

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

**BOARD OF EDUCATION
MEETING NOTICE**

DATE:	November 12, 2013
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 - 2014 National Merit Program: NMHS students Maren Harcken, Dennis Scheglov, and Hugh Sichel

B. NMPS Retirees: Mrs. Sharon Arciola and Mrs. Nancy Carlson

3. PUBLIC COMMENT

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

4. PTO REPORT

5. STUDENT REPRESENTATIVES' REPORT

6. APPROVAL OF MINUTES

A. Approval of the following Board of Education Meeting Minutes

1. Regular Meeting October 8, 2013

2. Special Meeting October 22, 2013

7. SUPERINTENDENT'S REPORT

8. BOARD CHAIRMAN'S REPORT

9. COMMITTEE REPORTS

A. Facilities Sub-Committee – Mrs. Celli Rigdon

B. Operations Sub-Committee - Mr. McSherry

C. Policy Sub-Committee – Mrs. Faulenbach

D. Committee on Learning - Mr. Lawson

E. Education Connection – Mrs. Celli Rigdon

F. Connecticut Boards of Education (CABE) - Mrs. Faulenbach

G. Negotiations Committee - Mrs. Faulenbach

GEORGE C. BUCKBEE
TOWN CLERK (3)

2013 NOV - 8 P 2:01

NEW MILFORD, CT

10. DISCUSSION AND POSSIBLE ACTION

- A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated November 12, 2013
- B. Monthly Reports
 - 1. Purchase Resolution D-659
 - 2. Budget Position as of October 31, 2013
 - 3. Request for Budget Transfers
- C. Gifts & Donations
 - 1. PTO – Exhibit B
- D. Approval of the Following Curricula
 - 1. Emergency Medical Technician (EMT)
 - 2. Medical Technology
- E. Policy for Approval
 - 1. 1140 Distribution of Materials to and by Students
- F. Policies for First Review
 - 1. 1250 Visits to the Schools
 - 2. 5131.111 Conduct: Camera Surveillance
- G. Policy for Second Review
 - 1. 3541 Transportation Services
- H. CSDE District Choice Form for 2013-14
- I. Vote to terminate the contract of employment of Dean Roberts

11. ITEMS FOR INFORMATION AND DISCUSSION

- A. Field Trip Report
- B. 2011-12 Strategic School Profile

12. EXECUTIVE SESSION (anticipated)

- A. Discussion of records, reports and statements pertaining to the collective bargaining negotiations with Teamster's Local 677- Custodians and Maintainers
- B. Discussion of records, reports and statements pertaining to the collective bargaining negotiations with Teamster's Local 677- Food and Nutrition Services Employees

13. DISCUSSION AND POSSIBLE ACTION

- A. Approval of successor collective bargaining agreement between the New Milford Board of Education and the Teamster's Local 677- Custodians and Maintainers
- B. Approval of successor collective bargaining agreement between the New Milford Board of Education and the Teamster's Local 677- Food and Nutrition Services Employees

14. ADJOURN

ITEMS OF INFORMATION

Policy Sub-Committee Minutes – October 15, 2013

Committee on Learning Minutes – October 15, 2013

Facilities Sub-Committee Minutes – November 5, 2013

Operations Sub-Committee Minutes – November 5, 2013

Policy Sub-Committee Meeting November 19, 2013 – 6:45 p.m. Lillis Administration Building, Room 2	Board of Education Annual Meeting December 10, 2013 – 7:00 p.m. Sarah Noble Intermediate School, LMC
Committee on Learning November 19, 2013 – 7:30 p.m. Lillis Administration Building, Room 2	Board of Education Meeting December 10, 2013 – 7:30 p.m. Sarah Noble Intermediate School, LMC
Facilities Sub-Committee Meeting December 3, 2013 – 6:45 p.m. Lillis Administration Building, Room 2	
Operations Sub-Committee Meeting December 3, 2013 – 7:30 p.m. Lillis Administration Building, Room 2	

**New Milford Board of Education
Regular Meeting Minutes
October 8, 2013
Sarah Noble Intermediate School Library Media Center**

Present:	Mrs. Wendy Faulenbach, Chairperson Mr. David A. Lawson Mr. Thomas McSherry Mrs. Lynette Celli Rigdon Mr. David R. Shaffer Mrs. Daniele Shook Mr. John W. Spatola Mr. William Wellman
Absent:	Mrs. Angela C. Chastain

GEORGE C. BUCKBEE
TOWN CLERK

2013 OCT 10 P 3:12

NEW MILFORD, CT

Also Present:	Dr. JeanAnn Paddyfote, Superintendent of Schools Mr. Joshua Smith, Assistant Superintendent of Schools Ms. Ellamae Baldelli, Director of Human Resources Mr. Gregg Miller, Director of Fiscal Services Mr. John Calhoun, Director of Facilities Ms. Roberta Pratt, Director of Technology Mrs. Laura Olson, Director of Pupil Personnel and Special Services Dr. Len Tomasello, Principal, Sarah Noble Intermediate School Mrs. Paula Kelleher, Principal, John Pettibone Elementary School Mrs. Susan Murray, Northville Elementary School Ms. Tess Harkin, Student Representative Mr. John Vazquez, Student Representative
---------------	---

1.	Call to Order A. Pledge of Allegiance The meeting of the New Milford Board of Education was called to order at 7:30 p.m. The Pledge of Allegiance immediately followed the call to order.	Call to Order Pledge of Allegiance
2.	Recognition A. 2010-2013 Danbury-Area Elementary STEM Instructional Coaching Academy (DESICA) Graduates: Carrie Allen, Carol Allison, Susan Brofford, Cynthia Cotter, Megan Schoonmaker <ul style="list-style-type: none"> Dr. Paddyfote recognized the five teachers for taking part in a professional development program in which 24 teachers in three school districts participated. The meeting recessed at 7:35 p.m. for a brief reception	Recognition A. 2010-2013 Danbury-Area Elementary STEM Instructional Coaching Academy (DESICA) Graduates: Carrie Allen, Carol Allison, Susan Brofford, Cynthia Cotter, Megan Schoonmaker

	and reconvened at 7:43 p.m.	
3.	Public Comment <ul style="list-style-type: none"> • Roseann Petruso asked if the information about the question and answers from the public hearing would be available and if there was a timeline to hear the public, have the discussion and to vote. She suggested perhaps a survey could be done on-line to get feedback. • Mr. Lawson reminded the Board that this was a meeting held in public and not a public meeting. • Mrs. Faulenbach noted the information would be discussed in the Superintendent's report. • Lisa Reichin commended the Board for looking at all the options. She was concerned about Title I funding considerations. She noted that she moved her family to this area for the school system and the lower taxes and costs. She wondered what the trends were versus the enrollment numbers. She suggested the Board get union feedback, administration, parent and student feedback through a survey. She also thought the Route 7 bypass had not yet had a full impact on the community • Bob Coppola said he felt the Board did an excellent job with the hearing and the subcommittee did a good job of explaining about the space needs. He felt now the Board needs to explain to the public why it is beneficial to the town for the school to be closed. He asked the Board to consider what is best for the children. 	Public Comment
4.	PTO Report <ul style="list-style-type: none"> • Mrs. Romaniello said the fall fundraisers are winding down but are not doing as well as expected. • The discount card is available. • There will be a variety of Halloween parties at the schools. 	PTO Report

5.	<p>Student Representatives Report</p> <ul style="list-style-type: none"> October 10th is the Senior Guidance Night at 7 p.m. in the theater. October 15th – 19th is Spirit Week with a dance on Saturday. October 21st is the National Honor Society induction. October 23rd is the underclassmen photo retake. October 24th is the wind ensemble chorus concert. November 6th is the Financial Aid Night presentation. 	<p>Student Representatives Report</p>
6. A.	<p>Approval of Minutes Approval of the following Board of Education Meeting Minutes 1. Regular Meeting September 10, 2013 2. Special Meeting September 24, 2013</p> <p>Mr. McSherry moved to approve the following Board of Education Meeting Minutes: Regular Meeting minutes of September 10, 2013 and Special Meeting minutes of September 24, 2013, seconded by Mrs. Shook and passed unanimously.</p>	<p>Approval of Minutes A. Approval of the following Board of Education Meeting Minutes 1. Regular Meeting September 10, 2013 2. Special Meeting September 24, 2013</p> <p>Motion made and passed unanimously to approve the following Board of Education Meeting Minutes: Regular Meeting minutes of September 10, 2013 and Special Meeting minutes of September 24, 2013.</p>
7.	<p>Superintendent's Report</p> <ul style="list-style-type: none"> Dr. Paddyfote noted the enrollment report for October 1st was handed out and the total enrolled is 23 less than the projections. This Kindergarten class is the first out of 13 years that is under 300. The answers to the questions posed at the September 24th hearing will be available on the website under District Information, Facilities and Utilization tab on Friday. The next public hearing will be October 22nd at Sarah Noble Intermediate School. Mike Zuba from Milone and MacBroom will talk about the projections. She encouraged the public to 	<p>Superintendent's Report</p>

	submit questions ahead of time through the district's website to be addressed that night.	
8.	Board Chairman's Report <ul style="list-style-type: none"> Mrs. Faulenbach noted the annual report for the 2012-13 school year had been placed on the table for each Board member. The Board accomplished much including recognizing 227 students and 37 staff members; full day kindergarten was now in its second year; the PTO donated over \$144,000; and the Board approved over \$1.3 million in grants. 	Board Chairman's Report
9.	Committee Reports <p>A. Facilities Sub-Committee</p> <ul style="list-style-type: none"> Mrs. Celli Rigdon said everything from the Facilities Committee was for information only. <p>B. Operations Sub-Committee</p> <ul style="list-style-type: none"> Mr. McSherry noted all the items were on the agenda tonight for approval. <p>C. Policy Sub-Committee</p> <ul style="list-style-type: none"> Mrs. Faulenbach said there were policies for approval and one for first review on tonight's agenda. <p>D. Committee on Learning</p> <ul style="list-style-type: none"> Mr. Lawson said there are two curricula for approval tonight and the Committee is keeping on top of the SEED requirements and Common Core requirements. <p>E. Education Connection</p> <ul style="list-style-type: none"> Mrs. Celli Rigdon said the discussion included the agency's Annual Report and a discussion of the government shutdown in terms of Headstart and the Affordable Care Act. 	Committee Reports <p>A. Facilities Sub-Committee</p> <p>B. Operations Sub-Committee</p> <p>C. Policy Sub-Committee</p> <p>D. Committee on Learning</p> <p>E. Education Connection</p>

<p>F.</p> <p>G.</p>	<p>Connecticut Boards of Education</p> <ul style="list-style-type: none"> Mrs. Faulenbach said the conference for November 15th requires an RSVP by October 11th. She said New Milford will receive awards for communications for the Annual Report and NMHS student handbook/planner. <p>Negotiations Committee</p> <ul style="list-style-type: none"> Mrs. Faulenbach said the administrators unit will be heading to arbitration. 	<p>F. Connecticut Boards of Education</p> <p>G. Negotiations Committee</p>
<p>10.</p> <p>A.</p> <p>B.</p>	<p>DISCUSSION AND POSSIBLE ACTION</p> <p>Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated October 8, 2013</p> <p>Mr. McSherry moved to approve Exhibit A: Personnel - Certified, Non-Certified, Appointments, Resignations and Leaves of Absence dated October 8, 2013, seconded by Mrs. Shook.</p> <ul style="list-style-type: none"> Mrs. Celli Rigdon asked if the part-time special education teacher at Faith Academy who was also a substitute teacher in New Milford schools would then be eligible for health insurance and Ms. Baldelli said the person only works seven hours at Faith Academy. Mr. McSherry said he was impressed with the credentials of the substitutes. <p>The motion passed unanimously.</p> <p>Monthly Reports</p> <ol style="list-style-type: none"> Purchase Resolution D-658 Budget Position as of September 30, 2013 Request for Budget Transfers <p>Mrs. Shook made a motion to approve monthly</p>	<p>A. Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated October 8, 2013</p> <p>Motion made and passed unanimously to approve Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated October 8, 2013.</p> <p>B. Monthly Reports</p> <ol style="list-style-type: none"> Purchase Resolution D-658 Budget Position as of September 30, 2013 Request for Budget Transfers <p>Motion made and passed</p>

<p>reports: Purchase Resolution D-658, Budget Position as of September 30, 2013 and Request for Budget Transfers, seconded by Mr. McSherry.</p> <ul style="list-style-type: none"> • Mr. Lawson asked if anything had changed on the report and Mr. Miller said it had not, that the district is a little ahead of last year in this point in time and he did not have any concern accounts yet. He said the substitute account is a little over already at this point. • Mr. Lawson asked about the reasons for substitutes and Ms. Baldelli said the reasons vary including leaves of absence and there were more leaves this early in the year than last year. <p>The motion passed unanimously.</p> <p>C. Gifts & Donations 1. PTO — Exhibit B 2. Goldring Family Foundation — Exhibit C</p> <p>Mr. Lawson moved to accept Gifts and Donations: PTO – Exhibit B in the amount of \$8,900.00 and Goldring Family Foundation – Exhibit C in the amount of \$32,795.18, seconded by Mr. McSherry.</p> <ul style="list-style-type: none"> • Mr. Lawson thanked the PTO for their donation as well as the new donor for his contribution to the engineering program. <p>The motion passed unanimously.</p> <p>D. Grant Approvals 1. District Consolidated Grant</p> <p>Mr. McSherry moved to approve the District Consolidated Grant in the amount of \$276,814.00, seconded by Mrs. Shook.</p> <ul style="list-style-type: none"> • Mr. Lawson asked why the grant went up from last year and Mr. Smith said the grant is formulaic and based on free and reduced lunch rates which the principals have been 	<p>unanimously to approve monthly reports: Purchase Resolution D-658, Budget Position as of September 30, 2013, and request for budget transfers.</p> <p>C. Gifts & Donations 1. PTO — Exhibit B 2. Goldring Family Foundation — Exhibit C</p> <p>Motion made and passed unanimously to accept Gifts & Donations: PTO – Exhibit B in the amount of \$8,900.00 and Goldring Family Foundation – Exhibit C in the amount of \$32,795.18.</p> <p>D. Grant Approvals 1. District Consolidated Grant</p> <p>Motion made and passed unanimously to approve the District Consolidated Grant in the amount of \$276,814.00.</p>
---	--

	<p>encouraging parents to apply for.</p> <p>The motion passed unanimously.</p> <p>2. Title III Grant</p> <p>Mrs. Shook moved to approve the Title III grant in the amount of \$19,009.00, seconded by Mr. McSherry and passed unanimously.</p> <p>E. Approval of the Following Curricula</p> <p>1. Grade 7 Art</p> <p>2. History through Film</p> <p>Mr. Lawson moved to approve the following Curricula: Grade 7 Art and History through Film, seconded by Mr. Shaffer and passed unanimously.</p> <p>F. Policies for Approval</p> <p>1. 3160 Budget and Transfer of Funds</p> <p>2. 5000 Equal Employment Opportunity</p> <p>3. 5113 Truancy</p> <p>4. 6142.1 Exemption from Instruction</p> <p>5. 6142.2 Student Nutrition and Physical Activity (Student Wellness)</p> <p>6. 6146 Graduation Requirements</p> <p>7. 6200 Adult Education</p> <p>Mr. McSherry moved to approve the following policies:</p> <p>1. 3160 Budget and Transfer of Funds</p> <p>2. 5000 Equal Employment Opportunity</p> <p>3. 5113 Truancy</p> <p>4. 6142.1 Exemption from Instruction</p> <p>5. 6142.2 Student Nutrition and Physical Activity (Student Wellness)</p>	<p>2. Title III Grant</p> <p>Motion made and passed unanimously to approve the Title III grant in the amount of \$19,009.00.</p> <p>E. Approval of the Following Curricula</p> <p>1. Grade 7 Art</p> <p>2. History through Film</p> <p>Motion made and passed unanimously to approve the following Curricula: Grade 7 Art and History through Film.</p> <p>F. Policies for Approval</p> <p>1. 3160 Budget and Transfer of Funds</p> <p>2. 5000 Equal Employment Opportunity</p> <p>3. 5113 Truancy</p> <p>4. 6142.1 Exemption from Instruction</p> <p>5. 6142.2 Student Nutrition and Physical Activity (Student Wellness)</p> <p>6. 6146 Graduation Requirements</p> <p>7. 6200 Adult Education</p> <p>Motion made and passed unanimously to approve the following policies:</p> <p>1. 3160 Budget and Transfer of Funds</p> <p>2. 5000 Equal Employment Opportunity</p> <p>3. 5113 Truancy</p>
--	---	--

	<p>6. 6146 Graduation Requirements 7. 6200 Adult Education Seconded by Mrs. Shook and passed unanimously.</p> <p>G. Policy for First Review 1. 3541 Transportation Services</p> <ul style="list-style-type: none"> • Mrs. Celli Rigdon asked for an explanation of the transportation services policy. Mr. Miller said this policy basically cleans up the old policy based on counsel's recommendation. He said the roads in New Milford can be somewhat difficult to traverse with the dirt roads and narrow roads. He said sometimes they are not navigable for buses. • Mrs. Celli Rigdon asked if the cul-de-sac deadends was a change in the policy and Mr. Miller said this would now comply with the walking distances policies. • Mrs. Celli Rigdon asked if the bus routes would be affected and Mr. Miller said some would probably be affected. • Mrs. Celli Rigdon said she had a problem with the wording "will not enter" in the policy as perhaps too strong. Mrs. Faulenbach said this would go back to the Policy Committee for further discussion. • Mrs. Celli Rigdon said she did not understand why the change from K-8 to K-6 for walking to school 30 minutes before sunrise. She felt 6th graders were still young to walk to school 30 minutes before sunrise. Dr. Paddyfote said this was in compliance with the school accommodations policy and noted that in some cases the difference was one minute. • Mr. Spatola noted there are lake communities with private roads and Mr. Miller said per state statute the buses don't go on private roads unless there is a special needs child or a 504 accommodation. 	<p>4. 6142.1 Exemption from Instruction 5. 6142.2 Student Nutrition and Physical Activity (Student Wellness) 6. 6146 Graduation Requirements 7. 6200 Adult Education</p> <p>G. Policy for First Review 1. 3541 Transportation Services</p>
--	---	--

<p>H. Textbook Approvals for Grade 9</p> <p>Mr. McSherry moved to approve the following textbooks for Grade 9: Warriors Don't Cry and Persepolis, seconded by Mrs. Shook.</p> <ul style="list-style-type: none"> • Mr. Spatola said he felt the Persepolis book might be more appropriate for middle school due to the cartoonish nature of the drawings. • Mr. Lawson noted that the book was chosen for a variety of reasons including the parallels to the ninth grade curriculum. • Mr. Smith said the author left Tehran during the revolution, ended up at art school and wrote this biography of life in Tehran during that time. He noted it is similar to what is happening in Syria at this time. <p>The motion passed unanimously.</p> <p>I. Request for Additional Teacher</p> <p>Mr. McSherry moved to approve an additional teacher for Hill and Plain School, seconded by Mr. Lawson.</p> <ul style="list-style-type: none"> • Mr. Wellman said there were 22 students at Hill and Plain that do not speak English and was wondering if another half ESL teacher should be added for minimal disruption. Dr. Paddyfote said the idea is to have another section and not isolate these students. • Mr. Wellman said the children at this level need to be firmly grounded in the basics of learning and not distractions from other students. Dr. Paddyfote said the kindergarten population needs another section; there are currently two at 22 students and three at 21. She also noted that an ELL or bilingual speaker cannot teach a self contained class. She noted the magnet school tried to fill positions with cross-endorsed elementary/bilingual or world language teachers and could not fill the positions. • Mrs. Celli Rigdon asked if Mr. Wellman was 	<p>H. Textbook Approvals for Grade 9</p> <p>Motion made and passed unanimously to approve the following textbooks for Grade 9: Warriors Don't Cry and Persepolis.</p> <p>I. Request for Additional Teacher</p> <p>Motion made and passed to approve an additional teacher for Hill and Plain School.</p>
--	--

suggesting adding an ELL teacher to assist kindergarten also. Mr. Wellman said one or the other.

- Mr. Lawson said he was in favor of this motion.
- Mr. Spatola noted there are distractions throughout the year such as resignations and maternity leaves, he also felt this could be done without adding additional staff and he was not in favor of this motion.
- Mr. Shaffer asked if this savings of \$102,000 was in addition to the \$85,000 from the last meeting and Dr. Paddyfote said this was in addition and was due to a reduced work force of eight positions, seven of whom found jobs and therefore are not collecting unemployment.
- Mrs. Shook said speaking as a teacher she would be in favor of hiring an additional teacher.
- Mr. McSherry felt this would be the least disruptive and therefore better for the children.

The motion passed 5-2-1.

Aye: Mr. Lawson, Mrs. Shook, Mrs. Faulenbach,
Mrs. Celli Rigdon, Mr. Shaffer

No: Mr. Wellman, Mr. Spatola

Abstain: Mr. McSherry

J. Update on Adult Education

- Mrs. Faulenbach opened the Adult Education issue up for discussion.
- Mr. Smith said due to staff changes this summer he began looking into the Adult Education program. The position has been posted since July with limited interest. He began to look into the program and how other DRG D districts handled their Adult Education program. He said some run it through the school and some run it outside the school.
- Mrs. Celli Rigdon asked if it would be possible for this person to do part of the SEED evaluations and Mr. Smith said he could explore this position doing other roles.

J. Update on Adult Education

- Mr. Shaffer asked how many GED or HSD students had not graduated and Mr. Smith said there are 70 total at some stage in the program.
- Mr. Shaffer asked if the state requires an 092 for HSD, GED and enrichment. Mr. Smith said the GED and HSD require a certified teacher and to be evaluated and managed by an 092.
- Mr. Shaffer asked if the 092 could take care of the two programs and someone else could manage the rest and Mr. Smith said he did not know the answer to that question.
- Mr. Smith said there were three options he was suggesting, the first option was for a full-time director for Adult Education requiring an extra \$10,000 allocation. The second option was the status quo but to increase the stipend to \$30,000 which would reduce the operations allocations by \$5,000. The third option would be to outsource the Adult Education program which required an operations allocation of \$10,000 to bring the total to \$92,000.
- Mr. Spatola said he had a conversation with Ms. Baldelli about the \$18.51 per hour for an administrator, with him feeling it was low. He said he was more in favor of an increased stipend to \$30,000.
- Mr. Wellman asked what the approximately 400 students were enrolled in other than the GED and HSD programs. Mr. Smith said they were enrolled in enrichment programs such as citizenship classes, ballroom dancing, cooking, art, workforce development and technology. He noted the enrichment portion was self sustaining. The HSD and GED are mandated and must run whether there are one or twelve participants.
- Mr. Wellman asked how the needs of the community were determined for Adult Education and Mr. Smith said the need is really determined by enrollment in classes and members of the community signing up for the offerings. He felt a director could spend more time creating programming that the community would want or use.
- Mr. Wellman asked if the costs were fully

	<p>loaded including an allocation for administration and Mr. Smith said often there are additional fees but he did not know if the cost included administrative costs.</p> <ul style="list-style-type: none"> • Mr. Shaffer asked what would happen if nothing changed and Mr. Smith said he would continue running the program and conducting the evaluation. <p>Mr. McSherry moved to accept the recommendation of adding \$13,000 to increase the Adult Education position stipend to \$30,000, seconded by Mr. Spatola and passed 6-0-2.</p> <p>Aye: Mr. Spatola, Mr. McSherry, Mrs. Shook, Mrs. Faulenbach, Mrs. Celli Rigdon, Mr. Shaffer Abstain: Mr. Wellman, Mr. Lawson</p>	<p>Motion made and passed to accept the recommendation of adding \$13,000 to increase the adult education position stipend to \$30,000.</p>
11.	ITEMS FOR INFORMATION AND DISCUSSION	ITEMS FOR INFORMATION AND DISCUSSION
A.	Field Trip Report	A. Field Trip Report
B.	Substitute Rates	B. Substitute Rates
	<ul style="list-style-type: none"> • Mr. Miller said he quantified the impact of increasing the substitute rates and said it would increase the line by about \$38,000 for the 2014-15 budget. • Mr. Lawson said he had no opposition to the pay raise; he felt that the need for substitutes should be reduced perhaps by looking at the in-service programs. • Ms. Baldelli said the reasons for absences include not just in-service but leaves of absences which are for the whole year and must be counted as such, field trips, unpaid days, etc. She said the fill rate for the school is over 90% which is up compared to other districts. She said there are a variety of ways to work on the professional development including after the school day, early dismissals, and extending the teachers' work day which all would incur additional costs. She said she could look at options when building the budget. 	

12.	Adjourn Mrs. Shook moved to adjourn the meeting at 9:12 p.m., seconded by Mr. McSherry and passed unanimously.	Adjourn Motion made and passed to adjourn the meeting at 9:12 p.m.
-----	--	--

Respectfully submitted:

Daniele Shook

Daniele Shook

Secretary

New Milford Board of Education

**New Milford Board of Education
Special Meeting Minutes
October 22, 2013
Sarah Noble Intermediate School Library Media Center**

Present:	Mrs. Wendy Faulenbach, Chairperson Mrs. Angela C. Chastain Mr. David A. Lawson Mr. Thomas McSherry Mrs. Lynette Celli Rigdon Mr. David R. Shaffer Mrs. Daniele Shook Mr. John W. Spatola Mr. William Wellman
----------	--

GEORGE C. BUCKREE
TOWN CLERK

2013 OCT 24 A 9:50

NEW MILFORD, CT

Also Present:	Dr. JeanAnn C. Paddyfote, Superintendent of Schools Mr. Joshua Smith, Assistant Superintendent of Schools Mr. Gregg Miller, Director of Fiscal Services Mr. John Calhoun, Facilities Manager Mrs. Roberta Pratt, Director of Technology Mrs. Laura Olson, Director of Pupil Personnel and Special Services
---------------	---

1.	Call to Order A. Pledge of Allegiance The special meeting of the New Milford Board of Education was called to order at 7:00 p.m. by Mrs. Faulenbach. The Pledge of Allegiance immediately followed the call to order.	Call to Order A. Pledge of Allegiance
2.	Presentation <ul style="list-style-type: none"> Mrs. Faulenbach introduced Mr. Michael Zuba, Senior Planner for Milone and MacBroom, Inc. who will present information concerning enrollment projections. Mr. Zuba said he spent eight months working with the School Facility and Utilization Study Committee and enrollment projections were a key piece of the study. Since then, Mr. Zuba has added the actual October 1, 2013 enrollment to the projections. He uses the Cohort Survival method to project. This is the most widely accepted method and looks at the overall community. Among the factors considered are census data by age group, fertility rates, women of child bearing age, school age population trends, changes in household size, total housing 	Presentation

	<p>unit change and housing sales. Since 2007-08 New Milford enrollment has declined by 10.75% overall. The Cohort Survival method relies on observed data from past and trends going forward. The first five years are most accurate when making projections. Milone and MacBroom did three models: probable, optimistic and pessimistic; all three are close and show steady decline in enrollment. Mr. Zuba invited questions from the Board. There were none.</p>	
3.	<p>Public Hearing</p> <ul style="list-style-type: none"> • Mrs. Faulenbach thanked Mr. Zuba for the information provided. She said the public session would begin. She asked speakers to identify themselves by name and address and to try to limit their comments to five minutes so that all speakers would have an opportunity to be heard. She said the purpose of the evening is for the Board to receive public comments regarding the possible closing of a school due to declining enrollment. Questions would be noted so that answers could be gathered and addressed on the district website. • Adrienne Aurichio said projections have proven wrong in the past and what is to say that these projections won't be wrong too. She is concerned the projections don't take into account movement to New Milford from Danbury. She says what happens in the long range future when enrollment comes back up; how much will a new school cost then to build? • Bob Coppola thanked Mr. Zuba for the update but said he is an historian not a mathematician and he remembers when the new high school was built there was talk that additional land should be purchased for expansion based on projections at the time. Those projections were wrong. Statistics might work for the moment but what is going to happen in the future? What will we do if people move in from Danbury? He said that Ridgefield had closed two schools and since reopened at least one. When they reopened 	<p>Public Hearing</p>

	<p>the school it had to be done under current state and federal requirements which were an added expense. Is the money saved by closing a school worth it since there will be expenses for adding buses and moving? Mr. Coppola said several people at the last meeting were opposed to moving the sixth grade to SMS. He said the Board needed to tell people more about the change. Why is the suggested realignment best? Why is it good to move the sixth grade and the third grade?</p> <ul style="list-style-type: none">• Amy Davis said she has a first grader with 22 children in class now and a kindergartener with 17 in class and that these numbers do not match the projections.• Eunice Crowley asked what can be done by the Board of Education to keep the school open? How can they work with the community to attract young families to New Milford? She suggested teaching an additional language or rebalancing the three schools but keeping them all open. She thanked the JPS staff for the education her children have received.• Jill Olejniczak begged the Board not to move the sixth grade to SMS. She said she went there over 30 years ago and she was forced to grow up too fast. She said the students need recess, snack time still. She said she was not satisfied with the answer given so far on how many staff members will lose their jobs and go on unemployment if the school is closed.• Allison Sidel said she appreciated the statistical update on enrollment. She said she wished there were statistics that measured the developmental, emotional and social impact on students of this decision. She said she was aware that a new kindergarten class was added yesterday at HPS and they are using what was the Nurse's room. Students were pulled out from other sections to start with a new teacher. That has an emotional impact on the students. She said we should think about the long term needs of the children and the cost to the community if predictions don't play out. She asked with the elections coming up and new Board members coming on, how is	
--	---	--

	<p>the process going to be handled going forward?</p> <ul style="list-style-type: none">• Walter Bayer said he was on the School Facility and Utilization Committee. He said at the beginning he viewed the schools as assets to the community and didn't think closing was what the community should do. After participating in the several month process he decided closing might make sense with the reality of the economy. In his final decision he is back to thinking that the school should not close. He asked if the community can live with not closing JPS? He said it is a decision that should be made in concert with the PTO, Town Council and other groups and that the decision should be sent to referendum. He asked what is going to happen with spillover from Danbury? He said he was opposed to moving the sixth grade to SMS; these students are still elementary. He said the relatively small cost savings over time do not make sense if in the end we need to build a new school. What about the impact of these changes on students?• Joan Kick said she was a taxpayer, educator and administrator in New Milford. She asked if the projections took into account the impact of low income housing coming to town? She responded to the comment about the additional kindergarten class at HPS. She said the Nurse's room that the class is using was originally a classroom and using it had less of an impact on students. The Nurse was moved back to the room that was the original Nurse's office at HPS. She said an additional first grade section was added at the last minute this year too. Mrs. Kick said JPS is used after hours by lots of groups and the fields are also used. Where will all these groups go?• Diana Beddows said she was a taxpayer and teacher in New Milford. She asked that whatever the Board decides they do it for the benefit of K-12 students. She said if the Board gave concrete reasons why keeping the school open would help students that she was hopeful taxpayers would support it. As an example she talked about using extra rooms for combined	
--	--	--

class activities or as a dedicated science room. She said the Board should think of this as an opportunity to give more to students.

- Lisa Reichin said she was not satisfied with the answer on how many people would lose their jobs. How many jobs would be lost in a worst case scenario where nothing happened to help keep those jobs? What is the number? Is there a way to determine the rental/lease data for movement while doing enrollment projections? What is the impact of the Route 7 Bypass? What is the cost vs. savings to build a new school if projections are wrong and you have closed a school? She said she heard class size numbers above what are quoted in projections. What is the impact of class size on test scores? She said she thought parent and student feedback was needed still. She asked what are the next steps?
- Sue Sullivan, taxpayer and art teacher for over 30 years, said she remembers pushing a cart for many years when she was at NES. If children are split between only two schools, will there be art on a cart again? She said she thought that 17 to 18 children per class was an ideal number given the new evaluation process. She said thinking about the children's benefit is most important. What can we do to draw people with children into town?
- Amy Eliason said she had a friend who was considering New Milford but did not like the test score numbers. She is concerned about the data the statistics are based on. She does not think \$600,000 in savings warrants closing a school. She said her daughter's pre-K class has 30 students in it and that the bus ride for before and after care is over 50 minutes now.
- Mrs. Faulenbach asked if there was anyone else who wished to speak during the public hearing and seeing none thanked the public for giving input and closed that portion of the meeting at 8:20 p.m. She said there would be no action by the Board at this time, that no decision has been made and that this is all still part of the process.

4.	Adjourn Mr. McSherry moved to adjourn the meeting at 8:22 p.m., seconded by Mrs. Shook and passed unanimously.	Adjourn Motion made and passed unanimously to adjourn the meeting at 8:22 p.m.
----	--	--

Respectfully submitted:



Daniele Shook
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 12, 2013
Released as of November 12, 2013

ACTION ITEMS

A. Personnel

1. CERTIFIED STAFF

a. RESIGNATIONS

1. None currently

2. CERTIFIED STAFF

b. APPOINTMENTS

- 1. Ms. Barbara Giannettino**, Kindergarten Teacher, Hill and Plain School
Move that the Board of Education appoint **Ms. Barbara Giannettino** as Kindergarten Teacher at Hill and Plain School effective October 18, 2013.
2013-14 salary - \$50,379 (Step 1F) pro-rated to start date

Education History:
BA: SCSU
Major: Psychology
MS: Univ. of Bridgeport
Major: Elementary Education

Work Experience:
Long term substitute Newtown

New budgeted position

- 2. Mrs. Bethany Raymond**, Part-time (.49) Special Education Teacher, New Milford High School
Move that the Board of Education appoint **Mrs. Bethany Raymond** as Part-time (.49) Special Education Teacher at New Milford High School effective November 13, 2013.
2013-14 salary - \$24,686 (Step 1F – 49% of \$50,379) pro-rated to start date

Education History:
BA: East Stroudsburg Univ.
Major: History
MA: East Stroudsburg Univ.
Major: Special Ed

Work Experience
Long term substitute Windsor Locks

Replacing: J. Lopriore

- 3. Ms. Jessica Seewald**, English Teacher, Schaghticoke Middle School
Move that the Board of Education appoint **Ms. Jessica Seewald** as English Teacher at Schaghticoke Middle School effective November 13, 2013.
2013-14 salary - \$50,379 (Step 1F) pro-rated to start date

Education History:
BA: Quinnipiac Univ.
Major: English
MA: Quinnipiac Univ.
Major: Secondary Education

Work Experience:
Long term substitute Region 5

Replacing: S. Clark

3. NON-CERTIFIED STAFF

a. RESIGNATIONS

- 1. Mrs. Pamela Knipe-Beckman**, Accounting Manager, Central Office
Move that the Board of Education accept the resignation of **Mrs. Pamela Knipe-Beckman** as Accounting Manager at Central Office effective October 21, 2013.

Personal Reasons

4. NON-CERTIFIED STAFF

b. APPOINTMENTS

1. **Mr. Arthur Benedict**, Custodian, Northville Elementary School
Move that the Board of Education appoint **Mr. Arthur Benedict** as Custodian at Northville Elementary School effective November 18, 2013.
2. ****Mrs. Kathleen Sanders**, Accounting Manager, Central Office
Move that the Board of Education appoint **Mrs. Kathleen Sanders** as Accounting Manager at Central Office effective on or about December 16, 2013.
2013-14 salary - \$59,000 pro-rated to start date

\$20.10 per hour

Replace M. Nelson

Education History:
BS: West Virginia University
Major: Accounting
MBA: Fairleigh Dickinson University
Major: Finance

Work Experience:
11 yrs. New Milford PS
7 yrs. Novartis Pharmaceuticals, NJ, Dir. of Budgets & Reporting/Mgr. Cost Analysis & Reporting
3 yrs. Ilford Photo Corp. Inventory & Cost Accounting Mgr.
4 yrs. Misc. accounting exp. Senior Cost Accountant, Cost Accounting Mgr.

Rep. D. Socotch

5. SUBSTITUTES/INTERNS

a. APPOINTMENTS

1. **Mrs. Toni Bentley**, Substitute Teacher
Move that the Board of Education appoint **Mrs. Toni Bentley** as a Substitute Teacher effective November 13, 2013.
2. **Mr. Gregory Chamberlin**, Substitute Teacher
Move that the Board of Education appoint **Mr. Gregory Chamberlin** as a Substitute Teacher effective November 13, 2013.
3. **Mrs. Kristan Giroux**, Substitute Teacher
Move that the Board of Education appoint **Mrs. Kristan Giroux** as a Substitute Teacher effective November 13, 2013.
4. **Ms. Victoria Green**, Substitute Teacher
Move that the Board of Education appoint **Ms. Victoria Green** as a Substitute Teacher effective November 13, 2013.

Education History:
BA: Manhattanville College
Major: Sociology

Education History:
BA: WCSU
Major: Biology

Education History:
BA: CCSU
Major: Sociology
MSW: Fordham University
Major: Social Work

Education History:
BS: CCSU
Major: French Education

5. **Mrs. Kristeen Kaczka**, Substitute Teacher
Move that the Board of Education appoint **Mrs. Kristeen Kaczka** as a Substitute Teacher effective November 13, 2013.
6. **Ms. April McKnight**, Substitute Teacher
Move that the Board of Education appoint **Ms. April McKnight** as a Substitute Teacher effective November 13, 2013.
7. **Mrs. Melinda McMahon**, Substitute Teacher
Move that the Board of Education appoint **Mrs. Melinda McMahon** as a Substitute Teacher effective November 13, 2013.
8. **Ms. Catherine Monroe**, Substitute Teacher
Move that the Board of Education appoint **Ms. Catherine Monroe** as a Substitute Teacher effective November 13, 2013.
9. **Mrs. Nannette Pelletier**, Substitute Teacher
Move that the Board of Education appoint **Mrs. Nannette Pelletier** as a Substitute Teacher effective November 13, 2013.
10. **Mrs. Suzanne Puglisi**, Substitute Teacher
Move that the Board of Education appoint **Mrs. Suzanne Puglisi** as a Substitute Teacher effective November 13, 2013
11. **Ms. Reesa Roccapriore**, Substitute Teacher
Move that the Board of Education appoint **Ms. Reesa Roccapriore** as a Substitute Teacher effective November 13, 2013.
12. **Mr. Andrew Tammero**, Substitute Teacher
Move that the Board of Education appoint **Mr. Andrew Tammero** as a Substitute Teacher effective November 13, 2013.

Education History:

BS: WCSU
Major: Health
MS: CCSU
Major: Technology Ed.

Education History:

BA: Univ. of AL Birmingham
Major: English
MA: Univ. of AL Birmingham
Major: Secondary Ed.
MA: So. New Hampshire Univ.
Major: English

Education History:

BA: WCSU
Major: Graphic Design

Education History:

BA: WCSU
Major: Secondary Education
MA: WCSU
Major: English Literature

Education History:

BS: Univ. of New Hampshire
Major: Nutritional Sciences

Education History:

BA: Clemson University
Major: Elementary Education
MS: WCSU
Major: Curriculum

Education History:

BS: CCSU
Major: Management
MS: St. Joseph's University
Major: Secondary Education

Education History:

BS: WCSU
Major: Health Education

6. **ADULT EDUCATION STAFF**

a. **RESIGNATIONS**

1. **None currently**

7. ADULT EDUCATION STAFF

b. APPOINTMENTS

1. **Dr. Joanne Brogis**, Director of Adult Education, New Milford High School

Move that the Board of Education appoint **Dr. Joanne Brogis** as Adult Education Director at New Milford High School effective November 13, 2013.

2013-14 salary - \$30,000 pro-rated to start date

Education History:

BA: CCSU

Major: Psychology/Acctng.

MS: CCSU

Major: Counseling

6th Yr.: SCSU

Major: Counselor Education

Ph.D.: UConn

Major: Educational Leadership

Work Experience:

14 yrs. Guidance Dir. & 7 yrs.

Asst. Principal – Torrington

1 yr. Adult Ed Director –

Danbury

Replace: D. Duggan

8. BAND STAFF

a. RESIGNATIONS

1. None currently

9. BAND STAFF

b. APPOINTMENTS

1. **Ms. Katelyn Russo**, Volunteer Guard Tech-Winter, Band, New Milford High School

Move that the Board of Education appoint **Ms. Katelyn Russo** as a Volunteer Guard Tech –Winter for Band at New Milford High School effective November 13, 2013.

Volunteer

10. COACHING STAFF

a. RESIGNATIONS

1. **Mr. Thomas Cronin**, Boys' JV Soccer Coach, New Milford High School

Move that the Board of Education accept the resignation of **Mr. Thomas Cronin** as Boys' JV Soccer Coach at New Milford High School effective October 31, 2013.

Personal reasons

2. **Mr. Thomas Cronin**, Boys' Varsity Tennis Coach, New Milford High School

Move that the Board of Education accept the resignation of **Mr. Thomas Cronin** as Boys' Varsity Tennis Coach at New Milford High School effective October 31, 2013.

Personal reasons

- | | |
|---|------------------|
| <p>3. Ms. Bethany Mihaly, Boys' Diving Coach, New Milford High School
<u>Move</u> that the Board of Education accept the resignation of Ms. Bethany Mihaly as Boys' Diving Coach at New Milford High School effective October 4, 2013.</p> | Personal reasons |
|---|------------------|

- | | |
|--|------------------|
| <p>4. Ms. Bethany Mihaly, Girls Diving Coach, New Milford High School
<u>Move</u> that the Board of Education accept the resignation of Ms. Bethany Mihaly as Girls' Diving Coach at New Milford High School effective October 4, 2013.</p> | Personal reasons |
|--|------------------|

11. COACHING STAFF

b. APPOINTMENTS

- | | |
|--|----------------------------|
| <p>1. Mr. Steven Botelho, Volunteer Boys' Wrestling Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Steven Botelho as Volunteer Boys' Wrestling Coach at New Milford High School effective December 2, 2013.</p> | Volunteer |
| <p>2. Ms. Tricia Blood, Girls' Interscholastic Basketball Coach, Schaghticoke Middle School
<u>Move</u> that the Board of Education appoint Ms. Tricia Blood as Girls' Interscholastic Basketball Coach at Schaghticoke Middle School effective November 13, 2013.</p> | 2013-2014 stipend: \$1,895 |
| <p>3. Ms. Tricia Blood, Girls' Intramural Basketball Coach, Schaghticoke Middle School
<u>Move</u> that the Board of Education appoint Ms. Tricia Blood as Girls' Intramural Basketball Coach at Schaghticoke Middle School effective November 13, 2013.</p> | 2013-2014 stipend: \$947 |
| <p>4. Ms. Tricia Blood, Girls' and Boys' Intramural Volleyball Coach, Schaghticoke Middle School
<u>Move</u> that the Board of Education appoint Ms. Tricia Blood as Girls' and Boys' Intramural Volleyball Coach at Schaghticoke Middle School effective February 1, 2014.</p> | 2013-2014 stipend: \$947 |
| <p>5. Mr. Enrico (Rick) Casagrande, Volunteer Boys' Basketball Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Enrico (Rick) Casagrande as Volunteer Boys' Basketball Coach at New Milford High School effective December 2, 2013, pending receipt of coaching permit.</p> | Volunteer |

- | | |
|---|----------------------------|
| <p>6. Mr. Daryl Daniels, Boys' Assistant Wrestling Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Daryl Daniels as Boys' Assistant Wrestling Coach at New Milford High School effective December 2, 2013.</p> | 2013-2014 stipend: \$3,006 |
| <p>7. Ms. Carrie DeMilio, Girls' Dance Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Carrie DeMilio as Girls' Dance Coach at New Milford High School effective November 13, 2013.</p> | 2013-2014 stipend: \$1,419 |
| <p>8. 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, 2013.</p> | 2013-2014 stipend: \$2,428 |
| <p>9. Mr. Ryan Fitzsimmons, Boys' Assistant Wrestling Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Ryan Fitzsimmons as Boys' Assistant Wrestling Coach at New Milford High School effective December 2, 2013.</p> | 2013-2014 stipend: \$3,006 |
| <p>10. Mr. Rob Hibbard, Boys' Intramural Basketball Coach, Schaghticoke Middle School
<u>Move</u> that the Board of Education appoint Mr. Rob Hibbard as Boys' Intramural Basketball Coach at Schaghticoke Middle School effective November 13, 2013.</p> | 2013-2014 stipend: \$947 |
| <p>11. Mr. Daryl James, Girls' Freshman Basketball Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Daryl James as Girls' Freshman Basketball Coach at New Milford High School effective November 25, 2013, pending receipt of coaching permit.</p> | 2013-2014 stipend: \$2,813 |
| <p>12. Mr. William Kersten, Girls' Varsity Basketball Coach at 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 25, 2013.</p> | 2013-2014 stipend: \$5,626 |

- | | |
|---|-----------------------------------|
| <p>13. Mr. Greg McMahon, Boys' Assistant Ice Hockey Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Greg McMahon as Boys' Assistant Ice Hockey Coach at New Milford High School effective December 2, 2013.</p> | <p>2013-2014 stipend: \$2,428</p> |
| <p>14. Ms. Bethany Mihaly, Girls' Gymnastics Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Bethany Mihaly as Girls' Gymnastics Coach at New Milford High School effective December 2, 2013, pending receipt of coaching permit.</p> | <p>2013-2014 stipend: \$3,859</p> |
| <p>15. Mr. Daniel Moore, Boys' Varsity Ice Hockey Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Daniel Moore as Boys' Varsity Ice Hockey Coach at New Milford High School effective December 2, 2013, pending receipt of coaching permit.</p> | <p>2013-2014 stipend: \$3,739</p> |
| <p>16. Mr. David Mumma, Interscholastic Boys' 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 13, 2013.</p> | <p>2013-2014 stipend: \$1,895</p> |
| <p>17. Mr. Tony Nocera, Volunteer Girls' Basketball Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Tony Nocera as Volunteer Girls' Basketball Coach at New Milford High School effective November 25, 2013.</p> | <p>Volunteer</p> |
| <p>18. Mr. Cody Norlander, Boys' Freshman Basketball Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Cody Norlander as Boys' Freshman Basketball Coach at New Milford High School effective November 25, 2013.</p> | <p>2013-2014 stipend: \$2,813</p> |
| <p>19. 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, 2013.</p> | <p>2013-2014 stipend: \$2,508</p> |

<p>20. 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 December 2, 2013.</p>	2013-2014 stipend: \$4,626
<p>21. 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, 2013.</p>	2013-2014 stipend: \$2,777
<p>22. Ms. Gina Silva, Volunteer Girls' Dance Coach, New Milford High School <u>Move</u> that the Board of Education appoint Ms. Gina Silva as Volunteer Girls' Dance Coach at New Milford High School effective November 13, 2013.</p>	Volunteer
<p>23. **Mr. Shawn Stanco, Boys' JV Basketball Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Shawn Stanco as Boys' JV Basketball Coach at New Milford High School effective December 2, 2013.</p>	2013-2014 stipend: \$3,657
<p>24. Mr. Joseph Tarantello, Girls' Varsity Indoor Track Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Joseph Tarantello as Girls' Varsity Indoor Track Coach at New Milford High School effective December 2, 2013.</p>	2013-2014 stipend: \$2,777
<p>25. Mr. Wayne Thrall, Boys' Varsity Basketball Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Wayne Thrall as Boys' Varsity Basketball Coach at New Milford High School effective November 13, 2013.</p>	2013-2014 stipend: \$5,626
<p>26. 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 13, 2013.</p>	2013-2014 stipend: \$3,657

27. Mr. Matt Wall, Girls' and Boys' Intramural Volleyball Coach, Schaghticoke Middle School

2013-2014 stipend: \$947

Move that the Board of Education appoint **Mr. Matt Wall** as Girls' and Boys' Intramural Volleyball Coach at Schaghticoke Middle School effective February 1, 2014.

12. LEAVES OF ABSENCE

1. **Mrs. Samantha Gati-Tisi, Elementary Teacher, Sarah Noble Intermediate School

Paid leave: 1/10/14-2/21/14

Unpaid leave: 2/24/14-4/4/14

Move that the Board of Education approve a maternity leave of absence for **Mrs. Samantha Gati-Tisi** effective approximately January 10, 2014 through April 4, 2014.

2. **Mrs. Kathleen Sanders, Secretary to Food Services Director

Move that the Board of Education approve a leave of absence for **Mrs. Kathleen Sanders** effective on or about December 16, 2013 for sixty (60) days.

**THE FOLLOWING ITEMS CAN BE FOUND ON THE
OPERATIONS WEB PAGE UNDER NOVEMBER 5, 2013**

10. DISCUSSION AND POSSIBLE ACTION

- A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated November 12, 2013
- B. Monthly Reports
 - 1. Purchase Resolution D-659
 - 2. Budget Position as of October 31, 2013
 - 3. Request for Budget Transfers
- C. Gifts & Donations
 - 1. PTO – Exhibit B
- H. CSDE District Choice Form for 2013-2014

11. ITEMS FOR INFORMATION AND DISCUSSION

- B. 2011-12 Strategic School Profile

**THE FOLLOWING ITEMS CAN BE FOUND ON THE
POLICY WEB PAGE UNDER OCTOBER 15, 2013**

- E. Policy for Approval
 - 1. 1140 Distribution of Materials to and by Students
- F. Policies for First Review
 - 1. 1250 Visits to the Schools
 - 2. 5131.111 Conduct: Camera Surveillance
- G. Policy for Second Review
 - 1. 3541 Transportation Services

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

- D. Approval of the Following Curricula
 - 1. Emergency Medical Technician (EMT)
 - 2. Medical Technology

APPROVED FIELD TRIPS

November 2013

<u>School</u>	<u>Grade/Dept.</u>	<u>Trip Date</u>	<u>Day(s) of the Wee</u>	<u># of Students</u>	<u># of Adults</u>	<u>Destination</u>	<u>Subs</u>	<u>Student Cost</u>
NMHS	Band/9-12	10/19/13	Saturday	101	8	Band Competition @ Southington High School - Southington, CT	No	\$0
NMHS	Science/11-12	10/19/13	Saturday	5	1	Yale - New Haven, CT	No	\$0
NMHS	Band/9-12	10/26/13	Saturday	101	8	Band Competition @ John F. Kennedy Stadium - Bridgeport, CT	No	\$0
NMHS	Cut, Paste & Copy/11-12	10/29/13	Tuesday	14	1	Full Circle Promotions - New Milford, CT	No	\$0
NMHS	Band/9-12	11/2/13	Saturday	101	8	Band Competition @ MetLife Stadium - East Rutherford, NJ	No	\$0
NMHS	Business/11-12	11/13/13	Wednesday	25	1	Bantam Superior Court - Bantam, CT	Yes-1	\$15
NMHS	Band/9-12	11/23/13	Saturday	50	4	Northern Region Music Auditions @ Avon High School - Avon, CT	No	\$25
NMHS	9-12	11/23/13	Saturday	12	1	Irvington High School - Irvington, NY	No	\$0
NMHS	Social Studies/12	12/3/13	Tuesday	20	4	Chinatown/Metropolitan Museum of Art - New York, NY	Yes-1	\$56
JPS	3	12/3/13	Tuesday	100	17	Institute for American Indian Studies - Washington, CT	No	\$19
NMHS	Business/11-12	12/11/13	Wednesday	25	1	Bantam Superior Court - Bantam, CT	Yes-1	\$15
NMHS	English/12	12/17/13	Tuesday	24	1	Hill & Plain Elementary School - New Milford, CT	Yes-1	\$0
NMHS	English/12	1/10/14	Friday	25	1	Northville Elementary School - New Milford, CT	Yes-1	\$0
NMHS	Band/9-12	1/17-18/14	Friday-Saturday	30	4	CMEA Northern Regionals @ New Britain High School - New Britain, CT	No	\$0
NMHS	9-12	1/18/14	Saturday	12	1	Irvington High School - Irvington, NY	No	\$0
NMHS	Business/11-12	2/26/14	Wednesday	30	2	DECA State Conference - Planstsville, CT	Yes-2	\$65
NMHS	Band/9-12	4/10-13/14	Thursday-Sunday	101	8	Festivals of Music - Washington, DC	Yes-1	\$568

**New Milford Board of Education
Policy Sub-Committee Minutes
October 15, 2013
Lillis Administration Building, Room 2**

Present: Mrs. Wendy Faulenbach
Mr. David A. Lawson
Mr. David R. Shaffer
Mrs. Daniele Shook

Also Present: Dr. JeanAnn C. Paddyfote, Superintendent of Schools
Mr. Joshua Smith, Assistant Superintendent of Schools
Mr. Gregg Miller, Director of Fiscal Services
Ms. Ellamae Baldelli, Director of Human Resources

GEORGE C. BUCKBEE
TOWN CLERK

2013 OCT 17 P 12:55

NEW MILFORD, CT

1.	Call to Order The meeting of the New Milford Board of Education Policy Sub-Committee was called to order at 6:45 p.m. by Mrs. Faulenbach acting as chairperson.	Call to Order
2.	Public Comment <ul style="list-style-type: none">None	Public Comment
3.	Discussion and Possible Action	Discussion and Possible Action
A.	Policies Recommended for Revision and Approval at Initial Board Presentation:	A. Policies Recommended for Revision and Approval at Initial Board Presentation:
1.	Policy 1140 Distribution of Materials to and by Students <ul style="list-style-type: none">Mrs. Faulenbach stated this policy had been revised recently. The new revision is for compliance with recent legislation only.Dr. Paddyfote said that is why the policy can be approved at the initial Board presentation.Mrs. Shook asked if she was reading the revision correctly and that paper flyers were still allowed [when a budget referendum was set] but not electronic mailings and Dr. Paddyfote said that was correct. Mrs. Shook said she found it a waste of paper.Mr. Shaffer asked if persons could still post signs in the teacher lounge or other areas of the school and Dr. Paddyfote said it was not	1. Policy 1140 Distribution of Materials to and by Students

	recommended.	
	Mrs. Shook moved to bring Policy 1140 to the full Board for approval. Motion seconded by Mr. Shaffer.	Motion made and passed unanimously to bring Policy 1140 to the full Board for approval.
	Motion passed unanimously.	
B.	Policies Recommended for Revision:	B. Policies Recommended for Revision:
1.	Policy 1250 Visits to the Schools	1. Policy 1250 Visits to the Schools
	<ul style="list-style-type: none"> Mrs. Faulenbach said the policy changes are being recommended by legal counsel. 	
2.	Policy 5131.111 Conduct: Camera Surveillance	2. Policy 5131.111 Conduct: Camera Surveillance
	<ul style="list-style-type: none"> Dr. Paddyfote said the new language was added due to a case currently before the Commission on Human Rights and Opportunities (CHRO) where there was testimony given that administration had looked at a recording. Administration had viewed the recording but did not keep a record of it as it did not show anything helpful. In discussion with the Board counsel, it was suggested that any recording that is viewed should be saved as sometimes what is not seen is as important for the record as what is seen. Mrs. Shook asked for clarification of the State of Connecticut Record Retention Law and Dr. Paddyfote said it governed what records needed to be kept and for how long and the recordkeeping associated with it. 	
	Mrs. Shook moved to bring Policies 1250 and 5131.111 to the full Board for first review. Motion seconded by Mr. Shaffer.	Motion made and passed unanimously to bring Policies 1250 and 5131.111 to the full Board for first review.
	Motion passed unanimously.	
C.	Policy Recommended for Revision after Full Board First Review:	C. Policy Recommended for Revision after Full Board First Review:
1.	Policy 3541 Transportation	1. Policy 3541 Transportation

- Mrs. Faulenbach said this policy was back at sub-committee after questions during first review at the Board. Mrs. Celli Rigdon had questions in two areas. The first question was on page 3541(e) regarding why the change in grades for when walking is considered hazardous. Mr. Miller said this was because of the way the buses run. The middle school buses run on the same early schedule as the high school buses and at certain times of the year may not make the half hour before sunrise requirement by a minute or two. He said the only way to fix this was either a change to the policy or to change the middle school start time.
- Dr. Paddyfote asked if there were any accommodation requirements and Mr. Miller said there were not. He said state guidelines also vary by local Board configurations.
- The consensus of the sub-committee was to leave the change as recommended.
- Mrs. Faulenbach said the other question was on 3541(c) regarding cul-de-sacs. Mr. Miller said if the sentence is read in its entirety, the additional language conforms to the walking distances listed on 3541(b). It clarifies actual practice.
- Mr. Lawson suggested the phrase “as referenced in Provision of Transportation” be added at the end to clarify.
- The sub-committee consensus was to add the phrase.
- Mr. Shaffer asked if many high schoolers walk a mile and a half or if that was just a top limit. Mr. Miller said not many do and that the distance is on the low side in comparison to other districts which may go up to two miles.

Mrs. Shook moved to bring Policy 3541 to the full Board for second review. Motion seconded by Mr. Shaffer.

Motion passed unanimously.

**Motion made and passed
unanimously to bring Policy 3541 to
the full Board for second review.**

<p>D.</p>	<p>Policies Reviewed with No Revision Recommended:</p> <ol style="list-style-type: none"> 1. Policy 1000 Concepts, Goals and Roles 2. Policy 1110 Administration and School Relations with Board 3. Policy 1110.1 Communications with the Public: Parent Involvement 4. Policy 1112 News Media Relationships 5. Policy 1112.5 Media Access to Students 6. Policy 1120 Public Participation at Board of Education Meetings 7. Policy 1146 Recognition of Students, Citizens, Staff Members 8. Policy 1150/1160 Communications with the Public 9. Policy 1212 School Volunteers 10. Policy 1251 Loitering or Causing Disturbance 11. Policy 1312 Public Complaints 12. Policy 1313 Gifts to School Personnel 13. Policy 1321 Public Performances by Students 14. Policy 1322 Contests for Students 15. Policy 1323 Gifts to Students 16. Policy 1324 Fund-Raising by Students 17. Policy 1325 Advertising and Promotion 18. Policy 1326 Solicitations by Staff Members 19. Policy 1330 Use of School Facilities 20. Policy 1331 Smoking 21. Policy 1350 Senior Citizens' Benefits 22. Policy 1411 Relations with Police Authorities 23. Policy 1412 Fire Department 24. Policy 1430/1440 State and Federal Aid 25. Policy 1620/1640 Relations with Private Schools, Colleges and Universities 26. Policy 1700 Otherwise Lawful Possession of Firearms on School Property <ul style="list-style-type: none"> • Mrs. Faulenbach said counsel had reviewed these policies and did not suggest any revisions. The review date would be noted on the policies for distribution for reference purposes. She said she would reference each policy in order in case of questions and for discussion. • Mr. Shaffer had a question on Policy 1110 Administration and School Relations with 	<p>D. Policies Reviewed with No Revision Recommended:</p> <ol style="list-style-type: none"> 1. Policy 1000 Concepts, Goals and Roles 2. Policy 1110 Administration and School Relations with Board 3. Policy 1110.1 Communications with the Public: Parent Involvement 4. Policy 1112 News Media Relationships 5. Policy 1112.5 Media Access to Students 6. Policy 1120 Public Participation at Board of Education Meetings 7. Policy 1146 Recognition of Students, Citizens, Staff Members 8. Policy 1150/1160 Communications with the Public 9. Policy 1212 School Volunteers 10. Policy 1251 Loitering or Causing Disturbance 11. Policy 1312 Public Complaints 12. Policy 1313 Gifts to School Personnel 13. Policy 1321 Public Performances by Students 14. Policy 1322 Contests for Students 15. Policy 1323 Gifts to Students 16. Policy 1324 Fund-Raising by Students 17. Policy 1325 Advertising and Promotion 18. Policy 1326 Solicitations by Staff Members 19. Policy 1330 Use of School Facilities 20. Policy 1331 Smoking 21. Policy 1350 Senior Citizens' Benefits 22. Policy 1411 Relations with Police Authorities 23. Policy 1412 Fire Department
------------------	--	--

	<p>Board. He said many times when he is at an event people will approach him to talk about district personnel. Should he walk away or is he allowed to listen but not comment.</p> <ul style="list-style-type: none"> • Mr. Lawson said the intent of the policy was to prevent issues with a Board quorum. • Dr. Paddyfote said caution should be shown when personnel are being discussed especially if a Board member is on a hearing sub-committee where impartiality must be maintained. • Mrs. Faulenbach said Policy 1150/1160 Communications with the Public is also covered under the roles of a Board member. • Mrs. Faulenbach said Policy 1312 Public Complaints details the chain of command that the Board tries to follow. • Mr. Shaffer asked for clarification regarding Policy 1313 Gifts to School Personnel. Dr. Paddyfote referred to the last sentence of the policy which says that certified staff should decline gifts etc. which might be construed to "impair or influence professional decisions or actions". • Mr. Shaffer asked if the criteria listed in Policy 1322 Contests for Students was considered for ban or approval and Mrs. Faulenbach said yes they were for both. • Mr. Shaffer said Policy 1324 Fund-Raising for Students states the Superintendent will furnish the Board with an up to date listing of fundraisers. Dr. Paddyfote said Mr. Miller's office tracks this and that it will be provided for next month's Operations meeting. • Mr. Shaffer referenced the phrase that an item should not supplant the normal operating budget. He asked about the gift of a SmartBoard last year. Dr. Paddyfote said it was for an Excel classroom at HPS and it was not a budgeted item. • Mr. Lawson said Policy 1325 Advertising and Promotion had been looked at very thoroughly a short time ago. • Mr. Lawson asked if Policy 1326 Solicitations by Staff Members was impacted by the new 	<p>24. Policy 1430/1440 State and Federal Aid</p> <p>25. Policy 1620/1640 Relations with Private Schools, Colleges and Universities</p> <p>26. Policy 1700 Otherwise Lawful Possession of Firearms on School Property</p>
--	--	--

HIPPA regulations in regards to distribution of student information. Dr. Paddyfote said this information is considered directory in nature and was not prohibited.


- Dr. Paddyfote said Policy 1330 Use of School Facilities has an accompanying regulation with a fee schedule which is reviewed annually by the Board.
- Mr. Shaffer asked for clarification on Policy 1331 Smoking. Does it mean that that a student cannot smoke on school grounds at any time? Dr. Paddyfote said that is correct but the issue is with enforcement which is not always easy.
- Mr. Shaffer said Policy 1350 Senior Citizens' Benefits states that the pass is available at central administration offices and asked if it could be available at the senior center as well. Dr. Paddyfote said the staff at the senior center requests passes regularly for distribution and it is coordinated through her office.
- Mr. Lawson asked if the pass was for all school events and Dr. Paddyfote said it was.
- Mr. Shaffer said Policy 1411 Relations with Police Authorities states that students will be treated in a way to minimize embarrassment and that he was aware of cases where students were handcuffed etc. Mr. Lawson said that law enforcement officials have their own procedures to follow.
- Mrs. Shook asked why there were multiple numbers for Policy 1620/1640 Relations with Private Schools, Colleges and Universities. Dr. Paddyfote said one number refers to private schools, one to colleges and universities. Mrs. Faulenbach said it was similar to Policy 1430/1440 State and Federal Aid where one number refers to state and one to federal.
- Mr. Lawson asked if the state statute referenced in Policy 1700 Otherwise Lawful Possession of Firearms on School Property had changed due to the new gun law. Dr. Paddyfote said she would double check with counsel.

New Milford Board of Education
Policy Sub-Committee Minutes
October 15, 2013
Lillis Administration Building, Room 2

Page 7

4.	Adjourn Mrs. Shook moved to adjourn the meeting at 7:27 p.m. seconded by Mr. Lawson and passed unanimously.	Adjourn Motion made and passed unanimously to adjourn the meeting at 7:27 p.m.
----	---	---

Respectfully submitted:


Wendy Faulenbach, Chairperson
Board of Education

**New Milford Board of Education
Committee on Learning Minutes
October 15, 2013
Lillis Administration Building, Room 2**

Present: Mr. David A. Lawson, Chairperson
Mrs. Angela C. Chastain
Mr. David R. Shaffer
Mrs. Daniele Shook

Also Present: Dr. JeanAnn C. Paddyfote, Superintendent of Schools
Mr. Joshua Smith, Assistant Superintendent of Schools
Mrs. Denise Duggan, Teacher, New Milford High School

CELESTE G. BUCKBEE
TOWN CLERK

2013 OCT 15 P 2:52

NEW MILFORD, CT

de

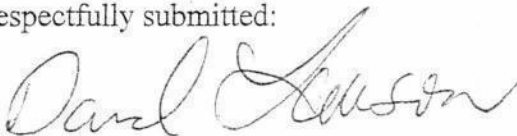
1.	Call to Order The meeting of the New Milford Board of Education Committee on Learning was called to order at 7:30 p.m. by Mr. Lawson.	Call to Order
2.	Public Comment <ul style="list-style-type: none"> None 	Public Comment
3.	Discussion and Possible Action	Discussion and Possible Action
A.	Review and Approval of Curriculum: <ul style="list-style-type: none"> Mr. Lawson said the Committee would hear overviews of two curricula this evening as well as continue ongoing discussions of initiatives and hear answers to questions previously raised. 	Review and Approval of Curriculum:
1.	Emergency Medical Technician (EMT)	Emergency Medical Technician (EMT)
2.	Medical Technology <ul style="list-style-type: none"> Mrs. Duggan said she is most proud of the number of students who have continued in the field following high school instruction. She said three to four students are now EMTs. Two more will graduate paramedic school in December. Several students are nurses and Certified Nurse Assistants (CNAs). Mr. Shaffer asked what the guidelines are for students in ambulances for training and if they are sheltered in any way. Mrs. Duggan said they follow the protocol of the ambulance crew. Mrs. Duggan said the Health Department 	Medical Technology

	<p>and Transportation Department guidelines are followed as well. Students are required to have ten “contact” hours and see everything that the ambulance crew does; that is part of the training.</p> <ul style="list-style-type: none"> • Mrs. Shook said this curriculum is very inclusive. She said the order of training was a little confusing to her. Mrs. Duggan said the order follows regular CNA and clinical training. • Mr. Shaffer asked for clarification regarding the audience referenced in the curriculum. Mrs. Duggan said the audience is fellow students who role play within the class before they go out into the field. • Mr. Lawson asked how long the EMT class had been in existence and Mrs. Duggan said five or six years. She said the Medical Technology class had run for at least 15 years. <p>Mrs. Shook moved to bring the following curricula to the full Board for approval: Emergency Medical Technician (EMT) and Medical Technology seconded by Mr. Shaffer and passed unanimously.</p>	<p>Motion made and passed unanimously to bring the following curricula to the full Board for approval: Emergency Medical Technician (EMT) and Medical Technology.</p>
4.	<p>Items for Information and Discussion</p>	<p>Items for Information and Discussion</p>
A.	<p>Update on AP Results</p> <ul style="list-style-type: none"> • Mr. Smith distributed a breakdown of the number of AP students who took each test vs. number of students in the class. • Mr. Smith said that a previous meeting had detailed low AP Calculus scores this year. Following subsequent conversations with Mr. Shaffer, it was decided to request that tests of any student who received a score of three or lower be re-scored in case of error. The request must come from the parent and all parents of these students have been sent a form letter for that purpose. The fee of \$25 per test submitted will be paid by the district. The district has until October 31, 2013 to submit the request. 	<p>Update on AP Results</p>

	<ul style="list-style-type: none"> • Mr. Shaffer said he was aware of a previous student who had made the request and eight errors were found and his score increased. • Mr. Lawson said the written portion was not all scored by the same person; scorers work in eight hour shifts. He said it doesn't hurt to ask for a review. • Mr. Smith said they also would continue to reflect internally on how future instruction can be improved. 	
B.	SAT Writing Data <ul style="list-style-type: none"> • Mr. Smith said he had been asked to provide the writing number; it was 506. Trend data was not available for the meeting but would be provided. • Mr. Lawson asked for comparisons to state and national data. • Mr. Shaffer asked for data on the ACT for the last three to four years. • Mr. Lawson asked if there was any recommendation for adding or deleting advanced placement classes. Mr. Smith said they would be discussing possible additions at the November COL meeting. 	SAT Writing Data
C.	Measures of Academic Performance Assessment Parent Reports <ul style="list-style-type: none"> • Mr. Smith said the district has completed its second full assessment. He distributed a sample parent report to the committee. • Mr. Lawson asked if the report was required and Mr. Smith said it was not; it was the district's choice to provide. • Mr. Shaffer asked who would get the report. Mr. Smith said every parent of a K-10 student who took the assessment. • Mrs. Chastain asked when the report would be distributed. Mr. Smith said that has yet to be determined. • Mr. Lawson asked if this was a growth report vs. an achievement report and Mr. Smith said it was a growth report. It does not show mastery but instead measures instructional level. Mr. Lawson suggested that the information may be 	Measures of Academic Performance Assessment Parent Reports

D.	<p>difficult for parents to understand. Mr. Smith said a cover letter would accompany the report to help clarify this for parents.</p> <p>Teacher Evaluation Update</p> <ul style="list-style-type: none"> • Mr. Smith said this area continues to be fluid. The district needs to complete a new form for the state to solidify changes from last spring when we last submitted. • Dr. Paddyfote said the new form required will go to the Operations Committee on November 5th then to the full Board. • Mr. Lawson said the new process of teacher and administrator evaluation seems to be based solely on statistics. He asked if there was any place for a narrative accompaniment. Mr. Smith said there was not, but there are instructional rubrics in addition to the statistics. • Mrs. Chastain asked about the number of evaluations required. Mr. Smith said for non-tenured, there are three formal and three informal. For tenured, it is two formal and two informal. Mrs. Chastain asked if that was set by the district or the state and Mr. Smith said it was a district choice for tenured staff, within state guidelines. Non-tenured staff are state mandated. • Mr. Lawson said there were 46 other states doing some variation of this evaluation process and that more change was certainly coming. 	<p>Teacher Evaluation Update</p>
5.	<p>Adjourn</p> <p>Mrs. Shook moved to adjourn the meeting at 8:01 p.m. seconded by Mr. Shaffer and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 8:01 p.m.</p>

Respectfully submitted:



David Lawson, Chairperson
 Committee on Learning

CLAUDE C. DUCKBEE
TOWN CLERK

2013 NOV -7 A 9:02

NEW MILFORD, CT

Also Present: Dr. JeanAnn C. Paddyfote, Superintendent of Schools
Mr. Joshua Smith, Assistant Superintendent
Mr. Gregg Miller, Director of Fiscal Services
Mr. John Calhoun, Facilities Manager
Mr. Joseph Olenik, Assistant Facilities Manager
Ms. Ellamae Baldelli, Director of Human Resources
Ms. Roberta Pratt, Director of Technology

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 Mrs. Celli Rigdon. Mrs. Faulenbach was seated in the absence of Mr. Spatola.	Call to Order
2.	Public Comment • None	Public Comment
3.	Discussion and Possible Action	Discussion and Possible Action
A.	Fire Marshal Walk-Through • Mr. Calhoun said this is an annual event. The Fire Marshal inspects all district facilities for code compliance and reviews fire drill logs. They have reviewed four facilities so far and should finish up within the next week or two. So far there have been no major compliance issues.	Fire Marshal Walk-Through
B.	Upcoming Repairs/Replacements • Mr. Calhoun said he wanted to give the Board	Upcoming Repairs / Replacements

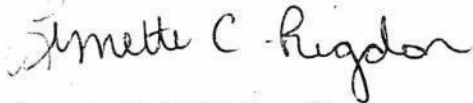
	<p>information on some upcoming issues. The hot water heater at the high school needs to be replaced. Presently there are two 200 gallon units. They will be replaced by an 85 gallon direct fire system to gain maximum efficiency. This would cost \$8200 and use natural gas. Usage has shown that the 85 gallon unit will be sufficient because the two main users of hot water, Food Services and Athletics, utilize the hot water on different schedules. Mr. Calhoun says he expects a 50% energy saving.</p> <ul style="list-style-type: none">• Mrs. Celli Rigdon asked if this purchase was in the five year capital plan. Mr. Calhoun said it was not; this is a repair that came faster than anticipated due to the effect of hard water.• Mr. Calhoun said the boiler for the farmhouse is over 25 years old and showing its age. A new boiler would cost \$3900 and would have an energy efficiency rating of 87% versus the old boiler rating of 75%.• Mr. Calhoun said he is looking to install variable frequency drives on the big chiller at the high school; these drives will adjust motor speed etc. The install would cost \$160,000 but would show an energy savings of \$84,000 in electric costs one year alone. An incentive is available which would provide a 40% to 50% rebate on the install. With the rebate, the project would have a nine to ten month payback. The financing would be handled through the district's utility bill; no outlay of cash is required.• In terms of vehicle repair, Mr. Calhoun is looking at a cost of \$2500 to add a flatbed on a pickup truck. This would extend the truck's life a few more years and allow its use for sanding, plowing, and moving materials. There is a new truck requested in the capital budget which would be used by the district's plumber during the day and by Grounds for snow removal.• There is a problem with the air conditioning unit in the SNIS server room. A replacement will cost \$5500. Mr. Calhoun is looking at	
--	---	--

	<p>lighting enhancements to that building which should help offset the cost.</p> <ul style="list-style-type: none"> • Concrete repairs and line painting have been done at SMS. Mr. Calhoun is planning to include this area in the upcoming budget so as to continue this process at other buildings in an attempt to prolong the overall life of the parking areas. • The final repair has been made to the gas distribution system at the high school at a cost of \$6500. The entire gas system has been certified safe and complete. • In the area of security, Mr. Calhoun said they continue to replace classroom blinds with new shades as needed. A contractor is evaluating all exterior doors. 	
C.	<p>Preliminary Forecast of 2014-2015 Budget Needs</p> <ul style="list-style-type: none"> • Mr. Calhoun said how the Board plans to handle the SMS roof replacement project is the main focus since it will continue to get worse over time. Total cost of the project is estimated at \$1.75 million. • Mrs. Faulenbach asked what the timeframe is if the project is done in stages. Mr. Calhoun said it could be broken up into a five, six or seven year plan. Contractors are flexible and would work over the summer, in the evening or on weekends to accommodate a school. The largest piece that would need to be done at one time is the center section and its estimated cost is \$800,000 to \$900,000. • Mr. McSherry asked if the center piece was in the worst shape and Mr. Calhoun said no, that it was in the middle. • Mr. Calhoun said his budget request for repaving and resealing next year would focus on Northville Elementary School. • At the high school, the arena ceiling is flaking and is an aesthetic issue more than a structural or safety issue. The cost to remove the paint 	<p>Preliminary Forecast of 2014-2015 Budget Needs</p>

	<p>and resurface is \$75,000. The arena floor surface has never been re-sanded or resurfaced. The cost to do that is estimated at over \$10,000. Also at the high school, Mr. Calhoun is looking to upgrade the water softener system.</p> <ul style="list-style-type: none"> • Mr. Calhoun plans to budget for continued security enhancements to cameras, doors, access controls and perimeter alarm systems as well as fencing. He is also investigating portable metal detectors and a district-wide radio system that would tie in with the town's Police Department. • In the five year capital plan, Mr. Calhoun plans to start the process of looking at a master key system district-wide, master clock replacement for the older buildings and an upgrade to the intercom system district-wide that would utilize the newer technologies available. The two chillers at the high school are reaching end of life. Replacement cost is estimated at \$140,000 to \$160,000. 	
D.	<p>Update on Victor Software</p> <ul style="list-style-type: none"> • Mr. Calhoun said this is the software we use for our camera system. Presently we have limited licenses and he would like to purchase additional licenses so there would be greater access to view cameras at various locations. • Mrs. Faulenbach asked if remote access was possible now and Mr. Calhoun said it was not; viewers had to be at the building. Mr. Calhoun said the cost is \$8000 and was encumbered last year along with additional cameras at the elementary level. • Mr. McSherry asked if this was an annual fee and Mr. Calhoun said it was a one-time cost and includes training. • Mr. McSherry asked about current storage capacity. Mr. Calhoun said it was about a month presently but under the new system it would be much longer. 	<p>Update on Victor Software</p>

4.	Adjourn Mr. McSherry moved to adjourn the meeting at 7:19 p.m. seconded by Mrs. Faulenbach and passed unanimously.	Adjourn Motion made and passed unanimously to adjourn the meeting at 7:19 p.m.
----	--	---

Respectfully submitted:



Lynette Celli Rigdon, Chairperson
Facilities Sub-Committee

**New Milford Board of Education
Operations Sub-Committee Minutes
November 5, 2013
Lillis Administration Building, Room 2**

Present: Mr. Thomas McSherry, Chairperson
Mr. David A. Lawson
Mrs. Lynette Celli Rigdon
Mr. William Wellman

Also Present: Dr. JeanAnn C. Paddyfote, Superintendent of Schools
Mr. Joshua Smith, Assistant Superintendent
Ms. Ellamae Baldelli, Director of Human Resources
Mr. Gregg Miller, Director of Fiscal Services
Ms. Roberta Pratt, Director of Technology
Mrs. Laura Olson, Director of Pupil Personnel and Special Services
Mrs. Sandra Sullivan, Director of Food Services
Mr. John Calhoun, Facilities Manager
Mr. Joseph Olenik, Assistant Facilities Manager

GEORGE C. BUCKBEE
TOWN CLERK

2013 NOV -7 A 9:03

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 Mr. McSherry.	Call to Order
2.	Public Comment <ul style="list-style-type: none">None	Public Comment
4.	<ul style="list-style-type: none">Mr. McSherry moved Items of Information 4.A and 4.B to the beginning of the meeting as a courtesy to Mrs. Sullivan who was in attendance. Items of Information A. Assurance of Voluntary Compliance to Department of Consumer Protection of the State of Connecticut by Marcus Dairy, Inc. <ul style="list-style-type: none">Mrs. Sullivan said that the approximately \$2700 referenced in this document came about due to a difference in bid pricing from 2007 to the present. The district did not use Marcus Dairy for that entire time frame. Wade Dairy was used for a few of the years. Mrs. Sullivan is very satisfied with the outcome and with an additional credit of approximately \$10,000 that	Items of Information

	<p>Marcus Dairy provided in 2009/10 resulting from a clerical error.</p>	
	<p>B. Food Service Health Inspection</p> <ul style="list-style-type: none"> Mrs. Sullivan said the New Milford Health Department does an inspection of all kitchens within the school district three times annually. The scores are usually in the high ninetieth percentile historically. SNIS received a score of 100% this last inspection. 	<p>Food Service Health Inspection</p>
3.	<p>Discussion and Possible Action</p>	<p>Discussion and Possible Action</p>
	<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 may have a revised exhibit for next Tuesday's Board meeting as the district is in the process of interviewing for the Accounting Manager opening. A previous candidate had accepted the position then withdrew due to personal reasons. The Exhibit fills some teacher vacancies, the Adult Education director position, substitutes, band and coaching positions. The coaching positions are primarily for the winter season. <p>Mrs. Celli Rigdon 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 Mr. Lawson.</p> <p>Motion passed unanimously.</p>	<p>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"> Purchase Resolution D-659 Budget Position as of October 31, 2013 Request for Budget Transfers <ul style="list-style-type: none"> Mr. Miller said that the district is running 	<p>Monthly Reports</p> <ol style="list-style-type: none"> Purchase Resolution D-659 Budget Position as of October 31, 2013 Request for Budget Transfers

	<p>about \$170,000 ahead of this time last year which is a good sign. One account, the teacher sub account, is tracking unfavorably.</p> <ul style="list-style-type: none"> • Ms. Baldelli said there are 14 leaves of absence already this year, some unexpected medical leaves. • Mr. Lawson asked about the length of the leaves. Ms. Baldelli said three of them are for the remainder of the year and two are undetermined at this time. <p>Mrs. Celli Rigdon moved to bring the monthly reports: Purchase Resolution D-659, Budget Position as of October 31, 2013 and Request for Budget Transfers to the full Board for approval.</p> <p>Motion seconded by Mr. Lawson.</p> <p>Motion passed unanimously.</p>	
C. Gifts & Donations		Motion made and passed unanimously to bring the monthly reports: Purchase Resolution D-659, Budget Position as of October 31, 2013 and Request for Budget Transfers to the full Board for approval.
1. PTO – Exhibit B		Gifts & Donations
<ul style="list-style-type: none"> • Mr. McSherry thanked the PTO for the donation. <p>Mr. Lawson moved to bring Gifts & Donations: PTO – Exhibit B to the full Board for approval.</p> <p>Motion seconded by Mrs. Celli Rigdon.</p> <p>Motion passed unanimously.</p>		1. PTO – Exhibit B
D. CSDE District Choice Form for 2013-14		Motion made and passed unanimously to bring Gifts & Donations: PTO – Exhibit B to the full Board for approval.
<ul style="list-style-type: none"> • Dr. Paddyfote said this is an amendment required by the state because the district is using the Smarter Balanced assessment and that data will not be available prior to completing teacher evaluation ratings. The amendment says that the district will not be using state assessment results as part of the evaluation plan next year. 		CSDE District Choice Form for 2013-14

- Mr. McSherry asked Dr. Paddyfote to clarify that the Board had already approved the process and was now modifying that approval because the data will not be available and Dr. Paddyfote said that is correct.
- Mrs. Celli Rigdon asked if this was universal throughout the state and Dr. Paddyfote said for any district using the Smarter Balanced assessment.
- Mr. Wellman asked why we are using that assessment. Dr. Paddyfote said it is more aligned with the common core and it makes sense to transition to it in 2014 before it is required.
- Mr. Lawson asked when results would be available and Dr. Paddyfote said next November. Evaluations are due by June 30th.
- Mr. Lawson asked what data would be used for evaluations. Mr. Smith said it will be local data not tied to state or national assessments.
- Mr. Wellman asked where the local data will come from. Mr. Smith said it could be portfolios, pre and post tests, MAP assessments; anything created by more than one teacher.
- Mrs. Celli Rigdon asked how it will be handled administratively. Dr. Paddyfote said the teachers are specifying the data in their Student Learning Objectives which the principal must approve.

Mr. Lawson moved to bring the CSDE District Choice Form for 2013-14 as amended to the full Board for discussion and possible action.

Motion seconded by Mrs. Celli Rigdon.

Motion passed 3-0-1.

Yes: Mr. Lawson, Mr. McSherry, Mrs. Celli Rigdon
Abstain: Mr. Wellman

Motion made and passed to bring the CSDE District Choice Form for 2013-14 as amended to the full Board for discussion and possible action.

4.	Items of Information	Items of Information
C.	<p>Status of Phone System</p> <ul style="list-style-type: none"> Mr. McSherry said this is another expense going forward that will need to be addressed in the budget process. Mr. Lawson asked when the last time a significant expenditure was made on the phones. Mr. Miller said he believed it was over ten years but he would research it further. Mrs. Celli Rigdon asked for more detail as to the issues. Ms. Pratt said there are three separate vendors and systems, handsets and servers are old and are at or nearing end of life. In addition, the phones work differently from school to school. For example, at HPS a person trying to call 911 would need to hit a series of seven keys. Mrs. Celli Rigdon said that this was a major concern for her since in a crisis people are drilled to call 911, not hit seven keys first. Mr. Wellman asked if end of life meant parts were not available. Ms. Pratt said they were either not available or used. Mr. McSherry asked if this would be put in the capital budget request and Ms. Pratt said yes. 	<p>Status of Phone System</p>
D.	<p>Update on Network Infrastructure</p> <ul style="list-style-type: none"> Ms. Pratt said the network is aging. A few small servers may need to be replaced. Mr. Wellman said he had heard there was a problem with the computers when students were taking the online assessment. Mr. Smith said that was an external problem with NWEA and the State CEN network at the time, not with the district's internal resources. The issues have since been resolved. 	<p>Update on Network Infrastructure</p>
E.	<p>DMV Inspection Report</p> <ul style="list-style-type: none"> Dr. Paddyfote said that the DMV does an 	<p>DMV Inspection Report</p>

	<p>annual inspection of bus fleets and she was pleased that All-Star received 100%.</p> <ul style="list-style-type: none"> • Mr. McSherry gave kudos to All-Star. 	
F.	<p>2011-12 Strategic School Profile</p> <ul style="list-style-type: none"> • Dr. Paddyfote said this was just sent from the State. She highlighted a few areas. Free and reduced was at 17.5% in 2011-12 and had gone up to 19% last year. The ethnicity of the community has changed as well. Hours of instruction are below DRG and state averages at all levels. This is affected by the number of instructional days and the length of the school day. Dr. Paddyfote said elementary time had gone up but she would like to see the middle school and high school time go up as well. To make changes would require collective bargaining. • Mr. Wellman asked about the drop off in gifted and talented at the elementary level. • Mrs. Celli Rigdon said she believed it was because students are not typically tested until third grade. • Dr. Paddyfote suggested that Mrs. Cooper, the teacher for the Talented and Gifted program, speak to this topic at Committee on Learning. 	<p>2011-12 Strategic School Profile</p>
G.	<p>Preliminary Forecast of Budget Drivers for Fiscal Year 2014-15</p> <ul style="list-style-type: none"> • Mr. Miller said the percentages of preliminary foundation costs are based on contracts in place, recently settled or pending. Wage increases are an average of 2%, medical is estimated at 10%, worker's compensation and pension numbers come from the town but he is expecting increases to both, and transportation is at 4%. Munis will cost \$62,000 this year but the old AS 400 system will need to be carried for one year at a cost of \$14,000 before it can be used as an offset. Capital is based on no increase from last year. Using all those factors, 	<p>Preliminary Forecast of Budget Drivers for Fiscal Year 2014-15</p>

	<p>Mr. Miller said his very preliminary projection, one that is sure to change, is \$1.9 million or a 3.2% increase.</p> <ul style="list-style-type: none"> • Dr. Paddyfote noted that the district has just finished arbitration with the administrators' union where the district proposed a 2.0% increase in salary and the administrators proposed a 2.75% increase. The outcome is not yet known. 	
5.	<p>Executive Session (anticipated)</p> <p>A. Discussion regarding the records, reports and statements pertaining to the strategy and negotiations with Teamster's Local 677 - Custodians and Maintenance</p> <p>Mrs. Celli Rigdon moved that the Board Committee enter into executive session in order to discuss the records, reports and statements pertaining to the strategy and negotiations with Teamster's Local 677 - Custodians and Maintenance and invite into the session Dr. JeanAnn Paddyfote.</p> <p>Motion seconded by Mr. Lawson.</p> <p>Motion passed unanimously.</p> <p>The Committee and Dr. Paddyfote entered Executive Session at 8:17 p.m.</p> <p>The Committee and Dr. Paddyfote returned to Public Session at 8:38 p.m.</p> <p>Mr. Lawson moved to bring the new Teamster's Local 677 - Custodians and Maintenance contract to the full Board for approval.</p> <p>Motion seconded by Mrs. Celli Rigdon.</p> <p>Motion passed unanimously.</p>	<p>Executive Session (anticipated)</p> <p>Discussion regarding the records, reports and statements pertaining to the strategy and negotiations with Teamster's Local 677 - Custodians and Maintenance</p> <p>Motion made and passed unanimously that the Board Committee enter into executive session in order to discuss the records, reports and statements pertaining to the strategy and negotiations with Teamster's Local 677 - Custodians and Maintenance and invite into the session Dr. JeanAnn Paddyfote.</p> <p>Motion made and passed unanimously to bring the new Teamster's Local 677 - Custodians and Maintenance contract to the full Board for approval.</p>

6.	Adjourn Mr. Lawson moved to adjourn the meeting at 8:39 p.m. seconded by Mrs. Celli Rigdon and passed unanimously.	Adjourn Motion made and passed unanimously to adjourn the meeting at 8:39 p.m.
----	--	---

Respectfully submitted:



Thomas McSherry, Chairperson
Operations Sub-Committee

New Milford Board of Education
Regular Meeting Minutes
November 12, 2013
Sarah Noble Intermediate School Library Media Center

Present:	Mrs. Wendy Faulenbach, Chairperson Mrs. Angela C. Chastain Mr. David A. Lawson Mr. Thomas McSherry Mrs. Lynette Celli Rigdon Mr. David R. Shaffer Mrs. Daniele Shook Mr. John W. Spatola Mr. William Wellman
----------	--

GEORGE C. BUCKBEE
TOWN CLERK

2013 NOV 14 P 3:39

NEW MILFORD, CT

Also Present:	Dr. JeanAnn Paddyfote, Superintendent of Schools Mr. Joshua Smith, Assistant Superintendent of Schools Ms. Ellamae Baldelli, Director of Human Resources Mr. Gregg Miller, Director of Fiscal Services Mr. John Calhoun, Facilities Manager Ms. Roberta Pratt, Director of Technology Mrs. Laura Olson, Director of Pupil Personnel and Special Services Mr. Greg Shugrue, Principal, New Milford High School
---------------	--

1.	Call to Order A. Pledge of Allegiance The meeting of the New Milford Board of Education was called to order at 7:30 p.m. The Pledge of Allegiance immediately followed the call to order.	Call to Order Pledge of Allegiance
2.	Recognition A. Commended Students - 2014 National Merit Program: NMHS students Maren Harcken, Dennis Scheglov, and Hugh Sichel <ul style="list-style-type: none"> Dr. Paddyfote praised the students for their high achievement in the National Merit Program and invited NMHS Principal Greg Shugrue to assist with the award presentation. B. NMPS Retirees: Mrs. Sharon Arciola and Mrs. Nancy Carlson <ul style="list-style-type: none"> Dr. Paddyfote recognized these retirees for their over 30 years of dedicated service to the New Milford Public Schools. 	Recognition Commended Students - 2014 National Merit Program: NMHS students Maren Harcken, Dennis Scheglov, and Hugh Sichel NMPS Retirees: Mrs. Sharon Arciola and Mrs. Nancy Carlson

	The meeting recessed at 7:35 p.m. for a brief reception and reconvened at 7:45 p.m.	
3.	Public Comment <ul style="list-style-type: none"> There was none. 	Public Comment
4.	PTO Report <ul style="list-style-type: none"> Mrs. Romaniello said book fairs would take place next week and the week after in the schools. Fundraisers have not been as successful as in the past. PTO is trying to increase membership and sales of discount cards for scholarship presentations. 	PTO Report
5.	Student Representatives Report <ul style="list-style-type: none"> There was none. 	Student Representatives Report
6.	Approval of Minutes A. Approval of the following Board of Education Meeting Minutes 1. Regular Meeting October 8, 2013 2. Special Meeting October 22, 2013 Mr. McSherry moved to approve the following Board of Education Meeting Minutes: Regular Meeting minutes of October 8, 2013 and Special Meeting minutes of October 22, 2013, seconded by Mrs. Shook and passed unanimously.	Approval of Minutes Approval of the following Board of Education Meeting Minutes 1. Regular Meeting October 8, 2013 2. Special Meeting October 22, 2013 Motion made and passed unanimously to approve the following Board of Education Meeting Minutes: Regular Meeting minutes of October 8, 2013 and Special Meeting minutes of October 22, 2013.
7.	Superintendent's Report <ul style="list-style-type: none"> Dr. Paddyfote and Mr. Calhoun attended a security symposium today. The Governor, Commissioner of Education, and Commissioners from Public Safety and Emergency Planning were in attendance. New Milford will be awarded a grant of \$264,864 which will have to be matched by a \$323,714 expenditure but that includes money already 	Superintendent's Report

	<p>spent through April and money spent on the town-side.</p> <ul style="list-style-type: none"> • November enrollment numbers are in and there are 4,473 students currently enrolled. • Dr. Paddyfote thanked those Board members whose service was ending: Mr. McSherry, Mrs. Celli Rigdon, and Mr. Wellman. 	
8.	<p>Board Chairman's Report</p> <ul style="list-style-type: none"> • Mrs. Faulenbach echoed the thanks and gratitude already expressed for the retiring Board members. • The December meeting of the Board will be the annual organizational meeting and it will start at 7:00 p.m. 	Board Chairman's Report
9.	<p>Committee Reports</p> <p>A. Facilities Sub-Committee</p> <ul style="list-style-type: none"> • Mrs. Celli Rigdon said Mr. Calhoun detailed upcoming repairs and presented the preliminary budget forecast which includes the Schaghticoke roof repair. <p>B. Operations Sub-Committee</p> <ul style="list-style-type: none"> • Mr. McSherry said the standard items were discussed including the monthly exhibits and reports and items of information. Also discussed were the Food Services inspections for the schools, which were excellent, and the DMV inspections which were very impressive. • Other items included some budgetary items such as the phone system status and update on the network infrastructure. • The Strategic School Profile for 2011-12 was also discussed. • Mr. Spatola asked a question about the fourteen leaves of absences. Mrs. Faulenbach told Mr. Spatola to ask that question under the Exhibit discussion and action. 	<p>Committee Reports</p> <p>A. Facilities Sub-Committee</p> <p>B. Operations Sub-Committee</p>

	<p>C. Policy Sub-Committee</p> <ul style="list-style-type: none"> Mrs. Faulenbach said there is one policy for approval, two for first review and one for second review on tonight's agenda. <p>D. Committee on Learning</p> <ul style="list-style-type: none"> Mr. Lawson said there are two curricula on the agenda for approval and drafts for the next meeting. They continue to review updates in the curriculum area. <p>E. Education Connection</p> <ul style="list-style-type: none"> Mrs. Celli Rigdon said the annual report and district annual report, including six pages of what Education Connection does for New Milford, were discussed at the last meeting. <p>F. Connecticut Boards of Education</p> <ul style="list-style-type: none"> Mrs. Faulenbach said there is a conference in November and a new Board member orientation meeting on December 10th. <p>G. Negotiations Committee</p> <ul style="list-style-type: none"> Mrs. Faulenbach said there are two contracts on the agenda this evening for approval and the administrators' union went to arbitration last week. 	<p>C. Policy Sub-Committee</p> <p>D. Committee on Learning</p> <p>E. Education Connection</p> <p>F. Connecticut Boards of Education</p> <p>G. Negotiations Committee</p>
<p>10.</p>	<p>DISCUSSION AND POSSIBLE ACTION</p> <p>A. Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated November 12, 2013</p> <p>Mr. McSherry moved to approve Exhibit A: Personnel - Certified, Non-Certified, Appointments, Resignations and Leaves of Absence dated</p>	<p>A. Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated November 12, 2013</p> <p>Motion made and passed unanimously to approve Exhibit A: Personnel — Certified, Non-Certified Appointments,</p>

	<p>November 12, 2013, seconded by Mrs. Shook.</p> <ul style="list-style-type: none"> • Mr. Spatola asked about the fourteen leaves of absence, what they were for, if that was part of the contract, if they were paid or unpaid, and the number of days expected to be out. He said there were a total of 6500 absentee days which he felt was a lot. • Ms. Baldelli said not all fourteen were taken at the same time. For child rearing, teachers are asked to give two months notice in advance. Most of the leaves are for child rearing. Some are for serious medical issues. Some of the teachers will be paid, some unpaid, based on how much sick time was available to them. She noted the absences are for a variety of reasons including sick time, professional development and bereavement. <p>The motion passed unanimously.</p> <p>B. Monthly Reports</p> <ol style="list-style-type: none"> 1. Purchase Resolution D-659 2. Budget Position as of October 31, 2013 3. Request for Budget Transfers <p>Mrs. Shook made a motion to approve monthly reports: Purchase Resolution D-659, Budget Position as of October 31, 2013 and Request for Budget Transfers, seconded by Mr. McSherry.</p> <ul style="list-style-type: none"> • Mr. Lawson asked how much oil was used today as the weather had turned colder. Mr. Miller said the comparison will be made once oil is delivered later this month. • Mr. Spatola asked what Washington Cab Co. and Connecticut Transportation were used for and Mr. Miller said Washington Cab is used for Walker Brook transport and Connecticut Transport is the shuttle for Faith Academy. • Mr. Spatola asked who wrote the specs for the hot water heater noting that the original hot water heater accommodated 400 gallons versus 	<p>Resignations and Leaves of Absence dated November 12, 2013.</p> <p>B. Monthly Reports</p> <ol style="list-style-type: none"> 1. Purchase Resolution D-659 2. Budget Position as of October 31, 2013 3. Request for Budget Transfers <p>Motion made and passed unanimously to approve monthly reports: Purchase Resolution D-659, Budget Position as of October 31, 2013, and request for budget transfers.</p>
--	--	--

	<p>85 gallons. Mr. Calhoun said his staff wrote the specs based on usage – he noted that the majority of the hot water was used by Food Services during lunch and the Athletic Department after school.</p> <ul style="list-style-type: none"> • Mr. Spatola asked for more specifics including cold fire, recirculating line, who wrote the specs and the number of bidders to which Mr. Calhoun responded that the heater will be cold fire, it will be close to the kitchen and locker rooms, the Assistant Facilities Manager and district plumber wrote the specs and there was a request for quotes to which three companies responded. • Mr. Spatola asked about the labor costs and Mr. Calhoun said this was a materials only bid as his staff will do the installation. <p>The motion passed unanimously.</p>	
C. Gifts & Donations	<p>1. PTO — Exhibit B</p> <p>Mr. Lawson moved to accept Gifts and Donations: PTO – Exhibit B in the amount of \$4,475.00, seconded by Mr. McSherry.</p> <ul style="list-style-type: none"> • Mrs. Faulenbach and Mr. Lawson thanked the PTO for their contributions. <p>The motion passed unanimously.</p>	<p>C. Gifts & Donations</p> <p>1. PTO — Exhibit B</p> <p>Motion made and passed unanimously to accept Gifts & Donations: PTO – Exhibit B in the amount of \$4,475.00.</p>
D. Approval of the Following Curricula	<p>1. Emergency Medical Technician (EMT)</p> <p>2. Medical Technology</p> <p>Mr. Lawson moved to approve the following Curricula:</p> <p>1. Emergency Medical Technician (EMT)</p> <p>2. Medical Technology</p> <p>Seconded by Mr. Shaffer.</p> <p>The motion passed unanimously.</p>	<p>D. Approval of the Following Curricula</p> <p>1. Emergency Medical Technician (EMT)</p> <p>2. Medical Technology</p> <p>Motion made and passed unanimously to approve the following Curricula:</p> <p>1. Emergency Medical Technician (EMT)</p> <p>2. Medical Technology</p>

<p>E.</p> <p>Policy for Approval 1. 1140 Distribution of Materials to and by Students</p> <p>Mr. McSherry moved to approve the following policy: 1140 Distribution of Materials to and by Students</p> <p>Seconded by Mrs. Shook and passed 8-0-1.</p> <p>Yes: Mrs. Chastain, Mrs. Faulenbach, Mr. Lawson, Mr. McSherry, Mrs. Celli Rigdon, Mr. Shaffer, Mrs. Shook, Mr. Spatola Abstain: Mr. Wellman</p>	<p>E. Policy for Approval 1. 1140 Distribution of Materials to and by Students</p> <p>Motion made and passed to approve the following policy: 1140 Distribution of Materials to and by Students</p>
<p>F. Policies for First Review 1. 1250 Visits to the Schools 2. 5131.111 Conduct: Camera Surveillance</p>	<p>F. Policies for First Review 1. 1250 Visits to the Schools 2. 5131.111 Conduct: Camera Surveillance</p>
<p>G. Policy for Second Review 1. 3541 Transportation Services</p>	<p>G. Policy for Second Review 1. 3541 Transportation Services</p>
<p>H. CSDE District Choice Form for 2013-14</p> <p>Mr. McSherry moved to amend the State's approved Educator Evaluation and Support Plan for 2013-14 by checking "no" under the Evaluation Choice section of the District Choice Form for 2013-14 and to authorize the Superintendent to sign it as the Board's representative, seconded by Mrs. Shook.</p> <ul style="list-style-type: none"> • Dr. Paddyfote said the reason for this change is because New Milford will be using the Smarter Balanced Assessment testing. The State has said the test results will not be available until November which is too late to be utilized as part of the State evaluation program. As a result, the district must use local data such as portfolios and pre- and post- tests, and/or MAP assessment for evaluation purposes. • Mr. Spatola asked why New Milford would not be using the State assessment and Dr.Paddyfote 	<p>H. CSDE District Choice Form for 2013-14</p> <p>Motion made and passed to amend the State's approved Educator Evaluation and Support Plan for 2013-14 by checking "no" under the Evaluation Choice section of the District Choice Form for 2013-14 and to authorize the Superintendent to sign it as the Board's representative.</p>

	<p>said it was because the students will be taking the Smarter Balanced field test and the data would not be available on time to use.</p> <ul style="list-style-type: none"> • Mr. Spatola asked if this would just be for one school year and Dr. Paddyfote said that is the thought. • Mr. Shaffer asked what the MAP assessment was and Mr. Smith said it was part of the Northwest Education Assessment program which is a diagnostic test using computer based achievement tests for K-10. • Mr. Shaffer asked what would take the State so long to get the results out since it was computer based and Mr. Smith said the State will be looking at the data and checking alignments as this is the first time that almost all states will be doing nationwide testing of field tests. <p>The motion passed 8-1. Yes: Mrs. Chastain, Mrs. Faulenbach, Mr. Lawson, Mr. McSherry, Mrs. Celli Rigdon, Mr. Shaffer, Mrs. Shook, Mr. Spatola No: Mr. Wellman</p>	
<p>I. Vote to terminate the contract of employment of Dean Roberts</p> <p>Mr. McSherry moved to terminate the contract of employment of teacher Dean Roberts, seconded by Mrs. Celli Rigdon.</p> <ul style="list-style-type: none"> • Dr. Paddyfote said this position was reassigned due to reduction in force and Mr. Roberts chose not to show up nor did he ever resign. He was notified by state marshal that his contract was under consideration for termination. <p>The motion passed 8-0-1. Yes: Mrs. Chastain, Mrs. Faulenbach, Mr. McSherry, Mrs. Celli Rigdon, Mr. Shaffer, Mrs. Shook, Mr. Spatola, Mr. Wellman Abstain: Mr. Lawson</p>		<p>I. Vote to terminate the contract of employment of Dean Roberts</p> <p>Motion made and passed to terminate the contract of employment of teacher Dean Roberts.</p>

<p>11.</p>	<p>ITEMS FOR INFORMATION AND DISCUSSION</p> <p>A. Field Trip Report</p> <ul style="list-style-type: none"> Mr. Spatola asked why some band trips cost money and some were free and Mr. Smith said the one that cost money was a trip to an audition for Northern Regionals and therefore was an elective. <p>B. 2011-12 Strategic School Profile</p> <ul style="list-style-type: none"> Mr. Spatola expressed concern over the test scores which showed New Milford as below schools in the same DRG and suggested the Board needed to spend some time discussing why this was happening. Mr. Smith said there were a variety of reasons that this was the case including the shifting away from teaching for the CMTs, the fact that New Milford is only in the second year of implementing instructional coaches where other school districts have had them longer, the need to change the math curriculum which has been discussed at length previously, and that the teachers have said they have not had enough training yet on the new standards. Mr. Lawson suggested that the Board needed to look at everything and not just some of the numbers. He noted New Milford spends less per pupil than the other schools in the DRG and less than the state average. Mrs. Shook said the better comparison would be to compare growth in the cohort – in other words was there growth from seventh grade to eighth grade. Mr. Spatola said he also looked at the total number of instructional days and New Milford was down even by state averages. Mr. McSherry said this was a budgetary issue as the system could not keep having no increase in funding and have an increase in the number of instructional days. Dr. Paddyfote noted that New Milford had been at 182 days at one time, then dropped to 180 days and now is at 181 days. 	<p>ITEMS FOR INFORMATION AND DISCUSSION</p> <p>A. Field Trip Report</p> <p>B. 2011-12 Strategic School Profile</p>
------------	---	---

<p>12.</p> <p>A.</p> <p>B.</p>	<p>Executive Session</p> <p>Discussion of records, reports and statements pertaining to the collective bargaining negotiations with Teamster's Local 677- Custodians and Maintainers</p> <p>Discussion of records, reports and statements pertaining to the collective bargaining negotiations with Teamster's Local 677- Food and Nutrition Services Employees</p> <p>Mrs. Shook moved that the Board enter into executive session in order to discuss the records, reports and statements pertaining to the collective bargaining negotiations with Teamster's Local 677- Custodians and Maintainers and with Teamster's Local 677- Food and Nutrition Services Employees and to invite into the session Dr. JeanAnn Paddyfote, Superintendent, seconded by Mr. McSherry and passed unanimously.</p> <p>The Board and Dr. Paddyfote entered Executive Session at 8:34 p.m.</p> <p>The Board and Dr. Paddyfote returned to Public Session at 9:10 p.m.</p>	<p>Executive Session</p> <p>A. Discussion of records, reports and statements pertaining to the collective bargaining negotiations with Teamster's Local 677- Custodians and Maintainers</p> <p>B. Discussion of records, reports and statements pertaining to the collective bargaining negotiations with Teamster's Local 677- Food and Nutrition Services Employees</p> <p>Motion made and passed unanimously for the Board to enter into executive session in order to discuss the records, reports and statements pertaining to the collective bargaining negotiations with Teamster's Local 677- Custodians and Maintainers and with Teamster's Local 677- Food and Nutrition Services Employees and to invite into the session Dr. JeanAnn Paddyfote, Superintendent.</p>
<p>13.</p> <p>A.</p>	<p>Discussion and Possible Action</p> <p>Approval of successor collective bargaining agreement between the New Milford Board of Education and the Teamster's Local 677- Custodians and Maintainers</p> <p>Mrs. Shook moved that the Board approve the successor collective bargaining agreement between the New Milford Board of Education and the Teamster's Local 677 – Custodians and Maintainers as discussed in executive session and to further move that the Board authorize the Board</p>	<p>Discussion and Possible Action</p> <p>A. Approval of successor collective bargaining agreement between the New Milford Board of Education and the Teamster's Local 677- Custodians and Maintainers</p> <p>Motion made and passed that the Board approve the successor collective bargaining agreement between the New Milford Board of Education and the Teamster's Local 677 – Custodians and</p>

	<p>Chair to sign the memorandum on its behalf, seconded by Mr. McSherry.</p> <p>The motion passed 8-0-1. Yes: Mrs. Chastain, Mrs. Faulenbach, Mr. Lawson, Mr. McSherry, Mrs. Celli Rigdon, Mr. Shaffer, Mrs. Shook, Mr. Wellman Abstain: Mr. Spatola</p> <p>B. Approval of successor collective bargaining agreement between the New Milford Board of Education and the Teamster's Local 677- Food and Nutrition Services Employees</p> <p>Mrs. Shook moved that the Board approve the successor collective bargaining agreement between the New Milford Board of Education and the Teamster's Local 677 – Food and Nutrition Services Employees as discussed in executive session and to further move that the Board authorize the Board Chair to sign the memorandum on its behalf, seconded by Mr. McSherry.</p> <p>The motion passed 8-0-1. Yes: Mrs. Chastain, Mrs. Faulenbach, Mr. Lawson, Mr. McSherry, Mrs. Celli Rigdon, Mr. Shaffer, Mrs. Shook, Mr. Wellman Abstain: Mr. Spatola</p>	<p>Maintainers as discussed in executive session and to further move that the Board authorize the Board Chair to sign the memorandum on its behalf.</p> <p>B. Approval of successor collective bargaining agreement between the New Milford Board of Education and the Teamster's Local 677- Food and Nutrition Services Employees</p> <p>Motion made and passed that the Board approve the successor collective bargaining agreement between the New Milford Board of Education and the Teamster's Local 677 – Food and Nutrition Services Employees as discussed in executive session and to further move that the Board authorize the Board Chair to sign the memorandum on its behalf.</p>
14.	<p>Adjourn</p> <p>Mr. McSherry moved to adjourn the meeting at 9:12 p.m., seconded by Mrs. Shook and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed to adjourn the meeting at 9:12 p.m.</p>

Respectfully submitted:

Daniele Shook

Daniele Shook

Secretary

New Milford Board of Education