

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

OPERATIONS SUB-COMMITTEE  
MEETING NOTICE

SDATE: September 3, 2013  
TIME: 7:30 P.M.  
PLACE: Lillis Administration Building – Room 2

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
2. 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.

3. Discussion and Possible Action

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

B. Monthly Reports

1. Purchase Resolution D-657
2. Budget Position as of 8/31/13
3. Request for Budget Transfers

C. Gifts & Donations

1. Stop & Shop A+ Rewards Donation

D. Grant Approvals

1. School Security Competitive Grant Program
2. P-3 Preschool/K Transition and Collaboration Grant from the CT Community Foundation
3. Technology Investments to Implement Common Core State Standards and Administer Common Core aligned Assessments, Specifically Smarter Balanced Assessments Grant
4. ED 229 Bilingual Education Program Grant

E. Authorization of Signatory on School District Accounts

F. Adoption of Resolution for Flexible Spending Plan

G. Tuition Rates for 2013-2014

H. Substitute Rates

1. Teachers
2. Para-educators
3. Secretaries
4. Tutors

I. Request to Accept a Tuition Student

J. Update: End-of-Year Balance for 2013

2013 REVISED P 1:36

NEW MILFORD, CT

K. Consultant to Follow-up on School Facility and Utilization Study Committee  
recommendations

4. Items of Information

A. Update on SEED

B. Update on Munis

C. Superintendent's Goals

5. Adjourn

Sub-Committee Members: Mr. Thomas McSherry, Chairperson  
Mr. David A. Lawson  
Mrs. Lynette Celli Rigdon  
Mr. William Wellman

Alternates: Mrs. Daniele Shook  
Vacancy

NEW MILFORD PUBLIC SCHOOLS

**EXHIBIT A**

Regular Meeting of the Board of Education  
Sarah Noble Intermediate School  
New Milford, Connecticut  
September 10, 2013  
Released as of August 30, 2013

ACTION ITEMS

A. Personnel

1. **CERTIFIED STAFF**

a. **RESIGNATIONS**

- |   |                         |
|---|-------------------------|
| <p>1. <b>Ms. Emily Bosson</b>, English Teacher, New Milford High School<br/><b><u>Move</u></b> that the Board of Education accept the resignation of <b>Ms. Emily Bosson</b> as an English Teacher at New Milford High School effective August 19, 2013.</p>  | Took position elsewhere |
| <p>2. <b>Mrs. Jill Bracksieck</b>, K-6 Math Coach<br/><b><u>Move</u></b> that the Board of Education accept the resignation of <b>Mrs. Jill Bracksieck</b> as a K-6 Math Coach effective July 15, 2013.</p>   | Took position elsewhere |
| <p>3. <b>Mrs. Susan Clark</b>, English Teacher, Schaghticoke Middle School<br/><b><u>Move</u></b> that the Board of Education accept the resignation, due to retirement, of <b>Mrs. Susan Clark</b> as an English Teacher at Schaghticoke Middle School effective June 30, 2013.</p>                            | Retirement              |
| <p>4. <b>Ms. Christine Concilio</b>, English Teacher, Schaghticoke Middle School<br/><b><u>Move</u></b> that the Board of Education accept the resignation of <b>Ms. Christine Concilio</b> as an English Teacher at Schaghticoke Middle School effective date to be determined.</p>                            | Took position elsewhere |
| <p>5. <b>Mrs. Jacqueline DiCerbo</b>, School Guidance Counselor, New Milford High School<br/><b><u>Move</u></b> that the Board of Education accept the resignation, due to retirement, of <b>Mrs. Jacqueline DiCerbo</b> as a School Guidance Counselor at New Milford High School effective June 30, 2013.</p> | Retirement              |
| <p>6. <b>Mrs. Danielle Fragoso</b>, Special Education Teacher, New Milford High School<br/><b><u>Move</u></b> that the Board of Education accept the resignation of <b>Mrs. Danielle Fragoso</b> as a Special Education Teacher at New Milford High School effective June 30, 2013.</p>                         | Took position elsewhere |



- |  |                         |
|--|-------------------------|
| <p>7. <b>Ms. Stefanie Gelormino</b>, School Psychologist, Hill and Plain School and Sarah Noble Intermediate School<br/><b>Move</b> that the Board of Education accept the resignation of <b>Ms. Stefanie Gelormino</b> as School Psychologist at Hill and Plain School and Sarah Noble Intermediate School effective June 30, 2013.</p> | Took position elsewhere |
| <p>8. <b>Ms. Maryjane (Mindy) Hanssen</b>, Special Education Teacher, New Milford High School<br/><b>Move</b> that the Board of Education accept the resignation of <b>Ms. Maryjane (Mindy) Hanssen</b> as a Special Education Teacher at New Milford High School effective August 7, 2013.</p>  | Took position elsewhere |
| <p>9. <b>Ms. Danielle Iosa</b>, Elementary Teacher, Hill and Plain School<br/><b>Move</b> that the Board of Education accept the resignation of <b>Ms. Danielle Iosa</b> as Elementary Teacher at Hill and Plain School effective July 29, 2013.</p>   | Took position elsewhere |
| <p>10. <b>Mr. William Kersten</b>, Special Education Teacher, New Milford High School<br/><b>Move</b> that the Board of Education accept the resignation of <b>Mr. William Kersten</b> as a Special Education Teacher at New Milford High School effective date to be determined.</p>  | Took position elsewhere |
| <p>11. <b>Mrs. Jennifer Lopriore</b>, Part-time Special Education Teacher, New Milford High School<br/><b>Move</b> that the Board of Education accept the resignation of <b>Mrs. Jennifer Lopriore</b> as a part-time Special Education Teacher at New Milford High School effective August 19, 2013.</p>                                | Personal Reasons        |
| <p>12. <b>Mrs. Mary McCormick</b>, Remedial Reading Teacher, Schaghticoke Middle School<br/><b>Move</b> that the Board of Education accept the resignation of <b>Mrs. Mary McCormick</b> as Remedial Reading Teacher at Schaghticoke Middle School effective August 23, 2013.</p>  | Personal Reasons        |
| <p>13. <b>Mr. Gregg Miller</b>, Director of Fiscal Services, Central Office<br/><b>Move</b> that the Board of Education accept the resignation of <b>Mr. Gregg Miller</b> as Director of Fiscal Services effective June 30, 2014.</p>  | Personal Reasons        |



14. **Mrs. Maryann Ness**, Special Education Teacher, Sarah Noble Intermediate School  
Move that the Board of Education accept the resignation of **Mrs. Maryann Ness** as Special Education Teacher at Sarah Noble Intermediate School effective July 29, 2013.

Took position elsewhere

15. **Mr. Michael Richard**, Special Education Teacher, New Milford High School  
Move that the Board of Education accept the resignation of **Mr. Michael Richard** as a Special Education Teacher at New Milford High School effective July 16, 2013.

Took position elsewhere

16. **Mrs. Susan Ruddock**, Assistant Principal, Hill and Plain School  
Move that the Board of Education accept the resignation of **Mrs. Susan Ruddock** as Assistant Principal at Hill and Plain School effective June 30, 2013.

Took position elsewhere

17. **Mrs. Melissa Stancek**, English Teacher, New Milford High School  
Move that the Board of Education accept the resignation of **Mrs. Melissa Stancek** as an English Teacher at New Milford High School effective July 15, 2013.

Personal Reasons

2. **CERTIFIED STAFF**  
b. **APPOINTMENTS**

1. **Ms. Lauren Biatowas**, English Teacher, Schaghticoke Middle School  
Move that the Board of Education appoint **Ms. Lauren Biatowas** as English Teacher at Schaghticoke Middle School effective August 20, 2013.  
2013-2014 salary - \$47,989 (Step 1B)

*Education History:*  
BA: ECSU  
Major: English

*Work Experience:*  
LT Sub in Reg. #15 & Shelton

LOA: L. Lee

2. **Ms. Jennifer Brown**, English Teacher, Schaghticoke Middle School  
Move that the Board of Education appoint **Mrs. Jennifer Brown** as English Teacher at Schaghticoke Middle School effective August 29, 2013.  
2013-2014 salary - \$50,379 (Step 1F), retroactive to start date

*Education History:*  
BA: Bard College  
Major: Creative Writing  
MA: Sacred Heart University  
Major: Education

*Work Experience:*  
LT Sub in Norwalk & Easton/Redding

Replace: D. Thompson

3. **Ms. Deirdre Burke**, .50 Physical Education Teacher, New Milford High School and .50 Health Teacher, Sarah Noble Intermediate School  
**Move** that the Board of Education appoint **Ms. Deirdre Burke** as .50 Physical Education Teacher at New Milford High School and .50 Health Teacher at Sarah Noble Intermediate School effective August 20, 2013.  
2013-2014 salary - \$47,989 (Step 1B)
4. **Ms. Christine Carolan**, Health Teacher, New Milford High School  
**Move** that the Board of Education appoint **Ms. Christine Carolan** as Health Teacher at New Milford High School effective August 20, 2013.  
2013-2014 salary - \$52,943 (Step 3F)
5. **Mr. Enrico Casagrande**, English Teacher, New Milford High School  
**Move** that the Board of Education appoint **Mr. Enrico Casagrande** as English Teacher at New Milford High School effective August 20, 2013.  
2013-2014 salary - \$50,379 (Step 1F)
6. **Mrs. Victoria Chaudhuri**, Chemistry Teacher, New Milford High School  
**Move** that the Board of Education appoint **Mrs. Victoria Chaudhuri** as Chemistry Teacher at New Milford High School effective August 20, 2013.  
2013-2014 salary - \$83,976 (Step 15I)
7. **Mr. Adam Ciullo**, School Psychologist, Hill and Plain School and Sarah Noble Intermediate School  
**Move** that the Board of Education appoint **Mr. Adam Ciullo** as School Psychologist at Hill and Plain School and Sarah Noble Intermediate School effective August 20, 2013.  
2013-2014 salary - \$52,773 (Step 1J)

*Education History:*  
BA: CCSU  
Major: Physical Education

*Work Experience:*  
LT Sub in Reg. #15  
2 yrs. Instruction Spec. BOE & Services for the Blind (BESB) (Windsor)

Replace: E. Cole

*Education History:*  
BS: SUNY Cortland  
Major: Health  
MS: CUNY Lehman  
Major: Health

*Work Experience:*  
4 yrs. New York

Replace: K. Kaczka

*Education History:*  
BA: UConn  
Major: English  
MS: Univ. of Bridgeport  
Major: Secondary English

*Work Experience:*  
1 yr. Ridgefield as tutor

LOA: E. Dexter

*Education History:*  
BS: Univ. of Alabama, Birmingham  
Major: Chemistry  
MA: Westfield State College  
Major: Educational Admin.

*Work Experience:*  
5 yrs. MA, 6 yrs. Windsor  
6 yrs. Farmington Schools  
5 yrs. Waterbury Schools  
1 yr. New Britain

New budgeted position

*Education History:*  
BA: UConn  
Major: Psychology  
MS: Univ. of Hartford  
Major: School Psychology  
6<sup>th</sup> Yr.: Univ. of Hartford  
Major: School Psychology

*Work Experience:*  
Practicum Granby Mid. Sch.  
Internship Lebanon Elem. Sch.

Replace: S. Gelormino



8. **Mrs. Mary Furfaro**, Special Education Teacher, New Milford High School  
**Move** that the Board of Education appoint **Mrs. Mary Furfaro** as Special Education Teacher at New Milford High School effective August 20, 2013.  
2013-2014 salary - \$50,379 (Step 1F)

*Education History:*  
BA: Hamilton College  
Major: Government  
MS: Manhattanville College  
Major: Childhood & Special Education

*Work Experience:*  
LT Sub Pound Ridge NY

Replace: M. Hanssen  
*Education History:*  
BS: CCSU  
Major: Physical Education

9. **Ms. Victoria Giudice**, Physical Education Teacher, New Milford High School  
**Move** that the Board of Education appoint **Ms. Victoria Giudice** as Physical Education Teacher at New Milford High School effective August 20, 2013.  
2013-2014 salary - \$47,989 (Step 1B)

*Work Experience:*  
½ yr. Hartford Schools

LOA: A. Marchionne

10. **Ms. Michele Imperioli**, Special Education Teacher, Sarah Noble Intermediate School  
**Move** that the Board of Education appoint **Ms. Michele Imperioli** as Special Education Teacher at Sarah Noble Intermediate School effective August 20, 2013.  
2013-2014 salary - \$48,374 (Step 1C)

*Education History:*  
BA: Rider University  
Major: Elementary Education

*Work Experience:*  
Long term substitute NMPS

Replace: M. Ness

11. **Mrs. Corby Kennison**, Math Coach, Grades K-6  
**Move** that the Board of Education appoint **Mrs. Corby Kennison** as Math Coach for Grades K-6 effective August 26, 2013.  
2013-2014 salary - \$86,365 (Step 15J), pro-rated to start date, plus 6 additional days

*Education History:*  
BA: Transylvania University  
Major: Elementary Education

*Work Experience:*  
14 yrs. out of state  
17 yrs. Torrington Schools

Replace: J. Bracksieck

12. **Mrs. Jennifer LaCava**, English Teacher, New Milford High School  
**Move** that the Board of Education appoint **Mrs. Jennifer LaCava** as English Teacher at New Milford High School effective August 20, 2013.  
2013-2014 salary - \$51,666 (Step 4B)

*Education History:*  
BA: Muhlenberg College  
Major: English

*Work Experience:*  
4 yrs. New Milford High Sch.

Replace: M. Stancek

13. **Mrs. Lisa Lee**, Social Studies Teacher, New Milford High School  
**Move** that the Board of Education appoint **Mrs. Lisa Lee** as Social Studies Teacher at New Milford High School effective August 20, 2013.  
2013-2014 salary - \$60,640 (Step 9C)

*Education History:*  
BA: William Paterson Univ.  
Major: History

*Work Experience:*  
2 yrs. New Jersey  
7 yrs. Torrington

Replace: T. Jarvis



**14. Ms. Kelly Livingstone**, School Guidance Counselor, New Milford High School  
**Move** that the Board of Education appoint **Ms. Kelly Livingstone** as School Guidance Counselor at New Milford High School effective August 20, 2013.  
2013-2014 salary - \$50,379 (Step 1F), plus 6 additional days

*Education History:*  
BS: Univ. of New Hampshire  
Major: Family Studies  
MS: WCSU  
Major: School Counseling

*Work Experience:*  
3 yrs. Graduate Asst. WCSU

Replace: J. DiCerbo

**15. Mrs. Mary McCormick**, Remedial Reading Teacher, Schaghticoke Middle School  
**Move** that the Board of Education appoint **Mrs. Mary McCormick** as Remedial Reading Teacher at Schaghticoke Middle School effective August 20, 2013.  
2013-2014 salary - \$69,392 (Step 11F)

*Education History:*  
BS: SUNY Buffalo  
Major: Elementary Education  
MS: College of New Rochelle  
Major: Reading

*Work Experience:*  
8 yrs. New York  
5 yrs. Singapore

Replace: S. Clark

**16. Mr. James McDonough**, Special Education Teacher, New Milford High School  
**Move** that the Board of Education appoint **Mr. James McDonough** as Special Education Teacher at New Milford High School effective date to be determined.  
2013-2014 salary - \$59,751 (Step 6J)

*Education History:*  
BA: Univ. Of New Hampshire  
Major: Political Science  
MS: WCSU  
Major: Special Education

*Work Experience:*  
5 yrs. Pomperaug HS  
4 yrs. Regional YMCA  
Program Director

Replace: W. Kersten

**17. Mrs. Beatriz Murphy**, Spanish Teacher, New Milford High School  
**Move** that the Board of Education appoint **Mrs. Beatriz Murphy** as Spanish Teacher at New Milford High School effective August 20, 2013.  
2013-2014 salary - \$48,374 (Step 1C)

*Education History:*  
BS: Technological Institute of Durango  
Major: Industrial Engineering  
ARC Program for CT certification  
Major: Spanish

*Work Experience:*  
LT Sub Wilton

Replace: J. Beler

**18. Mr. Sean Murray**, Physical Education Teacher, New Milford High School  
**Move** that the Board of Education appoint **Mr. Sean Murray** as Physical Education Teacher at New Milford High School effective August 20, 2013.  
2013-2014 salary - \$47,989 (Step 1B)

*Education History:*  
BS: SCSU  
Major: Physical Education

*Work Experience:*  
1 yr. LT Sub in West Haven  
3 yrs. Tutor Stratford BOE

LOA: J. Katusha

19. **Mrs. Megan Pane**, Special Education Teacher, New Milford High School  
Move that the Board of Education appoint **Mrs. Megan Pane** as Special Education Teacher at New Milford High School effective August 20, 2013.  
2013-2014 salary - \$55,600 (Step 5F)

*Education History:*  
BA: WCSU  
Major: Psychology  
MS: Univ. of Bridgeport  
Major: Education  
  
*Work Experience:*  
9 yrs. Education Connection  
  
Replace: M. Richard

20. **Ms. Colleen Sexton**, Elementary Teacher, Hill and Plain School  
Move that the Board of Education appoint **Ms. Colleen Sexton** as Elementary Teacher at Hill and Plain School effective August 30, 2013.  
2013-2014 salary - \$48,952 (Step 1E), retroactive to start date

*Education History:*  
BA: WCSU  
Major: Psychology  
MS: Univ. of Bridgeport  
Major: Education  
  
*Work Experience:*  
Long term sub Sandy Hook

21. **Ms. Ashley Vinhateiro**, Special Education Teacher, Hill and Plain School  
Move that the Board of Education appoint **Ms. Ashley Vinhateiro** as Special Education Teacher at Hill and Plain School effective August 20, 2013.  
2013-2014 salary - \$48,952 (Step 1E)

New budgeted position  
  
*Education History:*  
BS: Univ. of New Hampshire  
Major: Health Management & Policy  
  
*Work Experience:*  
1 yr. substitute NMPS  
1 yr. Student Care Worker, Ed. Connection

Replace: L. Badaracco

22. **Mrs. Stephanie Zappone**, Math Coach, Grades 4-6  
Move that the Board of Education appoint **Mrs. Stephanie Zappone** as Math Coach for Grades 4-6 effective September 3, 2013.  
2013-2014 salary - \$58,710 (Step 8D), pro-rated to start date, plus 6 additional days

*Education History:*  
BS: Sacred Heart Univ.  
Major: Psychology  
MA: CCSU  
Major: Middle School Math  
  
*Work Experience:*  
1 yr. New Haven  
8 yrs. Oxford

Grant position

23. **Mrs. Darcy Campbell**, .49 Department Chair, Special Education, Sarah Noble Intermediate School  
Move that the Board of Education appoint **Mrs. Darcy Campbell** as .49 Department Chair for Special Education at Sarah Noble Intermediate School effective July 1, 2013.  
2013-2014 stipend - \$2,010 (49% of \$4,103)

*Education History:*  
BA: Springfield College  
Major: Elementary Education  
MS: American Intl. College  
Major: Special Education  
6<sup>th</sup> Year Degree: SCSU  
Major: Educational Leadership  
  
*Work Experience:*  
Staff member since 2001



24. **Mrs. Gloria Capone**, Head Teacher – Unified Arts, Sarah Noble Intermediate School  
Move that the Board of Education appoint **Mrs. Gloria Capone** as Head Teacher for Unified Arts at Sarah Noble Intermediate School effective July 1, 2013.  
2013-2014 stipend - \$2,798

*Education History:*  
BA: Hartt School of Music  
Major: Music

*Work Experience:*  
Staff member since 2007

25. **Ms. Gina Cea**, Team Leader, Schaghticoke Middle School  
Move that the Board of Education appoint **Ms. Gina Cea** as Team Leader at Schaghticoke Middle School effective July 1, 2013.  
2013-2014 stipend - \$2,798

*Education History:*  
BS: WCSU  
Major: Elementary Education  
MS: WCSU  
Major: Curriculum

*Work Experience:*  
Staff member since 1992

26. **Mr. Daryl Daniels**, Head Teacher - Business/Tech Ed, New Milford High School  
Move that the Board of Education appoint **Mr. Daryl Daniels** as Head Teacher for Business/Tech Ed at New Milford High School effective July 1, 2013.  
2013-2014 stipend - \$2,236

*Education History:*  
BA: SUNY Oswego  
Major: Business Education  
MS: WCSU  
Major: Instructional Technology

*Work Experience:*  
Staff member since 1994

27. **Dr. Kathleen DelMonico**, Department Chair, English, New Milford High School  
Move that the Board of Education appoint **Dr. Kathleen DelMonico** as Department Chair for English at New Milford High School effective July 1, 2013.  
2013-2014 stipend - \$4,103

*Education History:*  
BS: Sacred Heart University  
Major: English  
MS: Wesleyan University  
Major: Humanities Lit.  
MED/Ph. D: Columbia Univ.  
Major: Administration

*Work Experience:*  
Staff member since 1988

28. **Mrs. Denise Duggan**, Department Chair, Health/Physical Education, New Milford High School  
Move that the Board of Education appoint **Mrs. Denise Duggan** as Department Chair for Health/Physical Education at New Milford High School effective July 1, 2013.  
2013-2014 stipend - \$4,103

*Education History:*  
BS: WCSU  
Major: Health Science  
MS: SCSU  
Major: Exercise Science  
6<sup>th</sup> Year Degree: SCSU  
Major: Educational Leadership

*Work Experience:*  
Staff member since 1996

29. **Mr. Jeff Ferguson**, Team Leader, Schaghticoke Middle School  
Move that the Board of Education appoint **Mr. Jeff Ferguson** as Team Leader at Schaghticoke Middle School effective July 1, 2013.  
2013-2014 stipend - \$2,798

*Education History:*  
BA: San Diego State  
Major: Recreational Admin.  
MS: WCSU  
Major: Instructional Tech.

*Work Experience:*  
Staff member since 1994



30. **Mrs. Erica Fradette**, Co-Psychological Services Coordinator  
Move that the Board of Education appoint **Mrs. Erica Fradette**  
as Co-Psychological Services Coordinator effective July 1,  
2013.  
2013-2014 stipend - \$2,278.50 (50% of \$4,557)

*Education History:*  
BS: CCSU  
Major: Gen. Psychology  
MS: SCSU  
Major: School Psychology  
6<sup>th</sup> Yr.: SCSU  
Major: School Psychology

*Work Experience:*  
Staff member since 2008

31. **Mrs. Monique Gil-Rogers**, Head Teacher – Grade 6, Sarah  
Noble Intermediate School  
Move that the Board of Education appoint **Mrs. Monique Gil-  
Rogers** as Head Teacher for Grade 6 at Sarah Noble  
Intermediate School effective July 1, 2013.  
2013-2014 stipend - \$2,798

*Education History:*  
BA: Albertus Magnus College  
Major: English  
MA: UConn  
Major: Education/Psychology

*Work Experience:*  
Staff member since 1996

32. **Mrs. Sarah Elizabeth Herring**, Head Teacher – Special  
Education, Sarah Noble Intermediate School  
Move that the Board of Education appoint **Mrs. Sarah  
Elizabeth Herring** as Head Teacher for Special Education at  
Sarah Noble Intermediate School effective July 1, 2013.  
2013-2014 stipend - \$2,798

*Education History:*  
BS: St. Bonaventure Univ.  
Major: Elem. Ed/Special Ed

*Work Experience:*  
Staff member since 2004

33. **Mrs. Robyn Hicks**, Head Teacher – English, Schaghticoke  
Middle School  
Move that the Board of Education appoint **Mrs. Robyn Hicks**  
as Head Teacher for English at Schaghticoke Middle School  
effective July 1, 2013.  
2013-2014 stipend - \$2,798

*Education History:*  
BA/MS: Long Island Univ.  
Major: English

*Work Experience:*  
Staff member since 1999

34. **Mr. Gregory Holmes**, Department Chair, Social Studies, New  
Milford High School  
Move that the Board of Education appoint **Mr. Gregory  
Holmes** as Department Chair for Social Studies at New Milford  
High School effective July 1, 2013.  
2013-2014 stipend - \$4,103

*Education History:*  
BA: Univ. of Rhode Island  
Major: Secondary Ed/Social  
Studies  
MS: WCSU  
Major: History  
6<sup>th</sup> Yr.: Univ. of Bridgeport  
Major: Educational Leadership

*Work Experience:*  
Staff member since 1985

35. **Ms. Karen Hores**, Co-Psychological Services Coordinator  
Move that the Board of Education appoint **Ms. Karen Hores** as  
Co-Psychological Services Coordinator effective July 1, 2013.  
2013-2014 stipend - \$2,278.50 (50% of \$4,557)

*Education History:*  
BA: SCSU  
Major: Social Welfare  
MS: SCSU  
Major: School Psychology  
6<sup>th</sup> Yr.: SCSU  
Major: School Psychology

*Work Experience:*  
Staff member since 1977

**36. Mrs. Lauren Iverson**, Department Chair, World Languages, New Milford High School  
Move that the Board of Education appoint **Mrs. Lauren Iverson** as Department Chair for World Languages at New Milford High School effective July 1, 2013.  
2013-2014 stipend - \$4,103

*Education History:*  
BA: Quinnipiac University  
Major: Spanish  
MA: Quinnipiac University  
Major: Secondary Education  
6<sup>th</sup> Yr: Quinnipiac University  
Major: Educational Leadership

*Work Experience:*  
Staff member since 2005

**37. Mrs. Joyce Johnson**, Head Teacher – Math, Schaghticoke Middle School  
Move that the Board of Education appoint **Mrs. Joyce Johnson** as Head Teacher for Math at Schaghticoke Middle School effective July 1, 2013.  
2013-2014 stipend - \$2,798

*Education History:*  
BA: Molloy College  
Major: Math  
MBA: Univ. of New Haven.  
Major: Management & Reorg.  
MS: Univ. of New Haven  
Major: Education

*Work Experience:*  
Staff member since 1998

**38. Mrs. Michelle Klee**, Head Teacher - Grade 5, Sarah Noble Intermediate School  
Move that the Board of Education appoint **Mrs. Michelle Klee** as Head Teacher for Grade 5 at Sarah Noble Intermediate School effective July 1, 2013.  
2013-2014 stipend - \$2,798

*Education History:*  
BS: SCSU  
Major: Elementary Education  
BA: SCSU  
Major: Psychology  
MS: WCSU  
Major: Education

*Work Experience:*  
Staff member since 2005

**39. Mrs. Danette Lambiase**, Head Teacher - Guidance, New Milford High School  
Move that the Board of Education appoint **Mrs. Danette Lambiase** as Head Teacher for Guidance at New Milford High School effective July 1, 2013.  
2013-2014 stipend - \$2,236

*Education History:*  
BS: UConn  
Major: Rehab Services  
MS: WCSU  
Major: Community Counseling & Certification in School Counseling

*Work Experience:*  
Staff member since 1998

**40. Mr. Larry Lieberman**, Team Leader, Schaghticoke Middle School  
Move that the Board of Education appoint **Mr. Larry Lieberman** as Team Leader at Schaghticoke Middle School effective July 1, 2013.  
2013-2014 stipend - \$2,798

*Education History:*  
BS/MS: SUNY  
Major: Biology  
6<sup>th</sup> Yr: WCSU  
Major: Child & Ad. Study

*Work Experience:*  
Staff member since 1979



41. **Mr. Justin Mack**, Head Teacher - Grade 4, Sarah Noble Intermediate School  
**Move** that the Board of Education appoint **Mr. Justin Mack** as Head Teacher for Grade 4 at Sarah Noble Intermediate School effective July 1, 2013.  
2013-2014 stipend - \$2,798

*Education History:*  
BA: Univ. of Delaware  
Major: Criminal Justice  
Elem. Ed Teach Cert. - WCSU

*Work Experience:*  
Staff member since 2006

42. **Mrs. Paula Marian**, Head Teacher – Art/Music, New Milford High School  
**Move** that the Board of Education appoint **Mrs. Paula Marian** as Head Teacher for Art/Music at New Milford High School effective July 1, 2013.  
2013-2014 stipend - \$2,236

*Education History:*  
BA: Kalamazoo College  
Major: Art  
MA: Eastern Michigan  
Major: Ceramics

*Work Experience:*  
Staff member since 1987

43. **Mrs. Susan Partelow**, Head Teacher - World Languages, Schaghticoke Middle School  
**Move** that the Board of Education appoint **Mrs. Susan Partelow** as Head Teacher for World Languages at Schaghticoke Middle School effective July 1, 2013.  
2013-2014 stipend - \$2,798

*Education History:*  
BS: CCSU  
Major: French  
MS: CCSU  
Major: Curriculum & Supervision

*Work Experience:*  
Staff member since 1979

44. **Mrs. Eileen Reed**, Department Chair, Science, New Milford High School  
**Move** that the Board of Education appoint **Mrs. Eileen Reed** as Department Chair for Science at New Milford High School effective July 1, 2013.  
2013-2014 stipend - \$4,103

*Education History:*  
BS: Quinnipiac College  
Major: Respiratory Therapy  
MS: Quinnipiac College  
Major: Health Management  
MAT: Quinnipiac College  
Major: Biology

*Work Experience:*  
Staff member since 2000

45. **Mr. Norman Remsen**, Head Teacher – Unified Arts, Schaghticoke Middle School  
**Move** that the Board of Education appoint **Mr. Norman Remsen** as Head Teacher for Unified Arts at Schaghticoke Middle School effective July 1, 2013.  
2013-2014 stipend - \$2,798

*Education History:*  
BS: SUNY  
Major: Industrial Arts

*Work Experience:*  
Staff member since 1972

46. **Mrs. Jill Ross**, Team Leader, Schaghticoke Middle School  
**Move** that the Board of Education appoint **Mrs. Jill Ross** as Team Leader at Schaghticoke Middle School effective July 1, 2013.  
2013-2014 stipend - \$2,798

*Education History:*  
BS: Univ. of Florida  
Major: Accounting  
MS: WCSU  
Major: Instructional Tech.

*Work Experience:*  
Staff member since 1995



47. **Ms. Linda Scoralick**, Department Chair, Math, New Milford High School  
**Move** that the Board of Education appoint **Ms. Linda Scoralick** as Department Chair for Math at New Milford High School effective July 1, 2013.  
2013-2014 stipend - \$4,103

*Education History:*  
BA: SUNY, Purchase  
Major: Math/Comp Science  
MS: Quinnipiac Univ.  
Major: Teacher Leadership  
6<sup>th</sup> Yr.: Quinnipiac Univ.  
Major: Educ. Leadership

*Work Experience:*  
Staff member since 2007

48. **Mr. Patrick Smith**, Team Leader, Schaghticoke Middle School  
**Move** that the Board of Education appoint **Mr. Patrick Smith** as Team Leader at Schaghticoke Middle School effective July 1, 2013.  
2013-2014 stipend - \$2,798

*Education History:*  
BA: SCSU  
Major: History  
Grad. Work – Fairfield Univ. & Sacred Heart

*Work Experience:*  
Staff member since 1990

49. **Mr. Patrick Smith**, Head Teacher – Social Studies, Schaghticoke Middle School  
**Move** that the Board of Education appoint **Mr. Patrick Smith** as Head Teacher for Social Studies at Schaghticoke Middle School effective July 1, 2013.  
2013-2014 stipend - \$2,798

*Education History:*  
BA: SCSU  
Major: History  
Grad. Work – Fairfield Univ. & Sacred Heart

*Work Experience:*  
Staff member since 1990

50. **Mrs. Susan Stoughton**, Head Teacher – Science, Schaghticoke Middle School  
**Move** that the Board of Education appoint **Mrs. Susan Stoughton** as Head Teacher for Science at Schaghticoke Middle School effective July 1, 2013.  
2013-2014 stipend - \$2,798

*Education History:*  
BA: WCSU  
Major: Human Relations  
MS: SCSU  
Major: Science Education

*Work Experience:*  
Staff member since 2000

51. **Mrs. Jennifer Titus**, Speech Services Coordinator  
**Move** that the Board of Education appoint **Mrs. Jennifer Titus** as Speech Services Coordinator effective July 1, 2013.  
2013-2014 stipend - \$4,557

*Education History:*  
BA: UConn  
Major: Communication Disorders  
MS: W. Carolina University  
Major: Communication Disorders

*Work Experience:*  
Staff member since 2002

52. **Ms. Becky Waters**, Team Leader, Schaghticoke Middle School  
**Move** that the Board of Education appoint **Ms. Becky Waters** as Team Leader at Schaghticoke Middle School effective July 1, 2013.  
2013-14 stipend - \$2,798

*Education History:*  
BS: CCSU  
Major: Secondary Education

*Work Experience:*  
Staff member since 2005

**3. NON-CERTIFIED STAFF**  
**a. RESIGNATIONS**

- |  |                     |
|--|---------------------|
| <p>1. <b>Ms. Sarah Carlson</b>, Paraeducator, Hill and Plain School<br/><b>Move</b> that the Board of Education accept the resignation of <b>Ms. Sarah Carlson</b> as Paraeducator at Hill and Plain School effective August 21, 2013.</p>   | Personal reasons    |
| <p>2. <b>Mrs. Pamela Durkin</b>, Paraeducator, Schaghticoke Middle School<br/><b>Move</b> that the Board of Education accept the resignation of <b>Mrs. Pamela Durkin</b> as Paraeducator at Schaghticoke Middle School effective August 22, 2013.</p>                                 | Personal Reasons    |
| <p>3. <b>Mrs. Annaliese Feindel-Wainwright</b>, School Nurse, Northville Elementary School<br/><b>Move</b> that the Board of Education accept the resignation of <b>Mrs. Annaliese Feindel-Wainwright</b> as School Nurse at Northville Elementary School effective July 23, 2013.</p> | Moving out of state |
| <p>4. <b>Mrs. Lisa Genovese</b>, Paraeducator, Hill and Plain School<br/><b>Move</b> that the Board of Education accept the resignation of <b>Mrs. Lisa Genovese</b> as Paraeducator at Hill and Plain School effective June 30, 2013.</p>   | Personal reasons    |
| <p>5. <b>Mrs. Mary Gustafson</b>, Paraeducator, Schaghticoke Middle School<br/><b>Move</b> that the Board of Education accept the resignation, due to retirement, of <b>Mrs. Mary Gustafson</b> as Paraeducator at Schaghticoke Middle School effective June 30, 2013.</p>             | Retirement          |
| <p>6. <b>Mrs. Susan Lamb</b>, Paraeducator, New Milford High School<br/><b>Move</b> that the Board of Education accept the resignation of <b>Mrs. Susan Lamb</b> as Paraeducator at New Milford High School effective August 9, 2013.</p>  | Personal Reasons    |
| <p>7. <b>Mrs. Debra Socotch</b>, Accounting Manager, Central Office<br/><b>Move</b> that the Board of Education accept the resignation of <b>Mrs. Debra Socotch</b> as Accounting Manager effective November 15, 2013.</p>   | Personal Reasons    |
| <p>8. <b>Mr. Charles Squire</b>, Custodian, Sarah Noble Intermediate School<br/><b>Move</b> that the Board of Education accept the resignation, due to retirement, of <b>Mr. Charles Squire</b> as Custodian at Sarah Noble Intermediate School effective July 31, 2013.</p>           | Retirement          |



**4. NON-CERTIFIED STAFF**  
**b. APPOINTMENTS**

1. **Ms. Patricia Farquharson**, School Nurse, Northville Elementary School  
Move that the Board of Education appoint **Ms. Patricia Farquharson** as School Nurse at Northville Elementary School effective August 22, 2013.  
2013-2014 salary - \$37,542 + \$1,500 BSN degree
  
2. **Mrs. Lynn Holmes**, Nursing Services Coordinator  
Move that the Board of Education appoint **Mrs. Lynn Holmes** as Nursing Services Coordinator effective July 1, 2013.  
2013-2014 stipend - \$3,000
  
3. **Mrs. Lisa Wagner**, Paraeducator, Sarah Noble Intermediate School  
Move that the Board of Education appoint **Mrs. Lisa Wagner** as Paraeducator at Sarah Noble Intermediate School effective August 23, 2013.

*Education History:*  
BSN: WCSU  
Major: Nursing

*Work Experience:*  
10 yrs. New Milford Visiting Nurse/New Milford Hospital

Replace: Feindel-Wainwright

*Education History:*  
AS: Nassau Comm. College

*Work Experience:*  
Staff member since 1984

Hire Rate: \$13.04 hour  
Job Rate: 13.38 per hour (after probation period completed)

Replacing: L. Genovese

**5. SUBSTITUTES/INTERNS**  
**a. APPOINTMENTS**

1. **Mrs. Joy Gaiser**, Substitute Teacher  
Move that the Board of Education appoint **Mrs. Joy Gaiser** as a Substitute Teacher effective September 11, 2013.
  
2. **Ms. Ashley Grenier**, Intern, Sarah Noble Intermediate School  
Move that the Board of Education appoint **Ms. Ashley Grenier** as Intern at Sarah Noble Intermediate School effective August 26, 2013.

*Education History:*  
BS: WCSU  
Major: Music Education  
MS: SCSU  
Major: Special Education

*Education History:*  
BA: UConn  
Major: Political Science & History

**6. ADULT EDUCATION STAFF**  
**a. APPOINTMENTS**

1. **Mr. John Boothby**, Mandated Teacher - Science, Adult Education Program  
Move that the Board of Education appoint **Mr. John Boothby** as a Mandated Teacher for the Adult Education Program effective August 19, 2013.

Hourly rate: \$34.76

*Education History:*  
BS: Washington & Lee Univ.  
Major: Psychology  
MT: University of VA  
Major: Education-Science Ed.

Current employee



2. **Mr. Jeffrey Bronn**, Mandated Teacher – English & GED Teacher, Adult Education Program  
**Move** that the Board of Education appoint **Mr. Jeffrey Bronn** as a Mandated Teacher for the Adult Education Program effective August 19, 2013.  
Hourly rate: \$34.76  
*Education History:*  
BA: WCSU  
Major: English  
MS: University of Bridgeport  
Major: Education  
Current employee
3. **Mr. Sean Cotter**, Mandated Teacher - Math, Adult Education Program  
**Move** that the Board of Education appoint **Mr. Sean Cotter** as a Mandated Teacher for the Adult Education Program effective August 19, 2013.  
Hourly rate: \$34.76  
*Education History:*  
BS: SUNY/Stony Brook  
Major: Mathematics  
Current employee
4. **Mr. Daryl Daniels**, Mandated Teacher - Business, Adult Education Program  
**Move** that the Board of Education appoint **Mr. Daryl Daniels** as a Mandated Teacher for the Adult Education Program effective August 19, 2013.  
Hourly rate: \$34.76  
*Education History:*  
BA: SUNY Oswego  
Major: Business Education  
MS: WCSU  
Major: Instructional Technology  
Current employee
5. **Mr. Patrick Kelly Duncan**, Mandated Teacher - English, Adult Education Program  
**Move** that the Board of Education appoint **Mr. Patrick Kelly Duncan** as a Mandated Teacher for the Adult Education Program effective August 19, 2013.  
Hourly rate: \$34.76  
*Education History:*  
BA: CA State University  
Major: Instr. Technology  
BA: CA State University  
Major: Public Relations  
Current employee
6. **Mrs. Shannon Engel**, Mandated Teacher - ESL, Adult Education Program  
**Move** that the Board of Education appoint **Mrs. Shannon Engel** as a Mandated Teacher for the Adult Education Program effective August 19, 2013.  
Hourly rate: \$34.76  
*Education History:*  
BA: UConn  
Major: Psychology  
MS: WCSU  
Major: Reading  
Current employee
7. **Mrs. Cathy Hackett**, Mandated Teacher – ESL, Adult Education Program  
**Move** that the Board of Education appoint **Mrs. Cathy Hackett** as a Mandated Teacher for the Adult Education Program effective August 19, 2013.  
Hourly rate: \$34.76  
*Education History:*  
BA: John Jay College of  
Criminal Justice  
Major: Behavioral Science  
MS: SCSU  
Major: Special Education

8. **Mrs. Lynda Lozier**, Mandated Teacher - ESL, Adult Education Program  
Move that the Board of Education appoint **Mrs. Lynda Lozier** as a Mandated Teacher for the Adult Education Program effective August 19, 2013.  
Hourly rate: \$34.76  
*Education History:*  
BA: Santa Clara University  
Major: English  
MS: WCSU  
Major: Education
9. **Ms. Christina McCullough**, Mandated Teacher - Civics, Adult Education Program  
Move that the Board of Education appoint **Ms. Christina McCullough** as a Mandated Teacher for the Adult Education Program effective August 19, 2013.  
Hourly rate: \$34.76  
*Education History:*  
BSED: CCSU  
Major: History  
Current employee
10. **Mrs. Susan McWhinnie**, Mandated Teacher -ESL, Adult Education Program  
Move that the Board of Education appoint **Mrs. Susan McWhinnie** as a Mandated Teacher for the Adult Education Program effective August 19, 2013.  
Hourly rate: \$34.76  
*Education History:*  
BS: WCSU  
Major: Education  
MA: Fairfield University  
Major: Teaching
11. **Mr. Justin Ongley**, Mandated Teacher - Transition, Adult Education Program  
Move that the Board of Education appoint **Mr. Justin Ongley** as a Mandated Teacher for the Adult Education Program effective August 19, 2013.  
Hourly rate: \$34.76  
*Education History:*  
BA: University of NH  
Major: English  
MA: Sacred Heart University  
Major: Education  
Current employee
12. **Mrs. Janice Perrone**, Mandated Teacher - Business, Adult Education Program  
Move that the Board of Education appoint **Mrs. Janice Perrone** as a Mandated Teacher for the Adult Education Program effective August 19, 2013.  
Hourly rate: \$34.76  
*Education History:*  
BBA: Pace University  
Major: Accounting  
MA: Sacred Heart University  
Major: Education  
Current employee
13. **Mrs. Stephanie Pilla**, Mandated Teacher - ESL, Adult Education Program  
Move that the Board of Education appoint **Mrs. Stephanie Pilla** as a Mandated Teacher for the Adult Education Program effective August 19, 2013.  
Hourly rate: \$34.76  
*Education History:*  
BA: Sacred Heart University  
Major: English  
MA: Sacred Heart University  
Major: Elementary Education
14. **Ms. Elizabeth (Lisa) Reilly**, Mandated Teacher – Social Studies and GED, Adult Education Program  
Move that the Board of Education appoint **Ms. Elizabeth (Lisa) Reilly** as a Mandated Teacher for the Adult Education Program effective August 19, 2013.  
Hourly rate: \$34.76  
*Education History:*  
BA: University of Maryland  
Major: Government & Politics  
MA: University of Bridgeport  
Major: Secondary Education/  
History



15. **Mrs. Susan Swanson**, Mandated Teacher – Orientation, Adult Education Program  
**Move** that the Board of Education appoint **Mrs. Susan Swanson** as a Mandated Teacher for the Adult Education Program effective August 19, 2013.

Hourly rate: \$34.76

*Education History:*  
BA: SUNY/Binghamton  
Major: English  
MS: SCSU  
Major: Reading

Current employee

7. **ADULT EDUCATION STAFF**  
b. **RESIGNATIONS**

1. **Ms. Elizabeth Murdock**, Data Entry, Adult Education Program  
**Move** that the Board of Education accept the resignation of **Ms. Elizabeth Murdock** as Data Entry for the Adult Education Program effective June 28, 2013.
2. **Mr. Robert Norlander**, Security, Adult Education Program  
**Move** that the Board of Education accept the resignation of **Mr. Robert Norlander** as Security for the Adult Education Program effective June 28, 2013.

Personal reasons

Personal reasons

8. **BAND STAFF**  
a. **APPOINTMENTS**

1. **Mr. Robert Carlucci**, Drumline Assistant, Band, New Milford High School  
**Move** that the Board of Education appoint **Mr. Robert Carlucci** as Drumline Assistant for Band at New Milford High School effective August 12, 2013.
2. **Ms. Gina Carrozza**, Music/Visual Tech, Band, New Milford High School  
**Move** that the Board of Education appoint **Ms. Gina Carrozza** as Music/Visual Tech for Band at New Milford High School effective August 12, 2013.
3. **Ms. Heather Levanti**, Volunteer Music/Visual Tech, Band, New Milford High School  
**Move** that the Board of Education appoint **Ms. Heather Levanti** as Volunteer Music/Visual Tech for Band at New Milford High School effective August 12, 2013.
4. **Mr. David Paradis**, Pit Instructor/ Arranger, Band, New Milford High School  
**Move** that the Board of Education appoint **Mr. Robert Paradis** as Pit Instructor/Arranger for Band at New Milford High School effective August 12, 2013.

2013-2014 Stipend: \$1419

2013-2014 Stipend: \$947

Volunteer

2013-2014 Stipend: \$1419

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|---|---------------------------|
| <p>5. <b>Mr. Tim Pearson</b>, Drumline Caption Head, Band, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Mr. Tim Pearson</b> as Drumline Caption Head for Band at New Milford High School effective August 12, 2013.</p>               | 2013-2014 Stipend: \$1419 |
| <p>6. <b>Ms. Rebecca Perez</b>, Guard Assistant – Fall, Band, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Ms. Rebecca Perez</b> as Guard Assistant- Fall for Band at New Milford High School effective August 12, 2013.</p>          | 2013-2014 Stipend: \$1895 |
| <p>7. <b>Ms. Rebecca Perez</b>, Guard Assistant – Winter, Band, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Ms. Rebecca Perez</b> as Guard Assistant - Winter for Band at New Milford High School effective August 12, 2013.</p>     | 2013-2014 Stipend: \$1895 |
| <p>8. <b>Mrs. Cheryl Podyma</b>, Guard Director – Fall, Band, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Mrs. Cheryl Podyma</b> as Guard Director - Fall for Band at New Milford High School effective August 12, 2013.</p>         | 2013-2014 Stipend: \$3749 |
| <p>9. <b>Mrs. Cheryl Podyma</b>, Guard Director – Winter, Band, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Mrs. Cheryl Podyma</b> as Guard Director-Winter for Band at New Milford High School effective date to be determined.</p> | 2013-2014 Stipend: \$3749 |
| <p>10. <b>Mr. Timothy Polhemus</b>, Music/Visual Tech, Band, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Mr. Timothy Polhemus</b> as Music/Visual Tech for Band at New Milford High School effective August 12, 2013.</p>            | 2013-2014 Stipend: \$947  |
| <p>11. <b>Mr. Zachary Whitlock</b>, Visual Tech, Band, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Mr. Zachary Whitlock</b> as Visual Tech for Band at New Milford High School effective August 12, 2013.</p>                        | 2013-2014 Stipend: \$1419 |



12. **Mr. Barry Zhou**, Visual Caption Head, Band, New Milford High School  
Move that the Board of Education appoint **Mr. Barry Zhou** as Visual Caption Head for Band at New Milford High School effective August 12, 2013.

2013-2014 Stipend: \$1895

9. **BAND STAFF**

b. **RESIGNATIONS**

1. **Mrs. Seema Soni**, Guard Director – Fall/Winter for Band, New Milford High School  
Move that the Board of Education accept the resignation of **Mrs. Seema Soni** as Guard Director- Fall/Winter for Band at New Milford High School effective June 1, 2013.
2. **Ms. Rebekah Sutter**, Color Guard Technician, Band, New Milford High School  
Move that the Board of Education accept the resignation of **Ms. Rebekah Sutter** as Color Guard Technician for Band at New Milford High School effective June 1, 2013.

Moved out of state

Personal Reasons

10. **COACHING STAFF**

a. **RESIGNATIONS**

1. **Mr. Joshua Beler**, Assistant Boys' Football Coach, New Milford High School  
Move that the Board of Education accept the resignation of **Mr. Joshua Beler** as Assistant Boys' Football Coach effective May 10, 2013.
2. **Mr. Adam Horosky**, Assistant Boys' Football Coach, New Milford High School  
Move that the Board of Education accept the resignation of **Mr. Adam Horosky** as Assistant Boys' Football Coach at New Milford High School effective May 31, 2013.
3. **Mr. James Luchsinger**, Boys' Varsity Basketball Coach, New Milford High School  
Move that the Board of Education accept the resignation of **Mr. James Luchsinger** as Boys' Varsity Basketball Coach effective July 9, 2013.
4. **Mr. Mark Matrigali**, Assistant Boys' Football Coach, New Milford High School  
Move that the Board of Education accept the resignation of **Mr. Mark Matrigali** as Assistant Boys' Football Coach effective May 31, 2013.

Moved out of state

Personal reasons

Personal reasons

Personal reasons

5. **Mr. Brendan Talbot**, Boys' Varsity Lacrosse Coach, New Milford High School  
Move that the Board of Education accept the resignation of **Mr. Brendan Talbot** as Boys' Varsity Lacrosse Coach effective July 9, 2013.

Personal reasons

**11. COACHING STAFF**  
**b. APPOINTMENTS**

1. **Mr. Chris Bacich**, Boys' Varsity Cross Country Coach, New Milford High School  
Move that the Board of Education appoint **Mr. Chris Bacich** as Boys' Varsity Cross Country Coach at New Milford High School effective August 24, 2013, pending receipt of current coaching permit, CPR and First Aid certificates and Head and Concussion course.
2. **Ms. Tricia Blood**, Girls' Interscholastic Field Hockey Coach, Schaghticoke Middle School  
Move that the Board of Education appoint **Ms. Tricia Blood** as Girls' Interscholastic Field Hockey Coach at Schaghticoke Middle School effective September 1, 2013, pending receipt of current Head and Concussion course.
3. **Ms. Tricia Blood**, Girls' Intramural Field Hockey Coach, Schaghticoke Middle School  
Move that the Board of Education appoint **Ms. Tricia Blood** as Girls' Intramural Field Hockey Coach at Schaghticoke Middle School effective September 1, 2013, pending receipt of current Head and Concussion course.
4. **Mrs. Cheryl Caridad**, Girls' Varsity Swimming Coach, New Milford High School  
Move that the Board of Education appoint **Mrs. Cheryl Caridad** as Girls' Varsity Swimming Coach at New Milford High School effective August 24, 2013, pending current Head and Concussion course.
5. **Mr. Eric Cote**, Boys' Assistant JV Football Coach, New Milford High School  
Move that the Board of Education appoint **Mr. Eric Cote** as Boys' Assistant JV Football Coach at New Milford High School effective August 19, 2013, pending receipt of coaching permit, CPR, First Aid and Head and Concussion course.

2013-2014 stipend: \$3,400

2013-2014 stipend: \$1,895

2013-2014 stipend: \$947

2013-2014 stipend: \$4,315

2013-2014 stipend: \$3,785



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|---|-----------------------------|
| <p>6. <b>Mr. Tom Cronin</b>, Boys' JV Soccer Coach, New Milford High School<br/><b>Move</b> that the Board of Education appoint <b>Mr. Tom Cronin</b> as Boys' JV Soccer Coach at New Milford High School effective August 24, 2013.</p>  | 2013-2014 stipend: \$3,006  |
| <p>7. <b>Ms. Karra Damascus</b>, Girls' JV Soccer Coach, New Milford High School<br/><b>Move</b> that the Board of Education appoint <b>Ms. Karra Damascus</b> as Girls' JV Soccer Coach at New Milford High School effective August 24, 2013, pending receipt of current coaching permit and Head and Concussion course.</p>   | 2013-2014 stipend: \$3,006  |
| <p>8. <b>Ms. Kara Davis</b>, Girls' Freshman Soccer Coach, New Milford High School<br/><b>Move</b> that the Board of Education appoint <b>Ms. Kara Davis</b> as Girls' Freshman Soccer Coach at New Milford High School effective August 24, 2013, pending receipt of current coaching permit, CPR and First Aid certificates and Head and Concussion course.</p>                                     | 2013-2014 stipend: \$2,314  |
| <p>9. <b>Ms. Cindy Dubret</b>, Girls' Varsity Cheerleading Coach, New Milford High School<br/><b>Move</b> that the Board of Education appoint <b>Ms. Cindy Dubret</b> as Girls' Varsity Cheerleading Coach at New Milford High School effective June 18, 2013, pending receipt of current coaching permit and Head and Concussion course.</p>   | 2013-2014 stipend: \$3,439  |
| <p>10. <b>Ms. Daniella Duque</b>, Co-Ed Intramural Fall Fitness Coach for Grades 4, 5, and 6, Sarah Noble Intermediate School<br/><b>Move</b> that the Board of Education appoint <b>Ms. Daniella Duque</b> as Co-Ed Intramural Fall Fitness Coach for Grades 4, 5, and 6 at Sarah Noble Intermediate School effective September 17, 2013, pending receipt of current Head and Concussion course.</p> | 2013-2014 stipend: \$947.50 |
| <p>11. <b>Ms. Daniella Duque</b>, Grade 4 Co-Ed Baseball/Softball Coach, Sarah Noble Intermediate School<br/><b>Move</b> that the Board of Education appoint <b>Ms. Daniella Duque</b> as Co-Ed Intramural Baseball/Softball Coach at Sarah Noble Intermediate School effective May 1, 2014, pending receipt of current Head and Concussion course.</p>   | 2013-2014 stipend: \$1,895  |

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| <p><b>12. Mr. Chris Dzurka</b>, Boys' Assistant JV Football Coach, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Mr. Chris Dzurka</b> as Boys' Assistant JV Football Coach at New Milford High School effective August 19, 2013.</p>  | 2013-2014 stipend: \$3,785 |
| <p><b>13. Mr. Terry Flynn</b>, Volunteer Boys' Football Coach, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Mr. Terry Flynn</b> as Volunteer Boys' Football Coach at New Milford High School effective August 19, 2013, pending receipt of current CPR and First Aid certificates and Head and Concussion course.</p>            | Volunteer                  |
| <p><b>14. Ms. Victoria Giudice</b>, Volunteer Girls Field Hockey Coach, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Ms. Victoria Giudice</b> as Volunteer Girls' Field Hockey Coach at New Milford High School effective August 24, 2013 pending receipt of coaching permit, CPR, First Aid and Head and Concussion course.</p> | Volunteer                  |
| <p><b>15. Ms. Kelsey Heaton</b>, Volunteer Girls' Field Hockey Coach, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Ms. Kelsey Heaton</b> as Volunteer Girls' Field Hockey Coach at New Milford High School effective August 24, 2013, pending Head and Concussion course.</p>  | Volunteer                  |
| <p><b>16. Mr. Rob Hibbard</b>, Boys' Intramural Soccer Coach, Schaghticoke Middle School<br/><u>Move</u> that the Board of Education appoint <b>Mr. Rob Hibbard</b> as Boys' Intramural Soccer Coach at Schaghticoke Middle School effective September 1, 2013, pending receipt of current First Aid certificate and Head and Concussion course.</p>               | 2013-2014 stipend: \$947   |
| <p><b>17. Mr. Rob Hibbard</b>, Interscholastic Sports Coordinator, Schaghticoke Middle School<br/><u>Move</u> that the Board of Education appoint <b>Mr. Rob Hibbard</b> as Interscholastic Sports Coordinator at Schaghticoke Middle School effective September 1, 2013, pending receipt of current First Aid certificate and Head and Concussion course.</p>     | 2013-2014 stipend: \$4,265 |



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|--|-----------------------------|
| <p><b>18. Ms. Eileen Holden</b>, Co-Ed Intramural Fall Fitness Coach for Grades 4, 5, and 6, Sarah Noble Intermediate School<br/><b>Move</b> that the Board of Education appoint <b>Ms. Eileen Holden</b> as Co-Ed Intramural Fall Fitness Coach for Grades 4, 5, and 6 at Sarah Noble Intermediate School effective September 17, 2013, pending receipt of current First Aid certificate.</p> | 2013-2014 stipend: \$947.50 |
| <p><b>19. Ms. Eileen Holden</b>, Co-Ed Intramural Basketball Coach for Grades 5 and 6, Sarah Noble Intermediate School<br/><b>Move</b> that the Board of Education appoint <b>Ms. Eileen Holden</b> as Co-Ed Intramural Basketball Coach for Grades 5 and 6 at Sarah Noble Intermediate School effective January 15, 2014, pending receipt of current First Aid certificate.</p>               | 2013-2014 stipend: \$1,895  |
| <p><b>20. Ms. Eileen Holden</b>, Girls' Freshman Volleyball Coach, New Milford High School<br/><b>Move</b> that the Board of Education appoint <b>Ms. Eileen Holden</b> as Girls' Freshman Volleyball Coach at New Milford High School effective August 29, 2013, pending receipt of current First Aid certificate.</p>  | 2013-2014 stipend: \$2,314  |
| <p><b>21. Ms. Dawn Hough</b>, Girls' Varsity Field Hockey Coach, New Milford High School<br/><b>Move</b> that the Board of Education appoint <b>Ms. Dawn Hough</b> as Girls' Varsity Field Hockey Coach at New Milford High School effective August 24, 2013, pending current CPR and First Aid certificates and Head and Concussion course.</p>   | 2013-2014 stipend: \$1,895  |
| <p><b>22. Mr. Antony Howard</b>, Boys' Varsity Soccer Coach, New Milford High School<br/><b>Move</b> that the Board of Education appoint <b>Mr. Antony Howard</b> as Boys' Varsity Soccer Coach at New Milford High School effective August 24, 2013, pending receipt of coaching permit and Head and Concussion course.</p>   | 2013-2014 stipend: \$4,626  |
| <p><b>23. Mr. Greg LaCava</b>, Girls' Varsity Soccer Coach, New Milford High School<br/><b>Move</b> that the Board of Education appoint <b>Mr. Greg LaCava</b> as Girls' Varsity Soccer Coach at New Milford High School effective August 24, 2013, pending Head and Concussion course.</p>  | 2013-2014 stipend: \$4,626  |

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| <p>24. <b>Mr. Michael Madden</b>, Volunteer Boys' Football Coach, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Mr. Michael Madden</b> as Volunteer Boys' Football Coach at New Milford High School effective August 19, 2013, pending current CPR and First Aid certificates and Head and Concussion course.</p>  | Volunteer                  |
| <p>25. <b>Mr. Mark Matrigali</b>, Volunteer Boys' Football Coach, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Mr. Mark Matrigali</b> as Volunteer Boys' Football Coach at New Milford High School effective August 24, 2013, pending current CPR and First Aid certificates and Head and Concussion course.</p>  | Volunteer                  |
| <p>26. <b>Ms. Nicole Madorran</b>, Girls' Freshman Field Hockey Coach, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Ms. Nicole Madorran</b> as Girls' Freshman Field Hockey Coach at New Milford High School effective August 24, 2013, pending receipt of current CPR and First Aid certificates.</p>  | 2013-2014 stipend: \$2,314 |
| <p>27. <b>Mrs. Theresa McGuinness</b>, Girls' Interscholastic Cross Country Coach, Schaghticoke Middle School<br/><u>Move</u> that the Board of Education appoint <b>Mrs. Theresa McGuinness</b> as Girls' Interscholastic Cross Country Coach at Schaghticoke Middle School effective September 1, 2013, pending receipt of current CPR and First Aid certificates and Head and Concussion course.</p> | 2013-2014 stipend: \$1,895 |
| <p>28. <b>Ms. Bethany Mihaly</b>, Girls' Assistant JV Swimming Coach, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Ms. Bethany Mihaly</b> as Girls' Assistant JV Swimming Coach at New Milford High School effective August 24, 2013, pending receipt of current coaching permit, CPR and First Aid certificates and Head and Concussion course.</p>                  | 2013-2014 stipend: \$2,805 |
| <p>29. <b>Mr. Brendan Moore</b>, Boys' Assistant JV Football Coach, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Mr. Brendan Moore</b> as Boys' Assistant JV Football Coach at New Milford High School effective August 19, 2013, pending receipt of current coaching permit, CPR and First Aid certificates and Head and Concussion course.</p>                      | 2013-2014 stipend: \$3,785 |



- 2013-2014 stipend: \$1,895
30. **Mr. David Mumma**, Co-Ed Interscholastic Soccer Coach, Schaghticoke Middle School  
Move that the Board of Education appoint **Mr. David Mumma** as Co-Ed Interscholastic Soccer Coach at Schaghticoke Middle School effective September 1, 2013, pending receipt of current Head and Concussion course.
- 2013-2014 stipend: \$1,895
31. **Mr. David Mumma**, Co-Ed Intramural Fall Fitness Coach for Grades 4, 5, and 6, Sarah Noble Intermediate School  
Move that the Board of Education appoint **Mr. David Mumma** as Co-Ed Intramural Fall Fitness Coach for Grades 4, 5, and 6 at Sarah Noble Intermediate School effective September 17, 2013, pending receipt of current Head and Concussion course.
- 2013-2014 stipend: \$1,895
32. **Mr. David Mumma**, Co-Ed Intramural Basketball Coach for Grades 5 and 6, Sarah Noble Intermediate School  
Move that the Board of Education appoint **Mr. David Mumma** as Co-Ed Intramural Basketball Coach for Grades 5 and 6 at Sarah Noble Intermediate School effective January 15, 2014, pending receipt of current Head and Concussion course.
- 2013-2014 stipend: \$1,895
33. **Mr. David Mumma**, Co-Ed Intramural Baseball/Softball Coach for Grade 4, Sarah Noble Intermediate School  
Move that the Board of Education appoint **Mr. David Mumma** as Co-Ed Intramural Baseball/Softball Coach for Grade 4 at Sarah Noble Intermediate School effective May 1, 2014, pending receipt of current Head and Concussion course.
- 2013-2014 stipend: \$5,822
34. **Mr. John Murphy**, Boys' Varsity Football Coach, New Milford High School  
Move that the Board of Education appoint **Mr. John Murphy** as Boys' Varsity Football Coach at New Milford High School effective August 19, 2013, pending receipt of current CPR and First Aid certificates.
- 2013-2014 stipend: \$3,785
35. **Mr. Sean Murray**, Boys' Assistant JV Football Coach, New Milford High School  
Move that the Board of Education appoint **Mr. Sean Murray** as Boys' Assistant JV Football Coach at New Milford High School effective August 19, 2013, pending receipt of current coaching permit, CPR and First Aid certificates and Head and Concussion course.

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| <p><b>36. Mr. Anthony Nocera</b>, Girls' Varsity Volleyball Coach, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Mr. Anthony Nocera</b> as Girls' Varsity Volleyball Coach at New Milford High School effective August 24, 2013.</p>  | 2013-2014 stipend: \$4,646 |
| <p><b>37. Mr. Ryan Rebstock</b>, Boys' Assistant JV Cross Country Coach, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Mr. Ryan Rebstock</b> as Boys' Assistant JV Cross Country Coach at New Milford High School effective August 24, 2013.</p>  | 2013-2014 stipend: \$2,210 |
| <p><b>38. Mr. Chris Rigdon</b>, Volunteer Boys' Football Coach, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Mr. Chris Rigdon</b> as Volunteer Boys' Football Coach at New Milford High School effective August 24, 2013, pending receipt of current CPR and First Aid certificates and Head and Concussion course.</p>      | Volunteer                  |
| <p><b>39. Mr. Ethan Saldana</b>, Girls' JV Volleyball Coach, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Mr. Ethan Saldana</b> as Girls' JV Volleyball Coach at New Milford High School effective August 24, 2013, pending receipt of current coaching permit and Head and Concussion course.</p>                           | 2013-2014 stipend: \$3,006 |
| <p><b>40. Ms. Dawn Shiffman</b>, Girls' Assistant JV Cross Country Coach, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Ms. Dawn Shiffman</b> as Girls' Assistant JV Cross Country Coach at New Milford High School effective August 24, 2013, pending receipt of current CPR certificate and Head and Concussion course.</p> | 2013-2014 stipend: \$2,210 |
| <p><b>41. Mr. Travis Swim</b>, Assistant Boys' JV Football Coach, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Mr. Travis Swim</b> as Assistant Boys' JV Football Coach at New Milford High School effective August 19, 2013, pending receipt of current CPR and First Aid certificates and Head and Concussion course.</p>  | 2013-2014 stipend: \$3,785 |



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| <p><b>42. Mr. Krisztian Toth</b>, Volunteer Boys' Football Coach, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Mr. Krisztian Toth</b> as Volunteer Boys' Football Coach at New Milford High School effective August 24, 2013, pending receipt of coaching permit, current CPR and First Aid certificates and Head and Concussion course.</p>           | Volunteer                  |
| <p><b>43. Mr. Kevan Van Coughnett</b>, Volunteer Boys' Football Coach, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Mr. Kevan Van Coughnett</b> as Volunteer Boys' Football Coach at New Milford High School effective August 24, 2013, pending receipt of coaching permit, current CPR and First Aid certificates and Head and Concussion course.</p> | Volunteer                  |
| <p><b>44. Mr. Giles Vaughan</b>, Girls' Varsity Cross Country Coach, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Mr. Giles Vaughan</b> as Girls' Varsity Cross Country Coach at New Milford High School effective August 24 2013, pending receipt of current CPR and First Aid certificates and Head and Concussion course.</p>                       | 2013-2014 stipend: \$3,400 |
| <p><b>45. Mr. Matt Wall</b>, Boys' Interscholastic Cross Country Coach, Schaghticoke Middle School<br/><u>Move</u> that the Board of Education appoint <b>Mr. Matt Wall</b> as Boys' Interscholastic Cross Country Coach at Schaghticoke Middle School effective September 1, 2013, pending receipt of current Head and Concussion course.</p>   | 2013-2014 stipend: \$1,895 |
| <p><b>46. Mr. Matt Wall</b>, Co-Ed Intramural Flag Football Coach, Schaghticoke Middle School<br/><u>Move</u> that the Board of Education appoint <b>Mr. Matt Wall</b> as Co-Ed Intramural Flag Football Coach at Schaghticoke Middle School effective September 1, 2013, pending receipt of current Head and Concussion course.</p>   | 2013-2014 stipend: \$947   |
| <p><b>47. Mr. John Wrenn</b>, Boys' Freshman Soccer Coach, New Milford High School<br/><u>Move</u> that the Board of Education appoint <b>Mr. John Wrenn</b> as Boys' Freshman Soccer Coach at New Milford High School effective August 24, 2013, pending receipt of current CPR and First Aid certificates.</p>   | 2013-2014 stipend: \$2,314 |

48. **Ms. Jen Wyslick**, Girls' JV Field Hockey Coach, New Milford High School  
**Move** that the Board of Education appoint **Ms. Jen Wyslick** as Girls' JV Field Hockey Coach at New Milford High School effective August 24, 201, pending receipt of current CPR and First Aid certificates and Head and Concussion course.

2013-2014 stipend: \$3,006

## 12. LEAVES OF ABSENCE

1. **Mrs. Tracy Birkins**, Elementary Teacher, Sarah Noble Intermediate School  
**Move** that the Board of Education approve a maternity/child-rearing leave of absence for **Mrs. Tracy Birkins** effective January 2, 2014 through March 28, 2014.
2. **Mrs. Katherine Ciparelli**, Elementary Teacher, John Pettibone School  
**Move** that the Board of Education approve a maternity/child-rearing leave of absence for **Mrs. Katherine Ciparelli** effective approximately October 29, 2013 through January 10, 2014.
3. **Ms. Eleanore Dexter**, English Teacher, New Milford High School  
**Move** that the Board of Education approve a request to extend a personal leave of absence for **Ms. Eleanore Dexter** for the 2013-2014 school year.
4. **Mrs. Erica Keane**, Physical Education Teacher, New Milford High School  
**Move** that the Board of Education approve a maternity leave of absence for **Mrs. Erica Keane** effective January 9, 2014 through February 27, 2014.
5. **Mrs. Melissa Khalatbari**, Health Teacher, K-6  
**Move** that the Board of Education approve a maternity/child-rearing leave of absence for **Mrs. Melissa Khalatbari** effective November 18, 2013 through the end of the 2013-2014 school year.
6. **Mrs. Julianne Morin**, School Social Worker, New Milford High School  
**Move** that the Board of Education approve a maternity/child-rearing leave of absence for **Mrs. Julianne Morin** effective approximately November 7, 2013 through the end of the 2013-2014 school year.

Paid leave: 1/2/14-2/21/14  
Unpaid leave: 2/24/14-3/28/14

Paid leave: 10/29/13-11/22/13  
Unpaid leave: 11/18/13-1/10/14

Unpaid leave of absence

Paid leave of absence

Paid leave: 11/18/13-1/10/14  
Unpaid leave: remainder of year

Paid leave: 11/7-12/20/13  
Unpaid leave: remainder of year



7. **Mr. Raymond Ryan**, Elementary Teacher, Sarah Noble Intermediate School  
Move that the Board of Education approve a personal leave of absence for **Mr. Raymond Ryan** from August 20, 2013 through approximately February 28, 2014.

Unpaid leave of absence

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

<u>PO #</u>	<u>VENDOR/DESCRIPTION</u>	<u>AMOUNT</u>	<u>ACCOUNT #</u>
52301	CREC – Math Curriculum Development Work at SMS	\$5,500.00	10-322-2212
52327	Houghton Mifflin Harcourt – Math Textbooks	\$10,014.75	01-644-1108
52390	R Walsh Assoc. – Annual Support Agreement for Financial Software for 2013-2014	\$15,083.00	15-339-2510
52391	Conn-Selmer – Musical Instrument Lease	\$22,775.31	05-442-1109
52392	Colonna Insurance Service – Interscholastic Sports Accident Policy	\$ 4,686.00 <u>\$ 9,514.00</u> \$14,200.00	04-523-3210 05-523-3210
52395	Frontline Placement Technologies – AESOP Services	\$10,256.40	10-339-1129
52396	Rediker Software – Update & Support Contract for Administrator’s Plus Software to 7/1/2014	\$21,150.00	15-339-2840
52397	All-Star Transportation – Insurance Premium Umbrella Policy	\$48,000.00	15-511-2710
52401	Novell – Server Licenses	\$24,470.00	15-339-2840
52403	Reliance Communications – School Messenger Notification Service	\$8,745.52	15-339-2320
52406	Follett Software – Alliance, Titlepeek & Destiny Annual Renewal		
	HPS	\$1,133.00	01-339-2222
	NES	\$1,133.00	02-339-2222
	JPS	\$1,133.00	03-339-2222
	SMS	\$1,133.00	04-339-2222
	NMHS	\$1,133.00	05-339-2222
	SNIS	<u>\$1,134.00</u>	06-339-2222
		\$6,799.00	



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<u>PO #</u>	<u>VENDOR/DESCRIPTION</u>	<u>AMOUNT</u>	<u>ACCOUNT #</u>
52407	Omni Group – Service Agreement Renewal for 403(B) Administration for 2013-2014	\$7,511.00	15-339-2310
52408	CABE – Membership Dues 2013-2014	\$15,567.00	15-810-2310
52424	Precision Computer Service – Annual Subscription for REALOAD 2013-2014	\$5,560.00	15-339-2840
52438	CL&P – Electric at HPS for 2013-2014	\$54,527.00	14-622-2620-01
52439	CL&P – Electric at NES for 2013-2014	\$69,478.00	14-622-2620-02
52440	CL&P – Electric at JPS for 2013-2014	\$54,527.00	14-622-2620-03
52441	CL&P – Electric at SMS for 2013-2014	\$108,174.00	14-622-2620-04
52442	CL&P – Electric at NMHS for 2013-2014	\$348,269.00	14-622-2620-05
52443	CL&P – Electric at SNIS for 2013-2014	\$223,385.00	14-622-2620-06
52444	CL&P – Electric at Facilities for 2013-2014	\$5,277.00	14-622-2620-14
52445	CL&P – Electric at Central Office 2013-2014	\$15,830.00	14-622-2620-15
52446	GE Capital – Copier Lease for 2013-2014	\$35,700.00	15-442-1128
52447	Norbert E. Mitchell – Heating Oil at HPS for 13-14	\$69,544.00	14-624-2620-01
52448	Norbert E. Mitchell – Heating Oil at NES for 13-14	\$69,593.00	14-624-2620-02
52449	Norbert E. Mitchell – Heating Oil at SMS for 13-14	\$162,382.00	14-624-2620-04
52450	Norbert E. Mitchell – Heating Oil at Facilities for 13-14	\$6,168.00	14-624-2620-14
52451	Norbert E. Mitchell – Heating Oil at Central Office 13-14	\$43,282.00	14-624-2620-15
52452	Advanced Corp Networking – Managed Optical Ethernet Service 2013-2014	\$33,000.00	15-531-2840
52453	Assoc. Family Physicians – Pre-Employment Physicals	\$8,000.00	15-339-2830
52455	Dept. of Public Safety – Fingerprinting 2013-2014	\$5,000.00	15-339-2830

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<u>PO #</u>	<u>VENDOR/DESCRIPTION</u>	<u>AMOUNT</u>	<u>ACCOUNT #</u>
52459	Verizon Wireless – Cell Phone Service for 2013-2014		
	Facilities	\$ 8,652.00	14-531-2620
	Administrators	<u>\$ 8,100.00</u>	15-531-2620
		\$16,752.00	
52460	AT&T Global Services – Telephone Service 2013-2014		
	HPS	\$ 2,079.00	01-531-2490
	NES	\$ 2,194.00	02-531-2490
	JPS	\$ 2,491.00	03-531-2490
	SMS	\$ 5,800.00	04-531-2490
	NMHS	\$ 7,107.00	05-531-2490
	SNIS	\$ 5,448.00	06-531-2490
	LHTC	\$ 222.00	12-531-1215
	Facilities	\$ 1,152.00	14-531-2620
	Central Office	<u>\$ 5,125.00</u>	15-531-2620
		\$31,618.00	
52461	Yankee Gas Service – JPS Natural Gas 2013-2014	\$52,691.00	14-625-2620-03
52462	Yankee Gas Service – NMHS Natural Gas 2013-2014	\$135,968.00	14-625-2620-05
52463	Yankee Gas Service – SNIS Natural Gas 2013-2014	\$76,385.00	14-625-2620-06
52465	New Milford Sewer Commission – Sewer Benefit Assessment Hookup 2013-2014	\$13,570.50	05-810-2620
52467	Ricoh USA – 2013-2014 Copier Charges	\$25,000.00	15-442-1128
52469	Ricoh USA - Copier Lease for HPS & NES 2013-2014	\$10,788.00	15-442-1128
52470	Ricoh USA – Copier Leases for 2013-2014	\$44,784.00	15-442-1128
52471	Ricoh USA – Copier Rents for 2013-2014	\$12,349.48	15-442-1128
52472	Town of New Milford – Postage for 2013-2014		
	HPS	\$ 1,800.00	01-532-2410
	NES	\$ 1,503.00	02-532-2410
	JPS	\$ 1,000.00	03-532-2410
	SMS	\$ 2,900.00	04-532-2410
	HS	\$ 9,000.00	05-532-2410
	SNIS	\$ 3,250.00	06-532-2410
	Central Office	<u>\$16,345.00</u>	15-532-2320
		\$35,798.00	



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<u>PO #</u>	<u>VENDOR/DESCRIPTION</u>	<u>AMOUNT</u>	<u>ACCOUNT #</u>
52473	New Milford Sewer Commission – Sewer Use Fees 13-14		
	JPS	\$ 2,868.00	14-412-2620-03
	HS	\$15,244.00	14-412-2620-05
	SNIS	\$ 3,932.00	14-412-2620-06
	Central Office	<u>\$ 612.00</u>	14-412-2620-15
		\$22,656.00	
52474	Winters Bro. Hauling of CT – Trash Hauling & Compactor Dumpsters	\$74,757.00	14-421-2610
		<u>\$ 4,725.00</u>	14-421-2620
		\$79,482.00	
52475	Pullman & Comley – Retainer 2013-2014	\$100,000.00	15-332-2310
52476	Aquarion Water Co. of CT – Water Service 2013-2014		
	HPS	\$11,080.00	14-411-2620-01
	NES	\$ 5,540.00	14-411-2620-02
	JPS	\$ 8,926.00	14-411-2620-03
	SMS	\$11,619.00	14-411-2620-04
	HS	\$27,468.00	14-411-2620-05
	SNIS	\$ 9,926.00	14-411-2620-06
	Central Office	<u>\$ 2,385.00</u>	14-411-2620-15
		\$76,944.00	
52477	CT Interlocal Risk Management Agency – Worker Comp. Premium 2013-2014	\$500,000.00	15-200-2970
52478	Administrator Unemployment Comp. – 2013-2014 Unemployment Claims	\$100,000.00	15-200-2960
52479	McKellan Group – Insurance 2013-2014		
	Life and AD&D	\$ 99,608.00	15-200-2930
	LTD	<u>\$ 84,539.00</u>	15-200-2940
		\$184,147.00	
52480	US Security Assoc. – 2013-2014 HS Security Services	\$81,378.00	05-339-2660
52481	Town of New Milford – Audit Fee 2013-2014	\$25,000.00	15-331-2510
52482	Town of New Milford – Pension Contribution 2013-2014	\$635,000.00	15-200-2980
52483	Town of New Milford – GL-LAP Insurance 2013-2014	\$343,727.00	15-521-2590
52484	Danbury Public Schools – Magnet School Tuition 13-14	\$30,328.00	10-561-6110

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<u>PO #</u>	<u>VENDOR/DESCRIPTION</u>	<u>AMOUNT</u>	<u>ACCOUNT #</u>
52485	Regional School District #14 – Nonnewaug Tuition 2013-2014	\$183,816.00	10-561-6110
52491	Power It – NMPS Website 2013-2014	\$6,995.00	15-339-2840
52492	All-Star Transportation – HS Sports Transportation 2013-2014	\$85,000.00	05-515-3210
52493	All-Star Transportation – SMS Sports Transportation 2013-2014	\$6,000.00	04-515-3210
52515	Carol Kaufman Ed. D. – Speech Therapy for 2013 Summer & 2013-2014 School Year	\$7,725.00	11-323-2150
52517	Four Winds Hospital – Tutorial Services 2013-2014	\$10,000.00	12-563-6130
52522	The Speech Academy – 2013-2014 Tuition Per Mediation Agreement	\$51,088.00	12-563-6130
52523	Cardinal Driving Services – Summer School 2013 and 2013-2014 School Year Transportation	\$275,967.00	12-511-2710
52524	CT Transportation Solutions – Summer School 2013 and 2013-2014 School Year Transportation	\$218,505.00	12-511-2710
52303	Litlife – Curriculum Development for Grades K-8	\$25,500.00 <u>\$ 1,500.00</u> \$27,000.00	10-322-2212 10-324-2211
52526	Eastconn – ESY & 2013-2014 School Year Transportation	\$17,963.20	12-511-2710
52528	Kinney and Associates – 2013-2014 Annual License Fee	\$12,720.00	11-323-2130
52529	2013-2014 Tuition per Mediation Agreement	\$52,000.00	12-563-6130
52530	Bridgeport Board of Education – 2013-2014 Tutorial Services	\$10,000.00	12-563-6130
52726	Rowland Reading Foundation – Superkids Supplies, Textbooks and Workbooks	\$2,276.00 \$ 588.00 <u>\$5,358.00</u> \$8,222.00	01-611-1104 01-642-1104 01-646-1104



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<u>PO #</u>	<u>VENDOR/DESCRIPTION</u>	<u>AMOUNT</u>	<u>ACCOUNT #</u>
52727	Rowland Reading Foundation – Superkids Supplies, Textbooks and Workbooks	\$1,476.00 <u>\$6,758.46</u> \$8,234.46	02-611-1104 02-646-1104
52728	Rowland Reading Foundation – Superkids Supplies, Textbooks and Workbooks	\$2,501.96 <u>\$4,679.50</u> \$7,181.46	03-611-1104 03-646-1104
52731	Eli Whitney Museum – Experimental Building Program for SNIS and SMS	\$7,770.00	10-321-1210
52798	D&H Distributing – Calculators	\$6,428.08	04-732-1108
52813	Omni Data – Aruba Support for Licenses	\$7,735.86	15-339-2840
52814	RnB Enterprises – Smart Boards With Projectors	\$64,620.00	17-733-7002
52900	Circle Asphalt Paving – SNIS & SMS Asphalt Projects	\$63,550.00	17-720-7001
52901	The Trane Co. – Service Contract and Labor	\$19,500.00	14-433-2620
52902	McQuay International – Service Contract and Labor	\$28,750.00	14-433-2620
52903	Siemens Industry – Service Contract and Labor	\$60,000.00	14-433-2620
52904	Otis Elevator Co. – SMS Annual Service	\$6,461.81	14-433-2620-04
52905	MD Stetson – Floor Finish & Strippers	\$ 2,166.40 \$ 2,460.30 \$ 2,460.30 \$ 5,446.80 \$ 6,328.50 <u>\$ 6,328.50</u> \$25,190.80	14-611-2610-01 14-611-2610-02 14-611-2610-03 14-611-2610-04 14-611-2610-05 14-611-2610-06
52906	Northeast Carpet Center – Floor Tiles, Carpet Tiles and Adhesive	\$6,671.22	14-613-2620
52907	Millard Enterprises – 3M Window Film	\$11,795.00	17-734-7001
52912	Caligari Sanitary Supply – Custodial Supplies 13-14	\$24,000.00	14-613-2610

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<u>PO #</u>	<u>VENDOR/DESCRIPTION</u>	<u>AMOUNT</u>	<u>ACCOUNT #</u>
52914	Ferris Mulch Products – Playground Mulch HPS	\$2,000.00	14-613-2620-01
	NES	\$1,000.00	14-613-2620-02
	JPS	\$1,000.00	14-613-2620-03
	SNIS	<u>\$1,000.00</u>	14-613-2620-06
		\$5,000.00	
52916	Fire Protection Testing – Sprinkler Service 2013-2014	\$18,000.00	14-433-2620
52917	Grainger – Misc. Goods & Supplies 2013-2014	\$20,000.00	14-613-2620
52918	Hat City Paper – Custodial Supplies 2013-2014	\$25,000.00	14-613-2610
52920	Kone – Elevator Repair & Service for 2013-2014	\$8,000.00	14-433-2620-06
52923	Master Clean – Hood Cleaning District Wide	\$8,145.00	14-433-2620
52925	MDL Mechanical – Boiler Cleanings		
	HPS	\$ 950.00	14-433-2620-01
	NES	\$ 950.00	14-433-2620-02
	JPS	\$ 950.00	14-433-2620-03
	SMS	\$ 4,400.00	14-433-2620-04
	NMHS	\$ 4,400.00	14-433-2620-05
	SNIS	\$ 2,120.00	14-433-2620-06
	Facilities	\$ 247.00	14-433-2620-14
	Central Office	<u>\$ 574.00</u>	14-433-2620-15
		\$14,591.00	
52926	Modern Plumbing Supply – Plumbing Supplies	\$8,000.00	14-614-2620
52929	Rich’s Keys & Locks – Locksmithing Services	\$32,000.00	14-433-2620
52930	Robert’s Auto Sales and Service – Automotive Repairs for 2013-2014	\$10,000.00	14-432-2620
52931	SchoolDude – Contract Renewal for 2013-2014	\$5,673.00	14-433-2620
52932	Sherwin Williams – Paint Supplies for Athletic Dept at HS	\$10,000.00	05-433-3210.
	Paint & Supplies for Facilities	\$ 4,000.00	05-612-3210
		<u>\$ 4,000.00</u>	14-613-2620
		\$18,000.00	
52935	MD Stetson – Custodial Supplies	\$27,000.00	14-613-2610
52937	Action Glass – Glass and Door Repair & Service	\$10,000.00	14-433-2620



NEW MILFORD PUBLIC SCHOOLS  
PURCHASE RESOLUTION D-657  
BOE MEETING DATE: 9/10/13

<u>PO #</u>	<u>VENDOR/DESCRIPTION</u>	<u>AMOUNT</u>	<u>ACCOUNT #</u>
52938	Home Depot – NMHS Woodworking Supplies	\$ 3,500.00	05-611-1107
	All School Musical Supplies	\$ 2,000.00	05-612-1109
	Grounds Repairs	\$ 4,000.00	14-432-2620
	Custodial Supplies	\$10,500.00	14-613-2610
	Maintenance Supplies	\$15,000.00	14-613-2620
	Maintenance Supplies	<u>\$ 5,000.00</u>	14-614-2620
		\$50,000.00	
52946	F&M Electrical Supply – Electrical Supplies for Repairs	\$1,300.00	14-433-2620
	Electrical Supplies and Components	\$3,500.00	14-613-2610
	Electrical Supplies and Components	<u>\$2,700.00</u>	14-613-2620
		\$7,500.00	
52947	Thyssendrapp Elevator – NMHS Elevator Service	\$9,000.00	14-433-2620-05
52948	Chem Aqua – Boiler Water Treatment	\$6,800.00	14-433-2620
52949	HH Taylor and Son – Grounds Repair Supplies	\$ 857.00	14-432-2620
	Custodial Supplies	\$3,500.00	14-613-2610
	Maintenance Supplies	\$4,000.00	14-613-2620
	Groundskeeping Supplies	<u>\$1,143.00</u>	14-619-2620
		\$9,500.00	
52959	Herff Jones – Atlases plus E-Books	\$5,621.00	04-642-1112
52981	Pearson Education – Algebra Textbooks With Digital Access	\$10,490.18	04-641-1108
53053	Education Connection – Summer School 2013 and 2013-2014 School Year Tuition	\$51,689.20	12-561-6110
53054	CCMC School – Summer School 2013 and 2013-2014 School Year Tuition	\$158,183.60	12-563-6130
53055	Wheeler Clinic – Summer School 2013 and 2013-2014 School Year Tuition	\$117,721.50	12-563-6130
53056	Education Connection – Job Coaches 2013-2014	\$ 95,000.00	12-339-1215
	Student Care Workers 2013-2014	<u>\$586,956.00</u>	12-339-1212
		\$681,956.00	
53057	East Hartford Public Schools – Summer School 2013 and 2013-2014 School Year Tuition	\$ 98,034.72	12-561-6110
	2013-2014 School Year Transportation	<u>\$ 8,083.00</u>	12-511-2710
		\$106,117.72	

NEW MILFORD PUBLIC SCHOOLS  
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<u>PO #</u>	<u>VENDOR/DESCRIPTION</u>	<u>AMOUNT</u>	<u>ACCOUNT #</u>
53107	JEC Productions – Filming Board of Ed. Meetings for 2013-2014	\$3,500.00	15-339-2820
	Filming All School Functions for 2013-2014	<u>\$1,750.00</u>	15-321-2810
		\$5,250.00	
53124	Green Chimneys – 2013-2014 School Year Tuition	\$40,000.00	12-563-6130
53130	Integrated Pediatric Therapies – OT & PT Services for 2013-2014 School Year	\$257,102.00	11-323-2130
53131	Daniel Affrunti PHD – Consultation and Observation for 2013-2014 School Year	\$18,000.00	11-323-2130
53132	Institute of Professional Practices – Autism and Behavioral Consultation and Support for 2013-2014 School Year	\$45,000.00	11-323-2130
53134	Summit Support Services – Behavioral Consultation and Staff Training for 2013-2014 School Year	\$11,500.00	11-323-2130
53135	John Gelinas MD – Psychiatric Evaluation for 2013-2014 School Year	\$50,000.00	11-323-2130
53136	Laura Gutman Psy. D – Neuropsychological Evaluations District Wide for 2013-2014 School Year	\$7,000.00	11-323-2130
53137	Kristi Sacco Psy D – Neuropsychological Evaluations District Wide for 2013-2014 School Year	\$7,000.00	11-323-2130
53138	American School For The Deaf – Audiology Services for 2013-2014 School Year	\$14,500.00	11-323-2130
53139	Benhaven – Autism Observation and Consultation for 2013-2014 School Year	\$22,000.00	11-323-2130
53140	CT Music Therapy Services – Music Therapy for 2013-2014 School Year	\$5,360.00	11-323-2130
53141	Learning House – Reading Evaluations for 2013-2014 School Year	\$8,000.00	01-323-2130
53142	Cooperative Education Services – Assistive Technology Evaluations and Consultations for 2013-2014 School Year	\$20,000.00	11-323-2130



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<u>PO #</u>	<u>VENDOR/DESCRIPTION</u>	<u>AMOUNT</u>	<u>ACCOUNT #</u>
53146	CT Junior Republic – Summer School 2013 and 2013-2014 School Year Tuition and Speech Services	\$102,735.01	12-563-6130
53147	High Road Schools – Summer School 2013 and 2013-2014 School Year Tuition	\$106,202.86	12-563-6130
53148	Oak Hill – 2013-2014 School Year Tuition and Student Aide	\$108,470.00	12-563-6130
53149	Klingberg Family Centers – Summer School 2013 and 2013-2014 School Year Tuition	\$70,592.80	12-563-6130
53150	Justice Resource Institute – 2013-2014 School Year Tuition	\$74,106.92	12-563-6130
53167	Town of New Milford – Gas & Diesel Fuel For Facilities LHTC	\$32,000.00 <u>\$ 4,000.00</u> \$36,000.00	14-626-2620 12-626-1215
53182	Shared Services – Summer School 2013 and 2013-2014 School Year Tuition	\$32,600.00	12-561-6110
53183	Brookfield Public Schools – 2013-2014 School Year Tuition per Mediation	\$37,655.00	12-561-6110
53184	American School For The Deaf – Summer School 2013 and 2013-2014 School Year Tuition	\$51,484.00	12-563-6130
53185	Wellspring Foundation – Summer School 2013 and 2013-2014 School Year Tuition	\$108,945.00	12-563-6130
53186	Benhaven – Summer School 2013 and 2013-2014 School Year Tuition	\$128,700.00	12-563-6130
53187	CCCD – 2013-2014 School Year Tuition	\$102,500.00	12-563-6130
53188	Cooperative Education Services – Summer School 2013 and 2013-2014 School Year Tuition	\$232,817.00	12-561-6110
53189	St. Vincent’s Special Needs Services – 2013-2014 School Year Tuition	\$267,750.00	12-563-6130
53190	Kildonan School – 2013-2014 School Year Tuition	\$57,400.00	12-563-6130

NEW MILFORD PUBLIC SCHOOLS  
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BOE MEETING DATE: 9/10/13

<u>PO #</u>	<u>VENDOR/DESCRIPTION</u>	<u>AMOUNT</u>	<u>ACCOUNT #</u>
53191	Transportation Costs per Mediation Agreement	\$10,729.32	12-563-6130
53192	Maplebrook School – 2013-2014 School Year Tuition & ESY	\$60,000.00	12-563-6130
53193	All-Star Transportation – Annual Lease of Van	\$13,000.00	05-442-1212
53194	Children’s Center of Hamden – 2013-2014 School Year Tuition	\$45,131.40	12-563-6130
53195	Grove School – 2013-2014 Tuition per Mediation Agreement	\$80,000.00	12-563-6130
53223	Project Lead The Way – PLTW Program Supplies	\$8,745.00	05-611-1111
53226	Institute of Professional Practice – ABA Autism Program 2013-2014	\$153,779.00 <u>\$276,621.00</u> \$430,400.00	12-339-1211 12-339-1212
53297	Riddell All American – Football Uniforms	\$12,421.00	05-612-3210
53301	Summit Support Services – Behavior Consultation, Program Development and Training	\$12,000.00	11-323-2130
53302	Billings Sports – Track Uniforms	\$22,166.00	05-612-3210
53303	A & S Construction – Sidewalk Repair at High School Sidewalk & Curb Repair at SMS	\$10,000.00 <u>\$ 4,900.00</u> \$14,900.00	17-720-7001 17-734-7001
53304	Printworks – Appendix A to Accompany Student Handbooks		
	HPS	\$ 561.00	01-550-2410
	NES	\$ 561.00	02-550-2410
	JPS	\$ 536.00	03-550-2410
	SMS	\$ 816.00	04-550-1128
	NMHS	\$1,683.00	05-550-2410
	SNIS	\$1,224.00	06-550-2410
	Central Office	<u>\$ 58.50</u>	15-550-2320
		\$5,439.00	



New Milford Board of Education  
SECONDARY REPORT BY PROGRAM AS OF 8/31/2013

Prog	Description	Approved	Adjusted	Expended	Encumbered	Balance	Pct. Used
1101	KINDERGARTEN	915,611.00	915,611.00	34,820.32	826,546.68	54,244.00	94.1 %
1102	NON DEPT INSTRUCTION	6,454,243.00	6,454,243.00	243,030.91	5,880,205.85	331,006.24	94.9 %
1103	BUSINESS EDUCATION	322,059.00	322,059.00	9,351.62	300,889.38	11,818.00	96.3 %
1104	ENGLISH/LANGUAGE ARTS	1,858,510.00	1,863,510.00	119,464.23	1,441,493.35	302,552.42	83.8 %
1105	WORLD LANGUAGE	967,015.00	967,015.00	41,058.90	897,743.75	28,212.35	97.1 %
1106	HOME ECONOMICS	99,483.00	99,483.00	4,376.85	83,497.86	11,608.29	88.3 %
1107	INDUSTRIAL ARTS	222,568.00	222,568.00	14,484.85	214,202.28	6,119.13	102.7 %
1108	MATHEMATICS	1,599,581.00	1,599,581.00	87,927.41	1,513,002.32	1,348.73	100.1 %
1109	MUSIC	877,338.00	877,338.00	57,193.25	784,464.73	35,680.02	95.9 %
1110	PHYSICAL EDUCATION	959,160.00	959,160.00	39,616.88	893,872.32	25,670.80	97.3 %
1111	SCIENCE	1,624,025.00	1,624,025.00	73,862.20	1,545,971.49	4,191.31	99.7 %
1112	SOCIAL STUDIES	1,419,933.00	1,425,398.00	70,346.18	1,325,962.01	29,089.81	98.0 %
1113	PATIENT CARE TECHNOLOGY	18,044.00	18,044.00	654.59	15,710.21	1,679.20	90.7 %
1116	HEALTH AND SAFETY	318,588.00	318,588.00	12,283.05	290,065.98	16,238.97	94.9 %
1118	CAREER EDUCATION	27,848.00	27,848.00	819.52	32,451.86	5,423.38	119.5 %
1119	COMPUTER EDUCATION	440,601.00	440,601.00	21,667.77	267,721.25	151,211.98	65.7 %
1121	REMEDIAL READING	894,528.00	894,528.00	40,250.56	763,047.92	91,229.52	89.8 %
1123	ENGLISH LANGUAGE LEARNERS	155,127.00	155,127.00	6,372.20	143,019.11	5,735.69	96.3 %
1124	DISTRIBUTIVE EDUCATION	58,510.00	58,510.00	2,340.40	56,169.60	.00	100.0 %
1127	ART	769,437.00	769,437.00	33,417.83	714,269.14	21,750.03	97.2 %
1128	GENERAL INSTRUCT SUPPLIES	380,390.00	369,925.00	46,584.54	150,203.02	173,137.44	53.2 %
1129	SUBSTITUTE TEACHERS	399,722.00	399,722.00	10,256.40	.00	389,465.60	2.6 %
1130	INSTRUCTIONAL TESTING	117,473.00	120,593.00	15,091.24	83,001.62	22,500.14	81.3 %
1131	NON DEPT INSTRUCT GR 6-12	76,669.00	76,669.00	4,693.38	15,000.00	56,975.62	25.7 %
1210	GIFTED TALENTED/ENRICHMNT	114,670.00	114,670.00	7,287.32	97,523.92	9,858.76	91.4 %
1211	EXCEL-EXPER. CTR EARLY LEARN	433,944.00	433,944.00	29,006.61	484,540.01	79,602.62	118.3 %
1212	SPECIAL ED-NON CATEGORICL	5,109,045.00	5,057,045.00	181,022.19	4,752,088.98	123,933.83	97.5 %
1215	TRANSITION 18-21 PROGRAM (LHTC)	143,910.00	143,910.00	2,434.61	170,902.77	29,427.38	120.4 %
1270	TUTORIAL	182,654.00	182,654.00	.00	.00	182,654.00	.0 %
1271	HOMEBOUND INSTRUCTION	82,559.00	82,559.00	562.01	.00	81,996.99	.7 %
1290	OTHER SPECIAL EDUCATION	295,661.00	295,661.00	41,203.31	247,032.22	7,425.47	97.5 %
1291	SPEC ED PARA SUBSTITUTES	124,775.00	124,775.00	.00	.00	124,775.00	.0 %
1310	ADULT ED-BASIC PROGRAM	77,768.00	77,768.00	347.60	.00	77,420.40	.4 %
1311	ADULT ED-HIGH SCHL EQUIV	3,672.00	3,672.00	.00	.00	3,672.00	.0 %
1410	SUMMER SCHOOL-REMEDIAL	.00	.00	.00	.00	.00	.0 %
2113	SOCIAL WORK SERVICES	262,576.00	262,576.00	11,542.67	250,222.20	811.13	99.7 %
2120	GUIDANCE SERVICES	984,824.00	984,824.00	45,983.34	901,094.13	37,746.53	96.2 %
2130	HEALTH SERVICES	1,053,341.00	1,053,341.00	1,909.54	863,893.53	187,537.93	82.2 %
2140	PSYCHOLOGICAL SERVICES	434,741.00	434,741.00	18,369.48	399,590.27	16,781.25	96.1 %
2150	SPEECH AND HEARING	675,042.00	675,042.00	34,266.58	617,607.67	23,167.75	96.6 %
2211	STAFF DEVELOPMENT & TRAIN	108,235.00	108,235.00	1,717.97	.00	106,517.03	1.6 %
2212	CURRICULUM DEVELOPMENT	202,951.00	206,071.00	20,591.20	83,001.66	102,478.14	50.3 %
2222	LIBRARY SERVICES	639,126.00	639,126.00	34,993.25	543,728.57	60,404.18	90.5 %
2223	AUDIO-VISUAL SERVICES	16,488.00	16,488.00	.00	.00	16,488.00	.0 %
2224	EDUCATIONAL TELEVISION	1,200.00	1,200.00	.00	.00	1,200.00	.0 %
2310	BOARD OF EDUCATION	215,724.00	215,989.00	125,710.00	1,935.00	88,344.00	59.1 %
2320	CENTRAL ADMINISTRATION	346,000.00	355,344.00	66,132.22	271,756.98	17,454.80	95.1 %
2410	OFFICE OF THE PRINCIPAL	2,737,788.00	2,737,788.00	293,949.35	2,297,612.01	146,226.64	94.7 %
2490	OTHER SCHOOL ADMINSTRATN	73,744.00	73,744.00	13,737.10	23,001.97	37,004.93	49.8 %
2510	FISCAL SERVICES	459,430.00	468,200.00	80,264.71	371,895.95	16,039.34	96.6 %
2590	OTHER BUSINESS SUPPRT SERV	503,349.00	470,001.00	6,217.44	343,727.00	120,056.56	74.5 %
2610	CUSTODIAL & HOUSEKEEPING	2,154,627.00	2,155,035.00	419,130.54	213,955.65	1,521,948.81	29.4 %
2620	MAINTENANCE & REPAIR	3,034,659.00	3,035,067.00	404,266.26	1,892,682.54	738,118.20	75.7 %

New Milford Board of Education  
 SECONDARY REPORT BY PROGRAM AS OF 8/31/2013

Prog	Description	Approved	Adjusted	Expended	Encumbered	Balance	Pct. Used
2630	BUILDING USE ADMINISTRATION	35,035.00-	35,035.00-	300.00	1,200.00	36,535.00-	4.3-%
2660	SECURITY	146,806.00	146,806.00	.00	81,378.00	65,428.00	55.4 %
2710	TRANSPORTATION	4,335,393.00	4,335,393.00	510,199.85	3,961,174.55	135,981.40-	103.1 %
2790	NON-REIMBURSABLE TRANSPRT	1,024.00	1,024.00	.00	.00	1,024.00	.0 %
2810	PLANNING & EVALUATION	30,013.00	30,013.00	.00	1,750.00	28,263.00	5.8 %
2820	COMMUNICATION & COMM/STAFF RELATION	28,594.00	28,329.00	2,098.90	17,415.70	8,814.40	68.9 %
2830	RECRUITING/PERSONNEL SERV	190,064.00	193,196.00	26,700.37	140,872.62	25,623.01	86.7 %
2840	TECHNOLOGY	254,756.00	259,802.00	80,932.57	163,265.08	15,604.35	94.0 %
2910	SOCIAL SECURITY	603,950.00	603,950.00	54,501.76	.00	549,448.24	9.0 %
2920	MEDICARE	481,074.00	481,074.00	29,654.06	.00	451,419.94	6.2 %
2930	LIFE INSURANCE	99,608.00	99,608.00	.00	99,608.00	.00	100.0 %
2940	DISABILITY INSURANCE	84,539.00	84,539.00	.00	84,539.00	.00	100.0 %
2950	MEDICAL INSURANCE	7,030,159.00	7,030,159.00	.00	.00	7,030,159.00	.0 %
2960	UNEMPLOYMENT INSURANCE	177,352.00	177,352.00	4,727.00	97,793.00	74,832.00	57.8 %
2970	OTHER BENEFITS	826,439.00	826,439.00	435,711.00	383,657.00	7,071.00	99.1 %
2980	PENSION-NON CERTIFIED EMPLOYEES	635,000.00	635,000.00	.00	635,000.00	.00	100.0 %
3210	INTERSCHOLASTIC SPORTS	631,908.00	631,908.00	51,623.79	232,636.07	347,648.14	45.0 %
3211	INTRAMURAL SPORTS	19,891.00	19,891.00	.00	.00	19,891.00	.0 %
3212	OTHER STUDENT ACTIVITIES	203,767.00	203,767.00	2,724.28	7,874.31	193,168.41	5.2 %
6110	TUITION-CONN PUB SCHL DIS	516,081.00	568,081.00	157,520.80	512,713.27	102,153.07-	118.0 %
6130	TUITION-NON PUBLIC SCHL	1,445,189.00	1,445,189.00	116,851.96	1,713,638.45	385,301.41-	126.7 %
7001	CAPITAL-FACILITIES	261,630.00	261,630.00	11,795.00	80,230.87	169,604.13	35.2 %
7002	CAPITAL-TECHNOLOGY	214,130.00	214,130.00	3,472.00	64,620.00	146,038.00	31.8 %
7003	CAPITAL-OTHER	2,850.00	2,850.00	.00	.00	2,850.00	.0 %
	** FINAL TOTAL **	59,634,148.00		4,319,423.72		13,969,053.60	
			59,634,148.00		41,345,670.68		76.6 %
	"FINAL TOTAL" 8/31/2012	57,557,533.00		5,707,567.15		12,375,309.50	
			57,557,533.00		39,474,656.35		78.5%
	Variance	2,076,615.00	2,076,615.00	1,388,143.43	1,871,014.33	1,593,744.10	1.9%



FUND 001 000 GENERAL FUND

Obj.	Description	Approved	Adjusted	Expended	Encumbered	Balance	Pct. Used
111	SALARY-CERTIFIED	27,613,891.00	27,624,350.00	1,343,452.65	24,942,706.11	1,338,191.24	95.2 %
112	SALARY-NON-CERTIFIED	8,312,498.00	8,302,039.00	791,972.62	4,148,705.10	3,361,361.28	59.5 %
200	EMPLOYEE BENEFITS	9,935,569.00	9,935,569.00	522,073.82	1,300,597.00	8,112,898.18	18.3 %
321	INSTRUCTIONAL PROGRAMS	41,451.00	41,451.00	3,488.40	12,200.00	25,762.60	37.8 %
322	PROGRAM IMPROVEMENT	122,301.00	122,301.00	5,500.00	4,815.20	111,985.80	8.4 %
323	PUPIL SERV. (COUNSEL, GUID)	640,583.00	640,583.00	35,931.25	467,294.50	137,357.25	78.6 %
324	STAFF SERVICES (TRAINING)	131,725.00	131,725.00	1,077.00	5,300.92	125,347.08	4.8 %
331	AUDIT SERVICES	25,000.00	25,000.00	.00	25,000.00	.00	100.0 %
332	LEGAL SERVICES	181,004.00	181,004.00	100,000.00	.00	81,004.00	55.2 %
333	MEDICAL SERVICES	27,695.00	27,695.00	.00	.00	27,695.00	.0 %
336	INSURANCE SERVICES	2,484.00	2,484.00	643.00	1,357.00	484.00	80.5 %
339	PURCH. SERVICES-OTHER	1,825,803.00	1,773,803.00	157,491.82	1,241,154.64	375,156.54	78.9 %
411	WATER	76,944.00	76,944.00	4,021.45	72,922.55	.00	100.0 %
412	SEWAGE	30,346.00	30,346.00	22,656.00	.00	7,690.00	74.7 %
413	FIRE DISTRICT	1,295.00	1,295.00	.00	.00	1,295.00	.0 %
421	GARBAGE AND REFUSE	79,482.00	79,482.00	10,590.34	68,891.66	.00	100.0 %
431	INSTRUCT EQUIPMENT REPAIR	14,400.00	14,400.00	98.00	170.00	14,132.00	1.9 %
432	NON-INSTRUCT EQUIPMENT REPAIR	76,769.00	76,439.00	8,335.48	34,646.23	33,457.29	56.2 %
433	BUILD & GROUNDS-REPAIR	335,793.00	335,793.00	106,525.58	173,436.58	55,830.84	83.4 %
442	NON-INSTRUCT EQUIPMENT-RENT	261,283.00	261,283.00	57,342.49	112,284.30	91,656.21	64.9 %
511	PUPIL TRANSPORTATION-CONTRACT	4,455,264.00	4,455,264.00	505,581.56	3,961,607.55	11,925.11-	100.3 %
513	PUPIL TRANSPORTATION-OTHER	1,500.00	1,500.00	.00	.00	1,500.00	.0 %
515	FIELD TRIPS	112,425.00	112,425.00	550.00	91,000.00	20,875.00	81.4 %
521	PROPERTY/LIABILITY INS	343,727.00	343,727.00	.00	343,727.00	.00	100.0 %
523	MEDICAL INSURANCE-SPORTS PROGRAM	21,000.00	21,000.00	14,200.00	.00	6,800.00	67.6 %
530	COMMUNICATIONS	660.00	660.00	59.98	600.02	.00	100.0 %
531	TELEPHONES	81,370.00	81,370.00	13,391.14	67,978.86	.00	100.0 %
532	POSTAGE	35,998.00	35,998.00	1,895.67	33,218.80	883.53	97.5 %
540	ADVERTISING EXPENSE	1,525.00	1,525.00	715.00	.00	810.00	46.9 %
550	PRINTING EXPENSE	61,668.00	61,403.00	753.00	6,940.65	53,709.35	12.5 %
560	TUITION EXPENSE	5,000.00	5,000.00	.00	.00	5,000.00	.0 %
561	TUITION-COMM LEA	596,276.00	648,276.00	157,520.80	512,713.27	21,958.07-	103.4 %
563	TUITION-PRIVATE FACILITY	1,894,174.00	1,894,174.00	116,851.96	1,713,638.45	63,683.59	96.6 %
580	TRAVEL EXPENSES	38,660.00	38,660.00	7,408.20	8,206.42	23,045.38	40.4 %
611	INSTRUCTIONAL SUPPLIES	453,314.00	443,934.00	65,518.78	90,553.46	287,861.76	35.2 %
612	NON-INSTRUCTIONAL SUPPLIES	202,626.00	202,626.00	21,412.20	50,886.26	130,327.54	35.7 %
613	MAINTENANCE SUPPLIES	202,525.00	202,525.00	88,012.46	94,775.77	19,736.77	90.3 %
614	MAINTENANCE COMPONENTS	32,416.00	32,416.00	4,732.10	14,048.19	13,635.71	57.9 %
615	SUPPLIES/NON-FOOD	3,318.00	3,318.00	.00	.00	3,318.00	.0 %
619	GROUNDKEEPING SUPPLIES	4,543.00	4,543.00	185.58	4,357.42	.00	100.0 %
622	ELECTRICITY	879,467.00	879,467.00	89,164.92	790,302.08	.00	100.0 %
623	BOTTLED GAS	1,715.00	1,715.00	60.51	299.49	1,355.00	21.0 %
624	OIL	350,969.00	350,969.00	.00	350,969.00	.00	100.0 %
625	NATURAL GAS	265,044.00	265,044.00	7,974.08	257,069.92	.00	100.0 %
626	GASOLINE	39,935.00	39,935.00	2,491.86	33,508.14	3,935.00	90.1 %
641	TEXTS-NEW/NON-CONSUMABLE	84,298.00	85,498.00	11,377.86	54,323.78	19,796.36	76.8 %
642	TEXTS-REP/ADD NON-CONSUMABLE	23,778.00	28,631.00	6,421.22	14,634.64	7,575.14	73.5 %
644	TEXTS-REP/ADD CONSUMABLE	66,486.00	66,486.00	9,617.11	31,712.26	25,156.63	62.2 %
645	LIBRARY BOOKS	103,824.00	99,023.00	6,126.59	9,090.52	83,805.89	15.4 %
646	WORKBOOKS	64,415.00	72,303.00	38,089.15	11,734.73	22,479.12	68.9 %
647	PERIODICALS	22,350.00	22,590.00	2,849.22	8,756.82	10,983.96	51.4 %
720	BUILDINGS & IMPROVEMENTS	88,525.00	88,525.00	193.49	86,130.87	2,200.64	97.5 %
731	INSTRUCTIONAL EQUIPMENT-NEW	32,906.00	32,906.00	349.76	4,578.87	27,977.37	15.0 %

Obj.	Description	Approved	Adjusted	Expended	Encumbered	Balance	Pct. Used
732	INSTRUCTIONAL EQUIPMENT-REPLACEMENT	15,029.00	15,029.00	3,357.21	6,702.46	4,969.33	66.9 %
733	NON-INSTRUCTIONAL EQUIPMENT-NEW	321,028.00	321,028.00	3,841.95	67,769.55	249,416.50	22.3 %
734	NON-INSTRUCTIONAL EQUIPMENT-REPLACEMENT	185,891.00	185,891.00	12,037.95	1,216.86	175,069.91	5.8 %
810	DUES & FEES	73,693.00	74,288.00	35,403.00	13,570.50	25,314.50	65.9 %
900	FEE REVENUE	212,228.00	212,228.00	470.50	.00	211,757.50	.0 %
910	TUITION REVENUE	117,800.00	117,800.00	.00	.00	117,800.00	.0 %
920	GRANT REVENUE STATE	877,032.00	877,032.00	.00	.00	877,032.00	.0 %
960	MEDICAID REIMBURSEMENT	25,000.00	25,000.00	54,449.99	.00	29,449.99	.0 %
965	VENDOR REBATE REVENUE	37,450.00	37,450.00	25,000.00	.00	12,450.00	.0 %
** FINAL TOTAL **		59,634,148.00	59,634,148.00	4,319,423.72	41,345,670.68	13,969,053.60	76.6 %
"FINAL TOTAL" 8/31/2012		57,557,533.00	57,557,533.00	5,707,567.15	39,474,656.35	12,375,309.50	78.5%
Variance		2,076,615.00	2,076,615.00	1,388,143.43	1,871,014.33	1,593,744.10	1.9%




NEW MILFORD PUBLIC SCHOOLS  
BUDGET TRANSFER REQUESTS – RECOMMENDED  
BOE MEETING DATE: 9/10/13

<u>Transfer #</u>	<u>Description</u>	<u>From: Account#</u>	<u>Amount</u>	<u>To: Account #</u>	<u>Amount</u>
NMHS 001	NEASC – Membership Dues	05-432-2490	\$330.00	05-810-2490	\$330.00
SPED 001	Outplaced Student	12-339-1212	\$52,000.00	12-561-6110	\$52,000.00
CO 001	Education Connection – WCSA Membership Dues	15-550-2820	\$265.00	15-810-2310	\$265.00



**NEW MILFORD PUBLIC SCHOOLS**  
Office of Fiscal Services  
50 East Street  
New Milford, Connecticut 06776  
Telephone (860)-354-8726

## **MEMORANDUM**

**TO:** JeanAnn Paddyfote  
**FROM:** Gregg Miller   
**CC:** Greg Shugrue  
**DATE:** August 30, 2013  
**RE:** Stop & Shop A+ Rewards Program

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Stop & Shop has made a donation to New Milford High School in the amount of \$1,054.30 as part of their rewards program.

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**Telephone (860)-354-8726**

## **MEMORANDUM**

**TO:** JeanAnn Paddyfote  
**FROM:** Gregg Miller  
**DATE:** July 15, 2013  
**RE:** School Security Competitive Grant Program

---

The New Milford School District is applying for funds in the amount of \$602,478 under the School Security Competitive Grant Program which is a competitive grant for State Fiscal Years ending June 30, 2013 to June 30, 2015 inclusive to improve security infrastructure in schools.

Eligible expenses include but are not limited to: installation of surveillance cameras, penetration resistant vestibules, ballistic glass, solid core doors, double door access, computer controlled electronic locks, entry door buzzer systems, scan card systems, panic alarms, or systems and; the training of school personnel in the operation and maintenance of the security infrastructure of school buildings.

Reimbursement for eligible expenses incurred on or after April 4, 2013 may be applied for under this grant.

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**NEW MILFORD PUBLIC SCHOOLS**  
**50 East Street**  
**New Milford, Connecticut 06776**  
**(860) 354-3235 FAX (860) 210-2643**

TO: Dr. JeanAnn C. Paddyfote  
FROM: Debbie Clark and Joan Kick  
DATE: August 28, 2013  
RE: P-3 Preschool/K Transition and Collaboration Grant

We are reapplying for the P-3 Building Community Partnerships of Preschools and Public Schools. It is a grant opportunity for communities that have P3 partnerships and are working toward the pre-k to kindergarten transition process, parent understanding of literacy and pre-reading skills, and aligning curriculum with CT Framework and local standards. The P3 Grant is funded through the Connecticut Community Foundation. This initiative started several years ago to promote literacy and collaboration with local preschools and daycare providers. Reaching out to our collaborative partnership supports Strategy One in our Five-Year Strategic Plan and has produced positive results.

The Early Childhood Council (ECC), with members from the public schools (EXCEL teachers, kindergarten teachers, reading teachers, and administrators), local preschools, the New Milford Public Library, Literacy on the Green, and parents, is actively involved with promoting early childhood literacy as well as aligning curriculum with pre-kindergarten state standards.

We have continued our Countdown to Kindergarten program which has been most successful. This evening event is designed for parents of transitioning preschoolers from our district and provides an informative evening on the kindergarten expectations and program. This affords parents the opportunity to learn about the necessary benchmarks for transitioning preschoolers and provides a wealth of activities promoting these skills. It also provides literacy bags (funded by the CT Community Foundation) filled with resource information as well as books, crayons, and scissors to help parents prepare their children for kindergarten.

We are requesting \$8,915.00 to include the following:

- Expenses for four ECC meetings (collaboration with preschool programs in New Milford);
- Joint professional development with community programs around pre-kindergarten state standards;
- Literacy bags for families at our Countdown to Kindergarten Orientation;
- Collaboration with Literacy Volunteers on the Green and Family Read Program.

We would be happy to answer any additional questions.



**NEW MILFORD PUBLIC SCHOOLS**  
**Office of the Assistant Superintendent**  
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**New Milford, Connecticut 06776**  
**(860) 354-3235 FAX (860) 210-2643**



**Joshua Smith**  
**Assistant Superintendent of Schools**

**TO:** JeanAnn C. Paddyfote, Ph.D.  
**FROM:** Joshua Smith  
**DATE:** August 28, 2013  
**RE:** 2013-2014 Grants


The grants listed below will be used to supplement district funds and not to supplant them. It breaks down as follows:

- **Technology Investments to Implement Common Core State Standards and Administer Common Core Aligned Assessments, Specifically Smarter Balanced Assessments Grant** (\$253,785). If this grant is awarded, the money will be used to purchase new network equipment for all six schools and the Lillis administrative offices. The improvements made to the network infrastructure will increase network performance and allow teachers to increase resources needed in the classroom. This is a newly created State Grant that allots a total of 10 million dollars to help schools prepare for the national online assessments.
- **ED 229 Bilingual Education Program Grant** (\$2,600). Last year we received \$2,614. This grant will be used to continue community outreach for parents of English Language Learners at Hill and Plain Elementary School (HPS). HPS qualified for this grant because they had the minimum required twenty students who spoke one language, Spanish.



**NEW MILFORD PUBLIC SCHOOLS**  
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**Telephone (860)-354-8726**

## **MEMORANDUM**

**TO:** JeanAnn Paddyfote  
**FROM:** Gregg Miller   
**CC:** Debbie Socotch  
**DATE:** July 12, 2013  
**RE:** New \$2,500 cap on healthcare flexible spending accounts

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The federal government has set a new cap on the maximum allowable amount for healthcare flexible spending accounts. This is a benefit offered to district employees. As of January 1, 2013 the amount is \$2,500. Our current plan cap is \$2,000 and needs to be amended to reflect this change. We currently have approximately 24 employees using this benefit.

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NEW MILFORD PUBLIC SCHOOLS  
Office of Fiscal Services  
50 East Street  
New Milford, Connecticut 06776  
Telephone (860)-354-8726

## MEMORANDUM

TO: Dr. JeanAnn Paddyfote  
FROM: Gregg A. Miller  
CC: Debbie Socotch  
DATE: August 9, 2013  
RE: Tuition Rates-FY 2013-2014

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This is to advise you that the tuition rates for various grade levels within the district have been computed for the 2013-14 school year. The rates are listed below for your information.

	<u>2012-2013</u>	<u>2013-2014</u>
New Milford High School	\$11,159.54	\$11,784.68
Schaghticoke Middle School	\$10,545.72	\$10,945.99
Elementary Schools	\$9,708.37	\$9,910.55

A factor that influences these rates is the student enrollment at the various levels and changes in the same. If fixed costs are remaining constant but enrollment is decreasing, the result typically is an increase in tuition rates. It should be pointed out that the debt service cost, although not included in the operating budget of the school, is incorporated in these costs from the Town Budget.

Also, it is important to note that these are the rates that are used for regular education students. As stated above, Special Education costs are excluded from these calculations as are transportation costs. Should it become necessary to bill out for a special education student, it would be done on a case by case basis using specific program cost plus ancillary services as may be required by the Individual Education Plan for the student.

I will gladly be available to answer any questions regarding this calculation.

**NEW MILFORD PUBLIC SCHOOLS**  
**Office of the Assistant Superintendent**  
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**New Milford, Connecticut 06776**  
**(860) 354-3235 FAX (860) 210-2643**



**Joshua Smith**  
**Assistant Superintendent of Schools**

TO: JeanAnn C. Paddyfote, Ph.D.  
FROM: Joshua Smith  
DATE: August 27, 2013  
RE: Tuition Student Request

I have received a request from one of our certified staff members for her daughter to attend New Milford High School as a junior this fall as a tuition student. After meeting with the young lady and her mother, it is my recommendation that we allow her to attend our high school.

According to Board Policy 3240(b), a certified staff member whose child has been admitted to the New Milford Public Schools shall pay 50% of the established tuition rate in advance.





**NEW MILFORD PUBLIC SCHOOLS**  
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## **MEMORANDUM**

**TO: JeanAnn Paddyfote**  
**FROM: Gregg Miller**  
**DATE: August 30, 2013**  
**RE: Year End Balance 2012-2013 Fiscal Year**

---

**The unaudited year-end balance is \$786,775.**

**I have attached a brief detailed overview (Attachment A), a History of Surpluses (Attachment B) and details of the Facilities Overage (Attachment A-1).**

**As you review Attachment B, the history of year-end balances, you will note the number varies greatly from year to year. Reasons contributing to the unspent balance also vary greatly from year to year. Detail is given in Attachments A and A-1.**

**Attachments**

<b>New Milford Public Schools Summary of Surplus Major Areas 2012-2013 (Attachment A)</b>		
<b>Savings to Budget</b>		Savings \$
Salary		\$660,315
	> Retirements	
	> Unfilled Vacancies	
	> Resignations	
	> Unpaid LOAs	
Electricity	Lower Usage & Price	\$126,584
Oil	Lower Usage	\$80,687
Natural Gas	Lower Usage & Price	\$89,652
SPED Excess Costs	Additional Revenues	\$233,801
	> Budgeted conservatively based on State's historical reimbursement trend.	
	Total Savings:	\$1,191,039
<b>Overages</b>		
Sports	Supplies & Transport	\$110,020
	> Post Season Play	
Facilities	Grounds Repair/Contracted Services	\$94,876
	> See Attachment C	
Facilities	Maint Supplies	\$39,413
	> See Attachment C	
District	Security Upgrades	\$159,955
	> Per June 11, 2013 BOE Meeting	
	Total Overages:	\$404,264
	Net Surplus:	\$786,775



<u>Account</u>	<u>Description</u>	<u>Reason</u>	<u>Amount</u>	
<b>432</b>	Groundskeeping Equipment Repairs, building repairs	Hill & Plain Boiler Room Fire, SMS Boiler Repairs, Hurricane of 2012, Blizzard of 2013,	\$11,094	Fire-\$5145, Boiler Repairs-\$1493, Equipment Repairs-\$4456
<b>433</b>	Contracted Services	Hill & Plain Boiler Room Fire, Hurricane damages, Security repairs, enhancements, post December 14th, Blizzard of 2013, NES Boiler Repairs, emergency Concrete Repairs	\$83,782	Fire-\$7417, Hurricane-\$17,593, Boiler Repairs-\$5991, Blizzard-\$1592, Security enhancements-\$48,813, Concrete work-\$2376
<b>613</b>	Maintenance Repair Components	Hurricane damages, Security repairs, enhancements, post December 14th, Unanticipated Repairs	\$39,413	Various supplies purchased from 20+ vendors, too numerous to itemize

**History of Surpluses  
(Attachment B)**

NMPS				
Budget Year	Approved Budget	Surplus	% of Budget	
2012/2013	\$57,557,533	\$786,775	1.37%	
2011/2012	\$57,194,266	\$32,091	0.06%	
2010-2011	\$56,945,211	\$3,092	0.01%	
2009/2010	\$56,945,211	\$456,774	0.80%	
2008/2009	\$56,945,211	\$49,409	0.09%	
2007/2008	\$55,552,179	\$741,083	1.33%	
2006/2007	\$53,131,535	\$275,108	0.52%	
2005/2006	\$49,916,679	\$298,325	0.60%	
2004/2005	\$47,557,968	\$979	0.00%	
2003/2004	\$45,409,265	\$214,845	0.47%	
2002/2003	\$43,562,843	\$508,952	1.17%	
2001/2002	\$42,803,349	\$0	0.00%	
2000/2001	\$39,259,920	\$2,409	0.01%	





**NEW MILFORD PUBLIC SCHOOLS**  
**Office of the Superintendent**  
**50 East Street**  
**New Milford, Connecticut 06776**  
**Telephone (860)-355-8406**

## **MEMORANDUM**

**TO: Board of Education Members**  
**FROM: JeanAnn C. Paddyfote, Ph.D.**  
**DATE: August 30, 2013**  
**RE: Consultant to Follow-up on School Facility & Utilization Recommendations**

The School Facility & Utilization Committee presented its findings and recommendation to close John Pettibone School at a Special Board of Education meeting on June 19, 2013. The Committee's recommendation did not specify which year the school should be closed due to additional information that is needed to make that decision.

The Committee discussed the need for additional information in order to adequately address whether it is feasible to close the school in 2014-2015. There was discussion at the Committee level that a dedicated person is needed on a part-time basis to become the project facilitator in order to gather this information and to facilitate the public hearings. Attachment A identifies a list of preliminary responsibilities a consultant would undertake to gather the information needed for the Board to make an informed decision about closing John Pettibone School. Attachment B identifies expenses needed in 2013-2014 (current year) and 2014-2015 should the Board decide to close the school in 2014-2015.

The expense to hire a consultant, a retired superintendent of schools or someone with similar qualifications, who would work approximately 135 days at a daily rate of \$630.00, will total \$85,050.00. This would be funded as follows: \$65,050 from unemployment compensation (we non-renewed eleven teachers: eight were re-hired due to resignations and two obtained employment in other districts) and \$20,000 by eliminating the cost to review the strategic plan at the end of the year and over the summer (the funds were going to be spread over two years). If John Pettibone School is closed in 2014-2015 it would not make sense to update the district's strategic plan.

Preliminary List of Activities  
to  
Determine Feasibility of a School Closure in 2014-2015

Attachment A

<b>Project Management</b>	<b>Timeline to Complete Tasks</b>
District to hire a part-time consultant to handle tasks related to possibly closing a school	mid-Sept. 2013
Consultant to prepare and facilitate first BOE Public Hearing	end of Sept. 2013
Consultant to prepare and facilitate second BOE Public Hearing	end of Oct. 2013
<b>Tasks Related to Students &amp; Facilities</b>	
Determine bus routes for two schools and rider times	mid-Sept. 2013
Identify # of Sp Ed students by grade as of Aug. 2014	mid-Oct. 2013
Identify # of rooms needed for Sp Ed classes at K-2, 3-5, 6-8	mid-Oct. 2013
Prepare student rosters for new location based on district lines	mid-Nov. 2013
Determine total # of classrooms needed per school K-2,3-5, 6-8	end of Nov. 2013
Determine projected class sizes by grade and special areas	beginning of Dec. 2013
Board makes a decision to close a school or not to close a school and the year to complete the task should they decide to close a school	Ideally, no later than Dec. 2013
<b>Tasks Related to Staffing</b>	
Determine # of personnel needed by category, i.e. teachers, paras, etc.	mid-Jan. 2014
Review seniority list and certification requirements of certified staff	mid-Feb. 2014
Determine staff who will be reduced in force	end of Feb. 2014
Staff identify preferences--school, grade, or colleague	early March 2014
Staff who are reduced in force are notified	mid-April 2014
Staff receive notification of assignment for 2014-2015 school year	April-May 2014



Estimate of One Time Costs to Close John Pettibone School			Attachment B	
	Estimated Costs	Notes:	Breakdown by year	
			Fiscal Year	Fiscal Year
			2013/14	2014/15
Consultant	\$85,050	To Facilitate Recommendations of Facility & Utilization Committee	\$85,050	
Principal/Asst Principal	\$6,600	1.0 FTE to work in summer to facilitate move Approx. 8 weeks	\$825	\$5,775
Custodial	\$3,360	Summer help for final clean-up 2 staff for 40 hours for 2 weeks	\$1,680	\$1,680
Rental Box Truck	\$3,000	Move computers, textbooks, library books, personal belongings of staff		\$3,000
Moving Supplies	\$3,000	Boxes, tape, wrapping material etc.	\$3,000	
Security Equipment	\$10,000	Remove and re-install cameras and devices throughout district as needed. 10 units at \$1000		\$10,000
Professional Movers	\$50,000	Move all furniture, computers, etc.		\$50,000
Extra Help-Current Staff	\$20,160	4 workers for 40 hours for 6 weeks	\$3,360	\$16,800
Extra Help-Summer Help	\$4,000	\$400 week for 4 workers for 6 weeks	\$670	\$3,330
Phone System	\$7,500	Pull system, keep as back-up, use handsets Reprogram all extensions at 4 schools		\$7,500
Smart Boards-Relocate	\$19,600	\$700 per x 28 units		\$19,600
Computers	\$6,400	IT staff time - disconnect & reconnect 2 staff 40 hours for 8 weeks		\$6,400
Copiers	\$1,200	Relocate Ricoh units 4 Units at \$300		\$1,200
Furniture-Excess	\$2,500	Storage rental off-site		\$2,500
Dumpsters	\$2,200	4 Units @ \$550 - 40 cubic yard - for damaged furniture & equip. obsolete textbooks and supplies	\$550	\$1,650
Relocate Library Books	\$5,000	Catalog, inventory and relocate library books Summer help		\$5,000
<b>Totals:</b>	<b>\$229,570</b>		<b>\$95,135</b>	<b>\$134,435</b>



# Superintendent Goals, Strategies and Implementation Steps September 2013 - June 2016

Key: **Goals**  
**Strategies**

## Goal # 1: Improve Teacher and Leader Quality

### 1. Design and implement a comprehensive system to improve teacher and principal effectiveness.

Implementation Step 1: Identify teachers and administrators who have high rates of student achievement and success.

Implementation Step 2: Recognize those staff members and develop a teacher-leader cadre to serve as “go to” staff for new teachers or leaders.

Implementation Step 3: Utilize identified teachers for instructional leader positions.

Implementation Step 4: Create new opportunities for successful teachers to utilize their skills and talents across district schools.

### 2. Expand district leadership capacity to implement and sustain high performing schools.

Implementation Step 1: Identify a new management structure that places the emphasis on student achievement, success and outcomes.

Implementation Step 2: Create leadership opportunities for aspiring administrators that complement successful practices in our schools.

### 3. Implement a system for evaluation of teachers and administrators based on the CT System of Educator Evaluation and Development (SEED) and that is based on student achievement, teacher and principal growth, and stakeholder feedback (student/parent/teacher surveys).

Implementation Step 1: Participate in the CT System of Educator Evaluation and Development (SEED) for teachers and administrators.

Implementation Step 2: Identify multiple classroom and school indicators that will be used in the teacher and administrator evaluation process.

Implementation Step 3: Administer and analyze parent, teacher, and student surveys.

Implementation Step 4: Adjust and implement the evaluation model as needed over time.

**4. Develop a comprehensive program of professional development informed by teacher and leader evaluation.**

Implementation step 1: Form a district-wide committee to analyze survey results from professional development activities and to identify areas of improvement for staff.

Implementation Step 2: Develop a comprehensive, multi-year plan for professional development related to identified needs.

**Goal # 2: Support Strategies to Improve High Quality Instruction for All Students**

**1. Implement Scientifically Research-Based Interventions (SRBI) at all grade levels by providing the necessary supports and resources in reading and math, and positive behavior intervention and supports.**

Implementation Step 1: Identify and evaluate Tier I, Tier II, and Tier III instruction and interventions.

Implementation Step 2: Prioritize Tier I, Tier II, and Tier III intervention needs based on evaluation data.

Implementation Step 3: Expand core classroom instruction to ensure appropriate continuum and balance of interventions.

Implementation Step 4: Develop a system of student progress monitoring to measure the effectiveness of instruction and intervention at each school.

Implementation Step 5: Identify and implement an effective system to monitor behavior as part of the SRBI process across all schools.

Implementation Step 6: Develop a standardized approach to provide SRBI services to students across all schools.

**2. Improve student attendance and reduce truancy.**

Implementation Step 1: Analyze school data and cross reference data with student performance and subgroup categories.

Implementation Step 2: Develop strategies to identify students who are missing instructional time and develop a system to bring parents into the school to address the problem.



**Implementation Step 3: Create incentives for students to improve their attendance.**

**Implementation Step 4: Identify effective strategies for reducing absenteeism and measure the impact of increased instructional time on student achievement.**

**Implementation Step 5: Identify students and families who are truant and initiate a support service delivery plan to work with the family.**

**Implementation Step 6: Analyze the effectiveness of truancy intervention strategies and adjust the support service delivery plan based on the data.**

### **3. Provide extended learning time opportunities for students.**

**Implementation Step 1: Identify time periods during the instructional day that can be utilized to expand instructional opportunities for students at each school.**

**Implementation Step 2: Identify ways to extend the school day for students through before school and after school learning opportunities that are aligned with academic goals by grade level or course work.**

**Implementation Step 3: Expand the hours at the secondary schools to provide extended learning opportunities to students through the use of computer technology, tutoring, and educational programs.**

**Implementation Step 4: Increase student access to online educational courses at New Milford High School for enrichment, remediation, and credit recovery.**

**Implementation Step 5: Develop year round, summer learning opportunities for students entering grades 1-8.**

**Implementation Step 6: Create a district-wide crosswalk of enhanced instructional opportunities for students.**

**Implementation Step 7: Analyze student data to measure the impact of extended learning time on student achievement by school.**

### **4. Identify and implement service delivery models that will improve instruction for English Language Learners.**

**Implementation Step 1: Conduct a comprehensive audit of our current program that identifies enrollment trends, concentration of needs and performance data.**

**Implementation Step 2: Identify best practice in districts that have demonstrated success and models that can be replicated in New Milford.**

**Implementation Step 3: Align our service delivery model with those strategies that have proven to be successful in other districts.**

**Implementation Step 4: Institute reporting metrics that will monitor student success and future areas for improvement.**

**5. Identify and implement service delivery models that will reduce over-identification of special education students and improve the effectiveness of special education programs.**

**Implementation Step 1: Identify the special education rates by school and the level of services provided to students.**

**Implementation Step 2: Audit Individual Education Plans (IEP's) district-wide using an accountability model and adjust the PPT decision making process as needed.**

**Implementation Step 3: Analyze performance levels and rates of growth of special education students on State standardized measures as compared to non-disabled peers to determine effectiveness of special education programs and staff and adjust instruction or services as needed.**

**Implementation Step 4: Analyze performance levels and growth of students on modified State assessments to evaluate the effectiveness of programs and staff and adjust instruction and services as needed.**

**Implementation Step 5: Analyze the number of students identified as Speech and Language impaired and determine if there is an over identification of students with second language acquisition problems versus a speech and language disability.**

**Implementation Step 6: Reduce the number of students over-identified with the emotional disturbance classification through the implementation of school-wide behavioral supports and individual behavioral intervention plans.**

**Implementation Step 7: Identify gaps in the Least Restrictive Environment continuum of supports, services, and placements.**

**Implementation Step 8: Re-purpose funds to adjust and enforce the Least Restrictive Environment continuum supports, services, and placements.**



**Implementation Step 9: Analyze graduation rates of students with special needs.**

**Implementation Step 10: Establish a four and five year plan for graduation that aligns with Student Success Planning and Student Transition Planning to prepare students for college readiness.**

**Implementation Step 11: Ensure that Planning and Placement Teams (PPT) design Individual Education Plans in order to ensure that students will meet graduation requirements as measured by an increased graduation rate of students identified as special education.**

**6. Continue to develop a K-12 student assessment and data management plan to track student progress and outcomes.**

**Implementation Step 1: Create a district data and measurement team to organize and align district assessments with curriculum objectives.**

**Implementation Step 2: Establish building based data teams as a communication point between the school and the district's data initiatives.**

**Implementation Step 3: Develop a reporting structure to establish goals, benchmarks and monitoring of student achievement data within the district.**

**7. Continue to develop the K-6 literacy program and align outcomes with Common Core State Standards.**

**Implementation Step 1: Monitor K-1 writing program for fidelity of implementation and effectiveness.**

**Implementation Step 2: Develop a common core writing program in grades 2-5.**

**Implementation Step 3: Re-align and prioritize Grade 6 Writing curriculum with Common Core Standards.**

**8. Develop and implement an English Language Arts Program at grades 7-8 that aligns with Common Core State Standards.**

**Implementation Step 1: Continue to work with state leaders and consultants to evaluate and realign the current curriculum.**

**Implementation Step 2: Provide professional development for teachers in Common Core State Standards, student choice driven instruction and assessment.**

Implementation Step 3: Create common grade level assessments that are aligned with the Common Core State Standards.

**9. Continue to develop K-8 math curricula in alignment with Common Core State Standards.**

Implementation Step 1: Adapt model curriculum units written by Connecticut and other states to meet the needs of our students.

Implementation Step 2: Provide professional development to teachers on how to implement the new curriculum units.

Implementation Step 3: Identify and provide appropriate instructional materials to support model curriculum units.

Implementation Step 4: Develop and adapt assessments to measure student mastery of curriculum goals and the effectiveness of the new curriculum.

**10. Reduce the number of students failing courses in grades 7-12.**

Implementation Step 1: Establish a district SRBI team that will work to establish consistent structures and reporting standards for student intervention.

Implementation Step 2: Administrators will work to establish clear grading rationales that are consistent and reflect student mastery.

Implementation Step 3: Create standards-based grading practices and assessments.

Implementation Step 4: Establish an intervention process that identifies struggling students early enough to provide support.

Implementation Step 5: Provide a parent portal that will improve student and parent knowledge of performance.

**11. Increase the number of students taking Advanced Placement courses and scoring three or better on the AP exam.**

Implementation Step 1: Increase the number of Advanced Placement sections offered.

Implementation Step 2: Increase the number of graduation credits required for students.

Implementation Step 3: Train additional teachers in Advanced Placement instruction to increase scheduling flexibility.



**Implementation Step 4: Reduce or remove entry requirements for students to take Advanced Placement courses.**

**12. Increase the percentage of students graduating in four years from New Milford High School.**

**Implementation Step 1: Improve the SRBI process to better identify students in grade 9 that are in trouble or may be in trouble in future years.**

**Implementation Step 2: Improve and enhance options for students who are not successful in our current high school structure.**

**Implementation Step 3: Increase the flexibility of credit options for students that are not successful in more traditional instructional settings.**

**13. Increase the percentage of students attending and graduating from two year and four year colleges.**

**Implementation Step 1: Increase the rigor of classes at New Milford High School so that students are better prepared for college level classes.**

**Implementation Step 2: Increase the number of students participating in Advanced Placement Courses.**

**Implementation Step 3: Conduct post high school graduation follow-up studies in years 1, 2, and 4 following high school graduation.**

**Implementation Step 4: Identify and respond to the reasons students do not attend college.**

**Implementation Step 5: Create annual reporting structures to improve awareness and accountability.**

**Goal #3: Improve the Management of District Resources**

**1. Implement the conversion to a new financial software system.**

**Implementation Step 1: Collaborate with the Town to develop a preliminary uniform chart of accounts.**

**Implementation Step 2: Populate the fields using the uniform chart of accounts for the current year and last two years.**

**Implementation Step 3: Identify and provide for the training needs of the various departments on the Board side charged with the responsibility for using the Munis platform.**

Implementation Step 4: Create a budget for the ongoing cost of Munis to include the necessary training, hardware, and software expenses.

**2. Acquire and implement the platform for human resource management as part of the new financial software program.**

Implementation Step 1: Incorporate the data from the human resource department into the Munis system.

Implementation Step 2: Create a budget to provide training, hardware and software updates to effectively implement the human resource program.

**3. Update and maintain a sustainable five-year plan for facilities and technology.**

Implementation Step 1: Establish a baseline of technology and facilities projects completed within the last five years.

Implementation Step 2: Revise and update the five-year plan for technology and facilities annually.

Implementation Step 3: Develop a plan to obtain long-term funding for major facilities projects for boilers and roofs.

**4. Provide safe and sustainable transportation services to students.**

Implementation Step 1: Review Board policy of transportation services annually and revise it in accordance with accommodation guidelines established by the State Department of Education.

Implementation Step 2: Review and revise ridership timelines three times during the school year.

Implementation Step 3: Annually update accident protocol for Central Office administrators.

**5. Provide safe learning environments for all students.**

Implementation Step 1: Incorporate the recommendations of the school safety assessment.

Implementation Step 2: Update and distribute to all staff the district's emergency response manual.

Implementation Step 3: Conduct at least two school drills with first responders and provide feedback to staff.



## **Goal #4: Enhance Parent and Community Involvement in our Schools**

### **1. Increase parent involvement and engagement at each school to enhance student success.**

Implementation Step 1: Invite parents to participate in school based activities involving their children during the day and in the evening.

Implementation Step 2: Expand parent volunteer opportunities in all schools.

Implementations Step 3: Provide informational meetings for parents in a variety of settings and times.

### **2. Improve opportunities for teachers and parents to share student information regarding student performance.**

Implementation Step 1: Provide a parent portal to engage parents in monitoring their child's performance.

Implementation Step 2: Create feedback tools to assess the effectiveness of parent conferences and to incorporate suggestions to improve conferences.

Implementation Step 3: Provide information to families of English Language Learners in a format they can understand.

### **3. Increase opportunities for institutional, civic, and university partnerships that expand student learning opportunities.**

Implementation Step 1: Establish partnerships with local civic groups to volunteer in our schools to enhance student learning.

Implementation Step 2: Collaborate with Western Connecticut State University and other institutions of higher learning to partner with the district to enhance student teaching opportunities and expand student learning opportunities.

### **4. Measure and increase the level of satisfaction of parents, students and teachers of the New Milford Public Schools.**

Implementation Step 1: Administer surveys to parents, teachers, and students to measure level of satisfaction.

Implementation Step 2: Analyze data from each group and implement suggestions that will add the most value to level of satisfaction.

**5. Continue to develop and implement the communication strategy to ensure all members of our collaborative partnership understand our mission and objectives and are actively engaged in achieving them.**

**Implementation Step 1: Create and send rapid notification electronic messages to parents on a consistent basis.**

**Implementation Step 2: Create and distribute monthly E-newsletters showcasing special school activities, new programs, student and staff accomplishments and other news worthy topics.**

**Implementation Step 3: Continue to update and maintain a dynamic website.**

**Implementation Step 4: Provide professional development opportunities for staff and the resources for them to create and maintain current websites for students and parents.**

#### **Goal #5: Maximize the Use of School Facilities for Instructional Purposes**

**1. Provide community information sessions regarding the facility and utilization study committee data.**

**Implementation Step 1: Initiate two informational sessions for parents and community members to learn about the work of the facility utilization study committee and the data generated by the committee.**

**2. Identify and address the issues and concerns related to closing a school.**

**Implementation Step 1: Provide opportunities for staff, students, parents, Board of Education members and community members to state their issues and concerns related to closing a school.**

**Implementation Step 2: Develop a list of issues and concerns related to closing a school and provide responses to the list of issues and concerns.**

**Implementation Step 3: Develop a summary of concerns and related responses that will be distributed to interested stakeholders and available on the district's website.**

**3. Designate a person responsible for collecting necessary data regarding changing district lines for Pk-2 schools, realigning the grade configuration of existing schools to Pk-2, 3-5 and 6-8, identifying staffing assignments based on certification and establishing transportation routes and seat time of bus riders.**

**Implementation Step 1: Identify all the tasks that must be addressed in order to close a school.**



**Implementation Step 2: Create a matrix and timeline for completing the tasks prior to making a decision to close a school.**

**Implementation Step 3: Identify the funds to hire a person to complete the tasks in order to have adequate information to make a decision about closing a school.**

**Implementation Step 4: Hire a qualified administrator to oversee the collection of data and analysis of data required to make an informed decision about closing a school.**

**4. Collect, analyze and present the data to the Board of Education in order to determine feasibility of closing a school in 2014-2015 or 2015-2016.**

**Implementation Step 1: Create a summary of pros and cons of closing a school in each of the two years.**

**Implementation Step 2: Provide two public hearing opportunities for parents and the public to learn about the information collected and analyzed.**

**Implementation 3: Place the closure of a school on the agenda of the Board of Education for a vote.**

**5. Implement the plan adopted by the Board of Education.**

**Implementation Step 1: Develop an action plan to close a school within the timeline and parameters established by the Board of Education.**

**Superintendent Goals**  
**September 2013 - June 2016**

<b>Superintendent Goals, Strategies and Implementation Steps with years</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>
<b>Goal # 1: Improve Teacher and Leader Quality</b>			
<b>1. Design and implement a comprehensive system to improve teacher and principal effectiveness.</b>			
Implementation Step 1: Identify teachers and administrators who have high rates of student achievement and success.	X	X	X
Implementation Step 2: Recognize those staff members and develop a teacher-leader cadre to serve as "go to" staff for new teachers or leaders	X	X	X
Implementation Step 3: Utilize identified teachers for instructional leader positions.	X	X	X
Implementation Step 4: Create new opportunities for successful teachers to utilize their skills and talents across district schools.	X	X	X
<b>2. Expand district leadership capacity to implement and sustain high performing schools.</b>			
Implementation Step 1: Identify a new management structure that places the emphasis on student achievement, success and outcomes.	X	X	X
Implementation Step 2: Create leadership opportunities for aspiring administrators that complement successful practices in our schools.	X	X	X
<b>3. Implement a system for evaluation of teachers and administrators based on the CT System of Educator Evaluation and Development (SEED) and that is based on student achievement, teacher and principal growth, and stakeholder feedback (student/parent/teacher surveys).</b>			
Implementation Step 1: Participate in the CT System of Educator Evaluation and Development (SEED) for teachers and administrators.	X	X	X
Implementation Step 2: Identify multiple classroom and school indicators that will be used in the teacher and administrator evaluation process.	X	X	X
Implementation Step 3: Administer and analyze parent, teacher, and student surveys.	X	X	X
Implementation Step 4: Adjust and implement the evaluation model as needed over time.	X	X	X
<b>4. Develop a comprehensive program of professional development informed by teacher and leader evaluation.</b>			
Implementation step 1: Form a district-wide committee to analyze survey results from professional development activities and to identify areas of improvement for staff.	X	X	X
Implementation Step 2: Develop a comprehensive, multi-year plan for professional development related to identified needs.	X	X	X
<b>Goal # 2: Support Strategies to Improve High Quality Instruction for All Students</b>			
<b>1. Implement Scientifically Research-Based Interventions (SRBI) at all grade levels by providing the necessary supports and resources in reading and math, and positive behavior intervention and supports.</b>			
Implementation Step 1: Identify and evaluate Tier I, Tier II, and Tier III instruction and interventions.	X	////	////
Implementation Step 2: Prioritize Tier I, Tier II, and Tier III intervention needs based on evaluation data.	X	X	X
Implementation Step 3: Expand core classroom instruction to ensure appropriate continuum and balance of interventions.	X	X	X



Superintendent Goals, Strategies and Implementation Steps with years	Year 1	Year 2	Year 3
Implementation Step 4: Develop a system of student progress monitoring to measure the effectiveness of instruction and intervention at each school.		X	X
Implementation Step 5: Identify and implement an effective system to monitor behavior as part of the SRBI process across all schools.	X	X	X
Implementation Step 6: Develop a standardized approach to provide SRBI services to students across all schools.		X	X
<b>2. Improve student attendance and reduce truancy.</b>			
Implementation Step 1: Analyze school data and cross reference data with student performance and subgroup categories.	X	X	X
Implementation Step 2: Develop strategies to identify students who are missing instructional time and develop a system to bring parents into the school to address the problem.		X	X
Implementation Step 3: Create incentives for students to improve their attendance.		X	X
Implementation Step 4: Identify effective strategies for reducing absenteeism and measure the impact of increased instructional time on student achievement.		X	X
Implementation Step 5: Identify students and families who are truant and initiate a support service delivery plan to work with the family.		X	X
Implementation Step 6: Analyze the effectiveness of truancy intervention strategies and adjust the support service delivery plan based on the data.			X
<b>3. Provide extended learning time opportunities for students.</b>			
Implementation Step 1: Identify time periods during the instructional day that can be utilized to expand instructional opportunities for students at each school.	X	X	X
Implementation Step 2: Identify ways to extend the school day for students through before school and after school learning opportunities that are aligned with academic goals by grade level or course work.	X	X	X
Implementation Step 3: Expand the hours at the secondary schools to provide extended learning opportunities to students through the use of computer technology, tutoring, and educational programs.		X	X
Implementation Step 4: Increase student access to online educational courses at New Milford High School for enrichment, remediation, and credit recovery.		X	X
Implementation Step 5: Develop year round, summer learning opportunities for students entering grades 1-8.		X	X
Implementation Step 6: Create a district-wide crosswalk of enhanced instructional opportunities for students.		X	X
Implementation Step 7: Analyze student data to measure the impact of extended learning time on student achievement by school.		X	X
<b>4. Identify and implement service delivery models that will improve instruction for English Language Learners.</b>			
Implementation Step 1: Conduct a comprehensive audit of our current program that identifies enrollment trends, concentration of needs and performance data.	X		
Implementation Step 2: Identify best practice in districts that have demonstrated success and models that can be	X	X	X



Superintendent Goals, Strategies and Implementation Steps with years	Year 1	Year 2	Year 3
replicated in New Milford.			
Implementation Step 3: Align our service delivery model with those strategies that have proven to be successful in other districts.	///	X	X
Implementation Step 4: Institute reporting metrics that will monitor student success and future areas for improvement.	///	X	X
<b>5. Identify and implement service delivery models that will reduce over-identification of special education students and improve the effectiveness of special education programs.</b>			
Implementation Step 1: Identify the special education rates by school and the level of services provided to students.	X	///	///
Implementation Step 2: Audit Individual Education Plans (IEP's) district-wide using an accountability model and adjust the PPT decision making process as needed.	///	X	X
Implementation Step 3: Analyze performance levels and rates of growth of special education students on State standardized measures as compared to non-disabled peers to determine effectiveness of special education programs and staff and adjust instruction or services as needed.	X	X	X
Implementation Step 4: Analyze performance levels and growth of students on modified State assessments to evaluate the effectiveness of programs and staff and adjust instruction and services as needed.	X	X	X
Implementation Step 5: Analyze the number of students identified as Speech and Language impaired and determine if there is an over identification of students with second language acquisition problems versus a speech and language disability.	X	X	X
Implementation Step 6: Reduce the number of students over-identified with the emotional disturbance classification through the implementation of school-wide behavioral supports and individual behavioral intervention plans.	///	X	X
Implementation Step 7: Identify gaps in the Least Restrictive Environment continuum of supports, services, and placements.	///	X	X
Implementation Step 8: Re-purpose funds to adjust and enforce the Least Restrictive Environment continuum supports, services, and placements.	///	X	X
Implementation Step 9: Analyze graduation rates of students with special needs.	X	///	///
Implementation Step 10: Establish a four and five year plan for graduation that aligns with Student Success Planning and Student Transition Planning to prepare students for college readiness.	///	X	X
Implementation Step 11: Ensure that Planning and Placement Teams (PPT) design Individual Education Plans in order to ensure that students will meet graduation requirements as measured by an increased graduation rate of students identified as special education.	X	X	X
<b>6. Continue to develop a K-12 student assessment and data management plan to track student progress and outcomes.</b>			
Implementation Step 1: Create a district data and measurement team to organize and align district assessments with curriculum objectives.	X	X	X
Implementation Step 2: Establish building based data teams as a communication point between the school and the district's data initiatives.	X	///	///



Superintendent Goals, Strategies and Implementation Steps with years	Year 1	Year 2	Year 3
Implementation Step 3: Develop a reporting structure to establish goals, benchmarks and monitoring of student achievement data within the district.		X	X
<b>7. Continue to develop the K-6 literacy program and align outcomes with Common Core State Standards.</b>			
Implementation Step 1: Monitor K-1 writing program for fidelity of implementation and effectiveness.	X		
Implementation Step 2: Develop a common core writing program in grades 2-5.	X		
Implementation Step 3: Re-align and prioritize Grade 6 Writing curriculum with Common Core Standards.	X		
<b>8. Develop and implement an English Language Arts Program at grades 7-8 that aligns with Common Core State Standards.</b>			
Implementation Step 1: Continue to work with state leaders and consultants to evaluate and realign the current curriculum.	X	X	
Implementation Step 2: Provide professional development for teachers in Common Core State Standards, student choice driven instruction and assessment.	X	X	
Implementation Step 3: Create common grade level assessments that are aligned with the Common Core State Standards.	X	X	
<b>9. Continue to develop K-8 math curricula in alignment with Common Core State Standards.</b>			
Implementation Step 1: Adapt model curriculum units written by Connecticut and other states to meet the needs of our students.	X	X	
Implementation Step 2: Provide professional development to teachers on how to implement the new curriculum units.	X	X	
Implementation Step 3: Identify and provide appropriate instructional materials to support model curriculum units.	X	X	
Implementation Step 4: Develop and adapt assessments to measure student mastery of curriculum goals and the effectiveness of the new curriculum.	X	X	
<b>10. Reduce the number of students failing courses in grades 7-12.</b>			
Implementation Step 1: Establish a district SRBI team that will work to establish consistent structures and reporting standards for student intervention.	X	X	
Implementation Step 2: Administrators will work to establish clear grading rationales that are consistent and reflect student mastery.	X	X	
Implementation Step 3: Create standards-based grading practices and assessments.		X	X
Implementation Step 4: Establish an intervention process that identifies struggling students early enough to provide support.	X	X	
Implementation Step 5: Provide a parent portal that will improve student and parent knowledge of performance.	X	X	
<b>11. Increase the number of students taking Advanced Placement courses and scoring three or better on the AP exam.</b>			
Implementation Step 1: Increase the number of Advanced Placement sections offered.	X	X	X
Implementation Step 2: Increase the number of graduation credits required for students.	X	X	X
Implementation Step 3: Train additional teachers in Advanced Placement instruction to increase scheduling flexibility.		X	X
Implementation Step 4: Reduce or remove entry requirements for students to take Advanced Placement courses.		X	X



Superintendent Goals, Strategies and Implementation Steps with years	Year 1	Year 2	Year 3
<b>12. Increase the percentage of students graduating in four years from New Milford High School.</b>			
Implementation Step 1: Improve the SRBI process to better identify students in grade 9 that are in trouble or may be in trouble in future years.	X	X	X
Implementation Step 2: Improve and enhance options for students who are not successful in our current high school structure.	////	X	X
Implementation Step 3: Increase the flexibility of credit options for students that are not successful in more traditional instructional settings.	////	X	X
<b>13. Increase the percentage of students attending and graduating from two year and four year colleges.</b>			
Implementation Step 1: Increase the rigor of classes at New Milford High School so that students are better prepared for college level classes.	////	X	X
Implementation Step 2: Increase the number of students participating in Advanced Placement Courses.	////	X	X
Implementation Step 3: Conduct post high school graduation follow-up studies in years 1, 2, and 4 following high school graduation.	////	X	X
Implementation Step 4: Identify and respond to the reasons students do not attend college.	X	X	X
Implementation Step 5: Create annual reporting structures to improve awareness and accountability.	X	X	X
<b>Goal #3: Improve the Management of District Resources</b>			
<b>1. Implement the conversion to a new financial software system.</b>			
Implementation Step 1: Collaborate with the Town to develop a preliminary uniform chart of accounts.	X	////	////
Implementation Step 2: Populate the fields using the uniform chart of accounts for the current year and last two years.	X	////	////
Implementation Step 3: Identify and provide for the training needs of the various departments on the Board side charged with the responsibility for using the Munis platform.	X	////	////
Implementation Step 4: Create a budget for the ongoing cost of Munis to include the necessary training, hardware, and software expenses.	X	X	X
<b>2. Acquire and implement the platform for human resource management as part of the new financial software program.</b>			
Implementation Step 1: Incorporate the data from the human resource department into the Munis system.	X	////	////
Implementation Step 2: Create a budget to provide training, hardware and software updates to effectively implement the human resource program.	X	X	X
<b>3. Update and maintain a sustainable five-year plan for facilities and technology.</b>			
Implementation Step 1: Establish a baseline of technology and facilities projects completed within the last five years.	X	////	////
Implementation Step 2: Revise and update the five-year plan for technology and facilities annually.	X	X	X
Implementation Step 3: Develop a plan to obtain long-term funding for major facilities projects for boilers and roofs.	X	X	X
<b>4. Provide safe and sustainable transportation services to students.</b>			
Implementation Step 1: Review Board policy of transportation services annually and revise it in accordance with accommodation guidelines established by the State Department of Education.	X	X	X



Superintendent Goals, Strategies and Implementation Steps with years	Year 1	Year 2	Year 3
Implementation Step 2: Review and revise ridership timelines three times during the school year.	X	X	X
Implementation Step 3: Annually update accident protocol for Central Office administrators.	X	X	X
<b>5. Provide safe learning environments for all students.</b>			
Implementation Step 1: Incorporate the recommendations of the school safety assessment.	X	X	X
Implementation Step 2: Update and distribute to all staff the district's emergency response manual.	X	X	X
Implementation Step 3: Conduct at least two school drills with first responders and provide feedback to staff.	X	X	X
<b>Goal #4: Enhance Parent and Community Involvement in our Schools</b>			
<b>1. Increase parent involvement and engagement at each school to enhance student success.</b>			
Implementation Step 1: Invite parents to participate in school based activities involving their children during the day and in the evening.	X	X	X
Implementation Step 2: Expand parent volunteer opportunities in all schools.	X	X	X
Implementations Step 3: Provide informational meetings for parents in a variety of settings and times.	X	X	X
<b>2. Improve opportunities for teachers and parents to share student information regarding student performance.</b>			
Implementation Step 1: Provide a parent portal to engage parents in monitoring their child's performance.	X		
Implementation Step 2: Create feedback tools to assess the effectiveness of parent conferences and to incorporate suggestions to improve conferences.	X	X	X
Implementation Step 3: Provide information to families of English Language Learners in a format they can understand.	X	X	X
<b>3. Increase opportunities for institutional, civic, and university partnerships that expand student learning opportunities.</b>			
Implementation Step 1: Establish partnerships with local civic groups to volunteer in our schools to enhance student learning.	X	X	X
Implementation Step 2: Collaborate with Western Connecticut State University and other institutions of higher learning to partner with the district to enhance student teaching opportunities and expand student learning opportunities.	X	X	X
<b>4. Measure and increase the level of satisfaction of parents, students and teachers of the New Milford Public Schools.</b>			
Implementation Step 1: Administer surveys to parents, teachers, and students to measure level of satisfaction.	X	X	X
Implementation Step 2: Analyze data from each group and implement suggestions that will add the most value to level of satisfaction.	X	X	X
<b>5. Continue to develop and implement the communication strategy to ensure all members of our collaborative partnership understand our mission and objectives and are actively engaged in achieving them.</b>			
Implementation Step 1: Create and send rapid notification electronic messages to parents on a consistent basis.	X	X	X
Implementation Step 2: Create and distribute monthly E-newsletters showcasing special school activities, new programs, student and staff accomplishments and other news worthy topics.	X	X	X
Implementation Step 3: Continue to update and maintain a dynamic website.	X	X	X
Implementation Step 4: Provide professional development opportunities for staff and the resources for them to create and maintain current websites for students and parents.	X	X	X



Superintendent Goals, Strategies and Implementation Steps with years	Year 1	Year 2	Year 3
<b>Goal #5: Maximize the Use of School Facilities for Instructional Purposes</b>			
<b>1. Provide community information sessions regarding the facility and utilization study committee data.</b>			
Implementation Step 1: Initiate two informational sessions for parents and community members to learn about the work of the facility utilization study committee and the data generated by the committee.	X		
<b>2. Identify and address the issues and concerns related to closing a school.</b>			
Implementation Step 1: Provide opportunities for staff, students, parents, Board of Education members and community members to state their issues and concerns related to closing a school.	X		
Implementation Step 2: Develop a list of issues and concerns related to closing a school and provide responses to the list of issues and concerns.	X		
Implementation Step 3: Develop a summary of concerns and related responses that will be distributed to interested stakeholders and available on the district's website.	X		
<b>3. Designate a person responsible for collecting necessary data regarding changing district lines for Pk-2 schools, realigning the grade configuration of existing schools to Pk-2, 3-5 and 6-8, identifying staffing assignments based on certification and establishing transportation routes and seat time of bus riders.</b>			
Implementation Step 1: Identify all the tasks that must be addressed in order to close a school.	X		
Implementation Step 2: Create a matrix and timeline for completing the tasks prior to making a decision to close a school.	X		
Implementation Step 3: Identify the funds to hire a person to complete the tasks in order to have adequate information to make a decision about closing a school.	X		
Implementation Step 4: Hire a qualified administrator to oversee the collection of data and analysis of data required to make an informed decision about closing a school.	X		
<b>4. Collect, analyze and present the data to the Board of Education in order to determine feasibility of closing a school in 2014-2015 or 2015-2016.</b>			
Implementation Step 1: Create a summary of pros and cons of closing a school in each of the two years.	X		
Implementation Step 2: Provide two public hearing opportunities for parents and the public to learn about the information collected and analyzed.	X		
Implementation Step 3: Place the closure of a school on the agenda of the Board of Education for a vote.	X		
<b>5. Implement the plan adopted by the Board of Education.</b>			
Implementation Step 1: Develop an action plan to close a school within the timeline and parameters established by the Board of Education.	X	X	