

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

BOARD OF EDUCATION
MEETING NOTICE

DATE:	September 15, 2020
TIME:	7:30 P.M.
PLACE:	New Milford High School Library Media Center

While this is an in-person meeting for Board of Education members and district staff, due to COVID-19 restrictions on capacity and social distancing requirements that make public attendance impossible, members of the public will be permitted to attend the meeting via the Zoom or YouTube Live links provided below.

There will be live public comment offered through the Zoom format for items on the agenda. Public comment may also be emailed to suptoffice@newmilfordps.org for distribution to Board members no later than 3 PM of the meeting date.

Join Zoom Meeting

<https://zoom.us/j/97836994444?pwd=azh3T3JJdFlhNk5EaCtBNW1mZ1djdz09>

Meeting ID: 978 3699 4444

Passcode: 616583

One tap mobile

+19292056099,,97836994444#,,,,,0#,,616583# US (New York)

+13017158592,,97836994444#,,,,,0#,,616583# US (Germantown)

Dial by your location

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Germantown)

+1 312 626 6799 US (Chicago)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

Meeting ID: 978 3699 4444

Passcode: 616583

Find your local number: <https://zoom.us/u/aRy3gY2Sy>

Watch via YouTube Live: <https://youtu.be/tIR3M-TYgxY>

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

RECEIVED
TOWN CLERK
Johanna

2020 SEP 11 A 8:04

NEW MILFORD, CT

2. RECOGNITION

- A. NMPS Teacher of the Year for 2020-21: Mrs. Susan Brofford
- B. NMPS Retirees: Mrs. Merete Bonacci, Mrs. Nancy Mowrey, Mrs. Christianne Urbanowski

3. PUBLIC COMMENT

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

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

4. APPROVAL OF MINUTES

- A. Approval of the following Board of Education Meeting Minutes
 - 1. Regular Meeting Minutes August 18, 2020

5. SUPERINTENDENT'S REPORT

- A. Principal Reports

6. BOARD CHAIRMAN'S REPORT

7. DISCUSSION AND POSSIBLE ACTION

- A. Policies for Approval
 - 1. 9320 Meetings of the Board
 - 2. 9325 Meeting Conduct
- B. Review and Approval of Curriculum
 - 1. Computer Science
- C. Teacher Evaluation Flexibility
- D. Substitute Differential for Retired Teachers

8. ITEMS FOR INFORMATION AND DISCUSSION

- A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated September 15, 2020 (Revised)
- B. Monthly Reports
 - 1. Budget Position dated August 31, 2020
 - 2. Purchase Resolution: D-738
 - 3. Request for Budget Transfers
- C. Transition Coordinator (Revised)
- D. School Reopening Update
- E. Enrollment Report
- F. Addendum 11: Interim Guidance for the Use of Face Coverings in Schools during COVID-19
- G. CIAC 2020-21 Fall Sports Plan

9. DISCUSSION AND POSSIBLE ACTION

- A. Discussion regarding possible agreement with CEA-New Milford. Executive session anticipated.
- B. Discussion and possible action regarding extracurricular stipends. Executive session anticipated.

10. ADJOURN

ITEMS OF INFORMATION

Committee on Learning Minutes – September 1, 2020
Facilities Subcommittee Minutes – September 8, 2020
Operations Subcommittee Minutes – September 8, 2020

**New Milford Board of Education
Regular Meeting Minutes
August 18, 2020
New Milford High School Library Media Center**

RECEIVED
TOWN CLERK
2020 AUG 20 P 1:11

NEW MILFORD, CT

Present:	Mrs. Angela C. Chastain Mr. Joseph Failla Mrs. Wendy Faulenbach Mr. Pete Helmus Mr. Brian McCauley Mrs. Tammy McInerney Mrs. Eileen P. Monaghan Mrs. Cynthia Nabozny Mrs. Olga I. Rella
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Also Present:	Dr. Paul Smotas, Interim Superintendent of Schools Ms. Alisha DiCorpo, Assistant Superintendent Mr. Anthony Giovannone, Director of Operations and Fiscal Services Ms. Ellamae Baldelli, Director of Human Resources Mrs. Laura Olson, Director of Pupil Personnel and Special Services Mr. Kevin Munrett, Director of Facilities Mr. Brandon Rush, Director of Technology
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1.	Call to Order A. Pledge of Allegiance The regular meeting of the New Milford Board of Education was called to order at 7:30 p.m. by Mrs. Chastain. The Pledge of Allegiance immediately followed.	Call to Order A. Pledge of Allegiance
2.	Public Comment <ul style="list-style-type: none"> Mrs. Chastain requested that speakers stay to the three minute limit and use the Zoom raise hand feature to be recognized. Andrea Norem, a teacher, said she is concerned about the well-being of students, staff, and families. She is also worried about compliance issues that may occur regarding social distancing. Roseann Petruso said she is dismayed that the district is not opening with five days of in person attendance and asked why the shift was made to hybrid with numbers so low in CT. She said remote learning is not equitable. The Hybrid 	Public Comment

model creates issues with child care, both finding it and additional costs.

- Megan Byrd said she favors the Hybrid model due to space issues but acknowledged the child care issue. She asked the district to work with the Town to assess the scope of the problem and find new options. She said the district also needs to survey parents again in light of the Hybrid model.
- Lisa Mosey, SMS teacher, said the district needs a consistent protocol spelled out for what happens when students are not compliant with mask wearing.
- Jaclyn Mattison, HPS Special Education teacher, asked for an explanation as to why simple life style changes that would benefit teachers, such as air conditioners and not having to go into the building on Wednesdays are being dismissed.
- Christina Reddington said she is frustrated not to know what days her children are assigned yet so that she can make child care arrangements. She said the Hybrid's child care challenges will lead to increased exposure.
- Mikki Harkin said she would like to see the proposed Integrated Tech Specialists not limited to certified teachers. She said the cancellation of the August 29 SAT has students scrambling. She urged the district to allow the September 26 test to take place.
- Dyane Rizzo, SMS Special Education teacher, said she is fearful in light of the uptick in cases of COVID-19 in children. She urged the district to plan for what is best to keep kids safe.
- Merima Trako said she sent a letter to the Board cosigned by 40 parents regarding child care challenges. She said foremost she wants a place where children can have meaningful learning and the Hybrid will not provide that. The district and Town need to find creative ways to bring children to a place where their learning can be monitored.
- Kim Patella, CEA NM representative and SMS teacher, said the biggest concern is with teachers' schedules. The middle school model

	<p>requires teachers to move between 4-8 times to different environments that they have no control over. She said the 25 minute lunch in a COVID situation is appalling. She said air purifiers should be viewed as an investment and would make a huge difference in staff and student general health.</p> <ul style="list-style-type: none"> • Kim Foss, CEA NM representative and SMS teacher, said she is very concerned with how COVID moves in the air and ceiling fans in classrooms will not solve the problem. • Susan Swanson, SMS teacher, asked what happens when a teacher gets sick since substitutes are already hard to find. She said health and safety issues have already been discussed and while education is important, maintaining lives is first priority. • Angela Herdter, SMS teacher, asked what the communication protocols will be for when someone does get COVID and also about protocols for closing. She said there is a disparity in instructional time with SMS versus the other schools. • Joyce Tuz, grade 5 teacher, said teachers are anxiously awaiting Hybrid details. She said it will not be effective to teach in person and remotely at the same time. • Holly asked how lockdown and fire drills will be handled with social distancing requirements. She asked how buildings will be disinfected with teachers still there on Wednesdays. • Melissa Healey asked if any consideration has been given to a year round school model. • Lisa Joseph said safety is a concern but so is a child's education and the Hybrid model doesn't work for her. She said it is a disservice to students not to open for five days a week. 	
3.	Approval of Minutes	Approval of Minutes
A.	Approval of the following Board of Education Meeting Minutes:	A. Approval of the following Board of Education Meeting Minutes:

	<p>1. Special Meeting Minutes July 21, 2020</p> <p>Mrs. Rella moved to approve the following Board of Education Meeting Minutes: Special Meeting Minutes July 21, 2020, seconded by Mr. McCauley. The motion passed unanimously.</p> <p>2. Regular Meeting Minutes July 21, 2020</p> <p>Mrs. Faulenbach moved to approve the following Board of Education Meeting Minutes: Regular Meeting Minutes July 21, 2020, seconded by Mr. McCauley.</p> <p>The motion passed unanimously.</p> <p>3. Special Meeting Minutes July 28, 2020</p> <p>Mrs. Rella moved to approve the following Board of Education Meeting Minutes: Special Meeting Minutes July 28, 2020, seconded by Mrs. Faulenbach.</p> <p>The motion passed 8-0-1, with Mr. McCauley abstaining.</p> <p>4. Special Meeting Minutes August 6, 2020</p> <p>Mrs. McInerney moved to approve the following Board of Education Meeting Minutes: Special Meeting Minutes August 6, 2020, seconded by Mrs. Rella.</p> <p>The motion passed unanimously.</p>	<p>1. Special Meeting Minutes July 21, 2020</p> <p>Motion made and passed unanimously to approve the following Board of Education Meeting Minutes: Special Meeting Minutes July 21, 2020.</p> <p>2. Regular Meeting Minutes July 21, 2020</p> <p>Motion made and passed unanimously to approve the following Board of Education Meeting Minutes: Regular Meeting Minutes July 21, 2020.</p> <p>3. Special Meeting Minutes July 28, 2020</p> <p>Motion made and passed to approve the following Board of Education Meeting Minutes: Special Meeting Minutes July 28, 2020.</p> <p>4. Special Meeting Minutes August 6, 2020</p> <p>Motion made and passed unanimously to approve the following Board of Education Meeting Minutes: Special Meeting Minutes August 6, 2020.</p>
4.	<p>Superintendent's Report</p> <ul style="list-style-type: none"> • Dr. Smotas thanked the public for their comments tonight and referenced common themes of child care and cleaning. He said 	<p>Superintendent's Report</p>

	<p>whether the district opened in full, hybrid or remotely, it is clear that not everyone would be happy. The final touches to the Hybrid plan will be made by administrators tomorrow afternoon and will go out to families at the end of the week. There may be minor tweaking following review by stakeholders. The Board will meet with New Milford Police representatives later this evening. Tomorrow he has a meeting with CEA NM representatives. Friday there is a meeting with the Mayor and others to see if they can work together on some alternative programs for child care.</p> <ul style="list-style-type: none"> • Mrs. McInerney asked if the Zoom sessions are still on for next week. Dr. Smotas said yes, they will be scheduled. 	
5.	<p>Board Chairman's Report</p> <ul style="list-style-type: none"> • In the interest of time, Mrs. Chastain did not give a report. 	Board Chairman's Report
6.	<p>Discussion and Possible Action</p> <p>A. Policies for Approval</p> <ul style="list-style-type: none"> • 6141.321-4118.4-4218.4 Responsible Use of Technology, Social Media, District Network Systems <p>Mr. McCauley moved to approve policy 6141.321-4118.4-4218.4 Responsible Use of Technology, Social Media, District Network Systems, seconded by Mrs. Rella.</p> <ul style="list-style-type: none"> • Mrs. Nabozny asked if parents would see the consent form prior to distribution so they would know what they were signing on for. Mr. Rush said they will; he is hoping to have a final digital version for parents to fill out. <p>The motion passed unanimously.</p>	<p>Discussion and Possible Action</p> <p>A. Policies for Approval</p> <ol style="list-style-type: none"> 1. 6141.321-4118.4-4218.4 Responsible Use of Technology, Social Media, District Network Systems <p>Motion made and passed unanimously to approve policy 6141.321-4118.4-4218.4 Responsible Use of Technology, Social Media, District Network Systems.</p>

<p>2. 4118.113/4218.113 Title IX Sexual Harassment</p> <p>3. 5145.7 Title IX Sexual Harassment of Students</p> <p>Mrs. Rella moved to approve policies 4118.113/4218.113 Title IX Sexual Harassment and 5145.7 Title IX Sexual Harassment of Students, seconded by Mrs. Monaghan.</p> <p>The motion passed unanimously.</p> <p>B. Policies for Second Review</p> <p>1. 9320 Meetings of the Board</p> <p>2. 9325 Meeting Conduct</p> <ul style="list-style-type: none"> • Mrs. Chastain said these policies would be back next month for approval. • Mrs. McInerney said she appreciated the wording change. • Mr. Failla suggested guardian be added to parent and Mrs. Chastain said the change would be noted. <p>C. Authorization of Signatory on School District Accounts – Exhibit B</p> <p>Mrs. Monaghan moved to approve Exhibit B – Authorization of Signatory on School District Accounts, seconded by Mrs. Rella.</p> <p>The motion passed unanimously.</p> <p>D. Flexible Spending Account Amendments</p> <p>Mrs. Faulenbach moved to approve the Flexible Spending Account Amendments, seconded by Mrs. Rella.</p> <p>The motion passed unanimously.</p>	<p>2. 4118.113/4218.113 Title IX Sexual Harassment</p> <p>3. 5145.7 Title IX Sexual Harassment of Students</p> <p>Motion made and passed unanimously to approve policies 4118.113/4218.113 Title IX Sexual Harassment and 5145.7 Title IX Sexual Harassment of Students.</p> <p>B. Policies for Second Review</p> <p>1. 9320 Meetings of the Board</p> <p>2. 9325 Meeting Conduct</p> <p>C. Authorization of Signatory on School District Accounts – Exhibit B</p> <p>Motion made and passed unanimously to approve Exhibit B – Authorization of Signatory on School District Accounts.</p> <p>D. Flexible Spending Account Amendments</p> <p>Motion made and passed unanimously to approve the Flexible Spending Account Amendments.</p>
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<p>E. NMHS Student Parking Fee</p> <p>Mrs. McInerney moved to suspend the NMHS Student Parking Fee for the first semester of the 2020-21 School Year, seconded by Mrs. Faulenbach.</p> <ul style="list-style-type: none"> • Mr. Failla said he thinks this is a great thing and hopes it will continue for the whole year. He has been vocal in the past as being opposed to any student fees, especially the many assessed to our senior students. • Mr. Helmus suggested the motion be reworded to state suspended until back to full attendance. • Mrs. McInerney said she would support a motion to suspend the fee for the full year in light of the district encouraging less bus use and she said that would help parents plan going forward too. • Mrs. Faulenbach said that amendment could be suggested now or the Board could revisit the issue later instead. <p>Mrs. McInerney moved to amend the motion to suspend the NMHS Student Parking Fee for the 2020-21 school year, seconded by Mr. Failla.</p> <ul style="list-style-type: none"> • Mrs. Monaghan said she would support the amendment in light of other expenses. • Mrs. Chastain noted that the budget would need to be adjusted by approximately \$60,000 in lost revenue. • Mrs. Faulenbach was doubtful lost revenue could be correlated as a COVID-19 expenditure but asked Mr. Giovannone for confirmation. Mr. Giovannone said it would not qualify. • Mrs. Faulenbach said they could vote on the amendment and if it fails the original motion would stand. • Mrs. Nabozny said she would support the semester for now and revisit if needed. • Mrs. Rella agreed. • Mrs. Faulenbach said she was of that mind set as well. So many financial components are fluid right now. She thinks it is better to revisit. 	<p>E. NMHS Student Parking Fee</p> <p>Motion made to suspend the NMHS Student Parking Fee for the first semester of the 2020-21 School Year.</p> <p>Amendment made to the main motion, to suspend the NMHS Student Parking Fee for the 2020-21 school year.</p>
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<p>Amendment failed 2-7, with Mr. Failla and Mrs. McInerney voting yes.</p> <p>The main motion passed 8-1, with Mr. Helmus voting no.</p> <ul style="list-style-type: none"> • Dr. Smotas said that in other districts he had been in, parking fee revenue went back to students towards prom, graduation etc. • Mr. Failla said he wished that was the case in New Milford and maybe should be considered at budget time. • Mrs. Faulenbach said this is a reminder that the parking fee has been waived for the first semester. <p>F. COVID-19 Related Materials Request</p> <p>Mrs. Rella moved to approve the COVID-19 Related Materials Request in the amount of \$27,565, seconded by Mrs. McInerney.</p> <ul style="list-style-type: none"> • Mrs. Faulenbach said she is concerned with the specificity of this dollar amount. She said with the situation still fluid, other items will be needed besides these and she wouldn't want to hold up needed ordering while another meeting is scheduled. • Mr. Munrett agreed that other items such as dividers, fans, and signage will be needed and waiting could create issues. • Dr. Smotas asked for clarification regarding cost of air purifiers. Mr. Munrett said they had ordered five units to cover the nurses' offices at a cost of \$4,900 each. • Mrs. McInerney asked about the dividers. Mr. Munrett said they will provide physical barriers for food services workers and for shared tables at SMS. • Mrs. Faulenbach asked for clarification regarding ceiling fans ordered. Mr. Munrett said they had ordered 30, at a cost of between \$150 	<p>Amendment failed.</p> <p>Main motion passed.</p> <p>F. COVID-19 Related Materials Request</p> <p>Motion made to approve the COVID-19 Related Materials Request in the amount of \$27,565.</p>
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and \$200; he would double check cost. They are not on this list.

- Mrs. Faulenbach said it is clear that other supplies will be needed as days go on and it is important to provide some flexibility.

Mrs. Faulenbach moved to amend the motion to approve COVID-19 Related Materials Requests not to exceed \$200,000, seconded by Mrs. Chastain.

- Mrs. Faulenbach said the “not to exceed” component is important. Due diligence and collaboration with the Town has been done and we know the funds are available to be used for this purpose.
- Mrs. Chastain said the additional materials purchases don’t have to be just Facilities related either; there are other areas with needs. It is critical to have some flexibility going forward.
- Mrs. Monaghan asked how much money would remain in the COVID account if this is approved. Mrs. Chastain said there would be approximately \$1.25 million left.
- Mrs. Faulenbach said the good news is that the district worked hard in collaboration with the Town to have this money. The next agenda item will be for an additional amount for personnel.
- Mr. Helmus said he liked the idea of widening the scope while putting a cap on the total.
- Mrs. Rella asked if the fans purchased would be installed by September 8. Mr. Munrett said he is confident they will be.
- Mrs. McNerney noted that the Town has a revenue line for COVID too if the Board exceeds its funding.
- Mrs. Faulenbach confirmed that there is a \$1 million buffer if the COVID account funds are extinguished and identified needs remain, but it is for Town and Board needs both.
- Mrs. McNerney said she wanted to continue the discussion about the fans and blowing air. What are the guidelines?

Amendment made to the main motion, to approve COVID-19 Related Materials Requests not to exceed \$200,000.

	<ul style="list-style-type: none"> • Mr. Munrett said they are following state guidelines regarding drawing air up from the floor or outdoors. These fans are for rooms with no exterior windows. • Mrs. Rella asked about rooms with windows. Mr. Munrett said they are trying to address as many as possible that need additional ventilation. • Mrs. McInerney continued to question the safety. • Mr. Helmus said they have financial limitations and can't put a purifier in every room. They are following the guidelines given from the State Health Department and reacting to the situation they are given. • Mrs. McInerney said she wanted it noted for the record that she doesn't think this takes care of ventilation issues in our schools and she asked if other options have been reviewed. • Mr. Failla said he supports Mr. Helmus' comments. We must depend on state guidelines for safety and do the best we can. Resources are not unlimited. • Mr. Helmus said the Board needs to trust the administration's professional judgment and decision making. • Mrs. McInerney said she disagrees and thinks she was elected to question and do due diligence. <p>The amendment passed unanimously.</p>	
G.	<p>COVID-19 Related Staffing Requests (REVISED)</p> <p>Mrs. Faulenbach moved to approve COVID-19 Related Staffing Requests not to exceed \$750,000, seconded by Mr. McCauley.</p> <ul style="list-style-type: none"> • Mrs. Faulenbach said this is in the same spirit of the previous motion. The two combined will total \$950,000 maximum, which combined with previously approved COVID expenditures is just under the \$2 million from the COVID account. She said the memo identifies areas of staffing needs. Positions correlate with the COVID 	<p>The amendment passed unanimously.</p> <p>G. COVID-19 Related Staffing Requests (REVISED)</p> <p>Motion made and passed unanimously to approve COVID-19 Related Staffing Requests not to exceed \$750,000.</p>

	<p>account as they are not anticipated to be long term.</p> <ul style="list-style-type: none"> • Mr. Failla asked for clarification that the LHTC memo request is separate. Ms. Baldelli said that was eliminated from the revised memo and will be part of the operating budget. • Mrs. McInerney said she was pleased to see the Nurse Facilitator position recommended in the revised memo. Mrs. Olson said it will be a contracted service. • Mrs. Chastain said she would like to add a recommendation to the staff component to encourage assistance to Human Resources, in light of the additional union negotiations and staff management due to the pandemic. • Mr. Helmus said he agreed it is needed based on the work load. • Mrs. Faulenbach agreed that a position is needed to get through the year. These staffing requests in general are directly correlated to the COVID-19 crisis and not part of the operational budget. • Mrs. Rella said she totally agreed. • Mrs. Monaghan asked what the position would entail. Ms. Baldelli said it would be a combination of administrative and secretarial day to day help. • Mr. Helmus asked about cost. Dr. Smotas said it will be a professional position with cost to be determined. <p>The motion passed unanimously.</p>	
H.	Discussion of security strategy, as well as the deployment of security personnel, and/or devices affecting security, as well as emergency plans in the New Milford Public Schools. Executive Session is anticipated. The Board may take action when it returns to public session.	H. Discussion of security strategy, as well as the deployment of security personnel, and/or devices affecting security, as well as emergency plans in the New Milford Public Schools. Executive Session is anticipated. The Board may take action when it returns to public session.

	<p>Mr. Helmus moved that the Board enter into Executive Session for the purpose of discussing security strategy, as well as the deployment of security personnel, and/or devices affecting security, as well as emergency plans in the New Milford Public Schools, and to invite into the session Dr. Paul Smotas, Ms. Ellamae Baldelli, New Milford Police Chief Spencer Cerruto, Lieutenant Wheeler and Captain Wilcoxson, seconded by Mrs. McInerney.</p> <p>The motion passed unanimously.</p> <p>The Board entered executive session at 9:28 p.m.</p> <p>The Board returned to public session at 9:55 p.m.</p> <p>Mrs. Nabozny moved that the Board approve the MOU regarding School Safety and Security Initiatives Jointly Enacted by the New Milford Board of Education and the New Milford Police Department, as discussed in executive session, and to authorize Dr. Smotas and the Board Chair to sign it on the Board's behalf, seconded by Mrs. McInerney.</p> <p>The motion passed unanimously.</p>	<p>Motion made and passed unanimously that the Board enter into Executive Session for the purpose of discussing security strategy, as well as the deployment of security personnel, and/or devices affecting security, as well as emergency plans in the New Milford Public Schools, and to invite into the session Dr. Paul Smotas, Ms. Ellamae Baldelli, New Milford Police Chief Spencer Cerruto, Lieutenant Wheeler and Captain Wilcoxson.</p> <p>Motion made and passed unanimously that the Board approve the MOU regarding School Safety and Security Initiatives Jointly Enacted by the New Milford Board of Education and the New Milford Police Department, as discussed in executive session, and to authorize Dr. Smotas and the Board Chair to sign it on the Board's behalf.</p>
7.	<p>Items For Information And Discussion</p> <ul style="list-style-type: none"> • Mrs. Chastain said these are items of information only since the Board had authorized the Superintendent's approval during summer months. <p>A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated August 18, 2020</p> <ul style="list-style-type: none"> • Mrs. McInerney asked if all positions are filled. Ms. Baldelli said there are four certified openings: Physics and Health/PE/Med Tech at the high school, a Math Interventionist at SMS, and Music at SNIS. 	<p>Items For Information And Discussion</p> <p>A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated August 18, 2020</p>

	<p>B. Monthly Reports</p> <ol style="list-style-type: none"> 1. Budget Position dated July 31, 2020 2. Purchase Resolution: D-737 (REVISED) 3. Request for Budget Transfers <ul style="list-style-type: none"> • There were no questions. <p>C. Regulations</p> <ol style="list-style-type: none"> 1. 4118.113/4218.113 Title IX Sexual Harassment 2. 5145.7 Procedures for Reports and Complaints of Sexual Harassment of Students <ul style="list-style-type: none"> • Mrs. Chastain said these regulations go along with the policies approved early and are provided as an item of information since the Board does not approve regulations. 	<p>B. Monthly Reports</p> <ol style="list-style-type: none"> 1. Budget Position dated July 31, 2020 2. Purchase Resolution: D-737 (REVISED) 3. Request for Budget Transfers <p>C. Regulations</p> <ol style="list-style-type: none"> 1. 4118.113/4218.113 Title IX Sexual Harassment 2. 5145.7 Procedures for Reports and Complaints of Sexual Harassment of Students
<p>8.</p>	<p>Adjourn</p> <p>Mrs. Faulenbach moved to adjourn the meeting at 9:59 p.m., seconded by Mrs. Nabozny and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn at 9:59 p.m.</p>

Respectfully submitted:



Wendy Faulenbach
Secretary
New Milford Board of Education

FOR APPROVAL

COMMENTARY: If adopted by the Board the proposed amendments to this bylaw and bylaw # 9325 will limit the opportunity for public comment during Board meetings to “any resident of the Town of New Milford and any current employee of the New Milford Public Schools.” Under the First Amendment, governmental institutions such as the New Milford Board of Education are legally entitled to regulate the time, place and manner of public comment portions of meetings – or even eliminate public comment altogether – as long as the regulation is content-neutral – i.e. not directed at the speaker’s viewpoint.

Federal courts around the country have held that limiting public comment to relevant stakeholders is a reasonable and constitutionally permissible time, place and manner restriction. This bylaw and bylaw # 9325 limit public comment to residents and current employees, but the Board could expand the categories of eligible speakers if it wished to include other groups – for instance, all parents of NMPS’ students – which would include parents who live outside town.

In considering these proposed amendments, the Policy Committee and full Board should be aware that the enforceability of limiting the right to public comment to certain defined stakeholder groups may be quite challenging. Pursuant to the Freedom of Information Act, members of the public in general – not just New Milford stakeholders – are entitled to attend meetings of the Board and its subcommittee. Furthermore, the FOIA expressly prohibits public agencies from requiring members of the public from completing a “sign-in sheet” to attend a meeting. As such, it may be very difficult to verify that a person who wished to make a comment is in fact eligible to do so.

Additional language added in green following the July 21, 2020 BOE meeting and purple following the August 18, 2020 BOE meeting.

9320(a)

Bylaws of the Board

Meetings of the Board

The Board of Education is a legal body which exists only when its members are assembled in official session. It is the responsibility of the Board to publicly convene for the purpose of conducting official business as required.

It is the policy of the Board to hold a regular meeting on the third Tuesday of each month. The Board shall also, when need dictates, conduct special meetings as called by the Board Chairperson, or upon request of three Board members. An agenda, prepared in accordance with the standards set forth in this policy, shall be publicly posted at least twenty-four hours prior to the time a meeting of the Board is to convene.

Official transactions of the Board shall ordinarily be conducted at the regular meeting. A special meeting, which has been called for a specific purpose, shall only address the specific order of business for which the meeting has been called.

1. So that the Board may be well prepared for meetings, all members shall receive the written agenda, as well as supporting information for items to be considered, at least two business days before a meeting of the Board.

Bylaws of the Board

Meetings of the Board

2. The Board shall meet in executive session as needed, in accordance with the circumstances prescribed by the Freedom of Information Act.
3. All meetings of the Board are open to the public. An “Opportunity For The Public To Be Heard” shall be scheduled at every meeting. During this portion of Board meetings any resident of the Town of New Milford, any parent/guardian of a child enrolled in New Milford Public Schools, and any current employee of the New Milford Public Schools may address the Board concerning any subject that lies within its jurisdiction.
4. The agenda of all meetings shall be prepared by the Superintendent in consultation with the Board Chairperson. Every effort should be made to prepare an agenda that will not require a meeting to extend more than three hours.
5. The following guidelines should be followed when listing agenda items; however, when necessary and reasonable, the Board may change the order of business on an agenda so that those items of particular interest to the public in attendance may be considered early in the meeting.
 - a. Recommended motions, including approval of minutes
 - b. Items for Discussion - reports, schedules, communications, etc.

(cf. 9323 – Construction/Posting of Agenda and 9325.2 – Order of Business)
6. All actions of the Board shall be recorded as the Board Minutes and kept on file as the permanent official record of the Board meeting proceedings.
7. A majority of the Board members (five) shall constitute a quorum for the transaction of business. (cf. 9325.1 – Quorum)
8. “Robert's Rules of Order, Revised” shall govern the proceedings of the Board except when in conflict with the Board Bylaws.
9. A meeting of the Board may be canceled by the agreement of a majority of the Board.
10. A listing of the regular meetings of the Board of Education shall be posted with the Town Clerk no later than January 31 of each year.

Bylaws of the Board

Meetings of the Board

Legal Reference: Connecticut General Statutes

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

1-225 Meetings of government agencies to be public.

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

1-228 Adjournment of meetings. Notice.

1-229 Continued hearings. Notice.

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

10-218 Officers. Meetings

Bylaw adopted by the Board:	January 9, 2001	NEW MILFORD PUBLIC SCHOOLS
Bylaw revised by the Board:	November 7, 2005	New Milford, Connecticut
Bylaw revised by the Board:	November 14, 2006	
Bylaw revised by the Board:	June 12, 2012	
Bylaw revised by the Board:	December 13, 2016 (effective date July 1, 2017)	

FOR APPROVAL

COMMENTARY: If adopted by the Board the proposed amendments to this bylaw and bylaw # 9320 will limit the opportunity for public comment during Board meetings to “any resident of the Town of New Milford and any current employee of the New Milford Public Schools.” Under the First Amendment, governmental institutions such as the New Milford Board of Education are legally entitled to regulate the time, place and manner of public comment portions of meetings – or even eliminate public comment altogether – as long as the regulation is content-neutral – i.e. not directed at the speaker’s viewpoint.

Federal courts around the country have held that limiting public comment to relevant stakeholders is a reasonable and constitutionally permissible time, place and manner restriction. This bylaw and bylaw # 9320 limit public comment to residents and current employees, but the Board could expand the categories of eligible speakers if it wished to include other groups – for instance, all parents of NMPS’ students – which would include parents who live outside town.

In considering these proposed amendments, the Policy Committee and full Board should be aware that the enforceability of limiting the right to public comment to certain defined stakeholder groups may be quite challenging. Pursuant to the Freedom of Information Act, members of the public in general – not just New Milford stakeholders – are entitled to attend meetings of the Board and its subcommittee. Furthermore, the FOIA expressly prohibits public agencies from requiring members of the public from completing a “sign-in sheet” to attend a meeting. As such, it may be very difficult to verify that a person who wished to make a comment is in fact eligible to do so. Additional language added in green following the July 21, 2020 BOE meeting and in purple following the August 18, 2020 meeting.

9325(a)

Bylaws of the Board

Meeting Conduct

Meetings of the Board of Education shall be conducted by the Chairperson of the Board of Education in a manner consistent with the adopted Bylaws of the Board.

All Board meetings shall commence at the stated time or as soon thereafter as a quorum is present and shall be guided by an Agenda which will have been prepared and delivered in advance to all Board Members and other designated persons.

The meetings shall, to the fullest possible extent, enable Members to conduct the business of the Board in an orderly, expeditious manner.

Provisions for permitting any ~~individual or group to~~ **resident of the Town of New Milford, any parent/guardian of a child enrolled in New Milford Public Schools, or any current employee of the New Milford Public Schools** to address the Board concerning any subject that lies within its jurisdiction shall be as follows:

1. A 3 minute time limit may be allowed to each speaker with a maximum of 20 minutes per meeting being allocated for any one item.

Bylaws of the Board

Meeting Conduct

2. The Chairperson shall not permit actions which disrupt or interrupt the orderly conduct of the Board meeting. A willful participant in such conduct will be asked to leave the meeting of the Board. In case of a general disturbance the meeting room may be cleared except for non-participating representatives of the press.
3. The Board may, by a majority vote, decide to cancel or extend the 20 minutes allotted per item.
4. Questions which can be answered during the meeting may be answered at the option of the Board. Other inquiries which may require analysis/investigation will, at the option of the Board, be answered at a future specified date.
5. If a ~~member of the public~~ **resident of the Town of New Milford, any parent/guardian of a child enrolled in New Milford Public Schools, or any current employee of the New Milford Public Schools** to makes an oral presentation about the performance of a Board member or employee, whether named or not, including charges or complaints, the Board shall not discuss such performance – whether in public or executive session—unless the topic is an explicit item on the agenda and the employee or Board member has been provided the requisite notice and due process required by law. In such circumstances, the Board may inform the ~~member of the public~~ **Town resident, parent/guardian of a child enrolled in New Milford Public Schools, or employee** that all such charges or complaints concerning individual Board members or the Superintendent should be sent to the Chairperson of the Board and to such other Members as deemed appropriate and all such charges or complaints concerning individual employees of the Board should be sent to the immediate superior of the person to whom the complaint relates. If a satisfactory answer is not received, then a written appeal may be filed with the next higher authority.

Bylaw adopted by the Board: January 9, 2001
 Bylaw revised: May 12, 2015

NEW MILFORD PUBLIC SCHOOLS
 New Milford, Connecticut

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



Alisha DiCorpo
Assistant Superintendent of Schools

TO: Dr. Paul Smotas
FROM: Alisha DiCorpo (AD)
DATE: August 27, 2020
RE: Teacher Evaluation Plan

The Professional Development and Evaluation Committee met on August 26, 2020 to review the Flexibilities for Implementing the CT Guidelines for Educator Evaluation 2017 for the 2020-2021 School Year. By unanimous approval of the twenty-four members present, New Milford Public Schools PDEC committee is requesting approval to implement the flexibilities for the 2020-2021 school year.

A summary of the guideline flexibilities for 2020-2021 is included below and reflects what was sent from the State Board of Education to Superintendents on August 11, 2020.

Flexibilities:

Student Learning Indicators: Districts may focus Student Learning components on social and emotional learning, student engagement, and family engagement.

Teachers:

- A minimum of one goal with a minimum of two indicators or measures of accomplishment focused on social and emotional learning for students, student engagement, and/or family engagement.
- A minimum of two and three informal observations for teachers based on years of experience and previous summative ratings. All teachers complete a minimum of one review of practice.

Administrators:

- A minimum of two indicators or measures of accomplishment focused on the reopening of schools, supporting well-being of staff and students, supporting distance teaching and learning, and/or health and safety of students, staff, and the school community.
- A minimum of two and three site visits for administrators based on years of experience in the profession and/or district and previous summative ratings. All administrators complete a minimum of two artifact reviews.



NEW MILFORD PUBLIC SCHOOLS
Office of the Superintendent

MEMORANDUM

TO: Board of Education
FROM: Paul Smotas, Interim Superintendent *Paul*
DATE: September 11, 2020
RE: Substitute Differential for Retired Teachers

The proposed rates listed below, if approved by the Board of Education, will apply to all Connecticut, New York, New Jersey and Massachusetts retired teachers substituting for New Milford Public Schools.

Current Teacher Substitute Pay Rate

Start: \$90

After 20 consecutive days: \$115

Proposed Teacher Substitute Pay Rate

Start: \$110

After 20 consecutive days: \$140

NEW MILFORD PUBLIC SCHOOLS

EXHIBIT A

Regular Meeting of the Board of Education
New Milford, Connecticut

September 15, 2020

****As of September 11, 2020**

ACTION ITEMS

A. Personnel

1. CERTIFIED STAFF

a. RESIGNATIONS

- 1. Ms. Amy Brazauski**, English Teacher, New Milford High School effective September 25, 2020.

Took position elsewhere

2. CERTIFIED STAFF

b. NON-RENEWALS

- 1. None currently**

3. CERTIFIED STAFF

c. APPOINTMENTS

- 1. Mrs. Jessica Arnold**, Special Education Teacher, Sarah Noble Intermediate School effective August 28, 2020.
2020-2021 salary - \$54,638 (Step 2 Masters)

Education History:

BA: SCSU
Major: Psychology
MS: SCSU
Major: Assistive Technology

Work Experience:

1 yr. Waterbury

Replacing: S. Filogomo

- 2. Mrs. Barbara Basile**, Special Education Teacher, Northville Elementary School effective August 31, 2020.
2020-2021 salary - \$80,907 (Step 13 Masters)

Education History:

BA: University of Hartford
Major: Early Childhood Education
MS: College of New Rochelle
Major: Special Education

Work Experience:

12 yrs. New York

New budgeted

- 3. Ms. Katelyn Cafarelli**, English (ELA) Teacher, Schaghticoke Middle School effective August 31, 2020.
2020-2021 salary - \$52,047 (Step 2 Bachelors)

Education History:

BA: Lesley University
Major: Secondary Education English

Work Experience:

Substitute Danbury

Replacing: L. Ramdin

- 4. Mrs. Christine Garbowski**, Part-Time Special Education Teacher, Northville Elementary School effective August 31, 2020.
2020-2021 salary - \$26,672 (Step 3 Bachelors) 50% of \$53,344

Education History:

BA: CCSU
Major: Early Childhood Education

Work Experience:

Tutor – NMPS

New Budgeted

- 5. **Mr. Kory Kevorkian**, Health/Physical Education

Education History:

Teacher, New Milford High School effective September 14, 2020.

2020-2021 salary - \$70,332 (Step 9 Sixth Year)

BS: CCSU
Major: Phys. Ed & Health
MS: SCSU
Major: School Health Education
6th yr. degree: SCSU
Major: Educational Leadership

Work Experience:

4 yrs. Wilbur Cross
6 yrs. North Branford
2 yrs. Reg. #13

Replacing: D. Duggan

6. Mr. Stephen MacKessy, Elementary Teacher Northville Elementary School

2020-2021 salary - \$64,279 (Step 8 Masters)

Education History:

BS: SUNY Oneonta
Major: Elementary Education
MA: Lewis University
Major: Education

Work Experience:

3 yrs. NY
3 yrs. Illinois
1 yr. Reg. #12
1 yr. Tutor NMPS

Replacing: S. Sagaria

7. Mrs. Heather O'Loughlin, Head Teacher for Unified Arts, Sarah Noble Intermediate School effective August 25, 2020.
2020-2021 stipend - \$2,931

Staff member since 2006

8. Mrs. Nicole Orletsky, Elementary Teacher, Hill and Plain School effective September 3, 2020.

2020-2021 salary - \$73,334 (Step 11 Masters)

Education History:

BS: Florida Southern College
Major: Elementary Education
MS: University of Bridgeport
Major: Education

Work Experience:

10 yrs. Florida
4 yrs. Hartford

Replacing: J. Larkin

9. Mr. Alex Rosenhein, Science Teacher, New Milford High School effective August 31, 2020.

2020-2021 salary - \$54,638 (Step 2 Masters)

Education History:

BS: Ithaca College
Major: Biology
MA: UConn
Major: Secondary Science Education

Work Experience:

New Graduate

Replacing: E. Lucia

10. **Mrs. Janet Swierbut, English Teacher, New Milford High School effective September 14, 2020.

Education History:

BA: Siena College

2020-2021 salary - \$54,638 (Step 2 Masters)

- 11. Ms. Shannon Thomas**, School Counselor, Schaghticoke Middle School effective August 31, 2020.
2020-2021 salary - \$54,638 (Step 2 Masters)

Major: English
MEd: DePaul University
Major: Education

Work Experience:
Tutor Bethel

Replacing: A. Brazauski

Education History:
BA: SCSU
Major: Psychology
MS: SCSU
Major: School Counseling

Work Experience:
LT Sub Meriden and Milford

Replacing: B. Heller

- 12. Ms. Chelsey Zimmerman**, Music Teacher, Sarah Noble Intermediate School effective August 31, 2020.
2020-2021 salary - \$58,817 (Step 5 Masters)

Education History:
BA: Marywood University
Major: Music Education
MA: University of Limerick, Ireland
Major: Irish Music Studies

Work Experience:
4 yrs. Florida, 1 yr. Ireland

Replacing: A. Parke

4. MISCELLANEOUS STAFF

a. RESIGNATIONS

1. None

5. MISCELLANEOUS STAFF

b. APPOINTMENTS

1. None

6. NON-CERTIFIED STAFF AND LICENSED STAFF

a. RESIGNATIONS

1. ****Ms. Ellamae Baldelli**, Director of Human Resources, District-wide effective October 31, 2020.
2. **Mrs. Merete Bonacci**, Paraeducator, Sarah Noble Intermediate School effective September 1, 2020.
3. **Mrs. Shari Duffy**, Paraeducator, New Milford High School effective August 21, 2020.
4. **Mr. Jose Furtado**, Custodian, Sarah Noble Intermediate School effective August 12, 2020.
5. **Mrs. Nancy Mowrey**, Paraeducator, New Milford High School effective September 11, 2020

Retire

Retire

Personal Reasons

Personal Reasons

Retire

6. Mr. Ryan Rebstock , Paraeducator, New Milford High School effective August 21, 2020.	Personal Reasons
7. Mrs. Briana Stiger , Paraeducator, Northville Elementary School effective September 2, 2020.	Personal Reasons
8. Mrs. Christianne Urbanowski , Paraeducator, Northville Elementary School effective September 1, 2020.	Retire
7. NON-CERTIFIED AND LICENSED STAFF	
b. APPOINTMENTS	
1. Ms. Norma Castro , Sanitation Attendant, Sarah Noble Intermediate School effective September 8, 2020.	\$15.00 per hour, 19 hours per week
2. **Mr. Nicholas Coniglio , Sanitation Attendant, Hill and Plain School effective September 8, 2020.	\$15.00 per hour, 19 hours per week
3. **Mr. Peter Coniglio , Sanitation Attendant, Sarah Noble Intermediate School effective September 8, 2020.	\$15.00 per hour, 19 hours per week
4. Mr. Lorenzo DiBlasi , Sanitation Attendant, Schaghticoke Middle School effective September 8, 2020.	\$15.00 per hour, 19 hours per week
5. Mrs. Donna DiFabbio , Tutor, Northville Elementary School effective September 8, 2020.	<i>Education History:</i> BA: ECSU Major: Psychology \$16.00 per hour
6. Mrs. Christine Garbowski , Part-Time Tutor, Northville Elementary School effective September 8, 2020.	<i>Education History:</i> BA: CCSU Major: Early Childhood Education \$16.00 per hour
7. **Mr. Justin Gombert, Sanitation Attendant, New Milford High School effective September 8, 2020.	\$15.00 per hour, 19 hours per week
8. Mrs. Carolyn Hibbard , Tutor, Northville Elementary School effective September 8, 2020.	<i>Education History:</i> BS: WCSU Major: Elementary Education MS: WCSU Major: Elementary Education \$16.00 per hour
9. Ms. Faith Jackson , Part-Time Special Education Paraeducator, Hill and Plain School effective September 3, 2020.	\$15.06 per hour - Hire Rate \$16.64 per hour – Job Rate (after completion of probationary period) 3.5 hours per day/5 days per week New Budgeted Position

<p>10. Ms. Chantel Kitzke, Tutor, Hill and Plain School effective September 8, 2020.</p>	<p><i>Education History:</i> BS: WCSU Major: Elementary Education MA: Sacred Heart University Major: Teaching</p>
	<p>\$16.00 per hour</p>
<p>11. Mrs. Susan Klimowich, Tutor, Sarah Noble Intermediate School effective September 8, 2020.</p>	<p><i>Education History:</i> BS: City University of NY Major: Education MS: City University of NY Major: Education</p>
	<p>\$16.00 per hour</p>
<p>12. Mr. Steven Kurt, Sanitation Attendant, Northville Elementary School effective September 8, 2020.</p>	<p>\$15.00 per hour, 19 hours per week</p>
<p>13. **Mr. Kyle Ledoux, Sanitation Attendant, Northville Elementary School effective September 8, 2020.</p>	<p>\$15.00 per hour, 19 hours per week</p>
<p>14. Ms. Kathleen Lewis, Tutor, Sarah Noble Intermediate School effective September 8, 2020.</p>	<p><i>Education History:</i> BA: Mt. St. Mary College Major: Childhood/Special Education</p>
	<p>\$16.00 per hour</p>
<p>15. Mrs. Kristen Mars, Tutor for STEP Program, Schaghticoke Middle School effective September 8, 2020.</p>	<p><i>Education History:</i> BA: University of Maryland Major: Psychology MS: College of New Rochelle Major: Special Education</p>
	<p>\$36.41 per hour</p>
<p>16. Mrs. Kristen Mars, Tutor, Schaghticoke Middle School effective September 8, 2020.</p>	<p><i>Education History:</i> BA: University of Maryland Major: Psychology MS: College of New Rochelle Major: Special Education</p>
	<p>\$16.00 per hour</p>
<p>17. **Mr. Sean Mateer, Sanitation Attendant, New Milford High School effective September 8, 2020.</p>	<p>\$15.00 per hour, 19 hours per week</p>
<p>18. Ms. Jessica Morfea, Part-Time Special Education Paraeducator, Northville Elementary School effective September 3, 2020.</p>	<p>\$15.06 per hour - Hire Rate \$16.64 per hour – Job Rate (after completion of probationary period) 3.5 hours per day/5 days per week</p>
	<p>New Budgeted Position</p>
<p>19. Mrs. Sarah Parker, Part-Time Special Education Paraeducator, Northville Elementary School effective</p>	<p>\$15.06 per hour - Hire Rate \$16.64 per hour – Job Rate</p>

September 3, 2020.	(after completion of probationary period) 3.5 hours per day/5 days per week
	New Budgeted Position
20. Mr. Griffin Rama , Sanitation Attendant, Schaghticoke Middle School effective September 8, 2020.	\$15.00 per hour, 19 hours per week
21. **Mr. Gerson Rivera , Technology Specialist, District-wide effective September 14, 2020.	\$38.00 per hour, 40 hours per week
22. Ms. Colleen Romano , Tutor, New Milford High School effective September 8, 2020.	<i>Education History:</i> BS: Edinboro University Major: Elementary Education MED Antioch New England Major: Education \$16.00 per hour
23. Mr. Travis Spengler , Sanitation Attendant, Hill and Plain School effective September 8, 2020.	\$15.00 per hour, 19 hours per week
24. Ms. Miranda Villa , Sanitation Attendant, New Milford High School effective September 8, 2020.	\$15.00 per hour, 19 hours per week
25. **Mrs. Bonnie Wright , Paraeducator, Sarah Noble Intermediate School effective September 9, 2020.	\$15.06 per hour - Hire Rate \$16.64 per hour – Job Rate (after completion of probationary period) 3.5 hours per day/5 days per week
	Replacing: M. Bonacci
8. ADULT EDUCATION STAFF	
a. RESIGNATIONS	
1. None currently	
9. ADULT EDUCATION STAFF	
b. APPOINTMENTS	
1. None	
10. BAND STAFF	
a. RESIGNATIONS	
1. None currently	
11. BAND STAFF	
b. APPOINTMENTS	
1. None	
12. COACHING STAFF	
a. RESIGNATIONS	

1. None	
13. COACHING STAFF	
b. APPOINTMENTS	
1. None currently	
14. LEAVES OF ABSENCE	
1. Mrs. Vilma Alonso , Secretary, Schaghticoke Middle School requests a personal leave of absence for the 2020-2021 school year.	Unpaid
2. Mrs. Rebecca Appleby , Paraeducator, Hill and Plain School requests a FFCRA leave of absence from September 8, 2020 through December 31, 2020.	Paid
3. Mrs. Kathleen Calabrese , Food Services, New Milford High School requests a personal leave of absence for the 2020-2021 school year.	Unpaid
4. Mrs. Leanne Buckley , Music Teacher, Hill and Plain School requests a FMLA leave of absence from September 3, 2020 to a date to be determined.	Paid
5. Mrs. Jane (Jenny) Cox , English Teacher, New Milford High School requests a FMLA leave of absence from August 31, 2020 to a date to be determined.	Paid
6. Mrs. Caroline Fortier , Secretary, Central Office, requests a FFCRA leave of absence from September 8, 2020 through December 31, 2020.	Paid
7. Mrs. Judy Grossenbacher , Paraeducator, Sarah Noble Intermediate School requests a FMLA leave of absence from September 8, 2020 to a date to be determined.	Paid
8. Ms. Judith Larkin , Elementary Teacher, Hill and Plain School requests a personal leave of absence from August 28, 2020 through January 3, 2021.	Unpaid
9. Mrs. Laura Ramdin , English Teacher, Schaghticoke Middle School requests a personal leave of absence for the 2020-2021 school year.	Unpaid
10. Mrs. Elizabeth Reilly , Paraeducator, New Milford High School requests a personal leave of absence from September 3, 2020 through November 27, 2020.	Unpaid

- | | |
|---|--------|
| 11. Mrs. Catherine Shea , School Counselor, Schaghticoke Middle School requests a personal leave of absence for the 2020-2021 school year. | Unpaid |
| 12. Mr. Manny Teixeira , Facilities, Sarah Noble Intermediate School requests a FFCRA leave of absence from September 4, 2020 through December 31, 2020. | Unpaid |
| 13. Ms. Pamela Vota , Paraeducator, Sarah Noble Intermediate School requests a personal leave of absence from September 3, 2020 through January 3, 2021. | Unpaid |
| 14. Ms. Alexis Wiltshire , Paraeducator, New Milford High School requests a personal leave of absence from September 3, 2020 through October 11, 2020. | Unpaid |



RANGE	MAJOR OBJECT CODE DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
100'S	SALARIES - CERTIFIED	29,661,381	0	29,661,381	1,583,312	27,299,312	778,757	97.37%
100'S	SALARIES - NON CERTIFIED	9,375,760	0	9,375,760	832,018	6,028,393	2,515,349	73.17%
200'S	BENEFITS	11,074,320	0	11,074,320	3,433,606	6,500,571	1,140,143	89.70%
300'S	PROFESSIONAL SERVICES	3,811,054	0	3,811,054	628,365	2,350,725	837,145	78.17%
400'S	PROPERTY SERVICES	917,680	0	917,680	118,627	295,691	503,362	45.15%
500'S	OTHER SERVICES	7,918,036	0	7,918,036	636,079	5,445,172	1,836,785	76.80%
600'S	SUPPLIES	2,604,719	0	2,604,719	292,153	1,592,065	715,321	72.34%
700'S	CAPITAL	10,627	0	10,627	-	69	10,558	0.65%
800'S	DUES AND FEES	91,305	0	91,305	38,780	12,087	40,438	55.71%
900'S	REVENUE	-1,000,107	0	-1,000,107	0	0	-1,000,107	0.00%
GRAND TOTAL		64,464,776	0	64,464,776	7,562,938	49,524,086	7,377,751	88.56%

SALARIES - NON CERTIFIED BREAKOUT

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
51180	SALARIES - NON CERT - STIPENDS	516,890	0	516,890	0	0	516,890	0.00%
51201	SALARIES - NON CERT - PARA EDUCATOR	2,049,757	0	2,049,757	87,884	1,810,794	151,079	92.63%
51202	SALARIES - NON CERT - SUBSTITUTES	894,478	0	894,478	0	0	894,478	0.00%
51210	SALARIES - NON CERT - SECRETARY	1,871,103	0	1,871,103	254,421	1,430,915	185,767	90.07%
51225	SALARIES - NON CERT - TUTORS	275,695	0	275,695	0	0	275,695	0.00%
51240	SALARIES - NON CERT - CUSTODIAL	1,909,059	0	1,909,059	284,177	1,315,010	309,872	83.77%
51250	SALARIES - NON CERT - MAINTENANCE	920,442	0	920,442	128,161	641,927	150,355	83.66%
51285	SALARIES - NON CERT - TECHNOLOGY	471,446	0	471,446	56,267	399,973	15,206	96.77%
51336	SALARIES - NON CERT - NURSES	466,890	0	466,890	21,108	429,775	16,007	96.57%
TOTAL		9,375,760	0	9,375,760	832,018	6,028,393	2,515,349	73.17%

BENEFIT BREAKOUT

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
52200	BENEFITS - FICA	610,906	0	610,906	56,479	0	554,427	9.25%
52201	BENEFITS - MEDICARE	522,583	0	522,583	35,214	0	487,369	6.74%
52300	BENEFITS - PENSION	879,067	0	879,067	879,067	0	0	100.00%
52600	BENEFITS - UNEMPLOYMENT COMP	15,000	0	15,000	0	15,000	0	100.00%
52810	BENEFITS - HEALTH INSURANCE	8,323,495	0	8,323,495	2,317,356	6,006,139	0	100.00%
52820	BENEFITS - DISABILITY INSURANCE	125,000	0	125,000	16,953	85,793	22,254	82.20%
52830	BENEFITS - LIFE INSURANCE	142,000	0	142,000	17,385	87,752	36,863	74.04%
52900	BENEFITS - OTHER EMPLOYEE BENEFITS	456,269	0	456,269	111,153	305,886	39,230	91.40%
TOTAL		11,074,320	0	11,074,320	3,433,606	6,500,571	1,140,143	89.70%



EXPENDITURES

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
51110	CERTIFIED SALARIES	29,661,381	0	29,661,381	1,583,312	27,299,312	778,757	97.37%
51200	NON-CERTIFIED SALARIES	9,375,760	0	9,375,760	832,018	6,028,393	2,515,349	73.17%
52000	BENEFITS	11,074,320	0	11,074,320	3,433,606	6,500,571	1,140,143	89.70%
53010	LEGAL SERVICES	218,945	0	218,945	0	191,625	27,320	87.52%
53050	CURRICULUM DEVELOPMENT	85,000	0	85,000	0	1,475	83,525	1.74%
53200	PROFESSIONAL SERVICES	2,070,915	0	2,070,915	374,190	1,373,365	328,540	84.39%
53201	MEDICAL SERVICES - SPORTS	30,500	0	30,500	0	0	30,500	0.00%
53210	TIME & ATTENDANCE SOFTWARE	11,500	0	11,500	485	0	11,016	4.21%
53220	IN SERVICE	117,175	0	117,175	2,477	19,071	95,628	18.39%
53230	PUPIL SERVICES	597,574	0	597,574	37,852	514,305	45,417	92.40%
53300	OTHER PROF/ TECH SERVICES	58,470	0	58,470	8,581	238	49,651	15.08%
53310	AUDIT/ACCOUNTING	45,000	0	45,000	45,000	0	0	100.00%
53500	TECHNICAL SERVICES	248,490	0	248,490	138,747	49,598	60,145	75.80%
53530	SECURITY SERVICES	214,385	0	214,385	0	198,026	16,359	92.37%
53540	SPORTS OFFICIALS SERVICES	113,100	0	113,100	21,033	3,022	89,045	21.27%
54101	CONTRACTUAL TRASH PICK UP	94,853	0	94,853	11,005	36,213	47,635	49.78%
54301	REPAIRS & MAINTENANCE	468,423	0	468,423	74,645	166,362	227,416	51.45%
54302	FIRE / SECURITY MAINTENANCE	2,500	0	2,500	0	1,074	1,426	42.96%
54303	GROUPS MAINTENANCE	13,000	0	13,000	369	3,524	9,107	29.95%
54310	GENERAL REPAIRS	44,440	0	44,440	3,061	557	40,822	8.14%
54320	TECHNOLOGY RELATED REPAIRS	32,847	0	32,847	0	4,155	28,692	12.65%
54411	WATER	68,195	0	68,195	5,048	48,304	14,842	78.24%
54412	SEWER	15,559	0	15,559	11,652	0	3,907	74.89%
54420	LEASE/RENTAL EQUIP/VEH	177,863	0	177,863	12,846	35,502	129,514	27.18%
55100	PUPIL TRANSPORTATION - OTHER	88,250	0	88,250	0	0	88,250	0.00%
55101	PUPIL TRANS - FIELD TRIP	25,450	0	25,450	0	0	25,450	0.00%
55110	STUDENT TRANSPORTATION	4,693,947	0	4,693,947	0	3,647,295	1,046,652	77.70%
55190	STUDENT TRANSPORTATION PURCHAS	750	0	750	0	0	750	0.00%
55200	GENERAL INSURANCE	287,493	0	287,493	270,456	0	17,037	94.07%
55300	COMMUNICATIONS	50,240	0	50,240	8,009	36,566	5,666	88.72%
55301	POSTAGE	33,255	0	33,255	0	33,255	0	100.00%
55302	TELEPHONE	78,498	0	78,498	10,249	68,249	0	100.00%



EXPENDITURES

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
55400	ADVERTISING	6,000	0	6,000	717	0	5,283	11.95%
55505	PRINTING	52,129	0	52,129	8,130	1,724	42,275	18.90%
55600	TUITION	35,000	0	35,000	0	0	35,000	0.00%
55610	TUITION TO IN STATE DIST	790,273	0	790,273	80,974	474,786	234,514	70.32%
55630	TUITION TO PRIVATE SOURCES	1,727,602	0	1,727,602	256,692	1,174,909	296,001	82.87%
55800	TRAVEL	49,149	0	49,149	853	8,389	39,907	18.80%
56100	GENERAL INSTRUCTIONAL SUPPLIES	167,326	0	167,326	12,684	38,184	116,458	30.40%
56110	INSTRUCTIONAL SUPPLIES	405,132	0	405,132	57,549	85,630	260,773	35.34%
56120	ADMIN SUPPLIES	29,788	0	29,788	610	2,874	26,303	11.70%
56210	NATURAL GAS	188,000	0	188,000	11,532	176,468	0	100.00%
56220	ELECTRICITY	974,971	0	974,971	100,037	835,541	39,393	95.96%
56230	PROPANE	3,870	0	3,870	64	3,685	121	96.87%
56240	OIL	207,901	0	207,901	0	141,263	66,638	67.95%
56260	GASOLINE	27,186	0	27,186	0	19,536	7,650	71.86%
56290	FACILITIES SUPPLIES	311,190	0	311,190	53,027	189,294	68,870	77.87%
56291	MAINTENANCE COMPONENTS	15,650	0	15,650	0	0	15,650	0.00%
56292	UNIFORMS/ CONTRACTUAL	13,000	0	13,000	0	3,372	9,628	25.94%
56293	GROUNDKEEPING SUPPLIES	23,060	0	23,060	0	5,844	17,216	25.34%
56410	TEXTBOOKS	57,036	0	57,036	0	24,208	32,828	42.44%
56411	CONSUMABLE TEXTS	102,146	0	102,146	52,174	46,141	3,831	96.25%
56420	LIBRARY BOOKS	31,000	0	31,000	1,974	11,093	17,933	42.15%
56430	PERIODICALS	16,559	0	16,559	0	1,672	10,887	10.10%
56460	WORKBOOKS	2,650	0	2,650	0	2,620	30	98.87%
56500	SUPPLIES - TECH RELATED	28,254	0	28,254	2,500	4,642	21,112	25.28%
57345	INSTRUCTIONAL EQUIPMENT	4,500	0	4,500	0	69	4,431	1.53%
57400	GENERAL EQUIPMENT	6,127	0	6,127	0	0	6,127	0.00%
58100	DUES & FEES	91,305	0	91,305	38,780	12,087	40,438	55.71%
EXPENDITURE TOTAL		65,464,883	0	65,464,883	7,562,938	49,524,086	8,377,858	87.20%



REVENUES

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
43103	EXCESS COSTS	-625,225	0	-625,225	0	0	-625,225	0.00%
43105	MEDICAID REIMBURSEMENT	-60,507	0	-60,507	0	0	-60,507	0.00%
44105	FOI & FINGERPRINTING FEES	-1,900	0	-1,900	0	0	-1,900	0.00%
44705	BUILDING USE FEES (BASE RENTAL)	-55,000	0	-55,000	0	0	-55,000	0.00%
49102	BUILDING USE FEES (CUSTODIAL)	-27,951	0	-27,951	0	0	-27,951	0.00%
44800	REGULAR ED TUITION	-114,400	0	-114,400	0	0	-114,400	0.00%
44822	SPECIAL ED TUITION	-29,900	0	-29,900	0	0	-29,900	0.00%
44860	ADMISSIONS/ATHLETIC GATE RECEIPTS	-25,400	0	-25,400	0	0	-25,400	0.00%
44861	PARKING PERMIT FEES	-59,824	0	-59,824	0	0	-59,824	0.00%
REVENUE TOTAL		-1,000,107	0	-1,000,107	0	0	-1,000,107	0.00%

GRAND TOTAL	64,464,776	0	64,464,776	7,562,938	49,524,086	7,377,751	88.56%
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<u>BOE Capital Reserve Acct #43020000-10101</u>	
Total as of 8/31/20	550,082

<u>Turf Field Replacement Acct #43020000-10130</u>	
CONTRIBUTION - <u>FROM BOE 17.18 FYE BALANCE</u>	50,000
CONTRIBUTION - <u>FROM BOE 18.19 FYE BALANCE</u>	50,000
CONTRIBUTION - <u>FROM BOE COLLECTED TEAM FEE'S & BANNER SALES</u>	10,225
CONTRIBUTION - <u>FROM TOWN DATED 6/4/20</u>	50,000
Total as of 8/31/20	160,225



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

Funding	Location	Vendor Name	Description	Amount	Object Code
GENERAL	DISTRICT	TOWN OF NEW MILFORD	20/21 YEARLY - PENSION CONTRIBUTION FOR BOE EMPLOYEES	\$ 879,067.00	52300
GENERAL	SPED	INST. OF PROF. PRACTICE	20/21 YEARLY - ABA/AUTISM SERVICES	\$ 415,477.86	53200
GENERAL	SPED	EDADVANCE	20/21 YEARLY - TUITION TO ACCESS SOUTH	\$ 398,140.00	55610
GENERAL	DISTRICT	CIRMA	20/21 YEARLY - LIABILITY / AUTO / PROPERTY INSURANCE	\$ 270,456.00	55200
GENERAL	SPED	OAK HILL	20/21 YEARLY - TUITION	\$ 134,602.11	55630
GENERAL	SPED	WHEELER CLINIC	20/21 YEARLY - TUITION	\$ 122,356.30	55630
GENERAL	SPED	KLINGBERG FAMILY CENTERS INC	20/21 YEARLY - TUITION	\$ 116,334.49	55630
GENERAL	SPED	UNIVERITY OF SAINT JOSEPH	20/21 YEARLY - TUITION	\$ 109,386.00	55630
GENERAL	SPED	HIGH ROAD SCHOOLS	20/21 YEARLY - TUITION	\$ 103,979.43	55630
GENERAL	SPED	COOPERATIVE EDUCATION SERVICES	20/21 YEARLY - TUITION	\$ 95,340.17	55610
GENERAL	SPED	THE SOUTHPORT SCHOOL, INC	20/21 YEARLY - TUITION AS PER SETTLEMENT AGREEMENT	\$ 64,300.00	55630
GENERAL	SPED	GREEN CHIMNEY'S CHILDREN'S SERVICES INC	20/21 YEARLY - TUITION	\$ 62,431.32	55630
GENERAL	SPED	SPEECH EXPRESS LLC	20/21 YEARLY - TUITION AS PER SETTLEMENT AGREEMENT	\$ 51,000.00	55630
5YR CAPITAL	FACILITIES	SIEMENS INDUSTRY INC	LABOR TO INSTALL ALARM PANEL SWITCHES, MODULES & RELAYS	\$ 38,000.00	57310
GENERAL	DISTRICT	RICOH USA	20/21 YEARLY - SERVICE CONTRACT AND OVERAGES ALLOWANCE	\$ 32,000.00	54420
GENERAL	TECHNOLOGY	SHI INTERNATIONAL	MICROSOFT OFFICE AND WINDOWS SOFTWARE AND LICENSES	\$ 31,804.20	53500
GENERAL	NES	PEARSON EDUCATION	MATH WORKBOOKS	\$ 23,972.70	56100
GENERAL	DISTRICT	RICOH USA	20/21 YEARLY - LEASE OF 22 COPIERS	\$ 23,000.00	54420
GENERAL	FACILITIES	HOME DEPOT	20/21 YEARLY - FACILITIES SUPPLIES	\$ 23,000.00	56290
GENERAL	DISTRICT	TELESERV	20/21 YEARLY - ANNUAL MATENANCE COVERAGE FOR PHONE SYSTEM	\$ 22,890.00	55302
GENERAL	NMHS	MCGRAW-HILL EDUCATION, INC	U.S. HISTORY BOOKS	\$ 22,677.06	56410
GENERAL	DOI	EDGENUITY, INC	ODYSSEYWARE LICENSES	\$ 16,500.00	53200
GENERAL	HPS	PEARSON EDUCATION	INVESTIGATIONS COMMON CORE SUBSCRIPTION AND LICENSE K-2	\$ 15,123.59	56411
GENERAL	DOI	EDADVANCE	LIVEBOOK LICENSES	\$ 12,500.00	53200
GENERAL	FACILITIES	CLEARWATER INDUSTRIES	20/21 YEARLY - WATER TREATMENT SERVICES	\$ 12,000.00	54301
GENERAL	TECHNOLOGY	INTRADO INTERACTIVE SERVICES CORP	SCHOOL MESSENGER & APP RENEWAL	\$ 11,480.51	53500
GENERAL	FACILITIES	DUDE SOLUTIONS, INC	20/21 YEARLY - WORK ORDER SYSTEM MANAGEMENT	\$ 11,474.37	54301
GENERAL	TECHNOLOGY	SHI INTERNATIONAL	ADOBE SIGN AND ADOBE CREATIVE CLOUD LICENSES	\$ 11,375.00	53500
GENERAL	DOI	LEXIA LEARNING SYSTEMS LLC	LEXIA CORE READING STUDENT SUBSCRIPTON RENEWAL	\$ 8,312.50	56100
GENERAL	NMHS	MIMER.COM, INC	HIGH SCHOOL PLANNERS FOR 2020-2021	\$ 8,089.95	55505
GENERAL	DISTRICT	THE OMNI GROUP	20/21 YEARLY - 403(B) COMPLIANCE AND REMITTING SERVICES	\$ 7,511.00	53200
GENERAL	DOI	ASCD	ASCD ACTIVATE - ADMINS. & TEACHERS GRADES 6-12	\$ 7,200.00	53200
GENERAL	FACILITIES	KONE INC	ELEVATOR SERVICE SNIS	\$ 6,600.00	54301
GENERAL	NMHS	EXPLORELEARNING, LLC	SCHOOL GIZMOS DEPT LICENSE, 1300 SCIENCE STUDENTS FOR 1YR	\$ 6,175.00	58100
GENERAL	SPED	LEARNING ALLY, INC	ACCESS TO ONLINE TECH LEARNING LICENSE AND ACCESS FOR ALL 5 SCHOOLS	\$ 5,977.60	56500
GENERAL	SNIS	HEINMANN	VIRTUAL READING AND PHONICS FOR 3RD, 4TH & 5TH GRADE	\$ 5,300.00	56110



PURCHASE RESOLUTION D - 738

AGENDA ITEM 4B-2
SEPTEMBER 2020 MEETING

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

Funding	Location	Vendor Name	Description	Amount	Object Code
COVID EXP	TECHNOLOGY	OMNI DATA LLC	ARUBA WIRELESS ACCESS POINTS (40)	\$ 27,600.00	57999
COVID EXP	FACILITIES	ENHANCE A COLOUR CORP	CAFETERIA SHIELDS & SMS CLASSROOM TABLE SHIELDS	\$ 27,565.00	57999
COVID EXP	FACILITIES	RUSTAM GALYANUROV	BAIKAL AIR FILTRATION UNITS - LARGE (2) AND SMALL (5)	\$ 22,300.00	56999
COVID EXP	FACILITIES	WB MASON COMPANY	PPE SUPPLIES	\$ 17,815.63	56999
COVID EXP	TECHNOLOGY	CDW GOVERNMENT, INC	CHROMEBOOKS AND LISENCES (35)	\$ 13,440.00	57999
COVID EXP	FACILITIES	NEXT GEN SUPPLY GROUP INC	CLEANING SUPPLIES & PPE	\$ 10,000.00	56999
COVID EXP	FACILITIES	DECKER INC	ELEMENTARY DESKS (100)	\$ 9,746.30	57999
COVID EXP	FACILITIES	BROOKFIELD GLASS	LEXAN FOR OFFICE DESK SHEILDS	\$ 7,000.00	56999
COVID EXP	FACILITIES	KATART, INC	COVID SIGNAGE	\$ 6,810.00	56999
COVID EXP	NMHS & SMS	OPEN JAR STUDIOS, LLC	SINGER'S MASK (300)	\$ 6,023.00	56999
COVID EXP	TECHNOLOGY	CDW GOVERNMENT, INC	SURGE PROTECTORS (260)	\$ 5,634.20	57999
COVID EXP	FACILITIES	F & M ELECTRIC SUPPLY CO. INC	CEILING FANS (30)	\$ 5,000.00	57999
COVID EXP	NMHS	FINAL TOUCH ACCESSORY LLC	BELL COVERS FOR INSTRUMENTS (85), MUSICIANS MASKS (65), FLUTE MASKS (20)	\$ 2,423.50	56999



BUDGET TRANSFER REQUESTS

AGENDA ITEM 4B-3
SEPTEMBER 2020 MEETING

Requesting Approval Across MOC	DETAIL			FROM (-)			TO (+)		
	#	REASON	AMOUNT	LOCATION	ORG	OBJECT	LOCATION	ORG	OBJECT
				NONE AT THIS TIME					

Informational Within Major Object Code	DETAIL			FROM (-)			TO (+)		
	#	REASON	AMOUNT	LOCATION	ORG	OBJECT	LOCATION	ORG	OBJECT
				NONE AT THIS TIME					

NEW MILFORD PUBLIC SCHOOLS
Office for Student Affairs
50 EAST STREET
NEW MILFORD, CONNECTICUT 06776
(860) 354-2654 FAX (860) 210-2682



Laura M. Olson
Director of Special Services and Pupil Personnel

To: Dr. Paul Smotas, Interim Superintendent of Schools
Re: Transition Coordinator Stipend (Revised)
From: Laura Olson, Director of Pupil Personnel and Special Services
Date: 9/10/20

Dr. Smotas,

The Department of Pupil Personnel and Special Services is requesting approval of a Transition Coordinator stipend position.

As the need for transition services has increasingly become apparent, I am requesting approval of a stipend of \$4774 for the 2020-2021 school year. The stipend will come directly from the 2020-2021 IDEA Grant, 611 111B, Instructional Salaries.

The Transition Coordinator would work to target service for special education students whose disability places them at risk for making appropriate career choices, developing life skills, and providing learning opportunities to enhance their ability to become active contributing members of our community.

In addition, the Transition Coordinator would:

- Act as a liaison between students, teachers, agencies, employers and parents by providing opportunities such as in-service, parent meetings and community functions;
- Promote and coordinate work-based learning opportunities with businesses and seek appropriate job sites for the students;
- Assist families in understanding the social service system and how to access service for their young adult;
- Serve as a member of the Regional Transition Network (EdAdvance)
- Keep abreast of legislation, grants, and resources that may affect programs and/or students.

WORK YEAR: 186 teacher days; stipend per Teachers' Contract

REPORTS TO: Director of Pupil Personnel and Special Services

cc: Pat Silverman
Ellamae Baldelli
Anthony Giovannone

[illegible]

SMS All Grades	Percentage	
No Entry in Remote Learning Field*	261	29.63%
N- In School Building Attendance	1	0.11%
N- Temporary Remote Learning	181	20.54%
Y - In School Building Attendance	438	49.72%
Total	881	100.00%

HPS All Grades		
No Entry in Remote Learning Field*	55	14.63%
N - Temporary Remote Learning	63	16.75%
Y - In School Building Attendance	258	68.62%
Total	376	100.00%

NES All Grades		
No Entry in Remote Learning Field*	47	10.49%
N - In School Building Attendance	2	0.45%
N - Temporary Remote Learning	99	22.10%
Y - In School Building Attendance	297	66.29%
Y - Remote Learning/Home	3	0.67%
Total	448	100.00%

SNIS All Grades		
No Entry in Remote Learning Field*	132	17.51%
N - In School Building Attendance	1	0.13%
N - Temporary Remote Learning	151	20.03%
Y - In School Building Attendance	470	62.33%
Total	754	100.00%

NMHS All Grades		
N - Temporary Remote Learning	178	13.61%
Y - In School Building Attendance	1130	86.39%
Total	1308	100.00%

NMPS All Grades		
No Entry in Remote Learning Field*	14	0%
Total	14	

Grand Total	3781	
No Entry in Remote Learning Field*	687	18.17%
N- In School Building Attendance	4	0.10%
N- Temporary Remote Learning	494	13.07%
Y - In School Building Attendance	2593	68.58%
Y - Remote Learning/Home	3	0.08%
	3781	100.00%

*field was blank - parent/guardian did not complete the survey

Home School Students

Pre-COVID	50
New	57
Total	107

Late Registrations (9/1/20 - 9/9/20)

HPS	12
NMHS	8
NMPS	0
NES	23
SNIS	2
SMS	5
Total	50

Tuition Students

LHTC	1
Sherman	72
Excel 3	22
Excel 4	22
3 yr old Free	1
4 yr old Free	6
Partial Tutition (3yr/4yr)	6
Partial Tutition (5th grade)	1
Out of Town (NY)	2
Total	133

Addendum 11

Adapt, Advance, Achieve: Connecticut's Plan to Learn and Grow Together

Connecticut State Department of Education



Interim Guidance for the Use of Face Coverings in Schools during COVID-19



August 31, 2020

Universal source control, or the wearing of face coverings (masks) that completely cover the nose and mouth at all times by everyone when in public or any time a person is within 6 feet of someone not living in their household, has been the most important mitigation strategy implemented during the current COVID-19 pandemic. The reason for the recommendation that everyone wear face coverings for source control is often misunderstood, and arguments against the widespread use of loose-fitting cloth or other style face covering masks are often misguided.

Where and when individual compliance with face coverings has been good, infection rates have tended to be low and outbreaks have been less frequent and small enough to be controllable. In contrast, when compliance with face coverings is poor, outbreaks can spread widely, and community infection rates can increase very quickly. As we learn more about COVID-19, we are learning that there are a large number of individuals (perhaps over 40% of all infections) circulating throughout our communities that are infected with the virus that causes this disease but show no outward signs or symptoms of infection. That means that, for every 10 people who are infected with the virus and capable of spreading the infection to other people, only six are recognizable as having any of the common symptoms associated with COVID-19 (like fever, cough, chills, trouble breathing, etc.) and another four go unnoticed because they are exhibiting none of those common symptoms.

The presence of this potentially large number of infected people circulating within the community is the reason why mask wearing for source control by everyone is so important, regardless of how a person may physically feel or their willingness to accept risks to their own health. Unlike traditional reasons for wearing a mask, which might include things like protecting the wearer from inhaling air contaminants such as dust, pollen, or chemicals, wearing a mask as a means of source control is meant to protect everyone the wearer comes into contact with from the respiratory droplets generated by that wearer, including in cases where the wearer is one of the 4 in 10 people capable of actively spreading COVID-19 but have no signs or symptoms of the disease.

The wearing of face coverings by all students and staff at all times while inside the school will be perhaps the most important strategy employed by school districts to reopen schools to in-person learning while also limiting the opportunity for the spread of COVID-19 in the school population. It is important to remember however that, although extremely important, face coverings are just one part of system of procedures that are in place to safeguard the health and safety of students, teachers, and school staff during the COVID-19 pandemic. Other parts of this system of procedures include physical distancing, good ventilation, enhanced cleaning and disinfection, frequent hand cleaning (with soap and water or hand sanitizer), cohorting where possible, and efficient identification, isolation, and exclusion of sick students and staff.

The purpose of this interim guidance document is to: 1) summarize the requirements and recommendations for the use of face coverings in Connecticut school buildings, 2) provide information

about different types and styles of face covering masks and their appropriate use, 3) clarify the language regarding when masks are not required to be worn, and 4) provide additional guidance to school administrators, teachers and other school staff, students, and parents about the importance and appropriate use of face covering masks in schools.

General Requirements

The Connecticut State Department of Education (CSDE) directed all schools to adopt policies requiring the use of face coverings (cloth masks or disposable procedure-style masks that completely cover the nose and mouth) for all students and staff when they are inside of any school building. CSDE further directed school districts to be prepared to provide a face covering to any student or staff member who does not bring one with them to the school on any given day or be prepared to deny entry to individuals who arrive at school without a face covering. Students, teacher, coaches, and other staff may also be required to wear a face covering in certain situations outside of the school building as well, including during some outdoor instruction, extracurricular activities, during the daily admission and dismissal process, and on buses.

Exemptions From Mask Wearing

Individual school districts should develop specific board approved policies regarding mask wearing, which should include what the school will consider as acceptable exemptions from the wearing of face coverings by students or staff while inside the school building. The need for a medical exemption for the wearing of face coverings of the styles recommended for use in schools for source control is rare. Medical contraindications to the wearing of cloth or other similar loose fitting masks are generally limited to individuals suffering from severe chronic obstructive pulmonary disease (COPD) such as might be seen with cystic fibrosis, severe emphysema, heart failure, or significant facial burns that would cause extreme pain or interfere with the healing of a skin graft. These severe medical conditions will be rare in students or staff capable of presenting to the school for work or instruction (in most cases these individuals would not be able to move about freely without significant assistance). In addition, for anyone suffering from any of these underlying conditions, the strong recommendation would be for that person to remain at home and engage in fully virtual learning due to their risk of developing severe complications if they did become infected with COVID-19. Mild or intermittent respiratory or other common conditions such as asthma, cardiovascular diseases, kidney disease, or other similar conditions are generally not considered contraindications to the wearing of loose-fitting face coverings.

Aside from medical contraindications, there may be individuals or situations where exemptions to mask wearing should be considered. For example, those with developmental disabilities may not tolerate or be able to comply well with mask wearing in schools, but this alone should not be a basis for their exclusion. Schools must assess, on an individualized basis, the appropriate accommodations for students with disabilities who are unable to wear a mask. In addition, students and staff involved with certain special education activities like speech therapy or where lip reading is required may need to be exempted from wearing a face covering mask intermittently. In cases where an exception is requested based upon a disability, a planning and placement team (PPT) or Section 504 meeting as appropriate should be held to consider possible programming revisions or appropriate accommodations. In those cases where face covering masks will not be in use, the effective use of other key mitigation strategies such as maximizing distancing, moving activities outdoors or to a well-ventilated space, and/or the use of face shields or other physical barriers will be extremely important to the protection of the students and staff involved.

Types and Styles of Face Coverings

As the COVID-19 pandemic has progressed, many different types and styles of face coverings have either become commercially available for purchase or crafted by individuals at home. In terms of real-world practical applications, it is likely that the vast majority of the various types, styles, and materials offered for face covering masks will be effective for the purposes of source control (i.e., capturing and/or slowing down respiratory droplet emissions from the wearer). The most important features of any face covering to be used during the school day will be that it completely covers the nose and mouth of

the wearer and that it is comfortable enough to wear for long periods of time during the school day.

Ongoing research is continually adding to the available information about the effectiveness of masks of different types and, as with any emerging area of research, recommendations seem to change frequently, and different study methodologies may produce results that directly contradict each other. At this time, the best course of action for any school district or parent is to expect fluidity in the available information and prepare to adapt to new recommendations as they emerge. One thing that is unlikely to change however, is the recommendation that every individual inside a school should be wearing some form of face covering mask at all times.

N95 Respirators

Tight-fitting filtering facepieces, like N95 respirators are designed to filter all air coming into the breathing zone of the wearer and to capture 95% of the extremely small particles present in things like respiratory aerosols. These masks are critical for use by healthcare workers treating COVID-19 infected patients and are not recommended for use in schools, other than for healthcare staff who are actively engaged in aerosolizing procedures with students (e.g., nebulizer treatments). Not only are N95 respirators in short supply for the healthcare workers who need them most, they can be very difficult to wear or work in for long periods of time as they do offer some resistance during inhalation which increases the work of breathing. Individuals who plan to wear an N95 respirators for their work need to be medically cleared to do so, need to have the individual model and style they will use professionally fit-tested, and need to be included in the organizations written respiratory protection program. Employers who provide N95 respirators for use by their employees are bound by Occupational Safety and Health Administration (OSHA) Respiratory Protection Standard (29 CFR § 1910.134). See [further details regarding the Occupational Safety and Health Administration's requirements for the use of tight-fitting respirators](#).

KN95 Masks

Although similar in name, “KN95” masks are not intended to be tight-fitting respirators, but should be thought of as more of a highly effective loose-fitting source control mask. While most masks labeled as “KN95” have a similar filtering media as N95 respirators, most have an ear loop design that does not allow for a tight seal to be formed around the face of the wearer. These types of masks were originally produced for manufacturing settings, but as their use has increased in the US during the COVID-19 pandemic, they have been found to be very effective source control masks in most cases. However, these masks should not be considered an acceptable substitute when N95 respirators are necessary.

Surgical/Procedure-style Masks

Surgical or procedure masks are produced and distributed widely as single use, disposable paper-style masks. These tend to be the “light blue” masks with ear loops that some healthcare providers wear during routine procedures. These masks are often “graded” on their ability to resist fluids at different pressures (low pressure, arterial, or venous blood pressure). However, regardless of the grade of the procedure mask, in most studies they appear to be useful for the purposes of controlling respiratory droplet emissions from the wearer (i.e., as a source control mask).

Cloth Masks

Most studies that have been performed on the effectiveness of different mask types for source control have found that multi-layer cotton and other cloth masks have proven very effective. There are several advantages to cloth masks over some other styles, including the fact that they tend to be more comfortable/less irritating to wear for long periods of time and can be laundered and dried repeatedly for reuse and remain effective. Another advantage with using cloth masks is that they can be made at home with relatively low-cost materials. There are a large variety of patterns that exist for making cloth masks for individuals that have some skill with sewing, but even if you can't sew, the Centers for Disease Control and Prevention (CDC) produced [a brief video describing how anyone can make an effective cloth mask](#) using something as simple as an old t-shirt and a couple of rubber bands.

Neck Gaiters and Bandanas

As mentioned previously, the research around the effectiveness of different mask types continues to evolve. Recently, a study from researchers at Duke University using a small shadow box and laser to look for droplet emissions led to reporting that neck gaiters (referred to as neck fleeces in the study) and bandanas both performed poorly at reducing droplet emissions. Since that initial reporting, the study authors have clarified that the purpose of the study was to test their new shadow box and laser as a method for quantifying droplet emissions and not necessarily to test different types of face coverings for their effectiveness. Despite the assertions in their study findings regarding the relative ineffectiveness of bandanas and neck gaiters, the authors caution that they only included a single bandana and neck gaiter in their study and that their findings should not be extrapolated to every type, style, or configuration of these face coverings.








Bandanas are generally made from cotton fabric, but there may be issues with these coverings due to the light weight of the fabric generally used to manufacture them and potentially the loose weave of cotton fibers in the material. If a bandana material is to be used as a face covering, it is recommended that the item be washed in warm/hot water and dried prior to use to tighten the weave of the fabric and that at least 3 layers of material be used.

In the case of neck gaiters, it may in fact be the material used that is an issue. The specific neck gaiter used in the Duke University study was constructed of a blend of polyester and spandex. Gaiters made from these materials are often more comfortable because they tend to be made of stretchable, lightweight material and may also have moisture-wicking and cooling properties. Since the size of the weave of these fabrics can be expanded or contracted as the material is stretched, it is certainly plausible that a single layer of this material stretched over the nose and mouth may open the weave to the point of ineffectiveness. However, this does not necessarily mean that these and other neck gaiters cannot be made more effective for use as a source control face covering.

Most neck gaiters tend to be long, tube shaped items and therefore there may be sufficient material to double or triple the number of fabric layers covering the nose and mouth. Utilizing multiple layers will likely significantly increase the effectiveness of this style of face covering. In addition, sizing is an important consideration. Individuals should choose neck gaiters that are neither so large that they tend to fall off the bridge of the nose nor so small that they require significant stretching of the fabric. In most cases, smaller children may be able to wear neck gaiters that provide a significant amount of fabric “bunching” and require minimal stretching of fabric, which may make them more effective than they would be on an adult with larger features, where the fabric would require significant stretching to cover the face.

Masks with Exhalation Valves

Many of the styles of face covering masks described above, including tight-fitting N95 respirators and loose-fitting masks, can be purchased with exhalation valves included. These valves are designed to allow air to escape when the wearer breathes out and to close off when the wearer breathes in. Although there is a theoretical risk of droplets escaping through these valves during expiration, it is unknown to what extent the presence of an exhalation valve increases the risk of respiratory droplet exposure or subsequent COVID-19 infection. Although the majority of expelled droplets should be caught or slowed by the cloth or other surface of the mask surrounding the exhalation valve in most cases, until more information is available regarding the relative effectiveness of masks with exhalation valves as a method of source control to prevent the spread of COVID-19, CDC does not recommend masks with exhalation valves for use as a source control face covering in the school setting.

Mask Types	Advantages	Disadvantages	Recommendation
N95 Respirators	Excellent filtration of droplets and most aerosols-sized particles	Difficult to wear for extended periods, need specific fit-testing and medical clearance, supply chain issues, cannot be easily cleaned	 Not recommended for school use <i>(except for nurses and aerosol-generating procedures)</i>
KN95 Facemasks	Very good capture of respiratory droplets, widely available for ordering	Wide variation in sizing and quality control, tend to run large and may not fit children well, may be difficult to wear for very long periods, cannot be easily cleaned	 Recommended for use in schools for older children
Surgical/ Procedure Style	Good to very good capture of respiratory droplets, widely available for ordering, relatively light weight	May not hold up to repeated use, cannot be easily cleaned, may have some quality control issues	 Recommended for use in schools, especially as a stockpile for schools to hand out when students do not have a face mask
Cloth Masks	Good to very good capture of respiratory droplets, widely available for purchase, can be constructed and personalized at home, fabric very breathable, can be easily cleaned	Generally require multiple layers of fabric, ear loops may irritate after extended use, may need to try multiple styles to find appropriate fit, fit may change with laundering	 Recommended for use in schools for all ages
Neck Gaiters	Very breathable and light weight, some moisture-wicking, very personalizable, widely available, many sizes and styles, eliminates ear loop irritation, stays on neck when not in use	May or may not provide adequate droplet control depending on fit and material used, may need to be layered to provide adequate source control	 May be adequate if layered (folded over nose and mouth multiple times) and sized appropriately so fabric is not stretched extensively, better for smaller children where bunching of fabric may be more protective
Bandanas	Widely available, inexpensive, allows mask to be tied instead of using ear loops, light weight and breathable	May or may not provide adequate droplet control depending on the weight of material used, may need to be layered to provide adequate source control	 May be adequate if layered and positioned tightly at the chin, material should be washed/ dried to tighten the fabric weave
Exhalation Valve Masks	Can be found in many styles of masks, may add some comfort, allows relief of air pressure upon exhalation	May allow some droplets to escape through the mask, may not close tightly when breathing in, cannot be easily cleaned	 Unknown whether or not exhalation valves in masks increase the risk of spread of COVID-19, better than no mask at all but masks with valves currently not recommended for school settings

Compliance Strategies for Schools

As mentioned previously, the need for every individual inside a school building to be wearing a face covering mask for source control is likely to be a reality for the operation of school buildings for the foreseeable future. As such, there are several things that school districts can begin doing in the time leading up to school reopening and after students/staff return to assist with compliance and effectiveness of this mitigation strategy.

- Communicate, communicate, communicate! Let parents and students know as soon as possible and unequivocally that the use of face covering masks that completely cover the nose and mouth will be required when inside the school building. Get them used to the idea that this is the new reality of schooling during the COVID-19 pandemic and the importance of universal mask use as a strategy to keep schools operating for in-person instruction. Parents can help kids find masks that they find comfortable and can act as role models by always wearing masks when they are going out in public and reminding their children to do the same.
- Teach, model, and reinforce the universal use of [face coverings](#) while inside the school building as part of your in-person training for students and staff as they return to school. This includes information about how to appropriately wear a mask, the need for laundering of certain mask types, frequent reminders to avoid touching their face covering, and to [wash their hands](#) or use hand sanitizer frequently.
- Set clear guidelines regarding when face coverings can be temporarily removed when other mitigants are in place, such as while eating, drinking, or when students/staff are outside. Sufficient social distancing and other mitigation strategies should be strictly enforced during these times. Exceptions may also be necessary for certain special education students or other special populations.
- Develop and communicate a consistent policy and schedule to address “mask breaks” throughout the day (outdoors if possible or indoors in large areas where students can appropriately distance) and the protocols for the removal of masks for meals and snacks so that students and staff know what to expect and when to expect it so they can plan accordingly.
- Develop policies for encouragement of students and staff who wear their masks and comply with other mitigation strategies consistently and properly, as well as policies for corrective action of students or staff who refuse to comply with the universal masking policy or other preventive measures. Consult [Addendum 10: Reframing and Reopening School Discipline Amidst COVID-19 Guidance](#) for guidance regarding behavioral management related to new COVID-19 protocols, including mask wearing. Determine your approach to individuals who present to school without a face covering (i.e., whether you will provide a mask or deny entry).
- Post visuals and other messaging signage throughout the building to remind students and staff of the importance of mask wearing, social distancing, and frequent hand cleaning. [CDC has a number of useful communication materials](#), including print materials, videos, and others, that schools can use for messaging.



When wearing a facemask, don't do the following:



DON'T wear your facemask under your nose or mouth.



DON'T allow a strap to hang down. DON'T cross the straps.



DON'T touch or adjust your facemask without cleaning your hands before and after.



DON'T wear your facemask on your head.



DON'T wear your facemask around your neck.



DON'T wear your facemask around your arm.



The Connecticut Interscholastic Conference

2020-2021 Fall Sports Plan

Updated August 27, 2020

This plan is a fluid document and will be updated as more data, health metrics, and sport specific information become available.

(August 26, 2020 Update)

This document has been updated to include CIAC's most recent discussions with DPH (August 13, 2020 and August 23, 2020). The following points are covered in greater detail throughout this updated document:

- **All fall sports (cross country, swimming, soccer, field hockey, volleyball, and football) will begin on Saturday, August 29, 2020.**
- **All fall sport activities will be restricted to low risk conditioning and non-contact sport specific skill work, in cohorts no larger than 10, through September 20, 2020.**
- **September 21, 2020, was determined to be the date at which most of our member schools will have been in session for approximately two weeks (many of our member schools will begin instruction on or before September 8th). The CIAC believes that a minimum of two weeks of COVID data is necessary to determine whether the return to on campus instruction will impact extracurricular offerings. Therefore, no full team practices will occur prior to September 21, 2020.**
- **The CIAC will monitor COVID metrics daily and provide an update to member schools each Friday on the outlook for the following week.**

In determining the status of interscholastic athletic opportunities for the state or an individual school district, the CIAC will rely on the State Department of Education's Indicators for Consideration of Learning Models (<https://data.ct.gov/stories/s/CT-School-Reopening/ddy2-ijgu/>).

Leading and secondary indicators of COVID-19 infection levels

	Leading Indicator	Secondary Indicators		
Risk Level	New COVID-19 cases per 100,000 population per day (7-day average)	Percent test positivity (7-day average)	New COVID-19 hospitalizations per 100,000 population per day (7-day average)	Percent COVID-like illness hospital ED visits (7-day average)
Low: Favors more in-person learning	<10	Trending down to flat No statistically significant changes		
Moderate: Favors hybrid learning	10 - <25	Trending flat to upward Any statistically significant changes upward		
High: Favors remote learning	25+	Trending upward Consistent statistically significant changes upward		

When Connecticut as a state is in the "low" category, the CIAC will proceed with offering appropriate risk categories of interscholastic sports. If a significant number of school districts fall to the "moderate" category to the point where maintaining game schedules is no longer possible, then the CIAC will restrict all interscholastic athletic experiences to conditioning and low risk non-contact sport specific skill work, in cohorts no greater than 10, and limited to the school's campus. If all school districts in CT, or a significant number of member schools, fall to the "high" category, then the CIAC will suspend all interscholastic athletic opportunities.

The CIAC's rationale for these tiered actions is based on its belief that maintaining a level of in-person instruction is the highest priority of its member schools and the association. At the same time, the value of structured physical activity is widely supported in research, especially when isolation experiences are increased. As such, when safe, the CIAC will provide the best regional sport experiences possible to its member schools. When regional play is not supported by COVID metrics, the CIAC will seek to allow member schools to continue engaging their students in low risk, small cohort, school specific activities. Furthermore, when necessary to address spiking COVID metrics, the CIAC will suspend all interscholastic activities for the safety of students and school communities.

As of this update, the DPH agrees with the perspective of CIAC medical advisors that "pre-season conditioning is a critical safety component for high school athletes prior to the start of any practice activities, to both reduce the prevalence of sports-related injuries throughout the season and to offer an important period of acclimatization to prevent heat-related illnesses." As such, DPH supports "conditioning activities, limited to those directed at improving athletes' aerobic conditioning, as well as sport-specific non-contact drills for high school athletes to continue at this time for the fall sports with which CIAC chooses to go forward." This most recent position from DPH aligns with the CIAC's consistent guidance that small cohort low risk activities are appropriate through the first two weeks of the 2020-2021 school year.

- **In accordance, the CIAC directed that member schools could return to conditioning activities on Monday, August 24, 2020. These conditioning activities are limited to cohorts of 10. They should be held outdoors to the greatest extent possible.**

In DPH's letter to the CIAC on August 13, 2020, it supported moving forward cross country, swimming, soccer, and field hockey, under normal rules and conditions, after the second week of the school year.

- **In accordance the fall sport season for cross country, swimming, soccer, and field hockey will begin on August 29, 2020. All activities will be limited to non-contact sport specific skill work and conditioning, in cohorts of 10, from August 29th through September 20th. This structure makes all activities for these sports low risk through September 20th.**
- **On September 18th, the CIAC will evaluate Connecticut's COVID metrics and inform schools whether activities will progress to full team moderate risk practices on September 21st. If the metrics do not support moving to full team or moderate risk activities on September 21st, all sports will remain in small cohort low risk activities. Updates will be provided on a weekly basis as to the level of risk that is supported by COVID metrics.**
- **Game/Contests will begin on October 1 for all sports, if supported by COVID metrics.**

In DPH's latest letter to the CIAC (August 23, 2020), it does not recommend playing volleyball as a moderate-risk indoor sport, nor football as a high-risk outdoor sport. This recommendation is not consistent with the ReOpen CT Guidelines for non-interscholastic sport, which have permitted indoor moderate risk and outdoor high-risk sport activities since July 6, 2020. The CIAC continues to discuss and seek clarification from DPH on the inconsistency of this recommendation given that it restricts interscholastic sport opportunities that are otherwise permissible, for the same student population, in the private sector. Furthermore, the CIAC continues to seek an understanding from DPH on the specific quantitative COVID data it is using to support its qualitative position on volleyball and football. While those discussions between the CIAC and DPH continue, the following is CIAC's position on volleyball:

- The CIAC will begin the volleyball season on August 29th with conditioning and non-contact sport specific skill work, in cohorts of 10, continuing through September 20th. As with all other sports, conditioning and non-contact skill work reduces volleyball's risk category from moderate to low. It is recommended during this conditioning period that all activities take place outside.
- During the period between August 29th and September 20th, the CIAC will monitor COVID metrics and notify our schools whether it will be appropriate to move to moderate risk full team practices. Additionally, during this period the CIAC will determine whether it is safe for volleyball players to wear masks during practice and competition to mitigate COVID risk to a lower level.
- Games/Contests will begin on October 1 for all sports, if supported by COVID metrics.
- The CIAC has examined the possibility of playing outdoor volleyball games and has determined that it is not feasible for our member schools. A lack of sturdy outdoor standards, inclement weather in the fall months, equity of resources to establish outdoor courts, and a significant loss of participants who would simply choose to play indoors for a club team during the fall season are the primary considerations that have eliminated outdoor play as an option.

While the discussions between the CIAC and DPH continue, the following is CIAC's position on football:

- The CIAC, in collaboration with medical experts, continues to hold the belief that current Connecticut COVID metrics support playing 11 v 11 full contact football, in accordance with the ReOpen CT Guidelines for non-interscholastic sports. It is CIAC's intention to make every effort possible to provide Connecticut students athletes with a safe 11 v 11 football season. The progression of activities for football will follow the same deliberate and closely monitored process as other sports. This means that football, like all other sports, will begin with low risk conditioning and non-contact sport specific skill activities, in cohorts of 10, on August 29th and continue with those activities through September 13th.
- During the period between August 29th and September 13th, the CIAC will monitor COVID metrics and notify our schools whether it will be appropriate to move to moderate risk small cohort (10) activities. This would include limited contact in the small cohorts.
- During the period between September 13th and September 20th, the CIAC will monitor COVID metrics and notify our schools whether it will be appropriate to move to high-risk football activities.
- Game/Contests will begin on October 1 for all sports, if supported by COVID metrics.
- The CIAC will collaborate with member school administrators, athletic directors, and coaches to determine the latest date that a decision would need to be made on moving from 11 v 11 football to moderate or low risk football experiences.
- The CIAC will collaborate with coaches to identify meaningful moderate and low risk football experiences should the COVID metrics no longer support playing high risk outdoor sports.
- The CIAC will continue to collaborate with DPH to identify any new information on the alignment between DPH's position on interscholastic football and non-interscholastic private sector opportunities, as well as identifying the quantitative COVID data sets it is using to formulate its position on football.

A new addition to CIAC's Fall Sports Plan are the guidance and protocols issued by the Connecticut State Department of Education and State Department of Public Health for responding to specific COVID

scenarios that may occur with school reopening for the 2020-2021 school year. That guidance and the protocols can be found at: <https://portal.ct.gov/-/media/SDE/COVID-19/Addendum-5-Interim-Guidance-for-Responding-to-COVID-19-Scenarios-in-CT-School-Districts.pdf>

(CIAC Official Fall Sports Plan; Approved July 30, 2020; Updated August 27, 2020, as indicated below)

The CIAC has collaborated with a multitude of stakeholders since the decision to stop interscholastic athletics this past March. Throughout this challenging time, CIAC has maintained that when the time is right, Connecticut will play again. The COVID health metrics in Connecticut, and the playing of youth sports in our state since June 20th, support that a return to in-person instruction, education-based interscholastic athletics, and other cocurricular activities that are critical to the cognitive, physical, social, emotional, and mental health of our students. . While the health and safety of our school communities remain our top priority, we must recognize that the cessation of on-campus learning and education-based cocurricular endeavors has negatively impacted our students. Through consultation with the Connecticut State Medical Society Sports Medicine Committee, the State Department of Education, the Department of Public Health, the Connecticut Athletic Trainers Association, the Connecticut Association of Athletic Directors, the Connecticut High School Coaches Association, superintendents, principals, officials, and legislators, the CIAC provides the following fall sports plan intended to engage students in structured interscholastic athletics, while accounting for COVID mitigating strategies.

The CIAC emphasizes that this plan is fluid and in a perpetual state of evaluation. COVID health metrics and data in Connecticut will continue to be closely monitored and the appropriateness of holding youth sport and/or interscholastic athletic contests can change at any time. The CIAC will continue to consult with our stakeholders and will adjust offerings as appropriate, including the stop of interscholastic athletics should the health metrics direct that action. If a student tests positive for COVID 19, the school/district must be notified immediately and local DPH must be contacted. The local DPH will direct the appropriate process. The CIAC will continue to work with local districts and DPH to define the process as more information becomes available.

~~In advance of the start dates for practice, school may continue conditioning in small cohorts. Conditioning cohorts may be increased to 15 students beginning on August 3rd. However, it is recommended that schools who currently have cohorts of 10 working successfully remain in that structure until skill work and practice begins. Conditioning may increase to 90 minute experiences for those programs that are already conditioning, up to the first week of the season. It is essential that conditioning activities consider heat acclimatization throughout the summer months. Teams may also work in cohorts smaller than 15.~~

Based on DPH recommendations to allow schools to return to campus for two weeks before beginning play, all conditioning workouts and non-contact sport specific skill work will remain in cohorts of 10 to September 21, 2020. Due to the variety of school start dates, September 21, 2020 was selected as a two-week period after Labor Day. Additionally, the first date of contests will be October 1, 2020. This will allow schools to be on campus for approximately one month prior to beginning regional competition.

A critical understanding in returning to interscholastic competition is the deconditioning which many of our student-athletes have experienced due to the lack of structured physical activity since March. While many teams have been able to successfully engage students in conditioning, a number of schools have not been able to afford that opportunity. As such, a three-week conditioning period is prescribed at the beginning of each sport season. This progression is designed to provide equitable conditioning time for all schools across Connecticut and ensure a safe return to sport activity for all student-athletes.

The following schedule identifies start dates and contest dates for each fall sport.

A list of CIAC staff responsible for fall sport committees can be found in the CIAC handbook (https://www.casciac.org/pdfs/ciachandbook_2021.pdf).

	First Practice Date in Cohorts of 10	First Practice Date of Full Teams and Full Contact	First Scrimmage Date	First Contest Date	Max. Number of Regular Season Games	Max. Number of Games Per Week	*Last Date to Play	*Tourney Experience will provide all participating teams with additional games (Format TBA)
Cross Country	29-Aug	21-Sep	NA	1-Oct	12	2	6-Nov	Nov 7-14
Field Hockey	29-Aug	21-Sep	26-Sep	1-Oct	12	2	7-Nov	Nov 7-21
Football	29-Aug	21-Sep	26-Sep	1-Oct	6	1	7-Nov	Nov 7-21
Soccer	29-Aug	21-Sep	26-Sep	1-Oct	12	2	7-Nov	Nov 7-21
Swimming	29-Aug	21-Sep	NA	1-Oct	12	2	7-Nov	Nov 7-21
Volleyball	29-Aug	21-Sep	26-Sep	1-Oct	12	2	7-Nov	Nov 7-21

~~A cohort of 15 was determined to be a reasonable number of student athletes for coaches to work conditioning and skill progressions with while schools return to in-person instruction.~~

A cohort of 10 was recommended by DPH for all activities through the first two weeks of school. There will be a three-week period designed to re-acclimate student-athletes to the physical and skill conditioning level appropriate for interscholastic athletics given the extended layoff that athletes may have experienced since last March.

The use of any equipment throughout conditioning and the fall season must be maintained and sanitized in accordance with the ReOpen CT sector rules for sport: https://portal.ct.gov/-/media/DECD/Covid_Business_Recovery-Aug-14-updates/CTReopens_Sports_FitnessCenters814.pdf

All contests will be scheduled regionally to limit transportation needs and maintain play within a geographic region to reduce COVID spread across the state. The CIAC will work with league commissioners to establish as much play within a league as possible. There will be outlier schools who are more regionally located to schools from other conferences. The CIAC will support our leagues and individual schools to develop a balanced regional schedule that provides students with an exceptional education-based athletic experience. The CIAC regions for each sport can viewed at <https://www.casciac.org/fallregions/>. These regions may slightly change if schools decide not to play a certain sport or opt not to participate in sports during the fall season.

**The CIAC will collaborate with league commissioners, athletic directors, and coaches to develop a tournament experience during the last two weeks of the fall season. No team will be eliminated from competition during this experience to maximize the number of games each team will be able to play through the fall season.*

	First Practice Date in Cohorts of 10	First Practice Date of Full Teams and Full Contact	First Scrimmage Date	First Contest Date	Max. Number of Regular Season Games	Max. Number of Games Per Week	*Last Date to Play	*Tourney Experience will provide all participating teams with additional games (Format TBA)
Cross Country	29-Aug	21-Sep	NA	1-Oct	12	2	6-Nov	Nov 7-14

Cross Country

Cross country sport packet, which includes additional COVID mitigating strategies:

<https://www.casciac.org/tp/xc.pdf>

Aug 29 – Sept 20: Sessions can not exceed one hour. Coaches should design a 3-week conditioning period with runners in cohorts of 10 that can maintain 6 feet of social distancing while training.

Sept 21 – Nov 6: Athletes will begin competing in races on October 1, 2020. Coaches should continue to monitor the conditioning progression of their athletes and only enter them into races when they are prepared to run.

Sept 21-Sept 25: Teams may have full practice for 90 minutes.

Sept 26-Sept 30: Teams may have full practice for 120 minutes.

	First Practice Date in Cohorts of 10	First Practice Date of Full Teams and Full Contact	First Scrimmage Date	First Contest Date	Max. Number of Regular Season Games	Max. Number of Games Per Week	*Last Date to Play	*Tourney Experience will provide all participating teams with additional games (Format TBA)
Swimming	29-Aug	21-Sep	NA	1-Oct	12	2	7-Nov	Nov 7-21

Swimming

Girls swimming sport packet, which includes additional COVID mitigating strategies:

<https://www.casciac.org/tp/gswim.pdf>

Aug 29 – Sept 20: Sessions can not exceed one hour. Swim coaches should design a 3-week conditioning period that places swimmers in cohorts of 10 that can maintain 6 feet of social distancing while training.

Sept. 21 – Nov 21: Athletes will begin competing in meets on Oct. 1. Coaches should continue to monitor the conditioning progression of their athletes and only enter them into meets when they are prepared to swim the distance of their event.

Sept 21-Sept 25: Teams may have full practice for 90 minutes.

Sept 26-Sept 30: Teams may have full practice for 120 minutes.

	First Practice Date in Cohorts of 10	First Practice Date of Full Teams and Full Contact	First Scrimmage Date	First Contest Date	Max. Number of Regular Season Games	Max. Number of Games Per Week	*Last Date to Play	*Tourney Experience will provide all participating teams with additional games (Format TBA)
Field Hockey	29-Aug	21-Sep	26-Sep	1-Oct	12	2	7-Nov	Nov 7-21
Soccer	29-Aug	21-Sep	26-Sep	1-Oct	12	2	7-Nov	Nov 7-21
Volleyball	29-Aug	21-Sep	26-Sep	1-Oct	12	2	7-Nov	Nov 7-21

Field Hockey, Soccer, and Volleyball

Field hockey sport packet, which includes additional COVID mitigating strategies:

<https://www.casciac.org/tp/gfh.pdf>

Soccer sport packet, which includes additional COVID mitigating strategies:

<https://www.casciac.org/tp/soc.pdf>

Volleyball sport packet, which includes additional COVID mitigating strategies:

<https://www.casciac.org/tp/gvb.pdf>

To further mitigate the risk of volleyball, player may be required to wear a mask or consider playing outdoors if the weather is appropriate.

Aug 29 – Sept 20 (Cohorts of 10) 1-hour practices comprised of 30 minutes of conditioning and 30 minutes of skill work. Skill work is non-contact and maintains a social distance of 6 feet for all participants. Additional time can be spent with student-athletes online to review game film, playbooks, etc.

Sept. 21-Sept. 25:

- 90 minute practices
- Additional time can be spent online with student athletes
- Full team practices
- Progression to full speed play

Sept. 26-30

- 120 minute practices
- Scrimmages may begin on Sept. 26

Oct 1-Nov 21

- Full team 2-hour practices.
- Coaches should be aware of student-athletes' conditioning levels and account for individual progressions on an individual basis.
- Games may be played.

	First Practice Date in Cohorts of 10	First Practice Date of Full Teams and Full Contact	First Scrimmage Date	First Contest Date	Max. Number of Regular Season Games	Max. Number of Games Per Week	*Last Date to Play	*Tourney Experience will provide all participating teams with additional games (Format TBA)
Football	27-Aug (Teams may have contact on Sept 14 to teach tackling and blocking if approved)	21-Sep	26-Sep	1-Oct	6	1	7-Nov	Nov 7-21

Football

Additional COVID mitigating strategies and moderate to low risk football experiences will be developed by the football committee, in consultation with athletic directors and coaches, throughout the fall.

Again, while we are moving forward with intent to play 11 v 11 football at this time, that decision is subject to change based on changing COVID metrics, additional conversations with DPH, and alignment between recommendations for interscholastic athletics and non-interscholastic sports.

August 29 – Sept 13 (Cohorts of 10) 1-hour practices comprised of 30 minutes of conditioning and 30 minutes of skill work. Skill work is non-contact and maintains a social distance of 6 feet for all participants. Additional time can be spent with student-athletes online to review game film, playbooks, etc. **While teams are permitted to pass out equipment such as helmets and shoulder pads to begin the heat acclimatization process, schools may elect to delay equipment distribution until necessary due to the significant COVID sanitizing measures required to complete this process.**

Sept 14 – Sept 21 (Cohorts of 10) 60-minute practice comprised of 30 minutes of conditioning and 30 minutes of skill work. Skill work can involve 15 minutes of contact intended to demonstrate and teach tackling and blocking progressions. Additional time can be spent with student-athletes online to review game film, playbooks, etc.

Sept 21 – 30 (Full Team) 2-hour practices comprised of 45 minutes of conditioning and 75 minutes of skill work. Skill work can involve 30 minutes of contact intended to demonstrate and teach tackling and blocking progressions. The remaining 60 minutes of skill work is non-contact and maintains a social distance of 6 feet for all participants. Additional time can be spent with student-athletes online to review game film, playbooks, etc. A full contact scrimmage may take place as of Sept 26.

Oct 1 – Nov 21 Full team 2-hour practices. Coaches should be aware of student-athletes' conditioning level and account for additional progressions on an individual basis. Full contact should be limited to the time necessary to teach appropriate tackling and skill specific technique, but in any case, may not exceed 10 minutes per day per athlete.

Oct 1 – Nov 21 games may be played.

Additional Considerations for a Fall Sports Season

Spectator/Fan Attendance – As education-based experiences, CIAC sports must consider the primary goal of maximizing on-campus learning for all students. Sport complexes and recreation athletic facilities are primarily utilized for sport contests. Conversely, school facilities are used as instructional areas when games are not being played. Due to the variety of fields used for interscholastic athletic competition, it is difficult to develop a one size fits all regulation. **The CIAC position on fan/spectator attendance is that fans should not be allowed at interscholastic contests or practices.** We understand the complexities of individual districts which use public fields and that the ultimate decision rests with the district; however, the CIAC believes that prohibiting fan/spectator attendance aligns best with the goals of education-based athletics. Any allowance for spectators/fans should provide well marked areas that maintain social distancing and follow capacity guidelines established in Connecticut's Phase 2 reopening plan (https://portal.ct.gov/-/media/DECD/Covid_Business_Recovery-Phase-2/0723Sports_FitnessCenters-C2_V5.pdf) and current CDC guidance. The CIAC supports the plans established by school districts that direct the presence of adults on campus at this time. Notwithstanding the above, permissible spectator/fan attendance will be governed by local districts' current operating plan.

Gathering Limitations – During practice/conditioning, athletes should remain grouped in smaller cohorts for purposes of spread mitigation and contact tracing strategy. Competition schedules should be scheduled within a region of the 10 closest schools to mitigate potential spread and maximize contact tracing capability. When not directly participating in practices or contests, individuals should take care to maintain a minimum distance of 6 feet from others. Consider using tape or paint as a guide for athletes and coaches. Vulnerable individuals should not supervise or participate in any workouts.

Facilities - Adequate cleaning schedules should be created and implemented for all athletic facilities. Prior to an individual or groups of individuals entering a facility, hard surfaces within that facility should be wiped down and sanitized (chairs, furniture in meeting rooms, weight room equipment, bathrooms, athletic training room tables, etc.). Hand sanitizer should be plentiful and available to individuals as they transfer from place to place. Consider strategies to prevent groups from gathering at entrances/exits to facilities to limit crossover and contact, including staggering starting/ending times.

Screening - All staff and students are required to self-screen for any observable illness, including cough or respiratory distress, and to confirm temperature below 100 degrees Fahrenheit. The coach or activity supervisor must confirm self-screening by all activity participants, upon arrival. Records of self-screening for each person should be recorded and stored (see sample Appendix I). Officials, medical staff, and media should self-screen prior to attending an event. Any person with COVID symptoms must notify school personnel, be removed from participation, self-isolate, and contact their primary care provider or other health-care professional.

Face Coverings – In accordance with CDC guidance, “face coverings are not intended to protect the wearer, but rather to reduce the risk of spreading COVID-19 from the person wearing the mask (who may not have any symptoms of disease).” (CDC Consideration for Youth Sports, 2020) “Face coverings may be challenging for players (especially younger players) to wear while playing sports.” (CDC Consideration for Youth Sports, 2020) “Face coverings should be worn by coaches, youth sports staff, officials, parents, and spectators as much as possible.” (CDC Consideration for Youth Sports, 2020)

Recognizing the benefits and potential concerns of using face coverings during conditioning and physical activity, the CIAC, in collaboration with the Connecticut State Medical Society, Sports Medicine Committee, recommends:

- i. Cloth or disposable face coverings, approved by local DPHs and school districts, should be worn when not engaging in vigorous activity, such as when sitting on the bench, during chalk talk, interacting with an athletic trainer, etc.
- ii. Face coverings should not be worn when engaging in high intensity aerobic or anaerobic workouts, distance running, or swimming.
- iii. Plastic shields covering the entire face (or attached to a helmet) must be approved by CIAC. (2020 NFHS Guidance for Opening up High School Athletics and Activities, 2020)
- iv. Officials should wear face coverings whenever possible.
- v. Coaches and other contest personnel must wear cloth face coverings. (Artificial noisemakers such as an air horn or a timer system with an alarm can be used to signal in place of a traditional whistle.) (2020 NFHS Guidance for Opening up High School Athletics and Activities, 2020)

Hygiene Practices - Wash your hands with soap and water for at least 20 seconds or use hand sanitizer, especially after touching frequently used items or surfaces. Hand sanitizer should be plentiful and available to individuals as they transfer from place to place. Sneeze or cough into a tissue, or the inside of your elbow. Avoid touching your face. Appropriate clothing/shoes should always be worn to minimize sweat from transmitting onto equipment/surfaces. Athletes must be encouraged to shower and wash their workout clothing immediately upon returning to home. There should be no shared athletic towels, clothing, or shoes between students. Disinfect frequently used items and surfaces as much as possible. Athletes should take their equipment home with them and disinfect that equipment each night. Athletes should arrive at practice and games prepared to participate without the need to use a locker room, to the extent possible.

Hydration/Food - All students must bring their own water bottle. Water bottles must not be shared. Food should not be shared. Hydration stations (water cows, water trough, water fountains, etc.) should not be utilized, except for water bottle refill stations.

Weight Rooms - Weight equipment should be wiped down thoroughly before and after an individual's use of equipment. Any equipment such as weight benches, athletic pads, etc. having holes with exposed foam should be covered. Appropriate clothing/shoes should always be worn in the weight room to minimize sweat from transmitting onto equipment/surfaces. Maximum lifts should be limited, and power cages should be used for squats and bench presses. Spotters should stand at each end of the bar.

Locker Rooms – Locker rooms should be used a little as possible. Sanitation of locker rooms should follow CDC guideline (<https://www.cdc.gov/coronavirus/2019-ncov/community/clean-disinfect/index.html>). Ventilation in locker rooms is critical to providing a safe environment. Schools should explore efforts that may increase ventilation and decrease exposure to wet environments in locker room settings. When locker rooms are used, consideration of greater social distance (12 feet) should be applied. To minimize exposure, a schedule should be developed when locker rooms are used. When students must use a locker room to change for a practice or game, supervision should be provided to ensure social distancing is maintained and masks are worn. Capacity limits of locker rooms should be established to limit the number of athletes using a facility at any one time and to optimize social distancing.

Indoor sports such as volleyball and swimming should encourage visiting teams to arrive in uniform to limit the use of locker rooms. However, a designated bathroom or locker room should be provided for the visiting team. Schools should follow CDC sanitation guidelines to clean that designated area after the contest.

Athletic Training Rooms – Athletic training rooms are essential to providing care to our student-athletes. Athletic trainers will work with athletic directors to establish protocols for the training room, including a schedule for visits by athletes.

Preparticipation Physical Exams - In accordance with CIAC bylaws, sport physicals are valid for 13 months. In collaborating with the Connecticut State Medical Society, Sports Medicine Committee, we feel it is appropriate to extend the validation of physicals to 15-months for fall sport athletes only, due to the high demand of medical appointments. Yearly sport physicals to assess injury risk and receive health guidance from doctors are critically important. Again, the coronavirus is a health pandemic and students should receive a physical within the 13-month standard when possible.

COVID-19 Advisory Committee - CAS-CIAC recommends the establishment of a COVID-19 advisory committee within each school/organization which would meet regularly before and during each athletic season. The purpose of such committees would be to maintain constant communication among leadership, address concerns as they arise, and stay informed on COVID-19 best practices around athletics. Recommended members include school physician, athletic trainer, school nurse, athletic director, one coach (appointed by the athletic director, building principal (or designee), and superintendent (or designee). (See Appendix I)

Contact Tracing - As student/youth-athletes return to physical activity, a system of contact tracing and notification should be established in the event that a participant tests positive for COVID-19. In the event that a student/youth athlete tests positive for COVID-19, administration and the local department of health must be immediately notified. The school, athletic team, and student(s) must follow the direction of the local department of health.

Transportation - “Schools must consider social distancing requirements when scheduling contests and events for the fall. Social distancing (as required by state or local health department) will need to be maintained during transportation (2020 NFHS Guidance for Opening up High School Athletics and Activities, 2020)” and should follow transportation guidelines issued by the Connecticut State Department of Education (<https://portal.ct.gov/-/media/SDE/COVID-19/CTReopeningSchools.pdf>) and established by local school districts. The CIAC believes that regional play and modified sub-varsity experiences will assist in elevating some transportation issues and make it more feasible for parents to transport their child.

Game Officials – The CIAC has suspended the regulation of providing a room for officials for the fall season. Officials should come contests dressed for contests, whenever possible.

Appendix I
COVID-19 Advisory Committee

Building Principal (or designee):

School Physician:

Athletic Trainer:

Superintendent (or designee):

Athletic Director:

School Nurse:

Coach:

Maintenance Director:

COVID-19 Athletic Monitoring Form

[illegible]

**New Milford Board of Education
Committee on Learning Special Meeting Minutes
September 1, 2020
New Milford High School Library Media Center**

Present: Mr. Joseph Failla, Chairperson
Mr. Brian McCauley
Mrs. Tammy McInerney
Mrs. Angela C. Chastain, Alternate

Absent: Mrs. Cynthia Nabozny

Also Present: Ms. Alisha DiCorpo, Assistant Superintendent of Schools

RECEIVED
TOWN CLERK
2020 SEP -3 A 8:31
NEW MILFORD, CT

1.	Call to Order The meeting of the New Milford Board of Education Committee on Learning was called to order at 6:47 p.m. by Mr. Failla. Mrs. Chastain was seated in the absence of Mrs. Nabozny.	Call to Order
2.	Public Comment • There was none.	Public Comment
3.	Discussion and Possible Action A. Review and Approval of Curriculum 1. Computer Science • Ms. DiCorpo said this new course was proposed in November of last year. It will provide a pathway for SMS students to enter into computer science at the high school. As of August 3, the course is scheduled for all grades, two times in the six day rotation for a quarter. A total of 852 students are registered for the course. There are a few exceptions where students could not be scheduled due to conflicts. They will look to work that out going forward. • Mr. Failla said he was glad to see a more sophisticated computer science program. He said it is so important in the current environment and the sooner the skill is learned the better.	Discussion and Possible Action A. Review and Approval of Curriculum 1. Computer Science

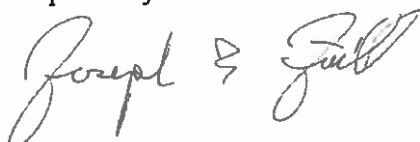
	<ul style="list-style-type: none"> • Mrs. McInerney asked if the addition of this curriculum creates two pathways for computer science. Ms. DiCorpo said it does. This curriculum connects to the Introduction to Computer Science path at the high school. Students can also work on computer skills through the high school Business courses which focus on Google Suite and Microsoft. • Mrs. Chastain asked how SMS was able to fit this curriculum into the schedule. Ms. DiCorpo said she believes it fit into the Practical Arts slot. Practical Arts was dropped in this year's budget. <p>Mrs. McInerney moved to bring the Computer Science curriculum to the full Board for approval, seconded by Mr. McCauley and passed unanimously.</p> <p>B. Teacher Evaluation Flexibility</p> <ul style="list-style-type: none"> • Ms. DiCorpo said the state has offered districts some flexibility in teacher evaluations for one year. The Professional Development and Evaluation Committee met on August 26, 2020 to review the Flexibilities for Implementing the CT Guidelines for Educator Evaluation 2017 for the 2020-2021 School Year. For teachers, that is a minimum of one goal with a minimum of two indicators or measures of accomplishment focused on social and emotional learning for students, student engagement, and/or family engagement; and a minimum of two or three informal observations for teachers based on years of experience and previous summative ratings. All teachers complete a minimum of one review of practice. For administrators, that is a minimum of two indicators or measures of accomplishment focused on the reopening of schools, supporting well-being of staff and students, supporting distance teaching and learning, and/or health and safety of students, staff, and the school community; and a minimum of two or three site visits for 	<p>Motion made and passed unanimously to bring the Computer Science curriculum to the full Board for approval.</p> <p>B. Teacher Evaluation Flexibility</p>
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	<p>administrators based on years of experience in the profession and/or district and previous summative ratings. All administrators complete a minimum of two artifact reviews. By unanimous approval of the twenty-four members present, New Milford Public Schools PDEC committee is requesting approval to implement the flexibilities for the 2020-2021 school year.</p> <ul style="list-style-type: none"> • Mr. McCauley said he hopes the state looks at continuing this flexibility beyond this year since it is less cumbersome than the current plan. • Mrs. Chastain said she is glad to see this flexibility because teachers have enough on their plate this year already. She asked if the goal is the same throughout the building. Ms. DiCorpo said teachers can choose the building goal, set a department goal, or choose an individual goal. • Mrs. McInerney asked if the informal observations for teachers will be in person or virtual. Ms. DiCorpo said she hopes that most will be done in person, which is dependent upon the phases we're in over the course of the school year, as that is where teachers are most comfortable, but some virtual observation is possible. Ms. DiCorpo said they are providing support to teachers regarding distance learning in conjunction with <i>The Distance Learning Playbook</i>. <p>Mrs. Chastain moved to bring the teacher evaluation flexibility guidelines to the full Board for approval, seconded by Mr. McCauley and passed unanimously.</p>	
<p>4.</p> <p>A. Restorative Practices District Overview Joann Freiburg/Convocation</p> <ul style="list-style-type: none"> • Ms. DiCorpo introduced Joann Freiburg and Pat Ciccone for a virtual presentation regarding restorative practices. 	<p>Discussion</p> <p>A. Restorative Practices District Overview Joann Freiburg/Convocation</p>	<p>Motion made and passed unanimously to bring the teacher evaluation flexibility guidelines to the full Board for approval.</p>

	<ul style="list-style-type: none"> • Ms. Freiburg said restorative practices is a way of thinking and being, designed to change school culture. It moves from a punitive, exclusionary model of discipline to a model that focuses on a restorative, growth process and the building of relationships in spite of conflict. It involves significant training of all. • Mr. Failla noted that this will be a lengthy process to incorporate into the district and change will take time. • Ms. Freiburg said it is a journey with lots of moving pieces. It starts with training of staff, and changes should be evident almost immediately. What will take time is the accompanying change to policies, handbooks, training for parents, and community outreach. • Ms. Ciccone said this is an educational process for all but data shows the program brings significant positive results. • Mrs. McInerney said the parent piece will be important. • Mr. McCauley asked if staff are ever resistant to training. Ms. Freiburg said it is all in the presentation and they find staff welcomes the opportunity to have better outcomes. • Ms. DiCorpo said that staff will receive weekly training into November. She said this program is of critical importance to provide teachers with the tools they need to have kids be successful. Funding is coming from the Title IV grant which has a safe school climate component. 	
B.	Teachers College Partnership K-5	B. Teachers College Partnership K-5
C.	Teachers College Online Units of Study: Reading, Writing and Phonics K-8	C. Teachers College Online Units of Study: Reading, Writing and Phonics K-8
	<ul style="list-style-type: none"> • Ms. DiCorpo said these two agenda items work hand in hand. These are virtual resources for teacher use. They include units of study for the year, videos for parents that explain the lessons, and writing and reading resources for 	

	<p>teachers. They are offered in multi-languages. The cost is approximately \$13,000 from the operating budget. This replaces funding for classroom libraries which are not utilized in the current environment. In addition, K-5 schools are now considered as partnership schools with Teachers College. This is a multi-year project where we are assigned a staff developer for each school. The focus here will be on writing only. The total cost for all resources is \$44,000 for the year and Title II funding will be used. This provides more professional development than could usually be given in a year.</p> <ul style="list-style-type: none"> • Ms. DiCorpo said personalized professional learning for the 6-12 level will be provided through ASCD Activate, which provides access to a professional learning library of vetted resources for teachers from lead researchers in their fields. 	
5.	<p>Public Comment</p> <ul style="list-style-type: none"> • There was none. 	Public Comment
6.	<p>Adjourn</p> <p>Mr. McCauley moved to adjourn the meeting at 8:08 p.m., seconded by Mrs. McInerney and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 8:08 p.m.</p>

Respectfully submitted:



Joseph Failla, Chairperson
Committee on Learning

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1.	<p>Call to Order</p> <p>The meeting of the New Milford Board of Education Facilities Sub-Committee was called to order at 6:48 p.m. by Mr. McCauley.</p>	<p>Call to Order</p>
2.	<p>Public Comment</p> <ul style="list-style-type: none"> • There was none. 	<p>Public Comment</p>
3.	<p>Items for Information and Discussion</p> <p>A. NV5 Update</p> <ul style="list-style-type: none"> • Mr. Munrett said the NV5 energy audit continues, with preliminary walkthroughs with subcontractors completed. Solar energy, including carports for the high school and hook ups for electric vehicles, is part of the discussion. They are also considering the two oldest chillers, boilers, RTUs and completing building management systems. • Mrs. Monaghan asked if solar energy would include looking at roof panels for the high school. Mr. Munrett said it will and NV5 will work hand in hand with roofing contractors to explore options. <p>B. Elevators – SNIS & SMS</p> <ul style="list-style-type: none"> • Mr. Munrett said he is happy to report that both elevators have been repaired and inspected and are operational for opening of school. 	<p>Items for Information and Discussion</p> <p>A. NV5 Update</p> <p>B. Elevators – SNIS & SMS</p>

	<ul style="list-style-type: none"> • Mr. Helmus said bravo to the accomplishment. • Mrs. Rella said the SMS elevator has had issues over the past three years and she asked if it is the same issue. Mr. Munrett said it has varied, but the cylinder is over 20 years old. <p>C. NMHS Fire Alarm</p> <ul style="list-style-type: none"> • Mr. Munrett said the vendor worked diligently to complete this large project prior to opening of school. There is a completely new panel and devices at the high school now. • Mr. Helmus offered bravo again. <p>D. Municipal Building Committee (MBC) Projects</p> <ul style="list-style-type: none"> • Mr. Munrett said the MBC met last week. There is information in the Board packet regarding recommendations for the SNIS tank replacement. Option one is for a smaller tank that will only fuel the emergency generator. Option two includes replacing the existing diesel generator with a natural gas generator and is more expensive. The MBC has taken no action yet. Mr. Munrett will continue to provide updates. • Mr. Helmus asked how the conclusions were arrived at. Mr. Munrett said the vendor did a lot of analysis and consultation with other towns. They also included input from Town and School Facilities personnel and looked at historical use. <p>E. School Reopening Update</p> <ul style="list-style-type: none"> • Mr. Munrett said today was the first day of school and it was smooth from a Facilities standpoint. They have more work to do going forward to keep up with cleaning and supplies. He said the Facilities crew did a great job in getting the district this far. • Mrs. Monaghan asked about the sanitation assistants who were hired. Mr. Munrett said they will perform cleaning, following a series of rounds, and have been trained in protocols. 	<p>C. NMHS Fire Alarm</p> <p>D. Municipal Building Committee (MBC) Projects</p> <p>E. School Reopening Update</p>
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**New Milford Board of Education
Facilities Sub-Committee Minutes
September 8, 2020
New Milford High School Library Media Center**

Page 3

	<ul style="list-style-type: none">• Mrs. Rella asked about air quality tests and temperature concerns. Mr. Munrett said they are working with the individual building systems and following state guidelines.• Mrs. Rella asked if ceiling fans were installed. Mr. Munrett said this is a work in progress.• Dr. Smotas said they will provide an update at next week's Board meeting.• Mrs. Monaghan asked if it is true that the high school windows are sealed. Mr. Munrett said no, they are operable; but they stay closed since the chiller is running.	
4.	Public Comment <ul style="list-style-type: none">• There was none.	Public Comment
5.	Adjourn <p>Mr. Helmus moved to adjourn the meeting at 7:02 p.m., seconded by Mrs. Monaghan and passed unanimously.</p>	Adjourn <p>Motion made and passed unanimously to adjourn the meeting at 7:02 p.m.</p>

Respectfully submitted:



Brian McCauley, Chairperson
Facilities Sub-Committee

NEW MILFORD, CT

**New Milford Board of Education
Operations Sub-Committee Minutes
September 8, 2020
New Milford High School Library Media Center**

2020 SEP 10 A 9:06
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Present: Mrs. Angela C. Chastain, Acting Chairperson
Mr. Pete Helmus
Mrs. Eileen P. Monaghan
Mrs. Olga I. Rella

Absent: Mrs. Wendy Faulenbach, Chairperson

Also Present: Dr. Paul Smotas, Interim Superintendent
Ms. Ellamae Baldelli, Director of Human Resources
Mr. Anthony Giovannone, Director of Fiscal Services and Operations
Mrs. Laura Olson, Director of Pupil Personnel and Special Services
Mr. Kevin Munrett, Facilities Director
Mr. Brandon Rush, Director of Technology

1.	Call to Order The meeting of the New Milford Board of Education Operations Sub-Committee was called to order at 7:30 p.m. by Mrs. Chastain, acting as Chair.	Call to Order
2.	Public Comment <ul style="list-style-type: none">• There was none.	Public Comment
3.	Discussion and Possible Action A. Substitute Issues <ul style="list-style-type: none">• Dr. Smotas said he thought it might be time to look at possibly raising the sub rate. He said he had success previously in providing a differential between retired teachers and regular substitutes. He noted that CREC had just increased its daily sub rate to \$175. He said competition is the nature of the game, and that while New Milford's current sub list is good, it could be better. He will bring a proposal to the full Board next week.• Ms. Baldelli said she called neighboring districts and New Milford is in line with New Fairfield, Bethel and Newtown at \$90 per day for teacher substitutes. Brookfield pays \$95 per day. Danbury pays \$95 for the first fifteen days, then \$105 after that. Regarding	Discussion and Possible Action A. Substitute Issues

	<p>paraeducator substitutes most, including New Milford, pay minimum wage of \$12 per hour which works out to \$84 per day. Bethel is at \$90 per day. Danbury starts at \$80 per day, then goes to \$85 after 40 days. Brookfield pays \$15.33 per hour.</p> <ul style="list-style-type: none"> • Mrs. Chastain asked how many of the substitutes on New Milford's list also work for other districts. Ms. Baldelli estimated a quarter. • Ms. Baldelli said the fill rate for New Milford through ESS is decent and hasn't dropped over time. There is a built in base; now we just want to keep it. • Mrs. Rella said she agreed with the plan to pay more to retired staff, including paraeducators. She said she thought that would help bring trained retirees back. 	
4.	<p>Items of Information</p> <ul style="list-style-type: none"> • Mrs. Chastain said the Board has authorized the Superintendent to approve personnel decisions and purchasing over the summer months so Exhibit A and the Monthly Reports are Items of Information through this month's meeting. <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 would have a revised Exhibit A for the Board meeting next week. <p>B. Monthly Reports</p> <ol style="list-style-type: none"> 1. Budget Position dated August 31, 2020 2. Purchase Resolution D-738 3. Request for Budget Transfers <ul style="list-style-type: none"> • Regarding the Purchase Resolution, Mrs. Monaghan asked if this is the time of year tuitions are always paid. Mr. Giovannone said yes, usually August into September because runs are finalized close to school opening. • Mr. Giovannone said regarding the Budget 	<p>Items of Information</p> <p>A. Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence</p> <p>B. Monthly Reports</p> <ol style="list-style-type: none"> 1. Budget Position dated August 31, 2020 2. Purchase Resolution D-738 3. Request for Budget Transfers

	<p>Position, salary lines are still being adjusted across all units. He noted the Capital Reserve amount on page 4, updated for interest only. There is no change to the turf field account. Parking fee revenue will need to be adjusted based on last month's approved waiver.</p>	
C.	<p>Transition Coordinator</p> <ul style="list-style-type: none"> • Mrs. Olson referred to the memo in the Board packet. She said she had been requesting this position in the last three budget cycles, but it was cut each time prior to reaching Board consideration. This stipend position will provide support to students aged 16-22 as they transition out of the secondary level. She said the need is there and the stipend position will be taken on by one of the current teachers and paid for out of the IDEA grant funding. • Ms. Baldelli noted the actual stipend amount should be \$4,774. Mrs. Olson will provide a revised memo for the Board. 	<p>C. Transition Coordinator</p>
D.	<p>Coronavirus Relief Funds</p> <ul style="list-style-type: none"> • Mr. Giovannone said the attachments included show funding that is separate from the CARES Act and the local COVID account. It is a third "pot" of additional funding which for New Milford is \$189,617. The funds have not been received yet. • Mrs. Chastain asked how the funds were allocated since New Milford's amounts are low in comparison to other districts. • Mr. Giovannone said he did not know the mechanism for this allocation but could research. • Dr. Smotas said other superintendents in the area were aghast at the numbers and CAPSS is looking into it. He believes OPM came out with the numbers independent of the CSDE and the numbers are under review right now due to the number of complaints. • Mr. Helmus asked when the funds would be 	<p>D. Coronavirus Relief Funds</p>

	<p>received. Mr. Giovannone said he did not know but that they are for PPE use etc. which New Milford has already purchased, so the funds can be used for reimbursement when they arrive. Mr. Giovannone reminded the Board that PPE supplies were only purchased through one marking period, so more will be needed.</p> <ul style="list-style-type: none"> • Mr. Helmus asked about the transportation side of the funding where New Milford received nothing. He asked if we missed a submittal. • Dr. Smotas said he did not know because it was before he arrived. • Mr. Giovannone said when survey data was sent to the CSDE, transportation funding was not requested, since monitors were not in the plan submitted. He said any transportation funding would have been carved out of the general allocation anyway. 	
5.	<p>Public Comment</p> <ul style="list-style-type: none"> • There was none. 	Public Comment
6.	<p>Adjourn</p> <p>Mr. Helmus moved to adjourn the meeting at 7:50 p.m. seconded by Mrs. Rella and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 7:50 p.m.</p>

Respectfully submitted:



Angela C. Chastain, Chairperson
New Milford Board of Education