam Courthouse - Bantam, CT	Yes-2	\$0
NMHS	Social Studies, 12	11/22/11	25	5	Chinatown/Metropolitan Museum of Art - New York, NY	Yes-1	\$44
NMHS	Social Studies, 9	12/7/11	49	7	St. John the Divine - New York, NY	Yes-1	\$38
HPS	3	4/25/12	114	23	Institute for American Indian Studies - Washington, CT	No	\$17
NMHS	Music, 9-12	4/26-29/12	130	10	Festivals of Music - Virginia Beach, VA	No	\$480

New Milford Board of Education
 Policy Meeting Minutes
 October 18, 2011
 Lillis Administration Building

GEORGE C. BUCKBEE
 TOWN CLERK

gm

2011 OCT 21 A 9:19

NEW MILFORD, CT

Present:	Mrs. Wendy Faulenbach, Chairperson Mr. David Lawson Mrs. Alexandra Thomas Mrs. Lynette Rigdon
Absent:	Mrs. Nancy Tarascio-Latour

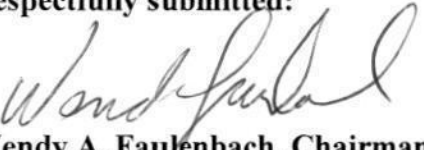
Also Present:	Dr. JeanAnn C. Paddyfote, Superintendent of Schools Dr. Maureen McLaughlin, Assistant Superintendent
----------------------	---

1.	Call to Order The meeting of the New Milford Board of Education was called to order at 6:30 p.m.	Call to Order
2.	Public Comment <ul style="list-style-type: none"> There was none. 	Public Comment
3. A. 1.	Discussion and Possible Action Policy Recommended for Approval: Policy 5131.911 Safe School Climate Plan/Bullying <ul style="list-style-type: none"> Dr. Paddyfote said the legislation for anti-bullying is overreaching. She said the Safe School Climate Plan is legally mandated. The Safe School Climate Plan will be the regulation to accompany this policy. Unlike other regulations, this one will require Board approval. Dr. Paddyfote suggested the policy should be placed on the November 8th agenda for approval. Therefore, a special Policy Committee meeting will need to be held in order to finalize the policy and safe school climate plan. She said on October 26th the Principals will be meeting at the central office to flesh out the plan. The plan will be brought back to the special Policy meeting and placed on the Operations committee agenda since there could be financial implications. Dr. Paddyfote noted that the policy requires naming a safe school coordinator for the district by July 2012. The coordinator will most likely be the Assistant Superintendent or Director of Pupil Personnel & Special Services. A safe school specialist will also be needed in each building. She noted that this 	Discussion and Possible Action Policy Recommended for Approval: Policy 5131.911 Safe School Climate Plan/Bullying

	<p>policy will cover issues on school grounds, at school sponsored activities, at bus stops, on the bus, and outside of school settings. She said a plan will need to be developed and approved by the Board by January 1, 2012.</p> <ul style="list-style-type: none">• Mr. Lawson said the Policy is wordy and thought much of it should be in the regulation. Dr. Paddyfote said the commentary by the Board attorney states these elements were required by law. She also noted the Board's attorney was recommending this as written.• Mrs. Faulenbach noted that all districts are faced with this policy and probably their policies are being tailored in a similar fashion.• Mr. Lawson said he preferred the old definition, which included "intent", to the new definition.• Dr. Paddyfote said this policy is really trying to include all protected rights. She said this policy allows the victim to indicate perceived bullying and does not matter if the perpetrator intended to bully.• Mr. Lawson said the way he reads this definition someone cannot hurt someone's feelings without it being considered bullying. He said it feels like students no longer have freedom of speech.• Mrs. Rigdon asked how the Board's attorneys wrote these policies and Dr. Paddyfote said they have policy writers on staff, they also read the statute, contact CAGE for help, and discuss the proposed policies within the firm.• Mrs. Faulenbach said she had attended the Facebook seminar and it was made clear that a message sent to someone becomes bullying when the person who receives it perceives it that way even if the sender did not intend for it to be.• Mr. Lawson said that oral context is different from written context and is harder to determine.• Mrs. Thomas said this legislation came about because what people thought was working regarding bullying is not working.• Mrs. Rigdon said the policy says the bullying has to be repeated versus one time.	
--	--	--

	<ul style="list-style-type: none"> • Mr. Lawson reiterated that he liked the original definition and asked that the attorney be asked if "intent" should be part of the definition. • Mrs. Thomas said this policy continues the movement towards making the schools act as the parents of the children. • Dr. Paddyfote said this policy will increase the workload of the Assistant Principals in each school. • Mrs. Faulenbach said this will have to go to the Operations Committee because of the financial component and Dr. Paddyfote said there is no way to know what the financial component might be at this time. • Dr. Paddyfote said cyberbullying takes hours to research and can include help from the police department. • Mrs. Faulenbach said this would require a special Policy committee meeting prior to the next Board meeting. This policy is time sensitive because it must be adopted by January 1, 2012. • The committee reached consensus to hold a special Policy meeting on November 3rd at 6:30 p.m. in Room 2 of the Central Office. 	
B. 1.	Policy Recommended for Deletion: 5131.911 Bullying	Policy Recommended for Deletion: 5131.911 Bullying
4.	Adjournment Mrs. Thomas moved to adjourn the meeting at 7:19 p.m., seconded by Mrs. Rigdon and passed unanimously.	Adjournment Motion made and passed unanimously to adjourn the meeting at 7:19 p.m.

Respectfully submitted:


**Wendy A. Faulenbach, Chairman
New Milford Board of Education**

**New Milford Board of Education
Committee on Learning
October 18, 2011
Lillis Administration Building, Meeting Room 2**

GEORGE C. BUCKBEE
TOWN CLERK
2011 OCT 21 A 11:05
NEW MILFORD, CT

Present:	Mrs. Alexandra Thomas, Chairperson Mr. David Lawson Mrs. Lynette Rigdon Mr. Tom McSherry, Alternate
Absent:	Mrs. Nancy Tarascio-Latour

Also Present:	Dr. JeanAnn C. Paddyfote, Superintendent of Schools Dr. Maureen McLaughlin, Assistant Superintendent Mr. Ryan Fitzsimmons, Teacher Mr. Daryl Daniels, Teacher
---------------	--

1.	Call to Order The meeting of the New Milford Board of Education was called to order at 7:30 p.m.	Call to Order
2.	Public Comment Sharon Kaufman, Co-Executive Director of Village Center for the Arts, said the Center is here for the community. They offer after school programs through grants and other funding including a homework initiative which has seen little response. She asked how the schools and Center could work together to create a collaboration to help New Milford's children.	Public Comment
3. A. 1.	Discussion and Possible Action Review & approval of curriculum: Algebra III Mr. Fitzsimmons, head teacher at New Milford High School, said 95% of students take four years of math, and this course is modeled after a first year college course so that when students get to college, they will be familiar with the information.	Discussion and Possible Action Review & approval of curriculum: Algebra III
2.	Honors Calculus Mr. Fitzsimmons said the honors calculus is not specific to the stricter AP syllabus and, therefore, is driven by student learning. Mrs. Thomas seated Mr. McSherry. <ul style="list-style-type: none"> Mrs. Thomas asked who authored the curriculum and would they teach it? Mr. Fitzsimmons said Bill Knipple would teach honors calculus and has for the past seven years. He said Ellen Tracy helped author the 	Honors Calculus

<p>3.</p>	<p>curriculum, and she has a calculus background.</p> <ul style="list-style-type: none"> • Dr. McLaughlin said she encourages more than one author so that the suggested teaching strategies are not bound to one teacher. <p>Introduction to Programming Mr. Daniels said they use a program called Alice.org to get students, especially women, more involved in learning programming. He said every student should have an introduction to programming course.</p> <ul style="list-style-type: none"> • Mr. Lawson asked about Mr. Daniels' Smart Board, and Mr. Daniels said it is the poor man's Smart Board, but it works for him. • Mrs. Thomas asked who will teach this course, and Mr. Daniels said he would. <p>Mr. McSherry moved to bring to the full Board for approval, Algebra III, Honors Calculus, and Introduction to Programming, seconded by Mrs. Rigdon and passed unanimously.</p>	<p>Introduction to Programming</p> <p>Motion made and passed to bring to the full Board for approval, Algebra III, Honors Calculus, and Introduction to Programming</p>
<p>4. A.</p>	<p>Items for Discussion AYP Summary</p> <ul style="list-style-type: none"> • Dr. McLaughlin said the three elementary schools needed 91% proficiency in math to make AYP, and all three achieved that. Reading is where they fell short – John Pettibone did meet its proficiency goal with 89.2% and 89% was needed. Hill and Plain missed the 89% coming in at 85.2%. Northville was 79.9%. • Sarah Noble's AYP is determined as the whole school. They needed to come in at 91% for math, but they were at 90.3%. For reading the actual was 87.5%, but the benchmark was 89%. • Schaghticoke is also measured as the whole school. Math was supposed to be 91% and it came in at 93%, and reading was supposed to be 89%, and it came in at 91%. This is due to one subgroup that did not perform up to proficiency standards. • New Milford High needed to make 90% for math and came in at 90.6% while reading was supposed to be 91% and actual was 99.4%. 	<p>Items for Discussion AYP Summary</p>

	<ul style="list-style-type: none"> • Mr. Lawson asked if the proficiency rates would be higher next year. • Dr. McLaughlin said next year the rates will be the same, but they will be headed to 100% for the year after. • Mr. Lawson noted that while not at NCLB proficiency rates in some cases, the numbers are up from the baseline numbers. 	
B.	<p>2011-2016 Five-Year Curriculum Plan</p> <ul style="list-style-type: none"> • This plan now captures all the high school courses. This plan shows the date that curriculum was last developed, and some are more than ten years old. • Dr. McLaughlin noted this curriculum development process is a paradigm shift for many teachers because they have to include what students will know and be able to do and the specifics of how each unit will be taught. • Mr. Lawson noted that the common core standards streamline what we are doing in our schools. • Dr. McLaughlin said the new test in 2014 will test on the common core standards, so teachers need to stop practicing for the CMT's and start to become familiar with the common core. • Mrs. Rigdon asked if the curriculum in any course was based on the textbook that is currently being used. Dr. McLaughlin said that with the new curriculum is not based on a text. Instead resources, that may include a textbook, are listed as suggestions. It is also difficult to find one textbook that teaches everything in the curriculum. • Mrs. Rigdon asked if there was a plan to replace textbooks, and Dr. McLaughlin said it depends on the course. 	2011-2016 Five-Year Curriculum Plan
C.	<p>Curriculum Update</p> <ul style="list-style-type: none"> • Dr. McLaughlin said the curriculum coming in next month includes AP Language and Composition and Personal Finance which is a new course. 	Curriculum Update

	<ul style="list-style-type: none">• Mrs. Thomas said the committee will also start to look at online options.• Mr. Lawson said he would not entertain any online course that was not accredited.	
5.	Adjournment Mr. McSherry moved to adjourn the meeting at 8:15 p.m. seconded by Mrs. Rigdon and passed unanimously.	Adjournment Motion made and passed to adjourn the meeting at 8:15 p.m.

Respectfully submitted,



Dr. Maureen E. McLaughlin
Assistant Superintendent

**New Milford Board of Education
Facilities Sub-Committee
November 1, 2011
Lillis Administration Building, Room 2**

GEORGE C. BUCKBEE
TOWN CLERK

gm

2011 NOV -4 A 11:40

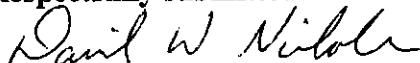
NEW MILFORD, CT

Present:	Mr. Daniel W. Nichols, Chairman
	Mr. Thomas McSherry
	Mr. Rodney Weinberg
	Mr. William Wellman
Also Present:	Dr. JeanAnn C. Paddyfote, Superintendent of Schools
	Mr. John Calhoun, Facilities Manager

1.	Call to Order The meeting of the New Milford Board of Education Facilities Sub-Committee was called to order at 6:30 p.m. by Mr. Daniel Nichols.	Call to Order
2.	Public Comment • None	Public Comment
3.	Discussion and Possible Action Status Report on District Buildings • Hill & Plain Elementary School – parking lot completed; cement sidewalk repaired; widened sidewalk to parking lot; met with engineers regarding options for heating needs including asbestos abatement. • Northville Elementary School – replacing exterior building mounted lights with LED fixtures for high efficiency. LED lights last 12-15 years. Assessing ventilation system. • John Pettibone Elementary School – replacing LED light fixtures; assessing ventilation systems in rooftop units; they are functional, but in place since 1959. New parking lot configuration works well. Doing Phase II of III phase program for all thermostats in classrooms; Phase III planned for next year. • Sarah Noble Intermediate School – installing a spring-loaded access ramp to dumpster area. This will not impede handicap access to rear of building. Looking to retrofit lighting fixtures as needed. Upgrading security system, installing new DVR and day/night cameras. • Schaghticoke Middle School – Phase II of IV phase program changeover of rooftop units from current pneumatic systems. Saw a difference in classrooms completed: this is a four year	Discussion and Possible Action Status Report on District Buildings

	<p>program. Completed Phase I of II of master clock replacement to allow for synchronization of all clocks. Ninety-five percent of building complete with replacement of blinds and shades.</p> <ul style="list-style-type: none"> • New Milford High School – modification of special education classrooms – opening walls and adding storage cabinets. Athletic program – all fields in good condition. Stadium can accommodate all three sports. Adding electrical service to ticket booth and outfitting with a small heater. • Lillis Administration Building – window project finalized. Distribution of access cards for entry to this building; video system will tie in with card entry. Electrical system needs upgrading; will work with CL&P and electrical engineers for plans to upgrade allowing for increased technology. • Mr. McSherry asked how the District fared during the storm. Mr. Calhoun reported except for minor damage the District did well. The staff was very responsive to the emergency needs. 	
3.B	<p>Health & Safety Committee Update The first meeting of this Committee will be rescheduled due to recent weather conditions. Mr. Calhoun reported the committee is a diverse group of new and returning members representing all bargaining groups. The committee will go through all buildings looking for safety issues.</p>	Health and Safety Committee Update
3.C	<p>Fire Marshal Walk-Through The walk-through is an annual event with the fire marshal taking the lead on emergency conditions. The staff understands safety issues including the 25% wall rule and the headroom required in storage areas for effective sprinkler systems.</p>	Fire Marshal Walk-Through
4.	<p>Adjourn Mr. McSherry Moved to adjourn the meeting at 7:00 p.m., motion seconded by Mr. Weinberg and passed unanimously.</p>	<p>Adjourn Motion made and passed unanimously to adjourn the meeting at 7:00 p.m.</p>

Respectfully submitted:



**Daniel W. Nichols, Chairman
Facilities Sub-Committee**

**New Milford Board of Education
Operations Sub-Committee
November 1, 2011
Lillis Administration Building, Room 2**

GEORGE C. BUCKBEE
TOWN CLERK

gm

2011 NOV - 4 A 11:40

NEW MILFORD, CT

Present:	Mr. Thomas McSherry, Chairman
	Mrs. Alexandra Thomas
	Mr. Rodney Weinberg
	Mr. William Wellman

Also Present:	Dr. JeanAnn C. Paddyfote, Superintendent of Schools
	Mr. Gregg Miller, Business Manager
	Mrs. Ellamae Baldelli, Director of Human Resources
	Mrs. Adele Johnson, Director of Pupil Personnel & Special Services
	Mr. Dan DiVito, Director of Technology


1.	Call to Order The meeting of the New Milford Board of Education Operations Sub-Committee was called to order at 7:30 p.m. by Mr. McSherry .	Call to Order
2.	Public Comment • None	Public Comment
3.	Discussion and Possible Action –	Discussion and Possible Action
3.A.	Exhibit A - Personnel Certified, Non-Certified Appointments; Resignations and Leaves of Absence • Mrs. Baldelli reviewed Exhibit A including the number of staff indicating retirement at the end of this school year. • Mr. Wellman questioned the impact as a result of the number of retirees. • Mrs. Baldelli reported the large number of candidates available to fill positions. Valuable experience will be lost with the retirees. Careful consideration will be given to the choice of replacements. An orientation will be held for new staff and will continue with principals of each school. • Mrs. Thomas asked Mrs. Baldelli her sense of being able to find replacements for those positions in specialized areas. • Mrs. Baldelli stated the Department of Education annually compiles a list of shortage areas. This year we had 22 applications for a science position. Once we have the budget we can	Exhibit A – Personnel Certified; Non-Certified Appointments; Resignations and Leaves of Absence

	<p>post positions. Individuals hearing of the retirees will contact the Administrative offices regarding possible openings.</p> <ul style="list-style-type: none"> • Mrs. Baldelli, two coaches are waiting for coaching permits; athletic director is working on recommendations. • Mr. McSherry noted every year new teachers are hired. <p>Mrs. Thomas moved to bring Exhibit A Personnel-Certified, Non-Certified Appointments, resignations and Leaves of Absence to the full Board for discussion and possible action. Motion seconded by Mr. Weinberg and passed unanimously.</p>	<p>Motion made and passed unanimously to bring Exhibit A Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence to the full Board for discussion and possible action.</p>
3.B.	<p>Monthly Reports</p> <p>(1) Purchase Resolution D-640</p> <p>(2) Budget Position as of 10/31/11</p> <p>(3) Request for Budget Transfers</p> <ul style="list-style-type: none"> • Mrs. Thomas asked if the amount reported for fingerprinting is the full year. • Mr. Miller replied the year to date. Mrs. Baldelli added there are 4000 volunteers now; all will be fingerprinted, some have been done. • Mr. Weinberg asked for an update on smart board purchases. Mr. DiVito reported 90-95% for classrooms in elementary schools; Schaghticoke and Sarah Noble 85% each; NMHS lower percentage. Plan is for 100% in all school classrooms excluding special education program. • Mr. Wellman asked about the expended dollars in item 1211. Mrs. Baldelli explained the program is tuition for preschool program. Fifty percent of the class has tuition-paying students with most parents paying on a six month basis. • In answer to Mr. Wellman's question regarding accruing income, Mr. Miller explained the income accounting is on a cash basis; there will be a deficit until all payments are received. • Further, Mr. Wellman asked for a five year analysis of items 641-647 which Mr. Miller will research. <p>Mr. Weinberg moved to bring monthly reports: Purchase Resolution D-640; Budget Position as of 10/31/11 and Request for Budget Transfers to the</p>	<p>Monthly Reports</p> <p>(1) Purchase Resolution D-640</p> <p>(2) Budget Position as of 10/31/11</p> <p>(3) Request for Budget Transfers</p> <p>Motion made and passed unanimously to bring monthly reports: Purchase Resolution D-640; Budget position as of 10/31/11 and Request for Budget</p>

	<p>full Board for approval. Motion seconded by Mrs. Thomas and passed unanimously.</p>	<p>Transfers to the full Board for discussion and approval.</p>
<p>3.C.</p>	<p>New Activity at SMS CMT Preparation and Review – Math and Language Arts</p> <ul style="list-style-type: none"> • Dr. Paddyfote reported this after school activity will be offered to 50 students who require help on CMT tests. It will be one hour a week for math and one hour a week for reading or 20 hours for each subject for the remainder of the school year. This academic fitness activity can be funded by replacing other fitness activities not being funded at this time. • Mrs. Thomas inquired if transportation is included. Dr. Paddyfote will check and provide information for the full Board. <p>Mrs. Thomas moved to bring the proposed new activity at SMS: CMT Preparation and Review to the full Board for approval. Motion seconded by Mr. Weinberg and passed unanimously.</p>	<p>New Activity at SMS CMT Preparation and Review – Math and Language Arts</p> <p>Motion made and passed unanimously to bring the Proposed New Activity at SMS: CMT Preparation and Review to the full board for approval.</p>
<p>3.D.</p>	<p>Requests for After School Transportation</p> <ul style="list-style-type: none"> • Mr. Miller as a point of information updated members on the practice for providing after school transportation. The District provides transportation to any licensed day care center in the Town and as a courtesy students are transported to many other activities throughout the Town. The practice is if a bus goes by the location and there is room on the bus, students can be transported. • There are fewer buses now and more entities offering after school programs. • Dr. Paddyfote mentioned one provider requesting bus transportation from Hill & Plain to the Town center; no bus from Hill & Plain goes into Town and notes that similar requests have been received for transportation, but buses do not go by the particular location. • Mr. McSherry noted the 'line has been drawn' and the District has a limited budget. 	<p>Requests for After School Transportation</p>
<p>3.E</p>	<p>Early Retirement Incentive</p> <p>Mrs. Baldelli reiterated the early retirement incentive program was offered to 20 teachers. There now are 22 teachers requesting to be included. The full Board will be asked to allow or approve the 22</p>	<p>Early Retirement Incentive</p> <p>A request will be brought to the full Board for the inclusion of 22 teachers in the Early Retirement</p>

	teachers.	Incentive Program.
3.F. 3.F.1	Gifts and Donations PTO <ul style="list-style-type: none"> Mr. Wellman noted the third grade trip to the Connecticut Supreme Court building with its marble floors and walls could be dangerous, particularly on wet, snowy days. <p>Mrs. Thomas moved to bring the PTO Gifts and Donations to the full Board for approval. Motion seconded by Mr. Weinberg and passed unanimously.</p>	Gifts and Donations PTO <p>Motion made and passed unanimously to bring the PTO gift to the full Board for approval.</p>
4.	Items of Information None.	Items of Information
5.	Adjourn Mrs. Thomas moved to adjourn the meeting at 8:08 p.m., seconded by Mr. Weinberg. Motion passed unanimously.	Adjourn Motion made and passed unanimously to adjourn the meeting at 8:08 p.m.

Respectfully submitted:


Thomas McSherry, Chairman
Operations Sub-Committee

**New Milford Board of Education
Special Policy Sub-Committee Meeting
November 4, 2011
Lillis Administration Building, Room 2**

Present:	Mrs. Wendy Faulenbach, Chairperson
	Mrs. Lynette Celli Rigdon
	Mrs. Alexandra Thomas
Absent:	Mr. David Lawson

Also Present:	Dr. JeanAnn C. Paddyfote, Superintendent of Schools
----------------------	--

GEORGE O. BUCKBEE
TOWN CLERK

2011 NOV -4 P 3:34

NEW MILFORD, CT

1.	Call to Order <ul style="list-style-type: none"> Mrs. Faulenbach called the special policy meeting to order at 6:30 p.m. 	Call to Order
2.	Public Comment <ul style="list-style-type: none"> No public comment. 	Public Comment
3.	Discussion and Possible Action Items	Discussion and Possible Action Items
3.A.	Policy Recommended for Approval:	Policy Recommended for Approval
3.A.1.	5131.911 Safe School Climate Plan/Bullying <ul style="list-style-type: none"> Dr. Paddyfote explained the recommended policy and Safe School Climate Plan—Administrative Regulation go together and meet the legal mandates of the new law. Board Counsel, Attorney Susan Scott, provided a response to the questions posed by committee members at the October meeting. The committee reviewed Attorney Scott's responses to the questions and understand the importance of the longer version of the policy. <p>Mrs. Thomas moved to bring Policy 5131.911 Safe School Climate Plan/Bullying and the Safe School Climate Plan—Administrative Regulation to the full Board for approval. Seconded by Mrs. Rigdon.</p> <p>Motion passed unanimously: Mrs. Thomas, Mrs. Rigdon, Mrs. Faulenbach.</p>	5131.911 Safe School Climate Plan/Bullying Motion made and passed unanimously to bring Policy 5131.911 Safe School Climate Plan/Bullying and the Safe School Climate Plan—Administrative Regulation to the full Board for approval.
3.B.	Policy Recommended for Deletion:	Policy Recommended for Deletion
3.B.1.	5131.911 Bullying <ul style="list-style-type: none"> The policy revised November 18, 2008 and currently in place will have to be deleted once the new policy is approved. 	5131.911 Bullying

**New Milford Board of Education
Special Policy Sub-Committee Meeting
November 3, 2011
Lillis Administration Building, Room 2**

Page 2

	<p>Mrs. Thomas moved to recommend to the full Board deletion of the Bullying Policy revised on November 18, 2008 upon acceptance by the full Board of the new Safe School Climate Plan/Bullying Policy and Safe School Climate Plan—Administrative Regulation. Seconded by Mrs. Rigdon. Motion passed unanimously: Mrs. Thomas, Mrs. Rigdon, Mrs. Faulenbach.</p>	<p>Motion made and passed unanimously to recommend to the full Board deletion of the Bullying Policy revised on November 18, 2008 upon approval by the full Board of the new Safe School Climate Plan/Bullying Policy and Safe School Climate Plan—Administrative Regulation.</p>
3.A.C.	<p>Approval of Safe School Climate Plan</p> <ul style="list-style-type: none">• The Safe School Climate Plan—Administrative Regulation was discussed and approved by the sub-committee under item 3.A.1.	<p>Approval of Safe School Climate Plan</p>
4.	<p>Adjourn</p> <p>Mrs. Thomas moved to adjourn the meeting at 7:05 p.m., seconded by Mrs. Rigdon. Motion passed unanimously: Mrs. Faulenbach, Mrs. Rigdon, Mrs. Thomas.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 7:05 p.m.</p>

Respectfully submitted:


Wendy A. Faulenbach
Board Chairman

Commentary: November 2011- Changes are highlighted. This version defines the Safe School Climate Plan as a combination of this policy and the administrative regulations. The policy essentially codifies the requirements of the law while the administrative regulations address the broader school climate topic via the template encouraged by the State Department of Education. Notice of the Safe School Climate Plan will therefore require that you provide both documents to employees and students and post the two together on your website.

Students-

SAFE SCHOOL CLIMATE PLAN / BULLYING

5131.911

I. PURPOSE

The Board of Education is dedicated to promoting and maintaining a positive learning environment where all students are welcomed, supported, and feel safe in school, socially, emotionally, intellectually and physically. The purpose of this policy is to address the existence of bullying in schools and to establish ~~the guidelines for the development of~~ the district's Safe School Climate Plan.

II. BULLYING PROHIBITED

- A. Bullying is prohibited on school grounds, at a school-sponsored or school-related activity, function or program whether on or off school grounds, at a school bus stop, on a school bus or other vehicle owned, leased or used by a local or regional board of education, or through the use of an electronic device or an electronic mobile device owned, leased or used by the local or regional board of education.
- B. Bullying is also prohibited outside of the school setting if such bullying results in any of the following: (i) creates a hostile environment at school for the student against whom such bullying was directed, (ii) infringes on the rights of the student against whom such bullying was directed at school, or (iii) substantially disrupts the education process or the orderly operation of a school.
- C. Any form of discrimination and retaliation against an individual who reports or assists in the investigation of an act of bullying is also strictly prohibited.

- D. Any student who engages in bullying as defined in this policy may be subject to discipline up to and including expulsion. Any school employee who fails to respond to bullying as required by this policy and the district's Safe School Climate Plan may be subject to discipline up to and including termination.

III. DEFINITIONS

- A. "Bullying" means (1) the repeated use by one or more students of a written, oral or electronic communication, such as cyberbullying, directed at or referring to another student attending school in the same school district, or (2) a physical act or gesture by one or more students repeatedly directed at another student attending school in the same school district, that:

- (a) Causes physical or emotional harm to such student or damage to such student's property,
- (b) Places such student in reasonable fear of harm to himself or herself, or of damage to his or her property,
- (c) Creates a hostile environment at school for such student,
- (d) Infringes on the rights of such student at school, or
- (e) Substantially disrupts the education process or the orderly operation of a school.

Bullying shall include, but not be limited to, a written, oral or electronic communication or physical act or gesture based on any actual or perceived differentiating characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression, socioeconomic status, academic status, physical appearance, or mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics.

- B. "Cyberbullying" means any act of bullying through the use of the Internet, interactive and digital technologies, cellular mobile telephone or other mobile electronic devices or any electronic communications.
- C. "Mobile electronic device" means any hand-held or other portable electronic equipment capable of providing data communication between two or more individuals, including, but not limited to, a text messaging device, a paging device, a personal digital assistant, a laptop computer, equipment that is capable of playing a video game or a digital video disk, or equipment on which digital images are taken or transmitted.
- D. "Electronic communication" means any transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photo-electronic or photo-optical system;

- E. "Hostile environment" means a situation in which bullying among students is sufficiently severe or pervasive to alter the conditions of the school climate;
- F. "Outside of the school setting" means at a location, activity or program that is not school related, or through the use of an electronic device or a mobile electronic device that is not owned, leased or used by a local or regional board of education;
- G. "Safe School Climate Coordinator" means the individual appointed by the Superintendent of Schools from existing staff who is responsible for:
1. Implementing the district's Safe School Climate Plan;
 2. Collaborating with the safe school climate specialists, the Board of Education and the Superintendent of Schools to prevent, identify and respond to bullying in the schools of the district;
 3. Providing data and information, in collaboration with the Superintendent of Schools of the district, to the State Department of Education regarding bullying, in accordance with state law; and
 4. Meeting with the safe school climate specialists at least twice during the school year to discuss issues relating to bullying in the school district and to make recommendations concerning amendments to the district's Safe School Climate Plan.
- H. "Safe School Climate Specialist" means the principal of each school, or the principal's designee who is responsible for:
1. Investigating or supervising the investigation of reported acts of bullying in the school in accordance with the district's Safe School Climate Plan;
 2. Collecting and maintaining records of reports and investigations of bullying in the school; and
 3. Acting as the primary school official responsible for preventing, identifying and responding to reports of bullying in the school.
- I. "School employee" means
1. A teacher, substitute teacher, school administrator, school superintendent, guidance counselor, psychologist, social worker, nurse, physician, school paraprofessional or coach employed by a local or regional board of education or working in a public elementary, middle or high school; or
 2. Any other individual who, in the performance of his or her duties, has regular contact with students and who provides services to or on behalf of students enrolled in a public elementary, middle or high school, pursuant to a contract with the local or regional board of education.

- J. "School climate" means the quality and character of school life with a particular focus on the quality of the relationships within the school community between and among students and adults.

IV. SAFE SCHOOL CLIMATE PLAN

~~The school district shall develop and implement a "Safe School Climate Plan" to address bullying in its schools. Not later than January 1, 2012, the Board of Education shall approve the Safe School Climate Plan and submit such plan to the State Department of Education. Revisions to the Safe School Climate Plan shall be approved by the Board of Education. The Safe School Climate Plan will serve as the administrative regulations for this policy and must include the following con-~~ ~~ents:~~ The district's Safe School Climate Plan consists of this policy as well as the administrative regulations developed by the Superintendent of Schools to implement this policy. This policy clarifies the legal mandates regarding the district's response to bullying in its schools. The administrative regulations shall address the broader topic of school climate and may incorporate the National School Climate Standards or other applicable evidence-based standards. Revisions to any part of the Safe School Climate Plan shall be approved by the Board of Education.

A. Reporting Procedures

1. Any student who believes he or she has been the victim of bullying may report the matter to any school employee. Students may anonymously report acts of bullying to school employees.
2. Parents or guardians of students may also file written reports of suspected bullying.
3. School employees who witness acts of bullying or receive reports of bullying are required to orally notify the safe school climate specialist (or another school administrator if the safe school climate specialist is unavailable), not later than one school day after such school employee witnesses or receives a report of bullying, and to file a written report not later than two school days after making such oral report.

B. Investigation

1. The safe school climate specialist shall investigate or supervise the investigation of all reports of bullying and ensure that such investigation is completed promptly after receipt of any written reports.
2. The safe school climate specialist shall review any anonymous reports, except that no disciplinary action shall be taken solely on the basis of an anonymous report.

3. The investigator shall assess whether there is a necessity to take immediate interim measures to prevent further allegations of bullying or retaliation of any kind while the investigation is pending.
4. The investigator shall remind involved parties that any form of discrimination and retaliation against an individual who reports or assists in the investigation of an act of bullying is strictly prohibited.
5. At all times the investigator must be mindful of the requirements regarding the confidentiality of education records.
6. If the allegations of bullying involve acts that may also constitute unlawful harassment based upon a student's race, color, national origin, sex, disability, religion, sexual orientation or gender identity or expression, the investigator shall notify the district's Title IX Coordinator. The student who has made a report of bullying and his/her parent or guardian will be provided with information about the district's policies and procedures for making a complaint of unlawful harassment.
7. After a prompt investigation, the investigator should ascertain whether the alleged conduct occurred and whether such conduct constitutes bullying as defined by this policy.

C. Response to Verified Acts of Bullying

1. If it is determined that bullying has occurred, the school will take prompt corrective action that is reasonably calculated to stop the bullying and prevent any recurrence of such behavior. As part of such remedial action, the offender may be subject to appropriate disciplinary action which may include, but is not limited to one or a combination of the following: counseling, awareness training, warning, reassignment, transfer, suspension, or expulsion.
2. Each school shall notify the parents or guardians of students who commit any verified acts of bullying and the parents or guardians of students against whom such acts were directed not later than forty-eight hours after the completion of the investigation. This notification shall include a description of the response of school employees to such acts and any consequences that may result from the commission of further acts of bullying.
3. Each school is required to invite the parents or guardians of a student who commits any verified act of bullying and the parents or guardians of the student against whom such act was directed to a meeting to communicate to such parents or guardians the measures being taken by the school to ensure the safety of the student against whom such act was directed and to prevent further acts of bullying. This invitation shall also include the description of the response of school employees to such acts and any consequences that may result from the commission of further acts of bullying. Except in rare circumstances, such meetings with parents and guardians should be held separately.
4. A student safety support plan shall be developed for any student against whom an act of bullying was directed. The plan shall address safety measures the school will take to protect such students against further acts of bullying.

5. Case-by-case interventions shall be developed to address repeated incidents of bullying against a single individual or recurrently perpetrated bullying incidents by the same individual that may include both counseling and discipline.
6. The principal of a school, or designee, shall notify the appropriate local law enforcement agency when such principal, or designee, believes that any acts of bullying constitute criminal conduct.

D. Prevention and intervention strategy

Students shall be provided with a variety of prevention and intervention strategies which may include, but are not limited to:

1. Implementation of a positive behavioral interventions and supports process or another evidence-based model approach for safe school climate or for the prevention of bullying identified by the State Department of Education;
2. School rules prohibiting bullying, harassment and intimidation and establishing appropriate consequences for those who engage in such acts;
3. Adequate adult supervision of outdoor areas, hallways, the lunchroom and other specific areas where bullying is likely to occur;
4. Inclusion of grade-appropriate bullying education and prevention curricula in kindergarten through high school;
5. Individual interventions with the bully, parents and school employees, and interventions with the bullied child, parents and school employees;
6. School-wide training related to safe school climate;
7. Student peer training, education and support;
8. Promotion of parent involvement in bullying prevention through individual or team participation in meetings, trainings and individual interventions.

E. Documentation and Record Keeping

1. Safe school specialists shall establish a procedure for each school to:
 - a. Document and maintain records relating to reports and investigations of bullying in such school.
 - b. Maintain a list of the number of verified acts of bullying in such school and make such list available for public inspection. This public list must not contain any personally identifiable information about any student or information that might reasonably lead to the identification of any student.
2. The district's safe school climate coordinator shall annually report the number of verified acts of bullying in the district's schools to the Department of Education in such manner as prescribed by the Commissioner of Education.

F. Training

1. All school employees must annually complete training on the prevention, identification and response to bullying and the prevention of and response to youth suicide. The training will be provided to teachers, administrators and pupil personnel who hold the initial educator, provisional educator or professional educator certificate via in-service training. (Such in-service training may not be required if the district implements any evidence-based model approach that is approved by the State Department of Education and is consistent with state law.) All other school employees shall receive such training as provided by the State Department of Education.
2. As part of the prevention and intervention strategies, schools may also implement school-wide training related to safe school climate and student peer training, education and support.

G. Safe School Climate Committee

For the school year commencing July 1, 2012, and each school year thereafter, the principal of each school shall establish a committee (or designate at least one existing committee in the school) to be responsible for developing and fostering a safe school climate and addressing issues relating to bullying in the school. Such committee shall include at least one parent or guardian of a student enrolled in the school appointed by the school principal. Parents or guardians who serve on such committee shall not participate in the activities described in subparagraphs (1) and (2) below or any other activity that may compromise the confidentiality of a student. The safe school climate committee of each school shall:

1. Receive copies of completed reports following investigations of bullying;
2. Identify and address patterns of bullying among students in the school;
3. Review and make recommendations to amend school policies relating to bullying;
4. Review and make recommendations to the district safe school climate coordinator regarding the district's safe school climate plan based on issues and experiences specific to the school;
5. Educate students, school employees and parents and guardians of students on issues relating to bullying;
6. Collaborate with the district safe school climate coordinator in the collection of data regarding bullying, in accordance with the law;
7. Perform any other duties as determined by the school principal that are related to the prevention, identification and response to school bullying for the school.

H. Periodic Assessment of School Climate

1. On and after July 1, 2012, and biennially thereafter, each school in the district shall complete an assessment using the school climate assessment instruments, including surveys, approved and disseminated by the State Department of Education. The assessments for each school in the district shall be submitted to the State Department of

Education so that the state can monitor bullying prevention efforts over time and compare each district's progress to state trends.

2. Assessment tools may also be used by Safe School Climate Committees to review and make recommendations for revisions to the district's Safe School Climate Plan.

I. Notice Requirements

1. At the beginning of each school year, each school will provide all school employees with a written or electronic copy of the school district's Safe School Climate Plan.
2. Students and the parents or guardians of students shall be notified annually of the process by which students may make reports of bullying.
3. Students shall be provided with notice of the definition of bullying, cyberbullying and the potential consequences of engaging in such acts by the inclusion of language in student codes of conduct concerning bullying.
4. The district's Safe School Climate Plan shall be made available on the board's and each individual school in the school district's Internet web site and ensure that such plan is included in the school district's publication of the rules, procedures and standards of conduct for schools and in all student handbooks.

Legal References:

Connecticut General Statutes

10-15c Discrimination in public schools prohibited
46a-58 Deprivation of rights
10-145a Certificates of qualification
10-145o Teacher education and mentoring program
10-220a In-service training
10-222d Policy on bullying behavior
10-222g Prevention and intervention strategy re: bullying
10-222h Analysis of bullying policies
P.A. 11-232 "An Act Concerning the Strengthening of Bullying Laws"

United States Code

20 U.S.C. 1400 Individuals with Disabilities Education Act
20 U.S.C. 1681 Title IX of the Education Amendments of 1972
29 U.S.C. 794 Section 504 of the Rehabilitation Act of 1973
42 U.S.C. 2000d Title VI of the Civil Rights Act of 1964
42 U.S.C. 12101 Americans with Disabilities Act

Policy approved:

New Milford Public Schools
New Milford CT

New Milford Public Schools
Safe School Climate Plan
Administrative Regulations
2011-2012

DRAFT

National School Climate Standard	Current School Status (informed by data) To What Extent is This Evident?	Areas Identified as Needing Improvement	Identified Strategies to Realize Improvement	Measurement and Documentation Options for Determining Improvement	Time Line for Reaching Improvement Goals
Standard 1: Shared Mission Is it evident that all members of the school community are committed to physical, emotional, and intellectual safety of the learners?	<u>Awareness Level</u> An attempt has been made to engage students, staff, and/or community stakeholders in recognizing the importance of a positive school climate to support student achievement.	Areas will be identified based on the data collection and review of data.	Strategies will be identified based on data collection. Strategies will be reviewed and prioritized.	Surveys will be administered. School discipline data will be reviewed and analyzed.	May 2012
Standard 1: Shared Mission Do participants share A vision of what a positive school climate looks, feels and sounds like?	<u>Emerging Level</u> A common vision for improving school climate has been embraced and endorsed; a sense of shared ownership and pathways toward meaningful professional development have been articulated.	Each school needs to strengthen the level of commitment of internal and external stakeholders.	Use existing written communication forums to promote the vision with parents, students, and community members.	Semester or mid-year review of school disciplinary data. Survey all stakeholders every two years.	Initial Review May 2012
Standard 1: Shared Values What are the shared values?	<u>Awareness Level</u> Staff members have articulated beliefs, ground rules, and norms for team functioning that mirror a positive school climate, however these statements do not yet inform day-to-day practice.	Consistent articulation of beliefs, groundrules, and norms to inform day-to-day practice.	Articulation of values to staff through written communications, announcements, and meetings.	Staff surveys.	May 2012





New Milford Public Schools
Safe School Climate Plan
Administrative Regulations
2011-2012

DRAFT

National School Climate Standard	Current School Status (informed by data) To What Extent is This Evident?	Areas Identified as Needing Improvement	Identified Strategies to Realize Improvement	Measurement and Documentation Options for Determining Improvement	Time Line for Reaching Improvement Goals
Standard 1: Shared Goals What are the shared priorities?	<u>Emerging Level</u> Efforts have begun to identify goals. Goals are not sufficiently actionable and do not yet influence systemic decision making.	Development of long and short term actionable school climate improvement goals will be identified and clearly communicated to all stakeholders.	Strategies will be developed based on identified goals.	Assessment instruments and surveys to stakeholders.	Initial Review May 2012
Standard 2: Shared School Policies Are there policies that promote the development of skills, knowledge, and engagement?	<u>Emerging Level</u> Policies are in place to promote the development and sustainability of social, emotional, ethical, civic and intellectual skills, knowledge, dispositions and engagement.	Development, review and update of curriculum. Ongoing professional development	Five-Year Curriculum Plan; Classroom walk throughs and observations; Curriculum nights; Website	Student assessments Graduation rate Attendance rates Number of students on Honor Roll Number of students participating in online learning Number of students taking Advanced Placement courses and passing AP Tests	Initial Review May 2012
Standard 2: Shared School Policies Are there policies in place to address barriers to learning?	<u>Emerging Level</u> Policies are in place that create a comprehensive system to address barriers to learning and teaching and reengage students who have become disengaged.	Identification and expansion of opportunities to reengage students who have become disengaged.	Expand opportunities for students to receive individual or small group learning experiences.	Number of new programs and/or services to meet the needs of students that have become disengaged.	May 2013

New Milford Public Schools
Safe School Climate Plan
Administrative Regulations
2011-2012

DRAFT

National School Climate Standard	Current School Status (informed by data) To What Extent is This Evident?	Areas Identified as Needing Improvement	Identified Strategies to Realize Improvement	Measurement and Documentation Options for Determining Improvement	Time Line for Reaching Improvement Goals
Standard 3: School Practices Are there practices in place to promote positive youth development?	<u>Emerging Level</u> The school community's practices are identified, prioritized and supported to promote the learning and positive, social, emotional, ethical and civic development of students.	Additional areas will be identified through surveys, parent conferences, developmental guidance lessons, and class meetings.	 Input from the following: K-12 Mentoring program; English Language Learners; Scientific Research-Based Interventions; Special Education Services;	 Progress Monitoring in each of the following programs: K-12 Mentoring program; English Language Learners; Scientific Research-Based Interventions;	Initial Review May 2012 (Baseline Data) Interim Review May 2013
Standard 3: School Practices Are there practices in place that enhance teaching and learning?	<u>Emerging Level</u> The school community's practices are identified, prioritized and supported to enhance engagement in teaching, learning and school-wide activities.	Additional areas will be identified through surveys, parent conferences, developmental guidance lessons, and class meetings.	Section 504 Plans; Professional Learning Communities; Co-taught Classrooms; Collaborative Learning Time;	Special Education Services; Section 504 Plans; Professional Learning Communities; Co-taught Classrooms; Collaborative Learning Time;	Initial Review May 2012 (Baseline Data) Interim Review May 2013
Standard 3: School Practices Are there practices in place to address barriers to learning?	<u>Emerging Level</u> The school community's practices are identified, prioritized and supported to address barriers to learning and teaching and re-engage those who have become disengaged.	Additional areas will be identified through surveys, parent conferences, developmental guidance lessons, and class meetings.	 Student Assistance Teams;	 Student Assistance Teams;	Initial Review May 2012 (Baseline Data) Interim Review May 2013

New Milford Public Schools
Safe School Climate Plan
Administrative Regulations
2011-2012

DRAFT

National School Climate Standard	Current School Status (informed by data) To What Extent is This Evident?	Areas Identified as Needing Improvement	Identified Strategies to Realize Improvement	Measurement and Documentation Options for Determining Improvement	Time Line for Reaching Improvement Goals
Standard 3: School Practices Are there practices in place develop and sustain infrastructure and capacity building?	<u>Emerging Level</u> The school community's practices are identified, prioritized, and supported to develop and sustain an appropriate operational infrastructure and capacity building mechanisms.	Practices must be firmly supported and universally followed that develop and sustain an appropriate operational infrastructure and capacity building mechanisms.	Communication of practices to develop and maintain the infrastructure must be in place.	Feedback from all stakeholders through surveys and interviews.	May 2013
Standard 4: Safe Environment Is the school providing for a physically, emotionally, intellectually safe, healthy and welcoming environment?	<u>Emerging Level</u> The school community creates an environment where all members are welcomed, supported, and feel safe in school: socially, emotionally, intellectually and physically.	Analysis of student, staff, and parent surveys.	Update Crisis Plan; Implementation of the Strategic Plan; Ongoing training and implementation of the Positive Behavior Intervention and Support Program; Scientific Research-Based Interventions; Counseling;	Number of referrals for crisis support; Number of visits to nurse's office; Review of state reporting for disciplinary codes; student surveys; Analysis of student disciplinary referrals;	Initial Review May 2012 (Baseline Data) Interim Review May 2013

New Milford Public Schools
Safe School Climate Plan
Administrative Regulations
2011-2012

DRAFT

National School Climate Standard	Current School Status (informed by data) To What Extent is This Evident?	Areas Identified as Needing Improvement	Identified Strategies to Realize Improvement	Measurement and Documentation Options for Determining Improvement	Time Line for Reaching Improvement Goals
Standard 5: Social Justice Is the school engaging in practices that promote the social and civic responsibilities and a s sense of social justice within the school community?	<u>Emerging Level</u> The school community develops meaningful and engaging practices, activities and norms that promote social and civic responsibilities and a commitment to social justice.	Ongoing and firm communication of the practices, activities and norms that promote social and civic responsibilities.	K-12 Character Education Program; Food Drives; Key Club; Mock Elections; Student Council;	# of students participating in identified activities; Dollar amount of donations or number of items collected for charitable organizations	Initial Review May 2012 (Baseline Data) Interim Review May 2013
Continuous Improvement: Is there a clear understanding that school climate improvement is an ongoing organic process integral to wider school improvement?	<u>Awareness Level</u> A few staff members are tracking general or personal indicators of school climate improvement; positive trends are emphasized and celebrated; negative trends are suppressed or dismissed.	Tracking by all staff members of general or personal indicators of school climate improvement; positive trends are emphasized and celebrated; negative trends are suppressed.	Professional development; Ongoing discussions with faculty about school improvement indicators, tracking, trends, and improvement.	Staff surveys.	Initial Review May 2012 Interim Review May 2013

New Milford Public Schools
Safe School Climate Plan
Administrative Regulations
2011-2012

DRAFT

National School Climate Standard	Current School Status (informed by data) To What Extent is This Evident?	Areas Identified as Needing Improvement	Identified Strategies to Realize Improvement	Measurement and Documentation Options for Determining Improvement	Time Line for Reaching Improvement Goals
Family/Community Partnerships: Are all stakeholders' interests represented and reflected in the school climate improvement efforts?	<u>Awareness Level</u> Sporadic one-way efforts are made to keep families informed of events and situations at school to secure support for the schools' efforts; family members are welcome to volunteer and participate within school-determined parameters.	Each school needs to increase two-way communication with parents.	Use surveys, website and channel 17 to solicit parental feedback on student related issues, curricula, and other related matters.	Responses from surveys that validate input from stakeholders.	May 2013
Impact on Results: Is progress monitoring inherent in the school climate improvement process?	<u>Awareness Level</u> A generalized sense of what is meant by a positive school climate is understood; efforts to improve climate are task and project- oriented rather than guided by systematic mission, vision and identifiable outcomes.	Identification of clear indicators that are aligned with school improvement goals;	Data collection and analysis related to common understanding of indicators by staff, family, and community stakeholders.	Responses from surveys that validate input from stakeholders.	May 2013

**New Milford Board of Education
Regular Meeting Minutes
November 8, 2011
Sarah Noble Intermediate School Library Media Center**

Present:	Mrs. Wendy Faulenbach, Chairperson Mr. David Lawson Mr. Thomas McSherry Mr. William Wellman Mr. Daniel Nichols Mrs. Lynette Rigdon Mr. Rodney Weinberg Mrs. Alexandra Thomas
Absent:	Mrs. Nancy Tarascio-Latour

GEORGE C. BUCKBEE
TOWN CLERK

2011 NOV 10 P 3:51

NEW MILFORD, CT

Also Present:	Dr. JeanAnn C. Paddyfote, Superintendent of Schools Dr. Maureen McLaughlin, Assistant Superintendent of Schools Ms. Ellamae Baldelli, Director of Human Resources Mr. Gregg Miller, Director of Fiscal Services Mr. John Calhoun, Director of Facilities Mrs. Adele Johnson, Director of Pupil Personnel & Special Services Daniel Winter, Student Representative
---------------	---

1.	Call to Order A. Pledge of Allegiance The meeting of the New Milford Board of Education was called to order at 7:30 pm. The Pledge of Allegiance immediately followed the call to order.	Call to Order Pledge of Allegiance
2. A.	Recognition Students from New Milford High School who were named Commended Students in the 2012 National Merit Scholarship Program <ul style="list-style-type: none"> Dr. Paddyfote recognized the five students who received commendation noting that they are within the top five percent of the 1,500,000 who took the PSATs. 	Recognition A. Students from New Milford High School who were named Commended Students in the 2012 National Merit Scholarship Program
B.	Mrs. Alexandra Thomas for her many years of service to the New Milford Board of Education <ul style="list-style-type: none"> Mrs. Faulenbach recognized Mrs. Thomas for her 16 years of service to the Board of Education. Mrs. Thomas said she was proud to serve on the Board. 	B. Mrs. Alexandra Thomas for her many years of service to the New Milford Board of Education
The meeting recessed at 7:36 pm for a brief reception		

	and reconvened at 7:45 pm.	
3.	Public Comment <ul style="list-style-type: none"> Wendy Lacava, speaking on behalf of student-athlete parents said they have concerns about the policy of not being able to practice when there is early dismissal or schools are closed. She also said the advertising policy needs to be readdressed as well. Chris Stuart said she wanted to thank Dr. Paddyfote for sharing information during Storm Alfred that she felt the Mayor should have been relaying. 	Public Comment
4.	PTO Report <ul style="list-style-type: none"> There was a Board of Education Candidates Forum on October 13th at Sarah Noble. The book fairs are currently ongoing and Schaghticoke events will be rescheduled due to the recent weather issues. The PTO scholarship discount cards are still available. 	PTO Report
5.	Student Representatives' Report <ul style="list-style-type: none"> The students are getting back into the swing of school having been out for a week due to the major snow storm. The band competed in the regional championships. Girls' soccer won the SWC Championships. Girls' Field Hockey was playing tonight. The homecoming dance has been rescheduled for November 10th. There was a successful National Honor Society induction a couple of weeks ago. 	Student Representatives' Report
6.	Approval of Minutes	Approval of Minutes
A.	Approval of the following Board of Education Meeting Minutes <ol style="list-style-type: none"> Regular Meeting Minutes October 11, 2011 <p>Mr. Nichols moved to approve the Regular Meeting Minutes of October 11, 2011, seconded by Mr.</p>	A. Approval of the following Board of Education Meeting Minutes <ol style="list-style-type: none"> Regular Meeting Minutes October 11, 2011 <p>Motion made and passed</p>

	Weinberg and passed unanimously.	unanimously to approve the Regular Meeting Minutes of October 11, 2011.
7.	Superintendent's Report <ul style="list-style-type: none"> • Dr. Paddyfote noted that the schools have been closed for the last week and there are now seven days of school to make up – two from Irene and five from Alfred. • The National Honor Society inducted 51 students on October 24th. • Mr. DiVito will be chairing the technology committee for the district – all interested participants can e-mail him at divitod@newmilfordps.org. 	Superintendent's Report
8.	Board Chairman's Report <ul style="list-style-type: none"> • Mrs. Faulenbach noted that the Board's Annual Meeting will be held in December starting at 7 pm. 	Board Chairman's Report
9.	Committee Reports	Committee Liaison Reports
A.	Facilities Sub-Committee – Mr. Nichols <p>Mr. Nichols said the Facilities Sub-Committee heard from Mr. Calhoun on the status report of all the schools and all schools made it through the recent storm okay.</p>	A. Facilities Sub-Committee
B.	Operations Sub-Committee – Mr. McSherry <p>Mr. McSherry noted that almost everything that was on the Operations agenda is on the Board agenda this evening. The only item not on the agenda was a discussion of requests for transportation. He said the committee discussed the decrease in the budget and the increase in the afterschool activities but said no buses can be added at this time.</p>	B. Operations Sub-Committee
C.	Policy Sub-Committee – Mrs. Tarascio-Latour <p>Mrs. Faulenbach said the Policy Sub-Committee discussed policy 5131.911, the safe school climate plan and the regulation. The Policy meeting for November 15, 2011 is cancelled.</p>	C. Policy Sub-Committee

D.	<p>Committee on Learning – Mrs. Thomas</p> <p>Mrs. Thomas said the committee approved three curricula which are on the agenda this evening. The next agenda includes AP Language and Composition, Civics, Personal Finance, and Project Lead the Way. There will also be a discussion of summer school and a curriculum update.</p> <p>It was noted that the Committee on Learning will move to 6:30 p.m. on November 15, 2011 due to the cancellation of the Policy meeting.</p>	D. Committee on Learning
E.	<p>Education Connection – Possible Vacancy</p> <p>Mrs. Rigdon noted that she missed the meeting due to the extra policy subcommittee meeting.</p>	E. Education Connection
F.	<p>Connecticut Boards of Education – Mrs. Thomas</p> <p>Mrs. Thomas noted a representative should be appointed to CAGE. She also said CAGE offered continuing education for new board members.</p>	F. Connecticut Boards of Education
G.	<p>Negotiations Committee – Mrs. Faulenbach</p> <p>Mrs. Faulenbach said the Negotiations Committee had reached a stipulated three year agreement with the teachers. Two years out of three will include a step increase. The premium cost sharing will increase one percent per year and at the end of this contract will be at 20%. The cost of the step increase and cost of living increase will be 6.95% over the current year and the three year period which averages 1.74% per year. She noted Mr. McSherry and Mr. Weinberg were on the committee.</p>	G. Negotiations Committee
10. A.	<p>DISCUSSION AND POSSIBLE ACTION Memorandum of Agreement with the NMEA regarding the Retirement Incentive Program</p> <p>Mr. Nichols moved that the Board execute the proposed Memorandum of Agreement with the New Milford Education Association to increase the maximum number of teachers that may be eligible to participate in the 2011-2012 Retirement Incentive Program from 20 teachers to 22 teachers, seconded by Mr. Lawson.</p>	<p>Discussion and Possible Action Memorandum of Agreement with the NMEA regarding the Retirement Incentive Program</p> <p>Motion made and passed unanimously that the Board execute the proposed Memorandum of Agreement with the New Milford Education Association to increase the maximum number of teachers</p>

	<ul style="list-style-type: none"> • Mr. Wellman asked why the number was set at 20 and why it was increased to 22. Ms. Baldelli said they set a cap for the program offering to monitor what might happen. About one-third of the teaching staff, or about 120 people, have between 16 and 43 years of teaching time. She said 20 was the best estimate and included a discussion of the loss of experience. But she said there is a good pool of candidates right now to replace teachers taking the offer. • Mr. Wellman asked if this was just a cost control measure and Ms. Baldelli said it was a way to control costs. <p>The motion passed unanimously.</p>	<p>that may be eligible to participate in the 2011-2012 Retirement Incentive Program from 20 teachers to 22 teachers.</p>
B.	<p>Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence as of November 8, 2011</p> <p>Mrs. Thomas moved to approve Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence as of November 8, 2011, seconded by Mr. McSherry.</p> <ul style="list-style-type: none"> • Dr. Paddyfote handed out a new Exhibit A based on the previous motion. • Mr. McSherry said he was pleased to welcome Mr. Pliego back. • Mr. Lawson said he needed to understand the replacement process. Ms. Baldelli said the positions would be posted, as anticipated positions, on programs such as Aplitrack, the CEA website, and Education Weekly. The applications are previewed and then interview teams are set up. Recommendations are made to the Superintendent for her to interview and consider. Teachers have less of an interview process. The positions are posted and the building principals preview the applications and make recommendations to the central office. Interviews are conducted at the central office for recommendation to the 	<p>Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence as of November 8, 2011</p> <p>Motion made and passed to approve Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence as of November 8, 2011</p>

	<p>Superintendent.</p> <ul style="list-style-type: none"> Mrs. Thomas said she was pleased to learn that there was a good pool of candidates. She said she was concerned however about art and music teachers. Ms. Baldelli said at this time there are applicants available, moreso than at any other point. <p>The motion passed 7-1.</p> <p>Aye: Mr. Weinberg, Mrs. Rigdon, Mr. McSherry, Mrs. Faulenbach, Mr. Nichols, Mrs. Thomas, Mr. Wellman No: Mr. Lawson</p>	
C.	<p>Monthly Reports</p> <ol style="list-style-type: none"> Purchase Resolution D-640 Budget Position as of October 31, 2011 Request for Budget Transfers <p>Mr. McSherry moved to approve the monthly reports: Purchase Resolution D-640, Budget Position as of October 31, 2011, and Budget Transfers, seconded by Mr. Nichols.</p> <ul style="list-style-type: none"> Mr. Lawson asked if there was any impact on the budget from the storm and Mr. Miller said any extra cost that was incurred they expect FEMA to reimburse the district. Mr. Calhoun noted the extra cost was around \$7,000. <p>The motion passed unanimously.</p>	<p>Monthly Reports</p> <ol style="list-style-type: none"> Purchase Resolution D-640 Budget Position as of October 31, 2011 Request for Budget Transfers <p>Motion made and passed unanimously to approve the monthly reports: Purchase Resolution D-640, Budget Position as of October 31, 2011, and Budget Transfers</p>
D.	<p>New Activity at SMS</p> <ol style="list-style-type: none"> CMT Preparation and Review — Math and Language Arts <p>Mr. Nichols moved to approve a New Activity at SMS: CMT Preparation and Review – Math and Language Arts, seconded by Mr. McSherry.</p> <ul style="list-style-type: none"> Mrs. Rigdon asked for an overview of the program and Dr. Paddyfote said Mrs. Ford was recommending it based on her observation that some students were not prepared adequately. She said this will total 20 hours – one hour per 	<p>New Activity at SMS</p> <ol style="list-style-type: none"> CMT Preparation and Review — Math and Language Arts <p>Motion made and passed unanimously to approve a New Activity at SMS: CMT Preparation and Review – Math and Language Arts</p>

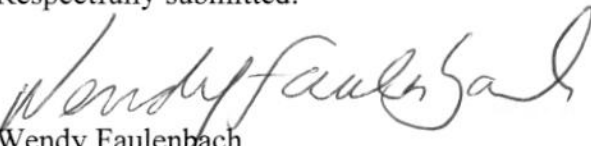
	<p>week in reading and math with a stipend to two teachers. The money will come from other activity accounts which have no participation.</p> <p>The motion passed unanimously.</p>	
E.	<p>Textbook Approval for Grade 11</p> <p>Mrs. Thomas moved to approve the following textbook: Grade 11, <u>The Language of Composition</u>, seconded by Mr. Nichols and passed unanimously.</p>	<p>Textbook Approval for Grade 11</p> <p>Motion made and passed unanimously to approve the following textbook: Grade 11, <u>The Language of Composition</u></p>
F.	<p>Approval of the Following Curricula:</p> <ol style="list-style-type: none"> 1. Algebra III 2. Honors Calculus 3. Introduction to Programming <p>Mrs. Thomas moved to approve the following Curricula: Algebra III, Honors Calculus, and Introduction to Programming, seconded by Mr. Nichols and passed unanimously.</p>	<p>Approval of the Following Curricula:</p> <ol style="list-style-type: none"> 1. Algebra III 2. Honors Calculus 3. Introduction to Programming <p>Motion made and passed unanimously to approve the following Curricula: Algebra III, Honors Calculus, and Introduction to Programming</p>
G.	<p>Gifts & Donations</p> <p>1. Exhibit B: PTO Gifts & Donations</p> <p>Mr. Lawson moved to accept Exhibit B: PTO Gifts and Donations for Northville Elementary School in the amount of \$2,760 and Sarah Noble Intermediate School in the amount of \$1,500, seconded by Mr. Weinberg.</p> <ul style="list-style-type: none"> Mrs. Faulenbach thanked the PTO. Mr. Lawson also thanked the PTO and noted the book fairs were going well. He thanked the PTO for keeping that legacy going. <p>The motion passed unanimously.</p>	<p>Gifts & Donations</p> <p>1. Exhibit B: PTO Gifts & Donations</p> <p>Motion made and passed unanimously to accept Exhibit B: PTO Gifts and Donations for Northville Elementary School in the amount of \$2,760 and Sarah Noble Intermediate School in the amount of \$1,500</p>
H.	<p>Policy and Administrative Regulation Recommended for Approval</p> <ol style="list-style-type: none"> 1. 5131.911 Safe School Climate Plan/Bullying and 	<p>Policy and Administrative Regulation Recommended for Approval</p> <ol style="list-style-type: none"> 1. 5131.911 Safe School Climate

	<p>Safe School Climate Plan Administrative Regulation</p> <p>Mr. Nichols moved to approve 5131.911 Safe School Climate Plan and the Safe School Climate Plan Administrative Regulation, seconded by Mrs. Thomas.</p> <ul style="list-style-type: none"> • Mr. McSherry noted when he first read the policy he didn't like it, thought it placed an additional burden on the schools and asked what the benefit would be. Dr. Paddyfote said this is based on a new law which was enacted October 1st. She said every school needs to develop a new policy and regulation which must be approved prior to January 1, 2012. She noted it is an unfunded mandate and is an overreaching piece of legislation. This will be presented at the next faculty meeting and the schools will start collecting data for the national standards. She envisions modifying this policy at the June meeting. • Mr. McSherry said there seems to be a tremendous amount of work expected from this policy. • Mr. Lawson said he thought the Board's current bullying policy was very aggressive and said this new policy just creates more layers. But it is mandated and so the Board's hands were tied. • Mrs. Faulenbach noted that the policy committee did look at this and did ask the attorney specific questions. She said it would most likely be modified down the road and that other districts were struggling with the same thing. <p>The motion passed 7-1.</p> <p>Aye: Mr. Weinberg, Mrs. Rigdon, Mr. McSherry, Mr. Lawson, Mrs. Faulenbach, Mr. Nichols, Mrs. Thomas No: Mr. Wellman</p> <p>I. Policy Recommended for Deletion 1. 5131.911 Bullying (Revised 11/18/08) Mr. Nichols moved to delete 5131.911 Bullying –</p>	<p>Plan/Bullying and Safe School Climate Plan Administrative Regulation</p> <p>Motion made and passed to approve 5131.911 Safe School Climate Plan and the Safe School Climate Plan Administrative Regulation</p> <p>Policy Recommended for Deletion 1. 5131.911 Bullying (Revised 11/18/08) Motion made and passed to delete</p>
--	---	--

	<p>revised November 18, 2008, seconded by Mrs. Thomas and passed 6-1-1.</p> <p>Aye: Mr. Weinberg, Mrs. Rigdon, Mr. McSherry, Mrs. Faulenbach, Mr. Nichols, Mrs. Thomas No: Mr. Lawson Abstain: Mr. Wellman</p>	<p>5131.911 Bullying – revised November 18, 2008</p>
<p>J.</p>	<p>Revision of 2011-2012 School Calendar</p> <ul style="list-style-type: none"> Mrs. Faulenbach noted that the Board did not set the school calendar but does set the graduation date. She noted the beginning of this school year has been challenging. Dr. Paddyfote said the Central Office did not modify the calendar for this week because they checked with the seven bargaining units to look at what days could be used to make up any missed days due to weather. She said if the schools tried to open on Veterans Day, the cost would be between \$27,000 and \$30,000. Under Connecticut General Statutes the schools cannot be in session for any holiday in December or January so Martin Luther King Day is out. By contract, the schools are closed February 17th and 20th and the cost to open for the 17th would be \$11,000 and \$54,000 to open for the 20th. She noted last year 10 snow days were used which would mean 17 would be used this year based on the seven already having been used. She said nine days could be made up in June but the April vacation would have to be used. Mr. Lawson noted that several other schools throughout the state were in the same boat and suggested a resolution be drafted to be sent to the local legislative delegation. Mrs. Thomas said she was concerned about instructional days but understood that there would be no financial impact by taking April vacation. Mr. McSherry said he felt the best idea was to take April vacation. Mrs. Rigdon asked if the financial impact would be great to have school at end of June with the air conditioning costs and Mr. Miller 	

	<p>said the impact was not great.</p> <ul style="list-style-type: none">• Mr. Nichols said he would not want to spend the money for February but rather would take April vacation.• Mr. Lawson asked if staff and students who had planned April vacations would be accommodated and Dr. Paddyfote said they would have to show documentation that tickets were purchased prior to Alfred. She noted there is also a new attendance/truancy law to consider.	
<p>11. A. B.</p>	<p>ITEMS FOR INFORMATION AND DISCUSSION Textbook Preview for Grades 7 & 8 Field Trip Report — November 2011</p>	<p>ITEMS FOR INFORMATION AND DISCUSSION Textbook Preview — Grade 7 & 8 Field Trip Report - November 2011</p>
<p>12.</p>	<p>Adjourn</p> <p>Mrs. Thomas moved to adjourn the meeting at 8:37 pm, seconded by Mr. McSherry and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 8:37 pm.</p>

Respectfully submitted:


Wendy Faulenbach
Chairperson
New Milford Board of Education