

NEW MILFORD BOARD OF EDUCATION

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

**BOARD OF EDUCATION
MEETING NOTICE**

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TOWN CLERK

2017 NOV 17 12:59

NEW MILFORD, CT

DATE: November 21, 2017
TIME: 7:30 P.M.
PLACE: Sarah Noble Intermediate School - Library Media Center

AGENDA

New Milford Public Schools Mission Statement

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

1. CALL TO ORDER

A. Pledge of Allegiance

2. RECOGNITION

A. Commended Students – 2018 National Merit Program: NMHS students Joseph Alexander and Jeffrey Schlyer

B. NMPS Stars of the Month: Jane Cox, Judy Grossenbacher, Susan Holland, Al Marchena Rodriguez, Barbara Morris, Jennifer Tuozzoli

3. PUBLIC COMMENT

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

A. A three-minute time limit may be allocated to each speaker with a maximum of twenty minutes being set aside per meeting. The Board may, by a majority vote, cancel or adjust these time limits.

B. If a member of the public comments about the performance of an employee or a Board member, whether positive, negative, or neutral, and whether named or not, the Board shall not respond to such comments unless the topic is an explicit item on the agenda and the employee or the Board member has been provided with the requisite notice and due process required by law. Similarly, in accordance with federal law pertaining to student confidentiality, the Board shall not respond to or otherwise discuss any comments that might be made pertaining to students.

4. PTO REPORT

5. STUDENT REPRESENTATIVES' REPORT

6. APPROVAL OF MINUTES

A. Approval of the following Board of Education Meeting Minutes

1. Workshop Minutes October 17, 2017

2. Regular Meeting Minutes October 17, 2017

7. SUPERINTENDENT'S REPORT

8. BOARD CHAIRMAN'S REPORT

9. 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 – Mr. McCauley
- F. Connecticut Boards of Education (CABE) – Mr. Coppola
- G. Negotiations Committee – Mrs. Faulenbach
- H. Magnet School – Mr. Schemm

10. DISCUSSION AND POSSIBLE ACTION

- A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated November 21, 2017
- B. Monthly Reports
 - 1. Budget Position
 - 2. Purchase Resolution: D-704
 - 3. Request for Budget Transfers
- C. Activity Stipend Requests
 - 1. Schaghticoke Middle School
- D. Approval of the Following Curricula
 - 1. Conversational Spanish I
 - 2. Conversational Spanish II
- E. Textbook Approval

11. ITEMS FOR INFORMATION AND DISCUSSION

- A. Field Trip Report
- B. Review of Tobacco Policies
- C. Possible Budget Drivers
 - 1. Expulsion legislation
 - 2. High school reform
 - 3. Intervention Support
 - 4. Curriculum Mapping
 - 5. Tier I Instructional Supports
 - 6. Funding Cycles
 - 7. Review of Special Education structures
 - 8. Bilingual staffing
- D. Lillis Building ADA Report Prioritization


12. ADJOURN

ITEMS OF INFORMATION

Policy Sub-Committee Meeting Minutes – November 7, 2017
 Committee on Learning Meeting Minutes – November 7, 2017
 Facilities Sub-Committee Meeting Minutes – November 14, 2017
 Operations Sub-Committee Meeting Minutes – November 14, 2017

Policy Sub-Committee Meeting December 5, 2017 – 6:45 p.m. Lillis Administration Building, Room 2	Operations Sub-Committee Meeting December 12, 2017 – 7:30 p.m. Lillis Administration Building, Room 2
Committee on Learning Meeting December 5, 2017 – 7:30 p.m. Lillis Administration Building, Room 2	Board of Education Annual Meeting December 19, 2017 – 7:00 p.m. Sarah Noble Intermediate School, LMC
Facilities Sub-Committee Meeting December 12, 2017 – 6:45 p.m. Lillis Administration Building, Room 2	Board of Education Regular Meeting December 19, 2017 – 7:30 p.m. Sarah Noble Intermediate School, LMC

**New Milford Board of Education
Board Workshop Minutes
October 17, 2017
Sarah Noble Intermediate School Library Media Center**

Present:	Mr. David A. Lawson, Chairperson Mrs. Angela C. Chastain Mr. Robert Coppola Mr. Bill Dahl Mrs. Wendy Faulenbach Mr. Dave Littlefield (arrived at 6:57 p.m.) Mr. Brian McCauley Mrs. Tammy McInerney Mr. J.T. Schemm	 RECEIVED TOWN CLERK OCT 19 P 2:52
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NEW MILFORD, CT

Also Present:	Mr. Joshua Smith, Superintendent of Schools Ms. Alisha DiCorpo, Assistant Superintendent of Schools Mr. Michael Clyne, District Data Coach
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1.	Call to Order A. Pledge of Allegiance <p>The Board Workshop of the New Milford Board of Education was called to order at 6:34 p.m. by Mr. Lawson.</p> <p>The Pledge of Allegiance immediately followed the call to order.</p>	Call to Order A. Pledge of Allegiance
2.	Presentation A. District Assessments <ul style="list-style-type: none"> Mr. Lawson said this would be a presentation on the 2017 district assessment results. Mr. Smith invited Ms. DiCorpo and Mr. Clyne to begin the presentation. Ms. DiCorpo said the data represents a commitment to student learning and achievement. The Smarter Balanced assessment is aligned to the CT Core Standards for English Language Arts and Mathematics for grades 3-8. The Smarter Balanced assessment replaced the CMT and CAPT. 	Presentation A. District Assessments

	<ul style="list-style-type: none">• Schools and districts are evaluated not only by performance, but also individual student growth from grade to grade.• The district focus for implementation for 2016-17 was on writing units for K-8, reading units grades 3-5, data collection grades 3-5, pacing guide creation and common assessments.• The District focus for implementation for 2017-18 includes full implementation K-2 of Reading and Writing Units, Running Records Implementation K-8, Formative Assessment Creation, Collaboration, Student Work Analysis, Data Teams (DLET) and School Year 2018-19 Data Collection K-8 Reading and Writing• Mrs. McInerney asked about the MAP testing and Ms. DiCorpo said that it is given K-8 and kindergarten testing starts in January.• Mr. Clyne discussed the Smarter Balanced results for Reading and Language noting that New Milford is almost keeping pace with the State but has room to grow in relation to the schools in our DRG, which are schools that are similar in size, demographics, and socioeconomic status in comparison to New Milford. He said the good news was the 4th graders from last year, now in 5th grade, had a 10% increase in the passing rate.• Mr. Clyne noted the non-high needs students show a deficit data-wise compared to the DRG and the State.• Mrs. McInerney asked for clarification between high-needs students versus special education students and Mr. Clyne said high-needs would be any student that qualifies for one or more services such as ELL or free lunch.• Ms. DiCorpo said there are connections to literacy in both the math and science components.• As far as the math curriculum is concerned, the Investigations program was implemented in grades K-5 in 2014-15.	
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	<ul style="list-style-type: none">• Connected Math (grades 6-8) began in 2014-15 for grade 6, in 2015-16 for grade 7, and in 2016-17 for grade 8.• Performance Assessments (exemplars) were implemented in grades K-5 in school year 2016-17 as a pilot.• Full implementation of Exemplar Performance Assessments will happen in the 2017-18 school year.• Ms. DiCorpo noted that grade 5 has had the new math and language arts programs longer than the other grades.• Mr. Clyne presented the data for the math results and Mrs. McInerney noted the passing rates for New Milford are decreasing.• Mr. Clyne said the grade 4 cohort is the win as New Milford maintained a 53% pass rate from grade 4 to grade 5.• Mr. Lawson asked if no one is passing the test what does that say about the test and Mr. Smith said these results are being recalibrated to the new standards, which are more rigorous. He said the district knew it had a gap in math and the teaching is now fundamentally different. The standards are higher and all districts in the state are working to rise to meet them. <p>Mr. Littlefield arrived at 6:57 pm.</p> <ul style="list-style-type: none">• Mr. Lawson asked if the standards have changed and Mr. Smith said the bar is now higher. Mr. Lawson said this will likely require more in-service time and funding.• Mr. Clyne said again the non-high needs students are not performing as well as the state average. Mr. Dahl asked why that was and Ms. DiCorpo said there have been a lot of changes implemented at once due to standard and testing state updates including the areas of ELA, math and science.• Mr. Dahl asked if the district was doing a better job supporting the high needs students and Mr.	
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	<p>Clyne said co-teaching has been added and they are involved in more core activities throughout the day. Mr. Smith said the non-high needs students also cover a broad spectrum.</p> <ul style="list-style-type: none">• Mrs. McInerney said one thing she hears from the K-2 teachers is they would like more time with the coaches and to have them in the classroom more.• Mr. Schemm noted that each child did not represent a percentage, so one or two students moving up or down would impact the reporting significantly whereas more students in the non-high needs category meant that an individual had less impact on the overall rate.• Mr. Coppola asked if paraeducators should be put back in the classroom and Ms. DiCorpo said the help needed was instructional and curriculum based and that intervention and classroom teachers would have the greatest impact.• Mr. Coppola asked how this data would improve the instructional piece and Mr. Smith said all this data is now in the hands of the teachers and coaches to help improve instruction. Instructional and curriculum work is being driven by the gaps found in the assessment results. Ms. DiCorpo said it takes time to see these changes take effect but there is certainly a sense of urgency when they see this data.• Ms. DiCorpo gave an overview of the Connecticut Mastery Test: In 2015-16 the (CMT) was the standard assessment administered to students in grades 5 and 8 for Science. In 2015-16 the Connecticut Academic Performance Test (CAPT) was the standard assessment administered to students in grade 10 for Science. In all science assessments, the state has begun to pilot questions aligned to Next Generation Science Standards (NGSS).• In the Spring of 2018, students in grades 5-8, and 11 will take the NGSS Field Test. Data	
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	<p>from this assessment will not be comparable to prior years data.</p> <ul style="list-style-type: none">• Ms. DiCorpo said the District focus on science included the approval of the initial curriculum in school year 2016-17, and beginning stages of implementation of the NGSS aligned curriculum.• For the school year 2017-18, the K-5 focus will be on the creation of lessons surrounding phenomenon, LiveBinders of ready resources have been created for each K-5 teacher, time has been created in the schedule to plan science lessons as a team and training on curriculum writing from the state.• Mrs. McInerney said she was shocked to learn that grade 5 was being tested in science without a science curriculum and Ms. DiCorpo said a curriculum was written in 2016 but there was not enough time to implement it in the schedule. Mrs. McInerney said parents may panick when they see their children's scores and Ms. DiCorpo said the students are not doing poorly in science and that the time and scheduling pressures around science and social studies instruction are faced by all elementary schools.• Ms. DiCorpo said the State has not recommended a K-5 curriculum template in Science yet and not many schools have a Science curriculum aligned to the new standards as a result.• Mr. Clyne noted on the CMT performance for grade 5 that the uptick in 2015 was due to the beginning use of the Teachers College Units of Study.• The SAT and SAT Subject Tests are designed to assess academic readiness for college. These exams provide a path to opportunities, financial support, and scholarships, in a way that's fair to all students. The SAT and SAT Subject Tests keep pace with what colleges are looking for today, measuring the skills required for success in the 21st century.	
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	<ul style="list-style-type: none">• Last year marked the first year using the newly re-designed SAT exam, and global data has yet to be released.• The NWEA MAP summary does show growth even when students do not make it to the goal threshold. Data correlates to the known weaknesses in curriculum. The information supports the known areas for growth and the changes that have been instituted. Looking at student growth through multiple data points helps teachers better meet the instructional needs of students, allowing the district to make predictive models of student success due to correlation of normed percentiles and achievement on other assessments (SBAC, CMT/CAPT, PSAT, SAT).• Mr. Clyne said New Milford is improving in ELA and Math much quicker than the state average. <p>Mr. Lawson noted there was still quite a bit to discuss but the workshop meeting time was over so this topic will be placed back on a workshop agenda perhaps in the spring.</p>	
3.	Adjourn Mrs. Faulenbach moved to adjourn the meeting at 7:30 p.m., seconded by Mr. Dahl and passed unanimously.	Adjourn Motion made and passed unanimously to adjourn the meeting at 7:30 p.m.

Respectfully submitted:



Tammy McInerney
Secretary
New Milford Board of Education

**New Milford Board of Education
Regular Meeting Minutes
October 17, 2017
Sarah Noble Intermediate School Library Media Center**

Present:	Mr. David A. Lawson, Chairman Mrs. Angela C. Chastain Mr. Robert Coppola Mr. Bill Dahl Mrs. Wendy Faulenbach Mr. Dave Littlefield Mr. Brian McCauley Mrs. Tammy McInerney Mr. J.T. Schemm	RECEIVED TOWN CLERK 2017 OCT 19 P 2:52
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NEW MILFORD, CT

Also Present:	Mr. Joshua Smith, Superintendent of Schools Ms. Alisha DiCorpo, Assistant Superintendent of Schools Ms. Ellamae Baldelli, Director of Human Resources Mrs. Laura Olson, Director of Pupil Personnel and Special Services Mr. Kevin Munrett, Facilities Director Mr. Nestor Aparicio, Assistant Facilities Director Mrs. Anne Bilko, Principal, Sarah Noble Intermediate School Dr. Christopher Longo, Principal, Schaghticoke Middle School Mr. Gregory Winkelstern, Student Representative Ms. Elizabeth Meskill, Student Representative
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1.	Call to Order A. Pledge of Allegiance The regular meeting of the New Milford Board of Education was called to order at 7:31 p.m. The Pledge of Allegiance immediately followed the call to order.	Call to Order A. Pledge of Allegiance
2.	Recognition A. NMPS Stars of the Month: Deborah Clark, Priscilla Fisher, Cindy Gallagher, Andrea Norem, Rosemary Simmons, Joanne Weber <ul style="list-style-type: none"> Mr. Smith read a comment about each Star from the person who nominated them. They each received a pin recognizing their nomination and Joanne Weber was randomly selected to drive the Ingersoll Automotive Courtesy Car for the month. 	Recognition A. NMPS Stars of the Month: Deborah Clark, Priscilla Fisher, Cindy Gallagher, Andrea Norem, Rosemary Simmons, Joanne Weber

<p>B.</p>	<p>NMPS Retiree Marie Pomeroy</p> <ul style="list-style-type: none"> • Mr. Smith acknowledged Ms. Pomeroy, who was unable to attend the meeting, for her 17 years as a paraeducator in the New Milford Public Schools district. • Mr. Lawson took this opportunity to recognize Mr. Coppola who was attending his last meeting as a member of the New Milford Board of Education. 	<p>B. NMPS Retiree Marie Pomeroy</p>
<p>3.</p>	<p>Public Comment</p> <ul style="list-style-type: none"> • There was none. 	<p>Public Comment</p>
<p>4.</p>	<p>PTO Report</p> <ul style="list-style-type: none"> • Mrs. Kathleen Lewis, PTO President, said all schools' PTOs are in full swing. Student pictures have been taken and retakes will be in the next couple of weeks. Volunteers are working hard to raise money to give back to the students. They are once again sponsoring the Maureen Haas Cross Country meet which takes place this Saturday at Sarah Noble. • The High School PTO is working with the Student Council for Spirit Week, which is taking place this week. They will be decorating the rotundas and sponsoring the concession at the Homecoming Dance this weekend. • Grad Party had its first official meeting and a theme has been set. They are also working hard to raise funds. Some events that are in the works are Paint Night, Junk in the Trunk, and graduation signs. • Last spring Northville and Hill & Plain participated in a fundraiser with Apex Fun Run. This event lasted for two weeks and included visits by adult athletes who would interact with students while promoting leadership and fitness. The event wrapped up with a Fun Run where student's secured pledges. This fundraiser was very successful with more than \$20,000 raised. Both PTOs wanted all the students to benefit, so 	<p>PTO Report</p>

	<p>funds were gifted to both schools as well as to the current 3rd grade class at Sarah Noble. All classrooms K-3 received either stand-up desks or flexible seating for the students. They are hoping to hold this event again and maybe expand it to the other schools.</p> <ul style="list-style-type: none"> • PTO discount cards are still on sale and next month's spirit day will be "show your school pride". • Board members were encouraged to visit the schools. • The PTO congratulated Mr. Coppola and thanked him for his support. 	
5.	<p>Student Representative's Report</p> <ul style="list-style-type: none"> • Mr. Lawson welcomed Elizabeth Meskill as the new student representative joining Greg Winkelstern. • Monday was the National Honor Society induction and 77 students were inducted. • This week is Spirit Week at the high school. • The marching band performed at MetLife Stadium on Saturday and placed first in the KICKS 105.5 radio station vote for Best Marching Band in Greater Danbury beating out Danbury and Bethel. • Friday is the Homecoming football game versus Weston. Pep rally will be held at 1:00 p.m. on Friday. The dance will be Saturday night. • Monday will be the Math Honor Society induction. • Thursday is the first Chorus and Wind Ensemble Concert at 7:00 p.m. • The Principal's Advisory Council meeting is Wednesday at 10:00 a.m. • NMHS will sponsor an Antiques Show on October 29th from 10:00 a.m. to 4:00 p.m. • The NAMES assembly is November 1st. • The Spanish Honor Society talent show is in the works. • The seniors are working on college applications as well as scholarships. • The Drama Club December show is in the works. Fall athletics are coming to a close. • Senior Nights are being planned for fall athletics. 	Student Representative's Report

	<ul style="list-style-type: none"> The students congratulated Mr. Coppola. 	
6.	<p>Approval of Minutes</p> <p>A. Approval of the following Board of Education Meeting Minutes:</p> <p>1. Regular Meeting Minutes September 19, 2017</p> <p>Mrs. Chastain moved to approve the following Board of Education Meeting Minutes:</p> <p>1. Regular Meeting Minutes September 19, 2017</p> <p>Seconded by Mr. Dahl.</p> <p>The motion passed unanimously.</p>	<p>Approval of Minutes</p> <p>A. Approval of the following Board of Education Meeting Minutes:</p> <p>1. Regular Meeting Minutes September 19, 2017</p> <p>Motion made and passed unanimously to approve the following Board of Education Meeting Minutes:</p> <p>1. Regular Meeting Minutes September 19, 2017</p>
7.	<p>Superintendent's Report</p> <ul style="list-style-type: none"> Mr. Smith noted per the student report that the National Honor Society induction was Monday night and he was pleased to attend. Central Office administration has started preparing the 2018-19 school budget. A professional development day was held on October 6th. The PSAT was taken last week by the sophomore class. 	<p>Superintendent's Report</p>
8.	<p>Board Chairman's Report</p> <ul style="list-style-type: none"> Mr. Lawson said the ECS funding seems to be coming back in line with past funding during the current state budget talks. The Board of Finance approved the 2015-16 capital reserve request. Mr. Lawson encouraged Board members to visit the schools and reminded them to please book the visits through the Superintendent's office. 	<p>Board Chairman's Report</p>
9.	<p>Committee And Liaison Reports</p> <p>A. Facilities Sub-Committee – Mr. McCauley</p>	<p>Committee And Liaison Reports</p> <p>A. Facilities Sub-Committee</p>

	<ul style="list-style-type: none"> Mr. McCauley said they discussed the roof top a/c unit installation at Sarah Noble and the advertising program for the turf fields. They also started to discuss the ADA report for Lillis. 	
B.	<p>Operations Sub-Committee – Mrs. Faulenbach</p> <ul style="list-style-type: none"> Mrs. Faulenbach said they discussed the monthly reports and personnel exhibit. She said they appreciate the changes Mr. Giovannone has been making to the reports. They also discussed gifts and donations, bid awards, grant approval, and stipend requests. They discussed a brief history of the capital reserve account. 	B. Operations Sub-Committee
C.	<p>Policy Sub-Committee – Mr. Schemm</p> <ul style="list-style-type: none"> Mr. Schemm said they discussed four different policies with no action taken. They reviewed a draft form of a fundraising program, with some discussion of the reporting necessity of the \$1,000 donation threshold. They discussed policy 1140 which deals with the distribution of materials to students and the need to get the approval of the Superintendent for all items. 	C. Policy Sub-Committee
D.	<p>Committee on Learning – Mrs. McInerney</p> <ul style="list-style-type: none"> Mrs. McInerney said they heard a presentation on TAG requirements and forwarded curricula to the Board for approval. Mr. Coppola acknowledged TAG teacher Mrs. de St. Croix who achieved her doctorate recently. The committee also discussed the teacher evaluation plan. 	D. Committee on Learning
E.	<p>EdAdvance – Mr. McCauley</p> <ul style="list-style-type: none"> Mr. McCauley said he was unable to attend the meeting but they approved the budget and 	E. EdAdvance

	<p>had a presentation on what EdAdvance does for the region.</p> <p>F. Connecticut Boards of Education (CABE) – Mr. Coppola</p> <ul style="list-style-type: none"> Mr. Coppola encouraged Board members to attend the CABE conference in November. <p>G. Negotiations Committee – Mrs. Faulenbach</p> <ul style="list-style-type: none"> Mrs. Faulenbach said they will be entering arbitration on Friday. <p>H. Magnet School – Mr. Schemm</p> <ul style="list-style-type: none"> Mr. Schemm said there has been no meeting but New Milford has 17 students enrolled in the 18 available seats. 	<p>F. Connecticut Boards of Education (CABE)</p> <p>G. Negotiations Committee</p> <p>H. Magnet School</p>
10.	<p>Discussion and Possible Action</p> <p>A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated October 17, 2017</p> <p>Mrs. McNerney moved to approve Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence as of October 17, 2017, seconded by Mrs. Faulenbach.</p> <p>The motion passed unanimously.</p> <p>B. Monthly Reports</p> <ol style="list-style-type: none"> Budget Position Purchase Resolution: D-703 Request for Budget Transfers <p>Mrs. Faulenbach moved to approve monthly reports: Budget Position dated September 30, 2017; Purchase Resolution: D-703; and Request for Budget Transfers, seconded by Mr. McCauley.</p> <ul style="list-style-type: none"> Mr. Lawson said since Mr. Giovannone was not at this meeting; if there were questions that could 	<p>Discussion and Possible Action</p> <p>A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated October 17, 2017</p> <p>Motion made and passed unanimously to approve Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence as of October 17, 2017.</p> <p>B. Monthly Reports</p> <ol style="list-style-type: none"> Budget Position Purchase Resolution: D-703 Request for Budget Transfers <p>Motion made and passed unanimously to approve monthly reports: Budget Position dated September 30, 2017; Purchase Resolution: D-703; and Request for Budget Transfers.</p>

not be answered they would get the answers to the Board later.

- Mr. Coppola said he wanted to praise and thank Mr. Giovannone for making the process more transparent, even with the new MUNIS system that had to be learned.
- Mr. Lawson said the capital reserve money for 2015-16 was approved and the 2016-17 amount is still to be determined. Mr. Smith said the audit is scheduled for November with a report usually received around January.
- Mr. Schemm asked about the purchase resolution for \$7,500 for Appendix A and student handbooks, wondering if there was a way to distribute without printing, and Mr. Smith said the statute requires that they be distributed to every person. There are some discussions about using the parent portal to post in the future. Mr. Schemm said that is a big dollar amount and Mr. Smith suggested the legislature may catch up with technology at a later date.
- Mrs. Chastain said that when she went to the recent curriculum night at the high school, people approached her about the moratorium on using copy paper. Mr. Smith said it is not a moratorium. He said last year there were 77 pallets of paper used at the high school. Each pallet is 13 boxes with 5,000 sheets per box. He said the high school is trying to start the conversation about the volume of paper. A decision was made to give each class one box of paper for the first quarter to start. If more was needed they could receive it.
- Mrs. Chastain said she felt that the school is not doing a good job communicating that fact to the parents and students.
- Mr. Littlefield said his son came home from school one day and told the story of how the teacher was handing out tests and had run short so the teacher had to borrow from someone else to have enough test papers available.
- Mr. Smith said there are lots of interpretations of the new paradigm, but the schools took a \$750,000 cut to the budget this year and they are trying to find ways to be fiscally prudent. He

	<p>said this is not just about the paper; there is a cost for the toner and the copier leases.</p> <ul style="list-style-type: none"> • Mrs. Faulenbach said this is part of a larger conversation since the overall supply line took a reduction. <p>The motion passed unanimously.</p>	
C.	<p>Gifts & Donations</p> <p>1. PTO – Exhibit B</p> <p>Mr. Coppola moved to accept Gifts and Donations: PTO – Exhibit B in the amount of \$10,240.00, seconded by Mr. Lawson.</p> <ul style="list-style-type: none"> • Mr. Coppola said this is for enrichment programming and he thanked the PTO for providing the funding. <p>The motion passed unanimously.</p> <p>2. New Milford Diamond Club</p> <p>Mr. McCauley moved to accept Gifts and Donations: New Milford Diamond Club in the amount of \$1,025.00, seconded by Mr. Dahl.</p> <ul style="list-style-type: none"> • Mr. Coppola asked what the Diamond Club was and Mr. Smith said it was the baseball/softball booster club. <p>The motion passed unanimously.</p>	<p>C. Gifts & Donations</p> <p>1. PTO – Exhibit B</p> <p>Motion made and passed unanimously to approve Gifts & Donations: PTO – Exhibit B in the amount of \$10,240.00.</p> <p>2. New Milford Diamond Club</p> <p>Motion made and passed unanimously to approve Gifts & Donations: New Milford Diamond Club in the amount of \$1,025.00.</p>
D.	<p>Bid Awards</p> <p>1. Medical Advisor</p> <p>Mrs. Faulenbach moved to award the bid for Medical Advisor for the 2017-2018 school year to Dr. Evan Hack, seconded by Mrs. McInerney.</p> <p>The motion passed 8-0-1. Aye: Mr. Littlefield, Mrs. Chastain, Mr. Schemm Mrs. Faulenbach, Mr. McCauley, Mrs. McInerney Mr. Coppola, Mr. Dahl</p>	<p>D. Bid Awards</p> <p>1. Medical Advisor</p> <p>Motion made and passed to award the bid for Medical Advisor for the 2017-2018 school year to Dr. Evan Hack.</p>

	<p>Abstain: Mr. Lawson</p> <p>2. NES Fire System Device Replacement</p> <p>Mrs. Faulenbach moved to award the bid for the NES Fire System Device Replacement to Turri-Masterson, seconded by Mr. McCauley.</p> <p>The motion passed unanimously.</p>	<p>2. NES Fire System Device Replacement</p> <p>Motion made and passed unanimously to award the bid for the NES Fire System Device Replacement to Turri-Masterson.</p>
E.	<p>Grant Approval</p> <p>1. Pre-K/Kindergarten Transition Initiative Grant from the CT Community Foundation</p> <p>Mrs. McInerney moved to approve the Pre-K / Kindergarten Transition Initiative Grant from the CT Community Foundation in the amount of \$4,060, seconded by Mr. McCauley.</p> <ul style="list-style-type: none"> Mr. Littlefield asked for confirmation of the amount requested and Ms. DiCorpo referenced the correct amount for 2017. <p>The motion passed unanimously.</p>	<p>E. Grant Approval</p> <p>1. Pre-K/Kindergarten Transition Initiative Grant from the CT Community Foundation</p> <p>Motion made and passed unanimously to approve the Pre-K / Kindergarten Transition Initiative Grant from the CT Community Foundation in the amount of \$4,060.</p>
F.	<p>Activity Stipend Requests</p> <p>1. New Milford High School</p> <p>Mrs. Faulenbach moved to approve the stipend position of NAMES advisor for New Milford High School, seconded by Mr. Lawson.</p> <ul style="list-style-type: none"> Mr. Schemm asked what the duties of this position would be and Mr. Smith said the NAMES program has been running for several years and used to be just a one-day event for sophomores. Now the group does freshman orientation and there are five other events during the year. The club meets throughout the year and it is estimated the advisor will spend over 100 hours. 	<p>F. Activity Stipend Requests</p> <p>1. New Milford High School</p> <p>Motion made and passed to approve the stipend position of NAMES advisor for New Milford High School.</p>

- Mrs. Chastain asked how this position and other stipend positions were evaluated for effectiveness and Mr. Smith answered currently the clubs are based on student membership and interest.
- Mr. Lawson suggested there should be a more formal report including the number of students who participate each year.
- Mrs. McInerney agreed that it would be helpful to have an informal evaluation of clubs and activities at the end of the year.
- Ms. DiCorpo said this position would help coordinate the flow of information, since often follow up from the NAMES event should be brought to the school climate committee.

The motion passed 8-0-1.

Aye: Mr. Littlefield, Mrs. Faulenbach, Mr. Schemm, Mr. Lawson, Mr. McCauley, Mrs. McInerney, Mr. Coppola, Mr. Dahl

Abstain: Mrs. Chastain

2. Sarah Noble Intermediate School

Mr. Coppola moved to approve the stipend positions of Ecology Club advisor and Yoga/Mindfulness Club advisor for Sarah Noble Intermediate School, seconded by Mr. McCauley.

- Mr. Coppola asked how these two clubs were able to be added and Mrs. Bilko said last year they had four clubs and they increased the budget to add two more for this year. There is high student interest.
- Mr. Coppola liked the Ecology Club because he said this is the point where students start to express interest in this area and Mrs. Bilko said this also expands on the trout project.
- Mr. Littlefield asked about the Yoga/Mindfulness Club and Mrs. Bilko said this is to help introduce the students to relaxing breathing, to refresh and reset, and get ready to learn.

The motion passed unanimously.

2. Sarah Noble Intermediate School

Motion made and passed unanimously to the stipend positions of Ecology Club advisor and Yoga/Mindfulness Club advisor for Sarah Noble Intermediate School.

	<p>G. Approval of the Following Curricula</p> <ol style="list-style-type: none"> 1. Honor's Freshman World History 2. AP World History 3. Grade 6 Social Studies 4. Grade 7 Social Studies 5. Grade 8 Social Studies <p>Mr. Coppola moved to approve the following curricula:</p> <ol style="list-style-type: none"> 1. Honor's Freshman World History 2. AP World History 3. Grade 6 Social Studies 4. Grade 7 Social Studies 5. Grade 8 Social Studies <p>Seconded by Mr. McCauley.</p> <ul style="list-style-type: none"> • Mr. Coppola asked if the 6-7-8 grade social studies curriculum was based on the new guidelines and Ms. DiCorpo answered that they are aligned to the new standards. <p>The motion passed unanimously.</p> <p>H. Teacher Evaluation Plan</p> <p>Mr. Dahl moved to approve the Teacher Evaluation Plan, seconded by Mrs. McInerney.</p> <ul style="list-style-type: none"> • Mr. Dahl said this was a comprehensive plan that was going to take a lot of time to do properly. • Mr. Lawson asked when it would be implemented and Mr. Smith said this fall. <p>The motion passed 8-0-1. Aye: Mr. Littlefield, Mrs. Chastain, Mrs. Faulenbach, Mr. Lawson, Mr. McCauley, Mrs. McInerney, Mr. Coppola, Mr. Dahl Abstain: Mr. Schemm</p>	<p>G. Approval of the Following Curricula</p> <ol style="list-style-type: none"> 1. Honor's Freshman World History 2. AP World History 3. Grade 6 Social Studies 4. Grade 7 Social Studies 5. Grade 8 Social Studies <p>Motion made and passed unanimously to approve the following curricula:</p> <ol style="list-style-type: none"> 1. Honor's Freshman World History 2. AP World History 3. Grade 6 Social Studies 4. Grade 7 Social Studies 5. Grade 8 Social Studies <p>H. Teacher Evaluation Plan</p> <p>Motion made and passed to approve the Teacher Evaluation Plan.</p>
<p>11.</p>	<p>Items For Information And Discussion</p>	<p>Items For Information And Discussion</p>

A. Field Trip Report <ul style="list-style-type: none">Mr. Coppola said he liked the judicial courthouse tour to give students a chance to understand the justice system and also pointed out Team Waramaug and its success. B. Textbook Preview <ul style="list-style-type: none">There was no discussion. C. Direct Donations and Anticipated Fundraisers <ul style="list-style-type: none">There was no discussion.	A. Field Trip Report B. Textbook Preview C. Direct Donations and Anticipated Fundraisers
12. Adjourn Mr. Coppola moved to adjourn the meeting at 8:49 p.m., seconded by Mr. Lawson and passed unanimously.	Adjourn Motion made and passed unanimously to adjourn the meeting at 8:49 p.m.

Respectfully submitted:



Tammy McInerney
Secretary
New Milford Board of Education

NEW MILFORD PUBLIC SCHOOLS

EXHIBIT A

Regular Meeting of the Board of Education
Sarah Noble Intermediate School
New Milford, Connecticut
November 21, 2017
** as of November 17, 2017

ACTION ITEMS

A. Personnel

1. **CERTIFIED STAFF**

a. **RESIGNATIONS**

1. **Mrs. Janet Natale**, Speech Language Pathologist, Sarah Noble Intermediate School and New Milford High School
Move that the Board of Education approve the resignation, due to retirement, of **Mrs. Janet Natale** as Speech Language Pathologist at Sarah Noble Intermediate School and New Milford High School effective January 8, 2018.

Retirement

2. **CERTIFIED STAFF**

b. **NON-RENEWALS**

1. **None**

3. **CERTIFIED STAFF**

c. **APPOINTMENTS**

1. ****Mrs. Sasha Cordero**, French Teacher, New Milford High School and Schaghticoke Middle School
Move that the Board of Education appoint **Mrs. Sasha Cordero** as French Teacher at New Milford High School and Schaghticoke Middle School effective approximately January 2, 2018.
2017-2018 Salary - \$52,616 (Step 3C) or \$53,036 (Step 3D), pending receipt of official transcripts, pro-rated to start date

Education History:
BA: SUNY, New Paltz
Major: Art History

Work Experience:
2 ½ yrs. West Hartford

Replacing: S. Wainshal

4. **MISCELLANEOUS STAFF**

a. **RESIGNATIONS**

1. **None**

5. **MISCELLANEOUS STAFF**

b. **APPOINTMENTS**

1. **None**

6. **NON-CERTIFIED STAFF**

a. **RESIGNATIONS**

1. **Ms. Marlene Urena**, Paraeducator, Litchfield Hills Transition Center
Move that the Board of Education approve the resignation of **Ms. Marlene Urena** as Paraeducator at Litchfield Hills Transition Center effective November 21, 2017.

Personal Reasons

7. NON-CERTIFIED AND LICENSED STAFF

b. APPOINTMENTS

1. **Mr. Michael Aros-Truhe**, Paraeducator, Schaghticoke Middle School
Move that the Board of Education appoint **Mr. Michael Aros-Truhe** as Paraeducator at Schaghticoke Middle School effective November 27, 2017.
2. ****Ms. Alexa Rae Buttinelli**, Paraeducator, Hill and Plain School
Move that the Board of Education appoint **Ms. Alexa Rae Buttinelli** as Paraeducator at Hill and Plain School effective November 27, 2017.
3. ****Mrs. Luran Pancoast**, Tutor, Schaghticoke Middle School
Move that the Board of Education appoint **Mrs. Luran Pancoast** as Tutor at Schaghticoke Middle School effective November 27, 2017.
4. **Mrs. Carol Schroedel**, Tutor, Northville Elementary School
Move that the Board of Education appoint **Mrs. Carol Schroedel** as Tutor at Northville Elementary School effective November 27, 2017.

\$13.80 per hour - Hire Rate
\$15.25 per hour – Job Rate
(after completion of probationary period)

Replacing: C. Lawrence

\$13.80 per hour - Hire Rate
\$15.25 per hour – Job Rate
(after completion of probationary period)

Replacing: J. Varley

Education History:
BA: SUNY, Purchase
Major: Media Arts and Culture
MA: CUNY, Hunter College
Major: Early Childhood Education

\$14.00 per hour

Education History:
BA: Point Park University
Major: Early Childhood Education

\$14.00 per hour

8. ADULT EDUCATION STAFF

a. RESIGNATIONS

1. None

9. ADULT EDUCATION STAFF

b. APPOINTMENTS

1. None

10. BAND STAFF

a. RESIGNATIONS

1. None

11. BAND STAFF

b. APPOINTMENTS

1. None

12. COACHING STAFF

a. RESIGNATIONS

1. **Mr. Cody Norlander**, Freshman Boys' Basketball Coach, New Milford High School
Move that the Board of Education approve the resignation of **Mr. Cody Norlander** as Freshman Boys' Basketball Coach at New Milford High School effective October 16, 2017.

Personal Reasons

13. COACHING STAFF

b. APPOINTMENTS

1. **Mr. Chris Bacich**, Boys' Volunteer Indoor Track Coach, New Milford High School
Move that the Board of Education appoint **Mr. Chris Bacich** as Boys' Volunteer Indoor Track Coach at New Milford High School effective December 2, 2017.

Volunteer

2. **Mr. Larry Badaracco**, Winter Weight Room Supervisor, New Milford High School
Move that the Board of Education appoint **Mr. Larry Badaracco** as Winter Weight Room Supervisor at New Milford High School effective November 27, 2017.

2017-2018 Stipend: \$4933

Current staff member

3. **Mr. Andrew Bimonte**, Boys' Freshman Basketball Coach, New Milford High School
Move that the Board of Education appoint **Mr. Andrew Bimonte** as Boys' Freshman Basketball Coach at New Milford High School effective December 2, 2017.

2017-2018 Stipend: \$2883

Current staff member

4. **Ms. Tricia Blood**, Girls' Intramural Basketball Coach, Schaghticoke Middle School
Move that the Board of Education appoint **Ms. Tricia Blood** as Girls' Intramural Basketball Coach at Schaghticoke Middle School effective November 22, 2017.

2017-2018 Stipend: \$971

Current staff member

5. **Ms. Amie Bush**, Varsity Dance Coach, New Milford High School
Move that the Board of Education appoint **Ms. Amie Bush** as Varsity Dance Coach at New Milford High School effective December 2, 2017.

2017-2018 Stipend: \$1454

6. **Mr. Scott Capriglione**, Boys' Varsity Ice Hockey Coach, New Milford High School
Move that the Board of Education appoint **Mr. Scott Capriglione** as Boys' Varsity Ice Hockey Coach at New Milford High School effective December 2, 2017.

2017-2018 Stipend: \$3832

- | | |
|---|---|
| <p>7. Mr. Andrew DePalma, Boys' Assistant Ice Hockey Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Andrew DePalma as Boys' Assistant Ice Hockey Coach at New Milford High School effective December 2, 2017.</p> | <p>2017-2018 Stipend: \$2489</p> |
| <p>8. Ms. Cindy Dubret, Girls' Varsity Cheerleading Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Cindy Dubret as Girls' Varsity Cheerleading Coach at New Milford High School effective December 2, 2017.</p> | <p>2017-2018 Stipend: \$3525
Current staff member</p> |
| <p>9. Mr. Tom Ferrell, Boys' Assistant Wrestling Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Tom Ferrell as Boys' Assistant Wrestling Coach at New Milford High School effective November 27, 2017.</p> | <p>2017-2018 Stipend: \$3081</p> |
| <p>10. Mr. Ben Germain, Boys' JV Basketball Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Ben Germain as Boys' JV Basketball Coach at New Milford High School effective December 2, 2017.</p> | <p>2017-2018 Stipend: \$3748</p> |
| <p>11. Mr. Gary Golembeske, Boys' Assistant Ice Hockey Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Gary Golembeske as Boys' Assistant Ice Hockey Coach at New Milford High School effective December 2, 2017.</p> | <p>2017-2018 Stipend: \$2489</p> |
| <p>12. Mr. Mark Grant, Girls' Freshman Basketball Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Mark Grant as Girls' Freshman Basketball Coach at New Milford High School effective November 27, 2017.</p> | <p>2017-2018 Stipend: \$2883
Current staff member</p> |
| <p>13. Mr. Rob Hibbard, Boys' Intramural Basketball Coach, Schaghticoke Middle School
<u>Move</u> that the Board of Education appoint Mr. Rob Hibbard as Boys' Intramural Basketball Coach at Schaghticoke Middle School effective November 22, 2017.</p> | <p>2017-2018 Stipend: \$971
Current staff member</p> |

- | | |
|--|---|
| <p>14. Mr. Rob Hibbard, Girls' Interscholastic Basketball Coach, Schaghticoke Middle School
<u>Move</u> that the Board of Education appoint Mr. Rob Hibbard as Girls' Interscholastic Basketball Coach at Schaghticoke Middle School effective November 22, 2017.</p> | <p>2017-2018 Stipend: \$1942
Current staff member</p> |
| <p>15. Mr. Scott Hoffman, Girls' Intramural Cross Country Coach, Schaghticoke Middle School
<u>Move</u> that the Board of Education appoint Mr. Scott Hoffman as Girls' Intramural Cross Country Coach at Schaghticoke Middle School effective November 22, 2017.</p> | <p>2017-2018 Stipend: \$971
Current staff member</p> |
| <p>16. Mr. William Kersten, Girls' Varsity Basketball Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. William Kersten as Girls' Varsity Basketball Coach at New Milford High School effective November 27, 2017.</p> | <p>2017-2018 Stipend: \$5767</p> |
| <p>17. Ms. Kathleen Lesiak, JV Cheerleading Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Kathleen Lesiak as JV Cheerleading Coach at New Milford High School effective December 2, 2017.</p> | <p>2017-2018 Stipend: \$2292</p> |
| <p>18. Ms. Bethany Mihaly, Girls' Varsity Gymnastics Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Bethany Mihaly as Girls' Varsity Gymnastics Coach at New Milford High School effective December 2, 2017.</p> | <p>2017-2018 Stipend: \$3955</p> |
| <p>19. Mr. David Mumma, Boys' Interscholastic Basketball Coach, Schaghticoke Middle School
<u>Move</u> that the Board of Education appoint Mr. David Mumma as Boys' Interscholastic Basketball Coach at Schaghticoke Middle School effective November 22, 2017.</p> | <p>2017-2018 Stipend: \$1942
Current staff member</p> |
| <p>20. Mr. Mike Nahom, Boys' and Girls' Assistant Indoor Track Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Mike Nahom as Boys' and Girls' Assistant Indoor Track Coach at New Milford High School effective December 2, 2017.</p> | <p>2017-2018 Stipend: \$1849</p> |

<p>21. Mr. Rob Nathan, Boys' Varsity Swimming and Diving Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Rob Nathan as Boys' Varsity Swimming and Diving Coach at New Milford High School effective December 2, 2017.</p>	<p>2017-2018 Stipend: \$2211.50 (split stipend)</p> <p>Current staff member</p>
<p>22. Mr. Rob Nathan, Boys' Assistant Swimming and Diving Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Rob Nathan as Boys' Assistant Swimming and Diving Coach at New Milford High School effective December 2, 2017.</p>	<p>2017-2018 Stipend: \$1437.50 (split stipend)</p> <p>Current staff member</p>
<p>23. Mr. Cody Norlander, Boys' Volunteer Basketball Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Cody Norlander as Boys' Volunteer Basketball Coach at New Milford High School effective December 2, 2017.</p>	<p>Volunteer</p>
<p>24. Ms. Mary O'Connor, Girls' Assistant Gymnastics Coach, New Milford High School <u>Move</u> that the Board of Education appoint Ms. Mary O'Connor as Girls' Assistant Gymnastics Coach at New Milford High School effective December 2, 2017.</p>	<p>2017-2018 Stipend: \$2571</p>
<p>25. Mr. Rory Perry, Boys' Varsity Swimming and Diving Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Rory Perry as Boys' Varsity Swimming and Diving Coach at New Milford High School effective December 2, 2017.</p>	<p>2017-2018 Stipend: \$2211.50 (split stipend)</p> <p>Current staff member</p>
<p>26. Mr. Rory Perry, Boys' Assistant Swimming and Diving Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Rory Perry as Boys' Assistant Swimming and Diving Coach at New Milford High School effective December 2, 2017.</p>	<p>2017-2018 Stipend: \$1437.50 (split stipend)</p> <p>Current staff member</p>
<p>27. Mr. Chris Piel, Boys' Varsity Wrestling Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Chris Piel as Boys' Varsity Wrestling Coach at New Milford High School effective November 27, 2017.</p>	<p>2017-2018 Stipend: \$4742</p>

<p>28. Mr. Ryan Rebstock, Boys' Varsity Indoor Track Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Ryan Rebstock as Boys' Varsity Indoor Track Coach at New Milford High School effective December 2, 2017.</p>	<p>2017-2018 Stipend: \$2846 Current staff member</p>
<p>29. Mr. Ryan Rebstock, Girls' Varsity Indoor Track Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Ryan Rebstock as Girls' Varsity Indoor Track Coach at New Milford High School effective December 2, 2017.</p>	<p>2017-2018 Stipend: \$2846 Current staff member</p>
<p>30. Mr. Al Tolomeo, Boys' Varsity Basketball Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Al Tolomeo as Boys' Varsity Basketball Coach at New Milford High School effective December 2, 2017.</p>	<p>2017-2018 Stipend: \$5767</p>
<p>31. Mr. Giles Vaughan, Girls' JV Basketball Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Giles Vaughan as Girls' JV Basketball Coach at New Milford High School effective November 27, 2017.</p>	<p>2017-2018 Stipend: \$3748</p>
<p>32. Mr. Matt Wall, Boys' Intramural Cross Country Coach, Schaghticoke Middle School <u>Move</u> that the Board of Education appoint Mr. Matt Wall as Boys' Intramural Cross Country Coach at Schaghticoke Middle School effective November 22, 2017.</p>	<p>2017-2018 Stipend: \$971 Current staff member</p>
<p>14. LEAVES OF ABSENCE</p>	
<p>1. Mrs. Diane Erickson, Food Services Worker, New Milford High School <u>Move</u> that the Board of Education approve an unpaid leave of absence for Mrs. Diane Erickson through the end of the 2017-2018 school year.</p>	<p>Unpaid leave of absence</p>
<p>2. Mrs. Kathy Mannion, Elementary Teacher, Hill and Plain School <u>Move</u> that the Board of Education approve to extend an unpaid leave of absence for Mrs. Kathy Mannion through December 31, 2017.</p>	<p>Unpaid leave of absence</p>

10. DISCUSSION AND POSSIBLE ACTION

**THE FOLLOWING ITEMS CAN BE FOUND ON THE
OPERATIONS WEB PAGE UNDER NOVEMBER 14, 2017**

- B. Monthly Reports
 - 1. Budget Position
 - 2. Purchase Resolution: D-704
 - 3. Request for Budget Transfers
- C. Activity Stipend Requests
 - 1. Schaghticoke Middle School

10. DISCUSSION AND POSSIBLE ACTION

**THE FOLLOWING ITEMS CAN BE PREVIEWED IN THE
OFFICE OF THE ASSISTANT SUPERINTENDENT**

- E. Approval of the Following Curricula
 - 1. Conversational Spanish I
 - 2. Conversational Spanish II



NEW MILFORD PUBLIC SCHOOLS
Office of the Assistant Superintendent

50 East Street
New Milford, Connecticut 06776
(860) 354-3235 FAX (860) 210-2643

TO: Joshua Smith, Superintendent
FROM: Ms. Alisha DiCorpo, Assistant Superintendent (AD)
DATE: Nov 1, 2017
RE: Textbook Approval–Grade 8

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

American History; Beginnings Through Reconstruction: James Davidson and Michael Stoff (Pearson) – Grade 8

This text is aligned to the new National/State Content Standards and aligns with the curriculum written in Summer 2017. This text can be used in its entirety, with supporting resources and online access to bring learning into the 21st Century, however, it will be used primarily as a resource.

Cost of Book: \$117.47

Number of Copies Needed: 380

Total: \$47,986.50 (includes shipping)

Approved Field Trips November 2017

	A	B	C	D	E	F	G	H	I
	<u>School</u>	<u>Grade/Dept.</u>	<u>Trip Date</u>	<u>Week</u>	<u># of Students</u>	<u># of Adults</u>	<u>Destination</u>	<u>Subs</u>	<u>Student Cost</u>
1	NMHS	10-12	11-09-2017	Thursday	23	1	Northville School; Advance Chorus Performing	1	\$0.00
2	NMHS	10-12	11-09-2017	Thursday	42	1	HPS: Band Performance at Veteran's Assembly	1	\$0.00
3	NMHS	9-12	11-16-2017	Thursday	10	2	CIAC Sportsmanship Conference- Aqua Turf	2	\$0.00
4	SMS	7-8	12-15-17	Friday	6	1	Aetna: Youth Leadership Summit for students involved in Unified Sports	1	\$0.00
5	NMHS	9-12	12/28/17-1/3/18	Wed-Wed.	8	3	Just for Kix Outback Bowl Performance Tour, Tampa FL (NMHS Dance Team)	0	\$1,169.00
6	SMS	6-8	01-04-18	Thursday	30	5	Bethel Middle School: Unified Sports Activity Day	0	\$0.00
7	SMS	6-8	01-06-18	Saturday	396	5	King Phillip Middle School, West Hartford: Auditions Northern Regional Music Festival	0	\$0.00
8	SMS	7-8	01-09-2018	Tuesday	6	1	Newtown Youth Academy (Unified Sports Program)	0	\$0.00
9	SMS/SNIS	4-8	02-15-18	Thursday	50	2	District Wide String Music Festival SMS/SNIS	0	\$0.00
10	NMHS	10-12	03-06-2018	Tuesday	50	2	Aqua Turf-DECA State Conference	2	\$75.00

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NEW MILFORD, CT

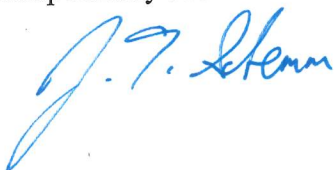
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	<p>practice yet, Mr. Smith is looking for guidance from the Board going forward.</p> <ul style="list-style-type: none"> • Mrs. McInerney said she had no problem with this practice of principal discretion and sees it as a way to keep the Superintendent's office from being needlessly inundated. She thinks larger events that involve more than one school or those of outside organizations should continue to have Superintendent approval required. • Mr. Dahl said the only problem he has with the practice is that the Superintendent should know about all events, so he wants to make sure the principals inform Mr. Smith of all events they approve. • Mr. Schemm said the policy itself has slightly different wording on page 1 and 2 regarding approvals, with page 2 adding a designee. He suggested designee be added to the wording on page 1 as well for consistency. He suggested designee be more specifically described as building principal. • Mr. Smith suggested the language be clarified to specify self-contained building events. • Consensus was to make that change and bring the policy back to committee next month for approval. <p>2. 1331 Smoking</p> <p>3. 5114 Removal/Suspension/Expulsion – page 5114(e)</p> <p>4. 5131.6 Drugs, Alcohol and Tobacco</p> <p>5. 5131.61 Inhalant Abuse</p> <ul style="list-style-type: none"> • Mr. Smith said he is bringing these policies for discussion tonight as they relate to tobacco and vaping. They are all inter-related and he is not suggesting any specific change, rather would like to focus on interpretation. Vaping technology has increased to such a level that it has become much more ubiquitous in level of use. The device itself can be undetectable and the cartridge can be filled with multiple substances. As such, he is recommending a reinterpretation of a vaping device as drug paraphernalia which would allow a different 	<p>2. 1331 Smoking</p> <p>3. 5114 Removal / Suspension / Expulsion – page 5114(e)</p> <p>4. 5131.6 Drugs, Alcohol and Tobacco</p> <p>5. 5131.61 Inhalant Abuse</p>
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	<p>path for progressive discipline. If the Board concurs, the district will then send education information to parents and inform them of possible consequences.</p> <ul style="list-style-type: none"> • Mr. Dahl asked how the state defines the devices and Mr. Smith said they are considered tobacco devices. Mr. Dahl asked if more stringent discipline would be legal then. Mr. Smith said some other districts are already more stringent and schools are allowed to have zero tolerance regardless of the state definition. • Mr. Schemm said he has no problem with the reinterpretation. He views it as the policy definition catching up with the new technology. Defining it as drug paraphernalia takes the onus off of teachers and administrators having to determine what the device is being used for. • Mr. Dahl asked Mr. Smith if he thought the staff was knowledgeable about these devices. Mr. Smith said one high school staff meeting focused on this topic already this year but that the devices take many forms and are very difficult to track. The focus is on not allowing them in our schools. Mr. Smith said he had shared a Youth Agency flyer on the topic and he is in discussion with the Police Department to have the narcotics officer do a program for parents once notice is given of the reinterpretation. • Mrs. McInerney asked if there was already detentions and high use. Mr. Smith said there were. Mrs. McInerney said she was in favor of increased discipline consequences. • Mr. Smith said it was his intention to have this conversation at the Board level before sending out any information to parents. 	
4.	Item of Information	Item of Information
A.	Possible Budget Drivers	A. Possible Budget Drivers
	<ol style="list-style-type: none"> 1. Expulsion legislation 2. High school reform <ul style="list-style-type: none"> • Mr. Smith said it is his intention to discuss possible budget drivers at all sub-committees 	<ol style="list-style-type: none"> 1. Expulsion legislation 2. High school reform

	<p>through the end of the year into budget season. These are items that are being watched for their possible impact to the budget. They may be added or offset in other areas or end up being not addressed but there are frequent conversations on these topics in budget planning.</p> <ul style="list-style-type: none"> • The state is set to adopt some form of expulsion legislation and high school reform in December and while the exact outcome is not known, it is expected there will be impact to districts in some form. One impact is already felt in that new legislation not only requires an expulsion hearing to be held within ten calendar days of suspension but also that parents be notified five days prior to any hearing. These hearings require an investigation and multiple parties so scheduling can become problematic. Additional changes under consideration include increasing the number of required tutoring hours and the access to particular courses. All could have significant budget implications. • Mr. Smith said if the Board members has any particular questions he could get them information to have ahead of budget time. 	
5.	<p>Public Comment</p> <ul style="list-style-type: none"> • There was none. 	Public Comment
6.	<p>Adjourn</p> <p>Mrs. McInerney moved to adjourn the meeting at 7:32 p.m. seconded by Mr. Dahl and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 7:32 p.m.</p>

Respectfully submitted:



J.T. Schemm, Chairperson
Policy Sub-Committee

**New Milford Board of Education
Committee on Learning Minutes
November 7, 2017
Lillis Administration Building, Room 2**

Present: Mrs. Tammy McInerney, Chairperson
Mr. Bill Dahl
Mr. J.T. Schemm

Absent: Mr. Dave Littlefield

Also Present: Mr. Joshua Smith, Superintendent of Schools
Ms. Alisha DiCorpo, Assistant Superintendent of Schools
Mr. Brad Jones, PLTW teacher, New Milford High School
Mrs. Laura Bautista Casaos, Spanish teacher, Schaghticoke Middle School

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NEW MILFORD, CT

1.	Call to Order The meeting of the New Milford Board of Education Committee on Learning was called to order at 7:37 p.m. by Mrs. McInerney.	Call to Order
2.	Public Comment • There was none.	Public Comment
3.	Presentation A. New Milford High School PLTW • Mrs. McInerney welcomed Mr. Jones and the PLTW students. • Mr. Jones said the PLTW Engineering Design and Development class is the senior capstone course for the pathway. He said it is similar to a senior design course at an engineering school. Student teams design their own yearlong problem to solve through open ended design, documentation, research, and problem statement. They are required to research the idea, look at similar products that have a patent, present the concept to adult groups, design a brochure, and build a prototype. • Students Paxton Smith and Erick Jellen presented their idea for a "Lifta Bike" which will provide a means for people to transport a bike up and down stairs without having to directly lift it up and down	Presentation A. New Milford High School PLTW

	<p>every step.</p> <ul style="list-style-type: none"> • Students Trevor Bowes and Chris Pesantez presented their idea of “Skatenamo”. This product would use the rotational motion of skateboarding to charge electronic devices and would be designed to attach to a rider’s existing board so that the rider would not have to change their style. • Students John Adams and Viseth Neak are exploring protection for riot police that would add safety for police officers and cut down on injuries to protestors. They call their product “Disturbance Defender”. • Students Steven Davis and Dillon Ash are working on developing a water turbine that would charge jet ski batteries. • Students Jared Raines and Kelli Souza are developing their product as part of a design contest through Source America. Source America is a networking company that helps people with disabilities connect with businesses. Each year, they hold a design competition in which high school students are paired with a local community member to design a product which will help an individual become more independent in the workforce. Jared and Kelli are working with Ability Beyond to design a package sorter for a disabled person who has trouble bending over and lifting packages. • Mr. Jones credited the students on their presentations, which he had not reviewed beforehand, and gave kudos to the NMHS English department for the students’ presentation skills. • Mr. Dahl asked when the final product would be ready. Mr. Jones said the students try to have their products ready for the CT Science Fair in March and complete a final presentation in May. • Mrs. McInerney asked that the committee be invited to that presentation. 	
4.	Discussion and Possible Action	Discussion and Possible Action
A.	Review and Approval of Curriculum	A. Review and Approval of Curriculum

	<p>1. Conversational Spanish I 2. Conversational Spanish II</p> <ul style="list-style-type: none"> • Mrs. Bautista Casaos said this is her second year at SMS as a Spanish teacher and she piloted Conversational Spanish last year for grades 7 and 8. She said the course focuses on real life applications for use in day-to-day life versus a more formal study of the language. Mrs. Bautista Casaos said this matches well with the new language standards which focus on “I can” statements of showing learning. She said both courses stand on their own; no prerequisite is required. • Mrs. McInerney asked how these courses differ from traditional Spanish instruction. Mrs. Bautista Casaos said students taking traditional instruction typically start with Spanish 2 at the high school level. Conversational Spanish students who want to continue with the language typically start with Spanish 1 in high school. • Mr. Smith said these courses began as an attempt to find a path for students who had been in reading classes in grades 6 and 7 to begin language study. • Mr. Dahl said he actually thought this was a better way to learn a language than in the past. • Mrs. McInerney asked how language options were presented to grade 6 students. Mrs. Bautista Casaos said students could experiment with the language through after school enrichment. Mrs. McInerney said that would leave out some students who could not attend. • Mr. Smith said the other avenue is the Guidance office working with parents. Right now, the grade 6 schedule does not fit language exploration as a class during the school day. That would require changes to the schedule and could have instructional and budgetary impacts. • Mr. Schemm said he appreciated the alternative path for students. • Ms. DiCorpo said exposing children to a language in middle school will help develop fluency and will support biliteracy. There is a new state mandate which enables districts to provide a seal of 	<p>1. Conversational Spanish I 2. Conversational Spanish II</p>
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	<p>biliteracy on a student’s high school diploma. The standards to obtain the seal will be discussed with the world language department.</p> <ul style="list-style-type: none"> • Mr. Schemm asked how many total students take Conversational Spanish. Mr. Smith estimated that it is about a third of the language students. <p>Mr. Dahl moved to bring the following curricula:</p> <ol style="list-style-type: none"> 1. Conversational Spanish I 2. Conversational Spanish II <p>to the full Board for approval, seconded by Mr. Schemm and passed unanimously.</p>	<p>Motion made and passed unanimously to bring the following curriculum to the full Board for approval:</p> <ol style="list-style-type: none"> 1. Conversational Spanish I 2. Conversational Spanish II
<p>5.</p> <p>A. Possible Budget Drivers</p> <ol style="list-style-type: none"> 1. Intervention Support 2. Curriculum Mapping 3. Tier I Instructional Supports <ul style="list-style-type: none"> • Mr. Smith said he will be talking about possible budget drivers at all the sub-committees until budget season. Not all items may make it into the budget, but these are the conversation starters at the present time. Intervention support is that which is needed for non-special education students who are struggling. These are the Tier I, II, and III levels, which could require programming and/or staffing. • In the area of curriculum mapping, this refers specifically to software that could provide support in this area. Ms. DiCorpo said this online tool would help make our curricula true living documents and offer additional supports to staff. • Mr. Smith said Tier I instructional supports refer to general classroom instruction and is the primary work that the district is doing every day. There is constant conversation about how best to do this work and what changes and enhancements may be needed. • Mr. Dahl asked if there is a state mandate for the 	<p>Item of Information</p> <p>A. Possible Budget Drivers</p> <ol style="list-style-type: none"> 1. Intervention Support 2. Curriculum Mapping 3. Tier I Instructional Supports 	

	<p>budget presentation process. Mr. Smith said it is all charter driven, and works off the referendum date.</p> <ul style="list-style-type: none">• Mr. Smith asked Board members to please let him know if they had suggestions for this year's budget format.	
6.	<p>Public Comment</p> <ul style="list-style-type: none">• There was none.	<p>Public Comment</p>
7.	<p>Adjourn</p> <p>Mr. Dahl moved to adjourn the meeting at 9:01 p.m., seconded by Mr. Schemm and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 9:01 p.m.</p>

Respectfully submitted:



Tammy McInerney, Chairperson
Committee on Learning

**New Milford Board of Education
Facilities Sub-Committee Minutes
November 14, 2017
Lillis Administration Building—Room 2**

Present: Mr. Brian McCauley, Chairperson
Mrs. Angela C. Chastain
Mr. Robert Coppola
Mrs. Tammy McInerney, alternate

Absent: Mr. Bill Dahl

Also Present: Mr. Joshua Smith, Superintendent
Mr. Anthony Giovannone, Director of Fiscal Services and Operations
Mr. Kevin Munrett, Facilities Director
Mr. Nestor Aparicio, Assistant Facilities Director
Ms. Roberta Pratt, Director of Technology

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NEW MILFORD, CT

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. Mrs. McInerney was seated in the absence of Mr. Dahl.	Call to Order
2.	Public Comment • There was none	Public Comment
3.	Discussion A. Lillis Building ADA Report Prioritization • Mr. McCauley said this is a weighty subject that will require a lot of discussion. • Mr. Coppola said the first paragraph is key: the building is "grandfathered" and in compliance. There are rooms on the ground floor that can be used for accommodations if needed. Small adjustments can be made at a low cost to make it more accessible without spending millions of dollars. • Mrs. Chastain asked about follow up on an exterior elevator. Mr. Munrett said it is a viable option and would be about the same cost as an interior elevator. • Mrs. Chastain asked if the report looked at adding hand pushes to the ground floor doors for accessibility. Mr. Munrett said not	Discussion A. Lillis Building ADA Report Prioritization

specifically; all doors were considered together.

- Mr. Coppola asked for follow up regarding a possible chair lift for the front stairs. Mr. Munrett said it was not permitted by code.
- Mrs. Chastain said she understands that the third floor is now vacant and asked about expansion. Mr. Smith said it is an open conversation. Right now, it has been used for overflow for a few meetings, and there is discussion about moving the student program up there to free up their room for meetings.
- Mr. McCauley said he was pleased there were no life hazards identified in the report. He said the roof is of most concern to him.
- Mr. Munrett said they had taken care of some minor identified items and agreed that the roof is the next item of importance.
- Mr. Coppola asked what the cost is to replace the roof. Mr. Munrett said approximately \$300,000 for the slate piece, and \$70,000 for the smaller back piece.
- Mr. Smith said they are doing thermal scans of all roofs to determine repair needs and suggested that this project could be bonded in combination with the next roof to be done if the Board wishes to go forward.
- Mrs. McNerney said she was aware of leaks to the special education area of the building and wondered if they should relocate to the third floor.
- Mr. Smith said that is just part of the larger conversation they are having about the need to address roof repairs in some form soon.
- Mr. McCauley suggested that the consultants who did the ADA report could present to the full Board so additional questions could be asked.
- Mr. Coppola said the issue of relocating the administrative offices to JPS is still open.
- Mrs. Chastain said she wanted to know the total cost so the Board can judge what is best.
- Mr. McCauley said they need to look at what is most cost effective for the Board and the Town.
- Mr. Smith said discussion of repairs and ADA

	<p>issues will primarily be determined by how long the Board intends to stay in this building, whether that is one year, five to ten years, or twenty plus years.</p> <ul style="list-style-type: none"> • Mrs. McInerney said that conversation needs to start with the new Town administration. • Mr. Coppola asked if any expenses needed to be added into next year's budget figures. • Mrs. Chastain said some things will need to be done no matter what since any move would not happen quickly. • Mr. Smith said anything needed within the next 6-12 months to keep the building functioning and up to code should be factored in. • Mr. McCauley said they would continue discussion at the next several Facilities meetings. • Mrs. Chastain suggested this item go to the full Board with a request to start discussion with the new Town administration. Mr. Smith said it was not warned to move forward to the Board for action. Mrs. Chastain suggested that the Facilities Chair should ask the Board Chair to add it to the agenda. • Mr. McCauley agreed to speak with Mr. Lawson about the topic. 	
4.	<p>Items of Information</p> <p>A. Advertising program update</p> <ul style="list-style-type: none"> • Mr. Munrett said the program is due to go live on December 1 for contributions. It will be advertised on the district website. • Mrs. McInerney asked if signage will be ready for spring sports and Mr. Munrett said that is the plan. <p>B. Possible Budget Drivers</p> <p>1. Funding Cycles</p> <p>a. Asbestos projects</p> <p>b. Asphalt repair</p> <p>c. Playground safety</p> <ul style="list-style-type: none"> • Mr. Munrett said there is work currently done 	<p>Items of Information</p> <p>A. Advertising program update</p> <p>B. Possible Budget Drivers</p> <p>1. Funding Cycles</p> <p>a. Asbestos projects</p> <p>b. Asphalt repair</p> <p>c. Playground safety</p>

	<p>in these areas as needed, but they are not in a funding cycle in the budget. They would like to add these to a refresh cycle for planning purposes as is done with other items.</p> <ul style="list-style-type: none">• Mr. Smith said this is a continuation of discussion taking place at all sub-committees regarding possible budget drivers. His goal is to make the Board aware that these are items being discussed internally which may have budgetary impact. He wants the Board to have time to reflect on these areas while the budget is being built. He encouraged Board members to let him know if there are any other areas of interest they would like him to explore as well.	
5.	<p>Public Comment</p> <ul style="list-style-type: none">• There was none.	<p>Public Comment</p>
6.	<p>Adjourn Mr. Coppola moved to adjourn the meeting at 7:10 p.m., seconded by Mrs. McInerney and passed unanimously.</p>	<p>Adjourn Motion made and passed unanimously to adjourn the meeting at 7:10 p.m.</p>

Respectfully submitted:



Brian McCauley, Chairperson
Facilities Sub-Committee

**New Milford Board of Education
Operations Sub-Committee Minutes
November 14, 2017
Lillis Administration Building—Room 2**

Present: Mrs. Wendy Faulenbach, Chairperson
Mrs. Angela C. Chastain
Mr. Robert Coppola
Mr. Brian McCauley

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

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NEW MILFORD, CT

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"> There was none. 	Public Comment
3.	Presentation A. Source4Teachers Update <ul style="list-style-type: none"> Mr. Phil Engle, Vice President, and Ms. Beth Salaris, Regional Manager, for the local Source4Teachers team presented. Mr. Engle said there were a few not unexpected bumps at the beginning of the year as the program got going but there has been a steady increase since then. Since the beginning of the year, 34 new substitute teachers have been hired, and four new paraeducator substitutes. There are 50 teacher substitutes and 32 paraeducator substitutes in process. He said the teacher sub numbers are strong, and the district is well thought of. Paraeducator numbers are an issue, as they are nationwide. Mr. Coppola asked what the current pay rates are. Mr. Engle said \$90 per day for teachers and \$70.70 per day for paraeducators, which is typical of most districts. 	Presentation A. Source4Teachers Update

- Mr. Engle said they are in the process of hiring another recruiter for this area. They advertise on hiring websites, social media, their own website, the district website, CT REAP, and at local colleges. They have attended our district open house events.
- Mr. Engle said they currently have an employee discount incentive program and will be launching a referral program for district subs and faculty and a formal loyalty program that will reward greater work frequency.
- Mrs. Chastain said Connecticut's requirement of a bachelor degree for teacher subs has an effect on the numbers and she asked if Mr. Engle had heard any discussion at the state level about changing that requirement, so as to possibly attract college students interested in the field, for example. Mr. Engle said he had not.
- Mrs. Faulenbach asked how many districts Source4Teachers serves in CT and what their goal is for end of year. Mr. Engle said they serve three districts currently in CT and they hope that a 10% increase over last year's rate will be an attainable goal. Ultimately, their goal is no unfilled classrooms.
- Mrs. Faulenbach asked for confirmation that their service covers all facets of the process. Mr. Engle said that is correct, from recruiting to hiring to any administrative issues.
- Mr. Smith said the recruitment piece especially is a huge benefit as that is not something the district can do at the same level with current staff.
- Mr. Coppola asked if substitutes see all available jobs. Ms. Salaris said they do and that the company still uses the Aesop system at their expense.
- Mr. Coppola asked if paraeducator subs need only a high school degree. Ms. Baldelli said they must pass a state test if they do not have at least two years of college.

4.	Discussion and Possible Action	Discussion and Possible Action
	<p>A. Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence</p> <ul style="list-style-type: none"> • Ms. Baldelli said she expected to have a revised Exhibit A for next week's Board meeting. • Mrs. Faulenbach asked about the retirement at SNIS. Ms. Baldelli said it is a shortage area, and already posted. Other openings were discussed. Mrs. Faulenbach asked if Ms. Baldelli would prepare a memo for next week's Board meeting listing other openings and Ms. Baldelli said she would. • Mr. Coppola asked if the teachers retiring mid-year result from the state's requirement of 37 ½ years for retirement. Ms. Baldelli said it could be, but sometimes it is a function of start date. <p>Mr. McCauley moved to bring Exhibit A: Personnel - Certified, Non-Certified Appointments, Resignations and Leaves of Absence to the full Board for approval.</p> <p>Motion seconded by Mrs. Chastain.</p> <p>Motion passed unanimously.</p> <p>B. Monthly Reports</p> <ol style="list-style-type: none"> 1. Budget Position dated 10/31/17 2. Purchase Resolution D-704 3. Request for Budget Transfers <ul style="list-style-type: none"> • Mr. Giovannone highlighted a few areas on the budget position: the certified staff number has gone up since the last report due to open positions; the non-certified line shows an encumbrance for Source4Teachers; and excess cost is not booked yet as it is revenue that is received typically in February and May. • Mr. Coppola asked if there were any concerns with that line and Mr. Giovannone said not at this time. • Mrs. Faulenbach asked about the oil line and 	<p>A. Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence</p> <p>Motion made and passed unanimously to bring Exhibit A: Personnel - Certified, Non-Certified Appointments, Resignations and Leaves of Absence to the full Board for approval.</p> <p>B. Monthly Reports</p> <ol style="list-style-type: none"> 1. Budget Position dated 10/31/17 2. Purchase Resolution D-704 3. Request for Budget Transfers

	<p>Mr. Giovannone said it was based on the amount budgeted and would be reviewed at the six month mark to see if adjustments are warranted.</p> <ul style="list-style-type: none"> • Mr. Coppola asked about the German textbook transfer. Mr. Smith said there was a planned rewrite of the curriculum but due to a change in staffing at that position, they are delaying the purchase until the teacher has had time to transition. They are reallocating the funds within the World Languages department since they are not ready for a new book at this time. • Mrs. Faulenbach asked why the Facilities disbursement numbers among schools were uneven. Mr. Munrett said some schools still had balances or had made purchases. The amounts create equity among all. <p>Mrs. Chastain moved to bring the monthly reports: Budget Position 10/31/17, Purchase Resolution D-704 and Request for Budget Transfers to the full Board for approval.</p> <p>Motion seconded by Mr. McCauley.</p> <p>Motion passed unanimously.</p> <p>C. Activity Stipend Requests</p> <p>1. Schaghticoke Middle School</p> <ul style="list-style-type: none"> • Mr. Coppola asked if there was money in the budget for the Unified Bowling. Ms. Baldelli said there was and they had also received a grant to fund transportation, uniforms etc. Mr. Coppola asked if the Board would have to pick up the funding for that next year and Ms. Baldelli said yes, that had been typical with the other Unified Sports programs added in the past. • Mrs. Olson said this was an offshoot of the Special Olympics program and combines special education and general education students in teamwork activities. • Ms. Baldelli said the S.A.F.E. program would 	<p>Motion made and passed unanimously to bring the monthly reports: Budget Position dated 10/31/17, Purchase Resolution D-704, and Request for Budget Transfers to the full Board for approval.</p> <p>C. Activity Stipend Requests</p> <p>1. Schaghticoke Middle School</p>
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	<p>be funded by one of the two Leo Club stipends; only one stipend is needed this year.</p> <p>Mr. McCauley moved to bring the activity stipend requests for Schaghticoke Middle School to the full Board for approval.</p> <p>Motion seconded by Mrs. Chastain.</p> <p>Motion passed unanimously.</p>	<p>Motion made and passed unanimously to bring the activity stipend requests for Schaghticoke Middle School to the full Board for approval.</p>
<p>5.</p>	<p>Items of Information</p> <p>A. Update on Transportation Complaints</p> <ul style="list-style-type: none">• Mr. Giovannone said there had been 24 inquiries so far this year: some complaints, some requests for changes. All were resolved without a hearing needed.• Mrs. Chastain said she had been behind a bus recently that had a light out. She knew the All Star number and called to report it, but she said not all parents might be aware. She suggested information be posted on the district website to help with ease of reporting.• Mrs. Faulenbach asked how many complaints resulted in a site visit. Mr. Giovannone estimated about half. He usually does the visit by himself, but has been accompanied by Mr. Smith and/or All Star personnel occasionally.• Mrs. Faulenbach asked if the number was down from last year and Mr. Giovannone said he would check. <p>B. Substitute List</p> <ul style="list-style-type: none">• Ms. Baldelli said this list is shared twice a year with the Board; the next time will be in February. The Source4Teachers hires are asterisked. There is an increase in substitutes over last year. <p>C. Update on Capital Reserve Transfer</p>	<p>Items of Information</p> <p>A. Update on Transportation Complaints</p> <p>B. Substitute List</p> <p>C. Update on Capital Reserve Transfer</p>

	<ul style="list-style-type: none"> • Mrs. Faulenbach said they continue to monitor this transfer request which has not happened yet as reflected in the Board of Finance minutes of November 8, 2017. • Mrs. Chastain confirmed that this is the request for the 2015-16 capital reserve. <p>D. Agreement between New Milford Board of Education and New Milford Education Association</p> <ul style="list-style-type: none"> • Mrs. Faulenbach said all the Board members had received a summary of the stipulated agreement and asked that the summary be attached to the minutes. She said she was pleased to move forward and noted that the agreement includes a reopening clause in one year for salary. • Mr. Coppola said he was pleased that a stipulated agreement was reached in arbitration, so no further action is needed. He asked if the teachers had seen the agreement yet. • Mr. Smith said that happened today and he anticipates a joint statement being released soon. <p>E. Possible Budget Drivers</p> <ol style="list-style-type: none"> 1. Review of Special Education structures 2. Bilingual staffing <ul style="list-style-type: none"> • Mr. Smith said this is an ongoing conversation at all sub-committees about possible budget drivers and conversations happening internally now. The district is constantly reevaluating special education structures based on need. This may or may not have budget ramifications. Regarding bilingual staffing, SMS will be mandated next year. The question is whether or not there will be an offset. Mr. Smith said in addition, the current time and attendance system does not work well with Munis so there is review of alternates and cost implications being discussed now. Mr. Smith asked for Board member input. 	<p>D. Agreement between New Milford Board of Education and New Milford Education Association</p> <p>E. Possible Budget Drivers</p> <ol style="list-style-type: none"> 1. Review of Special Education structures 2. Bilingual staffing
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	<ul style="list-style-type: none">• Mrs. Faulenbach asked if this would be on next month's agenda and Mr. Smith said the topic would be, but recommended that Board members let him know thoughts as soon as possible.• Mr. Coppola asked if there were new state mandates that would affect budget. Mr. Smith said yes, some are possible in expulsion mandates and in TEAM program changes.• Mr. Coppola asked if the state had changed the Board's authority over budget and Mr. Smith said no, the original language had been softened.• Mrs. Faulenbach said insurance is a big driver. She asked if the workshop on enrollment and staffing was coming soon. Mr. Smith said it is next Tuesday at 6:30 p.m.	
6.	Public Comment <ul style="list-style-type: none">• Justin Mack, a grade 4 teacher and member of the NMEA negotiations committee thanked the Board for their willingness to collaborate and be open minded in negotiations. He appreciated the good faith effort and spirit of cooperation.• Mrs. Faulenbach said the comments are very much appreciated.	Public Comment
7.	Adjourn <p>Mr. Coppola moved to adjourn the meeting at 8:39 p.m. seconded by Mr. McCauley and passed unanimously.</p>	Adjourn <p>Motion made and passed unanimously to adjourn the meeting at 8:39 p.m.</p>

Respectfully submitted:



Wendy Faulenbach, Chairperson
Operations Sub-Committee

PULLMAN

ATTORNEYS

**SUMMARY RE: 2017 NEGOTIATIONS
AND STIPULATED AGREEMENT
SUBMITTED IN ARBITRATION RE:
NEW MILFORD BOARD OF EDUCATION
AND
NEW MILFORD EDUCATION ASSOCIATION**

The parties began negotiations in June of 2017, and met twice more in July and once again in August before proceeding to mediation in September. After an extended mediation, an agreement was still not reached and the parties commenced arbitration on September 29, 2017. The absence of a state budget made these negotiations particularly difficult. Likewise, the change in rates for the State's Partnership Plan, SPP 2.0, that occurred after mediation but announced prior to arbitration, together with the Comptroller's Office changing its online application form for early preapproval by deleting the attestation requirement, thereby enabling unions to apply for early approval, added still another dimension to these negotiations. Nevertheless, the parties were able to reach an agreement on all issues in dispute as follows:

Salary

The parties agreed to a 2.2% increase for the 2018-19 school year, with an agreement to reopen negotiations in 2018, pursuant to the statutory timeframe set forth in the Teacher Negotiation Act, for the sole purpose of negotiating salary increases and distribution for the second and third years of the contract. The teachers' 2017-18 salary account was \$26,738,452, thus a 2.2% increase equals \$588,246.

All salary payments will now be made by direct deposit.

Stipends

The extra duty stipend accounts were all increased by 2.2% in the first year of the contract, and will remain unchanged throughout the remainder of the three year agreement.

Article IV – Sick Leave Loyalty Program

A new benefit was introduced to permit teachers who have accumulated fifty days of sick leave to earn credit for each additional unused sick day beyond fifty, up to a total of one hundred and thirty-six days. This benefit is available to teachers who have been employed with the New

Milford Public Schools for twenty or more years. They will be paid \$50 for each accumulated day upon retirement from teaching, and must give notice of retirement prior to October 31.

Insurance

The premium shares to be paid by teachers will go up from the current 21% to 22% in the first year of the contract, 22.5% in the second year, and 23% in the third year.

HDHP Plan

The plan changed from a \$2,000/\$4,000 HDHP plan with a Board contribution of 40% toward the deductible to what will now be a \$2,500/\$5,000 HDHP plan with a Board contribution of 35% toward the deductible.

The plan change resulted in a projected \$195,258 gross premium reduction. Using the current 79% Board share of the premium, the savings to the Board is \$154,254. However, this is offset by a \$35,400 increase in the HSA contribution, totaling a net savings to the Board resulting from plan change, including increased HSA contribution, of \$118,854. In the first year, the Board also shifted an additional percentage premium share to the teachers and that 1% reduction in the Board's premium share obligation equals \$52,512. Net savings resulting from insurance HDHP plan change and premium share, Year 1, equals \$171,366.

Salary and Insurance Net Cost Increase

The 2.2% salary increase offset by the insurance net savings in Year 1, equals a total increase of \$416,880 or 1.559% of the salary account.

Long term disability insurance

The formula for this insurance coverage was adjusted from 66-2/3% to 60% of the teacher's monthly salary to a maximum of \$6,000; previously, it was to a maximum of \$3,000.

Section 14.02 – Association Activity

The Board agreed to give the Union a list of new hires prior to the start of the school year and to inform them whenever a long-term substitute has been on an assignment for more than 40 days. At teacher orientation, the Association will be provided with at least 30 minutes of time to address newly hired teachers. Teachers shall have access to teacher mailboxes and e-mail accounts to conduct business.

Dress Code

The dress code was revised after lengthy discussions to more accurately reflect the current expectations of the District, without overburdening the administration with excessively detailed restrictions on attire.