

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

BOARD OF EDUCATION
MEETING NOTICE

DATE: August 21, 2018
TIME: 7:30 P.M.
PLACE: Sarah Noble Intermediate School – Library Media Center

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AGENDA

New Milford Public Schools Mission Statement

The mission of the New Milford Public Schools, a collaborative partnership of students, educators, family, and community, is to prepare each and every student to compete and excel in an ever-changing world, embrace challenges with vigor, respect and appreciate the worth of every human being, and contribute to society by providing effective instruction and dynamic curriculum, offering a wide range of valuable experiences, and inspiring students to pursue their dreams and aspirations.

1. CALL TO ORDER

A. Pledge of Allegiance

2. PUBLIC COMMENT

An individual may address the Board concerning any item on the agenda for the meeting subject to the following provisions:

- A. A three-minute time limit may be allocated to each speaker with a maximum of twenty minutes being set aside per meeting. The Board may, by a majority vote, cancel or adjust these time limits.
- B. If a member of the public comments about the performance of an employee or a Board member, whether positive, negative, or neutral, and whether named or not, the Board shall not respond to such comments unless the topic is an explicit item on the agenda and the employee or the Board member has been provided with the requisite notice and due process required by law. Similarly, in accordance with federal law pertaining to student confidentiality, the Board shall not respond to or otherwise discuss any comments that might be made pertaining to students.

3. PTO REPORT

4. STUDENT REPRESENTATIVES' REPORT

5. APPROVAL OF MINUTES

- A. Approval of the following Board of Education Meeting Minutes
 - 1. Special Meeting Minutes July 17, 2018
 - 2. Regular Meeting Minutes July 17, 2018
 - 3. Special Meeting Minutes July 23, 2018
 - 4. Special Meeting Minutes August 2, 2018
 - 5. Special Meeting Minutes August 8, 2018

6. SUPERINTENDENT'S REPORT

7. BOARD CHAIRMAN'S REPORT

8. COMMITTEE AND LIAISON REPORTS

- A. Facilities Sub-Committee – Mr. McCauley
- B. Operations Sub-Committee – Mrs. Faulenbach
- C. Policy Sub-Committee – Mr. Schemm
- D. Committee on Learning – Mrs. McInerney
- E. EdAdvance – Mrs. Monaghan
- F. Connecticut Boards of Education (CABE) – Mr. Lawson

G. Negotiations Committee – Mrs. Faulenbach

H. Magnet School – Mrs. Monaghan

9. DISCUSSION AND POSSIBLE ACTION

A. Policies for Approval

1. 1000 Concept, Goals and Roles in Community Relations
2. 1112 News Media Relationships
3. 1112.5 Media Access to Students
4. 1120 Public Participation at Board of Education Meetings
5. 9321 Time, Place and Notification of Meetings

10. ITEMS FOR INFORMATION AND DISCUSSION

A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated August 21, 2018

B. Monthly Reports

1. Budget Position
2. Purchase Resolution: D-713
3. Request for Budget Transfers

C. 2017-18 Year End Balance

D. K-2 Behavioral Supports

11. ADJOURN


ITEMS OF INFORMATION

Facilities Sub-Committee Minutes – August 14, 2018

Operations Sub-Committee Minutes – August 14, 2018

Policy Sub-Committee Meeting September 4, 2018 – 6:45 p.m. Lillis Administration Building, Room 2	Operations Sub-Committee Meeting September 11, 2018 – 7:30 p.m. Lillis Administration Building, Room 2
Committee on Learning Meeting September 4, 2018 – 7:30 p.m. Lillis Administration Building, Room 2	New Milford Board of Education Regular Meeting September 18, 2018 – 7:30 p.m. Sarah Noble Intermediate School, LMC
Facilities Sub-Committee Meeting September 11, 2018 – 6:45 p.m. Lillis Administration Building, Room 2	

**New Milford Board of Education
Special Meeting Minutes
July 17, 2018
Sarah Noble Intermediate School – Library Media Center**

Present:	Mr. David A. Lawson, Chairman Mr. Bill Dahl Mr. Brian McCauley Mrs. Tammy McInerney Mrs. Eileen P. Monaghan Mr. J.T. Schemm	 RECEIVED TOWN CLERK 2018 JUL 19 P 3 35 NEW MILFORD, CT
Absent:	Mrs. Angela C. Chastain Mr. Joseph Failla Mrs. Wendy Faulenbach	

Also Present:	Mr. Joshua Smith, Superintendent of Schools Mr. Nick Caruso, CAFE Senior Staff Associate for Field Service Ms. Ellamae Baldelli, Human Resources Director (at 4:30 p.m.)
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1.	Call to Order	Call to Order
A.	Pledge of Allegiance The Board workshop special meeting of the New Milford Board of Education was called to order at 3:00 p.m. by Mr. Lawson. The Pledge of Allegiance and a moment of silence immediately followed the call to order.	A. Pledge of Allegiance
2.	Public Comment • There was none.	Public Comment
3.	Discussion	Discussion
A.	CAFE Senior Staff Associate for Field Service Nick Caruso will facilitate discussion regarding measurement of Board goals. • Mr. Caruso asked the Board members for input on their expectations regarding the discussion about Board goals. • Mr. Lawson said he would be interested in discussing a road map/timeline for replacing Mr. Smith, who is leaving New Milford to take another position. • Mrs. McInerney said she would like to discuss	A. CAFE Senior Staff Associate for Field Service Nick Caruso will facilitate discussion regarding measurement of Board goals.

	<p>what the Board should focus on for accomplishments while Mr. Smith is still here and rolling on to a new superintendent.</p> <ul style="list-style-type: none">• Mr. Dahl said he thought with the changing of administrators, a goal could be about building a cohesive group with administration.• Mr. McCauley said he would like to discuss the partisan fracture of the Board during budget season and work on that.• Mrs. Monaghan said she would like to focus on public relations work and how the Board can better inform the community of the good work of the district.• Mr. Schemm said he is feeling beat up after the last budget round and wonders what the Board can do to get ahead public relations wise to fix the “spirit of no” in the community.• Mr. Caruso led a Board self-evaluation to inform future plans. The Board reflected on its performance in the areas of Vision, focusing on student achievement; Community Leadership; Board Operations; Ethics; and Board/Superintendent Team.• Regarding student achievement, Mr. Smith suggested that a next step for the Board members would be to more specifically define what student achievement means for them, what indicators for success will be used, and what type of information the Board would like to see and talk about.• Mr. Dahl said that measurements are not always quantifiable in his opinion, for example in areas such as social emotional growth.• Mr. Caruso asked if the Board had a policy manual that supports Board vision.• Consensus was that the Board does, but there was some frustration with the number of policies mandated by the state.• Mr. Smith credited the Board with the fact that policies are reviewed regularly and that conversations happen frequently regarding how they can be adjusted to nurture students and promote instruction.	
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	<ul style="list-style-type: none">• Mr. Caruso asked if the Board promoted high quality instruction as the foundation for achievement.• Mr. Lawson said this is expressed through administrative work.• Mrs. Monaghan said she thinks there is great work being done but hears too much negative feedback out in public. She wants to fix that.• Mr. Smith said the Board protected instruction in spite of large budget cuts. ReVision work, instructional coaches, administrative support, and professional development and curriculum supplies all factor into quality instruction. <ul style="list-style-type: none">• Mr. Caruso asked if the Board thought they did a good job of communicating their goals of high achievement.• Mrs. Monaghan said she thought they communicated well to staff and students but not to the public.• Mr. Dahl said they have workshops throughout the year that are open to the public. They are on different topics such as assessment results.• Mrs. McInerney said the monthly district newsletter is a great snapshot of district work.• Mr. Smith said he thought the district did a good job communicating to people who have ties to the district but the question is how to get others to view the message.• Mrs. Monaghan suggested printing the newsletter for all town committees, realtors, and the public library. <ul style="list-style-type: none">• Regarding community leadership, sharing with the public and listening to their perspective, Mr. Schemm said he thought the community forum held during the budget process was helpful to inform measures the Board subsequently took.• Mr. Dahl said it would be more helpful to hear from the public in January when the budget is being adopted, but so far they have not been successful in getting the public to attend.• Mr. Smith said they tend to hear a lot from a small constituent group. The challenge is to define who the Board's total constituent group	
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Special Meeting Minutes

July 17, 2018

Sarah Noble Intermediate School – Library Media Center

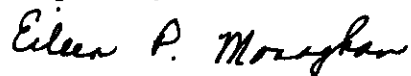
is and then determine how to engage the silent majority of that group.

- Mr. Lawson talked about the change in the mode of communication today. Often social media overrides official communication messages. He said the Board needs to go to the people but he is not sure the best way to do that. He suggested engaging various community groups as one solution.
- Mr. McCauley suggested the Board become more engaged on social media, at least in an informational capacity.
- Mr. Caruso said CAFE offers a teaching module on community engagement that the Board might find helpful.
- Mr. Caruso asked if the Board promoted the accomplishments of the district. Members agreed they did, through the monthly newsletter and student and staff recognition at monthly meetings.
- Mr. Caruso asked the Board if they promoted a fiscally responsible budget. Members were strongly in agreement.
- Mr. Dahl said there is sometimes a lack of unity within the Board that has a negative effect and makes it harder to get public buy in.
- Mr. Caruso asked if the Board supported its own and district professional development.
- Mr. Smith said the Board provides budget support for district professional development.
- Mr. Lawson said the Board has regularly scheduled workshops.
- Mr. Dahl said he likes the current set up of district professional development.
- The Board members discussed how party lines sometimes cause fractures within the Board, especially at budget time, and can strain Board relationships.

The Board recessed at 5:00 p.m. and returned to session at 5:37 p.m.

	<ul style="list-style-type: none">• The Board discussed the challenges that they will face in transitioning and hiring a new superintendent. The district's current Theories of Action were discussed in terms of future action and their place with a new superintendent.• Mr. Lawson said the Theories of Action, as presented by Mr. Smith, were approved by the Board. They are supported through many current district initiatives.• Mr. Smith said the district has a strong Central Office cabinet of administrators who are doing good work for the district and will be a valuable support going forward.• Mrs. McInerney asked Mr. Smith what his priorities are for the time that he remains in New Milford. He said they are to hire a new principal for HPS, have a smooth opening of schools, and bring a few legal issues to final resolution if possible.	
4.	Adjourn Mrs. Monaghan moved to adjourn the meeting at 6:48 p.m., seconded by Mr. McCauley and passed unanimously.	Adjourn Motion made and passed unanimously to adjourn the meeting at 6:48 p.m.

Respectfully submitted:



Eileen P. Monaghan
Assistant Secretary
New Milford Board of Education

**New Milford Board of Education
Regular Meeting Minutes
July 17, 2018
Sarah Noble Intermediate School Library Media Center**

Present:	Mr. David A. Lawson, Chairman Mrs. Angela C. Chastain Mr. Bill Dahl Mr. Joseph Failla Mrs. Wendy Faulenbach Mr. Brian McCauley Mrs. Tammy McInerney Mrs. Eileen P. Monaghan Mr. J.T. Schemm
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Also Present:	Mr. Joshua Smith, Superintendent of Schools Ms. Alisha DiCorpo, Assistant Superintendent of Schools Ms. Ellamae Baldelli, Director of Human Resources Mr. Anthony Giovannone, Director of Operations and Fiscal Services Mr. Nestor Aparicio, Assistant Facilities Director
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1.	Call to Order	Call to Order
A.	Pledge of Allegiance The regular meeting of the New Milford Board of Education was called to order at 7:30 p.m. The Pledge of Allegiance immediately followed the call to order.	A. Pledge of Allegiance
2.	Public Comment • There was none.	Public Comment
3.	PTO Report • There was no report.	PTO Report
4.	Student Representative's Report • There was no report.	Student Representative's Report
5.	Approval of Minutes	Approval of Minutes
A.	Approval of the following Board of Education Meeting Minutes:	A. Approval of the following Board of Education Meeting Minutes:

	<p>1. Regular Meeting Minutes June 19, 2018</p> <p>Mrs. McInerney moved to approve the following Board of Education Meeting Minutes: Regular Meeting Minutes June 19, 2018, seconded by Mr. McCauley and passed 8-0-1.</p> <p>Aye: Mr. Dahl, Mr. McCauley, Mrs. McInerney, Mr. Lawson, Mr. Failla, Mrs. Chastain, Mrs. Faulenbach, Mrs. Monaghan Abstain: Mr. Schemm</p> <p>2. Special Meeting Minutes June 21, 2018</p> <p>Mr. McCauley moved to approve the following Board of Education Meeting Minutes: Special Meeting Minutes June 21, 2018, seconded by Mrs. Monaghan and unanimously.</p>	<p>1. Regular Meeting Minutes June 19, 2018</p> <p>Motion made and passed to approve the following Board of Education Meeting Minutes: Regular Meeting Minutes June 19, 2018.</p> <p>2. Special Meeting Minutes June 21, 2018</p> <p>Motion made and passed unanimously to approve the following Board of Education Meeting Minutes: Special Meeting Minutes June 21, 2018.</p>
6.	<p>Superintendent's Report</p> <ul style="list-style-type: none"> Mr. Smith said the Board held a workshop this afternoon with Nick Caruso of CABA to discuss Board goals. Summer hiring is underway. The HPS principal search paper review will be done this week and an advisory committee will interview candidates next week. He distributed an outline of an Eagle Scout project for New Milford High School regarding some signage at the turf field complex. The scout, Michael Tarby, has met with Mr. Shugrue and is set to begin. The proposal is presented for information purposes only, since it is under \$1,000 so does not need Board approval. The Facilities department staff are working hard to get the schools ready for return to school. Summer school is happening now. 	<p>Superintendent's Report</p>
7.	<p>Board Chairman's Report</p> <ul style="list-style-type: none"> Mr. Lawson said that Mr. Smith has announced he is leaving the district for another position and there will be an executive session tonight on that 	<p>Board Chairman's Report</p>

topic. The Board will be working to ensure a smooth transition while his replacement is found. He said the damage to the high school roof is presenting a unique opportunity to perhaps use a metal roof replacement and add solar panels. Discussion is in the preliminary stage. He said tonight's agenda includes a budget adjustment of \$50,000 that may be considered for relief; a memo details suggested use.

- Mrs. Faulenbach asked for a clarification. She said she read the Region 15 minutes of Mr. Smith's appointment and a site visit was mentioned. She asked who was present.
- Mr. Lawson said he and Mr. Dahl were.
- Mrs. Chastain asked how the participants were selected. Mr. Smith said Region 15 had asked to meet the New Milford BOE Chair. He offered to have a second Board member present and he reached out to Mr. Dahl.
- Mrs. Chastain asked if the roof discussion would go back to the Facilities Sub-committee. Mr. Smith said yes. Bids are going out now with the insurance company paying for an "in kind" replacement, meaning asphalt. However the asphalt would have to be brought up to current code so the cost may be closer to metal, which was recommended when the high school was first built. They will be requesting bids for both ways. Mr. Smith said there is some overlap with the town on the project because the Town is paying for an engineering study regarding solar.
- Mr. Lawson said the topic will go to the Facilities Sub-committee for discussion before coming to the full Board.
- Mr. Failla said he loves the idea of solar and has been a proponent for years. Regarding the site visit by Region 15, he said he has an incredible amount of respect for Mr. Smith and doesn't understand the process where two Board members would help him leave.
- Mr. Lawson said this is standard interview process.
- Mrs. Faulenbach agreed but said it would have been prudent to let the Board know about it.

8.	Committee And Liaison Reports	Committee And Liaison Reports
A.	Facilities Sub-Committee – Mr. McCauley <ul style="list-style-type: none"> Mr. McCauley said there was no meeting in July. Summer projects are on the agenda for tonight. 	A. Facilities Sub-Committee
B.	Operations Sub-Committee – Mrs. Faulenbach <ul style="list-style-type: none"> Mrs. Faulenbach said there was no meeting in July. Items for discussion have been added to tonight's agenda. 	B. Operations Sub-Committee
C.	Policy Sub-Committee – Mr. Schemm <ul style="list-style-type: none"> Mr. Schemm said there was no meeting in July. There are five policies on tonight's agenda for second review; suggested changes are highlighted. 	C. Policy Sub-Committee
D.	Committee on Learning – Mrs. McInerney <ul style="list-style-type: none"> Mrs. McInerney said there was no meeting in July. The next meeting is scheduled for August 7. There will be no curriculum for review until February 2019. 	D. Committee on Learning
E.	EdAdvance – Mrs. Monaghan <ul style="list-style-type: none"> Mrs. Monaghan said the next big meeting for EdAdvance will be in the fall and it will center on budget development. 	E. EdAdvance
F.	Connecticut Boards of Education (CABE) – Mr. Lawson <ul style="list-style-type: none"> Mr. Lawson said the CABE Convention is coming up in the fall. Any Board member interested in attending should let Central Office know. 	F. Connecticut Boards of Education (CABE)
G.	Negotiations Committee – Mrs. Faulenbach <ul style="list-style-type: none"> Mrs. Faulenbach said there was no report. 	G. Negotiations Committee

H.	Magnet School – Mrs. Monaghan <ul style="list-style-type: none"> Mrs. Monaghan said there have been no summer meetings. 	H. Magnet School
9.	Discussion and Possible Action <p>A. Policies for Second Review</p> <ol style="list-style-type: none"> 1000 Concept, Goals and Roles in Community Relations 1112 News Media Relationships 1112.5 Media Access to Students 1120 Public Participation at Board of Education Meetings 9321 Time, Place and Notification of Meetings <ul style="list-style-type: none"> Mr. Lawson asked for comments or questions. Mr. Schemm said he was pleased to see the district's mission statement added to the first policy in the series, as it sets the tone. <p>B. Gifts & Donations</p> <ol style="list-style-type: none"> IBM Research <p>Mr. Dahl moved to accept Gifts and Donations from IBM Research with an approximate value of \$1,300.00, seconded by Mrs. Monaghan.</p> <ul style="list-style-type: none"> Mr. McCauley said this was a generous donation. <p>The motion passed unanimously.</p> <ol style="list-style-type: none"> Weston Public Schools <p>Mrs. Monaghan moved to accept Gifts and Donations from Weston Public Schools with an approximate value of \$17,000.00, seconded by Mr. McCauley.</p> <ul style="list-style-type: none"> Mrs. McInerney asked why Weston chose New Milford for the donation. Mr. Smith said their Facilities Director Joe Olenik was formerly the Assistant Facilities Director for New Milford. When the renovation project started, Joe reached out to New Milford to see if there was interest in 	Discussion and Possible Action <p>A. Policies for Second Review</p> <ol style="list-style-type: none"> 1000 Concept, Goals and Roles in Community Relations 1112 News Media Relationships 1112.5 Media Access to Students 1120 Public Participation at Board of Education Meetings 9321 Time, Place and Notification of Meetings <p>B. Gifts & Donations</p> <ol style="list-style-type: none"> IBM Research <p>Motion made and passed unanimously to approve Gifts & Donations from IBM Research with an approximate value of \$1,300.00</p> <ol style="list-style-type: none"> Weston Public Schools <p>Motion made and passed unanimously to approve Gifts & Donations from Weston Public Schools with an approximate value of \$17,000.00.</p>

	<p>the tables with the caveat being that we would need to take them right away. They are in good condition and we are happy to have them.</p> <p>The motion passed unanimously.</p>	
C.	<p>ESS/Source4Teachers</p> <p>Mr. McCauley moved to approve ESS/Source4Teachers as the firm to manage substitutes for the district, seconded by Mr. Lawson.</p> <ul style="list-style-type: none"> • Mr. Failla asked for clarification that this is an outside service used by the district. Mr. Smith said it is and the district piloted, and the Board approved, their service last year for teacher and paraeducator substitutes. This year the plan is to add in other bargaining units and make the approval open ended for future years. • Mr. Failla asked if it is cost effective and easier for district personnel to administer. Mr. Smith said it is. • Ms. Baldelli said the recruiting piece is very valuable and couldn't be done in house. She said the substitute fill rate has also been higher. <p>The motion passed unanimously.</p>	<p>C. ESS/Source4Teachers</p> <p>Motion made and passed unanimously to approve ESS/Source4Teachers as the firm to manage substitutes for the district.</p>
D.	<p>Recommended Adjustment to the 2018-2019 Board of Education Adopted Budget</p> <p>Mr. Lawson moved to approve an adjustment to the 2018-2019 Board of Education Adopted Budget as described in the Superintendent's memo "Recommended Adjustment to the 2018-2019 Board of Education Adopted Budget – Item 9D", seconded by Mr. Dahl.</p> <ul style="list-style-type: none"> • Mrs. Faulenbach asked a parliamentary question regarding how the item was posted on the agenda. She asked if this was a motion to rescind or reconsider the budget. • Mr. Smith said technically it was a suggested transfer within the adopted budget. 	<p>D. Recommended Adjustment to the 2018-2019 Board of Education Adopted Budget</p> <p>Motion made and passed to approve an adjustment to the 2018-2019 Board of Education Adopted Budget as described in the Superintendent's memo "Recommended Adjustment to the 2018-2019 Board of Education Adopted Budget – Item 9D".</p>

- Mrs. Faulenbach said if it was not predetermined then the motion should be to reconsider the budget. She is not in favor of that since she doesn't want items to recur on agendas from month to month. Mrs. Faulenbach asked if the item was run by legal for clarity. She asked what the intent is.
- Mr. Smith said this could have been done as a transfer, which he is empowered to do in the summer, but it would not have been as transparent. It was an error and he wanted to be clear in making the adjustment and give the Board the option to adjust other lines if they preferred. He said Pay to Play and parking were areas that were of concern when the Board was making cuts, and this is an opportunity to lower those fees.
- Mrs. Faulenbach appreciates the opportunity to weigh in but does not want to reconsider the budget which was already approved.
- Mr. Smith said it was discussed at this afternoon's workshop that the budget is in reality a list of expected expenditures. He said the Board reviews the budget monthly for adjustments as needed.
- Mr. Failla said he has been vocal with his unhappiness regarding Pay to Play and the increased parking fee. He said under no circumstances should we be charging student athletes to play. It is disgraceful and embarrassing and he would not support the motion.
- Mr. Schemm said the suggested lowered fee for Pay to Play will put us lower than neighboring districts.
- Mr. Lawson said this provides an opportunity for some relief and is a step in the right direction. The Board had to make tough choices to preserve academics.
- Mrs. Chastain said she googled Mr. Lawson's comments and historically Mr. Lawson has never supported Pay to Play and she doesn't understand why he is now. She said the increases are too much on high school families. She thinks other things in the budget could have been

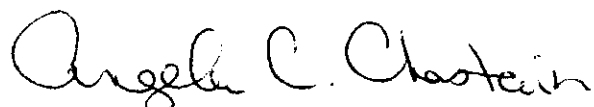
	<p>reduced or eliminated instead. She will not support the motion.</p> <ul style="list-style-type: none"> • Mr. Lawson said that is correct, and he is proposing to reduce the fee now. • Mrs. Faulenbach said she would not belabor discussion but that she will not support this hit to high school families. • Mr. Failla asked if free and reduced students are accounted for. Mr. Smith said they would not have to pay the fee and they had built in historical estimates when budgeting. • Mr. Failla said regarding how we compare to other towns, he doesn't care what other towns do. He said New Milford has always been a blue collar middle class town and always will be. We should make New Milford an example of what not to do by not charging our athletes as other towns do. <p>Motion passed 6-3.</p> <p>Aye: Mr. Dahl, Mr. McCauley, Mrs. McInerney, Mr. Lawson, Mrs. Monaghan, Mr. Schemm No: Mrs. Chastain, Mrs. Faulenbach, Mr. Failla</p>	
10.	<p>Items For Information And Discussion</p> <ul style="list-style-type: none"> • Mr. Lawson said these items are for information only since the Board had previously delegated these approvals to the Superintendent for the summer months. • Mrs. McInerney asked if that meant Board members would have no recourse if they had a problem with an approval of someone on the list. Mr. Smith said this is not an action item, but the Board always holds the Superintendent accountable and could work through Human Resources with any concerns on hires. <p>A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated July 17, 2018</p> <p>B. Monthly Reports 1. Budget Position</p>	<p>Items For Information And Discussion</p> <p>A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated July 17, 2018</p> <p>B. Monthly Reports 1. Budget Position</p>

	<p>2. Purchase Resolution: D-712 3. Request for Budget Transfers</p> <ul style="list-style-type: none"> • Mr. Smith said the big nuance in the budget position is the \$450,000 payment to the Town for the ECS funding shortfall. There is no mechanism yet to capture that so a line has been added to the report to reflect its effect on the year end balance. They are working with the Town and auditors to capture it for clarity to future budgets. • Mr. Failla said the Town ended up receiving an increase to its 2018-19 budget and he suggested that the Town should give us funding to offset Pay to Play and parking fees since we've helped them this year. • Mrs. Faulenbach asked if possible audit reductions were still to come and Mr. Smith said yes, there should be a draft in September. • Mrs. Faulenbach asked if there were any changes to insurance numbers. Mr. Smith said the numbers used are ones the consultants gave the district as of the end of June. • Mr. Smith noted the various encumbrances and said those lines would be fluid as actual bills are received. • Mrs. Faulenbach stressed that this budget position is a snapshot only. • Mrs. McNerney asked if the year end balance is still subject to change. Mr. Smith said yes but that he expects it to remain within the \$100,000 to \$389,000 range previously referenced. • Mr. Schemm said he was happy to see that the district will come within ½ % of what was budgeted. He asked if there were things the district went without to get the \$450,000 savings. Mr. Smith said definitely. Positions were not filled and projects were delayed. Mr. Schemm noted that this was active cost avoidance. • Mrs. Faulenbach said there was a conscious effort made to work with the Town. 	<p>2. Purchase Resolution: D-712 3. Request for Budget Transfers</p>
C. Security Grant Reimbursement Update	<ul style="list-style-type: none"> • Mr. Smith said the district has invested a large amount of funds from capital reserve over the 	C. Security Grant Reimbursement Update

	<p>past six years to security. They have completed their reporting to the state for reimbursement and are awaiting a ruling on the amount.</p> <p>D. OCR Update</p> <ul style="list-style-type: none"> • Mr. Smith said the high school was audited by the Office of Civil Rights in 2012 and they are regularly required to give updates. This is the latest update. • Mr. Failla noted that several of the last updates, such as access to bleachers etc. were made possible due to the turf field project. They were incorporated into the plans when the project was ongoing. While the district paid for the ADA improvements, the collaboration made the project more cost effective. • Mrs. Chastain noted that the last updates were completed in 2016. Mr. Smith said all feasible projects were completed by then. Items remaining are not cost feasible in the district's opinion. They are required to report them but no action is planned. <p>E. Summer Projects Update</p> <ul style="list-style-type: none"> • Mr. Smith said the oil tank project at HPS is moving along and may be completed ahead of projection. There is ongoing asbestos abatement projects in the district. Conversation has begun regarding the high school roof repair and replacement. 	<p>D. OCR Update</p> <p>E. Summer Projects Update</p>
11.	<p>Executive Session (Anticipated)</p> <p>A. Discussion of Superintendent's contract term and related provisions</p> <p>Mrs. Monaghan moved to enter into Executive Session to discuss the Superintendent's contract term and related provisions and to invite Mr. Joshua Smith into the session, seconded by Mr. McCauley and passed unanimously.</p>	<p>Executive Session (Anticipated)</p> <p>A. Discussion of Superintendent's contract term and related provisions</p> <p>Motion made and passed unanimously to enter into Executive Session to discuss the Superintendent's contract term and related provisions and to invite Mr. Joshua Smith into the session.</p>

	<ul style="list-style-type: none"> • Mrs. Faulenbach said she wanted it clear that transition plans would be discussed in public session. Executive session is for contractual matters only. • Mr. Lawson said he thought there could be some overlap. <p>The Board and Mr. Smith entered executive session at 8:38 p.m.</p> <p>The Board and Mr. Smith returned to public session at 9:16 p.m.</p>	
12.	<p>Discussion and Possible Action</p> <p>A. Discussion and possible action regarding Superintendent's contract term and related provisions</p> <p>Mr. Dahl moved that the Board regretfully accept Mr. Joshua Smith's resignation as Superintendent of the New Milford Public Schools, effective July 13, 2018, seconded by Mr. McCauley.</p> <ul style="list-style-type: none"> • Mr. Lawson thanked Mr. Smith for his service and wished him luck in his future endeavors. <p>The motion passed unanimously.</p>	<p>Discussion and Possible Action</p> <p>A. Discussion and possible action regarding Superintendent's contract term and related provisions</p> <p>Motion made and passed unanimously that the Board regretfully accept Mr. Joshua Smith's resignation as Superintendent of the New Milford Public Schools, effective July 13, 2018.</p>
13.	<p>Adjourn</p> <p>Mrs. Faulenbach moved to adjourn the meeting at 9:17 p.m., seconded by Mr. McCauley and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn at 9:17 p.m.</p>

Respectfully submitted:



Angela C. Chastain
Secretary
New Milford Board of Education

**New Milford Board of Education
Special Meeting Minutes
July 23, 2018
Lillis Administration Building – Board Room**

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

2018 JUL 25 A 8:07

NEW MILFORD, CT

Also Present:	Ms. Ellamae Baldelli, Human Resources Director
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1. A.	Call to Order Pledge of Allegiance The special meeting of the New Milford Board of Education was called to order at 7:00 p.m. by Mr. Lawson. The Pledge of Allegiance and a moment of silence immediately followed the call to order.	Call to Order A. Pledge of Allegiance
2.	Public Comment <ul style="list-style-type: none"> There was none. 	Public Comment
3. A. B. C.	Discussion Superintendent transition process and steps moving forward Update from the Director of Human Resources regarding Interim Superintendent search process Formulation of Ad Hoc Personnel Search Committee re: Interim Superintendent Search <ul style="list-style-type: none"> Mr. Lawson said the agenda items were all intertwined. He said he is looking for Board member input for the process. He asked Ms. Baldelli for an update. 	Discussion A. Superintendent transition process and steps moving forward B. Update from the Director of Human Resources regarding Interim Superintendent search process C. Formulation of Ad Hoc Personnel Search Committee re: Interim Superintendent Search

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| | <ul style="list-style-type: none">• Ms. Baldelli said the district had reached out to CAPSS (CT Association of Public School Superintendents) who keeps a list of retired members who are interested in an interim assignment.• Mrs. Faulenbach asked what the typical assignment length is and Ms. Baldelli said it depends on the needs of the individual district, and can vary from a few months to a year.• Ms. Baldelli said the next step would be to vet names, confirm interest, and bring names for consideration. She said it could be a quick process.• Mrs. Chastain asked how many names were on the list. Ms. Baldelli said she thought about 12 but she knows some already have assignments, so the pool would be smaller.• Mr. Schemm asked Ms. Baldelli to confirm that it is a legal requirement that the district have a superintendent and Ms. Baldelli said it is.• Mr. Schemm asked if there are current staff in the district that have the required 093 certification, and he said if so that should be considered as well. Ms. Baldelli said she thought there were one or two.• Mr. Lawson said they needed to determine the scope of an ad hoc committee.• Mrs. Faulenbach said she thought it would be helpful for the ad hoc committee to have suggested salary and per diem rates available.• Ms. Baldelli said the 45% rule applies to superintendent pension.• Mr. Lawson asked if an interim is usually involved in the search for the permanent superintendent. Ms. Baldelli said it varies from district to district.• Mrs. McInerney asked if the 45% rule applies to the calendar year. Ms. Baldelli said it does. She said the actual work terms could be negotiated. If the length needed to be extended over a period of months, the number of days worked in a week or within a month might be adjusted.• Mr. Schemm said it was suggested at the Board workshop that the Board have Bob Rader from CABA speak to the full Board on what to look | |
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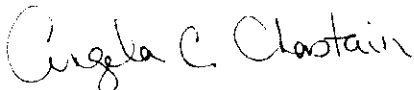
	<p>for in the full superintendent search. He suggested this might be helpful in the interim process too.</p> <ul style="list-style-type: none">• Mr. Lawson asked for a motion to form and appoint an ad hoc committee. <p>Mrs. Monaghan moved to form and appoint members to be determined this evening to an Ad Hoc Personnel Search Committee for the purpose of screening and interviewing candidates, and making a recommendation for, the position of Interim Superintendent of Schools, seconded by Mrs. Faulenbach and passed unanimously.</p> <ul style="list-style-type: none">• Mr. Lawson said he would like to speak to the motion. He said after speaking to the Board, consensus was to use a three member ad hoc committee to move this process forward.• Mrs. McInerney asked what the committee's meeting guidelines would be.• Mrs. Faulenbach said in the past the committee met to vet names and brought a few candidates in for consideration and recommendation to the Board. She said she thought it would be important to have legal sign off on the final piece.• Mrs. McInerney asked if it was thought that the process would move quickly and Mr. Lawson said yes, hopefully by mid-September.• Mr. Lawson said the ad hoc committee is set at three members. He is allowed to appoint those members, but would prefer to ask for volunteers. If more than three Board members were interested, he would pull names from a hat.• Mrs. Faulenbach said she would hope the committee would reach out to the rest of the Board regarding progress as they go along.• Mrs. McInerney asked for confirmation that the ad hoc committee was just for the interim search and Mr. Lawson said it was.• Mr. Schemm said last time the entire Board served as the personnel search committee for the superintendent.• Mrs. Faulenbach asked if the ad hoc committee would need minutes. Because they are being	<p>Motion made and passed unanimously to form and appoint members to be determined this evening to an Ad Hoc Personnel Search Committee for the purpose of screening and interviewing candidates, and making a recommendation for, the position of Interim Superintendent of Schools.</p>
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**New Milford Board of Education
Special Meeting Minutes
July 23, 2018
Lillis Administration Building – Board Room**

Page 4

	<p>appointed as an ad hoc personnel search committee, they would not.</p> <ul style="list-style-type: none">• Mrs. Faulenbach, Mrs. Monaghan, and Mrs. Chastain volunteered to serve on the ad hoc committee. Mr. Lawson made the official appointment.• Mrs. Faulenbach suggested the committee meet briefly with Ms. Baldelli following the meeting to set the path going forward.• Mrs. Chastain suggested an alternate be assigned. In keeping with sub-committee structure, two alternates were appointed. Mr. Schemm will serve as first alternate. Mr. McCauley will serve as second alternate.• Mr. Schemm asked if the interim search process would determine the timeline for Mr. Smith leaving. Mr. Lawson said it would.• Mrs. Faulenbach agreed, saying the interim position needed to be filled before determining a timeline.• Mr. Schemm said the contract stipulates 90 day notice, which in this case is from July 13, 2018.• Ms. Baldelli said that the contract also allows for earlier release by mutual agreement.	
4.	<p>Adjourn</p> <p>Mrs. Faulenbach moved to adjourn the meeting at 7:19 p.m., seconded by Mr. McCauley and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 7:19 p.m.</p>

Respectfully submitted:



Angela C. Chastain
Secretary
New Milford Board of Education

**New Milford Board of Education
Special Meeting Minutes
August 2, 2018
Lillis Administration Building – Board Room**

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

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TOWN CLERK

2018 AUG -3 A 11: 25

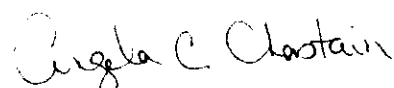
NEW MILFORD, CT

Also Present:	Ms. Ellamae Baldelli, Human Resources Director
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1. A.	Call to Order Pledge of Allegiance The special meeting of the New Milford Board of Education was called to order at 7:00 p.m. by Mr. Lawson. The Pledge of Allegiance and a moment of silence immediately followed the call to order.	Call to Order A. Pledge of Allegiance
2.	Public Comment • There was none.	Public Comment
3. A.	Executive Session (Anticipated) Interview and discuss candidate for the position of Interim Superintendent of Schools as recommended by the Ad Hoc Personnel Search Committee Mrs. Monaghan moved to enter into Executive Session to interview and discuss the candidate for the position of Interim Superintendent of Schools as recommended by the Ad Hoc Personnel Search Committee and to invite Human Resources Director Ellamae Baldelli and the candidate into the session, seconded by Mr. Dahl and passed unanimously.	Executive Session (Anticipated) A. Interview and discuss candidate for the position of Interim Superintendent of Schools as recommended by the Ad Hoc Personnel Search Committee Motion made and passed unanimously to enter into Executive Session to interview and discuss the candidate for the position of Interim Superintendent of Schools as recommended by the Ad Hoc Personnel Search Committee and to invite Human Resources Director Ellamae Baldelli and the candidate

	<p>The Board entered executive session at 7:01 p.m. The candidate entered executive session at 7:17 p.m. The candidate left executive session at 7:42 p.m. Ms. Baldelli entered executive session at 7:43 p.m. The Board and Ms. Baldelli returned to public session at 8:18 p.m.</p>	<p>into the session.</p>
<p>4.</p> <p>A.</p>	<p>Discussion and Possible Action</p> <p>Appointment of candidate to the position of Interim Superintendent of Schools</p> <p>Mr. Dahl moved to authorize the Chairperson of the Board of Education to execute an agreement with Stephen Tracy to serve as Interim Superintendent of Schools, based upon the terms discussed in executive session and subject to any further necessary legal review, seconded by Mrs. Faulenbach.</p> <ul style="list-style-type: none"> • Mrs. Chastain said she would be recusing herself. • Mrs. Monaghan said she would be recusing herself. <p>The motion passed 6-0-2.</p> <p>Yes: Mr. Lawson, Mr. Dahl, Mr. Failla, Mrs. Faulenbach, Mrs. McInerney, Mr. Schemm Abstain: Mrs. Chastain, Mrs. Monaghan</p>	<p>Discussion and Possible Action</p> <p>A. Appointment of candidate to the position of Interim Superintendent of Schools</p> <p>Motion made and passed to authorize the Chairperson of the Board of Education to execute an agreement with Stephen Tracy to serve as Interim Superintendent of Schools, based upon the terms discussed in executive session and subject to any further necessary legal review.</p>
5.	<p>Adjourn</p> <p>Mrs. Faulenbach moved to adjourn the meeting at 8:20 p.m., seconded by Mr. Dahl and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 8:20 p.m.</p>

Respectfully submitted:



Angela C. Chastain
Secretary
New Milford Board of Education

**New Milford Board of Education
Special Meeting Minutes
August 8, 2018
Lillis Administration Building – Board Room**

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

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TOWN CLERK
2018 AUG 10 P 1:02

NEW MILFORD, CT

Also Present:	Mr. Joshua Smith, Superintendent of Schools Ms. Ellamae Baldelli, Human Resources Director Attorney William Connon, Pullman and Comley LLC
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1. A.	Call to Order Pledge of Allegiance The special meeting of the New Milford Board of Education was called to order at 7:00 p.m. by Mr. Lawson. The Pledge of Allegiance and a moment of silence immediately followed the call to order.	Call to Order A. Pledge of Allegiance
2.	Public Comment • There was none.	Public Comment
3. A.	Executive Session (Anticipated) Interview and discuss candidate for the position of Interim Hill and Plain Elementary School Principal Mr. Dahl moved to enter into Executive Session to interview and discuss the candidate for the position of Interim Hill and Plain Elementary School Principal, and invite into the session Superintendent Joshua Smith and the candidate, Seconded by Mrs. Faulenbach and passed unanimously.	Executive Session (Anticipated) A. Interview and discuss candidate for the position of Interim Hill and Plain Elementary School Principal Motion made and passed unanimously to enter into Executive Session to interview and discuss the candidate for the position of Interim Hill and Plain Elementary School Principal, and invite into the session Superintendent Joshua Smith and the candidate.

	<p>The Board, Mr. Smith and the candidate entered executive session at 7:02 p.m.</p> <p>The candidate left executive session at 7:19 p.m.</p> <p>The Board returned to public session at 7:25 p.m.</p>	
4.	<p>Discussion and Possible Action</p> <p>A. Appointment of candidate to the position of Interim Hill and Plain Elementary School Principal</p> <p>Mr. McCauley moved to appoint Patricia Corvello as Interim Hill and Plain Elementary School Principal effective August 9, 2018; 2018-2019 salary is per diem @ \$550.79, based on Step 7 of the Administrators' contract,</p> <p>Seconded by Mrs. Monaghan and passed unanimously.</p>	<p>Discussion and Possible Action</p> <p>A. Appointment of candidate to the position of Interim Hill and Plain Elementary School Principal</p> <p>Motion made and passed unanimously to appoint Patricia Corvello as Interim Hill and Plain Elementary School Principal effective August 9, 2018; 2018-2019 salary is per diem @ \$550.79, based on Step 7 of the Administrators' contract.</p>
5.	<p>Executive Session (Anticipated)</p> <p>A. Discussion regarding NMEA Memorandum of Understanding, Collective bargaining and pending NMEA grievance arbitrations</p> <p>Mrs. McInerney moved to enter into Executive Session to discuss the NMEA Memorandum of Understanding, Collective bargaining and pending NMEA grievance arbitrations; and to invite into the session Superintendent Joshua Smith and Attorney William Connon,</p> <p>Seconded by Mrs. Faulenbach and passed unanimously.</p> <p>The Board, Mr. Smith and Attorney Connon entered executive session at 7:27 p.m.</p> <p>The Board returned to public session at 7:50 p.m.</p>	<p>Executive Session (Anticipated)</p> <p>A. Discussion regarding NMEA Memorandum of Understanding, Collective bargaining and pending NMEA grievance arbitrations</p> <p>Motion made and passed unanimously to enter into Executive Session to discuss the NMEA Memorandum of Understanding, Collective bargaining and pending NMEA grievance arbitrations; and to invite into the session Superintendent Joshua Smith and Attorney William Connon.</p>

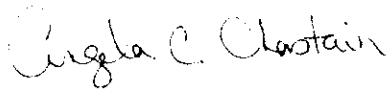
6.	<p>Discussion and Possible Action</p> <p>A. Approval of NMEA Memorandum of Understanding</p> <p>Mr. Dahl moved to approve the NMEA Memorandum of Understanding as discussed in Executive Session,</p> <p>Seconded by Mrs. Faulenbach and passed 7-1.</p> <p>Aye: Mr. Lawson, Mr. Dahl, Mr. Failla, Mrs. Faulenbach, Mr. McCauley, Mrs. McInerney, Mrs. Monaghan No: Mrs. Chastain</p>	<p>Discussion and Possible Action</p> <p>A. Approval of NMEA Memorandum of Understanding</p> <p>Motion made and passed to approve the NMEA Memorandum of Understanding as discussed in Executive Session.</p>
7.	<p>Executive Session (Anticipated)</p> <p>A. Discussion of proposed agreement for Interim Superintendent of Schools</p> <p>Mrs. Faulenbach moved to enter into Executive Session to discuss the proposed agreement for the Interim Superintendent of Schools and invite into the session Human Resources Director Ellamae Baldelli,</p> <p>Seconded by Mr. Dahl and passed unanimously.</p> <p>The Board and Ms. Baldelli entered executive session at 7:51 p.m.</p> <p>The Board returned to public session at 8:00 p.m.</p>	<p>Executive Session (Anticipated)</p> <p>A. Discussion of proposed agreement for Interim Superintendent of Schools</p> <p>Motion made and passed unanimously to enter into Executive Session to discuss the proposed agreement for the Interim Superintendent of Schools and invite into the session Human Resources Director Ellamae Baldelli.</p>
8.	<p>Discussion and Possible Action</p> <p>A. Board vote on proposed agreement for Interim Superintendent of Schools</p> <p>Mrs. McInerney moved to approve the proposed agreement for the Interim Superintendent of Schools as discussed in executive session,</p> <p>Seconded by Mrs. Faulenbach and passed unanimously.</p>	<p>Discussion and Possible Action</p> <p>A. Board vote on proposed agreement for Interim Superintendent of Schools</p> <p>Motion made and passed unanimously to approve the proposed agreement for the Interim Superintendent of Schools as discussed in executive session.</p>

**New Milford Board of Education
Special Meeting Minutes
August 8, 2018
Lillis Administration Building – Board Room**

Page 4

9.	Adjourn Mr. Dahl moved to adjourn the meeting at 8:01 p.m., seconded by Mr. McCauley and passed unanimously.	Adjourn Motion made and passed unanimously to adjourn the meeting at 8:01 p.m.
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Respectfully submitted:



Angela C. Chastain
Secretary
New Milford Board of Education

Community Relations

Concept, Goals and Roles in Community Relations

The Board of Education recognizes that the community, defined broadly as the state and specifically as the area served by the school system, determines the quality of local education. It is imperative that members of the community and the school personnel cooperate in planning, developing policy, implementing programs and evaluating results.

School-community relations are not merely reporting and interpreting. Rather, they are part of a public enterprise in which community members and school personnel play their respective roles in fulfilling the mission of the New Milford Public Schools:

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.

The Board of Education establishes the following goals for the community relations program:

1. To increase public understanding of the school system.
2. To increase community confidence and interest in the school system.
3. To promote effective dissemination of information concerning school activities.
4. To solicit community opinions about the school system.
5. To encourage the sharing of resources among civic and community organizations for the benefit of the school system.

Policy adopted:
Policy reviewed:

May 7, 2001
October 15, 2013

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut

Community Relations**News Media Relationships**

Because schools are public institutions serving the educational needs of the community, it is important that information be disseminated concerning programs, activities, and significant school events. To ensure that this publicity be given wide coverage and coordinated with a common effort and purpose, the following procedures shall be followed with news media:

1. The Board of Education Chairperson shall be the official spokesman for the Board. The Superintendent of Schools may report on actions of the Board.
2. News releases of a system-wide nature, or which pertain to established school system policy, are the responsibility of the Superintendent and will be issued through his/her office.
3. News releases which are of concern to only one school, or to an organization of one school, are the responsibility of Principals, subject to any procedures that may be developed by the Superintendent of Schools.

Recording and Conduct at Board Meetings

Board meetings to which the public has access may be photographed, broadcast, or recorded by the public, as well as the news media, subject to the following guidelines:

1. The public, as well as the news media, shall record, photograph, or broadcast, said meeting as inconspicuously as possible and in such a manner which doesn't disturb proceedings.
2. If, in the judgment of the Chairperson of the Board of Education, the presence at a Board meeting of any person causes such disruption that orderly conduct of the public business at such meeting becomes unfeasible, access by these individuals may be limited to the extent necessary to remove disruption.
3. In the event that any meeting of the Board is interrupted by any person or group of persons so as to render the orderly conduct of such meeting unfeasible, and if (in the judgment of the Chairperson) order cannot be restored by the removal of individuals who are willfully interrupting the meetings, the Board may order the meeting room cleared and continue in session. Only matters appearing on the agenda may be considered in such a session. Duly accredited representatives of the press or other news media, except those participating in the disturbance, shall be allowed to attend any such session.

Community Relations

News Media Relationships (continued)

Legal Reference: Connecticut General Statutes

1-226 Recording, broadcasting, or photographing meetings.

1-232 Conduct of meetings.

Policy adopted: May 7, 2001
Policy revised: June 9, 2009
Policy reviewed: October 15, 2013

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut

FOR APPROVAL

1112.5(a)

Community Relations

Media Access to Students

The Board recognizes the important role the media serves in reporting information about the district's program, services and activities. Therefore, the district will make every reasonable effort to provide media access to students.

School administrators shall be authorized to grant permission and set parameters for media access to students in their respective schools in order to protect the students' privacy rights under state and federal law. The media may interview and photograph students involved in instructional programs and school activities including public athletic events or other activities open to and attended by the general public provided their presence will not be unduly disruptive and shall comply with Board policies and district goals.

Media representatives shall be required to report to the administration for prior approval before accessing students involved in instructional programs and activities not attended by the general public.

Media representatives wishing to photograph or identify particular students, or otherwise publish or disclose personally identifiable information regarding such students, must obtain parental or guardian approval as well. Such permission shall not be required before photographs, recordings, and/or articles referring to students involved in public athletic events or other activities open to and attended by the general public may be published.

Parents who do not want their student interviewed, photographed or videotaped by the media shall inform the school Principal accordingly.

Information obtained by media representatives directly from students does not require parental approval prior to publication by the media. Parents who do not want their student interviewed or photographed by the media may direct their student accordingly.

District employees may release student information to the media only in accordance with applicable provisions of the education records law and Board policies governing directory information and personally identifiable information.

(cf. 5125 - Student Records; Confidentiality)

Community Relations

Media Access to Students (continued)

Legal Reference: Connecticut General Statutes
 1-210 Access to public records. Exempt records.
 10-209 Records not to be public. Provision of reports to schools.
 Federal Family Educational Rights and Privacy Act, Sec. 438, 20 U.S.C. Sec
 1232g (1988).
 Individuals with Disabilities Education Act, 20 U.S.C. Sec 1400 et seq.

Policy adopted: May 7, 2001
Policy revised: June 9, 2009
Policy reviewed: October 15, 2013

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut

Community Relations

Public Participation at Board of Education Meetings

The regular and special meetings of the Board of Education are open to the public and representatives of the press except that a part of any meeting may be designated an executive session as provided by law. (See 9324 for details)

The Board of Education welcomes participation of individuals and organizations. Advance announcement of all regular and special meetings of the Board of Education is made through posting the agenda (including posting on the Board's website, to the extent required by law), and directly to citizens and community and professional organizations who specifically request such notification. Notice of meetings will be mailed to persons filing a written request renewable in January of each year. Said notice shall, where practicable, be given at least one week prior to the date set for the meeting, except that the Board may give such notice as it deems practical for special meetings called less than seven days prior to the date set for the meetings. A reasonable charge may be made for those persons or organizations requesting advance announcements of meetings and agenda backup materials based on the estimated cost of providing such service.

Board meetings are meetings held in public and are not open hearings. Once the Board moves into regular agenda the public may participate as allowed by the Chairperson and with the following restrictions:

1. Questions and/or comments are to be restricted to the specific agenda item being discussed;
2. Board members shall be recognized first for comments and/or questions;
3. Questions and/or comments by the public may be restricted by the Board Chairperson;
4. The Chairperson may, at his/her discretion, curtail public discussion at any time.

With regard to ##3 and 4, above, public questions and/or comments may be restricted by the Chairperson a) due to time limitations and the need by the Board to address other business, and b) to the extent necessary to remove disruption, where any person or group of persons interrupts the meeting so as to render the orderly conduct of such meeting unfeasible.

Community Relations

Public Participation at Board of Education Meetings (continued)

The Board agenda provides opportunities for comments and questions from persons attending the meeting. Any citizen may appear before the Board to express his/her opinion concerning the educational program of the district. In addition to the restrictions listed above, the public is advised that any discussion of specific Board employees will not be allowed at meetings and should be addressed to that employee's immediate supervisor.

(cf. 1312 Public Complaints)

Legal Reference: Connecticut General Statutes

1-225 Meetings of government agents to be public. Recording of votes. Schedule and agenda of meetings to be filed. Notice of special meetings. Executive sessions.

1-226 Broadcasting or photographing meetings.

19a-342 Smoking in public meetings in rooms of public building prohibited.

1-227 Mailing of notice of meetings to persons filing written request. Fees.

1-230 Regular meetings to be held pursuant to regulation, ordinance or resolution.

1-232 Conduct of meetings.

1-206 Denial of access to public records or meetings.

10-238 Petition for hearing by board of education.

Policy adopted: May 7, 2001
 Policy revised: June 9, 2009
 Policy reviewed: October 15, 2013

NEW MILFORD PUBLIC SCHOOLS
 New Milford, Connecticut

FOR APPROVAL

9321(a)

Bylaws of the Board

Time, Place and Notification of Meetings

Regular Meetings

The Board of Education shall file with the Town Clerk, not later than January 31st of each year, the schedule of the regular meetings of the Board of Education and shall post such schedule on the Board's website, to the extent required by law. No meeting shall be held sooner than thirty days after such filing.

Special Meetings

Special meetings are meetings that are not part of the schedule of regular meetings and include make-up dates for regular meetings that may have been postponed. Notice of each special meeting of the Board of Education shall be posted at least twenty four hours in advance in the offices of the Board and the Town Clerk and shall be posted on the Board's website, to the extent required by law. The notice must give the time and place of the special meeting and the business to be transacted. No other business shall be considered by the Board at that special meeting. Each member of the Board of Education shall be notified by the Superintendent or the Board Clerk in writing not less than 24 hours prior to the time of the special meeting and shall be advised of the time, place and business to be transacted, although any Board member may waive the 24 hour notification by a written waiver of notice or a telegram to the purpose, and this 24 hour notification requirement may be dispensed with as to any member who is actually present at the meeting at the time it convenes.

Notice of Meetings

Notice of meetings will be mailed to persons filing a written request renewable in January of each year. Said notice shall, where practicable, be given at least one week prior to the date set for the meeting, except that the Board may give such notice as it deems practical for special meetings called less than seven days prior to the date set for the meeting. The Board of Education will charge a fee for these notices based upon cost of the service, as provided by law.

Legal Reference: Connecticut General Statutes

1-206 Denial of access to public records or meetings.

1-225 Meetings of government agencies to be public.

1-227 Mailing of notice of meetings to persons filing written request.

Bylaws of the Board

Time, Place and Notification of Meetings (continued)

Legal Reference: Connecticut General Statutes

1-228 Adjournment of meetings. Notice.

1-229 Continued hearings. Notice.

1-230 Regular meetings to be held pursuant to regulation, ordinance or resolution.

10-218 Officers. Meetings

Bylaw adopted by the Board: January 9, 2001
Bylaw revised by the Board: March 10, 2009
Bylaw revised by the Board: June 12, 2012

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut

NEW MILFORD PUBLIC SCHOOLS

EXHIBIT A

Regular Meeting of the Board of Education

Sarah Noble Intermediate School

New Milford, Connecticut

August 21, 2018

** as of August 17, 2018

ACTION ITEMS

A. Personnel

1. CERTIFIED STAFF

a. RESIGNATIONS

- | | |
|---|-------------------------|
| <p>1. Mrs. Denise Ambrose-Arnauckas, Elementary Teacher, Northville Elementary School
<u>Move</u> that the Board of Education approve the resignation of Mrs. Denise Ambrose-Arnauckas as Elementary Teacher at Northville Elementary School effective July 20, 2018.</p> | Took position elsewhere |
| <p>2. Ms. Catherine Carr, Kindergarten Teacher, Hill and Plain School
<u>Move</u> that the Board of Education approve the resignation of Ms. Catherine Carr as Kindergarten Teacher at Hill and Plain School effective August 1, 2018.</p> | Moving out of state |
| <p>3. Mrs. Michele Christensen, Special Education Teacher, New Milford High School
<u>Move</u> that the Board of Education approve the resignation of Mrs. Michele Christensen as Special Education Teacher at New Milford High School effective July 23, 2018.</p> | Took position elsewhere |
| <p>4. Ms. Kelsey Connolly, Speech Language Pathologist, Hill and Plain School
<u>Move</u> that the Board of Education approve the resignation of Ms. Kelsey Connolly as Speech Language Pathologist at Hill and Plain School effective July 24, 2018.</p> | Took position elsewhere |
| <p>5. Mrs. Emily Ferraiolo, Kindergarten Teacher, Northville Elementary School
<u>Move</u> that the Board of Education approve the resignation of Mrs. Emily Ferraiolo as Kindergarten Teacher at Northville Elementary School effective July 24, 2018.</p> | Took position elsewhere |
| <p>6. **Mr. Brian Foley, Technology Education Teacher, New Milford High School
<u>Move</u> that the Board of Education approve the resignation of Mr. Brian Foley as Technology Education Teacher at New Milford High School effective August 15, 2018.</p> | Personal Reasons |

<p>7. Mr. Christopher Parrillo, Special Education Teacher, New Milford High School <u>Move</u> that the Board of Education approve the resignation of Mr. Christopher Parrillo as Special Education Teacher at New Milford High School effective July 23, 2018.</p>	<p>Took position elsewhere</p>
<p>8. Mrs. Nicole Szigeti, Elementary Teacher, Sarah Noble Intermediate School <u>Move</u> that the Board of Education approve the resignation of Mrs. Nicole Szigeti as Elementary Teacher at Sarah Noble Intermediate School effective July 16, 2018.</p>	<p>Move out of state</p>
<p>2. CERTIFIED STAFF b. NON-RENEWALS 1. None</p>	
<p>3. CERTIFIED STAFF c. APPOINTMENTS</p>	
<p>1. Ms. Jamie Boroczky, Math Teacher, Schaghticoke Middle School <u>Move</u> that the Board of Education appoint Ms. Jamie Boroczky as Math Teacher at Schaghticoke Middle School effective August 24, 2018. 2018-2019 Salary – \$53,294 (Step 1F)</p>	<p><i>Education History:</i> BA: CCSU Major: Mathematics MS: University of Bridgeport Major: Mathematics Education <i>Work Experience:</i> LT Sub – Fairfield Schools Replacing: J. Johnson</p>
<p>2. Mrs. Lisa Dablain, Math Interventionist, Schaghticoke Middle School <u>Move</u> that the Board of Education appoint Mrs. Lisa Dablain as Math Interventionist at Schaghticoke Middle School effective August 24, 2018, pending receipt of DSAP Certification. 2018-2019 Salary – \$53,294 (Step 1F)</p>	<p><i>Education History:</i> BS: Castleton State College Major: Computer Information Systems MA: Sacred Heart University Major: Secondary Mathematics <i>Work Experience:</i> 3 yrs. Monroe – Math Interventionist/Tutor Replacing: K. Oviatt</p>
<p>3. Mrs. Yanisha Geller, Speech Language Pathologist, Hill and Plain School <u>Move</u> that the Board of Education appoint Mrs. Yanisha Geller as Speech Language Pathologist at Hill and Plain School effective August 24, 2018. 2018-2019 Salary – \$57,079 (Step 3I)</p>	<p><i>Education History:</i> BA: SUNY - New Paltz Major: Communications Disorders MS: SUNY – New Paltz Major: Speech Language Pathology <i>Work Experience:</i> 2 yrs. Danbury Replacing: K. Connolly</p>

4. **Ms. Ashley Kivela**, Social Studies Teacher, Schaghticoke Middle School
Move that the Board of Education appoint **Ms. Ashley Kivela** as Social Studies Teacher at Schaghticoke Middle School effective August 24, 2018.
2018-2019 Salary – \$53,294 (Step 1F)
5. **Ms. Marley Koschel**, EXCEL Special Education Teacher, Northville Elementary School
Move that the Board of Education appoint **Ms. Marley Koschel** as EXCEL Special Education Teacher at Northville Elementary School effective August 24, 2018.
2018-2019 Salary – \$56,007 (Step 3F)
6. **Mrs. Christine Santorella**, Special Education Teacher, New Milford High School
Move that the Board of Education appoint **Mrs. Christine Santorella** as Special Education Teacher at New Milford High School effective on or about August 24, 2018.
2018-2019 Salary – \$83,918 (Step 14F)
7. **Ms. Elizabeth Stewart**, Instructional Coach, Schaghticoke Middle School
Move that the Board of Education appoint **Ms. Elizabeth Stewart** as Instructional Coach at Schaghticoke Middle School effective August 24, 2018.
2018-2019 Salary – \$67,485 (Step 8J)
8. **Mrs. Megan Sylvester**, Literacy Coach, Sarah Noble Intermediate School
Move that the Board of Education appoint **Mrs. Megan Sylvester** as Literacy Coach at Sarah Noble Intermediate School effective August 24, 2018.
2018-2019 Salary – \$63,209 (Step 6J)

Education History:

BA: Quinnipiac University
Major: History
MA: Quinnipiac University
Major: Education

Work Experience:

LT Sub - NMPS

Replacing: V. Braucci

Education History:

BS: ECSU
Major: Early Childhood Education
MS: Wheelock College
Major: Elementary & Special Education

Work Experience:

3 yrs. Boston, MA

Replacing: J. Sheaffer

Education History:

BA: Rivier College
Major: General Special Education
MED: Concordia University
Major: Curriculum & Instruction

Work Experience:

11 yrs. Stamford, 2 ½ yrs. Stratford

Replacing: C. Sinisi

Education History:

BA/BS: SCSU
Major: Elementary Education
MA: Sacred Heart University
Major: Special Education

Work Experience:

13 yrs. Cheshire

Replacing: J. Taborsak

Education History:

BA: CCSU
Major: Theater Studies
MA: Columbia University
Major: Literacy Specialist Program
MS: CUNY – Hunter College
Major: Early Childhood Education

Work Experience:

6 yrs. New York, 2yrs. Maryland, 2 yrs. Darien

Replacing: K. Brenneke

9. **Mrs. Christine Taylor**, Science Teacher, New Milford High School

Move that the Board of Education appoint **Mrs. Christine Taylor** as Science Teacher at New Milford High School effective August 24, 2018.

2018-2019 Salary – \$64,279 (Step 8F)

Education History:

BA: UConn
Major: English
BS: UConn
Major: Biology
MA: UConn
Major: Curriculum & Instruction

Work Experience:

2 yrs. Litchfield, 5 yrs. Wolcott

Replacing: K. Terhaar

10. **Mrs. Karen Vaughn**, French Teacher, New Milford High School & Schaghticoke Middle School

Move that the Board of Education appoint **Mrs. Karen Vaughn** as French Teacher at New Milford High School & Schaghticoke Middle School effective on or about August 24, 2018.

2018-2019 Salary – \$95,015 (Step 15J)

Education History:

BS: WCSU
Major: Spanish & Secondary Education
MS: Mercy College
Major: Human Resources Mgmt.

Work Experience:

19 yrs. New Fairfield

Replacing: S. Cordero

11. ****Mrs. Jennifer Amodeo**, Head Teacher for Unified Arts, Sarah Noble Intermediate School

Move that the Board of Education appoint **Mrs. Jennifer Amodeo** as Head Teacher for Unified Arts at Sarah Noble Intermediate School effective August 29, 2018.

2018-2019 stipend - \$2,931

Education History:

BA: Franklin Pierce College
Major: Fine Arts
MA: Sacred Heart University
Major: Arts/Learning

Work Experience:

Staff member since 2007

12. ****Mrs. Lauren Bergner**, Head Teacher for Special Education - PK-2, Hill and Plain School and Northville Elementary School

Move that the Board of Education appoint **Mrs. Lauren Bergner** as Head Teacher for Special Education - PK-2 at Hill and Plain School and Northville Elementary School effective August 29, 2018.

2018-2019 stipend - \$2,931

Education History:

BA: SUNY Potsdam
Major: Elementary Education
MS: Mt. St. Mary College
Major: Special Education

Work Experience:

Staff member since 2003

13. **Mrs. Gina Bernard**, Head Teacher for ELA (English/Language Arts), Schaghticoke Middle School

Move that the Board of Education appoint **Mrs. Gina Bernard** as Head Teacher for ELA (English/Language Arts) at Schaghticoke Middle School effective August 29, 2018.

2018-2019 stipend - \$2,931

Education History:

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

Work Experience:

Staff member since 1992

- 14. Mr. Kevin Best**, Department Chair for Math, New Milford High School

Move that the Board of Education appoint **Mr. Kevin Best** as Department Chair for Math at New Milford High School effective August 29, 2018.

2018-2019 stipend - \$4,299

Education History:

BS: UConn
Major: Applied Mathematics
MA: University of Bridgeport
Major: Secondary Mathematics
6th Yr.: University of Bridgeport
Major: Educational Leadership

Staff member since 2016

- 15. Mr. Robert Burkhardt**, Head Teacher for Physical Education, New Milford High School

Move that the Board of Education appoint **Mr. Robert Burkhardt** as Head Teacher for Physical Education at New Milford High School effective August 29, 2018.

2018-2019 stipend - \$2,931

Education History:

BA: WCSU
Major: History
MS: SCSU
Major: Physical Education

Work Experience:

Staff member since 1975

- 16. Mrs. Darcy Campbell**, .49 Department Chair for Special Education, Schaghticoke Middle School

Move that the Board of Education appoint **Mrs. Darcy Campbell** as .49 Department Chair for Special Education at Schaghticoke Middle School effective August 29, 2018.

2018-2019 stipend - \$4,299

Education History:

BA: Springfield College
Major: Elementary Education
MS: American Intl. College
Major: Special Education
6th Year Degree: SCSU
Major: Educational Leadership

Staff member since 2001

- 17. Mrs. Deborah Clark**, .49 Department Chair for Special Education, Sarah Noble Intermediate School

Move that the Board of Education appoint **Mrs. Deborah Clark** as .49 Department Chair for Special Education at Sarah Noble Intermediate School effective August 29, 2018.

2018-2019 stipend - \$4,299

Education History:

BS: SCSU
Major: Special Education
MS: SCSU
Major: Special Education
6th Yr. Degree: SCSU
Major: Educational Leadership

Staff member since 1987

- 18. Mrs. Jane Danish**, Head Teacher for Support Services, Sarah Noble Intermediate School

Move that the Board of Education appoint **Mrs. Jane Danish** as Head Teacher for Support Services at Sarah Noble Intermediate School effective August 29, 2018.

2018-2019 stipend - \$2,931

Education History:

BA: UConn
Major: Sociology
MS: WCSU
Major: School Counseling

Staff member since 2006

- 19. Mrs. Sara Del Mastro**, Department Chair for Science, New Milford High School

Move that the Board of Education appoint **Mrs. Sara Del Mastro** as Department Chair for Science at New Milford High School effective August 29, 2018.

2018-2019 stipend - \$4,299

Education History:

BS: Siena College (NY)
Major: Biology
MA: Sacred Heart College
Major: Secondary Education
6th Year Degree: SCSU
Major: Educational Admin.

Staff member since 2014

- 20. Dr. Kathleen DelMonico**, Department Chair for 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 August 29, 2018.
2018-2019 stipend - \$4,299
- 21. Mrs. Denise Duggan**, Department Chair for Health, New Milford High School
Move that the Board of Education appoint **Mrs. Denise Duggan** as Department Chair for Health at New Milford High School effective August 29, 2018.
2018-2019 stipend - \$4,299
- 22. Mrs. Samantha Gati-Tisi**, Team Leader for Grade 6, Schaghticoke Middle School
Move that the Board of Education appoint **Mrs. Samantha Gati-Tisi** as Team Leader for Grade 6 at Schaghticoke Middle School effective August 29, 2018.
2018-2019 stipend - \$2,931
- 23. Mrs. Stacy Haleks**, Head Teacher for Grade 4, Sarah Noble Intermediate School
Move that the Board of Education appoint **Mrs. Stacy Haleks** as Head Teacher for Grade 4 at Sarah Noble Intermediate School effective August 29, 2018.
2018-2019 stipend - \$2,931
- 24. Mrs. Angela Herdter**, Team Leader for Grade 6, Schaghticoke Middle School
Move that the Board of Education appoint **Mrs. Angela Herdter** as Team Leader for Grade 6 at Schaghticoke Middle School effective August 29, 2018.
2018-2019 stipend - \$2,931
- 25. Mrs. Sarah Elizabeth Herring**, Head Teacher for 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 August 29, 2018.
2018-2019 stipend - \$2,931

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

Staff member since 1988

Education History:
BS: WCSU
Major: Health Science
MS: SCSU
Major: Exercise Science
6th Year Degree: SCSU
Major: Educational Leadership

Staff member since 1996

Education History:
BA: Quinnipiac University
Major: English
MS: University of Bridgeport
Major: Secondary Education

Staff member since 2011

Education History:
BS: WCSU
Major: American Studies/Elementary Education
MS: WCSU
Major: Education

Staff member since 2001

Education History:
BS: CCSU
Major: Technology
MS: University of New Haven
Major: Education

Staff member since 1999

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

Staff member since 2004

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| <p>26. Mrs. Sarah Herring, Head Teacher for Math, Schaghticoke Middle School
<u>Move</u> that the Board of Education appoint Mrs. Sarah Herring as Head Teacher for Math at Schaghticoke Middle School effective August 29, 2018.
2018-2019 stipend - \$2,931</p> <p>27. Mr. Robert Hibbard, Head Teacher for Unified Arts, Schaghticoke Middle School
<u>Move</u> that the Board of Education appoint Mr. Robert Hibbard as Head Teacher for Unified Arts at Schaghticoke Middle School effective August 29, 2018.
2018-2019 stipend - \$2,931</p> <p>28. Mrs. Robyn Hicks, Team Leader for Grade 8, Schaghticoke Middle School
<u>Move</u> that the Board of Education appoint Mrs. Robyn Hicks as Team Leader for Grade 8 at Schaghticoke Middle School effective August 29, 2018.
2018-2019 stipend - \$2,931</p> <p>29. Mr. Gregory Holmes, Department Chair for Social Studies, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Gregory Holmes as Department Chair for Social Studies at New Milford High School effective August 29, 2018.
2018-2019 stipend - \$4,299</p> <p>30. Ms. Karen Hores, District-wide Psychological Services Co-Coordinator
<u>Move</u> that the Board of Education appoint Ms. Karen Hores as District-wide Psychological Services Co-Coordinator effective August 29, 2018.
2018-2019 stipend - \$2,387 (50% of \$4,774)</p> <p>31. Ms. Ashley Kivela, Head Teacher for Social Studies, Schaghticoke Middle School
<u>Move</u> that the Board of Education appoint Ms. Ashley Kivela as Head Teacher for Social Studies at Schaghticoke Middle School effective August 29, 2018.
2018-2019 stipend - \$2,931</p> | <p><i>Education History:</i>
BS: WCSU
Major: Elementary Education
MS: WCSU
Major: Curriculum

Staff member since 1994</p> <p><i>Education History:</i>
BA: WCSU
Major: Business
MS: CCSU
Major: Physical Education

Staff member since 1999</p> <p><i>Education History:</i>
BA/MS: Long Island Univ.
Major: English

Staff member since 1999</p> <p><i>Education History:</i>
BA: Univ. of Rhode Island
Major: Secondary Ed/Social Studies
MS: WCSU
Major: History
6th Yr.: Univ. of Bridgeport
Major: Educational Leadership

Staff member since 1985</p> <p><i>Education History:</i>
BA: SCSU
Major: Social Welfare
MS: SCSU
Major: School Psychology
6th Yr.: SCSU
Major: School Psychology

Staff member since 1977</p> <p><i>Education History:</i>
BA: Quinnipiac University
Major: History
MA: Quinnipiac University
Major: Education

<i>Work Experience:</i>
LT Sub - NMPS

New staff member</p> |
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- 32. Mrs. Michelle Klee**, Head Teacher for 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 August 29, 2018.
2018-2019 stipend - \$2,931
- Education History:*
BS: SCSU
Major: Elementary Education
BA: SCSU
Major: Psychology
MS: WCSU
Major: Education

Staff member since 2005
- 33. Mrs. Danette Lambiase**, Head Teacher for 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 August 29, 2018.
2018-2019 stipend - \$2,931
- Education History:*
BS: UConn
Major: Rehab Services
MS: WCSU
Major: Community Counseling & Certification in School Counseling

Staff member since 1998
- 34. Mrs. Amy Marsan**, Team Leader for Grade 6, Schaghticoke Middle School
Move that the Board of Education appoint **Mrs. Amy Marsan** as Team Leader for Grade 6 at Schaghticoke Middle School effective August 29, 2018.
2018-2019 stipend - \$2,931
- Education History:*
BA: Bradford College
Major: Human Studies
MS: SCSU
Major: Exercise Science

Staff member since 2007
- 35. Mr. James Martin**, Team Leader for Grade 7, Schaghticoke Middle School
Move that the Board of Education appoint **Mr. James Martin** as Team Leader for Grade 7 at Schaghticoke Middle School effective August 29, 2018.
2018-2019 stipend - \$2,931
- Education History:*
BS: Montclair State University
Major: Biology

Staff member since 2000
- 36. Ms. Lisa Mosey**, Team Leader for Grade 7, Schaghticoke Middle School
Move that the Board of Education appoint **Ms. Lisa Mosey** as Team Leader for Grade 7 at Schaghticoke Middle School effective August 29, 2018.
2018-2019 stipend - \$2,931
- Education History:*
BS: WCSU
Major: Elementary Education
MS: WCSU
Major: Child & Adolescent Studies

Staff member since 1987
- 37. Mrs. Lynn Nissenbaum**, District-wide Psychological Services Co-Coordinator
Move that the Board of Education appoint **Mrs. Lynn Nissenbaum** as District-wide Psychological Services Co-Coordinator effective August 29, 2018.
2018-2019 stipend - \$2,387 (50% of \$4,774)
- Education History:*
BA: SCSU
Major: Psychology
MS: SCSU
Major: School Psychology
6th Yr.: SCSU
Major: School Psychology

Staff member since 2012

38. Mrs. Tracy Olmsted, Team Leader for Grade 8,
Schaghticoke Middle School

Move that the Board of Education appoint **Mrs. Tracy Olmsted** as Team Leader for Grade 8 at Schaghticoke Middle School effective August 29, 2018.
2018-2019 stipend - \$2,931

Education History:
BA: College of Charleston
Major: Political Science
MS: University of Bridgeport
Major: Education

Staff member since 2011

39. Mrs. Susan Partelow, Head Teacher for 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 August 29, 2018.
2018-2019 stipend - \$2,931

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

Staff member since 1979

40. Mr. Patrick Smith, Team Leader for Grade 7, Schaghticoke Middle School

Move that the Board of Education appoint **Mr. Patrick Smith** as Team Leader for Grade 7 at Schaghticoke Middle School effective August 29, 2018.
2018-2019 stipend - \$2,931

Education History:
BA: SCSU
Major: History

Staff member since 1990

41. Mrs. Keli Solomon, Team Leader for Grade 8, Schaghticoke Middle School

Move that the Board of Education appoint **Mrs. Keli Solomon** as Team Leader for Grade 8 at Schaghticoke Middle School effective August 29, 2018.
2018-2019 stipend - \$2,931

Education History:
BA: WCSU
Major: Communication & Theatre Arts
MA: WCSU
Major: History

Staff member since 1994

42. 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 August 29, 2018.
2018-2019 stipend - \$2,931

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

Staff member since 2000

43. Mrs. Jessica Ward, Department Chair for World Languages,
New Milford High School

Move that the Board of Education appoint **Mrs. Jessica Ward** as Department Chair for World Languages at New Milford High School effective August 29, 2018.
2018-2019 stipend - \$4,299

Education History:
BS: WCSU
Major: Elem. Ed. & Psychology
MS: WCSU
Major: Education

Staff member since 2008

44. Mrs. Jennifer Titus, Speech Services Coordinator, District Wide

Move that the Board of Education appoint Mrs. Jennifer Titus as District Wide Speech Services Coordinator August 29, 2018.

2018-2019 stipend - \$4,774

Education History:

BA: UConn

Major: Communication Disorders

MS: W. Carolina University

Major: Communication Disorders

Staff member since 2002

4. MISCELLANEOUS STAFF

a. RESIGNATIONS

1. None

5. MISCELLANEOUS STAFF

b. APPOINTMENTS

1. None

6. NON-CERTIFIED STAFF

a. RESIGNATIONS

1. Mrs. Priscilla Fisher, Special Education Paraeducator, Schaghticoke Middle School

Move that the Board of Education approve the resignation of Mrs. Priscilla Fisher as Special Education Paraeducator at Schaghticoke Middle School effective August 31, 2018.

Personal Reasons

2. Mrs. Leslie Logan, Nurse/Special Education Paraeducator, Northville Elementary School

Move that the Board of Education approve the resignation of Mrs. Leslie Logan as Nurse/Special Education Paraeducator at Northville Elementary School effective August 8, 2018.

Took job elsewhere

3. **Mrs. Karen Metz, Special Education Paraeducator, New Milford High School

Move that the Board of Education approve the resignation of Mrs. Karen Metz as Special Education Paraeducator at New Milford High School effective August 14, 2018.

Took job elsewhere

4. **Mrs. Olga Rella, Secretary to the Assistant Principal, Schaghticoke Middle School

Move that the Board of Education approve the resignation of Mrs. Olga Rella as Secretary to the Assistant Principal at Schaghticoke Middle School effective August 24, 2018.

Took job elsewhere

7. NON-CERTIFIED AND LICENSED STAFF

b. APPOINTMENTS

- 1. **Mrs. Donna DiFabbio**, Tutor, Northville Elementary School
Move that the Board of Education appoint **Mrs. Donna DiFabbio** as Tutor at Northville Elementary School effective August 29, 2018.

Education History:
BA: ECSU
Major: Psychology
\$16.00 per hour
- 2. **Mrs. Carolyn Hibbard**, Tutor, Northville Elementary School
Move that the Board of Education appoint **Mrs. Carolyn Hibbard** as Tutor at Northville Elementary School effective August 29, 2018.

Education History:
BS: WCSU
Major: Elementary Education
MS: WCSU
Major: Elementary Education
\$16.00 per hour
- 3. **Mrs. Susan Klimowich**, Tutor, Sarah Noble Intermediate School
Move that the Board of Education appoint **Mrs. Susan Klimowich** as Tutor at Sarah Noble Intermediate School effective August 29, 2018.

Education History:
BS: City University of NY
Major: Education
MS: City University of NY
Major: Education
\$16.00 per hour
- 4. Mrs. Danielle Livingston**, Secretary to the Assistant Principal, Schaghticoke Middle School
Move that the Board of Education appoint **Mrs. Danielle Livingston** as Secretary to the Assistant Principal at Schaghticoke Middle School effective August 27, 2018.

\$17.00 per hour
8 hours per day/Calendar Year
Step 1/Class IIA
Replacing: T. Law
- 5. **Mrs. Adrienne Mitchell**, Tutor, Hill and Plain School
Move that the Board of Education appoint **Mrs. Adrienne Mitchell** as Tutor at Hill and Plain School effective August 29, 2018.

Education History:
BS: University of Hartford
Major: Elementary Education
MED: Walden University
Major: Elementary Education
\$16.00 per hour
- 6. **Ms. Shannon Rausch**, Tutor, Northville Elementary School and Schaghticoke Middle School
Move that the Board of Education appoint **Ms. Shannon Rausch** as Tutor at Northville Elementary School and Schaghticoke Middle School effective August 29, 2018.

Education History:
BS: WCSU
Major: Elementary Education
\$16.00 per hour
- 7. **Mrs. Colleen Romano**, Tutor, New Milford High School
Move that the Board of Education appoint **Mrs. Colleen Romano** as Tutor at New Milford High School effective August 29, 2018.

Education History:
BS: Edinboro University
Major: Elementary Education
MED Antioch New England
Major: Education
\$16.00 per hour

8. ****Mrs. Amanda Silva**, Tutor, Hill and Plain School
Move that the Board of Education appoint **Mrs. Amanda Silva** as Tutor at Hill and Plain School effective August 29, 2018.
BS: Russell Sage College
Major: Elementary Education
MS: Framingham State College
Major: Special Education
\$16.00 per hour
 9. ****Mrs. Christine Sprindis**, Tutor, Hill and Plain School
Move that the Board of Education appoint **Mrs. Christine Sprindis** as Tutor at Hill and Plain School effective August 29, 2018.
Education History:
BS: SCSU
Major: Early Childhood Education
MS: WSCU
Major: Education
\$16.00 per hour
 10. **Mr. Bob Wiegers**, Computer Technician I, Schaghticoke Middle School
Move that the Board of Education appoint **Mr. Bob Wiegers** as Computer Technician I at Schaghticoke Middle School effective August 27, 2018.
\$23.17 per hour
8 hours per day/School Year
Step 6/Tech I class
Replacing: J. Dubray
8. **ADULT EDUCATION STAFF**
a. **RESIGNATIONS**
1. **None**
9. **ADULT EDUCATION STAFF**
b. **APPOINTMENTS**
1. **Mr. Kevin Best**, Substitute Instructor for Mandated Teacher and Substitute for Program Manager, Adult Education Program
Move that the Board of Education appoint **Mr. Kevin Best** as a Substitute Instructor for Mandated Teacher and Substitute for Program Manager for the Adult Education Program effective August 27, 2018.
Hourly rate: \$36.41
Education History:
BS: UConn
Major: Applied Mathematics
MA: University of Bridgeport
Major: Secondary Mathematics
6th Yr.: University of Bridgeport
Major: Educational Leadership
Current Staff Member
 2. **Mr. Jeff Bronn**, High School Diploma Mandated Teacher, Adult Education Program
Move that the Board of Education appoint **Mr. Jeff Bronn** as High School Diploma Mandated Teacher for the Adult Education Program effective August 13, 2018.
Hourly rate: \$36.41
Education History:
BA: WCSU
Major: English
MS: University of Bridgeport
Major: Education
Current Staff Member
 3. **Mr. Peter Caswell**, High School Diploma Mandated Teacher, Adult Education Program
Move that the Board of Education appoint **Mr. Peter Caswell** as High School Diploma Mandated Teacher for the Adult Education Program effective August 27, 2018.
Hourly rate: \$36.41
Education History:
BS: Univ. of Mass, Lowell
Major: Meteorology
MA: WCSU
Major: Earth & Planetary Sciences

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| <p>4. Mrs. Denise Duggan, High School Diploma Mandated Teacher, Adult Education Program
<u>Move</u> that the Board of Education appoint Mrs. Denise Duggan as High School Diploma Mandated Teacher for the Adult Education Program effective August 27, 2018.</p> | <p>Hourly rate: \$36.41</p> <p><i>Education History:</i>
BS: WCSU
Major: Health Science
MS: SCSU
Major: Exercise Science
6th Year Degree: SCSU
Major: Educational Leadership</p> <p>Current Staff Member</p> |
| <p>5. Mr. Patrick (Kelly) Duncan, High School Diploma Mandated Teacher, Adult Education Program
<u>Move</u> that the Board of Education appoint Mr. Patrick (Kelly) Duncan as High School Diploma Mandated Teacher for the Adult Education Program effective August 27, 2018.</p> | <p>Hourly rate: \$36.41</p> <p><i>Education History:</i>
BA: CA State University
Major: Instr. Technology
BA: CA State University
Major: Public Relations</p> <p>Current Staff Member</p> |
| <p>6. Mr. Ryan Eberts, High School Diploma Mandated Teacher, Adult Education Program
<u>Move</u> that the Board of Education appoint Mr. Ryan Eberts as High School Diploma Mandated Teacher for the Adult Education Program effective August 27, 2018.</p> | <p>Hourly rate: \$36.41</p> <p><i>Education History:</i>
BA: Dickinson College
Major: Economics
MA: Sacred Heart University
Major: Education</p> |
| <p>7. Mr. Greg Garner, High School Diploma /ESL Mandated Teacher, Adult Education Program
<u>Move</u> that the Board of Education appoint Mr. Greg Garner as High School Diploma /ESL Mandated Teacher for the Adult Education Program effective August 27, 2018.</p> | <p>Hourly rate: \$36.41</p> <p><i>Education History:</i>
BA: WCSU
Major: History
MS: Mercy College
Major: Elementary Education</p> <p>Current Staff Member</p> |
| <p>8. Mrs. Jennifer LaCava, High School Diploma Mandated Teacher, Adult Education Program
<u>Move</u> that the Board of Education appoint Mrs. Jennifer LaCava as High School Diploma Mandated Teacher for the Adult Education Program effective August 27, 2018.</p> | <p>Hourly rate: \$36.41</p> <p><i>Education History:</i>
BA: Muhlenberg College
Major: English</p> <p>Current Staff Member</p> |
| <p>9. Mrs. Theresa McGuinness, General Education Diploma Mandated Teacher, Adult Education Program
<u>Move</u> that the Board of Education appoint Mrs. Theresa McGuinness as General Education Diploma Mandated Teacher for the Adult Education Program effective August 27, 2018.</p> | <p>Hourly rate: \$36.41</p> <p><i>Education History:</i>
BS: WSCU
Major: Elementary Education</p> <p>Current Staff Member</p> |

10. Mr. Joseph Neff, Guidance Counselor/High School Diploma Mandated Teacher, Adult Education Program
Move that the Board of Education appoint **Mr. Joseph Neff** as Guidance Counselor/High School Diploma Mandated Teacher for the Adult Education Program effective August 20, 2018.

Hourly rate: \$36.41

Education History:
BS: E. Kentucky University
Major: Industrial Arts
MS: WCSU
Major: School Counseling

Current Staff Member

11. Mr. Justin Ongley, High School Diploma Mandated Teacher, Adult Education Program
Move that the Board of Education appoint **Mr. Justin Ongley** as High School Diploma Mandated Teacher for the Adult Education Program effective August 20, 2018.

Hourly rate: \$36.41

Education History:
BA: University of NH
Major: English
MA: Sacred Heart University
Major: Education

Current Staff Member

12. Mrs. Stephanie Pilla, Substitute Instructor for Mandated Teacher and Substitute for Program Manager, Adult Education Program
Move that the Board of Education appoint **Mrs. Stephanie Pilla** as Substitute Instructor for Mandated Teacher and Substitute for Program Manager for the Adult Education Program effective August 27, 2018.

Hourly rate: \$36.41

Education History:
BA: Sacred Heart University
Major: English
MA: Sacred Heart University
Major: Elementary Education

13. Mrs. Julie Pokrinchak, High School Diploma Mandated Teacher, Adult Education Program
Move that the Board of Education appoint **Mrs. Julie Pokrinchak** as High School Diploma Mandated Teacher for the Adult Education Program effective August 20, 2018.

Hourly rate: \$36.41

Education History:
BS: WCSU
Major: English & Secondary Education
MS: Sacred Heart University
Major: Education

14. Mr. James Wilson, High School Diploma Mandated Teacher, Adult Education Program
Move that the Board of Education appoint **Mr. James Wilson** as High School Diploma Mandated Teacher for the Adult Education Program effective August 27, 2018.

Hourly rate: \$36.41

Education History:
BS: CCSU
Major: Technology Education
MS: CCSU
Major: Technology Education Administration

Current Staff Member

10. BAND STAFF
a. RESIGNATIONS
1. None

11. BAND STAFF
b. APPOINTMENTS
1. None

12. COACHING STAFF

a. RESIGNATIONS

- | | |
|---|----------------------------|
| <p>1. Ms. Cheryl Caridad, Head Girls' Swim Coach, New Milford High School
<u>Move</u> that the Board of Education approve the resignation of Mrs. Cheryl Caridad as Head Girls' Swim Coach at New Milford High School effective July 31, 2018.</p> | <p>Personal Reasons</p> |
| <p>2. Mr. Evan Cassells, Assistant Football Coach, New Milford High School
<u>Move</u> that the Board of Education approve the resignation of Mr. Evan Cassells as Assistant Football Coach at New Milford High School effective July 23, 2018.</p> | <p>Personal Reasons</p> |
| <p>3. Mr. Greg LaCava, Varsity Boys' Soccer Coach, New Milford High School
<u>Move</u> that the Board of Education approve the resignation of Mr. Greg LaCava as Varsity Boys' Soccer Coach at New Milford High School effective July 24, 2018.</p> | <p>Moving out of state</p> |
| <p>4. Mr. Greg LaCava, Varsity Girls' Lacrosse Coach, New Milford High School
<u>Move</u> that the Board of Education approve the resignation of Mr. Greg LaCava as Varsity Girls' Lacrosse Coach at New Milford High School effective July 24, 2018.</p> | <p>Moving out of state</p> |
| <p>5. Mrs. Nicole Nocera, Freshman Field Hockey Coach, New Milford High School
<u>Move</u> that the Board of Education approve the resignation of Mrs. Nicole Nocera as Freshman Field Hockey Coach at New Milford High School effective June 11, 2018.</p> | <p>Personal Reasons</p> |
| <p>6. Mr. Jason Stock, Varsity Girls' Soccer Coach, New Milford High School
<u>Move</u> that the Board of Education approve the resignation of Mr. Jason Stock as Varsity Girls' Soccer Coach at New Milford High School effective July 24, 2018.</p> | <p>Personal Reasons</p> |

13. COACHING STAFF
b. APPOINTMENTS

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| <p>1. Mr. Jason Arnauckas, Freshman Girls' Volleyball Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Jason Arnauckas as Freshman Girls' Volleyball Coach at New Milford High School effective August 23, 2018, pending receipt of Concussion/Head Injury certificate.</p> | <p>2018-2019 Stipend: \$2424
Current Staff Member</p> |
| <p>2. Mr. Chris Bacich, Varsity Boys' Cross Country Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Chris Bacich as Varsity Boys' Cross Country Coach at New Milford High School effective August 23, 2018, pending receipt of Concussion/Head Injury certificates.</p> | <p>2018-2019 Stipend: \$3562</p> |
| <p>3. Dr. Peter Bayers, Volunteer Boys' Soccer Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Dr. Peter Bayers as Volunteer Boys' Soccer Coach at New Milford High School effective August 23, 2018, pending receipt of CPR, First Aid, Concussion/Head Injury certificates.</p> | <p>Volunteer</p> |
| <p>4. Mrs. Daniella Brooks, Assistant Girls' Cross Country Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mrs. Daniella Brooks as Assistant Girls' Cross Country Coach at New Milford High School effective August 23, 2018, pending receipt of Concussion/Head Injury certificate.</p> | <p>2018-2019 Stipend: \$2315
Current Staff Member</p> |
| <p>5. Mr. James Gargon, Volunteer Boys' Football Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. James Gargon as Volunteer Boys' Football Coach at New Milford High School effective August 17, 2018, pending receipt of Coaching Permit, CPR, First Aid, Concussion/Head Injury certificates.</p> | <p>Volunteer</p> |
| <p>6. Mr. Mark Grant, Unified Soccer Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Mark Grant as Unified Soccer Coach at New Milford High School effective September 26, 2018, pending receipt of Concussion/Head Injury certificate.</p> | <p>2018-2019 Stipend: \$992
Current Staff Member</p> |

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| <p>7. Ms. Suzanne Grant, Assistant Freshman Girls' Soccer Coach, New Milford High School
 <u>Move</u> that the Board of Education appoint Ms. Suzanne Grant as Assistant Freshman Girls' Soccer Coach at New Milford High School effective August 23, 2018, pending receipt of CPR, First Aid, Concussion/Head Injury certificates.</p> | <p>2018-2019 Stipend: \$2424</p> |
| <p>8. Ms. Dawn Hough, Varsity Girls' Field Hockey Coach, New Milford High School
 <u>Move</u> that the Board of Education appoint Ms. Dawn Hough as Varsity Girls' Field Hockey Coach at New Milford High School effective August 23, 2018, pending receipt of CPR, First Aid, Concussion/Head Injury certificates.</p> | <p>2018-2019 Stipend: \$4846</p> |
| <p>9. Ms. Kathleen Lesiak, JV Girls' Cheerleading Coach, New Milford High School
 <u>Move</u> that the Board of Education appoint Ms. Kathleen Lesiak as JV Girls' Cheerleading Coach at New Milford High School effective August 23, 2018, pending receipt of Concussion/Head Injury certificate.</p> | <p>2018-2019 Stipend: \$2342</p> |
| <p>10. Mr. Charles Lynch, Varsity Boys' Football Coach, New Milford High School
 <u>Move</u> that the Board of Education appoint Mr. Charles Lynch as Varsity Boys' Football Coach at New Milford High School effective August 17, 2018, pending receipt of Concussion/Head Injury certificate.</p> | <p>2018-2019 Stipend: \$6099

Current Staff Member</p> |
| <p>11. Mr. Michael Madden, Volunteer Boys' Football Coach, New Milford High School
 <u>Move</u> that the Board of Education appoint Mr. Michael Madden as Volunteer Boys' Football Coach at New Milford High School effective August 17, 2018, pending receipt of Concussion/Head Injury certificate.</p> | <p>Volunteer</p> |
| <p>12. Mr. Sean Mahon, Assistant Boys' Football Coach, New Milford High School
 <u>Move</u> that the Board of Education appoint Mr. Sean Mahon as Assistant Boys' Football Coach at New Milford High School effective August 17, 2018, pending receipt of CPR, First Aid, Concussion/Head Injury certificates.</p> | <p>2018-2019 Stipend: \$3965

Current Staff Member</p> |

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| <p>13. Mr. Greg Marsan, Varsity Girls' Soccer Coach, New Milford High School
 <u>Move</u> that the Board of Education appoint Mr. Greg Marsan as Varsity Girls' Soccer Coach at New Milford High School effective August 23, 2018, pending receipt of coaching permit.</p> | <p>2018-2019 Stipend: \$4846</p> |
| <p>14. Mr. Patrick Murphy, Assistant JV Boys' Soccer Coach, New Milford High School
 <u>Move</u> that the Board of Education appoint Mr. Patrick Murphy as Assistant JV Boys' Soccer Coach at New Milford High School effective August 23, 2018, pending receipt of Concussion/Head Injury certificate.</p> | <p>2018-2019 Stipend: \$3149</p> |
| <p>15. Mrs. Victoria Murray, Fall Weight Room Supervisor, New Milford High School
 <u>Move</u> that the Board of Education appoint Mrs. Victoria Murray as Fall Weight Room Supervisor at New Milford High School effective September 4, 2018.</p> | <p>2018-2019 Stipend: \$5042

 Current Staff Member</p> |
| <p>16. Mr. Anthony Nocera, Varsity Girls' Volleyball Coach, New Milford High School
 <u>Move</u> that the Board of Education appoint Mr. Anthony Nocera as Varsity Girls' Volleyball Coach at New Milford High School effective August 23, 2018, pending receipt of Coaching Permit, CPR, First Aid, Concussion/Head Injury certificates.</p> | <p>2018-2019 Stipend: \$4846

 Current Staff Member</p> |
| <p>17. Mrs. Nicole Nocera, Volunteer Girls' Field Hockey Coach, New Milford High School
 <u>Move</u> that the Board of Education appoint Mrs. Nicole Nocera as Volunteer Girls' Field Hockey Coach at New Milford High School effective August 23, 2018, pending receipt of Concussion/Head Injury certificate.</p> | <p>Volunteer</p> |
| <p>18. Mr. Chris O'Loughlin, Volunteer Boys' Football Coach, New Milford High School
 <u>Move</u> that the Board of Education appoint Mr. Chris O'Loughlin as Volunteer Boys' Football Coach at New Milford High School effective August 17, 2018, pending receipt of CPR, First Aid, Concussion/Head Injury certificates.</p> | <p>Volunteer</p> |

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| <p>19. Mr. Louis Pereira, Varsity Boys' Soccer Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Louis Pereira as Varsity Boys' Soccer Coach at New Milford High School effective August 23, 2018, pending interview and receipt of coaching permit.</p> | <p>2018-2019 Stipend: \$4846</p> |
| <p>20. Mr. Ryan Rebstock, Assistant Boys' Cross Country Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Ryan Rebstock as Assistant Boys' Cross Country Coach at New Milford High School effective August 23, 2018, pending receipt of CPR, First Aid, Concussion/Head Injury certificates.</p> | <p>2018-2019 Stipend: \$2315
Current Staff Member</p> |
| <p>21. Mr. Roger Simmons, Varsity Girls' Swim Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Roger Simmons as Varsity Girls' Swim Coach at New Milford High School effective August 23, 2018, pending receipt of Coaching Permit, CPR, First Aid, Concussion/Head Injury certificates.</p> | <p>2018-2019 Stipend: \$4520</p> |
| <p>22. Ms. Sarah Swann, Assistant Girls' Soccer Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Sarah Swann as Assistant Girls' Soccer Coach at New Milford High School effective August 23, 2018, pending receipt of CPR and First Aid certificates.</p> | <p>2018-2019 Stipend: \$3149
Current Staff Member</p> |
| <p>23. Mr. Giles Vaughan, Varsity Girls' Cross Country Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Giles Vaughan as Varsity Girls' Cross Country Coach at New Milford High School effective August 23, 2018, pending receipt of Concussion/Head Injury certificate.</p> | <p>2018-2019 Stipend: \$3562</p> |
| <p>24. Mr. Louis Venezia, Volunteer Boys' Football Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Louis Venezia as Volunteer Boys' Football Coach at New Milford High School effective August 17, 2018, pending receipt of Coaching Permit, CPR, First Aid, Concussion/Head Injury certificates.</p> | <p>Volunteer</p> |

25. Mr. John Wrenn, Boys' Assistant Freshman Soccer Coach,
New Milford High School
Move that the Board of Education appoint **Mr. John Wrenn**
as Boys' Assistant Freshman Soccer Coach at New Milford
High School effective August 23, 2018, pending receipt of
Concussion/Head Injury certificates.

2018-2019 Stipend: \$2424

Current Staff Member

26. Ms. Jennifer Wyslick, Girls' Assistant Field Hockey Coach,
New Milford High School
Move that the Board of Education appoint **Ms. Jennifer**
Wyslick as Girls' Assistant Field Hockey Coach at New
Milford High School effective August 23, 2018, pending
receipt of CPR, First Aid, Concussion/Head Injury
certificates.

2018-2019 Stipend: \$3149

14. LEAVES OF ABSENCE

1. None

10. ITEMS FOR INFORMATION AND DISCUSSION

**THE FOLLOWING ITEMS CAN BE FOUND ON THE
OPERATIONS WEB PAGE UNDER AUGUST 14, 2018**

B. Monthly Reports

1. Budget Position
2. Purchase Resolution: D-713
3. Request for Budget Transfers

C. 2017-2018 Year End Balance

D. K-2 Behavioral Supports

**New Milford Board of Education
Facilities Sub-Committee Minutes
August 14, 2018
Lillis Administration Building—Room 2**

RECEIVED
TOWN CLERK

2018 AUG 15 P 2:07

NEW MILFORD, CT

Present: Mr. Brian McCauley, Chairperson
Mrs. Angela C. Chastain
Mr. Bill Dahl
Mrs. Eileen P. Monaghan

Also Present: Mr. Joshua Smith, Superintendent
Mr. Kevin Munrett, Facilities Director
Mr. Anthony Giovannone, Director of Fiscal Services and Operations
Ms. Alisha DiCorpo, Assistant Superintendent

1.	Call to Order The meeting of the New Milford Board of Education Facilities Sub-Committee was called to order at 6:45 p.m. by Mr. McCauley.	Call to Order
2.	Public Comment • There was none	Public Comment
3.	Items of Information A. NMHS Roof <ul style="list-style-type: none"> • Mr. Munrett said they are in the process of completing all the documents needed to go out to bid on the roof. • Mrs. Chastain asked if the bid is to replace the full roof or partial repair. Mr. Munrett said that is part of the discussion with the insurance company. They are also looking at issues of cost and financing. • Mr. Dahl said the roof is now 18 years old and said if we just patch, we will be looking at replacement soon anyway. Mr. Munrett said with the age, patching also will not match color-wise. He said the district is not pursuing patching as an option, but instead is looking at full replacement, in kind or with metal. The question becomes how and who pays for it. • Mrs. Chastain said she was concerned about noise and cell service with a metal roof. Mr. Munrett said metal would be placed over shingles so there would be a buffer. With 	Items of Information A. NMHS Roof

metal, there is no labor to remove the shingles and they provide insulation.

- Mrs. Chastain asked what is done with the area that doesn't have shingles now. Mr. Smith said that a separate insulation layer would be added.
- Mrs. Monaghan asked what the life expectancy is for a metal roof. Mr. Munrett said 50 years.
- Mrs. Chastain asked how the solar is factoring in. Mr. Munrett said that study, which will determine where the panels go, is almost done. It is needed for the bid documents.
- Mr. Smith said bids are being requested for the different scenarios of asphalt or metal, with or without solar. This way the Board will be able to see all comparisons and decide which way they want to go. He said the high school was originally designed for a metal roof.
- Mrs. Chastain said she is not a fan of solar panels on roof. She said the high school is a beautiful building and the panels would not be aesthetically pleasing.
- Mr. Smith said ultimately solar may not make sense from an investment perspective either but that's what the bids will show.
- Mrs. Monaghan asked for clarification on the financing of the \$20,000 solar study. Mr. Smith said originally the Town said they would cover that cost but that approval process became complicated and more time consuming. With the winter season approaching, and tarps still on the roof, they decided to take the money from the Facilities operating budget so they could move ahead with the bid process, and ultimately discuss insurance reimbursement numbers as well once actual costs are determined.
- Mr. Dahl asked what the timeline to finish the project is. Mr. Munrett said it will depend on what choice the Board makes. Mr. Smith said the metal takes longer to engineer but goes on quicker. Asphalt will take longer to install. The hope is to start in the fall.
- Mr. Dahl asked if there is any further damage happening now to the tarped area. Mr. Munrett said the insurance company is paying for a

	<p>roofer to repair area as needed while they are assessing the final project.</p> <ul style="list-style-type: none"> • Mrs. Monaghan asked what the deductible is and Mr. Munrett said \$25,000. • Mr. Dahl asked if all bids will come to the Facilities sub-committee first and if so suggested a special meeting might be needed. Mr. Smith said they are hoping to have bids by the next meeting; if not then a special meeting might be needed. • Mr. McCauley said he would include this topic in his report at the full Board meeting. <p>B. HPS Oil Tank</p> <ul style="list-style-type: none"> • Mr. Munrett said the vendor is scheduled for early September. It should be a two week project with the tank removed the first week and the new tank installed the second week. • Mr. Dahl asked if there was any safety concern for faculty and students. Mr. Munrett said no, the work zone is not a high traffic area. • Mr. Smith said the primary focus is to complete the project before the heating cycle starts. • Mr. Dahl asked what the status was for the SNIS and Lillis tanks. Mr. Munrett said they are still in the discussion phase. 	
4.	<p>Public Comment</p> <ul style="list-style-type: none"> • There was none. 	Public Comment
5.	<p>Adjourn</p> <p>Mr. Dahl moved to adjourn the meeting at 7:09 p.m., seconded by Mrs. Monaghan and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 7:09 p.m.</p>

Respectfully submitted:



Brian McCauley, Chairperson
Facilities Sub-Committee

**New Milford Board of Education
Operations Sub-Committee Minutes
August 14, 2018
Lillis Administration Building—Room 2**

RECEIVED
TOWN CLERK

2018 AUG 15 P 2:07

NEW MILFORD, CT

Present: Mrs. Wendy Faulenbach, Chairperson
Mrs. Angela C. Chastain
Mr. Brian McCauley
Mrs. Eileen P. Monaghan

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

1.	Call to Order The meeting of the New Milford Board of Education Operations Sub-Committee was called to order at 7:30 p.m. by Mrs. Faulenbach.	Call to Order
2.	Public Comment <ul style="list-style-type: none"> Jay Umbarger provided a handout to the Committee regarding the use of school bus tracking in another state. He said he would like the Board to consider it here in the next budget cycle. Also, he said he had talked to the Mayor twice regarding bringing a hybrid distance learning center to the JPCC. He thinks it would be beneficial to the town. Mrs. Faulenbach said usually there is no dialogue as part of public comment but she did want Mr. Umbarger to know that the new bus contract does include new GPS technology. 	Public Comment
3.	Discussion and Possible Action <p>A. Changes to Signatories on District Accounts – Exhibit B</p> <ul style="list-style-type: none"> Mrs. Faulenbach said these changes to signatories are needed due to personnel changes. <p>Mrs. Monaghan moved to bring Changes to Signatories on District Accounts – Exhibit B to the full Board for approval.</p>	Discussion and Possible Action <p>A. Changes to Signatories on District Accounts – Exhibit B</p> <p>Motion made and passed unanimously to bring Changes to Signatories on District Accounts –</p>

	<p>Motion seconded by Mr. McCauley.</p> <p>Motion passed unanimously.</p>	<p>Exhibit B to the full Board for approval.</p>
4.	<p>Items of Information</p> <p>A. Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence</p> <ul style="list-style-type: none"> • Mr. Smith said there are still six certified openings. He expects an update to this exhibit in Friday's Board packet. • Ms. Baldelli said there are two openings for special education teachers and one for a Spanish teacher at the high school, one special education teacher and one science teacher at SMS, one special education teacher at SNIS, and one kindergarten teacher at HPS. • Mrs. Faulenbach asked if the department chairs and head teachers were all set and Ms. Baldelli said they are all filled. She said there are tutors and some more coaches to come. • Mr. Smith said they are working on contingency plans should they have to open the year without a certified teacher in place. He said being able to hire on a daily basis if needed in the summer has been very helpful for filling positions. Next month's Exhibit A will go back to requiring Board approval. <p>B. Monthly Reports</p> <ol style="list-style-type: none"> 1. Budget Position dated 7/31/18 2. Purchase Resolution D-713 3. Request for Budget Transfers <ul style="list-style-type: none"> • Mr. Smith said this is the first budget position for the new fiscal year and the encumbrances are now starting to show. He said they added a description of "yearly" where applicable. • Mr. Giovannone said the first teacher pay day is August 31 and that is when we will have postings against the current encumbrances. • Mrs. Faulenbach noted that the legal retainer was paid. She asked about the \$2,200 charge 	<p>Items of Information</p> <p>A. Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence</p> <p>B. Monthly Reports</p> <ol style="list-style-type: none"> 1. Budget Position dated 7/31/18 2. Purchase Resolution D-713 3. Request for Budget Transfers

	<p>for propane. Mr. Smith said this was for smaller tanks used by such things as kitchen equipment and did not have anything to do with the transportation line.</p> <ul style="list-style-type: none"> • Mrs. Faulenbach asked why the Chromebook licenses are not yearly and Mr. Smith said they are three year licenses which are tied to each device, and can be shifted as needed. • Mrs. Faulenbach asked about the \$48,000 umbrella policy on page one that is tied to transportation. She suggested we look to shift that cost to All-Star. Mr. Smith said they could, but said the cost would probably show up in other areas of contract negotiations then. • Mr. McCauley asked about the Briggs and Stratton scag turf tiger. He said he thought turf field equipment was already purchased. Mr. Munnett said this was a lawnmower purchased to replace outdated equipment and it was not for the turf fields. • Mrs. Faulenbach asked where the budgeted capital offset shows up and Mr. Smith said it is on the revenue page. The \$322,500 capital reserve draw-down funds the five year capital plan. He said the \$20,000 solar study will not impact this line but will have to come from operating budget adjustments if need be. • Mr. Smith said the small budget transfers requested are a result of adjustments that need to be made as a result of end of the year budget cuts made. 	
C. 2017-18 Year End Balance	<ul style="list-style-type: none"> • Mr. Smith said the June memo on this topic was based on projections. Now end of year bills have come in, the town has been paid, and encumbrances adjusted. The final unaudited \$346,753 year-end balance represents 0.55% of the 2017-18 budget, well within the 1% best practice. • Mrs. Faulenbach said the Board typically makes a motion in September to request that this balance go to capital reserve, pending final 	C. 2017-18 Year End Balance

	<p>audit. She said that request will be on the Operations agenda for September.</p> <ul style="list-style-type: none"> • Mr. Smith said he wanted to reiterate for the record that this figure is a result of a conscious shift in operating procedures during the year to put off projects, not fill positions etc. in order to protect the year-end balance. • Mrs. Faulenbach said she would be curious to know what the Town's year-end balance is. 	
	<p>D. Security Grant Reimbursement</p> <ul style="list-style-type: none"> • Mr. Smith said the accounting for this grant was completed in June and sent to the state. They are waiting to see what the reimbursement will be. • Mrs. Faulenbach asked about the timeframe, the amount of reimbursement expected, and to whom the money would go. Mr. Smith said he was hopeful that reimbursement would be this fiscal year. • Mr. Giovannone said the projects took place over multiple fiscal years beginning in 2012 and most funds came out of capital reserve. He said the maximum reimbursement is \$264,000 but based on projects done he said \$190,000 is more likely the top amount. • Mr. Smith said this was a matching grant for security upgrades to schools so most of the funding came from the district's capital reserve account. He said he was not sure if it is just state funding that they are waiting on or if there is a federal tie in. 	<p>D. Security Grant Reimbursement</p>
	<p>E. K-2 Behavioral Supports</p> <ul style="list-style-type: none"> • Mr. Smith said the special education area is always moving and resources are constantly reallocated. They are seeing a significant increase in the attention needed at primary schools for dysregulated students, which he said is not unique to New Milford. Mrs. Olson spent time last year looking at models in other districts around New Milford to determine 	<p>E. K-2 Behavioral Supports</p>

	<p>what model might best fit our needs. The projections for the 18-21 LHTC program did not manifest so those funds will be used for our youngest students instead. An ESS clinical psychologist will work with students and their families. This is a transfer within the special education budget and is brought forward for transparency.</p> <ul style="list-style-type: none"> • Mr. McCauley said he thought this was the right program to be offering. He sees the need. Early intervention will prevent later issues. • Mrs. Monaghan asked if it would cover the entire district. Mr. Smith said it would be based at NES but cover K-2 for both schools. Most services will be at NES, but it will alleviate other staff members to go to HPS. He said it is a start only and the program will evolve as needed. • Mrs. Faulenbach said she thought this was a helpful reassessment and a good step. • Mr. Smith asked if the committee wanted the topic on the full Board agenda for discussion. Mr. McCauley said yes because he thought it would be good to inform the Board and the community at large of the program. 	
5.	<p>Public Comment</p> <ul style="list-style-type: none"> • There was none. 	Public Comment
6.	<p>Adjourn</p> <p>Mr. McCauley moved to adjourn the meeting at 8:10 p.m. seconded by Mrs. Monaghan and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 8:10 p.m.</p>

Respectfully submitted:



Wendy Faulenbach, Chairperson
Operations Sub-Committee