

NEW MILFORD BOARD OF EDUCATION

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

**BOARD OF EDUCATION
MEETING NOTICE**

GEORGE C. BUCKBEE
TOWN CLERK

AM
2011 SEP -9 P 2:29

NEW MILFORD, CT

DATE: September 13, 2011
TIME: 7:30 P.M.
PLACE: Sarah Noble Intermediate School – Library Media Center

AGENDA

New Milford Public Schools Mission Statement

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

1. CALL TO ORDER

2. TEACHER OF THE YEAR RECOGNITION

A. Teacher of the Year for 2012—Mrs. Tracy Nevins

3. PUBLIC COMMENT

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

4. PTO REPORT

5. STUDENT REPRESENTATIVES' REPORT

A. Welcome Representatives – Liam Lynch and Daniel Winter

6. APPROVAL OF MINUTES

A. Approval of the following Board of Education Meeting Minutes

1. Regular Meeting Minutes June 14, 2011

7. SUPERINTENDENT'S REPORT

8. BOARD CHAIRMAN'S REPORT

9. COMMITTEE REPORTS

- A. Facilities Sub-Committee—Mr. Nichols
- B. Operations Sub-Committee—Mr. McSherry
- C. Policy-Sub-Committee—Mrs. Latour
- D. Committee on Learning—Mrs. Thomas
- E. Education Connection – Possible Vacancy
- F. CABE—Mrs. Thomas

10. DISCUSSION AND POSSIBLE ACTION

- A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence as of September 13, 2011

DISCUSSION AND POSSIBLE ACTION (Continued)

B. Monthly Reports

1. Purchase Resolution D-638
2. Budget Position as of 8 /31/11
3. Budget Transfers

C. Signatory on SNIS Activity Account

D. Addition of Extra-Curricular Activity at SNIS

1. Running Program for Grades 4-6

E. Tuition Rates for 2011-2012

F. Retirement Incentive Program

1. Teachers
2. Administrators

G. Textbook Approval for Grade 9

11. Items for Discussion

A. Textbook Previews – Grades 11 and 12

B. Field Trip Report

12. Adjourn

ITEMS OF INFORMATION

Facilities Sub-Committee Minutes – September 6, 2011

Operations Sub-Committee Minutes – September 6, 2011

Policy Sub-Committee Meeting September 20, 2011 – 6:30 p.m. Lillis Administration Bldg., Room 2	Board of Education Meeting October 11, 2011 – 7:30 p.m. Sarah Noble Intermediate School – LMC
Committee on Learning September 20, 2011 - 7:30 p.m. Lillis Administration Bldg., Room 2	Policy Sub-Committee Meeting October 18, 2011 – 6:30 p.m. Lillis Administration Bldg., Room 2
Facilities Sub-Committee Meeting October 4, 2011 – 6:30 p.m. Lillis Administration Bldg., Room 2	Committee on Learning October 18, 2011 – 7:30 p.m. Lillis Administration Bldg., Room 2
Operations Sub-Committee Meeting October 4, 2011 – 7:30 p.m. Lillis Administration Bldg., Room 2	

**New Milford Board of Education
Regular Meeting Minutes
June 14, 2011
Sarah Noble Intermediate School Library Media Center**

GEORGE C. BUCKBEE
TOWN CLERK

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2011 JUN 17 A 10:38

NEW MILFORD, CT

Present:	Mrs. Wendy Faulenbach, Chairperson Mr. David Lawson Mr. Thomas McSherry Mr. William Wellman Mr. Daniel Nichols Mrs. Lynette Rigdon Mr. Rodney Weinberg
Absent:	Mrs. Nancy Tarascio-Latour Mrs. Alexandra Thomas

Also Present:	Dr. JeanAnn C. Paddyfote, Superintendent of Schools Dr. Maureen McLaughlin, Assistant Superintendent of Schools Mr. Daniel Divito, Director of Information Technology Ms. Ellamae Baldelli, Director of Human Resources Mr. Gregg Miller, Director of Fiscal Services Mr. John Calhoun, Director of Facilities Josh Jugler, Student Representative
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1.	Call to Order A. Pledge of Allegiance The meeting of the New Milford Board of Education was called to order at 7:30 pm. The Pledge of Allegiance immediately followed the call to order.	Call to Order Pledge of Allegiance
2.	Public Comment <ul style="list-style-type: none"> Kristin Drda said she was alarmed to read that the bus schedule for the magnet school was proposed for change. She felt this change was discriminatory to parents who did not have their own transportation. She felt the \$26,000 projected savings was a small part of the school budget. Luka Ligouri, a student, asked that the bus route not be stopped because he would miss his friends. Janice Stowell a parent, teacher and taxpayer from Gaylordsville said it would be unreasonable for her to drive her students to Brookfield and then have to drive back to her job in Falls Village. She said that New Milford is a fairly homogeneous town and the magnet 	Public Comment

Regular Meeting Minutes

June 14, 2011

Sarah Noble Intermediate School Library Media Center

	<p>school allows for diversity.</p> <ul style="list-style-type: none"> • J.T. Schemm a father said he opposed the centralized transportation. He said he has to be to school at 7:20 AM. Sheff v. O'Neill said that schools need to allow for racially and ethnically diverse populations. This centralized transport could exclude students with parents who have no car. The magnet school also gives students choice. • Yan Wang said they have one car and her husband has to take the car to work. • Ralph Miolla said his child will be the first graduating class and busing is important. He said he has seen people drop out because of the long bus ride. • Lisa Given has three boys and chose the magnet school because her son asked for a better education and she was told that that the education he wanted would not be offered at New Milford. 	
3.	<p>PTO Report</p> <ul style="list-style-type: none"> • PTO is gearing up for next year with new officers. • PTO will provide 13 - \$1,000 scholarships bringing the total contributions over the year to \$120,000. 	PTO Report
4.	<p>Student Representatives Report</p> <ul style="list-style-type: none"> • May 25th was the Junior and Senior Awards. • May 26th was the final concert. • May 27th was the Senior Art Show. • June 1st was scholarship night. • June 2nd was the Senior Banquet. • June 3rd was the Six Flags trip for the Seniors. • June 13th is the Spring Sports Banquet. • June 25th is the graduation date at the O'Neill Center. • Next year's representatives will be William Lynch and Dan Winter. • Mrs. Faulenbach presented Mr. Jugler with a plaque in appreciation of his two years of service as a student representative to the Board. 	Student Representatives Report
5.	<p>Approval of Minutes</p>	Approval of Minutes

<p>A.</p>	<p>Approval of the following Board of Education Meeting Minutes</p> <ol style="list-style-type: none"> 1. Regular Meeting Minutes May 10, 2011 2. Special Meeting Minutes – May 31, 2011 <p>Mr. Nichols moved to approve the following meeting minutes of the New Milford Board of Education, 1. Regular Meeting Minutes of May 10, 2011 and 2. Special Meeting Minutes of May 31, 2011, seconded by Mrs. Rigdon and passed unanimously.</p>	<p>Approval of the following Board of Education Meeting Minutes</p> <ol style="list-style-type: none"> 1. Regular Meeting Minutes May 10, 2011 2. Special Meeting Minutes – May 31, 2011 <p>Motion made and to approve the following meeting minutes of the New Milford Board of Education, 1. Regular Meeting Minutes of May 10, 2011 and 2. Special Meeting Minutes of May 31, 2011</p>
<p>6.</p>	<p>Superintendent's Report</p> <ul style="list-style-type: none"> • Dr. Paddyfote said the high school graduation will be June 25th at 2:30 pm at the O'Neill Center. • The last day for all but Schaghticoke will be June 24th which will be ½ a day. Schaghticoke's last day will be June 27th. • June 24th remains the promotion date for Schaghticoke. • On June 15th the Hill & Plain playground equipment was installed and children have already started playing on it. • Mrs. Barbara Hallecks was recognized for her years of service at the schools and Mrs. Hallecks said the school was her family and they were always there for her. 	<p>Superintendent's Report</p>
<p>7.</p>	<p>Board Chairman's Report</p> <ul style="list-style-type: none"> • Mrs. Faulenbach said there were many items on the agenda but she wanted to take the time to thank the community, the PTO, the MVP-SOS for all their support. • She also thanked the parents, students and staff and said the Board was grateful to them. 	<p>Board Chairman's Report</p>
<p>8.</p> <p>A.</p>	<p>Committee/Liaison Reports</p> <p>Facilities Sub-Committee – Mr. Nichols</p> <p>Mr. Nichols said the items discussed at the meeting included the summer and capital projects and the East</p>	<p>Committee Liaison Reports</p> <p>A. Facilities Sub-Committee</p>

<p>B.</p> <p>C.</p> <p>D.</p> <p>E.</p> <p>F.</p>	<p>Street window repairs and replacement.</p> <p>Operations Sub-Committee – Mr. McSherry</p> <p>Mr. McSherry noted that everything that was on the Operations agenda is on the Board agenda this evening.</p> <p>Policy Sub-Committee – Mrs. Tarascio-Latour</p> <p>Mrs. Faulenbach noted that several policies were on for deletion and approval.</p> <p>Committee on Learning – Mrs. Thomas</p> <p>Dr. McLaughlin said that three curricula had been approved and were on the agenda this evening for approval from the Board.</p> <p>Education Connection – Mrs. Rigdon</p> <p>Mrs. Rigdon said at the last meeting they met with the federal investigators regarding Head Start. The wrap-up meeting was held on the phone and Mrs. Rigdon noted that she has requested that the minutes and agendas be posted online.</p> <ul style="list-style-type: none"> • Mr. Wellman noted that Education Connection had sent a note of thanks to the Board for Ms. Rigdon's contributions to Education Connection. <p>Connecticut Boards of Education – Mrs. Thomas</p> <p>Mrs. Faulenbach said Mrs. Thomas updates the Board on any issues and she said if there were issues she thought Mrs. Thomas would have brought them to the Board's attention.</p>	<p>B. Operations Sub-Committee</p> <p>C. Policy Sub-Committee</p> <p>D. Committee on Learning</p> <p>E. Education Connection</p> <p>F. Connecticut Boards of Education</p>
<p>9.</p> <p>A.</p>	<p>Discussion and Possible Action</p> <p>Exhibit A as of June 14, 2011: Personnel – Certified, Non-Certified, Appointments, Resignations and Leaves of Absences</p> <p>Mr. McSherry moved to approve Exhibit A as of June 14, 2011: Personnel – Certified, Non-Certified,</p>	<p>Discussion and Possible Action</p> <p>Exhibit A as of June 14, 2011: Personnel – Certified, Non-Certified, Appointments, Resignations and Leaves of Absences</p> <p>Motion made and passed to approve Exhibit A: Personnel –</p>

<p>B.</p>	<p>Appointments, Resignations and Leaves of Absences, seconded by Mrs. Rigdon and the motion passed unanimously.</p> <p>Monthly Reports</p> <ol style="list-style-type: none"> 1. Purchase Resolution D-637 2. Budget Position as of 5/31/11 3. Request for Budget Transfers <p>Mr. McSherry moved to approve Monthly Reports: Purchase Resolution D-637, Budget Position as of 5/31/11, and Budget Transfers seconded by Mrs. Rigdon and passed unanimously.</p>	<p>Certified, Non-Certified, Appointments, Resignations and Leaves of Absences</p> <p>Monthly Report</p> <ol style="list-style-type: none"> 1. Purchase Resolution D-637 2. Budget Position as of 5/31/11 3. Request for Budget Transfers <p>Motion made and passed to approve monthly reports: Purchase Resolution D-637, budget position as of 5/31/11, and Budget Transfers</p>
<p>C.</p>	<p>Policies for Approval:</p> <p>Policy 4111/4211 Recruitment and Selection</p> <p>Policy 4111.1/4211.1 Equal Employment Opportunity</p> <p>Policy 4112.4/4212.4 Physical Examinations</p> <p>Policy 4112.5/4212.5 Criminal History Checks</p> <p>Policy 4112.8/4212.8 Nepotism</p> <p>Policy 4115 Certified Evaluations</p> <p>Policy 4118.112/4218.112 Sexual and Other Unlawful Harassment</p> <p>Policy 4118.13/4218.13 Conflict of Interest</p> <p>Policy 4118.5/4218.5 Electronic Monitoring</p> <p>Policy 4121 Substitute Teachers</p> <p>Policy 4131 Professional Development</p> <p>Policy 4147.1/4247.1 Occupational Exposure to Bloodborne Pathogens</p> <p>Policy 4148/4248 Employee Protection</p> <p>Policy 5145.5 Sexual and Other Unlawful Harassment of Students</p> <p>Mr. Nichols moved to approve the following policies: Policy 4111/4211 Recruitment and Selection Policy 4111.1/4211.1 Equal Employment Opportunity Policy 4112.4/4212.4 Physical Examinations Policy 4112.5/4212.5 Criminal History Checks Policy 4112.8/4212.8 Nepotism Policy 4115 Certified Evaluations Policy 4118.112/4218.112 Sexual and Other Unlawful Harassment</p>	<p>Policies for Second Review:</p> <p>Policy 4111/4211 Recruitment and Selection</p> <p>Policy 4111.1/4211.1 Equal Employment Opportunity</p> <p>Policy 4112.4/4212.4 Physical Examinations</p> <p>Policy 4112.5/4212.5 Criminal History Checks</p> <p>Policy 4112.8/4212.8 Nepotism</p> <p>Policy 4115 Certified Evaluations</p> <p>Policy 4118.112/4218.112 Sexual and Other Unlawful Harassment</p> <p>Policy 4118.13/4218.13 Conflict of Interest</p> <p>Policy 4118.5/4218.5 Electronic Monitoring</p> <p>Policy 4121 Substitute Teachers</p> <p>Policy 4131 Professional Development</p> <p>Policy 4147.1/4247.1 Occupational Exposure to Bloodborne Pathogens</p> <p>Policy 4148/4248 Employee Protection</p> <p>Policy 5145.5 Sexual and Other Unlawful Harassment of Students</p> <p>Motion made and passed to approve the above listed policies.</p>

	<p>Policy 4118.13/4218.13 Conflict of Interest Policy 4118.5/4218.5 Electronic Monitoring Policy 4121 Substitute Teachers Policy 4131 Professional Development Policy 4147.1/4247.1 Occupational Exposure to Bloodborne Pathogens Policy 4148/4248 Employee Protection Policy 5145.5 Sexual and Other Unlawful Harassment of Students, seconded by Mr. McSherry and passed 7-0-1. Aye: McSherry, Rigdon, Weinberg, Lawson, Faulenbach, Nichols Abstain: Wellman</p>	
D.	<p>Suspend Policy 9311 to approve Policies 5141.21 Administration of Medication, 5121.2 Eligibility for Honor Rolls, and 6141.4 Independent Study</p> <p>Mr. Nichols moved to suspend Policy 9311 to approve Policies 5141.21 Administration of Medication, 5121.2 Eligibility for Honor Rolls, and 6141.4 Independent Study, seconded by Mr. Lawson and passed 7-0-1. Aye: McSherry, Rigdon, Weinberg, Lawson, Faulenbach, Nichols Abstain: Wellman</p>	<p>Suspend Policy 9311 to approve Policies 5141.21 Administration of Medication, 5121.2 Eligibility for Honor Rolls, and 6141.4 Independent Study</p> <p>Motion made and passed to suspend Policy 9311 to approve Policies 5141.21 Administration of Medication, 5121.2 Eligibility for Honor Rolls, and 6141.4 Independent Study</p>
E.	<p>Policies for Approval:</p> <ol style="list-style-type: none"> 1. 5141.21 Administration of Medication 2. 5121.2 Eligibility for Honor Rolls 3. 6141.4 Independent Study <p>Mr. Nichols moved to approve the following policies: 5141.21 Administration of Medication, 5121.2 Eligibility for Honor Rolls, 6141.4 Independent Study, seconded by Mr. Lawson.</p> <ul style="list-style-type: none"> • Mrs. Rigdon asked what the change was for Independent Study and Dr. Paddyfote said the change will mean that the Board does not have to convene a meeting if a student wants to take more than one course. • Mrs. Rigdon asked if there was an appeal 	<p>Policies for Approval:</p> <ol style="list-style-type: none"> 1. 5141.21 Administration of Medication 2. 5121.2 Eligibility for Honor Rolls 3. 6141.4 Independent Study <p>Motion made and passed to approve the following policies: 5141.21 Administration of Medication, 5121.2 Eligibility for Honor Rolls, 6141.4 Independent Study</p>

F.	<p>process and Dr. Paddyfote said there was not.</p> <ul style="list-style-type: none"> • Mrs. Rigdon said she could not support the policy since the student should have an appeal process. <p>The motion passed 5-2. Aye: McSherry, Weinberg, Lawson, Faulenbach, Nichols No: Rigdon, Wellman</p> <p>Policies Recommended for Deletion:</p> <ol style="list-style-type: none"> 1. 5145.4 Nondiscrimination: Americans with Disabilities Act 2. 5145.51 Sexual Harrassment: Peer Sexual Harrassment <p>Mr. Nichols moved to delete the following policies: 5145.4 Nondiscrimination: Americans with Disabilities Act and 5145.51 Sexual Harrassment: Peer Sexual Harrassment, seconded by Mr. McSherry and passed unanimously.</p>	<p>Policies Recommended for Deletion:</p> <ol style="list-style-type: none"> 1. 5145.4 Nondiscrimination: Americans with Disabilities Act 2. 5145.51 Sexual Harrassment: Peer Sexual Harrassment <p>Motion made and passed to delete the following policies: 5145.4 Nondiscrimination: Americans with Disabilities Act and 5145.51 Sexual Harrassment: Peer Sexual Harrassment</p>
G.	<p>Approval of the following curriculum:</p> <ol style="list-style-type: none"> 1. Child Development 2. Introduction to Psychology 3. Ceramics I <p>Mr. Nichols moved to approve the following curriculum: Child Development, Introduction to Psychology, Ceramics I, seconded by Mr Lawson and passed 7-0-1. Aye: McSherry, Rigdon, Weinberg, Lawson, Faulenbach, Nichols Abstain: Wellman</p>	<p>Approval of the following curriculum:</p> <ol style="list-style-type: none"> 1. Child Development 2. Introduction to Psychology 3. Ceramics I <p>Motion made and passed to approve the following curriculum: Child Development, Introduction to Psychology, Ceramics I</p>
H.	<p>Healthy Food Certificate</p> <p>Mr. McSherry moved to that the New Milford Board of Education vote to continue its participation in the National School Lunch Program and pursuant to</p>	<p>Healthy Food Certificate</p> <p>Motion made and passed that the New Milford Board of Education vote to continue its participation in the National School Lunch</p>

	<p>section 10-215f of the CT General Statutes certify that all food items offered for sale to students meet the CT Nutrition Standards for the period of July 1, 2011 through June 30, 2012. The Board of Education will allow exemptions for the sale of food items that do not meet the CT Nutrition Standards provided that 1.) the sale is in connection with an event occurring after the end of the regular school day or on the weekend, 2.) the sale is at the location of the event, and 3.) the food is not sold from a vending machine or school store, seconded by Mr. Weinberg.</p> <ul style="list-style-type: none"> • Mr. Nichols said there are good people working in food services and more work needs to be done but he is pleased they keep trying. <p>The motion passed unanimously.</p> <p>I. Award Bids:</p> <ol style="list-style-type: none"> 1. Security at the High School 2. Life, Accidental Death & Dismemberment, and Long Term Disability Insurance 3. Waste Disposal 4. Windows Bid 5. Milk <p>1. Mr. Nichols moved to award the security bid at the high school to U.S. Security Associates, Inc., seconded by Mr. McSherry.</p> <ul style="list-style-type: none"> • Mrs. Rigdon asked for the pros and cons of using U.S. Security Associates. • Mr. Miller said the lowest bidder on this RFP is not the current provider. Greg Shugrue, the principal at New Milford High School said he did not agree with Mr. Miller's recommendation. Mr. Miller noted that current provider has been at the high school for 11 years. There were eight bidders which is a record for this RFP. He said he has done his due diligence but there is an out clause if things don't work out with this provider. The 	<p>Program and pursuant to section 10-215f of the CT General Statutes certify that all food items offered for sale to students meet the CT Nutrition Standards for the period of July 1, 2011 through June 30, 2012. The Board of Education will allow exemptions for the sale of food items that do not meet the CT Nutrition Standards provided that 1.) the sale is in connection with an event occurring after the end of the regular school day or on the weekend, 2.) the sale is at the location of the event, and 3.) the food is not sold from a vending machine or school store.</p> <p>Award Bids:</p> <ol style="list-style-type: none"> 1. Security at the High School 2. Life, Accidental Death & Dismemberment, and Long Term Disability Insurance 3. Waste Disposal 4. Windows Bid 5. Milk <p>Motion made and passed to award the security bid at the high school to U.S. Security Associates, Inc.</p>
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	<p>savings over three years will be \$17,000. He noted that the bid documents say that the Board reserves the right to reject all bids.</p> <ul style="list-style-type: none"> • Mr. Nichols asked if it was allowed to go to the current company and negotiate. Mr. Miller said the bids are now public information so it is not good practice. He said the Board cannot have an established relationship and give up savings. • Mr. Weinberg asked what the time span was if the proposed provider did not live up to expectations and Mr. Miller said it was 20 days. <p>The motion passed unanimously.</p>	
2.	<p>Life, Accidental Death & Dismemberment, and Long Term Disability Insurance</p> <p>Mr. Nichols moved to award the Life, Accidental Death & Dismemberment, and Long Term Disability Insurance bid to Sun Life, seconded by Mr. McSherry and passed unanimously.</p>	<p>Life, Accidental Death & Dismemberment, and Long Term Disability Insurance</p> <p>Motion made and passed to award the Life, Accidental Death & Dismemberment, and Long Term Disability Insurance bid to Sun Life.</p>
3.	<p>Waste Disposal</p> <p>Mr. Weinberg moved to award the Waste Disposal bid to Winter Brothers, seconded by Mr. Nichols and passed unanimously.</p>	<p>Waste Disposal</p> <p>Motion made and passed to award the Waste Disposal bid to Winter Brothers.</p>
4.	<p>Windows Bid</p> <p>Mr. Weinberg moved to award the Windows bid for East Street to Action Glass, seconded by Mr. Nichols.</p> <ul style="list-style-type: none"> • Mr. Nichols noted that thanks to Mr. Calhoun more windows can be done in a shorter time frame than originally phased-in. <p>The motion passed 5-1-1.</p>	<p>Windows Bid</p> <p>Motion made and passed to award the Windows bid for East Street to Action Glass</p>

	<p>Aye: Rigdon, Weinberg, Lawson, Faulenbach, Nichols No: Wellman Abstain: McSherry</p>	
5.	<p>Milk</p> <p>Mr. Nichols moved to extend the milk bid award for another year to Wade Dairy, seconded by Mr. Weinberg and passed unanimously.</p>	<p>Milk</p> <p>Motion made and passed to extend the milk bid award for another year to Wade Dairy.</p>
J. 1.	<p>Approve Grants Carl D. Perkins Vocational & Applied Technology Education Act Grant</p> <p>Mr. Weinberg moved to approve the Carl D. Perkins Vocational & Applied Technology Education Act Grant, seconded by Mr. Nichols and passed unanimously.</p>	<p>Approve Grants Carl D. Perkins Vocational & Applied Technology Education Act Grant</p> <p>Motion made and passed to approve the Carl D. Perkins Vocational & Applied Technology Education Act Grant.</p>
2.	<p>IDEA Grant</p> <p>Mr. Nichols moved to approve the IDEA Grant, seconded by Mr. Weinberg and passed unanimously.</p>	<p>IDEA Grant</p> <p>Motion made and passed to approve the IDEA Grant.</p>
3.	<p>Adult Ed Grant: Transition to the future/ESL language and community learning</p> <p>Mr. Nichols moved to approve the Adult Education Grant: Transition to the future/ESL language and community learning, seconded by Mr. Weinberg and passed 6-0-1.</p> <p>Aye: McSherry, Rigdon, Weinberg, Lawson, Faulenbach, Nichols Abstain: Wellman</p>	<p>Adult Ed Grant: Transition to the future/ESL language and community learning</p> <p>Motion made and passed to approve the Adult Education Grant: Transition to the future/ESL language and community learning.</p>
4.	<p>English Language Civics Grant</p> <p>Mr. Weinberg moves to approve the English Language Civics Grant, seconded by Mr. Nichols and passed unanimously.</p>	<p>English Language Civics Grant</p> <p>Motion made and passed to approve the English Language Civics Grant.</p>

5.	<p>CT Community Foundation Grant</p> <p>Mr. Nichols moved to approve the CT Community Foundation – Lit Links P-3 Preschool Collaboration Grant, seconded by Mr. Weinberg and passed 6-0-1.</p> <p>Aye: McSherry, Rigdon, Weinberg, Lawson, Faulenbach, Nichols Abstain: Wellman</p>	<p>CT Community Foundation Grant</p> <p>Motion made and passed to approve the CT Community Foundation – Lit Links P-3 Preschool Collaboration Grant.</p>
6.	<p>Investing and Personal Finance Grant</p> <p>Mr. Weinberg moved to approve the Investing and Personal Finance grant, seconded by Mr. Nichols.</p> <ul style="list-style-type: none"> • Mr. Lawson asked where the money was coming from for this grant and Dr. Paddyfote said it comes from the Connecticut State Department of Education. • Mr. Lawson said he thought a textbook had been approved for this a while ago and Dr. McLaughlin said this is part two. <p>The motion passed unanimously.</p>	<p>Investing and Personal Finance Grant</p> <p>Motion made and passed to approve the Investing and Personal Finance grant.</p>
K.	<p>Retirement Incentive Program for Non-Bargaining Unit Employees</p> <p>Mr. Nichols moved to approve the Memorandum with the Non-Bargaining Unit Employees for a retirement incentive program and to authorize the Board Chair to execute on the Board's behalf, the Election Forms, Agreement, Release and Waiver for the participants, seconded by Mrs. Rigdon and passed unanimously.</p>	<p>Retirement Incentive Program for Non-Bargaining Unit Employees</p> <p>Motion made and passed to approve the Memorandum with the Non-Bargaining Unit Employees for a retirement incentive program and to authorize the Board Chair to execute on the Board's behalf, the Election Forms, Agreement, Release and Waiver for the participants.</p>
L.	<p>Appointment of Legal Counsel for the Board of Education according to Policy 9125</p> <p>Mr. Nichols moved to appoint Sullivan, Schoen, Campane & Connon, LLC as New Milford's Board of Education legal counsel for the 2011-2012 school</p>	<p>Appointment of Legal Counsel for the Board of Education according to Policy 9125</p> <p>Motion made and passed to appoint Sullivan, Schoen, Campane & Connon, LLC as New</p>

	<p>year, seconded by Mr. McSherry and passed 6-0-1.</p> <p>Aye: McSherry, Rigdon, Weinberg, Lawson, Faulenbach, Nichols Abstain: Wellman</p>	<p>Milford's Board of Education legal counsel for the 2011-2012 school year.</p>
M.	<p>End of Year Projects</p> <p>Mr. Nichols moved to approve the End of Year projects, seconded by Mr. Weinberg.</p> <ul style="list-style-type: none"> • Mrs. Rigdon asked for an explanation of the projects. • Mr. Calhoun said, in terms of the security projects, two cameras will be added to each building, a DVR will be installed to record from the cameras and a security system will be added to East Street. • Mr. Wellman asked for the total cost of these projects and Mr. Calhoun said for security projects the cost was \$32,000. • Dr. Paddyfote said the total cost of all projects would be \$83,306. <p>The motion passed unanimously.</p>	<p>End of Year Projects</p> <p>Motion made and passed to approve the End of Year projects.</p>
N.	<p>End of Year Balance</p> <p>Mr. Nichols moved to authorize the Board Chair to write a letter to the Town requesting the end of year balance be put in the Capital Reserve Account, seconded by Mr. Weinberg.</p> <ul style="list-style-type: none"> • Mrs. Rigdon asked how much money would be requested. Mrs. Faulenbach said the Board generally requested whatever was leftover be transferred to Capital Reserve. <p>The motion passed unanimously.</p>	<p>End of Year Balance</p> <p>Motion made and passed to authorize the Board Chair to write a letter to the Town requesting the end of year balance be put in the Capital Reserve Account.</p>
O.	<p>Centralized Transportation to the Magnet School</p> <p>Mr. Nichols moved to approve centralized</p>	<p>Centralized Transportation to the Magnet School</p> <p>Motion made and passed to</p>

<p>transportation to the Magnet School, seconded by Mr. McSherry.</p> <ul style="list-style-type: none">• Mr. Nichols said he understood Brookfield had more students and that the population of New Milford students had declined. Dr. Paddyfote said New Milford has remained fairly consistent with 17 students. She also noted that years ago, when the magnet school was first conceived this Board chose not to participate – that was around 1998- 1999. In 2006, the Board decided to partner with the magnet school. Dr. Paddyfote noted that the Danbury Board of Education drives the magnet school. She also said that once this Board decided to partner with the magnet school it became responsible to provide transportation.• Mr. Miller noted that the savings by having centralized pickup would be \$25,815.• Dr. Paddyfote said the administration was obligated to bring savings of any kind forward to the Board for consideration.• Mr. Nichols asked if there was indeed a state law requiring that the Board provide transportation and Dr. Paddyfote said there was no requirement to provide transportation but it was in the operational plan for the magnet school.• Mr. Weinberg said this was in a gray area because he was concerned with the families and the impact on them. He felt the \$26,000 savings should be put in arrears when prioritizing students.• Mrs. Rigdon said she likes to save money but was hesitant to support the motion because of the parents who had come forward.• Mr. Wellman noted that no one could question his concern with expenses but said the money was in the budget and not having transportation could cause a direct and substantial impact on the education of the affected students.	<p>approve centralized transportation to the Magnet School.</p>
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	<ul style="list-style-type: none"> • Mr. Nichols said that making this motion now gave parents a chance to plan for next year. • Dr. Paddyfote noted that the Board transportation policy says that the Board does not have to transport children to schools beyond the town line. • Mr. McSherry noted that the transportation would still be offered to New Milford students from New Milford – parents will not have to drive to Brookfield as had been suggested at public participation. He also said the Board had been here before, and no matter what cut was proposed, there is a downside. • Mrs. Faulenbach said she would support this motion because the Board is always looking for ways to save money and tries to be as cost effective as it can be. <p>The motion passed 4-3.</p> <p>Aye: McSherry, Lawson, Faulenbach, Nichols No: Rigdon, Weinberg, Wellman</p> <p>At the disruption by a parent of a student in the magnet school, Mrs. Faulenbach declared a five minute recess at 8:45 pm.</p> <p>The meeting reconvened at 8:48 pm.</p> <p>P. Refund to Hockey Parents</p> <p>Mr. Lawson moved to approve the revised pay-to-participate fee for hockey and a refund of \$322 per family of hockey players, seconded by Mr. Weinberg.</p> <ul style="list-style-type: none"> • Mr. Wellman asked the total amount of refund and Mr. Miller said it would be 21 families or \$6,762. <p>The motion passed unanimously.</p>	<p>Refund to Hockey Parents</p> <p>Motion made and passed to approve the revised pay-to-participate fee for hockey and a refund of \$322 per family of hockey players.</p>
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Q.	2011-2012 Budget Adjustments	2011-2012 Budget Adjustments
	<p data-bbox="306 426 927 573">Mr. Nichols moved to approve the 2011-2012 budget adjustments as recommended by the Operations Sub-Committee, seconded by Mr. Weinberg.</p> <p data-bbox="306 619 1016 993">Mr. Miller said due to the savings as indicated in the prior RFP, and after a meeting with representatives from AllStar Transportation, he is recommending that security cameras be installed on New Milford's buses. This will be a one time expense to purchase the cameras. He said this is a trend in the industry because a good portion of time is spent during each week on disciplinary issues related to transportation. This would allow two cameras to be installed, front and back, on 85% of the buses.</p> <ul data-bbox="350 1003 1016 1995" style="list-style-type: none"> • Mr. Nichols said when he went to a recent PTO meeting he learned how difficult it was to research issues that occurred on the bus. • Mr. Wellman asked if there was an established need and Dr. Paddyfote said there are five or six incidents a month that occur. She said a lot of bullying starts on the school bus and these cameras would allow those incidents to be captured. She said this would also assure that bus drivers are not texting while driving. • Mr. Wellman asked the total cost and Mr. Miller said \$61,600 would cover 56 cameras for 69 buses but the cameras are moveable if a route, which does not get a camera, turns out to be a problem later on. • Mrs. Rigdon asked what an Administrative Practicum was and Dr. Paddyfote said it is getting harder to fill administrative positions and this would give someone in the district a chance to try administrative type duties to determine if they might be interested for future openings. This does not guarantee that they will be placed if an opening does come up but gives them some training. 	<p data-bbox="1053 426 1528 573">Motion made and passed to approve the 2011-2012 budget adjustments as recommended by the Operations Sub-Committee.</p>

	<ul style="list-style-type: none"> Mrs. Rigdon asked if Dr. Paddyfote had anyone in mind and she said she did not. Ms. Baldelli said there are 10 or 12 certified staff who hold a 09-2 certification who might take this practicum. <p>The motion passed unanimously.</p>	
R.	<p>Authorization for the Superintendent to accept resignations and make appointments from June 23, 2011 through September 13, 2011</p> <p>Mr. Nichols moved to authorize the Superintendent to accept resignations and make appointments from June 15, 2011 through September 13, 2011, seconded by Mr. McSherry and passed unanimously.</p>	<p>Authorization for the Superintendent to accept resignations and make appointments from June 23, 2011 through September 13, 2011</p> <p>Motion made and passed to authorize the Superintendent to accept resignations and make appointments from June 15, 2011 through September 13, 2011.</p>
S.	<p>Authorization for the Superintendent to purchase budgeted instructional materials and other supplies, equipment and services from June 23, 2011 through September 13, 2011</p> <p>Mr. Nichols moved to authorize for the Superintendent to purchase budgeted instructional materials and other supplies, equipment and services from June 15, 2011 through September 13, 2011, seconded by Mr. Weinberg and passed unanimously.</p>	<p>Authorization for the Superintendent to purchase budgeted instructional materials and other supplies, equipment and services from June 23, 2011 through September 13, 2011</p> <p>Motion made and passed to authorize for the Superintendent to purchase budgeted instructional materials and other supplies, equipment and services from June 15, 2011 through September 13, 2011.</p>
10.	Item for Discussion	Item for Discussion
A.	<p>Field Trip Report</p> <ul style="list-style-type: none"> Mr. Wellman noted that the last field trip report two schools were taking a tour of New Milford and one had to pay, and the other did not. He felt this should be discussed by a subcommittee of the Board as he felt it was not a suitable arrangement. 	Field Trip Report

	<ul style="list-style-type: none"> Mr. Lawson said everyone gets charged for a field trip but in some instances the PTO picks up the charge. He agreed this should be discussed by a subcommittee. Mrs. Faulenbach said this could be referred to either Operations or Committee on Learning. Mrs. Rigdon asked why the Board was notified of field trips after the fact and Dr. McLaughlin said it was a timing issue of when reports are received after seeking permission from the various people who needed to authorize the trips. 	
B.	Textbook Preview – Grade 9	Textbook Preview – Grade 9
C.	Strategic School Profile	Strategic School Profile
	<ul style="list-style-type: none"> Mr. Lawson said he had many questions and would like to discuss this at the committee level, perhaps Committee on Learning. Dr. Paddyfote said it is required by the Commissioner to have this on the agenda as soon as it is received. Mrs. Faulenbach said the Strategic School Profile could be referred to the Committee On Learning in September. 	
11.	Executive Session	Executive Session
A.	Discussion of a new three-year contract for the Superintendent of Schools	Discussion of a new three-year contract for the Superintendent of Schools
B.	Consideration of records, reports and statements pertaining to the collective bargaining negotiations with Teamster's Local 677-Custodians and Maintenance.	Consideration of records, reports and statements pertaining to the collective bargaining negotiations with Teamster's Local 677-Custodians and Maintenance.
C.	Consideration of records, reports and statements pertaining to the collective bargaining negotiations with the New Milford Educational Secretaries Association, Local 136-5, IFPTE	Consideration of records, reports and statements pertaining to the collective bargaining negotiations with the New Milford Educational Secretaries Association, Local 136-5, IFPTE
D.	Discussion of Non-Bargaining Unit Personnel Performance, Future Employment, and Salaries	Discussion of Non-Bargaining Unit Personnel Performance, Future Employment, and Salaries
E.	Discussion of Non-Bargaining Unit Personnel Performance, Future Employment, and Salaries	Discussion of Non-Bargaining Unit Personnel Performance, Future Employment, and Salaries
	Mr. Nichols moved to go into Executive Session at 9:20 pm and to invite in Dr. JeanAnn Paddyfote, and Attorney Michael McKeon to discuss the following:	Discussion of Non-Bargaining Unit

	<p>Discussion of a new three-year contract for the Superintendent of Schools</p> <p>Consideration of records, reports and statements pertaining to the collective bargaining negotiations with Teamster's Local 677-Custodians and Maintenance.</p> <p>Consideration of records, reports and statements pertaining to the collective bargaining negotiations with the New Milford Educational Secretaries Association, Local 136-5, IFPTE</p> <p>Discussion of Non-Bargaining Unit Personnel Performance, Future Employment, and Salaries</p> <p>Discussion of Non-Bargaining Unit Personnel Performance, Future Employment, and Salaries, seconded by Mrs. Rigdon and passed unanimously.</p> <p>There were no motions made in Executive Session and the meeting reconvened at 10:56 pm.</p>	<p>Personnel Performance, Future Employment, and Salaries</p> <p>Motion made and passed to go into Executive Session at 9:20 pm and to invite in Dr. JeanAnn Paddyfote, and Attorney Michael McKeon to discuss the following: Discussion of a new three-year contract for the Superintendent of Schools</p> <p>Consideration of records, reports and statements pertaining to the collective bargaining negotiations with Teamster's Local 677-Custodians and Maintenance.</p> <p>Consideration of records, reports and statements pertaining to the collective bargaining negotiations with the New Milford Educational Secretaries Association, Local 136-5, IFPTE</p> <p>Discussion of Non-Bargaining Unit Personnel Performance, Future Employment, and Salaries</p> <p>Discussion of Non-Bargaining Unit Personnel Performance, Future Employment, and Salaries.</p>
<p>12.</p> <p>A.</p>	<p>Discussion and Possible Action</p> <p>Discussion of a new three-year contract for the Superintendent of Schools</p> <p>Mr. Nichols moved to approve a new three year contract for the Superintendent of Schools as discussed, effective July 1, 2011 and to further move that the Board authorize the Board Chair to sign the contract on its behalf, seconded by Mr Weinberg.</p> <ul style="list-style-type: none"> Mr. Wellman said since he had been assured that the Town Council was raising the mill rate, he would support the motion. <p>The motion passed unanimously.</p>	<p>Discussion and Possible Action</p> <p>Discussion of a new three-year contract for the Superintendent of Schools</p> <p>Motion made and passed to approve a new three year contract for the Superintendent of Schools as discussed, effective July 1, 2011 and to further move that the Board authorize the Board Chair to sign the contract on its behalf.</p>
<p>B.</p>	<p>Consideration of records, reports and statements pertaining to the collective bargaining negotiations with Teamster's Local 677-Custodians and</p>	<p>Consideration of records, reports and statements pertaining to the collective bargaining negotiations</p>

	<p>Maintenance.</p> <p>Mr. Nichols moved to approve the Addendum to the Collective Bargaining Agreement between New Milford Board of Education and Teamster's Local Union No. 677, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Custodial & Maintenance Employees) through June 30, 2011, seconded by Mr. Lawson and passed unanimously.</p>	<p>with Teamster's Local 677-Custodians and Maintenance.</p>
C.	<p>Discussion of terms of possible settlement agreement between the Board and Teamster's Local 677-Food & Nutrition Services Employees.</p> <p>Mr. Lawson moved to approve the settlement agreement between the Board and Teamster's Local 677-Food & Nutrition Service Employees, seconded by Mr. Weinberg and passed unanimously.</p>	<p>Motion made and passed to approve the Addendum to the Collective Bargaining Agreement between New Milford Board of Education and Teamster's Local Union No. 677, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Custodial & Maintenance Employees) through June 30, 2011.</p> <p>Discussion of terms of possible settlement agreement between the Board and Teamster's Local 677-Food & Nutrition Services Employees.</p>
D.	<p>Consideration of records, reports and statements pertaining to the collective bargaining negotiations with the New Milford Educational Secretaries Association, Local 136-5, IFPTE</p> <p>Mr. Nichols moved to approve the Addendum to the Collective Bargaining Agreement between New Milford Board of Education and New Milford Educational Secretaries Association Chapter of Local 136, I.F.P.T.E. through June 30, 2011, seconded by Mr. McSherry and passed unanimously.</p>	<p>Motion made and passed to approve the settlement agreement between the Board and Teamster's Local 677-Food & Nutrition Service Employees.</p> <p>Consideration of records, reports and statements pertaining to the collective bargaining negotiations with the New Milford Educational Secretaries Association, Local 136-5, IFPTE</p>
E.	<p>Discussion of Non-Bargaining Unit Personnel Performance, Future Employment, and Salaries</p> <p>Discussion of Non-Bargaining Unit Personnel Performance, Future Employment, and Salaries</p> <p>Mr. Nichols moved to approve the Non-Bargaining Unit Personnel salaries for 2011-12 as discussed in executive session, seconded by Mr. McSherry and passed unanimously.</p>	<p>Motion made and passed to approve the Addendum to the Collective Bargaining Agreement between New Milford Board of Education and New Milford Educational Secretaries Association Chapter of Local 136, I.F.P.T.E. through June 30, 2011.</p> <p>Discussion of Non-Bargaining Unit Personnel Performance, Future Employment, and Salaries</p>

		Discussion of Non-Bargaining Unit Personnel Performance, Future Employment, and Salaries Motion made and passed to approve the Non-Bargaining Unit Personnel salaries for 2011-12 as discussed in executive session.
13.	Adjourn Mr. Weinberg moved to adjourn the meeting at 11 pm seconded by Mr. Nichols and passed unanimously.	Adjourn Motion made and passed to adjourn the meeting at 11 pm.

Respectfully submitted:



David A. Lawson
Secretary
New Milford Board of Education

NEW MILFORD PUBLIC SCHOOLS

EXHIBIT A

Regular Meeting of the Board of Education
Sarah Noble Intermediate School
New Milford, Connecticut
September 13, 2011

**As of September 13, 2011

ACTION ITEMS

A. Personnel

1. CERTIFIED STAFF

a. RESIGNATIONS

- | | |
|---|-------------------------------|
| 1. Mrs. Susan Feldman , Special Education Teacher, Schaghticoke Middle School
<u>Move</u> that the Board of Education accept the resignation of Mrs. Susan Feldman as a Special Education Teacher at Schaghticoke Middle School effective June 30, 2011. | Moved out of state |
| 2. Mr. David Hawkins , Spanish Teacher, New Milford High School
<u>Move</u> that the Board of Education accept the resignation of Mr. David Hawkins as a Spanish Teacher at New Milford High School effective June 22, 2011. | Took position elsewhere/Moved |
| 3. Mrs. Lisa Meyer , Social Studies Teacher, New Milford High School
<u>Move</u> that the Board of Education accept the resignation of Mrs. Lisa Meyer as a Social Studies Teacher at New Milford High School effective August 1, 2011. | Took position elsewhere |
| 4. **Theodore Oczkowski , Athletic Director, New Milford High School
<u>Move</u> that the Board of Education accept the resignation of Mr. Theodore Oczkowski as Athletic Director Teacher at New Milford High School effective September 22, 2011. | Took position elsewhere |
| 5. Ms. Amanda Portal , English Teacher, New Milford High School
<u>Move</u> that the Board of Education accept the resignation of Ms. Amanda Portal as an English Teacher at New Milford High School effective July 20, 2011. | Took position elsewhere |
| 6. Mr. Jared Sheikh , Life Science Teacher, Schaghticoke Middle School
<u>Move</u> that the Board of Education accept the resignation of Mr. Jared Sheikh as a Life Science Teacher at Schaghticoke Middle School effective June 15, 2011. | Personal reasons |

7. **Mrs. Eileen Tabasko**, Reading Consultant, Schaghticoke Middle School
Move that the Board of Education accept the resignation of **Mrs. Eileen Tabasko** as a Reading Consultant at Schaghticoke Middle School effective July 5, 2011.

Took position elsewhere

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

1. **Mrs. Araceli Acosta**, Spanish Teacher, New Milford High School
Move that the Board of Education appoint **Mrs. Araceli Acosta** as a Spanish Teacher at New Milford High School effective August 23, 2011.
2011-2012 salary - \$50,799 (step 4B)

Education History:

BA: San Jose State Univ.
Major: Latin American Studies

Work Experience

8 yrs. CA, 8 yrs. AZ

Replacing: D. Hawkins

2. **Mrs. Anne Bilko**, Administrator Intern Practicum
Move that the Board of Education appoint **Mrs. Anne Bilko** as Administrator Intern Practicum at Sarah Noble Intermediate School effective August 1, 2011.
2011-2012 salary - \$60,377 (step 7J) + 16 additional days (\$5232)

Education History:

BS: St. John's University
Major: Finance & Economics
MS: ECSU
Major: Educational Technology
6th Yr: Sacred Heart University
Major: Administration

Work Experience

Staff member since 2001

New budgeted position

3. **Ms. Tracy Birkins**, Grade 4 Teacher, Sarah Noble Intermediate School
Move that the Board of Education appoint **Ms. Tracy Birkins** as a Grade 4 Teacher at Sarah Noble Intermediate School effective August 23, 2011.
2011-2012 salary - \$47,184 (step 1B)

Education History:

BS: WCSU
Major: Elementary Education

Work Experience

LT sub 2010-2011 - SNIS

New budgeted position

4. **Ms. Emily Bosson**, English Teacher, New Milford High School
Move that the Board of Education appoint **Ms. Emily Bosson** as an English Teacher at New Milford High School effective August 23, 2011.
2011-2012 salary - \$47,184 (step 1B)

Education History:

BA: Fairfield University
Major: English

Replacing: A. Portal

5. **Ms. Michelle Boudreau**, Special Education Teacher, Schaghticoke Middle School
Move that the Board of Education appoint **Ms. Michelle Boudreau** as Special Education Teacher at Schaghticoke Middle School effective August 23, 2011.
2011-2012 salary - \$76,855 (step 13I) + \$4103 department chair stipend
- Education History:*
BA: Univ. of Hartford
Major: Music
MA: New York Univ.
Major: Music
Graduate work in administration: Groucher College, Bridgewater St. College & UMass
- Work Experience*
7 yrs Maryland, 10 yrs MA, 3 yrs NY
- Replacing: S. Feldman
6. **Mrs. Gayle Bouzakis**, Part-time (.60) Kindergarten Teacher, Northville Elementary School
Move that the Board of Education appoint **Mrs. Gail Bouzakis** as a Part-time (.60) Kindergarten Teacher at Northville Elementary School effective August 23, 2011.
2011-12 salary - \$50,783 (step 2F), prorated to .60 = \$30,470
- Education History:*
BS: WCSU
Major: Elementary Education
MS: WCSU
Major: Education
- Work Experience*
5 yrs. NMPS
- Replacing: J. Vryhof
7. **Mrs. Jill Bracksieck**, K-6 Math Coach, Hill and Plain/John Pettibone/Northville Elementary/Sarah Noble Intermediate Schools
Move that the Board of Education appoint **Mrs. Jill Bracksieck** as a K-6 Math Coach at Hill and Plain/John Pettibone/Northville Elementary/Sarah Noble Intermediate Schools effective August 23, 2011.
2011-12 salary - \$50,783 (step 2F)
- Education History:*
BA: UConn
Major: History
MS: SCSU
Major: Elementary Education
- Work Experience:*
9 yrs. Milford Public Schools
2 yrs. PT Quinnipiac Univ.
- New budgeted position
8. ****Richard Chocolate**, Science Teacher, Schaghticoke Middle School
Move that the Board of Education appoint **Mr. Richard Chocolate** as a Science Teacher at Schaghticoke Middle School effective September 14, 2011.
2011-2012 salary - \$60,377 (step 7J)
- Education History:*
BSEE: New Jersey Inst. of Tech
Major: Electrical Engineering
MS: SCSU
Major: Science Education
6th Yr.: SCSU
Major: Educational Leadership
- Work Experience:*
2 yrs. East Lyme Mid. Sch.
5 yrs. Guilford PS
1 yr. Hamden PS
4 yrs. SCSU Adjunct Instructor
- Replacing: J. Sheikh

9. **Ms. Kate DeBarber**, Grade 1 Teacher, Hill and Plain School
Move that the Board of Education appoint **Ms. Kate DeBarber**
as a Grade 1 Teacher at Hill and Plain School effective August
23, 2011.

2011-2012 salary - \$47,184 (step 1B)

Education History:

BS: CCSU
Major: Education

Work Experience:
Tutor NMPS

New budgeted position

10. **Mrs. Dawn Delpha**, Grade 2, John Pettibone School
Move that the Board of Education appoint **Mrs. Dawn Delpha**
as a Grade 2 Teacher at John Pettibone School effective August
23, 2011.

2011-12 salary - \$50,783 (step 2F)

Education History:

BA: Trinity College
Major: Elementary Education
MS: Fairfield University
Major: Computers in Education

Work Experience:
12 yrs. John Pettibone School

New budgeted position

11. **Ms. Claudia DeMoura**, Spanish Teacher, New Milford High
School.

Move that the Board of Education appoint **Ms. Claudia
DeMoura** as a Spanish Teacher at New Milford High School
effective August 23, 2011.

2011-12 salary - \$50,576 (step 3E)

Education History:

BS: WCSU
Major: Sec. Ed. Spanish
MS: WCSU
Major: School Counseling

Work Experience:
4 yrs. Wolcott HS

Replacing J. Rook

12. **Mrs. Megan Dey**, Social Studies Teacher, New Milford High
School

Move that the Board of Education appoint **Mrs Megan Dey** as
a Social Studies Teacher at New Milford High School effective
August 23, 2011.

2011-12 salary - \$49,919 (step 1G)

Education History:

BA: New England College
Major: Kinesiology
MS: Univ. of New Hampshire
Major: Exercise Science
M.Ed: Keene State College
Major: Curriculum &
Instruction

Work Experience:
Long term sub Fairfield HS

Replacing L. Meyer

13. **Ms. Elisse Duque**, Grade 5 Teacher, Sarah Noble Intermediate
School

Move that the Board of Education appoint **Ms. Elisse Duque** as
a Grade 5 Teacher at Sarah Noble Intermediate School effective
August 23, 2011.

2011-12 salary - \$49,534 (step 1F)

Education History:

BS: CCSU
Major: English/Geography
MS: Sacred Heart Univ.
Major: Reading

Work Experience:
Tutor Naugatuck PS

Replacing A. Bilko

14. ****Ms. Jodi Edelstein**, Part time (.49) Special Education Teacher, Sarah Noble Intermediate School
Move that the Board of Education appoint **Ms. Jodi Edelstein** as a Part time (.49) Special Education Teacher at Sarah Noble Intermediate School effective August 23, 2011.
2011-2012 salary - \$76,855 (Step 13I), prorated to .49 = \$37,659 plus \$4,103 (department chair stipend)

Education History:

BA: Pace University
Major: Literature & Communication
MS: Long Island University
Major: Special Education
Graduate work: Mercy College
Major: Administration & Supervision

Work Experience

3 yrs. NY, 6 yrs. Maryland
3 yrs Green Chimneys
4 yrs. Maimonides Acad. of Western CT

new budgeted position

15. **Ms. Jo Gallagher**, Reading Consultant, John Pettibone School
Move that the Board of Education appoint **Ms. Jo Gallagher** as a Reading Consultant at John Pettibone School effective August 23, 2011.
2011-12 salary - \$79,191 (step 13J)

Education History:

BS: SCSU
Major: Elementary Education
MS: Univ. of Arizona
Major: Language/Reading & Culture
MS: SCSU
Major: Supervision & Leadership

Work Experience:

3 yrs. West Hartford PS
9 yrs. Litchfield PS

Replacing: P. Thalassinios

16. **Ms. Jenna Giudice**, Grade 3 Teacher, Northville Elementary School
Move that the Board of Education appoint **Ms. Jenna Giudice** as a Grade 3 Teacher at Northville Elementary School effective August 23, 2011.
2011-12 salary - \$47,184 (step 1B)

Education History:

BA: WCSU
Major: Elementary Education

Work Experience:

LT Sub NMPS

Replace: C. Brandorff

17. **Ms. Danielle Iosa**, Kindergarten Teacher, Hill and Plain School
Move that the Board of Education appoint **Ms. Danielle Iosa** as a Kindergarten Teacher at Hill and Plain School effective August 23, 2011.
2011-12 salary - \$49,534 (step 1F)

Education History:

BA: CCSU
Major: Psychology
MA: Univ. of Bridgeport
Major: Elementary Education

Work Experience:

New budgeted position

18. **Mrs. Robyn Kelleher**, Grade 4 Teacher, Sarah Noble Intermediate School
Move that the Board of Education appoint **Mrs. Robyn Kelleher** as a Grade 4 Teacher at Sarah Noble Intermediate School effective August 23, 2011.
2011-12 salary - \$50,783 (step 2F)

Education History:

BA: Fairfield University
Major: Communications
MA: Sacred Heart University
Major: Elementary Education

Work Experience:

1 yr. Whisconier MS

New budgeted position

19. **Mrs. Melissa Khalatbari**, K-6 Health Teacher, Hill and Plain/John Pettibone/Northville Elementary/Sarah Noble Intermediate Schools
Move that the Board of Education appoint **Mrs. Melissa Khalatbari** as a K-6 Health Teacher at Hill and Plain/John Pettibone/Northville Elementary/Sarah Noble Intermediate Schools effective August 23, 2011.
2011-12 salary - \$50,783 (step 2F)
20. **Mrs. Megan Lago**, Grade 3 Teacher, Northville Elementary School
Move that the Board of Education appoint **Mrs. Megan Lago** as a Grade 3 Teacher at Northville Elementary School effective August 23, 2011.
2011-12 salary - \$47,184 (step 1B)
21. **Mr. Daniel Marcoux**, Social Studies Teacher, New Milford High School
Move that the Board of Education appoint **Mr. Daniel Marcoux** as a Social Studies Teacher at New Milford High School effective August 23, 2011.
2011-12 salary - \$49,534 (step 1F)
22. **Ms. Monica Miller**, Grade 6 Math Teacher, Sarah Noble Intermediate School
Move that the Board of Education appoint **Ms. Monica Miller** as a Grade 6 Math Teacher at Sarah Noble Intermediate School effective August 23, 2011.
2011-12 salary - \$47,184 (step 1B)
23. **Ms. Tracy Olmsted**, Grade 6 Social Studies Teacher, Sarah Noble Intermediate School
Move that the Board of Education appoint **Ms. Tracy Olmsted** as a Grade 6 Social Studies Teacher at Sarah Noble Intermediate School effective August 23, 2011.
2011-12 salary - \$49,534 (step 1F)
24. **Mrs. Kristie O'Neill**, Business Teacher, New Milford High School
Move that the Board of Education appoint **Mrs. Kristie O'Neill** as a Business Teacher at New Milford High School effective August 23, 2011.
2011-12 salary - \$50,783 (step 2F)
- Education History:*
BA: WCSU
Major: Health
- Work Experience:*
1.5 yrs. Bethel
- New budgeted position
- Education History:*
BS: WCSU
Major: Elementary Education
- Work Experience:*
Tutor - NMPS
- New budgeted position
- Education History:*
BA: UConn
Major: History/Economics
MA: UConn
Major: Curriculum & Instruction
- Work Experience:*
1 yr. Region 15
- Replacing: C. Racey
- Education History:*
BA: SCSU
Major: Elementary Education
- Work Experience:*
Tutor NMPS
- Replacing: E. O'Connor
- Education History:*
BA: College of Charleston
Major: Political Science
MS: Univ. of Bridgeport
Major: Education
- Work Experience:*
1 yr. Region 15
- Replacing: C. Fogel
- Education History:*
BS/BA: SCSU
Major: Elementary Education
MBA: WCSU
Major: Business
- Work Experience:*
8 yrs IBM
3 yrs. NMHS
- New budgeted position

25. ****Mr. Timothy Polhemus**, Part time (.45) Music Teacher, Sarah Noble Intermediate School
Move that the Board of Education appoint **Mr. Timothy Polhemus** as a Part time (.45) Music Teacher at Sarah Noble Intermediate School effective August 23, 2011.
2011-2012 salary - \$47,184 (Step 1B), prorated to .45 = \$21,233
26. **Ms. Shannon Proehl**, English Teacher, New Milford High School
Move that the Board of Education appoint **Ms. Shannon Proehl** as an English Teacher at New Milford High School effective August 23, 2011.
2011-12 salary - \$50,783 (step 2F)
27. ****Mrs. Dyane Rizzo**, Special Education Teacher, Schaghticoke Middle School
Move that the Board of Education appoint **Mrs. Dyane Rizzo** as a Special Education Teacher at Schaghticoke Middle School effective September 6, 2011.
2011-12 salary - \$57,529 (step 7F)
28. **Mrs. Gretchen Rondini**, Kindergarten Teacher, John Pettibone School
Move that the Board of Education appoint **Mrs. Gretchen Rondini** as a Kindergarten Teacher at John Pettibone School effective August 23, 2011.
2011-12 salary - \$50,783 (step 2F)
29. ****Mrs. Christine Skogg**, Reading Consultant, Schaghticoke Middle School
Move that the Board of Education appoint **Mrs. Christine Skogg** as a Reading Consultant at Schaghticoke Middle School effective September 2, 2011.
2011-12 salary - \$81,754 (step 15I)
- Education History:*
BS: Plymouth College
Major: Music Education
- Work Experience:*
- Education History:*
BS: Bowling Green St. Univ.
Major: Integrated Lang. Arts
MA: Bowling Green St. Univ.
Major: English
- Work Experience:*
1 yr. Ohio
- Replacing: M. Mezzo
- Education History:*
BS: SCSU
Major: Special Education
MA: Univ. of Phoenix
Major: Education
- Work Experience:*
3 yrs. St. Vincent's Spec. Needs Center
3 yrs. New Haven PS
4 yrs. Shelton PS
- Replacing: P. Guendelsbergber
- Education History:*
BS: Salve Regina Univ.
Major: Early Childhood
MS: WCSU
Major: Education./Reading Option
- Work Experience:*
2 yrs. St. Sebastian Preschool
6 yrs. John Pettibone School
- New budgeted position
- Education History:*
BS: Univ. of Wisconsin
Major: Elementary Education
MS: Univ. of Wisconsin
Major: Dev/Remedial Reading
- Work Experience:*
3 yrs. Greenwich PS
4 yrs. Stratford PS
16 yrs. Fairfield PS
4 yrs. California Schools
3 yrs. Wisconsin Schools
- Replace: E. Tabasko

- 30. Ms. Danielle Spencer**, Special Education Teacher, Northville Elementary School
Move that the Board of Education appoint **Ms. Danielle Spencer** as a Special Education Teacher at Northville Elementary School effective August 23, 2011.
2011-12 salary - \$48,375 (step 2B)
- Education History:*
BS: Univ. of Hartford.
Major: Special & Elementary Education
- Work Experience:*
1 yr Poughkeepsie City School District
- Replace: J. Loormann
- 31. Mr. Gary Barker**, Grade 7 Team Leader, Schaghticoke Middle School
Move that the Board of Education appoint **Mr. Gary Barker** as Grade 7 Team Leader at Schaghticoke Middle School effective July 1, 2011.
2011-12 stipend - \$2,798
- Education History:*
BA/MA: WCSU
Major: Biology/Science
6th Yr: SCSU
Major: Administration
- Work Experience:*
Staff member since 1981
- 32. Dr. Kathleen Delmonico**, Department Chair, English, New Milford High School
Move that the Board of Education appoint **Mrs. Kathleen Delmonico** as Department Chair for English at New Milford High School effective July 1, 2011.
2011-12 stipend - \$4,103
- Education History:*
BS: Sacred Heart University
Major: English
MS: Wesleyan University
Major: Humanities Lit.
MED/Ph. D: Columbia Univ.
Major: Administration
- Work Experience:*
Staff member since 1988
- 33. Mrs. Nicole DuVerger**, Head Teacher – Art, Sarah Noble Intermediate School
Move that the Board of Education appoint **Mrs. Nicole DuVerger** as Head Teacher for Art at Sarah Noble Intermediate School effective July 1, 2011.
2011-12 stipend - \$2,798
- Education History:*
BA: CCSU
Major: Art
- Work Experience:*
Staff member since 2002
- 34. Mr. Jeff Ferguson**, Grade 8 Team Leader, Schaghticoke Middle School
Move that the Board of Education appoint **Mr. Jeff Ferguson** as Grade 8 Team Leader at Schaghticoke Middle School effective July 1, 2011.
2011-12 stipend - \$2,798
- Education History:*
BA: San Diego State
Major: Recreational Admin.
MS: WCSU
Major: Instructional Tech.
- Work Experience:*
Staff member since 1994
- 35. Mr. Ryan Fitzsimmons**, Head Teacher – Math, New Milford High School
Move that the Board of Education appoint **Mr. Ryan Fitzsimmons** as Head Teacher for Math at New Milford High School effective July 1, 2011.
2011-12 stipend - \$2,798
- Education History:*
BS: SCSU
Major: Math
MS: SCSU
Major: Elementary Education
- Work Experience:*
Staff member since 2005

- 36. Mrs. Monique Gil-Rogers**, Head Teacher – Grade 6, Sarah Noble Intermediate School
Move that the Board of Education appoint **Mrs. Monique Gil-Rogers** as Head Teacher for Grade 6 at Sarah Noble Intermediate School effective July 1, 2011.
2011-12 stipend - \$2,798
- 37. Mrs. Sarah Elizabeth Herring**, Head Teacher – Special Education, Sarah Noble Intermediate School
Move that the Board of Education appoint **Mrs. Sarah Elizabeth Herring** as Head Teacher for Special Education at Sarah Noble Intermediate School effective July 1, 2011.
2011-12 stipend - \$2,798
- 38. Mrs. Robyn Hicks**, Head Teacher – English, Schaghticoke Middle School
Move that the Board of Education appoint **Mrs. Robyn Hicks** as Head Teacher for English at Schaghticoke Middle School effective July 1, 2011.
2011-12 stipend - \$2,798
- 39. Mrs. Joyce Johnson**, Head Teacher – Math, Schaghticoke Middle School
Move that the Board of Education appoint **Mrs. Joyce Johnson** as Head Teacher for Math at Schaghticoke Middle School effective July 1, 2011.
2011-12 stipend - \$2,798
- 40. Mrs. Kristeen Kaczka**, Department Chair, Health, New Milford High School
Move that the Board of Education appoint **Mrs. Kristeen Kaczka** as Department Chair for Health at New Milford High School effective July 1, 2011.
2011-12 stipend - \$4,103
- 41. Mr. Larry Lieberman**, Grade 7 Team Leader, Schaghticoke Middle School
Move that the Board of Education appoint **Mr. Larry Lieberman** as Grade 7 Team Leader at Schaghticoke Middle School effective July 1, 2011.
2011-12 stipend - \$2,798

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

Work Experience:
Staff member since 1996

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

Work Experience:
Staff member since 2004

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

Work Experience:
Staff member since 1999

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

Work Experience:
Staff member since 1998

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

Work Experience:
Staff member since 1989

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

Work Experience:
Staff member since 1979

- 42. Mr. Keith Lipinsky**, Head Teacher - Physical Education, New Milford High School

Move that the Board of Education appoint **Mr. Keith Lipinsky** as Head Teacher for Physical Education at New Milford High School effective July 1, 2011.
2011-12 stipend - \$2,236

Education History:

BS: Springfield College
Major: Movement & Sports Study
MA: Springfield College
Major: Health Studies
6th Yr.: CCSU
Major: Educational Leadership

Work Experience:

Staff member since 2002

- 43. Mrs. Geraldine Lukovits**, Head Teacher – Unified Arts, Schaghticoke Middle School

Move that the Board of Education appoint **Mrs. Geraldine Lukovits** as Head Teacher for Unified Arts at Schaghticoke Middle School effective July 1, 2011.
2011-12 stipend - \$2,798

Education History:

BS: SUNY Oneonta
Major: Home Economics
MS: WCSU
Major: Child & Adoles. Study
6th Yr: SCSU
Major: Educational Leadership

Work Experience:

Staff member since 1988

- 44. Mr. Justin Mack**, Head Teacher - Grade 4, Sarah Noble Intermediate School

Move that the Board of Education appoint **Mr. Justin Mack** as Head Teacher for Grade 4 at Sarah Noble Intermediate School effective July 1, 2011.
2011-12 stipend - \$2,798

Education History:

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

Work Experience:

Staff member since 2006

- 45. Mrs. Paula Marian**, Head Teacher - Art, New Milford High School

Move that the Board of Education appoint **Mrs. Paula Marian** as Head Teacher for Art at New Milford High School effective July 1, 2011.
2011-12 stipend - \$2,236

Education History:

BA: Kalamazoo College
Major: Art
MA: Eastern Michigan
Major: Ceramics

Work Experience:

Staff member since 1987

- 46. Mr. James Matranga**, Department Chair, World Languages, New Milford High School

Move that the Board of Education appoint **Mr. James Matranga** as Department Chair for World Languages at New Milford High School effective July 1, 2011.
2011-12 stipend - \$4,103

Education History:

BA: UConn
Major: French/Education
MS: SCSU
Major: Bi-Lingual Education
6th Yr: SCSU
Major: Educational Leadership

Work Experience:

Staff member since 1977

- 47. Mrs. Susan Partelow**, Head Teacher - World Languages, Schaghticoke Middle School

Move that the Board of Education appoint **Mrs. Susan Partelow** as Head Teacher for World Languages at Schaghticoke Middle School effective July 1, 2011.
2011-12 stipend - \$2,798

Education History:

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

Work Experience:

Staff member since 1979

- 48. Mrs. Eileen Reed**, Department Chair, Science, New Milford High School
Move that the Board of Education appoint **Mrs. Eileen Reed** as Department Chair for Science at New Milford High School effective July 1, 2011.
2011-12 stipend - \$4,103
- 49. Mrs. Josephine Rositano**, Psychological Services Coordinator
Move that the Board of Education appoint **Mrs. Josephine Rositano** as Psychological Services Coordinator effective July 1, 2011.
2011-12 stipend - \$4,557
- 50. Mrs. Jill Ross**, Grade 7 Team Leader, Schaghticoke Middle School
Move that the Board of Education appoint **Mrs. Jill Ross** as Grade 7 Team Leader at Schaghticoke Middle School effective July 1, 2011.
2011-12 stipend - \$2,798
- 51. Mr. Patrick Smith**, Head Teacher – Social Studies, Schaghticoke Middle School
Move that the Board of Education appoint **Mr. Patrick Smith** as Head Teacher for Social Studies at Schaghticoke Middle School effective July 1, 2011.
2011-12 stipend - \$2,798
- 52. Mr. Patrick Smith**, Grade 7 Team Leader, Schaghticoke Middle School
Move that the Board of Education appoint **Mr. Patrick Smith** as Grade 7 Team Leader at Schaghticoke Middle School effective July 1, 2011.
2011-12 stipend - \$2,798
- 53. Mrs. Keli Solomon**, Grade 8 Team Leader, Schaghticoke Middle School
Move that the Board of Education appoint **Mrs. Keli Solomon** as Grade 8 Team Leader at Schaghticoke Middle School effective July 1, 2011.
2011-12 stipend - \$2,798

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

Work Experience:
Staff member since 2000

Education History:
BA: WCSU
Major: Psychology
MS: Univ. of Bridgeport
Major: Psychology
6th Yr: Univ. of Bridgeport
Major: School Psych.

Work Experience:
Staff member since 1996

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

Work Experience:
Staff member since 1995

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

Work Experience:
Staff member since 1990

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

Work Experience:
Staff member since 1990

Education History:
BA: SCSU
Major: Media Arts
MA: WCSU
Major: History

Work Experience:
Staff member since 1994

<p>54. Mrs. Susan Stoughton, Head Teacher – Science, Schaghticoke Middle School <u>Move</u> that the Board of Education appoint Mrs. Susan Stoughton as Head Teacher for Science at Schaghticoke Middle School effective July 1, 2011. 2011-12 stipend - \$2,798</p>	<p><i>Education History:</i> BA: WCSU Major: Human Relations MS: SCSU Major: Science Education</p> <p><i>Work Experience:</i> Staff member since 2000</p>
<p>55. Mrs. Jennifer Titus, Speech Services Coordinator <u>Move</u> that the Board of Education appoint Mrs. Jennifer Titus as Speech Services Coordinator effective July 1, 2011. 2011-12 stipend - \$4,557</p>	<p><i>Education History:</i> BA: UConn Major: Communication Disorders MS: W. Carolina University Major: Communication Disorders</p> <p><i>Work Experience:</i> Staff member since 2002</p>
<p>56. Ms. Becky Waters, Grade 8 Team Leader, Schaghticoke Middle School <u>Move</u> that the Board of Education appoint Ms. Becky Waters as Grade 8 Team Leader at Schaghticoke Middle School effective July 1, 2011. 2011-12 stipend - \$2,798</p>	<p><i>Education History:</i> BS: CCSU Major: Secondary Education</p> <p><i>Work Experience:</i> Staff member since 2005</p>
<p>57. Mrs. Nanci Zimmerman, Head Teacher – Grade 5, Sarah Noble Intermediate School <u>Move</u> that the Board of Education appoint Mrs. Nanci Zimmerman as Head Teacher for Grade 5 at Sarah Noble Intermediate School effective July 1, 2011. 2011-12 stipend - \$2,798</p>	<p><i>Education History:</i> BS: St. Thomas Aquinas Major: Elem. Ed MS: Iona College Major: Ed. Computing</p> <p><i>Work Experience:</i> Staff member since 1989</p>
<p>3. NON-CERTIFIED STAFF a. RESIGNATIONS</p>	
<p>1. Mrs. Cindy Bull, Special Education Paraeducator, New Milford High School <u>Move</u> that the Board of Education accept the resignation of Mrs. Cindy Bull as a Special Education Paraeducator at New Milford High School effective July 27, 2011.</p>	<p>Took position elsewhere</p>
<p>2. Ms. Maureen Laurer, Administrative Assistant to the Superintendent, Central Office <u>Move</u> that the Board of Education accept the resignation, due to retirement, of Ms. Maureen Laurer as an Administrative Assistant to the Superintendent at Central Office effective August 19, 2011.</p>	<p>Retirement</p>

<p>3. Mrs. Debbra Minasi, Adult Education Secretary, New Milford High School <u>Move</u> that the Board of Education accept the resignation of Mrs. Debbra Minasi as an Adult Education Secretary at New Milford High School effective August 26, 2011.</p>	<p>Personal Reasons</p>
<p>4. Mrs. Suzanne Moros, Food Service Worker, Northville Elementary School <u>Move</u> that the Board of Education accept the resignation of Mrs. Suzanne Moros as a Food Service Worker at Northville Elementary School effective June 27, 2011.</p>	<p>Personal Reasons</p>
<p>5. Mrs. Blanche Stuart, Food Service Worker, Northville Elementary School <u>Move</u> that the Board of Education accept the resignation of Mrs. Blanche Stuart as a Food Service Worker at Northville Elementary School effective September 1, 2011.</p>	<p>Retirement</p>
<p>6. Mrs. Susan Trujillo, Special Education Paraeducator, New Milford High School <u>Move</u> that the Board of Education accept the resignation of Mrs. Susan Trujillo as a Special Education Paraeducator at New Milford High School effective August 12, 2011.</p>	<p>Moving</p>
<p>4. NON-CERTIFIED STAFF</p>	
<p>b. APPOINTMENTS</p>	
<p>1. Mrs. Lynn Holmes, Nursing Services Coordinator <u>Move</u> that the Board of Education appoint Mrs. Lynn Holmes as Nursing Services Coordinator effective July 1, 2011. 2011-12 stipend - \$3,000</p>	<p><i>Education History:</i> AS: Nassau Comm. College</p> <p><i>Work Experience:</i> Staff member since 1984</p>
<p>2. Mrs. Rita Iverson, Interim Administrative Assistant to the Superintendent, Central Office <u>Move</u> that the Board of Education appoint Mrs. Rita Iverson as Interim Administrative Assistant to the Superintendent at Central Office effective August 22, 2011.</p>	<p>Hourly Rate: \$23.80</p>
<p>3. Mrs. Maura Jabbonsky, Paraeducator, Northville Elementary School <u>Move</u> that the Board of Education appoint Mrs. Maura Jabbonsky as a Paraeducator at Northville Elementary School effective August 26, 2011.</p>	<p>Hire Rate: \$12.60 per hour Replace: V. Letizia \$12.60 per hour</p>

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| <p>4. Mrs. Carol McKay, Paraeducator, New Milford High School
<u>Move</u> that the Board of Education appoint Mrs. Carol McKay as a Paraeducator at Hill and Plain School effective August 26, 2011.</p> <p>5. Mr. John Palmer, Paraeducator, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. John Palmer as a Paraeducator at New Milford High School effective August 26, 2011.</p> <p>6. **Mrs. Kathleen Sanders, Secretary to Director of Food & Nutrition Services
<u>Move</u> that the Board of Education appoint Mrs. Kathleen Sanders as Secretary to the Director of Food & Nutrition Services effective September 7, 2011.</p> <p>7. **Mrs. Maryanne Shaffer, Paraeducator, New Milford High School
<u>Move</u> that the Board of Education appoint Mrs. Maryanne Shaffer as a Paraeducator at New Milford High School effective September 7, 2011.</p> <p>8. Ms. Carol Smeriglio, Paraeducator, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Carol Smeriglio as a Paraeducator at New Milford High School effective August 26, 2011.</p> <p>9. Mrs. Betsey Thibodeau, School Nurse, Northville Elementary School
<u>Move</u> that the Board of Education appoint Mrs. Betsey Thibodeau as School Nurse at Northville Elementary School effective August 25, 2011.
2011-12 salary - \$40,277 + \$1,500 BS degree</p> <p>5. SUBSTITUTES
a. APPOINTMENTS
1. Ms. Ashley Balaska, Long term Substitute Teacher, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Ashley Balaska as a Substitute Teacher effective August 23, 2011.</p> | <p>Hire Rate: \$12.79 per hour
Job Rate: \$13.12 per hour

Replace: B. Shaffer</p> <p>Hire Rate: \$12.79 per hour
Job Rate: \$13.12 per hour

Replace: K. Hallecks</p> <p>Hourly Rate: \$17.33

Replace: B. Hallecks</p> <p>Hire Rate: \$12.79 per hour
Job Rate: \$13.12 per hour

Replace: S. Trujillo</p> <p>Hire Rate: \$12.79 per hour
Job Rate: \$13.12 per hour

Replace: C. Bull</p> <p><i>Education History:</i>
BSN: WCSU</p> <p><i>Work Experience:</i>
5 Yrs. New Milford High School
7 yrs. Pomperaug District Dept. of Health

Replace D. Booth</p> <p><i>Education History:</i>
BS: Sacred Heart University
Major: English
MA: Sacred Heart University
Major: Secondary Education</p> |
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| <p>2. Mr. Howard Harris, Long term Substitute Teacher, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Howard Harris as a Substitute Teacher effective August 23, 2011.</p> | <p><i>Education History:</i>
BA: WCSU
Major: Education
MA: Columbia Teachers College
Major: Education</p> |
| <p>3. Mrs. Melissa Morgan, Substitute Teacher
<u>Move</u> that the Board of Education appoint Mrs. Melissa Morgan as a Substitute Teacher effective August 29, 2011.</p> | <p><i>Education History:</i>
BS: Keene State College
Major: Early Childhood Ed.
MA: Rhode Island College
Major: Elementary Education</p> |
| <p>4. Mrs. Gillian O'Mara, Substitute Teacher
<u>Move</u> that the Board of Education appoint Mrs. Gillian O'Mara as a Substitute Teacher effective August 29, 2011.</p> | <p><i>Education History:</i>
BA: WCSU
Major: Management.
MA: Univ. of Hartford
Major: Elementary Education</p> |
| <p>5. Ms. Natalie Roche, Substitute Teacher
<u>Move</u> that the Board of Education appoint Ms. Natalie Roche as a Substitute Teacher effective August 29, 2011.</p> | <p><i>Education History:</i>
BA: SCSU
Major: Psychology
BS: Univ. of Bridgeport
Major: Elementary Education</p> |
| <p>6. Ms. Katherine Roman, Substitute Teacher
<u>Move</u> that the Board of Education appoint Ms. Katherine Roman as a Substitute Teacher effective August 29, 2011.</p> | <p><i>Education History:</i>
BA: Univ. of Bridgeport
Major: Liberal Arts
MAT: Sacred Heart Univ.
Major: Elementary Education</p> |
| <p>7. ADULT EDUCATION STAFF</p> | |
| <p>a. APPOINTMENTS</p> | |
| <p>1. Mr. Vince Bantolini, Mandated Teacher, Adult Education Program
<u>Move</u> that the Board of Education appoint Mr. Vince Bantolini as a Mandated Teacher for the Adult Education Program effective August 31, 2011.</p> | <p><i>Education History:</i>
Has worked in Adult Ed at NMPS for several years</p> |
| <p>2. Mr. Henry Bessel, Data Entry, Adult Education Program
<u>Move</u> that the Board of Education appoint Mr. Henry Bessel as Data Entry for the Adult Education Program effective August 31, 2011.</p> | <p><i>Education History:</i>
BA: Lebanon Valley College
MBA UConn</p> |
| <p>3. Mr. John Boothby, Mandated Teacher, Adult Education Program
<u>Move</u> that the Board of Education appoint Mr. John Boothby as a Mandated Teacher for the Adult Education Program effective August 31, 2011.</p> | <p>Current employee</p> |
| <p>4. Mr. Jeffrey Bronn, Mandated Teacher, Adult Education Program
<u>Move</u> that the Board of Education appoint Mr. Jeffrey Bronn as a Mandated Teacher for the Adult Education Program effective August 31, 2011.</p> | <p>Current employee</p> |

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| <p>5. Mr. Daryl Daniels, Mandated Teacher, Adult Education Program
 <u>Move</u> that the Board of Education appoint Mr. Daryl Daniels as a Mandated Teacher for the Adult Education Program effective August 31, 2011.</p> | <p>Current employee</p> |
| <p>6. Mr. Josh Elliott, Mandated Teacher, Adult Education Program
 <u>Move</u> that the Board of Education appoint Mr. Josh Elliott as a Mandated Teacher for the Adult Education Program effective August 31, 2011.</p> | <p>Current employee</p> |
| <p>7. Ms. Catherine Hackett, Mandated Teacher, Adult Education Program
 <u>Move</u> that the Board of Education appoint Ms. Catherine Hackett as a Mandated Teacher for the Adult Education Program effective August 31, 2011.</p> | <p><i>Education History:</i>
 BA: John Jay College of Criminal Justice
 MS: SCSU</p> |
| <p>8. Mrs. Kristeen Kaczka, Mandated Teacher, Adult Education Program
 <u>Move</u> that the Board of Education appoint Mrs. Kristeen Kaczka as a Mandated Teacher for the Adult Education Program effective August 31, 2011.</p> | <p>Current employee</p> |
| <p>9. Ms. Linda Lozier, Mandated Teacher, Adult Education Program
 <u>Move</u> that the Board of Education appoint Ms. Linda Lozier as a Mandated Teacher for the Adult Education Program effective August 31, 2011.</p> | <p><i>Education History:</i>
 Has worked in Adult Ed at NMPS for several years</p> |
| <p>10. Mrs. Christy Martin, Facilitator, Adult Education Program
 <u>Move</u> that the Board of Education appoint Mrs. Christy Martin as Facilitator for the Adult Education Program effective August 31, 2011.</p> | <p><i>Education History:</i>
 Current employee</p> |
| <p>11. Ms. Christine McCullough, Mandated Teacher, Adult Education Program
 <u>Move</u> that the Board of Education appoint Ms. Christine McCullough as a Mandated Teacher for the Adult Education Program effective August 31, 2011.</p> | <p>Current employee</p> |
| <p>12. Mrs. Theresa McGuinness, Mandated Teacher, Adult Education Program
 <u>Move</u> that the Board of Education appoint Mrs. Theresa McGuinness as a Mandated Teacher for the Adult Education Program effective August 31, 2011.</p> | <p>Current employee</p> |

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| <p>13. Mrs. Susan McWhinnie, Mandated Teacher, Adult Education Program
<u>Move</u> that the Board of Education appoint Mrs. Susan McWhinnie as a Mandated Teacher for the Adult Education Program effective August 31, 2011.</p> | <p><i>Education History:</i>
BS: WCSU
MA: Fairfield University</p> |
| <p>14. Mr. Justin Ongley, Mandated Teacher, Adult Education Program
<u>Move</u> that the Board of Education appoint Mr. Justin Ongley as a Mandated Teacher for the Adult Education Program effective August 31, 2011.</p> | <p>Current employee</p> |
| <p>15. Mr. Joseph Neff, Mandated Teacher, Adult Education Program
<u>Move</u> that the Board of Education appoint Mr. Joseph Neff as a Mandated Teacher for the Adult Education Program effective August 31, 2011.</p> | <p>Current employee</p> |
| <p>16. Mrs. Julie Pokrinchak, Mandated Teacher, Adult Education Program
<u>Move</u> that the Board of Education appoint Mrs. Julie Pokrinchak as a Mandated Teacher for the Adult Education Program effective August 31, 2011.</p> | <p><i>Education History:</i>
BS: WCSU</p> |
| <p>17. Ms. Nancy Schmitt, Mandated Teacher, Adult Education Program
<u>Move</u> that the Board of Education appoint Ms. Nancy Schmitt as a Mandated Teacher for the Adult Education Program effective August 31, 2011.</p> | <p><i>Education History:</i>
BS: Fairfield University
MBA:</p> |
| <p>18. **Mr. Nanalall Soomaloo, Security Guard, Adult Education Program
<u>Move</u> that the Board of Education appoint Mr. Nanalall Soomaloo as a Security Guard for the Adult Education Program effective August 31, 2011.</p> | <p>Current employee</p> |
| <p>19. Ms. Julia Taborsak, Mandated Teacher, Adult Education Program
<u>Move</u> that the Board of Education appoint Ms. Julia Taborsak as a Mandated Teacher for the Adult Education Program effective August 31, 2011.</p> | <p><i>Education History:</i>
BS/MA: WCSU</p> |
| <p>8. BAND STAFF
a. APPOINTMENTS</p> | |
| <p>20. Ms. Laura D'Averso, Guard Assistant - Fall-Winter, Band, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Laura D'Averso as Guard Assistant – Fall-Winter for Band at New Milford High School effective August 29, 2011.</p> | <p>2011-2012 Stipend:
\$1895 – Fall Season
\$1895 – Winter Season</p> |

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| <p>21. **Ms. Kate Heidemann, Music/Visual Tech, Band, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Kate Heidemann as Music/Visual Tech for Band at New Milford High School effective September 9, 2011.</p> | <p>2011-2012 Stipend: \$947</p> |
| <p>22. **Ms. Allison Lynch, Drumline Assistant, Band, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Allison Lynch as Drumline Assistant for Band at New Milford High School effective August 29, 2011.</p> | <p>2011-2012 Stipend: \$1419</p> |
| <p>23. **Mr. Richard Nelson, Music/Visual Tech, Band, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Richard Nelson as Music/Visual Tech for Band at New Milford High School effective September 9, 2011.</p> | <p>2011-2012 Stipend: \$947</p> |
| <p>24. Mr. Tim Pearson, Drumline Caption Head, Band, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Tim Pearson as Drumline Caption Head for Band at New Milford High School effective August 29, 2011.</p> | <p>2011-2012 Stipend: \$1419</p> |
| <p>25. Ms. Seema Soni, Guard Director - Fall-Winter, Band, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Seema Soni as Guard Director – Fall-Winter for Band at New Milford High School effective August 29, 2011.</p> | <p>2011-2012 Stipend:
\$3749 – Fall Season
\$3749 – Winter Season</p> |
| <p>26. Ms. Rebekah Sutter, Guard Tech - Winter, Band, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Rebekah Sutter as Guard Tech – Winter for Band at New Milford High School effective August 29, 2011.</p> | <p>2011-2012 Stipend: \$1419</p> |
| <p>27. **Ms. Amanda Welch, Music/Visual Tech, Band, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Amanda Welch as Music/Visual Tech for Band at New Milford High School effective September 9, 2011.</p> | <p>2011-2012 Stipend: \$947</p> |
| <p>28. Mr. Zachary Whitlock, Visual Caption Head, Band, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Zachary Whitlock as Visual Caption Head for Band at New Milford High School effective August 29, 2011.</p> | <p>2011-2012 Stipend: \$1895</p> |

29. Mr. Barry Zhou, Visual Tech, Band, New Milford High School

2011-2012 Stipend: \$1419

Move that the Board of Education appoint **Mr. Barry Zhou** as Visual Tech for Band at New Milford High School effective August 29, 2011.

9. COACHING STAFF

a. RESIGNATIONS

1. Mr. Matthew Kuchta, Head JV Boys' Lacrosse Coach, New Milford High School

Personal reasons

Move that the Board of Education accept the resignation of **Mr. Matthew Kuchta** as Head JV Boys' Lacrosse Coach at New Milford High School effective June 27, 2011.

10. COACHING STAFF

b. APPOINTMENTS

1. Mr. Chris Bacich, Boys' Varsity Cross Country Coach, New Milford High School

2011-2012 stipend: \$3400

Move that the Board of Education appoint **Mr. Chris Bacich** as Boys' Varsity Cross Country Coach at New Milford High School effective August 15, 2011.

2. Ms. Lyndsey Baird, JV Cheerleading Coach, New Milford High School

2011-2012 stipend: \$2236

Move that the Board of Education appoint **Ms. Lyndsey Baird**, as JV Cheerleading Coach at New Milford High School effective August 15, 2011.

3. Ms. Tricia Blood, Girls' Intramural Field Hockey Coach, Schaghticoke Middle School

2011-2012 stipend: \$947

Move that the Board of Education appoint **Ms. Tricia Blood** as Girls' Intramural Field Hockey Coach at Schaghticoke Middle School effective September 1, 2011.

4. Ms. Tricia Blood, Girls' Interscholastic Field Hockey Coach, Schaghticoke Middle School

2011-2012 stipend: \$1895

Move that the Board of Education appoint **Ms. Tricia Blood** as Girls' Interscholastic Field Hockey Coach at Schaghticoke Middle School effective September 1, 2011.

5. Ms. Kerri Lynn Cope, Varsity Cheerleading Coach, New Milford High School

2011-2012 stipend: \$3439

Move that the Board of Education appoint **Ms. Kerri Lynn Cope** as Varsity Cheerleading Coach at New Milford High School effective August 15, 2011.

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| <p>6. Mr. Christopher Dzurka, Boys' Freshmen Football Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Christopher Dzurka as Boys' Freshmen Football Coach at New Milford High School effective August 15, 2011.</p> | <p>2011-2012 stipend: \$3785</p> |
| <p>7. Mr. Dennis Harrington, Girls' JV Cross Country Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Dennis Harrington as Girls' JV Cross Country Coach at New Milford High School effective August 15, 2011.</p> | <p>2011-2012 stipend: \$2210</p> |
| <p>8. **Mr. Rob Hibbard, Boys' Intramural Soccer Coach, Schaghticoke Middle School
<u>Move</u> that the Board of Education appoint Mr. Rob Hibbard as Boys' Intramural Soccer Coach at Schaghticoke Middle School effective September 1, 2011.</p> | <p>2011-2012 stipend: \$947</p> |
| <p>9. Ms. Dawn Hough, Varsity Field Hockey Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Dawn Hough as Varsity Field Hockey Coach at New Milford High School effective August 15, 2011.</p> | <p>2011-2012 stipend: \$4626</p> |
| <p>10. Mrs. Lauren Iverson, Girls' Freshman Field Hockey Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mrs. Lauren Iverson as Girls' Freshman Field Hockey Coach at New Milford High School effective August 15, 2011.</p> | <p>2011-2012 stipend: \$3006</p> |
| <p>11. **Mr. Greg Lacava, Volunteer Girls' Varsity Soccer Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Greg Lacava as Volunteer Girls' Varsity Soccer Coach at New Milford High School effective August 15, 2011.</p> | <p>Volunteer</p> |
| <p>12. Mr. Charles Lynch, Boys' Varsity Football Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Charles Lynch as Boys' Varsity Football Coach at New Milford High School effective August 15, 2011.</p> | <p>2011-2012 stipend: \$5822</p> |
| <p>13. Mr. Tom Marks, Girls' Varsity Cross Country Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Tom Marks as Girls' Varsity Cross Country Coach at New Milford High School effective August 15, 2011.</p> | <p>2011-2012 stipend: \$3400</p> |

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| <p>14. Mr. Greg Marsan, Girls' Varsity Soccer Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Greg Marsan as Girls' Varsity Soccer Coach at New Milford High School effective August 15, 2011.</p> | <p>2011-2012 stipend: \$4626</p> |
| <p>15. Mr. Mark Matrigali, Boys' JV Football Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Mark Matrigali as Boys' JV Football Coach at New Milford High School effective August 15, 2011.</p> | <p>2011-2012 stipend: \$3785</p> |
| <p>16. **Mrs. Theresa McGuinness, Girls' Intramural Cross Country Coach, Schaghticoke Middle School
<u>Move</u> that the Board of Education appoint Mrs. Theresa McGuinness as Girls' Intramural Cross Country Coach at Schaghticoke Middle School effective September 1, 2011.</p> | <p>2011-2012 stipend: \$947</p> |
| <p>17. Ms. Bethany Mihaly, Girls' JV Swimming Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Bethany Mihaly as Girls' JV Swimming Coach at New Milford High School effective August 15, 2011.</p> | <p>2011-2012 stipend: \$2805</p> |
| <p>18. **Ms. Heather Morin, Girls' Interscholastic Soccer Coach, Schaghticoke Middle School
<u>Move</u> that the Board of Education appoint Ms. Heather Morin as Girls' Interscholastic Soccer Coach at Schaghticoke Middle School effective September 1, 2011.</p> | <p>2011-2012 stipend: \$1895</p> |
| <p>19. Mr. David Mumma, Boys' Interscholastic Soccer Coach, Schaghticoke Middle School
<u>Move</u> that the Board of Education appoint Mr. David Mumma as Boys' Interscholastic Soccer Coach at Schaghticoke Middle School effective September 1 2011.</p> | <p>2011-2012 stipend: \$1895</p> |
| <p>20. **Ms. Anastasia Palella, JV Volleyball Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Anastasia Palella as JV Volleyball Coach at New Milford High School effective September 8, 2011.</p> | <p>2011-2012 stipend: \$3006</p> |
| <p>21. Mr. Christopher Rigdon, JV Football Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Christopher Rigdon as JV Football Coach at New Milford High School effective August 15, 2011.</p> | <p>2011-2012 stipend: \$3785</p> |

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| <p>22. Mrs. Lisa Stein, Girls' Varsity Volleyball Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mrs. Lisa Stein as Girls' Varsity Volleyball Coach at New Milford High School effective August 15, 2011.</p> | <p>2011-2012 stipend: \$4626</p> |
| <p>23. Mr. Travis Swim, JV Football Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Travis Swim as JV Football Coach at New Milford High School effective August 15, 2011.</p> | <p>2011-2012 stipend: \$3785</p> |
| <p>24. Mr. James Tong, Boys' Varsity Soccer Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. James Tong as Boys' Varsity Soccer Coach at New Milford High School effective August 15, 2011.</p> | <p>2011-2012 stipend: \$4626</p> |
| <p>25. Ms. Mary Van Doren, Girls' Varsity Swimming Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Mary Van Doren as Girls' Varsity Swimming Coach at New Milford High School effective August 15, 2011.</p> | <p>2011-2012 stipend: \$4315</p> |
| <p>26. Mr. Giles Vaughn, Boys' JV Cross Country Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Giles Vaughn as Boys' JV Cross Country Coach at New Milford High School effective August 15, 2011.</p> | <p>2011-2012 stipend: \$2210</p> |
| <p>27. Mr. Matthew Wall, Co-ed Interscholastic Cross County Coach, Schaghticoke Middle School
<u>Move</u> that the Board of Education appoint Mr. Matthew Wall as Co-ed Interscholastic Cross County Coach at Schaghticoke Middle School effective September 1, 2011.</p> | <p>2011-2012 stipend: \$1895</p> |
| <p>28. Mr. John Wrenn, Boys' JV Soccer Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. John Wrenn as Boys' JV Soccer Coach at New Milford High School effective August 15, 2011.</p> | <p>2011-2012 stipend: \$3006</p> |
| <p>29. Ms. Jennifer Wyslick, JV Field Hockey Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Jennifer Wyslick as JV Field Hockey Coach at New Milford High School effective August 15, 2011.</p> | <p>2011-2012 stipend: \$3006</p> |

1. **Mrs. Susan Guertin**, Reading Consultant, Hill and Plain School
Move that the Board of Education approve the request of **Mrs. Susan Guertin** for an unpaid personal leave of absence August 23, 2011 through December 31, 2011.
2. **Mrs. Brenda Mead**, Food & Nutrition Services, Schaghticoke Middle School
Move that the Board of Education approve the request of **Mrs. Brenda Mead** for an unpaid medical leave of absence for the 2011-2012 school year.
3. **Mrs. Gina Riccio**, English Teacher, New Milford High School
Move that the Board of Education approve the request of **Mrs. Gina Riccio** for an unpaid child-bearing leave of absence from August 23, 2011 through November 1, 2011.

Unpaid leave of absence
8/23/11-11/1/11

NEW MILFORD BOARD OF EDUCATION

To: Eligible New Milford Education Association Members
From: New Milford Board of Education
Re: Retirement Incentive Program
Date: September 20, 2011

The New Milford Board of Education (the "Board") is offering members of the New Milford Educational Association a one time opportunity to elect to participate in a Retirement Incentive Program (the "Program") in accordance with the terms of the attached Election Form, Agreement, Release and Waiver and Memorandum of Agreement. Please review these attachments carefully as this letter highlights some of the more significant aspects of the Program but does not include all of the provisions of the offer.

To be eligible to participate in the Program, the teacher must be a) eligible for normal, pro-ratable or early retirement benefits under Section 10-183f of the Connecticut General Statutes, b) employed by the Board with no less than **20 years of continuous service** on the payroll (on the payroll since on or before July 1, 1992), c) **age 55 years or more as of June 30, 2012**, and d) **on maximum step** on any track of the teachers' salary schedule. The teacher must resign and retire from his/her employment with the Board **effective June 30, 2012**.

The retirement incentive benefit shall be a monetary sum of **\$38,000.00** (less federal and state taxes and FICA contributions) payable over three years as described in the attached MOA, and the opportunity to continue group health benefits for up to three years at the teacher's own expense. Health care coverage may extend beyond three years by operation of C.G.S. § 10-183t (Teachers' Retirement Benefit – Health Insurance) or other law.

To participate in the program, the teacher must **accept** our offer by executing the attached Election Form, Agreement, Release and Waiver **no later than the close of business Friday, October 14, 2011**. This Program shall be implemented only if a **minimum of ten (10) teachers to a maximum of twenty (20) teachers** retire effective **June 30, 2012**, in accordance with the provisions of the Program. Program applicants will be selected on a first come, first served basis, based upon the date/time the applicant's completed Election Form is received in the superintendent's office.

Should any members have questions regarding this incentive, please contact the superintendent's office.

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is by and between the New Milford Board of Education (hereinafter, "the Board") and the New Milford Education Association (hereinafter, "the Association").

The purpose of this Memorandum of Agreement is to offer members of the bargaining unit a one time opportunity to elect to participate in a Retirement Incentive Program (the "Program") as described herein.

The terms of this Memorandum of Agreement are as follows:

- I. Eligibility. To be eligible to participate in the Program, the teacher must be a) eligible for normal, pro-ratable or early retirement benefits under Section 10-183f of the Connecticut General Statutes, b) employed by the Board with no less than **20 years of continuous service** (on the payroll since on or before July 1, 1992), c) **age 55 as of June 30, 2012**, and d) **on maximum step** on any track. The teacher must resign and retire from his/her employment with the New Milford Board of Education effective **June 30, 2012**, and not reapply for a full time certified position with the Board in the future.
- II. On Tuesday, September 20, 2011, each eligible teacher will receive the attached Election Form, Agreement, Release and Waiver offering the Program. To participate in the Program, the teacher must accept the offer by executing the Election Form, Agreement, Release and Waiver no later than **October 14, 2011**. This Retirement Incentive Plan shall be implemented only if **a minimum of ten (10) to a maximum of twenty (20) teachers** elect to participate in the Program in accordance with the provisions of the Program. Program applicants will be selected on a first come, first served basis, based upon the date/time the applicant's completed Election Form is received in the superintendent's office. Any teacher who provides notice of retirement after October 14, 2011, shall not be eligible for this Retirement Incentive Plan.
- III. The retirement incentive benefit shall be (a) total monetary sum of **\$38,000.00** payable in three installments as follows: the first installment of \$14,000.00 to be paid in July 2012, the second installment of \$12,000.00 to be paid in July 2013, and the final installment of \$12,000.00 to be paid in July 2014. Such payments shall be subject to the usual deductions for federal and state taxes and FICA contributions, and (b) the offer by the Board of continuation of group health care benefits in a plan provided to active teachers, as may be amended from time to time, at the teacher's own expense for up to three years (to which the incentive payment may be applied). Health care coverage may extend beyond three years by operation of C.G.S. § 10-183t (Teachers' Retirement Benefit – Health Insurance) or other law. This retirement incentive benefit is payable to the employee only. In the event of the death of the teacher before the payment is made, no such payment will be due to the teacher's estate, beneficiaries, heirs or assigns, nor shall group insurance coverage continue except as required by law.

- IV. The Program described herein is offered by the Board this one time only. The offer **expires at 4:00 p.m. on October 14, 2011.**
- V. The Board and the Association acknowledge that this Memorandum of Agreement does not constitute a past practice and establishes no precedent for the future.

IN WITNESS WHEREOF, the parties hereto cause this instrument to be executed and signed by their mutually authorized officers or representatives.

**NEW MILFORD
BOARD OF EDUCATION**

**NEW MILFORD
EDUCATION ASSOCIATION**

Date: _____

Date: _____

NEW MILFORD BOARD OF EDUCATION

RETIREMENT INCENTIVE PROGRAM

ELECTION FORM, AGREEMENT, RELEASE AND WAIVER

1. The undersigned Employee (hereinafter, referred to as "Employee") hereby irrevocably resigns and retires from his/her employment with the New Milford Board of Education (hereinafter, referred to as "Board"), effective the close of business June 30, 2012. The Employee will not re-apply for a full time certified employment position with the Board in the future.
2. The Employee accepts the offer of the Board and will participate in the Retirement Incentive Program pursuant to the Memorandum of Agreement between the New Milford Board of Education and the New Milford Education Association.
3. The Board will provide the Employee the benefits which are set forth in the Retirement Incentive Program.
4. The Employee acknowledges that the Retirement Incentive Program provides benefits in addition to those benefits to which the employee would otherwise be entitled and that such additional benefits are in consideration for his/her voluntary acceptance of the Program offer and his/her voluntary execution of this Election Form, Agreement, Release and Waiver (hereinafter, referred to collectively as "Agreement").
5. By attaching his/her signature hereto, and effective with his/her execution hereof, the Employee, for himself/herself, his/her heirs, executors, administrators and assigns, hereby releases the New Milford Board of Education and its members, officials, agents, legal representatives, affiliates and employees (hereinafter referred to collectively as the "Releasees") from any and all claims demands, causes of action, fees and liabilities of any kind whatsoever, whether known or unknown, which he/she may have had, now has or may have against the Board under law, equity or contract, with regard to or arising out of his/her employment by the Board and/or the circumstances surrounding his/her resignation, or otherwise, including but not limited to any claim that he/she was discriminated against on account of his/her race, color, religion, creed, sex, marital status, age, national origin, past or present history of mental disorder, mental retardation or physical disability and any claims of libel, slander and/or defamation. The Employee UNDERSTANDS THAT THIS RELEASE APPLIES TO POSSIBLE CLAIMS UNDER THE AGE DISCRIMINATION IN EMPLOYMENT ACT THAT AROSE ON OR BEFORE THE DATE OF THIS AGREEMENT. The employee does not waive any rights or claims, known or unknown, under the terms of the Connecticut Workers' Compensation Act or to enforce this Agreement.

6. Without limiting the generality of the foregoing, this Agreement is intended to and shall release the Releasees from any and all claims, whether known or unknown, which the Employee ever had or now has against the Releasees arising out of his/her employment with the Board, including but not limited to: (I) any claim under the Civil Rights Acts of 1866, 1871, and 1964, as amended, the Americans With Disabilities Act of 1990, the Rehabilitation Act of 1973, as amended, the Age Discrimination in Employment Act, as amended, the Family and Medical Leave Act of 1993, the Connecticut Fair Employment Practices Act, Connecticut General Statutes, Sec. 46a-51, et seq., and any other claim (whether based on federal, state, local, statutory or decisional law); (II) any claim arising out of the terms and conditions of the Employee's employment with the Board, or his/her separation from employment and/or any of the events relating directly or indirectly to or surrounding that employment or the separation from that employment whether in contract, express or implied, or in tort; (III) any other judicial, quasi-judicial or administrative action in law or equity; and (IV) any claim for attorneys' fees, costs, disbursements and the like.
7. The entering of this Agreement by the Employee occurs with his/her full understanding and appreciation of the act and its ramifications and is free from coercion of any kind by the Board and/or its members, officials, agents, affiliates, legal representatives, and employees. The Employee represents that he/she has carefully read and understands this Agreement and that he/she has entered into this Agreement knowingly and voluntarily after having had an opportunity to consult with his/her personal legal advisors, which he/she has been encouraged to do by the Board.
8. The Employee acknowledges that he/she has been advised by the Board to consult an attorney of his/her own choosing prior to executing this Agreement and that he/she has had at least **twenty-one (21) days to decide whether to execute** this Agreement. The Employee may **revoke** this Agreement **within seven (7) days** following its execution, and this Agreement, notwithstanding any of the above terms, shall not become effective or enforceable until this revocation period has expired. The effective date of this Agreement is the eighth day following the employee's execution unless he or she has revoked this Agreement. To revoke this Agreement, the employee must provide written notice of his or her decision to revoke this Agreement to:

JeanAnn Paddyfote, Ph.D.
Superintendent's Office
New Milford Public Schools
50 East Street
New Milford, CT 06776

Such notice must be physically **received** in the Office of the Superintendent no later than **5:00 p.m. on the seventh day** after the employee executed this Agreement. This Agreement shall be void if the employee gives notice of revocation as provided herein.

[Signatures are on the next page]

IN WITNESS WHEREOF, the Employee has set his/her hand hereto, and the New Milford Board of Education has caused the same to be executed as set forth below.

New Milford Board of Education

Employee

Date: _____

Date: _____

NEW MILFORD BOARD OF EDUCATION

To: Eligible New Milford School Administrators Association Members
From: New Milford Board of Education
Re: Retirement Incentive Program
Date: September 20, 2011

The New Milford Board of Education (the "Board") is offering members of the New Milford School Administrators Association a one time opportunity to elect to participate in a Retirement Incentive Program (the "Program") in accordance with the terms of the attached Election Form, Agreement, Release and Waiver and Memorandum Agreement. Please review these attachments carefully as this letter highlights some of the more significant aspects of the Program, but does not include all of the provisions of the offer.

To be eligible to participate in the Program, the administrator must be a) eligible for normal, pro-ratable or early retirement benefits under Section 10-183f of the Connecticut General Statutes, b) employed by the Board with no less than **15 years of continuous service**, c) **age 55 as of June 30, 2012**, and d) **on maximum step** on any track of the administrators' salary schedule. The administrator must resign and retire from his/her employment with the Board effective **June 30, 2012**.

The retirement incentive benefit shall be a monetary sum of **\$38,000.00** (less federal and state taxes and FICA contributions) payable over three years as described in the attached MOA, and the opportunity to continue group health benefits for up to three years at the administrator's own expense as further described in the MOA. Health care coverage may extend beyond three years by operation of C.G.S. § 10-183t (Teachers' Retirement Benefit – Health Insurance) or other law.

To participate in the Program, the administrator must accept our offer by executing the attached Election Form, Agreement, Release and Waiver **no later than 4:00 p.m. on Friday, October 14, 2011**. This Program shall be implemented only if **no more than four (4) administrators** retire effective **June 30, 2012**, in accordance with the provisions of the Program. Program applicants will be selected on a first come, first served basis, based upon the date/time the applicant's completed Election Form is received in the superintendent's office.

Should any members have questions regarding this incentive, please contact the superintendent's office.

MEMORANDUM OF AGREEMENT

This memorandum of Agreement is by and between the New Milford Board of Education (hereinafter, "the Board") and the New Milford School Administrators Association (hereinafter, "the Association").

The purpose of this Memorandum of Agreement is to offer members of the bargaining unit a one time opportunity to elect to participate in a Retirement Incentive Program (the "Program") as described herein.

The terms of this Memorandum of Agreement are as follows:

- I. Eligibility. To be eligible to participate in the Program, the administrator must be a) eligible for normal, pro-ratable or early retirement benefits under Section 10-183f of the Connecticut General Statutes, b) employed by the Board with no less than **15 years of continuous service**, c) **age 55 as of June 30, 2012**, and d) **on maximum step** on any track. The administrator must resign and retire from his/her employment with the New Milford Board of Education effective **June 30, 2012**, and not reapply for a full time certified position with the Board in the future.
- II. On Tuesday, September 20, 2011, each eligible administrator will receive the attached Election Form, Agreement, Release and Waiver offering the Program. To participate in the Program, the administrator must accept the offer by executing the Election Form, Agreement, Release and Waiver no later than **Friday, October 14, 2011**. This Retirement Incentive Plan shall be implemented only if **no more than four (4) administrators** elect to participate in the Program in accordance with the provisions of the Program. Program applicants will be selected on a first come, first served basis, based upon the date/time the applicant's completed Election Form is received in the superintendent's office.
- III. The retirement incentive benefit shall be (a) total monetary sum of **\$38,000.00** payable in three installments as follows: the first installment of \$14,000.00 to be paid in July 2012, the second installment of \$12,000.00 to be paid in July 2013, and the final installment of \$12,000.00 to be paid in July 2014. Such payments shall be subject to the usual deductions for federal and state taxes and FICA contributions, and (b) the offer by the Board of continuation of group health care benefits in a plan provided to active administrators, as may be amended from time to time, at the administrator's own expense for up to three years (to which the incentive payment may be applied). Health care coverage may extend beyond three years by operation of C.G.S. § 10-183t (Teachers' Retirement Benefit – Health Insurance) or other law. This retirement incentive benefit is payable to the employee only. In the event of the death of the administrator before the payment is made, no such payment will be due to the administrator's estate, beneficiaries, heirs or assigns, nor shall group insurance coverage continue except as required by law.
- IV. The Program described herein is offered by the Board this one time only. The offer **expires at 4:00 p.m. on Friday, October 14, 2011**.

- V. The Board and the Association acknowledge that this Memorandum of Agreement does not constitute a past practice and establishes no precedent for the future.

IN WITNESS WHEREOF, the parties hereto cause this instrument to be executed and signed by their mutually authorized officers or representatives.

**NEW MILFORD
BOARD OF EDUCATION**

Date: _____

**NEW MILFORD
SCHOOL ADMINISTRATORS
ASSOCIATION**

Date: _____

NEW MILFORD BOARD OF EDUCATION

RETIREMENT INCENTIVE PROGRAM

ELECTION FORM, AGREEMENT, RELEASE AND WAIVER

1. The undersigned Employee (hereinafter, referred to as "Employee") hereby irrevocably resigns and retires from his/her employment with the New Milford Board of Education (hereinafter, referred to as "Board"), effective the close of business June 30, 2012. The Employee will not re-apply for a full time certified position with the Board in the future.
2. The Employee accepts the offer of the Board and will participate in the Retirement Incentive Program pursuant to the Memorandum of Agreement between the New Milford Board of Education and the New Milford School Administrators Association.
3. The Board will provide the Employee the benefits which are set forth in the Retirement Incentive Program.
4. The Employee acknowledges that the Retirement Incentive Program provides benefits in addition to those benefits to which the employee would otherwise be entitled and that such additional benefits are in consideration for his/her voluntary acceptance of the Program offer and his/her voluntary execution of this Election Form, Agreement, Release and Waiver (hereinafter, referred to collectively as "Agreement").
5. By attaching his/her signature hereto, and effective with his/her execution hereof, the Employee, for himself/herself, his/her heirs, executors, administrators and assigns, hereby releases the New Milford Board of Education and its members, officials, agents, legal representatives, affiliates and employees (hereinafter referred to collectively as the "Releasees") from any and all claims demands, causes of action, fees and liabilities of any kind whatsoever, whether known or unknown, which he/she may have had, now has or may have against the Board under law, equity or contract, with regard to or arising out of his/her employment by the Board and/or the circumstances surrounding his/her resignation, or otherwise, including but not limited to any claim that he/she was discriminated against on account of his/her race, color, religion, creed, sex, marital status, age, national origin, past or present history of mental disorder, mental retardation or physical disability and any claims of libel, slander and/or defamation. The Employee UNDERSTANDS THAT THIS RELEASE APPLIES TO POSSIBLE CLAIMS UNDER THE AGE DISCRIMINATION IN EMPLOYMENT ACT THAT AROSE ON OR BEFORE THE DATE OF THIS AGREEMENT. The employee does not waive any rights or claims, known or unknown, under the terms of the Connecticut Workers' Compensation Act or to enforce this Agreement.
6. Without limiting the generality of the foregoing, this Agreement is intended to and shall release the Releasees from any and all claims, whether known or unknown, which the

Employee ever had or now has against the Releasees arising out of his/her employment with the Board, including but not limited to: (I) any claim under the Civil Rights Acts of 1866, 1871, and 1964, as amended, the Americans With Disabilities Act of 1990, the Rehabilitation Act of 1973, as amended, the Age Discrimination in Employment Act, as amended, the Family and Medical Leave Act of 1993, the Connecticut Fair Employment Practices Act, Connecticut General Statutes, Sec. 46a-51, et seq., and any other claim (whether based on federal, state, local, statutory or decisional law); (II) any claim arising out of the terms and conditions of the Employee's employment with the Board, or his/her separation from employment and/or any of the events relating directly or indirectly to or surrounding that employment or the separation from that employment whether in contract, express or implied, or in tort; (III) any other judicial, quasi-judicial or administrative action in law or equity; and (IV) any claim for attorneys' fees, costs, disbursements and the like.

7. The entering into of this Agreement by the Employee occurs with his/her full understanding and appreciation of the act and its ramifications and is free from coercion of any kind by the Board and/or its members, officials, agents, affiliates, legal representatives, and employees. The Employee represents that he/she has carefully read and understands this Agreement and that he/she has entered into this Agreement knowingly and voluntarily after having had an opportunity to consult with his/her personal legal advisors, which he/she has been encouraged to do by the Board.
8. The Employee acknowledges that he/she has been advised by the Board to consult an attorney of his/her own choosing prior to executing this Agreement and that he/she has had at least **twenty-one (21) days to decide whether to execute** this Agreement. The Employee may **revoke** this Agreement **within seven (7) days** following its execution, and this Agreement, notwithstanding any of the above terms, shall not become effective or enforceable until this revocation period has expired. The effective date of this Agreement is the eighth day following the employee's execution unless he or she has revoked this Agreement. To revoke this Agreement, the employee must provide written notice of his or her decision to revoke this Agreement to:

JeanAnn Paddyfote, Ph.D.
Superintendent's Office
New Milford Public Schools
50 East Street
New Milford, CT 06776

Such notice must be physically **received** in the Office of the Superintendent no later than **5:00 p.m. on the seventh day** after the employee executed this Agreement. This Agreement shall be void if the employee gives notice of revocation as provided herein.

IN WITNESS WHEREOF, the Employee has set his/her hand hereto, and the New Milford Board of Education has caused the same to be executed as set forth below.

New Milford Board of Education

Employee

Date: _____

Date: _____



MEMORANDUM

Office of the
Assistant Superintendent

TO: Dr. JeanAnn Paddyfote, Superintendent
FROM: Dr. Maureen E. McLaughlin, Assistant Superintendent
DATE: September 7, 2011
SUBJECT: **Textbook Approval – Grade 9**

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

World History – Ellis Eslen – Prentice Hall

This textbook emphasizes the major theme that fostered the development of western civilization. This will replace our present 1994 edition textbook.



Office of the
Assistant Superintendent

MEMORANDUM

TO: Dr. JeanAnn Paddyfote, Superintendent
FROM: Dr. Maureen E. McLaughlin, Assistant Superintendent
DATE: September 7, 2011
SUBJECT: **Textbook Previews – Grades 11 & 12**

The textbooks listed below will be brought before the Board of Education for adoption at the October meeting. Board members may review these books, which is located in the Assistant Superintendent's office, between the hours of 8:00 a.m. and 4:00 p.m.

The Best American Essays of the Century – Joyce Carol Oates – Houghton Mifflin – Grade 11

This book represents a wide variety of expository writing by model authors to be used by students for reading analysis and writing models.

Chinese Link – Sue-mei Wu – Pearson/Prentice Hall – Grade 12
(simplified character version, elementary Chinese)

This textbook synthesizes the study of spoken Mandarin and the writing of Chinese characters.

Chinese Link – Sue-mei Wu – Pearson/Prentice Hall – Grade 12
(homework and character book)

This workbook offers vivid examples of producing Chinese characters. It starts with the most commonly used characters and progresses to compound characters.

APPROVED FIELD TRIPS

September 2011

<u>School</u>	<u>Grade/Dept</u>	<u>Trip Date</u>	<u># of Students</u>	<u># of Adults</u>	<u>Destination</u>	<u>Subs</u>	<u>Student Cost</u>
NMHS	Band	9/10/11	131	5	Danbury High School - Danbury, CT	No	\$0
NMHS	Band	9/17/11	131	5	Brien McMahon High School - Norwalk, CT	No	\$0
NMHS	Band	9/24/11	131	5	Newtown High School - Newtown, CT	No	\$0
SMS	7 (Team Blue)	10/3/11	90	6	Great Hollow Wilderness Camp - New Fairfield, CT	No	\$31
NMHS	Band	10/22/11	131	5	Stamford High School - Stamford, CT	No	\$0
NMHS	Band	10/29/11	131	5	Bunnell High School - Stratford, CT	No	\$0
NMHS	Band	11/5/11	131	5	Kennedy Stadium - Bridgeport, CT	No	\$0

**New Milford Board of Education
Facilities Sub-Committee
September 6, 2011
Lillis Administration Building, Room 2**

GEORGE C. BUCKBEE
TOWN CLERK



2011 SEP -9 A 9:38

NEW MILFORD, CT

Present:	Mr. Daniel Nichols, Sub-Committee Chairman
	Mr. Thomas McSherry
	Mr. Rodney Weinberg
	Mrs. Alexandra Thomas (6:37 p.m.)

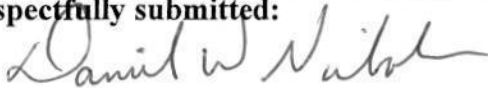
Also Present:	Dr. JeanAnn C. Paddyfote, Superintendent of Schools
	Mr. John Calhoun, Facilities Manager
	Mr. Leo Rogoza, Assistant Facilities Manager
	Dr. Maureen McLaughlin, Assistant Superintendent of Schools

1.	Call to Order The meeting of the New Milford Board of Education Facilities Sub-Committee was called to order at 6:30 p.m. by Mr. Daniel Nichols, Sub-Committee Chairman. Mrs. Thomas was seated for Mr. Wellman.	Call to Order
2.	Public Comment • None	Public Comment
3. 3.A	Discussion and Possible Action Overview of Summer Projects <ul style="list-style-type: none"> Mr. Calhoun presented a handout on summer projects performed district-wide and for each individual school building. This year's budget allowed for the employment of summer help, which proved to be invaluable. District- wide activities included life safety issues being addressed as well as general maintenance. Hill and Plain: the partially finished parking lot was opened for parent pick-up and drop-off; final coating on the lot will be installed at a later date. Northville Elementary: replaced worn carpet with vinyl tile; continued installing ceiling fans. Pettibone Elementary: pneumatic thermostats are being outfitted with digital units. Sarah Noble Intermediate: Additional chain link fencing installed as well as gates for enhanced security. Schaghticoke Middle School: Installed air handling unit controls and roof top unit 	Discussion and Possible Action Overview of Summer Projects

	<p>controls; eventually all units will be digitally controlled. Sixty wireless clocks (of the total 140) installed to eventually replace the master clock system.</p> <ul style="list-style-type: none">• High School: Reconfiguration of garden and courtyards for ease of maintenance. Started working on punch list for Civil Rights Compliance Review.• Central Office: Two-thirds of windows replaced to provide for energy efficiency.• Mr. Weinberg inquired about the impact on budget items with the work performed.• Mr. Calhoun commented overall there was no change in budget position; Hill and Plain's drainage cost was more than expected, but there were also savings in other areas.• Mr. Calhoun and his custodial crew were complimented on a 'job well done'. Mr. Calhoun added that not only the custodial crew, but also the vendors all cooperated to accomplish the summer projects within the short time frame.• Mrs. Thomas suggested that of interest would be the amount of square footage of floors, carpeting etc. for the volume accomplished within the budget with the custodial crew in the short summer time. The community should be made aware of the responsibility the district assumes to maintain the buildings, the town's biggest asset.• Mr. Calhoun commented on the summer usage for the buildings, i.e. Park and Rec; summer schools; Youth Agency; and groups using the high school for science camps; Friends of New Milford Library in addition to athletic events.• Mr. McSherry asked Mr. DiVito to video the new playground at Hill and Plain.	
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3.B.	Evaluation of Hill and Plain Boilers <ul style="list-style-type: none">• Mr. Calhoun plans, within the next month, to bring on an engineering firm to study boilers for replacement. Asbestos abatement needs to be factored into the total project also. The cost for the project will be investigated and presented to the Board for inclusion in the Capital Improvement project list for the coming year.• Mr. Weinberg asked for an estimate of the cost of the project. Mr. Calhoun estimated half million dollars, but is hopeful that the bidding will be less.• When asked by Mrs. Thomas about the current condition of the boilers, Mr. Calhoun replied that the company servicing the boilers reports they are in as good condition as expected for their age.• Mr. Calhoun estimates the cost of the engineering study might be \$4-\$5000, but will attempt to have the study included in the eventual design and installation. Also, Mr. Calhoun will look into every option available for the boiler purchase.	Evaluation of Hill and Plain Boilers
4.	Adjourn <p>Mr. McSherry moved to adjourn the meeting at 7:06 p.m., seconded by Mr. Weinberg; motion passed unanimously.</p> <p>In Favor: Mr. McSherry, Mr. Weinberg, Mrs. Thomas, Mr. Nichols</p>	Adjourn Motion made and passed unanimously to adjourn the meeting at 7:06 p.m.

Respectfully submitted:



Mr. Daniel W. Nichols, Chairman
Facilities Sub-Committee

**New Milford Board of Education
Operations Sub-Committee
September 6, 2011
Lillis Administration Building, Room 2**

GERGE C. BUCKBEE
TOWN CLERK

2011 SEP -9 A 9:38


NEW MILFORD, CT

Present:	Mr. Thomas McSherry, Sub-Committee Chairman Mrs. Alexandra Thomas Mr. Rodney Weinberg Mrs. Lynette Rigdon
Also Present:	Dr. JeanAnn C. Paddyfote, Superintendent of Schools Mr. Gregg Miller, Director of Fiscal Services Ms. Ellamae Baldelli, Director of Human Resources Mrs. Adele Johnson, Director of Pupil Personnel & Special Services

1.	Call to Order The meeting of the New Milford Board of Education Operations Sub-Committee was called to order at 7:30 p.m. by Mr. McSherry	Call to Order
2.	Public Comment <ul style="list-style-type: none"> • None Mr. McSherry seated Mrs. Rigdon in place of William Wellman.	Public Comment
3. 3A.	Discussion and Possible Action Exhibit A. Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence. <ul style="list-style-type: none"> • Ms. Baldelli distributed a revised Exhibit A. Certified staff has 27 appointments, some are part- time. One position in the science department has not been filled, but candidates are being interviewed. • Ms. Baldelli commented on adult education staff identifying ‘mandated’ teachers. Two coaches are waiting for permits from the State. • Ms. Baldelli will provide the percent of new staff this year vs. other years for the Board meeting. <p>Mrs. Thomas moved to bring to the full Board for approval Exhibit A Personnel - Certified, Non-Certified Appointments, Resignations and Leaves of Absence. Mr. Weinberg seconded the motion which passed: In favor – McSherry, Thomas, Weinberg. Abstaining- Rigdon.</p>	Discussion and Possible Action Exhibit A Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence Motion made and passed to bring to the full Board for approval Exhibit A Personnel - Certified, Non-Certified Appointments, Resignations and Leaves of Absence.

<p>3B.</p>	<p>Monthly reports: (1) Purchase Resolution D-638; (2) Budget Position as of 8/31/11 (3) Request for Budget Transfers</p> <ul style="list-style-type: none"> • Mr. Miller noted the goal is to encumber budgeted items which will then be monitored throughout the year. • Mrs. Thomas inquired of Mrs. Johnson if there are any surprises with students needing out placement. • Mrs. Johnson's replied there seems to be one possibility. • In answer to a query from Mr. Weinberg regarding the cost for Oak Hill, Mrs. Johnson explained it is a full year program; other items with higher costs cover more than one student. • Mr. Miller added that the trend for revenue for special education reimbursements is diminishing annually; the first payment is received in February. <p>Mrs. Thomas moved to bring to the full Board for approval monthly reports: Purchase Resolution D-638; Budget Position as of 8/31/11 and Request for Budget transfers. Motion seconded by Mr. Weinberg and passed unanimously.</p> <p>In Favor: Mr. McSherry, Mrs. Thomas, Mrs. Rigdon, Mr. Weinberg.</p>	<p>Monthly reports: (1) Purchase Resolution D-638; (2) Budget Position as of 8/31/11 (3) Request for Budget Transfers</p> <p>Motion made and passed unanimously to bring to the full Board for approval monthly reports: Purchase Resolution D-638; Budget Position as of 8/31/11 and Request for Budget Transfers.</p>
<p>3C.</p>	<p>Activity Accounts SNIS – New Signatory</p> <p>Mrs. Thomas moved to bring to the full Board for approval the new signatory on the activity account – SNIS. Motion seconded by Mr. Weinberg and passed unanimously.</p> <p>In Favor: Mr. McSherry, Mrs. Thomas, Mrs. Rigdon, Mr. Weinberg.</p>	<p>Discussion and possible action: activity accounts SNIS – new signatory.</p> <p>Motion made and passed unanimously to bring to the full Board for approval the new signatory on the activity account – SNIS.</p>
<p>3D.</p>	<p>Tuition rates – FY 2011-2012</p> <p>Mrs. Thomas moved to bring to the full board for</p>	<p>Tuition rates – FY 2011-2012. Motion made and passed</p>

	<p>approval tuition rates for FY 2011-2012. Mrs. Rigdon seconded the motion which passed unanimously.</p> <p>In Favor: Mr. McSherry, Mrs. Thomas, Mrs. Rigdon, Mr. Weinberg.</p>	<p>unanimously to bring to the full Board for approval tuition rates for FY 2011-2012</p>
3E.	<p>Update end-of-year balance for 2011</p> <ul style="list-style-type: none"> Mr. Miller's report of the unaudited end of year balance, less than anticipated, is just over \$3,000. There is no reserve; all budget lines will have to be closely monitored. Every budget line has been reviewed. Mrs. Thomas commented on capital expenditures. Mr. Miller estimated the capital reserve fund balance to be approximately one million dollars. Mr. Miller commented the Board did a good job in recognizing capital costs in the current budget. 	<p>Update end-of-year Balance for 2011</p>
3F.	<p>Retirement Incentive for Teachers and Administrators</p> <ul style="list-style-type: none"> Ms. Baldelli explained the incentive package offered in 2009 is in its third payment year. Fourteen teachers and one administrator accepted that offering. For eligibility administrators must have 15 continuous years of service and be on the top step; teachers need 20 years of continuous service and also be on the top step. Each category will have the same parameters as the previous offering including the age requirement of being 55. Approximately sixty teachers are eligible; as well as six administrators. This offering will allow a minimum of ten teachers and a total of four administrators to accept; the dollar amount is still \$38,000 over a three year payment plan. Ms. Baldelli reported on the total payouts and savings that might be anticipated depending on which individuals accepted the offering. <p>Mrs. Thomas moved to bring to the full Board for approval the retirement incentive for teachers and administrators. Motion seconded by Mrs. Rigdon</p>	<p>Retirement Incentive for Teachers and Administrators</p> <p>Motion made and passed unanimously to bring to the full Board for</p>

Respectfully submitted:

 Mr. Thomas McSherry, Chairman
 Operations Sub-Committee

**New Milford Board of Education
Regular Meeting Minutes
September 13, 2011
Sarah Noble Intermediate School Library Media Center**

GEORGE C. BUCKBEE
TOWN CLERK

gm

2011 SEP 16 A 11:31

NEW MILFORD, CT

Present:	Mrs. Wendy Faulenbach, Chairperson Mr. David Lawson Mr. Thomas McSherry Mr. William Wellman Mr. Daniel Nichols Mrs. Lynette Rigdon Mr. Rodney Weinberg Mrs. Alexandra Thomas
Absent:	Mrs. Nancy Tarascio-Latour

Also Present:	Dr. JeanAnn C. Paddyfote, Superintendent of Schools Dr. Maureen McLaughlin, Assistant Superintendent of Schools Mr. Daniel DiVito, Director of Information Technology Ms. Ellamae Baldelli, Director of Human Resources Mr. Gregg Miller, Director of Fiscal Services Mr. John Calhoun, Director of Facilities Mrs. Dana Ford, Principal Schaghticoke Middle School Mrs. Adele Johnson, Director of Pupil Personnel Services Liam Lynch, Student Representative Daniel Winter, Student Representative
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1.	Call to Order A. Pledge of Allegiance The meeting of the New Milford Board of Education was called to order at 7:30 pm. The Pledge of Allegiance immediately followed the call to order.	Call to Order Pledge of Allegiance
2.	Teacher Of The Year Recognition A. Teacher of the Year for 2012—Mrs. Tracy Nevins Dr. JeanAnn Paddyfote introduced Mrs. Tracy Nevins as the 2012 Teacher of the year. The meeting recessed at 7:35 pm and reconvened at 7:45 pm.	Teacher Of The Year Recognition A. Teacher of the Year for 2012—Mrs. Tracy Nevins
3.	Public Comment There was none.	Public Comment

4.	PTO Report <ul style="list-style-type: none"> Memberships are not coming in as fast as last year but that could be caused by the poor weather of late. Fall fundraisers are underway at the lower grades. PTO will host a meet the candidates night for Board of Education candidates on Thursday, October 13th at 7 pm at Sarah Noble. 	PTO Report
5.	Student Representatives Report <p>A. Welcome Representatives – Liam Lynch and Daniel Winter</p> <p>Mrs. Faulenbach welcomed the new student representatives.</p> <ul style="list-style-type: none"> School is off to a good start with Freshman Orientation held on August 15th. An open house will be September 15th at the high school. Summer reading programs will be held September 16th. Senior parent night will be October 12th. Fall sports have started. 	Student Representatives Report <p>A. Welcome Representatives – Liam Lynch and Daniel Winter</p>
6. A.	Approval of Minutes <p>A. Approval of the following Board of Education Meeting Minutes</p> <p>1. Regular Meeting Minutes June 14, 2011</p> <p>Mr. Nichols moved to approve the Regular Meeting Minutes of June 14, 2011, seconded by Mr. McSherry and passed 7-0-1.</p> <p>Aye: McSherry, Weinberg, Rigdon, Lawson, Faulenbach, Nichols, Wellman Abstain: Thomas</p>	Approval of Minutes <p>Approval of Minutes</p> <p>A. Approval of the following Board of Education Meeting Minutes</p> <p>1. Regular Meeting Minutes June 14, 2011</p> <p>Motion made and passed to approve the Regular Meeting Minutes of June 14, 2011.</p>
7.	Superintendent's Report <ul style="list-style-type: none"> Dr. Paddyfote noted that school started well though two days late due to Tropical Storm 	Superintendent's Report

	<p>Irene.</p> <ul style="list-style-type: none"> • Schools welcomed approximately 4,690 students. • Dr. Paddyfote commended the police and public works for getting the roads ready and keeping traffic flowing smoothly for the beginning of school. • This past summer break was only 59 days which is shorter than normal and the Facilities crew did a great job of cleaning the schools and getting them ready for this school year. • There were two professional development days prior to the start of school, with two keynote speakers, Rick Levay and Michele Lebraun-Griffin. • Over the summer the State Department of Education gave New Milford School district its highest rating for IDEA compliance. 	
8.	<p>Board Chairman's Report</p> <ul style="list-style-type: none"> • The October meeting will include the Board's annual report. 	Board Chairman's Report
9.	<p>Committee/Liaison Reports</p>	Committee Liaison Reports
A.	<p>Facilities Sub-Committee – Mr. Nichols</p> <p>Mr. Nichols said Mr. Calhoun gave a report of the summer maintenance projects which were impressive given the brief summer break.</p>	A. Facilities Sub-Committee
B.	<p>Operations Sub-Committee – Mr. McSherry</p> <p>Mr. McSherry noted that almost everything that was on the Operations agenda is on the Board agenda this evening. He said the only thing that was not on the agenda was the end of year balance.</p> <p>Mr. Miller noted that the end of year balance was about \$3,000 which was far less than he would have liked but over time, with some research, he determined that in 2004-05 the balance was under \$1,000 and in 2008-09, the balance was under \$50,000. He suggested that balances from now on will be relatively low given the lean budgets that have been or will be passed.</p>	B. Operations Sub-Committee

C.	Policy Sub-Committee – Mrs. Tarascio-Latour Mrs. Faulenbach noted that the next meeting would be next Tuesday.	C. Policy Sub-Committee
D.	Committee on Learning – Mrs. Thomas Mrs. Thomas said the next Committee on Learning meeting will be next Tuesday at 7:30 pm at the Lillis Administration Building and AP French, Early Childhood and Marketing 1 will be discussed as well as Windows on New Milford and a NEASC update.	D. Committee on Learning
E.	Education Connection – Possible Vacancy No Report.	E. Education Connection
F.	Connecticut Boards of Education – Mrs. Thomas No Report.	F. Connecticut Boards of Education
10. A.	Discussion and Possible Action Exhibit A: Personnel – Certified, Non-Certified, Appointments, Resignations and Leaves of Absences as of September 13, 2011 Mr. McSherry moved to approve Exhibit A: Personnel – Certified, Non-Certified, Appointments, Resignations and Leaves of Absences as of September 13, 2011, seconded by Mr. Lawson. <ul style="list-style-type: none"> • Mrs. Thomas asked if the schools were in good shape personnel-wise and Mrs. Baldelli said the schools were fully staffed as of today. She said the athletic director just submitted his resignation and there were some additions of teachers and paras on the new Exhibit. • Mr. Lawson said he was concerned with staff leaving the district and taking positions elsewhere. As a district we invest a lot in professional development. • Ms. Baldelli said many of the people leaving were doing so because they were moving and not just to another district. • Mrs. Thomas asked about the number of new staff versus prior years and Ms. Baldelli said 	Discussion and Possible Action Exhibit A: Personnel – Certified, Non-Certified, Appointments, Resignations and Leaves of Absences as of September 13, 2011 Motion made and passed to approve Exhibit A: Personnel – Certified, Non-Certified, Appointments, Resignations and Leaves of Absences

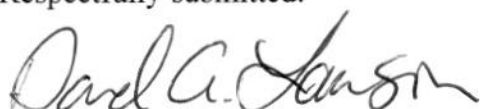
	<p>this year the system hired 28 new teachers of which seven were returning in some capacity. She said this was not an unusual number.</p> <ul style="list-style-type: none"> • Mrs. Rigdon asked what would happen with the departure of the athletic director and Dr. Paddyfote said most likely a substitute would be brought in until she brought forward recommendations for the Board to interview. <p>The motion passed 7-0-1.</p> <p>Aye: McSherry, Weinberg, Lawson, Faulenbach, Nichols, Thomas, Wellman Abstain: Rigdon</p> <p>The motion passed.</p>	
B.	<p>Monthly Reports</p> <ol style="list-style-type: none"> 1. Purchase Resolution D-638 2. Budget Position as of 8/31/11 3. Budget Transfers <p>Mr. Nichols moved to approve Monthly Reports: Purchase Resolution D-638, Budget Position as of 8/31/11, and Budget Transfers seconded by Mrs. Thomas and passed unanimously.</p>	<p>Monthly Report</p> <ol style="list-style-type: none"> 1. Purchase Resolution D-638 2. Budget Position as of 8/31/11 3. Request for Budget Transfers <p>Motion made and passed to approve monthly reports: Purchase Resolution D-638, budget position as of 8/31/11, and Budget Transfers</p>
C.	<p>Signatory on SNIS Activity Account</p> <p>Mr. Nichols moved to delete Les Weintraub as signatory from the SNIS account and to approve the addition of Len Tomasello as signatory on the SNIS District Account, seconded by Mr. Weinberg and passed unanimously.</p>	<p>Signatory on SNIS Activity Account</p> <p>Motion made and passed to delete Les Weintraub as signatory from the SNIS account and to approve the addition of Len Tomasello as signatory on the SNIS District Account</p>
D.	<p>Addition of Extra-Curricular Activity at SNIS</p> <ol style="list-style-type: none"> 1. Running Program for Grades 4-6 <p>Mr. Nichols moved to approve the addition of the running program for grades 4 – 6, an extra curricular activity at SNIS, seconded by Mr. McSherry and passed unanimously.</p>	<p>Addition of Extra-Curricular Activity at SNIS</p> <ol style="list-style-type: none"> 1. Running Program for Grades 4-6 <p>Motion made and passed to approve the addition of the running</p>

<p>E.</p>	<p>Tuition Rates for 2011-2012</p> <p>Mr. Nichols moved to approve the 2011-2012 tuition rates as follows: New Milford High School - \$10,956.07; Schaghticoke Middle School - \$10,594.59; and Sarah Noble Intermediate School and Elementary Schools - \$9,271.69, seconded by Mr. McSherry.</p> <ul style="list-style-type: none"> • Mr. Lawson asked how the numbers were arrived at and Mr. Miller said they extract the special education costs and out of district costs and include regular education and debt service costs. He said the reason the number varies year to year is the number of students which has been dropping. • Mr. Lawson asked if this number included state and federal aid and Mr. Miller said it did not. <p>The motion passed unanimously.</p>	<p>program for grades 4 – 6, an extra curricular activity at SNIS</p> <p>Tuition Rates for 2011-2012</p> <p>Motion made and passed to approve the 2011-2012 tuition rates as follows: New Milford High School - \$10,956.07; Schaghticoke Middle School - \$10,594.59; and Sarah Noble Intermediate School and Elementary Schools - \$9,271.69.</p>
<p>F. 1.</p>	<p>Retirement Incentive Program 1. Teachers</p> <p>Mr. Nichols moved to execute the Memorandum of Agreement with the New Milford Education Association to implement an early retirement incentive program, seconded by Mr. Weinberg.</p> <ul style="list-style-type: none"> • Mrs. Rigdon asked what the savings could be and Mr. Miller said it would depend on the number of people taking the offer. He said if 10 people take the offer the savings after payout, in year one, could be \$166,000. If 20 people took the offer the savings could be \$333,000. In years two and three the numbers would be \$186,000 and \$373,000. • Mr. Wellman said it seemed this offer meant the loss of a number of experienced teachers and asked if there was any reason, other than financial, to offer this program. • Mr. Lawson said he had confidence in New 	<p>Retirement Incentive Program Teachers</p> <p>Motion made and passed to execute the Memorandum of Agreement with the New Milford Education Association to implement an early retirement incentive program.</p>

	<p>Milford's teachers that this would not be an issue.</p> <ul style="list-style-type: none"> • Mr. McSherry said there are 58 teachers eligible but only 20 can apply. • Mrs. Thomas noted that it did not seem like one school would be affected more than any other with this offer. <p>Motion passed 7-1.</p> <p>Aye: McSherry, Weinberg, Rigdon, Lawson, Faulenbach, Nichols, Thomas No: Wellman</p> <p>Mr. Nichols moved to authorize the Board Chair to execute, on the Board's behalf, the individual teacher's Election, Agreement, Release and Waiver Forms when returned to the Superintendent's office, seconded by Mr. McSherry and passed unanimously.</p>	
2.	<p>2. Administrators</p> <p>Mr. Nichols moved to execute the Memorandum of Agreement with the New Milford School Administrators' Association to implement an early retirement incentive program, seconded by Mr. McSherry.</p> <ul style="list-style-type: none"> • Ms. Baldelli said there are seven administrators who are eligible but the maximum number allowed would be four. The lowest savings would be \$2,000 and could be as high as \$11,000 depending on the position that actually became vacant. • Mr. Wellman asked if all these documents were reviewed by counsel and Dr. Paddyfote said they had. • Mrs. Thomas said administrators leaving was more worrisome to her than teachers because of the shift in leadership. <p>The motion passed unanimously.</p>	<p>Motion made and passed to move to authorize the Board Chair to execute, on the Board's behalf, the individual teacher's Election, Agreement, Release and Waiver Forms when returned to the Superintendent's office.</p> <p>Administrators</p> <p>Motion made and passed to execute the Memorandum of Agreement with the New Milford School Administrators' Association to implement an early retirement incentive program.</p> <p>Motion made and passed to</p>

<p>G.</p>	<p>Mr. Nichols moved to authorize the Board Chair to execute, on the Board's behalf, the individual administrator's Election, Agreement, Release and Waiver Forms when returned to the Superintendent's office, seconded by Mr. Lawson and passed unanimously.</p> <p>Textbook Approval for Grade 9</p> <p>Mr. Nichols moved to approve the Grade 9 textbook, <u>World History</u>, seconded by Mr. Weinberg.</p> <ul style="list-style-type: none"> Mr. Lawson said this was an excellent book. <p>The motion passed unanimously.</p>	<p>authorize the Board Chair to execute, on the Board's behalf, the individual administrator's Election, Agreement, Release and Waiver Forms when returned to the Superintendent's office.</p> <p>Textbook Approval for Grade 9</p> <p>Motion made and passed to approve the Grade 9 textbook, <u>World History</u>.</p>
<p>11.</p> <p>A.</p> <p>B.</p>	<p>Item for Discussion</p> <p>Textbook Previews — Grades 11 and 12</p> <p>Field Trip Report</p>	<p>Item for Discussion</p> <p>Textbook Previews — Grades 11 and 12</p> <p>Field Trip Report</p>
<p>12.</p>	<p>Adjourn</p> <p>Mr. Nichols moved to adjourn the meeting at 8:20 pm seconded by Mr. McSherry and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed to adjourn the meeting at 8:20 pm.</p>

Respectfully submitted:



David A. Lawson
Secretary
New Milford Board of Education