

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

BOARD OF EDUCATION
MEETING NOTICE

DATE: October 20, 2020
TIME: 7:30 P.M.
PLACE: New Milford High School Library Media Center

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

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

Join Zoom Meeting

<https://zoom.us/j/98711029893?pwd=UytXZFJFbnY2RkcxM0VzZUd5aFZUdz09>

Meeting ID: 987 1102 9893

Passcode: 848212

One tap mobile

+13017158592,,98711029893#,,,,,0#,,848212# US (Germantown)

+13126266799,,98711029893#,,,,,0#,,848212# US (Chicago)

Dial by your location

+1 301 715 8592 US (Germantown)

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 987 1102 9893

Passcode: 848212

Find your local number: <https://zoom.us/j/98711029893?pwd=UytXZFJFbnY2RkcxM0VzZUd5aFZUdz09>

Watch via YouTube Live: <https://youtu.be/fh4CbiyXROs>

AGENDA

New Milford Public Schools Mission Statement

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

1. CALL TO ORDER

A. Pledge of Allegiance

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2. RECOGNITION

A. NMPS Retirees: Mrs. Mary Maloney and Ms. Ellamae Baldelli

3. DISCUSSION

A. NMPS Continuum for Learning

4. PUBLIC COMMENT

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

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

5. PTO REPORT

6. APPROVAL OF MINUTES

- A. Approval of the following Board of Education Meeting Minutes
 - 1. Special Meeting Minutes September 15, 2020
 - 2. Regular Meeting Minutes September 15, 2020
 - 3. Special Meeting Minutes September 23, 2020
 - 4. Special Meeting Minutes September 29, 2020
 - 5. Special Meeting Minutes October 7, 2020

7. SUPERINTENDENT'S REPORT

A. Enrollment

8. BOARD CHAIRMAN'S REPORT

9. DISCUSSION AND POSSIBLE ACTION

- A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated October 20, 2020 (Revised)
- B. Monthly Reports
 - 1. Budget Position dated September 30, 2020
 - 2. Purchase Resolution: D-739
 - 3. Request for Budget Transfers
- C. Gifts and Donations
 - 1. Mask Donations for Students and Staff - Exhibit B (Revised)
 - a. Love Woolies
 - b. FEMA
 - c. Mask America's Kids
 - d. Rotary Club of New Milford
- D. Approval of Authorized Signatures Change Form for ED-099 Agreement for Child Nutrition Programs
- E. Policies for Approval:
 - 1. 1900/4900/5900/6900 Wearing Masks and Face Coverings During the COVID-19 Pandemic
 - 2. 6159 Special Education
- F. Policy for First Review:
 - 1. 1900/4900/5900/6900 Operations of Schools During the COVID-19 Pandemic
- G. Tuition Rates for 2020-2021
- H. New Milford High School Graduation Date 2021
- I. COVID Staffing
- J. 2019-20 Year End Balance
- K. Proposed Administrator Evaluation Contracted Service

10. ITEMS FOR INFORMATION AND DISCUSSION

- A. BOE Annual Report 2019-20
- B. Field Trip Report
- C. East Street Roof/Cupola

11. DISCUSSION AND POSSIBLE ACTION

- A. Discussion of MOU regarding Human Resources Reorganization. Executive session anticipated.
The Board may take action when it returns to public session.

12. ADJOURN

ITEMS OF INFORMATION

Policy Subcommittee Minutes – October 6, 2020
Committee on Learning Minutes – October 6, 2020
Facilities Subcommittee Minutes – October 13, 2020
Operations Subcommittee Minutes – October 13, 2020

**New Milford Board of Education
Special Meeting Minutes
September 15, 2020
New Milford High School Library Media Center**

Present:	Mrs. Angela C. Chastain Mr. Joseph Failla (arrived at 6:31 p.m.) Mrs. Wendy Faulenbach Mr. Pete Helmus (arrived at 6:12 p.m.) Mr. Brian McCauley Mrs. Tammy McInerney Mrs. Eileen P. Monaghan Mrs. Cynthia Nabozny Mrs. Olga I. Rella
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Also Present:	Dr. Paul Smotas, Interim Superintendent Ms. Alisha DiCorpo, Assistant Superintendent Mrs. Laura Olson, Director of Pupil Personnel and Special Services Mr. Brandon Rush, Director of Technology Mr. Greg Shugrue, New Milford High School Principal Dr. Chris Longo, Schaghticoke Middle School Principal Mrs. Anne Bilko, Sarah Noble Intermediate School Principal Mrs. Gwen Gallagher, Northville Elementary School Principal Mr. Eric Williams, Hill and Plain Elementary School Principal
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1.	Call to Order The special meeting of the New Milford Board of Education was called to order at 6:00 p.m. by Mrs. Chastain.	Call to Order
2.	Public Comment <ul style="list-style-type: none"> There was none. 	Public Comment
3.	Discussion and Possible Action A. Restorative Practices <ul style="list-style-type: none"> Ms. DiCorpo introduced Joann Freiburg and Pat Ciccone for a discussion regarding restorative practices. Ms. Freiburg said restorative practices is a way of thinking and being, designed to change school culture. It moves from a punitive, exclusionary model of discipline to a model that focuses on a restorative, growth process and the building of relationships in spite of 	Discussion and Possible Action A. Restorative Practices

conflict. It provides framework and strategies to help create a positive climate.

- Ms. Ciccone said it is not about having a permissive environment but about having and gaining expectations for student success and behaviors. The focus is on “raising good people” and providing intrinsic motivations.
- Mrs. Monaghan asked about the timeframe for implementation.
- Ms. Freiburg said it varies by district, according to how staff training is scheduled. She said parent workshops are also available.
- Ms. Ciccone said New Milford has scheduled 20 hours of staff training so far.
- Mrs. McInerney said that she loves the program but worries it is one more thing to put on teachers’ plates right now.
- Ms. Freiburg said it is not a curriculum or program to learn. It is more about how you do what you do.
- Ms. DiCorpo said they are helping teachers both by providing modules for instruction and by building the training into the Wednesday schedule. She said if full time in person returns, the training will shift to pre-scheduled after school meetings. She said the \$23,000 training will be paid for out of the Title IV grant.
- Mrs. Gallagher said she was trained in the program while in Danbury schools and it was phenomenal. She said it works to embrace students, take them from where they are, and problem solve through a difficult time for them to bring them to a better place to learn.
- Mrs. Bilko said it is more about “how” you do things and not extra work. It provides the tools before they are needed.
- Mrs. Rella asked if all staff will be trained. She said paraeducators, secretaries, nurses all interact with students. Ms. DiCorpo said right now the focus is on teachers. They will reconvene after that and determine forward action. She said the state is also showing an interest in social emotional learning right now so she is hopeful funding may follow.
- Mrs. Faulenbach said she thinks this is a good shift and she appreciates the soft commitment

	<p>right now as it is rolled out in stages. She asked about the effect on current Board policies, which are often statutory driven.</p> <ul style="list-style-type: none">• Ms. Freiburg said CAFE has developed a model School Climate policy that may be adopted. It aligns with current policy. Both policies are in the Board packet for review.• Ms. Ciccone said there is nothing in the model policy that violates statute. She said there are always consequences to all actions.• Mrs. McInerney asked when parents are brought into the process and how.• Ms. Freiburg said the timeframe is flexible and it is through a series of forums which may be taped for later viewing as well.• Ms. DiCorpo said she would be happy to work with the PTO for future development. She would also like to include child care centers, the Youth Agency and others.• Mrs. Rella said parents are starving for guidance now and this is the right time to do this. <p>Mr. McCauley made a motion that the Board approve the Title IV grant.</p> <p>Seconded by Mrs. Rella.</p> <p>The motion passed unanimously.</p>	<p>Motion made and passed unanimously that the Board approve the Title IV grant.</p>
4.	<p>Adjourn</p> <p>Mrs. Faulenbach moved to adjourn the meeting at 7:05 p.m., seconded by Mrs. Nabozny and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 7:05 p.m.</p>

Respectfully submitted:



Wendy Faulenbach
Secretary
New Milford Board of Education

**New Milford Board of Education
Regular Meeting Minutes
September 15, 2020
New Milford High School Library Media Center**

Present:	Mrs. Angela C. Chastain Mr. Joseph Failla Mrs. Wendy Faulenbach Mr. Pete Helmus Mr. Brian McCauley Mrs. Tammy McInerney Mrs. Eileen P. Monaghan Mrs. Cynthia Nabozny Mrs. Olga I. Rella
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Also Present:	Dr. Paul Smotas, Interim Superintendent of Schools Ms. Alisha DiCorpo, Assistant Superintendent Mr. Anthony Giovannone, Director of Operations and Fiscal Services Ms. Ellamae Baldelli, Director of Human Resources Mrs. Laura Olson, Director of Pupil Personnel and Special Services Mr. Kevin Munrett, Director of Facilities Mr. Brandon Rush, Director of Technology Mr. Greg Shugrue, New Milford High School Principal Dr. Chris Longo, Schaghticoke Middle School Principal Mrs. Anne Bilko, Sarah Noble Intermediate School Principal Mrs. Gwen Gallagher, Northville Elementary School Principal Mr. Eric Williams, Hill and Plain Elementary School Principal
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1.	Call to Order	Call to Order
A.	Pledge of Allegiance	A. Pledge of Allegiance
	The regular meeting of the New Milford Board of Education was called to order at 7:30 p.m. by Mrs. Chastain. The Pledge of Allegiance immediately followed.	
2.	Recognition	Recognition
A.	NMPS Teacher of the Year for 2020-21: Mrs. Susan Brofford	A. NMPS Teacher of the Year for 2020-21: Mrs. Susan Brofford
	<ul style="list-style-type: none"> Dr. Smotas congratulated Mrs. Brofford on being named New Milford's Teacher of the Year. Since he is new to the district, Dr. Smotas turned to Ms. DiCorpo for additional comments. 	

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	<ul style="list-style-type: none"> Ms. DiCorpo added her congratulations and said Mrs. Brofford is a dedicated professional who shares her knowledge with students and colleagues. She said the district is proud to have Susan represent New Milford as Teacher of the Year. Mrs. Brofford said it is an honor and privilege. <p>B. NMPS Retirees: Mrs. Merete Bonacci, Mrs. Nancy Mowrey, Mrs. Christianne Urbanowski</p> <ul style="list-style-type: none"> Dr. Smotas congratulated the paraeducators, thanked them for their many years of service to the schools, children and their peers and wished them a long and enjoyable retirement. 	<p>B. NMPS Retirees: Mrs. Merete Bonacci, Mrs. Nancy Mowrey, Mrs. Christianne Urbanowski</p>
3.	<p>Public Comment</p> <ul style="list-style-type: none"> Roseann Petruso thanked staff for all they have contributed to the reopening of schools. She said she is curious to see what the hybrid instruction will look like after this two week introduction and hopes it will include synchronous learning. She also said she would like to know what metrics will be used to determine when full time return is possible. 	<p>Public Comment</p>
4.	<p>Approval of Minutes</p> <p>A. Approval of the following Board of Education Meeting Minutes:</p> <p>1. Regular Meeting Minutes August 18, 2020</p> <p>Mrs. Rella moved to approve the following Board of Education Meeting Minutes: Regular Meeting Minutes August 18, 2020, seconded by Mrs. Faulenbach.</p> <p>The motion passed unanimously.</p>	<p>Approval of Minutes</p> <p>A. Approval of the following Board of Education Meeting Minutes:</p> <p>1. Regular Meeting Minutes August 18, 2020</p> <p>Motion made and passed unanimously to approve the following Board of Education Meeting Minutes: Regular Meeting Minutes August 18, 2020.</p>
5.	<p>Superintendent's Report</p>	<p>Superintendent's Report</p>

	<ul style="list-style-type: none"> • Dr. Smotas invited the principals to report on opening of schools <p>A. Principal Reports</p> <ul style="list-style-type: none"> • Mrs. Bilko said SNIS had a very positive start. The students were excited to be back and they provide great fuel for teachers and families. She said they have about 70% in school and 30% choosing temporary remote learning but it is fluctuating depending on what works for families. She said teachers have done a tremendous job teaching in a whole new way. The next “first day” will be Thursday- Cohort B. • Mrs. Gallagher said she was so happy to see the students; they are why we do what we do. Staff did must heavy lifting leading up to the opening but it was all worth it. She said students are doing a great job with mask wearing. They are doing live twitter announcements to include home learners. She said NES is at about 24% temporary remote learners right now. • Mr. Williams said they too had a very successful opening. He gave a shout out to parents for preparing their children to wear a mask. Everyone is learning new protocols, but they are working. He said HPS is at about 18% temporary remote learners but it is fluctuating. • Mr. Shugrue said students are excited, resilient and adapting. Teachers have been spectacular in juggling and collaborating; parents are being extremely supportive. He said NMHS is at 17% temporary remote learners, up slightly from last week. • Dr. Longo said it has been great to see students. Staff is working diligently on all student connections. Protocols, including a newly developed schedule, have gone well. They have even held a picture day. He gave a shout out to his administrative team for all their hard work. • Regarding the Special Education department, Mrs. Olson said there has been a lot of heavy lifting to get this far and tremendous 	<p>A. Principal Reports</p>
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	<p>accomplishments already. She thanked the principals and staff for their support in doing what is best for students.</p> <ul style="list-style-type: none"> • Dr. Smotas said it is indeed a journey and that it takes a village. There have been trials and tribulations but he believes we are on the right path. He asked everyone to be patient, each district has its own unique community and what works for others may not work for New Milford. He said we will get through the challenges one day at a time. He has visited every school and seen the excitement. He thanked NM Police Chief Cerruto and his officers, as well as Mayor Bass, for their support. He also thanked his administrative team for all their efforts. 	
6.	<p>Board Chairman's Report</p> <ul style="list-style-type: none"> • Mrs. Chastain said she echoed Dr. Smotas' comments and thanked all staff for their hard work. She welcomed everyone back to the new school year. 	Board Chairman's Report
7.	<p>Discussion and Possible Action</p> <p>A. Policies for Approval</p> <ol style="list-style-type: none"> 1. 9320 Meetings of the Board 2. 9325 Meeting Conduct <p>Mrs. McInerney moved to approve policies 9320 Meetings of the Board and 9325 Meeting Conduct, seconded by Mrs. Rella.</p> <p>The motion passed unanimously.</p> <p>B. Review and Approval of Curriculum</p> <ol style="list-style-type: none"> 1. Computer Science <p>Mrs. Rella moved to approve the Computer Science Curriculum, seconded by Mr. McCauley.</p> <p>The motion passed unanimously.</p>	<p>Discussion and Possible Action</p> <p>A. Policies for Approval</p> <ol style="list-style-type: none"> 1. 9320 Meetings of the Board 2. 9325 Meeting Conduct <p>Motion made and passed unanimously to approve policies 9320 Meetings of the Board and 9325 Meeting Conduct.</p> <p>B. Review and Approval of Curriculum</p> <ol style="list-style-type: none"> 1. Computer Science <p>Motion made and passed unanimously to approve the Computer Science Curriculum.</p>

	<p>C. Teacher Evaluation Flexibility</p> <p>Mr. McCauley moved to approve the Teacher Evaluation Flexibility Waiver, seconded by Mrs. Rella.</p> <p>The motion passed unanimously.</p> <p>D. Substitute Differential for Retired Teachers</p> <p>Mrs. Rella moved to approve the proposed Substitute Differential for Retired Teachers, seconded by Mrs. Monaghan.</p> <ul style="list-style-type: none"> • Dr. Smotas said, for clarity, that the differential if approved by the Board will be effective as of September 28, 2020 in order to give the Business Office time to make the adjustment. <p>The motion passed unanimously.</p>	<p>C. Teacher Evaluation Flexibility</p> <p>Motion made and passed unanimously to approve the Teacher Evaluation Flexibility Waiver.</p> <p>D. Substitute Differential for Retired Teachers</p> <p>Motion made and passed unanimously to approve the proposed Substitute Differential for Retired Teachers.</p>
<p>8.</p> <p>A.</p> <p>B.</p>	<p>Items For Information And Discussion</p> <ul style="list-style-type: none"> • Mrs. Chastain said these are items of information only since the Board had authorized the Superintendent's approval during summer months. <p>Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated September 15, 2020 (Revised)</p> <ul style="list-style-type: none"> • Mrs. Chastain recognized the huge loss Ms. Baldelli's retirement brings to the district. She thanked her for her many, many years in service to the district and said she will be really missed. • Ms. Baldelli said she has been in the district since 1971 first as a teacher, then administrator, then at Central Office. She said she has enjoyed her time and will miss everyone. <p>Monthly Reports</p> <ol style="list-style-type: none"> Budget Position dated August 31, 2020 Purchase Resolution: D-738 	<p>Items For Information And Discussion</p> <p>A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated September 15, 2020 (Revised)</p> <p>B. Monthly Reports</p> <ol style="list-style-type: none"> Budget Position dated August 31, 2020

<p>3. Request for Budget Transfers</p> <ul style="list-style-type: none"> • Mrs. Faulenbach noted the fluid nature of the salary encumbrance and parking revenues. She asked if the \$269,000 CARES reimbursement had been received and where it is going to be reflected. • Mr. Giovannone said it has not been received yet. It will go into a separate grant fund line on the BOE side. • Mrs. Faulenbach asked if there was any opportunity to appeal the state funding that awarded zero dollars to New Milford for transportation. • Dr. Smotas said CAPSS is trying to make inroads. • Mrs. Faulenbach asked if there were final numbers for the local COVID account. Mr. Giovannone said of the \$2,027,540 there is \$138,597 unallocated. He cautioned the Board that PPE had only been purchased for the first marking period. He said CARES funding will help with that too. • Mrs. Chastain reminded the Board that PPE ordering was really a best guess at the time so it is not surprising that adjustments are needed. • Mrs. Faulenbach asked that the Operations Subcommittee receive updates going forward. She asked if the auditors were done. Mr. Giovannone said preliminary only. <p>C. Transition Coordinator (Revised)</p> <ul style="list-style-type: none"> • There was no discussion. <p>D. School Reopening Update</p> <ul style="list-style-type: none"> • Dr. Smotas noted that the principals had spoken to this topic. <p>E. Enrollment Report</p>	<p>2. Purchase Resolution: D-738 3. Request for Budget Transfers</p> <p>C. Transition Coordinator (Revised)</p> <p>D. School Reopening Update</p> <p>E. Enrollment Report</p>
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	<ul style="list-style-type: none"> • Dr. Smotas said these numbers will be fluid as parents change from week to week. He will give a full report as of October 1, 2020 at the next meeting. <p>F. Addendum 11: Interim Guidance for the Use of Face Coverings in Schools during COVID-19</p> <ul style="list-style-type: none"> • There was no discussion. <p>G. CIAC 2020-21 Fall Sports Plan</p> <ul style="list-style-type: none"> • There was no discussion. 	<p>F. Addendum 11: Interim Guidance for the Use of Face Coverings in Schools during COVID-19</p> <p>G. CIAC 2020-21 Fall Sports Plan</p>
9.	<p>Discussion and Possible Action</p> <p>A. Discussion regarding possible agreement with CEA-New Milford. Executive session anticipated.</p> <p>B. Discussion and possible action regarding extracurricular stipends. Executive session anticipated.</p> <p>Mrs. Monaghan moved to enter into executive session for discussion regarding a possible agreement with CEA-New Milford, to discuss extracurricular stipends, and to invite into the session Dr. Paul Smotas, Ms. Ellamae Baldelli and Mr. Anthony Giovannone, seconded by Mrs. Rella and passed unanimously.</p> <p>The Board entered executive session at 8:02 p.m.</p> <p>The Board returned to public session at 8:29 p.m.</p>	<p>Discussion and Possible Action</p> <p>A. Discussion regarding possible agreement with CEA-New Milford. Executive session anticipated.</p> <p>B. Discussion and possible action regarding extracurricular stipends. Executive session anticipated.</p> <p>Motion made and passed unanimously to enter into executive session for discussion regarding a possible agreement with CEA-New Milford, to discuss extracurricular stipends, and to invite into the session Dr. Paul Smotas, Ms. Ellamae Baldelli and Mr. Anthony Giovannone.</p>
10.	<p>Adjourn</p> <p>Mrs. Rella moved to adjourn the meeting at 8:30 p.m., seconded by Mrs. Monaghan and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn at 8:30 p.m.</p>

**New Milford Board of Education
Regular Meeting Minutes
September 15, 2020
New Milford High School Library Media Center**

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Respectfully submitted:

A handwritten signature in cursive script that reads "Wendy Faulenbach".

Wendy Faulenbach
Secretary
New Milford Board of Education

**New Milford Board of Education
Special Meeting Minutes
September 23, 2020
By Zoom Virtual Meeting**

Present:	Mrs. Angela C. Chastain Mrs. Wendy Faulenbach Mr. Pete Helmus Mrs. Tammy McInerney Mrs. Cynthia Nabozny Mrs. Olga I. Rella
Absent:	Mr. Joseph Failla Mr. Brian McCauley Mrs. Eileen P. Monaghan

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NEW MILFORD, CT

Also Present:	Dr. Paul Smotas, Interim Superintendent of Schools Ms. Ellamae Baldelli, Director of Human Resources @ 6:10 p.m. Mr. Anthony Giovannone, Director of Operations and Fiscal Services
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1.	Call to Order The special meeting of the New Milford Board of Education was called to order at 6:00 p.m. by Mrs. Chastain via Zoom virtual meeting.	Call to Order
2.	Public Comment <ul style="list-style-type: none">There was none.	Public Comment
3.	Discussion and Possible Action A. Discussion of proposed collective bargaining agreement between New Milford Board of Education and CEA-New Milford. Executive Session anticipated. Mrs. Faulenbach made a motion that the Board enter into Executive Session to discuss the proposed collective bargaining agreement between New Milford Board of Education and CEA-New Milford, and to invite into the session Dr. Paul Smotas, Ms. Ellamae Baldelli and Mr. Anthony Giovannone. Seconded by Mrs. Rella. The motion passed unanimously.	Discussion and Possible Action A. Discussion of proposed collective bargaining agreement between New Milford Board of Education and CEA-New Milford. Executive Session anticipated. Motion made and passed unanimously that the Board enter into Executive Session to discuss the proposed collective bargaining agreement between New Milford Board of Education and CEA-New Milford, and to invite into the session Dr. Paul Smotas, Ms. Ellamae Baldelli and Mr. Anthony Giovannone.

	<p>The Board, Dr. Smotas and Mr. Giovannone entered executive session at 6:03 p.m.</p> <p>Ms. Baldelli entered executive session at 6:10 p.m.</p> <p>The Board returned to public session at 6:18 p.m.</p> <p>B. Approval of successor collective bargaining agreement between New Milford Board of Education and CEA-New Milford.</p> <p>Mrs. Rella moved that the Board of Education ratify the proposed successor collective bargaining agreement between the New Milford Board of Education and CEA-New Milford, pending CEA-New Milford ratification, seconded by Mrs. Nabozny.</p> <p>The motion passed unanimously.</p>	<p>B. Approval of successor collective bargaining agreement between New Milford Board of Education and CEA-New Milford.</p> <p>Motion made and passed unanimously that the Board of Education ratify the proposed successor collective bargaining agreement between the New Milford Board of Education and CEA-New Milford, pending CEA-New Milford ratification.</p>
4.	<p>Adjourn</p> <p>Mrs. Rella moved to adjourn the meeting at 6:19 p.m., seconded by Mrs. McInerney and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 6:19 p.m.</p>

Respectfully submitted:



Wendy Faulenbach
Secretary
New Milford Board of Education

**New Milford Board of Education
Special Meeting Minutes
September 29, 2020
By Zoom Virtual Meeting**

Present:	Mrs. Angela C. Chastain Mr. Joseph Failla Mrs. Wendy Faulenbach Mr. Pete Helmus Mr. Brian McCauley Mrs. Tammy McInerney Mrs. Eileen P. Monaghan Mrs. Cynthia Nabozny Mrs. Olga I. Rella
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2020 SEP 30 A 9:38
NEW MILFORD, CT

1.	Call to Order The special meeting of the New Milford Board of Education was called to order at 6:31 p.m. by Mrs. Chastain via Zoom virtual meeting.	Call to Order
2.	Public Comment <ul style="list-style-type: none"> Mrs. Chastain asked if any member of the public would like to speak. There were no comments made. 	Public Comment
3.	Discussion and Possible Action (Executive Session Anticipated) A. Discussion regarding superintendent search. Executive Session anticipated. Mrs. Rella made a motion that the Board enter into Executive Session to discuss the superintendent search, seconded by Mrs. Monaghan. The motion passed unanimously. The Board entered executive session at 6:31 p.m. The Board returned to public session at 7:21 p.m.	Discussion and Possible Action (Executive Session Anticipated) A. Discussion regarding superintendent search. Executive Session anticipated. Motion made and passed unanimously that the Board enter into Executive Session to discuss the superintendent search.
4.	Adjourn	Adjourn

**New Milford Board of Education
Special Meeting Minutes
September 29, 2020
By Zoom Virtual Meeting**

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	Mrs. Rella moved to adjourn the meeting at 7:21 p.m., seconded by Mrs. Monaghan and passed unanimously.	Motion made and passed unanimously to adjourn the meeting at 7:21 p.m.
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Respectfully submitted:




Wendy Faulenbach
Secretary
New Milford Board of Education

**New Milford Board of Education
Special Meeting Minutes
October 7, 2020
By Zoom Virtual Meeting**

Present:	Mrs. Angela C. Chastain Mr. Joseph Failla Mrs. Wendy Faulenbach Mr. Pete Helmus Mrs. Tammy McInerney Mrs. Eileen P. Monaghan Mrs. Cynthia Nabozny Mrs. Olga I. Rella
Absent:	Mr. Brian McCauley

Also Present:	Dr. Paul Smotas, Interim Superintendent
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1.	Call to Order The special meeting of the New Milford Board of Education was called to order at 6:30 p.m. by Mrs. Chastain via Zoom virtual meeting.	Call to Order
2.	Public Comment <ul style="list-style-type: none"> Mrs. Chastain said she would like to clarify misrepresentation of this meeting that was shared on Facebook. This meeting is in no way disciplinary in nature. Megan Byrd said she wanted to go on record as being extraordinarily pleased with the way the district is handling the current situation. She is pleased that they are always considering a possible return to full time while being very cautious and following public health guidelines for safety. She said all staff are being very helpful. Roseann Petruso said she values the educators in our system but is frustrated that the district is not offering five day in person learning, especially since she works in a district where that is happening successfully. She said our district's remote instruction lags behind other districts. Stephanie Partridge said the current model gives no consideration for parents utilizing third party day care. Cost is an issue as is the 	Public Comment <div style="text-align: right;">  RECEIVED TOWN CLERK 2020 OCT -8 A 10:09 NEW MILFORD, CT </div>

	<p>inability to work. She also said it is not fair to educators to expect them to teach in person and online at the same time.</p> <ul style="list-style-type: none"> • Amy Eliason Reguin said Wednesday is a missed opportunity for learning. She said band students at SMS have no instrument use and she asked how that can be considered band. She said overall she thinks communication is lacking and inconsistent. 	
3.	<p>Discussion and Possible Action</p> <p>A. Review of Superintendent's performance. Executive Session anticipated.</p> <p>Mrs. Monaghan made a motion that the Board enter into Executive Session to review the Superintendent's performance, and to invite into the session Dr. Paul Smotas, seconded by Mrs. Rella.</p> <p>The motion passed unanimously.</p> <p>The Board entered executive session at 6:43 p.m.</p> <p>The Board returned to public session at 7:55 p.m.</p>	<p>Discussion and Possible Action</p> <p>A. Review of Superintendent's performance. Executive Session anticipated.</p> <p>Motion made and passed unanimously that the Board enter into Executive Session to review the Superintendent's performance, and to invite into the session Dr. Paul Smotas.</p>
4.	<p>Adjourn</p> <p>Mr. Helmus moved to adjourn the meeting at 7:57 p.m., seconded by Mrs. Nabozny and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 7:57 p.m.</p>

Respectfully submitted:



Wendy Faulenbach
Secretary
New Milford Board of Education



Public School Information System
School Summary*
96 New Milford School District

State of Connecticut
Department of Education
P.O. Box 2219
Hartford, CT 06145-2219

October 2020

			Applicable Grades																
School	Facility Code	Enroll	PK	KH	KE	KF	1	2	3	4	5	6	7	8	9	10	11	12	
Hill And Plain School	0960511	366	49	0	0	105	100	112	0	0	0	0	0	0	0	0	0	0	
Litchfield Hills Transition Center	0969011	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	14	
New Milford High School	0966111	1,294	0	0	0	0	0	0	0	0	0	0	0	0	323	342	337	292	
Northville Elementary School	0960811	437	54	0	0	112	135	136	0	0	0	0	0	0	0	0	0	0	
Sarah Noble Intermediate School	0960911	731	0	0	0	0	0	0	215	258	258	0	0	0	0	0	0	0	
Schaghticoke Middle School	0965211	868	0	0	0	0	0	0	0	0	0	265	282	321	0	0	0	0	
Total Enrollment:		3,710																	

* Includes all students enrolled in district schools, including students coded as homebound or in a detention center.
EXCLUDES students placed out of district or attending Bristol Technical Education Center.



Public School Information System

Summary of Selected Fields by School*

096-New Milford School District

State of Connecticut
Department of Education
P.O. Box 2219
Hartford, CT 06145-2219

October 2020

Facility: 0960511 Hill And Plain School

Total Enrollment			366
	Yes	No	Total
English Language Learner	43	323	366
Special Education	65	301	366

	Free	Reduced	Not Eligible	Total
Eligible for Free/Reduced Price Meals	126	37	203	366

Gifted and Talented Summary		Total
01	Not Gifted, not Talented	366
	Total	366

Homeless Summary		Total
00	Not homeless	366
	Total	366

Special Program Status Code Summary		Total
00	N/A	366
	Total	366

* Includes all students enrolled in this district school, including students coded as homebound or in a detention center.
EXCLUDES students placed out of district or attending Bristol Technical Education Center.



Public School Information System

Summary of Selected Fields by School*

096-New Milford School District

State of Connecticut
Department of Education
P.O. Box 2219
Hartford, CT 06145-2219

October 2020

Facility: 0969011 Litchfield Hills Transition Center

Total Enrollment			14
	Yes	No	Total
English Language Learner		14	14
Special Education	14		14

	Free	Reduced	Not Eligible	Total
Eligible for Free/Reduced Price Meals	6	0	8	14

Gifted and Talented Summary		Total
01	Not Gifted, not Talented	13
02	Gifted Identified	1
	Total	14

Homeless Summary		Total
00	Not homeless	14
	Total	14

Special Program Status Code Summary		Total
00	N/A	14
	Total	14

* Includes all students enrolled in this district school, including students coded as homebound or in a detention center.
EXCLUDES students placed out of district or attending Bristol Technical Education Center.



Public School Information System

Summary of Selected Fields by School*

096-New Milford School District

State of Connecticut
Department of Education
P.O. Box 2219
Hartford, CT 06145-2219

October 2020

Facility: 0966111 New Milford High School

Total Enrollment			1294
	Yes	No	Total
English Language Learner	33	1,261	1,294
Special Education	178	1,116	1,294

	Free	Reduced	Not Eligible	Total
Eligible for Free/Reduced Price Meals	312	96	886	1,294

Gifted and Talented Summary		Total
01	Not Gifted, not Talented	1,235
02	Gifted Identified	54
04	Talented Identified	3
06	Gifted Identified, Talented Identified	2
	Total	1,294

Homeless Summary		Total
00	Not homeless	1,293
02	Doubled up	1
	Total	1,294

Special Program Status Code Summary		Total
00	N/A	1,223
05	Designated High School	70
08	Homebound	1
	Total	1,294

* Includes all students enrolled in this district school, including students coded as homebound or in a detention center.
EXCLUDES students placed out of district or attending Bristol Technical Education Center.



Public School Information System

Summary of Selected Fields by School*

096-New Milford School District

State of Connecticut
Department of Education
P.O. Box 2219
Hartford, CT 06145-2219

October 2020

Facility: 0960811 Northville Elementary School

Total Enrollment			437
	Yes	No	Total
English Language Learner	21	416	437
Special Education	64	373	437

	Free	Reduced	Not Eligible	Total
Eligible for Free/Reduced Price Meals	123	28	286	437

Gifted and Talented Summary		Total
01	Not Gifted, not Talented	435
02	Gifted Identified	1
06	Gifted Identified, Talented Identified	1
	Total	437

Homeless Summary		Total
00	Not homeless	437
	Total	437

Special Program Status Code Summary		Total
00	N/A	437
	Total	437

* Includes all students enrolled in this district school, including students coded as homebound or in a detention center.
EXCLUDES students placed out of district or attending Bristol Technical Education Center.



Public School Information System

Summary of Selected Fields by School*

096-New Milford School District

State of Connecticut
Department of Education
P.O. Box 2219
Hartford, CT 06145-2219

October 2020

Facility: 0960911 Sarah Noble Intermediate School

Total Enrollment			731
	Yes	No	Total
English Language Learner	47	684	731
Special Education	122	609	731

	Free	Reduced	Not Eligible	Total
Eligible for Free/Reduced Price Meals	216	70	445	731

Gifted and Talented Summary		Total
01	Not Gifted, not Talented	711
02	Gifted Identified	7
03	Gifted Served	11
04	Talented Identified	1
06	Gifted Identified, Talented Identified	1
	Total	731

Homeless Summary		Total
00	Not homeless	730
02	Doubled up	1
	Total	731

Special Program Status Code Summary		Total
00	N/A	731
	Total	731

* Includes all students enrolled in this district school, including students coded as homebound or in a detention center.
EXCLUDES students placed out of district or attending Bristol Technical Education Center.



Public School Information System

Summary of Selected Fields by School*

096-New Milford School District

State of Connecticut
Department of Education
P.O. Box 2219
Hartford, CT 06145-2219

October 2020

Facility: 0965211 Schaghticoke Middle School

Total Enrollment				868
	Yes	No	Total	
English Language Learner	32	836	868	
Special Education	131	737	868	

	Free	Reduced	Not Eligible	Total
Eligible for Free/Reduced Price Meals	234	109	525	868

Gifted and Talented Summary		Total
01	Not Gifted, not Talented	821
02	Gifted Identified	29
03	Gifted Served	16
04	Talented Identified	1
06	Gifted Identified, Talented Identified	1
	Total	868

Homeless Summary		Total
00	Not homeless	868
	Total	868

Special Program Status Code Summary			Total
00	N/A		867
08	Homebound		1
	Total		868

* Includes all students enrolled in this district school, including students coded as homebound or in a detention center.
EXCLUDES students placed out of district or attending Bristol Technical Education Center.



Public School Information System

Racial Survey By District* 96 New Milford School District

State of Connecticut
Department of Education
P.O. Box 2219
Hartford, CT 06145-2219

October 2020

Grade Level	American Indian or Alaska Native			Asian			Black or African American			White			Hispanic/ Latino of any race			Native Hawaiian or Other Pacific Islander			Two or More Races			Total
	M	F	N	M	F	N	M	F	N	M	F	N	M	F	N	M	F	N	M	F	N	
Prekindergarten	0	0	0	4	2	0	1	0	0	42	31	0	11	7	0	0	0	0	4	1	0	103
Kindergarten, Full Day	0	0	0	3	7	0	3	1	0	67	89	0	18	17	0	0	0	0	5	7	0	217
Grade 1	0	1	0	1	0	0	3	5	0	100	74	0	29	16	0	0	0	0	3	3	0	235
Grade 2	0	0	0	2	3	0	4	1	0	76	96	0	24	32	0	0	0	0	6	4	0	248
Grade 3	0	0	0	5	6	0	3	4	0	78	72	0	21	18	0	0	0	0	4	4	0	215
Grade 4	0	0	0	5	1	0	4	6	0	92	92	0	24	20	0	0	0	0	7	7	0	258
Grade 5	0	0	0	2	2	0	3	4	0	98	86	0	25	27	0	0	0	0	5	6	0	258
Grade 6	0	0	0	7	6	0	6	10	0	83	86	0	30	23	0	0	0	0	6	8	0	265
Grade 7	0	0	0	5	2	0	6	7	0	94	95	0	27	28	0	0	0	0	5	13	0	282
Grade 8	0	0	0	3	8	0	2	4	0	118	108	0	30	23	0	0	0	0	14	11	0	321
Grade 9	1	0	0	8	3	0	3	5	0	128	108	0	33	23	1	0	0	0	5	5	0	323
Grade 10	0	0	0	4	8	0	7	7	0	129	119	0	32	25	0	0	0	0	4	7	0	342
Grade 11	0	0	0	6	4	0	5	5	0	135	119	1	30	20	0	0	0	0	7	5	0	337
Grade 12	0	0	0	5	7	0	3	5	0	119	120	0	18	23	0	0	0	0	3	3	0	306
Total	1	1	0	60	59	0	53	64	0	1,359	1,295	1	352	302	1	0	0	0	78	84	0	3,710
Open Choice students included above	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0



Public School Information System
Racial Survey By District*
96 New Milford School District

State of Connecticut
Department of Education
P.O. Box 2219
Hartford, CT 06145-2219

October 2020

SCHEDULE 1B / DETAIL OF SCHOOL ENROLLMENT
DISTRICT WIDE SUMMARY

Description	Prek	K 12	Totals
Resident Students Enrolled at the Expense of the School District	50	3,533	3,583
Students Enrolled at No Local Expense	53	3	56
NonResident Students Enrolled	0	71	71
Totals	103	3,607	3,710

*Includes all students enrolled in district schools, including students coded as homebound

M=Male, F=Female, N=Non-Binary

NEW MILFORD PUBLIC SCHOOLS

EXHIBIT A

Regular Meeting of the Board of Education
New Milford, Connecticut
October 20, 2020
**as of October 16, 2020

ACTION ITEMS

A. Personnel

1. CERTIFIED STAFF

a. RESIGNATIONS

- | | |
|--|--------------------|
| 1. **Mrs. Jessica Arnold , Special Education Teacher, Sarah Noble Intermediate School effective October 30, 2020. | Personal Reasons |
| 2. Mrs. Mary Maloney , Social Studies Teacher, Schaghticoke Middle School effective September 30, 2020. | Retirement |
| 3. Mrs. Sandra Robair , Science Teacher, Schaghticoke Middle School effective October 30, 2020. | Took job elsewhere |

2. CERTIFIED STAFF

b. NON-RENEWALS

1. None currently

3. CERTIFIED STAFF

c. APPOINTMENTS

- | | |
|---|--|
| 1. Mrs. Kristina Esposito , Elementary Teacher, Northville Elementary School effective date to be determined.
2020-2021 Salary – \$69,930 – Step 10 Masters, pro-rated to start date | <i>Education History:</i>
BA: WCSU
Major: Social Science
MS: University of Bridgeport
Major: Education

<i>Work Experience:</i>
1 yr. Hamden
13.5 yrs. Bethel

Replacing: N. Gregory |
| 2. Mrs. Patricia Mascio-Huegi , Elementary Teacher, Sarah Noble Intermediate School effective October 26, 2020.
2020-2021 Salary – \$58,826 – Step 5 Bachelors, pro-rated to start date | <i>Education History:</i>
BS: SUNY, Cobleskill
Major: Animal Science

<i>Work Experience:</i>
6 yrs. Danbury

Replacing: C. Bonnell |
| 3. **Ms. Holly Scheck , Social Studies Teacher, Schaghticoke Middle School effective date to be determined.
2020-2021 Salary – \$52,047 – Step 2 Bachelors, pro-rated to start date | <i>Education History:</i>
BA: ECSU
Major: Secondary Education

<i>Work Experience:</i>
1 yr. Orange

Replacing: M. Maloney |

4. MISCELLANEOUS STAFF

a. RESIGNATIONS

1. None

5. MISCELLANEOUS STAFF

b. APPOINTMENTS

1. None

6. NON-CERTIFIED STAFF AND LICENSED STAFF

a. RESIGNATIONS

1. **Mrs. Donna Aleksandrowicz**, Paraeducator, New Milford High School effective October 9, 2020. Moving
2. **Mr. Jeffrey Rich**, Paraeducator, Litchfield Hills Transition Center effective October 6, 2020. Personal Reasons
3. **Mrs. Patricia Shanahan**, Paraeducator, Sarah Noble Intermediate School effective November 24, 2020. Retire
4. **Mr. Travis Spengler**, Sanitation Attendant, Northville Elementary School effective September 18, 2020. Personal Reasons

7. NON-CERTIFIED AND LICENSED STAFF

b. APPOINTMENTS

1. **Mr. Dante Cox**, Paraeducator, New Milford High School effective October 26, 2020.
\$15.06 per hour - Hire Rate
\$16.64 per hour – Job Rate
(after completion of probationary period)
7 hours per day

Replacing: R. Rebstock
2. **Ms. Maria Ferraioli**, Paraeducator, Sarah Noble Intermediate School effective October 26, 2020.
\$15.06 per hour - Hire Rate
\$16.64 per hour – Job Rate
(after completion of probationary period)
7 hours per day

Replacing: B. Marques
3. ~~****Ms. Emily Martel**~~, Tutor, Northville Elementary School effective October 26, 2020.
Education History:
BS: UConn
Major: Psychological Science
M. Ed: Wesetfield State University
Major: Early Childhood Education

\$16.00 per hour
4. **Mr. Brinton Moore**, Custodian, New Milford High School effective October 26, 2020.
\$23.90 per hour
8 hours per day

Replacing: J. Furtado

5. Mr. Anthony Morse , Tutor, Schaghticoke Middle School effective September 8, 2020.	<i>Education History:</i> BS: CCSU Major: History/Secondary Education
	\$16.00 per hour
6. Ms. Elizabeth Smith , Paraeducator, Schaghticoke Middle School effective October 26, 2020.	\$15.06 per hour - Hire Rate \$16.64 per hour – Job Rate (after completion of probationary period) 7 hours per day
	Replacing: B. Stiger
8. ADULT EDUCATION STAFF a. RESIGNATIONS 1. None	
9. ADULT EDUCATION STAFF b. APPOINTMENTS 1. Mr. Jeff Bronn , Adult Education Evaluator, New Milford High School effective October 22, 2020.	2020-2021 Stipend: \$7,000
10. BAND STAFF a. RESIGNATIONS 1. **Ms. Taylor Davis , Winter Guard Director for Marching Band, New Milford High School effective October 12, 2020.	Personal Reasons
11. BAND STAFF b. APPOINTMENTS 1. None	
12. COACHING STAFF a. RESIGNATIONS 1. Mr. Michael Nahom , Assistant Indoor Track Coach, New Milford High School effective June 8, 2020. 2. Mr. Philkwan Tate , JV Boys' Basketball Coach, New Milford High School effective August 13, 2020. 3. Mr. Albert (Joey) Tolomeo , Freshman Boys' Basketball Coach, New Milford High School effective August 15, 2020.	Personal Reasons Personal Reasons Personal Reasons
13. COACHING STAFF b. APPOINTMENTS 1. Mr. Chris Bacich , Boys' Varsity Cross Country Coach, New Milford High School effective August 27, 2020.	2020-2021 Stipend: \$3652

2. Dr. Peter Bayers , Boys' Volunteer Soccer Coach, New Milford High School effective August 27, 2020.	Volunteer
3. Ms. Kerri Bell , Girls' JV Assistant Volleyball Coach, New Milford High School effective August 27, 2020.	2020-2021 Stipend: \$3149
4. Ms. Tricia Blood , Girls' Interscholastic Field Hockey Coach, Schaghticoke Middle School effective October 1, 2020.	2020-2021 Stipend: \$1985 Current staff member
5. Mrs. Daniella Brooks , Girls' Assistant Cross Country Coach, New Milford High School effective August 27, 2020.	2020-2021 Stipend: \$2315 Current staff member
6. Mr. Evan Cassells , Boys' Volunteer Football Coach, New Milford High School effective August 17, 2020.	Volunteer
7. Mr. Pierre de St. Croix , Girls' and Boys' Interscholastic Soccer Coach, Schaghticoke Middle School effective October 1, 2020.	2020-2021 Stipend: \$1985 Current staff member
8. Mr. Mark Grant , Girls' and Boys' Unified Soccer Coach, New Milford High School effective August 23, 2020.	2020-2021 Stipend: \$992 Current staff member
9. Ms. Maggie Heaton , Girls' Assistant Swimming & Diving Coach, New Milford High School effective August 27, 2020.	2020-2021 Stipend: \$2938
10. Mr. Rob Hibbard , Girls' and Boys' Interscholastic Sports Coordinator, Schaghticoke Middle School effective October 1, 2020.	2020-2021 Stipend: \$4468 Current staff member
11. Ms. Dawn Hough , Girls' Varsity Field Hockey Coach, New Milford High School effective August 27, 2020.	2020-2021 Stipend: \$4846
12. Mr. Craig Lyons , Boys' Volunteer Football Coach, New Milford High School effective August 17, 2020, pending receipt of coaching permit.	Volunteer
13. Mr. Cody Madden , Boys' Assistant Football Coach, New Milford High School effective August 17, 2020.	2020-2021 Stipend: \$3965 Current staff member
14. Mr. Michael Madden , Boys' Volunteer Football Coach, New Milford High School effective August 17, 2020.	Volunteer
15. Mr. Sean Mahon , Boys' Assistant Football Coach, New Milford High School effective August 17, 2020.	2020-2021 Stipend: \$3965 Current staff member

16. Mr. Greg Marsan , Girls' Varsity Soccer Coach, New Milford High School effective August 27, 2020.	2020-2021 Stipend: \$4846
17. Ms. Sarah Mastersanti , Varsity Cheerleading Coach, New Milford High School effective August 27, 2020.	2020-2021 Stipend: \$3603
18. Mrs. Carol Mastersanti , Volunteer Varsity Cheerleading Coach, New Milford High School effective August 27, 2020 pending receipt of coaching permit.	Volunteer
19. Mrs. Theresa McGuinness , Girls' Interscholastic Cross Country Coach, Schaghticoke Middle School effective October 1, 2020.	2020-2021 Stipend: \$1985 Current staff member
20. Ms. Jessica Melendez , Girls' and Boys' Varsity Dance Coach, New Milford High School effective August 27, 2020.	2020-2021 Stipend: \$1486
21. Mr. Clinton Murphy , Boys' Volunteer Football Coach, New Milford High School effective August 17, 2020, pending receipt of coaching permit.	Volunteer
22. Mr. Patrick Murphy , Boys' Volunteer Soccer Coach, New Milford High School effective August 27, 2020.	Volunteer
23. Mr. Sean Murray , Boys' Varsity Football Coach, New Milford High School effective August 17, 2020.	2020-2021 Stipend: \$6099 Current staff member
24. Mrs. Victoria Murray , Fall Weight Room Supervisor, New Milford High School effective September 2, 2020.	2020-2021 Stipend: \$5042 Current staff member
25. Mr. Anthony Nocera , Girls' Varsity Volleyball Coach, New Milford High School effective August 27, 2020.	2020-2021 Stipend: \$4846 Current staff member
26. Mrs. Nicole Nocera , Girls' Freshman Field Hockey Coach, New Milford High School effective August 27, 2020.	2020-2021 Stipend: \$3149
27. Mr. Louis Pereira , Boys' Varsity Soccer Coach, New Milford High School effective August 27, 2020.	2020-2021 Stipend: \$4846
28. Mr. Zachary Pereira , Boys' JV Soccer Coach, New Milford High School effective August 27, 2020, pending receipt of coaching permit.	2020-2021 Stipend: \$3149
29. Mr. Ryan Rebstock , Boys' Assistant Cross Country Coach, New Milford High School effective August 27, 2020.	2020-2021 Stipend: \$2315

30. Mr. Chris Rigdon , Boys' Assistant Football Coach, New Milford High School effective August 27, 2020.	2020-2021 Stipend: \$3965
31. Mr. Roger Simmons , Girls' Varsity Swimming & Diving Coach, New Milford High School effective August 27, 2020.	2020-2021 Stipend: \$4520
32. Mrs. Lisa Stein , Girls' Freshman Volleyball Coach, New Milford High School effective August 27, 2020.	2020-2021 Stipend: \$2424
33. Ms. Sarah Swann , Girls' Assistant Soccer Coach, New Milford High School effective August 27, 2020.	2020-2021 Stipend: \$3149 Current staff member
34. Mr. Giles Vaughan , Girls' Varsity Cross Country Coach, New Milford High School effective August 27, 2020.	2020-2021 Stipend: \$3562 Current staff member
35. Mr. Matt Wall , Boys' Interscholastic Cross Country Coach, Schaghticoke Middle School effective October 1, 2020.	2020-2021 Stipend: \$1985 Current staff member
36. Mr. David Warren , Boys' Assistant Football Coach, New Milford High School effective August 27, 2020.	2020-2021 Stipend: \$3965
37. Mr. John Wrenn , Boys' Assistant Freshman Soccer Coach, New Milford High School effective October 1, 2020.	2020-2021 Stipend: \$2424
38. Ms. Jennifer Wyslick , Girls' Assistant Field Hockey Coach, New Milford High School effective August 27, 2020.	2020-2021 Stipend: \$3149
14. LEAVES OF ABSENCE	
1. Mrs. Jessica Bailey , Paraeducator, New Milford High School requests an unpaid leave of absence from October 20, 2020 through November 30, 2020.	Unpaid
2. Mrs. Melody Melendez , General Worker for Food Services, New Milford High School requests an unpaid leave of absence from September 21, 2020 to a date to be determined.	Unpaid



RANGE	MAJOR OBJECT CODE DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
100'S	SALARIES - CERTIFIED	29,661,381	0	29,661,381	3,998,073	25,314,182	349,126	98.82%
100'S	SALARIES - NON CERTIFIED	9,375,760	0	9,375,760	1,476,139	5,374,875	2,524,746	73.07%
200'S	BENEFITS	11,074,320	0	11,074,320	3,797,736	6,217,205	1,059,379	90.43%
300'S	PROFESSIONAL SERVICES	3,811,054	0	3,811,054	916,764	1,940,550	953,741	74.97%
400'S	PROPERTY SERVICES	917,680	0	917,680	267,935	205,910	443,835	51.64%
500'S	OTHER SERVICES	7,918,036	0	7,918,036	1,619,838	4,869,222	1,428,975	81.95%
600'S	SUPPLIES	2,604,719	0	2,604,719	518,771	1,452,276	633,672	75.67%
700'S	CAPITAL	10,627	0	10,627	51	18	10,558	0.65%
800'S	DUES AND FEES	91,305	0	91,305	44,833	11,595	34,877	61.80%
900'S	REVENUE	-1,000,107	0	-1,000,107	-2,675	0	-997,432	0.27%
GRAND TOTAL		64,464,776	0	64,464,776	12,637,465	45,385,833	6,441,478	90.01%

SALARIES - NON CERTIFIED BREAKOUT

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
51180	SALARIES - NON CERT - STIPENDS	516,890	0	516,890	0	0	516,890	0.00%
51201	SALARIES - NON CERT - PARA EDUCATORS	2,049,757	0	2,049,757	240,612	1,559,315	249,830	87.81%
51202	SALARIES - NON CERT - SUBSTITUTES	894,478	0	894,478	45,600	0	848,878	5.10%
51210	SALARIES - NON CERT - SECRETARY	1,871,103	0	1,871,103	399,420	1,291,155	180,528	90.35%
51225	SALARIES - NON CERT - TUTORS	275,695	0	275,695	9,513	0	266,182	3.45%
51240	SALARIES - NON CERT - CUSTODIAL	1,909,059	0	1,909,059	421,574	1,189,535	297,951	84.39%
51250	SALARIES - NON CERT - MAINTENANCE	920,442	0	920,442	197,487	585,002	137,953	85.01%
51285	SALARIES - NON CERT - TECHNOLOGY	471,446	0	471,446	93,580	362,762	15,105	96.80%
51336	SALARIES - NON CERT - NURSES	466,890	0	466,890	68,353	387,108	11,429	97.55%
TOTAL		9,375,760	0	9,375,760	1,476,139	5,374,875	2,524,746	73.07%

BENEFIT BREAKOUT

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
52200	BENEFITS - FICA	610,906	0	610,906	95,195	0	515,711	15.58%
52201	BENEFITS - MEDICARE	522,583	0	522,583	77,254	0	445,329	14.78%
52300	BENEFITS - PENSION	879,067	0	879,067	879,067	0	0	100.00%
52600	BENEFITS - UNEMPLOYMENT COMP	15,000	0	15,000	866	14,134	0	100.00%
52810	BENEFITS - HEALTH INSURANCE	8,323,495	0	8,323,495	2,471,868	5,851,627	0	100.00%
52820	BENEFITS - DISABILITY INSURANCE	125,000	0	125,000	25,594	77,151	22,254	82.20%
52830	BENEFITS - LIFE INSURANCE	142,000	0	142,000	26,192	78,945	36,863	74.04%
52900	BENEFITS - OTHER EMPLOYEE BENEFITS	456,269	0	456,269	221,701	195,347	39,222	91.40%
TOTAL		11,074,320	0	11,074,320	3,797,736	6,217,205	1,059,379	90.43%

*EXPENDITURES*

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
51110	CERTIFIED SALARIES	29,661,381	0	29,661,381	3,998,073	25,314,182	349,126	98.82%
51200	NON-CERTIFIED SALARIES	9,375,760	0	9,375,760	1,476,139	5,374,875	2,524,746	73.07%
52000	BENEFITS	11,074,320	0	11,074,320	3,797,736	6,217,205	1,059,379	90.43%
53010	LEGAL SERVICES	218,945	0	218,945	177,360	41,585	0	100.00%
53050	CURRICULUM DEVELOPMENT	85,000	0	85,000	1,475	0	83,525	1.74%
53200	PROFESSIONAL SERVICES	2,070,915	0	2,070,915	431,408	1,341,329	298,178	85.60%
53201	MEDICAL SERVICES - SPORTS	30,500	0	30,500	0	0	30,500	0.00%
53210	TIME & ATTENDANCE SOFTWARE	11,500	0	11,500	485	0	11,016	4.21%
53220	IN SERVICE	117,175	0	117,175	4,640	25,648	86,888	25.85%
53230	PUPIL SERVICES	597,574	0	597,574	73,967	484,397	39,209	93.44%
53300	OTHER PROF/ TECH SERVICES	58,470	0	58,470	8,189	1,276	49,005	16.19%
53310	AUDIT/ACCOUNTING	45,000	0	45,000	48,000	0	-3,000	106.67%
53500	TECHNICAL SERVICES	248,490	0	248,490	150,858	41,991	55,641	77.61%
53530	SECURITY SERVICES	214,385	0	214,385	0	0	214,385	0.00%
53540	SPORTS OFFICIALS SERVICES	113,100	0	113,100	20,382	4,324	88,394	21.84%
54101	CONTRACTUAL TRASH PICK UP	94,853	0	94,853	17,084	30,134	47,635	49.78%
54301	REPAIRS & MAINTENANCE	468,423	0	468,423	153,476	106,871	208,076	55.58%
54302	FIRE / SECURITY MAINTENANCE	2,500	0	2,500	0	1,074	1,426	42.96%
54303	GROUPS MAINTENANCE	13,000	0	13,000	508	3,385	9,107	29.95%
54310	GENERAL REPAIRS	44,440	0	44,440	5,556	1,183	37,700	15.17%
54320	TECHNOLOGY RELATED REPAIRS	32,847	0	32,847	49	5,065	27,733	15.57%
54411	WATER	68,195	0	68,195	12,081	42,227	13,887	79.64%
54412	SEWER	15,559	0	15,559	11,652	0	3,907	74.89%
54420	LEASE/RENTAL EQUIP/VEH	177,863	0	177,863	67,528	15,971	94,364	46.95%
55100	PUPIL TRANSPORTATION - OTHER	88,250	0	88,250	86	0	88,164	0.10%
55101	PUPIL TRANS - FIELD TRIP	25,450	0	25,450	0	0	25,450	0.00%
55110	STUDENT TRANSPORTATION	4,693,947	0	4,693,947	849,591	3,142,495	701,861	85.05%
55190	STUDENT TRANSPORTATION PURCHAS	750	0	750	0	0	750	0.00%
55200	GENERAL INSURANCE	287,493	0	287,493	270,456	0	17,037	94.07%
55300	COMMUNICATIONS	50,240	0	50,240	12,936	33,183	4,121	91.80%
55301	POSTAGE	33,255	0	33,255	1,544	31,711	0	100.00%
55302	TELEPHONE	78,498	0	78,498	38,112	40,386	0	100.00%



EXPENDITURES

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
55400	ADVERTISING	6,000	0	6,000	717	0	5,283	11.95%
55505	PRINTING	52,129	0	52,129	8,130	1,724	42,275	18.90%
55600	TUITION - TRAINING	35,000	0	35,000	0	0	35,000	0.00%
55610	TUITION - PUBLIC PLACEMENTS	790,273	0	790,273	80,974	535,395	173,905	77.99%
55630	TUITION - PRIVATE PLACEMENTS	1,727,602	0	1,727,602	355,484	1,076,117	296,001	82.87%
55800	TRAVEL	49,149	0	49,149	1,808	8,212	39,129	20.39%
56100	GENERAL INSTRUCTIONAL SUPPLIES	167,326	0	167,326	26,429	32,049	108,848	34.95%
56110	INSTRUCTIONAL SUPPLIES	405,132	0	405,132	107,450	79,984	217,698	46.26%
56120	ADMIN SUPPLIES	29,788	0	29,788	1,426	3,956	24,406	18.07%
56210	NATURAL GAS	188,000	0	188,000	12,081	175,919	0	100.00%
56220	ELECTRICITY	974,971	0	974,971	175,538	760,041	39,393	95.96%
56230	PROPANE	3,870	0	3,870	124	3,625	121	96.87%
56240	OIL	207,901	0	207,901	0	141,263	66,638	67.95%
56260	GASOLINE	27,186	0	27,186	2,079	25,107	0	100.00%
56290	FACILITIES SUPPLIES	311,190	0	311,190	71,630	168,780	70,781	77.25%
56291	MAINTENANCE COMPONENTS	15,650	0	15,650	0	1,000	14,650	6.39%
56292	UNIFORMS/ CONTRACTUAL	13,000	0	13,000	0	3,372	9,628	25.94%
56293	GROUNDKEEPING SUPPLIES	23,060	0	23,060	2,292	7,552	13,216	42.69%
56410	TEXTBOOKS	57,036	0	57,036	1,458	32,876	22,702	60.20%
56411	CONSUMABLE TEXTS	102,146	0	102,146	98,423	296	3,428	96.64%
56420	LIBRARY BOOKS	31,000	0	31,000	5,514	10,141	15,345	50.50%
56430	PERIODICALS	16,559	0	16,559	167	5,942	10,450	36.89%
56460	WORKBOOKS	2,650	0	2,650	2,620	0	30	98.87%
56500	SUPPLIES - TECH RELATED	28,254	0	28,254	11,540	374	16,340	42.17%
57345	INSTRUCTIONAL EQUIPMENT	4,500	0	4,500	51	18	4,431	1.53%
57400	GENERAL EQUIPMENT	6,127	0	6,127	0	0	6,127	0.00%
58100	DUES & FEES	91,305	0	91,305	44,833	11,595	34,877	61.80%
EXPENDITURE TOTAL		65,464,883	0	65,464,883	12,640,139	45,385,833	7,438,910	88.64%



REVENUES

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
43103	EXCESS COSTS	-625,225	0	-625,225	0	0	-625,225	0.00%
43105	MEDICAID REIMBURSEMENT	-60,507	0	-60,507	-2,675	0	-57,832	4.42%
44105	FOI & FINGERPRINTING FEES	-1,900	0	-1,900	0	0	-1,900	0.00%
44705	BUILDING USE FEES (BASE RENTAL)	-55,000	0	-55,000	0	0	-55,000	0.00%
49102	BUILDING USE FEES (CUSTODIAL)	-27,951	0	-27,951	0	0	-27,951	0.00%
44800	REGULAR ED TUITION	-114,400	0	-114,400	0	0	-114,400	0.00%
44822	SPECIAL ED TUITION	-29,900	0	-29,900	0	0	-29,900	0.00%
44860	ADMISSIONS/ATHLETIC GATE RECEIPTS	-25,400	0	-25,400	0	0	-25,400	0.00%
44861	PARKING PERMIT FEES	-59,824	0	-59,824	0	0	-59,824	0.00%
REVENUE TOTAL		-1,000,107	0	-1,000,107	-2,675	0	-997,432	0.27%

GRAND TOTAL	64,464,776	0	64,464,776	12,637,465	45,385,833	6,441,478	90.01%
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<u>BOE Capital Reserve Acct #43020000-10101</u>	
Total as of 9/30/20	550,229

<u>Turf Field Replacement Acct #43020000-10130</u>	
CONTRIBUTION - <u>FROM BOE 17.18 FYE BALANCE</u>	50,000
CONTRIBUTION - <u>FROM BOE 18.19 FYE BALANCE</u>	50,000
CONTRIBUTION - <u>FROM BOE COLLECTED TEAM FEE'S & BANNER SALES</u>	10,225
CONTRIBUTION - <u>FROM TOWN DATED 6/4/20</u>	50,000
Total as of 9/30/20	160,225



PURCHASE RESOLUTION D - 739

AGENDA ITEM 3B-2
OCTOBER 2020 MEETING

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

Funding	Location	Vendor Name	Description	Amount	Object Code
GENERAL	SPED	CONNECT KIDS CT INC	20/21 YEARLY - TRANSPORTATION OUT OF DISTRICT	\$ 196,351.00	55110
GENERAL	SPED	EDADVANCE	20/21 YEARLY - TRANSPORTATION OUT OF DISTRICT	\$ 145,140.00	55110
GENERAL	DISTRICT	SECURITAS SAFETY SERVICES USA, INC.	20/21 YEARLY - SECURITY MONITOR SERVICES	\$ 110,825.70	53530
GENERAL	DISTRICT	TOWN OF NEW MILFORD POLICE	20/21 YEARLY - SSO COVERAGE AS PER MOU	\$ 103,559.30	53530
GRANT - TITLE I & II	DOI	READING WRITING PROJECT NETWORK, LLC	PD & COACHING FOR K-5 T.C. READING/WRITING UNITS	\$ 46,000.00	55500
GENERAL	DOI	LEN TOMASELLO	20/21 YEARLY - PER DOI FOR PROGRAMS @ SMS, SNIS, NES AND HPS	\$ 35,000.00	53200
5YR CAPITAL	FACILITIES	KONE INC	ELEVATOR HYDRAULIC CYLINDER REPLACEMENT @ SNIS (2ND PAYMENT)	\$ 24,428.18	53204
GENERAL	NMHS	CONN-SELMER INC	20/21 YEARLY - LEASE OF MUSIC INSTRUMENTS	\$ 23,362.25	54420
GENERAL	SPED	ALL-STAR TRANSPORTATION	20/21 YEARLY - LEASE OF CHEVROLET MID BUS FOR 10 MONTHS	\$ 11,158.32	54420
GENERAL	NMHS	NAVIANCE	RENEWAL FOR 20/21 @ NMHS	\$ 6,479.50	53200
GENERAL	TECHNOLOGY	CDW GOVERNMENT INC	CHROMEBOOKS FOR ADULT ED (40)	\$ 8,200.00	56110
GENERAL	FACILITIES	BARRETT INC	20/21 YEARLY - NMHS ROOF REPAIRS AND INSPECTION	\$ 6,500.00	54301

Funding	Location	Vendor Name	Description	Amount	Object Code
COVID EXP	FACILITIES	RUSTAM GALYANUROV	ADDITIONAL AIR FILTRATION UNITS (2 LARGE & 5 SMALL)	\$ 24,300.00	57999
COVID EXP	TECHNOLOGY	PC PARTS PLUS, LLC	CHROMEBOOK POWER ADAPTERS, PALM RESTS AND LCD PANELS	\$ 9,021.30	57999
COVID EXP	SPED	VOYAGER SOPRIS LEARNING, INC.	DYSLEXIA PROGRAM FOR GRADES 7 & 8	\$ 3,470.50	55999

GRANT EXPENDITURES ARE PRESENTED IN BOLD AND ITALICIZED FONT IN THE ABOVE LISTING



BUDGET TRANSFER REQUESTS

AGENDA ITEM 3B-3
OCTOBER 2020 MEETING

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

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



New Milford Public Schools
Facilities Department
386 Danbury Road
New Milford, CT 06776
(860) 354-6265
FAX (860) 210-2233

TO: Dr. Paul Smotas, Interim Superintendent
FROM: Kevin Munrett, Facilities Director
DATE: October 9, 2020
RE: Mask Donations for Students and Staff - Exhibit B **(REVISED)**

In recent weeks, we have received an outpouring of support from local and national not-for-profit groups to donate masks to our students and staff alike. Below is a brief description of each agency and what is being proposed as a donation.

I would be more than happy to speak to these donations at the October 20, 2020 Board of Education Meeting.

- 1) Love Woolies (lovewoolies.com) - Former NMPS student (Kristen Becker) now works for this company and they want to donate 500 masks to families in district, estimated value \$9.00 each = \$4,500.00
- 2) FEMA - 3,000 cloth face masks were received from FEMA, Friday, October 2, 2020 at the Bethlehem CT Fairgrounds, estimated value \$6,000.00; 2,500 cloth face masks will be received from FEMA on Friday, October 23, 2020 at the Bethlehem CT Fairgrounds, estimated value \$3,000.00. Total estimated value = \$9,000.00
- 3) Mask America's Kids - 4,384 masks being donated across 5 schools for staff and students, estimated value \$1.70 each = \$7,452.80
- 4) Rotary Club of New Milford - anticipates donating 1,500 masks, estimated value = \$400.00**

**This donation is included for recognition purposes, but does not require Board approval since it is below the \$1,000 threshold.

Sincerely,
Kevin Munrett
Facilities Director



Connecticut State Department of Education
Bureau of Health/Nutrition, Family
Services and Adult Education
Child Nutrition Programs
450 Columbus Boulevard, Suite 504
Hartford, CT 06103-1841

For State Use Only

Effective date: _____
Agreement numbers:
School programs _____
Child care centers _____
Adult day care centers _____
Day care homes _____
Summer food service _____

Authorized Signatures Change Form

Read the *Instructions to Complete the Authorized Signatures Change Form* before completing the form. Scan and e-mail a completed form to CNPermanentAgreement@ct.gov. Include "Authorized Signature Change Form" in the subject line of the e-mail.

This is to certify that on October 20, 2020, as shown in the minutes of
Date

New Milford Board of Education

Name of corporation, board of education or governing body

the following action was taken to revise the Authorized Signers of the **ED-099 Agreement for Child Nutrition Programs**.

1. The person designated below is authorized to sign this agreement and to sign claims for reimbursement.

Signature

Interim Superintendent of Schools

*Title (superintendent of schools, mayor, selectman, president
or chairperson of the board, pastor, or commissioner)*

Paul Smotas

Printed name

October 20, 2020

Date

2. In the absence or incapacity of the first designated individual, the second person designated below is authorized to sign claims for reimbursement.

Signature

Director of Fiscal Services and Operations

*Title (assistant superintendent, business official, principal, headmaster, city
or town manager, executive director, or deputy commissioner)*

Anthony Giovannone

Printed name

October 20, 2020

Date

3. The signature below certifies the above action.

Signature

Secretary, New Milford Board of Education

*Title (secretary of corporation,
town clerk, secretary of the board)*

This form is available at <https://portal.ct.gov/-/media/SDE/Nutrition/NSLP/Forms/SignatureChange.pdf>. The instructions are available at <https://portal.ct.gov/-/media/SDE/Nutrition/NSLP/Forms/SignatureChangeInstructions.pdf>.

<p style="text-align: center;">RECOMMENDED FOR APPROVAL AT INITIAL BOARD PRESENTATION</p>
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1900/4900/5900/6900(a)

Wearing Masks and Face Coverings During the COVID-19 Pandemic

COMMENTARY: Through its “Adapt, Advance, Achieve” reopening plan and subsequent guidance – particularly Addendum 11 regarding Interim Guidance for the Use of Face Coverings in Schools during COVID-19 – the State Department of Education (“SDE”) has mandated that all Connecticut school districts enact policies requiring that all students and staff wear face coverings/masks while inside school buildings. The SDE reopening plan and guidance builds upon Executive Order 7NNN which requires any person in a public place in Connecticut who cannot adequately maintain a safe social distance to wear a mask or cloth face covering with limited exceptions.

The SDE mandate that districts enact a mask/face covering policy is somewhat open-ended. Per the SDE guidance, mask/face covering policies must mandate mask-wearing while in school buildings and require the district to provide masks to staff/students who do not come to school with one or be prepared to deny entry to anyone who comes to school without a mask. Districts may also require students, staff, community members, etc. to wear masks in certain situations outside of school buildings such as during outdoor instruction, extracurricular activities, during the daily admission and dismissal process and while on buses. Beyond these requirements however the SDE guidance gives boards of education discretion to enact mask-wearing policy provisions as they see fit.

Notably, the SDE guidance is not in complete alignment with Executive Order 7NNN. The Executive Order appears to go farther than the SDE guidance since it requires any person in a public place – whether indoors or outdoors – to wear a mask if they cannot appropriately socially distance. The policy language below reflects the requirement of the Executive Order.

Both the SDE guidance and Executive Order allow for exceptions to the mask/face covering requirement. Pursuant to the Executive Order a medical exemption is available for adults and children for whom wearing a mask or face covering would be contrary to his or her health or safety. Claims of medical exemptions must be supported with written documentation from a licensed medical provider. The SDE guidance does not define what conditions would necessarily qualify for a medical exemption, but suggests that such exemptions would be extremely rare, specifically providing that: “Medical contraindications to the wearing of cloth or other similar loose fitting masks are generally limited to individuals suffering from severe chronic obstructive pulmonary disease (COPD) such as might be seen with cystic fibrosis, severe emphysema, heart failure, or significant facial burns that would cause extreme pain or interfere with the healing of a skin graft.” SDE guidance allows for non-medical exemptions in other situations as identified in the “Exemption” section below.

Finally, new guidance was recently issued by the SDE addressing mask-wearing requirements for pre-school students. The new guidance mandates that effective September 21, 2020 children three years of age and older are required to wear a mask. However, schools are permitted to

develop a phase-in plan extending up to October 19, 2020 the deadline by which all preschool students three and over will be required to wear masks or face coverings (absent an exemption).

This policy is numbered with 1900, 4900, 5900 and 6900 for ease of reference and to make clear that the policy applies to various subjects. Since this policy is mandated by law it should be enacted as soon as possible. However, at a later date, the Board may wish to include the substance of this policy into a broader policy on district operations during the COVID-19 pandemic. Since most of the policy provisions that would be included in a general COVID-19 pandemic policy would be discretionary – i.e. not required by law – the Board’s Policy Committee may wish to study and develop the other components of such a policy while this policy is formally in place.

1900/4900/5900/6900(b)

Wearing Masks and Face Coverings During the COVID-19 Pandemic

Mandated Wearing of Face Coverings

The Board of Education is committed to ensuring the safety of New Milford Public School students, staff and community members during the COVID-19 pandemic. Cloth face coverings (including masks) are meant to protect other people in case the wearer is unknowingly infected, as many people carry COVID-19 but do not have symptoms. Face coverings are essential in times when physical distancing is difficult. The Board recognizes that face coverings may be challenging for students (especially younger students) and staff members to wear in all-day settings such as a school. Nevertheless, unless meeting one of the exceptions listed below, all students and school personnel must always wear a face mask (or other cloth material covering both the mouth and nose) while on school property or a school bus. This requirement also applies to parents dropping off or picking up children or any other visitor to the school facilities. Information should be provided to staff and students on the proper use, removal, and washing (and/or disposal) of cloth face coverings, which is available from the Centers for Disease Control (“CDC”). <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/diy-cloth-face-coverings.html>.

District schools will provide 1) masks to students and staff members who do not have one, and 2) appropriate and safe receptacles for the disposal of masks, coverings and other personal protective equipment. All masks and face cloth coverings must cover both the mouth and nose and comply with state and federal guidance (and school policies) covering dress/attire.

Exemptions

The following individuals are exempt from mandated wearing of face coverings per CDC and state guidelines:

- 1) Anyone who has trouble breathing, or anyone who is unconscious, incapacitated, or otherwise unable to remove the mask without assistance;

Wearing Masks and Face Coverings During the COVID-19 Pandemic

- 2) Anyone who has a medical condition making it unsafe to wear a mask, in accordance with SDE guidance;
- 3) Children under the age of two;
- 4) To the extent that a student or an employee may be eating or drinking in places where such activity is permitted by the District, provided that appropriate social distancing can be maintained, and masks are removed for only as long as necessary to eat or drink;
- 5) As may be appropriate, and as permitted by law, students with disabilities and who cannot wear a mask safely or continuously, with the District considering alternatives (for example, extra distancing, extra protective equipment) to protect staff and students;
- 6) Continuous wearing of masks or face coverings is not required in outdoor spaces where employees or students are not within six feet of any other person; and/or
- 7) Educators while teaching may remove masks if properly distancing (beyond six feet) or remaining static behind a physical barrier at their desk (e.g., plexiglass), to the extent removal of the mask is necessary for the effective delivery of the specific instruction being given.

Mask Breaks

The District's schools shall provide for and schedule age appropriate and safe mask breaks consistent with health and safety guidelines, and only where appropriate social distancing can be maintained. Such mask breaks may include: 1) outdoor breaks, 2) breaks in large rooms, and 3) breaks in classrooms where appropriate social distancing can be maintained. With respect to indoor mask breaks, students and/or staff should always stay six feet or more apart in well-ventilated areas and everyone should face in the same direction. During these breaks, students may talk (where permitted by the teacher); however, students must avoid loud talking, yelling, or singing. Generally, such mask breaks should be no more than 15 minutes.

Medical Exemptions

Unlike the guidance in effect for the public at large, the exemption for wearing a mask in the schools due to a medical condition is limited. Current SDE guidance provides that medical contraindications to the wearing of masks are generally limited to individuals suffering from severe chronic obstructive pulmonary disease ("COPD") such as might be seen with cystic fibrosis, severe emphysema, heart failure, or significant facial burns that would cause extreme pain or interfere with the healing of a skin graft. Indeed, the SDE strongly recommends that anyone suffering from any of the above-mentioned underlying conditions should remain at home and that students suffering from such severe health conditions should engage in full virtual learning due to their risk of developing severe complications if they become infected with COVID-19.

Wearing Masks and Face Coverings During the COVID-19 Pandemic

In accordance with current guidance, mild or intermittent respiratory or other common conditions such as asthma, cardiovascular diseases, kidney disease, or other similar conditions are generally not considered contraindications to the wearing of face coverings and will not justify an exemption from the mask mandate. However, if the work of breathing through a mask creates a significant health risk for a student or if psychological responses to a mask, such as claustrophobia, cannot be accommodated by trying different mask types (for example, a different cloth or a bandana), then the mask could be considered contraindicated and the student may be excused from wearing a mask.

A parent/guardian of a student who believes that their child is unable to safely wear a mask or cloth face covering because of a medical condition as described above should notify the School Nurse. An employee who believes that they are unable to safely wear a mask or covering because of a medical condition should notify Human Resources. The District will require documentation supporting a request for an exemption from the mask/face covering requirement, in accordance with applicable state and federal guidelines¹. However, the District may rely upon supporting documentation in a student's existing school medical records. All medical information received by the District will be kept confidential as required by law and duly considered.

Special Education and Section 504 Students

The District understands that it is possible that students with disabilities may not be able to tolerate or comply well with directives to wear a mask or face covering at school. The District will assess, on an individualized basis, the appropriate accommodations for students with disabilities who are unable to wear a mask, especially recognizing that students and staff involved with certain special education activities (e.g., speech therapy or where lip reading is required) may need to be exempted from wearing a mask intermittently. In cases where an exception is requested based upon a disability, a Planning and Placement Team or Section 504 meeting may be held to consider possible programming revisions or appropriate accommodations.

Generally, the fact that a student with a disability may be unable to consistently wear a mask in school is not a basis for their exclusion from school. In cases where close contact between educators and students is highly likely (such as when interacting with students with disabilities who may not be able to wear mask and/or cannot adequately socially distance), the District will provide educators with masks and face shields, and, as may be necessary, medical grade masks and disposable gowns. In addition, the District may use other mitigation strategies such as maximizing distancing, moving activities outdoors or to a well-ventilated space, and/or the use of other physical barriers in order to protect students and staff.

¹ Currently, a person seeking to be excused from the mask or face covering requirement because of a medical condition must provide written documentation that the person is qualified for the exemption from a licensed medical provider, the Department of Developmental Services or other state agency that provides or supports services for people with emotional, intellectual or physical disabilities, or a person authorized by any such agency. *Executive Order 7NNN (8/14/20)*.

Wearing Masks and Face Coverings During the COVID-19 Pandemic

Students who do not wear a mask and who do not qualify for an exemption will be refused admission into District schools (and may instead be eligible for distance learning opportunities). In addition, the District reserves the right to take disciplinary action against those persons (whether students or staff) who violate the terms of this policy.

Preschool Students and Programs

In addition to the exceptions listed above, preschool students who are newly enrolled in the District's preschool program(s) within the past two months and who are working toward mask wearing are permitted to remove their masks or face coverings. Furthermore, children who have just turned three years old may have up to two months to acclimate to wearing a mask or face covering.

The District will work with such students and their parents, as may be appropriate, on developmental readiness and transitioning to wearing a mask or face covering, using age appropriate strategies (including training, social stories, positive reinforcements, and frequent/gentle reminders) and addressing tactile and sensory issues. Wherever possible, the District will seek to avoid excluding preschool students who do not wear masks as required by this policy, but the District will instead seek alternative strategies toward increasing compliance and in addressing the concerns of such students and their parents.

In addition to those exceptions listed above for all students (for example, during times when they are eating or drinking), preschool students are not required to wear a mask when resting or during outdoor activities. During times when a student is not wearing a mask, it is paramount that distance between students must be maximized, maintaining at least six feet of distance wherever possible. For preschool programs, the maximum group size in any one space is sixteen children.

Legal References:

Executive Order 7NNN – Protection of Public Health and Safety During COVID-19 Pandemic – Masks and Face Coverings, August 14, 2020.

Connecticut State Department of Education, Adapt, Advance, Achieve: Connecticut's Plan to Learn and Grow Together, September 4, 2020.

Connecticut State Department of Education, Addendum 11 to Connecticut State Department of Education Adapt, Advance, Achieve, Reopening Guidance "Interim Guidance for the Use of Face Coverings in Schools during COVID-19," August 31, 2020.

Wearing Masks and Face Coverings During the COVID-19 Pandemic

Legal References continued:

Connecticut State Department of Education, Frequently Asked Questions Regarding Reopening K-12 Public Schools, Volume 3, September 2, 2020.

Letter from Dr. Miguel A. Cardona, Connecticut Commissioner of Education, to Superintendents of Schools with Preschool Classrooms, September 17, 2020.

Policy adopted:

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut

RECOMMENDED FOR REVISION AND APPROVAL AT INITIAL BOARD PRESENTATION

Language in **RED** constitutes an addition

COMMENTARY: In June the Federal District Court for the District of Connecticut issued a decision in A.R. v. Connecticut State Bd. of Educ. that ruled that special education students have a right to continued special education through their twenty-second birthday or upon graduation from high school – whichever comes first. This ruling invalidates a State Department of Education Ruling that had held that Connecticut school districts are permitted to exit special education students at the end of the school year during which the student turned twenty-one rather than when the student turns twenty-two. The effect of this ruling will be to extend eligibility for special education services for some students.

The A.R. case is still being litigated so it is conceivable that the District Court's decision may be reversed upon appeal. If and when that happens the Board should amend (or re-amend) this policy as appropriate.

6159(a)

Instruction

Special Education

Pursuant to Part B of the Individuals with Disabilities Education Act (IDEA), 20 U.S.C. 1411 et seq., the Board of Education provides a free appropriate public education to all children with disabilities residing in the school district ~~between the ages of 3 and 21, inclusive~~, including children with disabilities who have been suspended or expelled. **Such children have a right to a free appropriate education from the age of three through their twenty-second birthday or upon high school graduation – whichever comes first.**

The Board is committed to ensuring that, to the maximum extent appropriate, children with disabilities are educated with children who are not disabled. Special classes, separate schooling, or other removal of children with disabilities from the regular educational environment occurs only when the nature or severity of the disability of a child is such that education in regular classes with the use of supplementary aids and services cannot be achieved satisfactorily in accordance with IDEA.

Parents are encouraged to bring specific concerns about their child's potential need for special education and related services to the Director of Special Service – Office of Student Affairs and Special Services, 860-354-2654.

Administrative Regulations

In the provision of special education and related services, the Board complies with the requirements established by state and federal laws and regulations. The Superintendent of Schools in conjunction with the [Director of Special Services] shall establish and implement administrative regulations consistent with the mandates of federal and state law that address, at minimum, the following aspects of the District's special education program:

Instruction

Special Education

- **Child Find and Identification**

A process to ensure that all children with disabilities residing in the District or enrolled by their parents in private schools located in the District who are in need of special education and related services are identified, located, and evaluated. This includes children with disabilities who are homeless or wards of the state and children with disabilities attending private schools, regardless of the severity of their disabilities. The district shall participate in transition planning conferences for children in early intervention programs entering preschool programs.

- **Individualized Education Programs**

Specific procedures for developing, implementing, reviewing, maintaining, evaluating and revising individualized education programs for children requiring special education and related services.

- **Procedural safeguards**

Practices to ensure that children with disabilities and their parents are given required notices including the procedural safeguards.

- **Confidentiality**

Procedures to maintain the confidentiality of records and personally identifiable information at the collection, storage, disclosure and destruction stages of handling.

- **Discipline**

Specific procedures for handling the discipline of students receiving special education and related services.

Legal References: Connecticut General Statutes:

10-76d Duties and powers of boards of education to provide special education programs and services.

R.C.S.A. 10-76d-1 et seq (State special education regulations)

20 U.S.C. 1411 et seq, Individuals with Disabilities Education Act (IDEA)

34 C.F.R. Part 300, (IDEA regulations)

A.R. v. Connecticut State Bd. of Educ., No. 3:16-CV-01197 (CSH), 2020 WL 3086032 (June 10, 2020)

Policy adopted: June 10, 2003

Policy revised: June 8, 2010

NEW MILFORD PUBLIC SCHOOLS

New Milford, Connecticut

FOR FIRST REVIEW AND DISCUSSION

1900/4900/5900/6900(a)

Operations of Schools During the COVID-19 Pandemic

COMMENTARY: This policy is designed to serve as a comprehensive Board policy addressing key issues concerning the Board's operations during the COVID-19 pandemic. While the portion of this policy that addresses masks/face coverings is mandated by law as set forth in the Connecticut State Department of Education's "Adapt, Advance, Achieve" reopening plan and subsequent guidance, the other sections of the policy are not mandated by law so the Board has wide discretion to adopt or not adopt such sections as it sees fit.

Adopting a comprehensive COVID-19 policy, in addition to the District's reopening plan, is recommended for several reasons. First, proscribing COVID-19 related expectations for students and staff in Board policy gives the administration greater authority to impose disciplinary consequences for students or staff for any failure to adhere to COVID-19 safety practices, such as failing to wear a mask, failure to adequately engage in social distancing, failure to engage in appropriate hygienic practices, etc. Second, policy language that authorizes the superintendent (or other administrators) to take certain actions without the need for Board approval can speed up the decision-making process and clarify any ambiguity as to whether certain actions need Board approval prior to being implemented. Third, committing the Board's COVID-19 practices to policy informs parents, students, staff and community members as to what the Board's COVID-19 practices are to the extent any practices are not addressed in the District's reopening plan. Finally, such a policy is useful for clearly indicating that all contrary provisions in existing Board policies are superseded while this policy remains in effect.

Before enacting this policy, the Board and administration should carefully review the provisions set out in the District's reopening plan to ensure consistency. This policy is designed to apply more broadly than the reopening plan, but it is important to make sure they align with one another. Legal has reviewed the reopening plan posted on the District's website (dated July 17, 2020) and it appears the policy language included here would generally align with the Plan, since the Plan is more specific and the policy language is more general, however, there appear to be at least some provisions in the Plan that should be revised because of new SDE guidance. For instance, the provision that teachers are permitted to remove masks while delivering instruction has been significantly limited in SDE guidance. The SDE now recommends that teachers should still wear a face covering/mask at all times in school "except for in the rare circumstances where face covering is detrimental to the specific instruction being given." This guidance appears to apply even when a teacher is standing behind a desk shield. The exceptions section of the mask portion of the policy below (exception # 7) makes reference to this.

The Board has discretion as to where to locate this policy since it has application to various policy series' subjects (students, personnel, community relations, etc.). Legal suggests assigning the policy with the policy # 1900, 4900, 5900 and 6900 for ease of reference and to make clear the policy applies to various subjects. If this policy (or a version of it) is enacted after the Board enacts a mask/face covering policy it is recommended to include the applicable mask/face covering policy language in this policy and eliminate the free-standing mask/face covering policy.

Operations of Schools During the COVID-19 Pandemic

Purpose

The Board of Education understands that it has numerous important obligations during the COVID-19 pandemic. While the Board wishes to return to the District's pre-COVID-19 operating practices as soon as practicable, the Board's highest priority is safeguarding the health of the District's students, staff and community members. Decisions regarding District operations during the COVID-19 pandemic will be made in consultation with local health officials and other State and local authorities who can help assess the current level of mitigation needed based on levels of COVID-19 community transmission and the capacities of the local public health and healthcare systems, among other relevant factors.

The Centers for Disease Control and Prevention ("CDC") is the primary source of reliable information for the latest medical developments and guidance on effective preventative practices. The CDC regularly posts updates and guidance on COVID-19 related matters. <https://www.cdc.gov/coronavirus/2019-ncov/> The District has consulted CDC guidance in developing the protocols set forth in this policy and will continue to do so in considering changes to it.

In addition, the District is complying to the greatest extent possible with guidance from the State of Connecticut (<https://portal.ct.gov/Coronavirus>), including the State Department of Education and its "Adapt, Advance, Achieve" guidelines. This includes implementing appropriate social distancing strategies in school settings, personal protection via requiring the wearing of masks/appropriate face covering, and the regular cleaning of District facilities. The Board expects all persons to follow basic hygienic precautions and is appropriately screening the health of students and staff (including but not limited to asking that all persons showing symptoms of COVID-19 not come to school). The Board will provide appropriate training and reminders on these protocols.

The provisions set forth in this policy are being adopted in order to 1) temporarily amend and supersede any inconsistent Board policies (and any provisions thereof) that are being temporarily suspended during the current pandemic, and to 2) supplement the District's "Path to Reopening" reopening plan which has been submitted to the State Department of Education (available here: <https://newmilford.schoolinsites.com/nmpspathtoreopening2020-21?version=20200727-08582041>).

In light of the rapidly evolving scientific understanding of COVID-19, the District must be flexible in order to respond to changing laws, regulations and guidance being issued at the federal, state, and local levels. In keeping with the need for such flexibility, the District may, in its sole discretion and as it deems necessary, modify its COVID-19 protocols in particular circumstances, consistent with this policy and the law. In the event of conflict between any official governmental requirements and this policy, the governmental requirement will control. Employees and students are expected to comply with this policy (along with other District policies and rules) and may be subject to discipline for any violations.

Operations of Schools During the COVID-19 Pandemic

In-Person Classes

After consultation with local and state health officials, the Superintendent may allow in-person classes (whether full time or part time) if the District's schools can be opened while complying with 1) the requirements set out in this policy, 2) CDC guidelines, as may be revised from time to time, and 3) those guidelines issued by the State Department of Education. The Superintendent is authorized to limit and suspend in-person classes at any time due to health and safety risks, and as may be directed by state and federal orders. The Superintendent will provide appropriate notice to parents and the community at large (and the State Department of Education) of these decisions and shall notify employees of their obligations with respect to performing their duties (whether in the schools/workplace, or remotely), consistent with any applicable collective bargaining agreements or contracts.

All decisions regarding the level of programming (and the extent of in-person programming) will be made based upon 1) consultation with state and local public health officials, 2) full consideration of applicable state and federal health and safety guidance, and 3) an assessment of the current medical health conditions and the levels of risk of spread of the virus (whether "low", "moderate" or "high"). The key is HEALTH AND SAFETY FIRST.

In exercising its lawful discretion, and based upon prevailing health conditions and governmental orders, the District reserves its rights to, among other things:

- a) require particular individuals or groups of students to return to school in phases, while others continue to participate in distance learning remotely until directed otherwise;
- b) assign students to a reduced or split schedule of classes, including splitting between attending school in person and remote learning (for example, by having students alternate between specified days in the class and other days learning remotely);
- c) revise school schedules so that the number of persons physically present in school at any particular time is sufficiently limited to permit requisite "social distancing," comply with applicable guidance for a safe school and safe workplace, minimize unnecessary congregation, and reduce the risk of exposure to COVID-19;
- d) create class and school day schedules that better provide for social distancing, including placing students in static groupings or "cohorts" to the extent possible and appropriate;
- e) use technology so that classroom learning taking place in the school may be transmitted to those who are not in school on a particular day;
- f) modify physical education, sports, arts, and music programs as may be necessary to control the spread of COVID-19;
- g) limit/cancel extracurricular activities, and limit use of such facilities, including fields, gyms, and locker rooms;
- h) limit access to the schools at times when classes are not in session;
- i) properly insure the District, its facilities, its programs and maintain appropriate policies and protocols to minimize liability, and/or
- j) take such other actions necessary to promote student and staff safety.

Operations of Schools During the COVID-19 Pandemic

Priority Access for Special Student Populations: The District may prioritize in-person learning opportunities and programs for students who require the most learning support. Students most in need of learning support include, but are not limited to:

- Students with special needs/disabilities;
- Students who are English Learners;
- Students who have had limited to no access to devices to engage in virtual distance learning, or;
- Students who otherwise did not access educational materials despite the District’s providing the opportunity during prior times of remote learning.

The District will conduct assessments and use available data to ensure that students are appropriately transitioned back into the schools.

Basic Hygiene

It cannot be over-emphasized that basic precautionary health measures (including cleaning, hygiene, sneezing/coughing etiquette, wearing mask/face covering and encouraging those who are sick to stay home) must be implemented by all employees and students. The District expects employees and students to use basic hygienic measures. The District will strictly enforce these important safety requirements, and those who violate these requirements may be disciplined.

The best strategy remains the most obvious. Whether at school or at home, everyone should follow the CDC guidelines for preventing transmission of COVID-19 including:

- staying at home when you are sick and when you have reason to believe you may have symptoms or may have been exposed to COVID-19
- frequent hand washing with warm, soapy water (for at least 20 seconds), especially after using the restroom, and/or using hand sanitizer frequently,
- avoiding touching mouth and nose,
- avoiding close contact with others (including maintaining six feet distance from other individuals wherever possible),
- wearing an appropriate face covering or mask at all times;
- enhanced cleaning and disinfecting of surfaces (especially high contact areas),
- using appropriate cough and sneeze etiquette (i.e., covering your mouth whenever you sneeze or cough - even if alone in an office, classroom or hallway), and
- discarding used tissues in wastebaskets.

The District shall maintain adequate supplies to support healthy hygiene behaviors, including soap, hand sanitizer with at least 60% ethyl alcohol or 70% isopropyl alcohol (for staff and children old enough to safely use hand sanitizer), paper towels, tissues, and no-touch/foot pedal trash cans (if no touch trash cans cannot be used, then the lids from trash cans may be removed). The District will make hand sanitizer and/or disposable wipes available at all school entrances, in all rooms, and at all high contact areas.

Operations of Schools During the COVID-19 Pandemic

The school administration shall communicate those cleaning and hygiene protocols recommended by the CDC. The District will place posters encouraging basic sanitary practices and how to “stop the spread” at entrances to the schools and in other areas where they are likely to be seen to help stop the spread of COVID-19 and shall continue to reinforce such practices, with appropriate training and signage.

Personal Protection (Including Masks and Face Coverings)

Cloth face coverings (including masks) are meant to protect other people in case the wearer is unknowingly infected, as many people carry COVID-19 but do not have symptoms. Face coverings are essential in times when physical distancing is difficult. The Board recognizes that face coverings may be challenging for students (especially younger students) and staff members to wear in all-day settings such as a school. Nevertheless, unless meeting one of the exceptions listed below, all students and school personnel must always wear a face mask (or other cloth material covering both the mouth and nose) while on school property or a school bus. This requirement also applies to parents dropping off or picking up children or any other visitor to the school facilities. Information should be provided to staff and students on the proper use, removal, and washing (and/or disposal) of cloth face coverings, which is available from the Centers for Disease Control (“CDC”). <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/diy-cloth-face-coverings.html>.

District schools will provide 1) masks to students and staff members who do not have one, and 2) appropriate and safe receptacles for the disposal of masks, coverings and other personal protective equipment. All masks and face cloth coverings must cover both the mouth and nose and comply with state and federal guidance (and school policies) covering dress/attire.

Exemptions

The following individuals are exempt from mandated wearing of face coverings per CDC and state guidelines:

- 1) Anyone who has trouble breathing, or anyone who is unconscious, incapacitated, or otherwise unable to remove the mask without assistance;
- 2) Anyone who has a medical condition making it unsafe to wear a mask, in accordance with SDE guidance;
- 3) Children under the age of two;
- 4) To the extent that a student or an employee may be eating or drinking in places where such activity is permitted by the District, provided that appropriate social distancing can be maintained, and masks are removed for only as long as necessary to eat or drink;
- 5) As may be appropriate, and as permitted by law, students with disabilities and who cannot wear a mask safely or continuously, with the District considering alternatives (for example, extra distancing, extra protective equipment) to protect staff and students;
- 6) Continuous wearing of masks or face coverings is not required in outdoor spaces where employees or students are not within six feet of any other person; and/or

Operations of Schools During the COVID-19 Pandemic

- 7) Educators while teaching may remove masks if properly distancing (beyond six feet) or remaining static behind a physical barrier at their desk (e.g., plexiglass), to the extent removal of the mask is necessary for the effective delivery of the specific instruction being given.

Mask Breaks

The District's schools shall provide for and schedule age appropriate and safe mask breaks consistent with health and safety guidelines, and only where appropriate social distancing can be maintained. Such mask breaks may include: 1) outdoor breaks, 2) breaks in large rooms, and 3) breaks in classrooms where appropriate social distancing can be maintained. With respect to indoor mask breaks, students and/or staff should always stay six feet or more apart or more in well-ventilated areas and everyone should face in the same direction. During these breaks, students may talk (where permitted by the teacher); however, students must avoid loud talking, yelling, or singing. Generally, such mask breaks should be no more than 15 minutes.

Medical Exemptions

Unlike the guidance in effect for the public at large, the exemption for wearing a mask in the schools due to a medical condition is limited. Current SDE guidance provides that medical contraindications to the wearing of masks are generally limited to individuals suffering from severe chronic obstructive pulmonary disease ("COPD") such as might be seen with cystic fibrosis, severe emphysema, heart failure, or significant facial burns that would cause extreme pain or interfere with the healing of a skin graft. Indeed, the SDE strongly recommends that anyone suffering from any of the above-mentioned underlying conditions should remain at home and that students suffering from such severe health conditions should engage in full virtual learning due to their risk of developing severe complications if they become infected with COVID-19.

In accordance with current guidance, mild or intermittent respiratory or other common conditions such as asthma, cardiovascular diseases, kidney disease, or other similar conditions are generally not considered contraindications to the wearing of face coverings and will not justify an exemption from the mask mandate. However, if the work of breathing through a mask creates a significant health risk for a student or if psychological responses to a mask, such as claustrophobia, cannot be accommodated by trying different mask types (for example, a different cloth or a bandana), then the mask could be considered contraindicated and the student may be excused from wearing a mask.

A parent/guardian of a student who believes that their child is unable to safely wear a mask or cloth face covering because of a medical condition as described above should notify the School Nurse. An employee who believes that they are unable to safely wear a mask or covering because of a medical condition should notify Human Resources. The District will require documentation supporting a request for an exemption from the mask/face covering requirement, in accordance

Operations of Schools During the COVID-19 Pandemic

with applicable state and federal guidelines¹. However, the District may rely upon supporting documentation in a student's existing school medical records. All medical information received by the District will be kept confidential as required by law and duly considered.

Special Education and Section 504 Students

The District understands that it is possible that students with disabilities may not be able to tolerate or comply well with directives to wear a mask or face covering at school. The District will assess, on an individualized basis, the appropriate accommodations for students with disabilities who are unable to wear a mask, especially recognizing that students and staff involved with certain special education activities (e.g., speech therapy or where lip reading is required) may need to be exempted from wearing a mask intermittently. In cases where an exception is requested based upon a disability, a Planning and Placement Team or Section 504 meeting may be held to consider possible programming revisions or appropriate accommodations.

Generally, the fact that a student with a disability may be unable to consistently wear a mask in school is not a basis for their exclusion from school. In cases where close contact between educators and students is highly likely (such as when interacting with students with disabilities who may not be able to wear mask and/or cannot adequately socially distance), the District will provide educators with masks and face shields, and, as may be necessary, medical grade masks and disposable gowns. In addition, the District may use other mitigation strategies such as maximizing distancing, moving activities outdoors or to a well-ventilated space, and/or the use of other physical barriers in order to protect students and staff.

Students who do not wear a mask and who do not qualify for an exemption will be refused admission into District schools (and may instead be eligible for distance learning opportunities). In addition, the District reserves the right to take disciplinary action against those persons (whether students or staff) who violate the terms of this policy.

Preschool Students and Programs

In addition to the exceptions listed above, preschool students who are newly enrolled in the District's preschool program(s) within the past two months and who are working toward mask wearing are permitted to remove their masks or face coverings. Furthermore, children who have just turned three years old may have up to two months to acclimate to wearing a mask or face covering.

The District will work with such students and their parents, as may be appropriate, on developmental readiness and transitioning to wearing a mask or face covering, using age

¹ Currently, a person seeking to be excused from the mask or face covering requirement because of a medical condition must provide written documentation that the person is qualified for the exemption from a licensed medical provider, the Department of Developmental Services or other state agency that provides or supports services for people with emotional, intellectual or physical disabilities, or a person authorized by any such agency. *Executive Order 7NNN (8/14/20)*.

Operations of Schools During the COVID-19 Pandemic

appropriate strategies (including training, social stories, positive reinforcements, and frequent/gentle reminders) and addressing tactile and sensory issues. Wherever possible, the District will seek to avoid excluding preschool students who do not wear masks as required by this policy, but the District will instead seek alternative strategies toward increasing compliance and in addressing the concerns of such students and their parents.

In addition to those exceptions listed above for all students (for example, during times when they are eating or drinking), preschool students are not required to wear a mask when resting or during outdoor activities. During times when a student is not wearing a mask, it is paramount that distance between students must be maximized, maintaining at least six feet of distance wherever possible. For preschool programs, the maximum group size in any one space is sixteen children.

Social Distancing and Physical Spacing/Setup

The District has implemented protocols for social distancing in its schools. Social distancing means avoiding large gatherings and maintaining distance (approximately six feet) from others. Wherever possible, such six-foot distancing must be maintained between persons, with heightened social distancing in situations where students cannot wear masks (e.g., during musical activities). It is especially important that appropriate face coverings be worn in the few cases where such distancing is not possible.

The only times when distancing may not be possible should be when staff members are:

- Accommodating students with special health care needs or disabilities who may require direct contact (e.g. assisting with toileting or ambulation).
- Conducting health assessments or screenings (e.g. taking temperature or listening to lung sounds by the school nurse).
- Where necessary to enforce discipline or order (to the extent permitted and/or required by law).
- Where unavoidable congregation or the school facility set up makes social distancing impossible.

The schools shall do whatever is possible to control congregation. Students should not be permitted to congregate in common areas, including those where they typically socialize (e.g., a playground for younger students, the hallways, near lockers). To discourage congregation near student lockers, the District encourages students to use backpacks.

To ensure appropriate social distancing, our schools will utilize strategies recommended by the CDC's Interim Guidance for Administrators of US K-12 Schools and Child Care Programs and state guidelines. These strategies may include the following measures, to the extent such measures are feasible:

Operations of Schools During the COVID-19 Pandemic

- Rearranging student desks to maximize the space between students. Space seating/desks shall be at least six feet apart where ever feasible or practicable, in light of our facilities and classroom design. If practicable, the District may explore the use of other (larger) spaces in the schools for classes (such as gymnasiums and auditoriums), along with available space in the community. The District may explore the use of barriers (including portable barriers) for additional social distancing, especially for students in Grades K-5. Students will be assigned to specific seats in all classes.
- Turning desks to face in the same direction (rather than facing each other), or having students sit on only one side of tables, spaced apart, to reduce transmission caused from virus-containing droplets (e.g., from talking, coughing, sneezing).
- Staggering class arrival and/or dismissal times so as to limit the amount of close contact between students in high-traffic situations and times.
- Limiting face to face contact by designating foot traffic patterns (such as one-way hallways and staircases with appropriate signage/floor markings and designating entrance-only and exit-only doors, as may be feasible).
- Adopting scheduling practices so as to ensure that student and staff groupings are as static as possible by having the same group of children stay with the same staff (all day if possible for Kindergarten through Grade Eight, where feasible for older students), with classes and students staying together and teachers instead rotating (and coming to the cohort) to provide specific academic content, with cohorts having their own assigned washing stations, restrooms, and building entrances/exits where possible.
- Restricting mixing between groups (especially during eating times, open periods, study halls).
- Staggering arrival and drop-off times or locations or putting in place other protocols to limit close contact with parents or caregivers as much as possible.
- Using touch free technologies where feasible. If touch free doors are not feasible, the District may consider keeping doors propped open and ensuring the frequent cleaning of door handles and similar high contact spots.

The District may limit events at school facilities (including outside usage), after school activities, and extracurricular activities to those that can maintain social distancing and support proper hygiene and may impose restrictions such as prohibiting or limiting attendance and participation. The District reserves the right to cancel all field trips, inter-group events, usage of school facilities by outside and community organizations, and extracurricular activities, upon consultation with medical advisors.

Limits on the Sharing of Equipment and Items

The schools will keep each child's belongings separated from others and in individually labeled containers, cubbies, or areas and encourage students to take such belongings home each day for cleaning.

Operations of Schools During the COVID-19 Pandemic

The schools will ensure adequate supplies to minimize sharing of high touch materials to the greatest extent possible. The schools will limit use of supplies and equipment by one group of children at a time and clean and disinfect between use. These materials include, but are not limited to: books, computers, calculators, other electronic devices, writing utensils, art supplies, toys, and other games or learning aids. The schools will restrict the sharing of such materials between individuals. No two individuals should use the same materials in a given school day. The schools shall appropriately clean, disinfect, or sanitize materials at the end of each school day.

Library books should be held out of circulation for at least 24 hours after their return before they may be used by another student.

Meetings

Employees must follow social distancing guidelines at all times (including on any elevators within our facilities). Until further notice, in-person staff (or other professional) meetings should be avoided as much as possible. Employees are encouraged to use telephone, video and online conferencing, and to use e-mail to conduct as much business as possible, even when participants are in the same building. Such remote meetings may also include PPT meetings and parent teacher conferences. When in-person meetings are absolutely necessary, they should be limited to a maximum number of persons in accordance with prevailing CDC and state guidelines. Each attendee must wear a mask (or face covering) covering his or her mouth and nose at all times, and a distance of six feet between persons must be maintained. Of course, employees should avoid all person-to-person contact such as shaking hands.

Meals and Cafeterias

The District shall will continue to follow (and provide meals in accordance with) federal and school nutrition requirements. However, the District may restrict or prohibit the use of close communal use spaces such as cafeterias, dining halls, and break rooms. The District's schools may stagger the use of such spaces, for example, by having limits on attendance at any one time in the cafeteria (including maintaining adequate separation between cohorts), by additional spacing/social distancing and additional lunch shifts, even if student usage of the cafeteria is just to pick up meals.

The schools may have meals consumed in classrooms, whether delivered to the classroom or served/distributed in the cafeteria. The District shall consult with health professionals in order to determine the minimum requirements for social distancing and other safety protocols that must be observed while students are eating in the classroom (including further staggering or reducing of the cohort/number of students present in the classroom during the lunch break and use of barriers). Basic hygienic measures (including prohibiting the sharing of foods and utensils) must be enforced.

Operations of Schools During the COVID-19 Pandemic

Student Transportation

Where bus transportation is provided during the pandemic, the District will assess current health conditions and consult with health officials and medical advisors. The District will survey parents to determine usage of transportation, provided that nothing in this policy will be deemed to prevent students who are entitled to transportation services from accessing such services.

During times when there is a low transmission risk in the community, and there are appropriate safety precautions in the schools, buses may be able to operate at full capacity, provided that:

- Face masks for all are required on bus rides, except among exempt individuals (with such individuals distanced from the remaining students where possible), with such masks provided to those who are not wearing them before boarding.
- Cleaning protocols must be utilized to properly clean and disinfect between use, but mindful of the need to include measures to prevent harmful human exposure to chemicals, with logs kept to track these efforts.
- Students may only board their assigned buses, and may be assigned seats.
- Drivers (and bus monitors, if any) must wear face masks at all times when children are in the bus.
- Boarding of the bus must take place to reduce the number of passengers walking by each other (for example, loading into the bus from the back row to the front row, and then unloading upon arrival at school from front to back by seat).
- Hand sanitizer will available for use by students as they board and exit the bus.

During times when there is a moderate transmission risk/spread of the virus, student seating on buses must allow for social distancing by adhering to the following additional restrictions:

- No more than one student seated per row, unless from the same household;
- Students seated no closer than every other row; and
- Students seated in a diagonal formation, where if one student is seated on the right side of the bus, the next student is seated on the left side of the bus.

The District will consult with public health officials in assessing the applicability of (and need for modifications to) these protocols for transportation. Students must comply with Board policies while receiving transportation services from the District.

Cleaning and Disinfecting

The District is doing all that it can to eliminate transmission points for COVID-19. The District has taken additional precautions to provide a clean learning environment and workplace, including increasing the frequency of regular cleanings and sanitization of objects and areas that are frequently used. The District shall ensure that a thorough cleaning and disinfecting of the schools take place at least once every school day (after school hours), and before the re-opening of schools after any closure. Consistent with CDC guidelines, and in addition to its normal cleaning of its

Operations of Schools During the COVID-19 Pandemic

facilities, the District shall clean and disinfect frequently touched surfaces within the school and on school buses at least daily (for example, desks, playground equipment, fitness/gym equipment and weight rooms, door handles and railings, sink handles, drinking fountains – if operating, and other high contact areas) as well as shared objects (for example, toys, games, art supplies, shop and lab equipment) between uses.

The District will encourage the washing of hands before and after the use of such items. The District expects its employees to engage in the safe and correct application of disinfectants and to keep such products away from children. The District will implement the use of cleaning logs to track cleaning frequency in all of its schools.

The District further expects the cooperation of its employees in the fight against COVID-19. Where possible employees are prohibited from using other employees' phones, desks, offices, or other work tools and equipment. If such items (or work stations) need to be shared, they must be cleaned before and after use.

The District shall seek to ensure that its ventilation systems operate properly (especially after any shutdowns), with any ceiling fans adjusted to draw air up to the ceilings as opposed to down at persons, and shall seek to increase the circulation of outdoor air as much as possible, such as by opening windows and doors. Windows and doors should not be opened if they pose a safety or health risk (e.g., allowing pollens in or exacerbating asthma symptoms) to children using the facility. The District may use outdoor instruction during temperate times where safety conditions and physical space so allow.

In addition, the District shall take measures to ensure that all water systems and features (for example, drinking and decorative fountains, if in use) are safe to use after a prolonged facility shutdown to minimize the risk of infections and diseases associated with water.

Restroom Protocols

Bathroom fixtures:

- Optimize ventilation –Should exhaust to outside, negative pressure. Optimize fresh air intake. Check ASHRAE guidelines.
- Do not use hand dryers. If they are present, tape them and indicate that they should not be used.
- Place a (preferably no touch) trash can and paper towel roll by the bathroom door to allow students and staff to prevent from touching the handle with their hands
- Consistent with safety and privacy, keep door to restroom propped open to otherwise prevent contact with door handles.
- Place signs indicating that toilet lids (if present) should be closed before flushing.
- Install touch-free or single-use paper towel dispensers, garbage bins (including foot pedal bins), faucets, urinals, and toilets if possible.

Operations of Schools During the COVID-19 Pandemic

Physical distancing:

- Multi-stall bathrooms should only be used by those who feel well. A separate bathroom should be designated for any student that becomes ill and/or may need to be isolated.
- In multi-stall shared bathrooms, and where there is sufficient capacity, in-use bathroom stalls and sinks should be greater than 6 feet apart. If that is not the case, stalls and sinks should be taped-off and a sign indicating they should not be used should be placed on them.
- Bathroom occupancy is determined by the number of persons that are able to use the facility while maintaining social distance; therefore, occupancy limits will vary based on the size and layout of each bathroom.
- No personal items should be stored within bathrooms.
- Toilet lids (if present) should be closed before flushing.
- Time in bathrooms should be limited.
- If there are multiple bathrooms available, specific bathrooms should be assigned to students by zone and students should only use their assigned bathroom. Where possible, consider designating separate bathrooms for different classes or setting shifts for classes to use the bathroom (and thus avoid mixing of classes).

As may be applicable and as needed, the District shall implement a shower schedule to accommodate for the decreased availability of shower stalls at a given time and/or to improve social distancing.

Cleaning practices:

- Bathrooms should be fully cleaned and disinfected twice a day, in accordance with CDC disinfecting and cleaning protocols. Employees must ensure that they:
 - Know how to use disinfectants correctly. READ THE LABEL to determine the appropriate application procedure, dilution contact/"dwell" time (time needed for disinfectant to work as indicated), and personal protective equipment (PPE) to be worn.
 - Clean surfaces before use. Disinfectants cannot penetrate the dirt barrier.
 - Use green products. Green products are certified by an independent third party. The CT Green Cleaning law requires such certification.
 - Conduct disinfection in the absence of children or periods of lowest occupancy.
 - Use the least amount of disinfectant as recommended.
- If bleach is used:
 - Treat as toxic. Open a new bottle every month as bleach loses its effectiveness when stored.
 - Make dilution daily. Use only on surfaces that need to be disinfected.
 - Limit spraying onto surfaces. Use a pump bottle or spray onto a cloth and wipe.
 - Bleach solution should be left on surface for two minutes or allowed to air dry. If the area or item is going to be used right away, rinse.
- In addition to full cleaning and disinfection twice daily, spot-disinfect high-touch surfaces throughout the day. These surfaces include: soap and paper towel dispensers, doors within toilet stalls, and toilet handles.
- Place signs reminding students/staff to wash hands before and after using the restroom.

Operations of Schools During the COVID-19 Pandemic

Training

The District shall post signs on how to stop the spread of COVID-19, properly wash hands, promote everyday protective measures, maintain social distance (including floor signage) and properly wear a face covering. In addition, as may be appropriate, all teachers, staff and students shall receive training (whether in person, virtually or by video training) that will cover social distancing, cleaning protocols, and hygiene practices (including the need to wash hands and cover coughs and sneezes, the use of masks/face coverings and other everyday protective measures).

Notice and Compliance

Compliance Liaison: The Superintendent shall appoint an employee of the District to serve as COVID 19 Health and Safety Compliance Liaison. The Liaison, whose contact information must be publicized, will engage with students, parents, faculty, staff, and administrators to answer questions about the health and safety requirements set out in this policy, address questions about compliance, and ensure appropriate communications to the District's stakeholders. The Liaison will support the implementation of these requirements in each of the District's schools and programs, as well as the implementation of other school health and safety measures relating to COVID-19 and any additional guidance and up to date relevant information provided by the State Department of Education, the CDC, or any other state or federal agency.

Notices/Communications: All employees and parents will receive (electronically or otherwise) a copy of these protocols along with any applicable/the latest CDC guidance on schools <https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/schools.html> and risks, including additional risks associated with comorbidity and risk factors. <https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-at-higher-risk.html> All staff and parents and guardians, on behalf of the students, should sign written confirmation (electronic or otherwise) that they have received such notices. A participant's failure to sign confirmation regarding notice will be addressed on a case-by-case basis and in no case will a student be forbidden access to school on this basis. The District shall post these protocols /notices and associated safety protocols/guidelines on its website and at the schools in prominent places, along with any changes in its policies, protocols and guidelines. The District shall insure that frequent communication with its stakeholders takes place in order to inform the community of potential changes in its programs and services (and these protocols) in light of changing conditions and to solicit input. Such communications will be made available in a manner be accessible to those with visual and/or hearing impairments (and in relevant languages in the community).

Surveys: In addition to the above referenced surveying about the usage of transportation, the District may survey its parents to determine which students will be participating in in-person learning and (who will be opting out). The District shall not use such surveys to interfere with a student's right to educational opportunities or accommodations. Furthermore, the District may survey its staff to determine general availability for performing duties (including such duties that may be required to be performed at the schools or "in person"). Such surveys shall be compliance with state and federal equal employment opportunities/anti-discrimination (and applicable

Operations of Schools During the COVID-19 Pandemic

privacy) requirements and shall seek general information (for example, employee limitations on such availability based upon child care or health risk issues). Any further inquiries may be made in accordance with the “Medical Inquiries and Testing” section of this policy (below) and the law.

Closing of Schools and Distance Learning

The District is prepared to proceed with a continuum of in person learning, remote learning, or a hybrid. Indeed, the District recognizes that during the pandemic, parents may be concerned about the health of their students and may instead choose to have their students participate in schooling via remote means (and/or at home). The District will make available robust remote opportunities for such students who are not attending in-person classes.

Should it be necessary due to further government orders, changes in health conditions due to outbreaks of COVID-19, or otherwise, the District may, in its discretion, reduce its programs, close its schools and/or utilize a distance learning model in lieu of classroom attendance for some or all students (or classes and programs). The District will communicate any such decision to students, parents and employees as soon as practicable; the District will also notify the State Department of Education if it is contemplating the closure of schools. The District may seek to continue school programming and extend learning opportunities to those who may not be able to attend school. All distance learning shall comply with all applicable State Department of Education standards, including its “Reimagine CT Classrooms for Continuous Learning” guidance, and will endeavor to provide synchronous and nonsynchronous opportunities.

In the event a person diagnosed with COVID-19 is determined to have been in the building and poses a risk to the community, the District may close school for a period of time necessary for appropriate cleaning and disinfection. *See* “Response to COVID-19 Incident”, below.

Medical Inquiries and Testing

The District reserves the right to make reasonable medical inquiries of its students and its employees in order to address the risk of transmission of COVID-19. While not required or mandated at all times, the District reserves the right to measure employees’ and students’ temperatures upon entry to or while at the schools, especially where health conditions dictate such measures (for example, where there is an increased risk of spread or there are diagnosed cases). When conducting temperature screening, the screener should 1) use touchless, disposable or oral thermometers with single-use disposable covers or adequate disinfection between individual uses, and 2) wear a face mask and face shield.

The District reserves the right to inquire about symptoms associated with COVID-19, and about contact with other persons. The District reserves the right to require such other testing and/or make such other inquiries as it deems necessary to monitor and control potential and actual exposure of its employees and students to COVID-19, as may be permitted by law and as conditions may dictate, especially where one is out sick, shows symptoms of COVID-19 or may have been exposed to COVID-19. Among other lawful purposes, such inquiries may be made to

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confirm the employee's need for an absence, to confirm whether an absence relates to COVID-19, and/or to determine when it is appropriate for an employee or student to return to school.

The District reserves the right to require all staff and students to be screened for any observable illness or symptoms, including cough or respiratory distress, and to confirm that their temperature is below 100.4 degrees Fahrenheit. School administrators may use examples of screening methods set forth in the CDC's supplemental Guidance for Child Care Programs that Remain Open as a guide for screening children and the CDC's General Business FAQs for screening staff. Such screening shall be done safely, respectfully, as well as in accordance with any applicable privacy laws or regulations. Depending on health conditions, the District may require employees to complete (electronically or otherwise) or otherwise respond to a Daily Health Assessment Certification (sample attached as Exhibit A) before being permitted to enter any District facility. Any employee who answers yes to any of the Health Assessment questions or exhibits COVID-19 symptoms will be asked to leave the premises immediately and, if appropriate, seek medical care. If any questions arise regarding the health screener's assessment of the observable symptoms or next steps, the health screener should consult the nurse or medical professional in the District.

Even if not screened by the school, staff and students should self-assess daily for symptoms prior to coming to school. Staff and students should self-report symptoms or exposures. Each school shall create a communication system for staff and families for self-reporting of symptoms and notification of exposures and closures, while respecting the confidentiality of any information that may be reported. As noted in these protocols, staff who are sick should stay home and parents should keep sick children home as well.

Testing for COVID-19 may be available for staff or students if there is a suspected case of COVID-19. In addition, the District shall have contact tracing and testing protocols in place to enable efficient tracing within the school community in the event of a positive case. The District shall actively monitor staff and student absenteeism to identify trends that would suggest spread of illnesses such as COVID-19, and code such absences accordingly. In addition, the schools (via their nurses and other health staff) will monitor health clinic traffic/usage and the types of illnesses and symptoms among students.

In addition to the health office, each school must identify an isolation room or area (with separate/assigned restroom) for a) separating anyone who exhibits symptoms consistent with COVID-19 and b) holding students who exhibit such symptoms until a parent or guardian arrives. Students must never be left unattended in an isolation room. Each school shall establish procedures for safely transporting anyone sick home or to a healthcare facility.

Confidentiality of Medical Information

Medical information will be kept confidential as required by law. The District will treat all student and employee-provided medical information (including information with respect to contact tracing) as confidential medical records. The District will maintain the confidentiality of such information to the most reasonable extent possible, in compliance with applicable laws and

Operations of Schools During the COVID-19 Pandemic

regulations, including but not limited to the Americans with Disabilities Act and the Family Educational Rights and Privacy Act, as may be applicable. If necessary, medical information may be shared in limited circumstances and subject to appropriate controls to those persons who have a legitimate need to know including but not limited to District administration, first aid and safety personnel, and government officials, as required by law or other relevant guidance.

Response to a COVID-19 Incident

If a staff member or student is suspected to be sick, or has been diagnosed with COVID-19, the school may notify families and staff about the exposure while maintaining the confidentiality of the sick staff member or student, to the most reasonable extent possible, and consistent with the Americans with Disabilities Act and other applicable federal and state privacy laws. The District will also notify public health officials, as required by law, including but not limited to Conn. Gen. Stat. §10-210, which requires that 1) a school notify the local director of health whenever any child (or staff member) shows symptoms of a communicable disease, and 2) any such child be excluded from attendance at school and not be permitted to return without permission of the director of health.

Sick staff members and children should not return until they have met the current operative CDC criteria for discontinuing home isolation. Staff or students with signs or symptoms of COVID-19 may only return to school with a documented negative COVID-19 test result or a note from a healthcare provider clearing them to safely return to the school program. See “Staying Home When Ill,” below.

In addition, the District shall inform those who have had close contact with a person diagnosed with COVID-19 to stay home and self-monitor for symptoms and to follow CDC guidance if symptoms develop, while respecting the privacy rights of all as required by law. If a person does not have symptoms, they should still follow appropriate CDC guidance for home isolation. See “Staying Home When Ill,” below.

The decision to limit, suspend or close a program or school for some or all participants as a result of a COVID-19 case shall be made by the Superintendent or his/her designee, upon consultation with public health officials and the school medical advisor, and based upon applicable guidance. Any school may implement short-term closure procedures regardless of community spread if an infected person has been in a school building (or program). This initial short-term dismissal allows time for local health officials to gain a better understanding of the COVID-19 situation impacting the school. This allows the Superintendent, in consultation with the local health department, to determine appropriate next steps, including whether an extended dismissal duration is needed to stop or slow the further spread of COVID-19.

Decisions regarding the scope of the closure (e.g., a cohort, a part of or all of a program, a single school, multiple schools, the full district) and duration of school dismissals will be made on a case-by-case basis using the most up-to-date information about COVID-19 and the specific cases in the community, along with consultation with public health officials. During school dismissals, the

Operations of Schools During the COVID-19 Pandemic

District shall also cancel extracurricular group activities and school-based afterschool programs. The District shall initiate recommended CDC cleaning (and ventilation) procedures following a confirmed COVID-19 case.

Decisions on which, if any, staff should be allowed in the school should be made in collaboration with the local health department and school medical advisor, if applicable. The Superintendent shall work with local health officials following a temporary closure to determine when students and staff can safely return to schools.

Medical Professional: The Superintendent must ensure that a nurse or other medical professional is available to each school in the District to manage positive and suspected cases, including overseeing testing and tracing. Nurses and other healthcare providers should use Standard and Transmission-Based Precautions when caring for sick people, including those with COVID-19.

Staying Home When Ill

Employees and students often report to school even though they feel ill. While they may have the best of intentions, *it is especially critical at the present time that employees and students not report to school when they are ill and/or experiencing any of the following symptoms:*

- Fever (i.e., temperature at or above 100.4 degrees Fahrenheit)
- cough
- sore throat
- runny or stuffy nose
- body aches
- headache
- chills
- respiratory issues
- loss of taste or smell
- gastrointestinal issues such as nausea, diarrhea and vomiting
- fatigue
- any other symptom(s) noted by the CDC or other public health officials as being associated with COVID-19.

Employees and students who report to school with these symptoms or become ill at school (including having a fever) will be sent home. The District will also require employees and students to remain home if they are sick with (or are known or suspected to have been exposed to) COVID-19, or if the District otherwise believes they pose a threat to the safety and health of others.

Guidelines for Employees Who Have Been Diagnosed With COVID-19 or Who Have Been in Close Proximity to a Person with Symptoms of (or who has been Diagnosed with) COVID-19

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In addition to immediately notifying their supervisor, such employees should:

- Not come to work;
- Consult their healthcare providers; and
- If symptomatic, follow CDC-recommended steps with respect to isolation (including isolation from persons within their homes), remaining at home, and returning to work.

Employees who are well but who have a sick family member at home with COVID-19 (or a presumed case of COVID-19 awaiting test results) should also follow CDC-recommended precautions and not report to work.

Employees exposed to or who have had COVID-19 may not return to work until the CDC criteria to discontinue home isolation are met, along with any other requirements imposed by the employee's healthcare providers and/or state and local health departments.

Leaves of Absence for Employees

An employee who has been assigned work, whether at the District's facilities or at home, but is unable to perform it for reasons related to the COVID-19 pandemic, may be entitled to a paid or unpaid leave of absence, consistent with any applicable collective bargaining agreements, contracts or District policies. Employees who meet the criteria for Emergency Paid Sick Leave ("EPSL") or Expanded FMLA ("EFMLA") Leave under the Families First Coronavirus Response Act ("FFCRA") will be provided with such leave. All employees should review the District's policies on leave (including family and medical leave) and notices/postings regarding leave that may be available under the Families First Coronavirus Response Act. Employees should contact Human Resources should they have any questions or to request such leave.

Employee Offsite Meetings and Travel

Employees should avoid any nonessential travel and cancel or postpone nonessential meetings, gatherings, workshops and training sessions. Employees should seek to minimize such in-person contact by providing and receiving services remotely (by telephone, video conference, or other remote means) to the extent possible. When offsite in-person duties must be performed, employees must 1) inform their supervisors before leaving the facilities, 2) wear a face covering during all interactions, 3) adhere to social distancing guidelines (even in transit and during any offsite meeting), and 4) follow basic hygienic measures as described above (including bringing with them and using hand sanitizer while in transit and at any such off-site locations/events).

Any employee who will be traveling out of state for any reason (business or personal) must inform their direct supervisor ahead of time, consistent with any obligations under District policy or applicable collective bargaining agreements. (A sample form for this purpose is attached as Appendix C and may be used in a manner consistent with any applicable collective bargaining agreement.) The District may require employees who travel out of state for any reason to stay home for fourteen (14) calendar days (or consistent with CDC guidance, as it may be updated)

Operations of Schools During the COVID-19 Pandemic

upon return. Quarantining of employees shall be determined on a case-by-case basis and based on an individualized assessment of the risk to the health and safety of others. These determinations will be made based on factors such as the location(s) visited by the employee, the length of time of the visit, the means of travel and the circumstances of the visit, and as further health, medical and scientific guidance becomes available.

Visitors to District/School Facilities

The District reserves the right to control access to its facilities by external visitors, including prohibiting entry into its facilities for all visitors, permitting visitors by appointment only (for example, as may be necessary to attend a PPT meeting where a parent objects to remote participation), or limiting the number of visitors at any particular time, as may be permitted by law. As permitted by law, visitors to the schools may be screened to limit the risk of exposure to our employees and students. Screenings may include, but are not limited to, interviewing visitors about their current health and recent travel history, taking temperatures at points of entry, and filling out additional forms or other paperwork. Visitors may also be required to complete (electronically or otherwise) or otherwise respond to a Visitor COVID-19 Screening Questionnaire (a sample of which is attached to these protocols as Exhibit B). Even if not screened by the District, visitors should self-assess/self-screen for symptoms prior to entering District facilities. In addition, visitors will be required to comply with posted safety and hygiene requirements, including but not limited to washing their hands with soap and water and/or hand sanitizer at the point of entry to the facility, and maintaining appropriate social distancing measures at all times (including by and between visitors and employees). All visitors must wear a mask or face covering at all times while on District premises in accordance with the terms of this policy.

Anti-Harassment and Non-Discrimination

The District has numerous policies prohibiting harassment and discrimination in the schools for both its employees and its students. The District will continue to fully comply with its obligation to provide reasonable accommodations to employees with disabilities, as required by state and federal law. These policies remain in effect during the COVID-19 outbreak, and employees should review District policies for additional information. Such policies provide procedures for requesting such accommodations and filing complaints of unlawful discrimination, harassment and retaliation. The District is committed to taking all actions necessary to provide a safe school with a welcoming and harassment free environment and an equal employment opportunity for all.

Special Student Populations and Student Needs

The District shall continue to carry out its legal obligations (whether during times of in-person, blended or remote learning) for 1) students with disabilities, including the provision of special education and related services and/or accommodations, and 2) and English Learners, in accordance with applicable federal and state guidance.

Operations of Schools During the COVID-19 Pandemic

The District may prioritize in-person learning opportunities and programs for students who require the most learning support. Students most in need of learning support may include, but are not limited to:

- Students with special needs/disabilities;
- Students who are English Learners;
- Students who have had limited to no access to devices to engage in virtual distance learning, or;
- Students who otherwise did not access educational materials despite the District’s providing the opportunity during prior times of remote learning.

In addition, remote learning may be used as an accommodation if a student is not able to access his/her education at the reopened school due to modifications necessitated by COVID-19.

The District understands that as students are returned to the classroom after an absence, they will need to be reengaged. As such, the District will conduct assessments and use available data to ensure that students are appropriately transitioned back into the schools. Each school will assess students through methods such as universal screenings, evaluations, parent and student interviews/discussions, observations, and other data collection practices to individualize student programming. If necessary, a PPT meeting may be held for students with special needs. The District may modify the content of instruction upon return to in-person instruction as it may deem appropriate, including the review of prior content and differentiation of instruction. In addition, the District remains committed to SRBI and providing appropriate supports.

The District understands that the time away from school may also present social and emotional challenges. In addition to its programs of counseling, the District reiterates its commitment to its policies to address particularized needs and challenges, especially for those most impacted by the pandemic. Without limiting the scope of this commitment, the District understands its obligations to address (and report) possible abuse and neglect, in accordance with its policies and state law. These trainings, programs and obligations will remain in place whether the schools are providing in-person instruction, a blended program, or distance learning.

Legal References:

Executive Order 7NNN – Protection of Public Health and Safety During COVID-19 Pandemic – Masks and Face Coverings, August 14, 2020.

Connecticut State Department of Education, Adapt, Advance, Achieve: Connecticut’s Plan to Learn and Grow Together, September 4, 2020.

Connecticut State Department of Education, Addendum 11 to Connecticut State Department of Education Adapt, Advance, Achieve, Reopening Guidance “Interim Guidance for the Use of Face Coverings in Schools during COVID-19,” August 31, 2020.

Operations of Schools During the COVID-19 Pandemic

Legal references continued:

Connecticut State Department of Education, Frequently Asked Questions Regarding Reopening K-12 Public Schools, Volume 3, September 2, 2020.

Letter from Dr. Miguel A. Cardone, Connecticut Commissioner of Education, to Superintendents of Schools with Preschool Classrooms, September 17, 2020.

Policy adopted:

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut

APPENDIX A

Employee Daily Health Assessment Certification

This form must be completed and returned to Human Resources for approval prior to entry/reentry to any District facility.

Name: _____ District Facility to be entered: _____

Please answer the following questions by circling Yes or No.

Have you experienced any of the following symptoms in the last 14 days? Yes or No

- | | |
|--------------------------------|---|
| • Fever | • Recent loss of taste or smell |
| • Chills | • Body aches |
| • Repeated shaking with chills | • Cough |
| • Muscle pain | • Respiratory issues |
| • Runny or stuffy nose | • Gastrointestinal issues |
| • Headache | • Any other symptom noted by the CDC or |
| • Fatigue | other public health officials as being |
| • Sore throat | associated with COVID-19 |

Have you ever had close contact with anyone who was sick with COVID-19? Yes or No

In the last 14 days, have you traveled to any area with clusters of COVID-19? Yes or No

In the last 14 days, have you traveled internationally? Yes or No

In the last 14 days, have you been a visitor to a nursing home, hospital or other high-risk congregate setting?
Yes or No

In the last 14 days, have you engaged in interstate travel on a plane, train, bus, or cruise ship?
Yes or No

Signature

Date

Note: Providing false information on this form may result in discipline or termination of employment.

Access may be denied to employees who answer “yes” to certain questions.

Confidentiality of Medical Information

Medical information will be kept confidential as required by law. We will treat all employee medical information (including information with respect to contact tracing) as confidential medical records. We will maintain the confidentiality of such information to the maximum extent possible, in compliance with applicable laws and regulations. If necessary, medical information may be shared in limited circumstances and subject to appropriate controls, to those persons who have a legitimate need to know including but not limited to first aid and safety personnel, and government officials, as required by law or other relevant guidance.

APPENDIX B

VISITOR COVID-19 SCREENING QUESTIONNAIRE

This form must be completed and returned to _____ approval prior to entry/reentry to any District facility. All visitors will be required to wear a mask for the duration of their visit. Visitors who do not wear masks will not be permitted entry.

First Name: _____ Last Name: _____

Home Address: _____

Phone #: _____ Facility Being Entered: _____

Date of Entry: _____ Reason for Visit: _____

Please answer the following questions by circling Yes or No.

Have you experienced any of the following symptoms in the last 14 days? Yes or No

- Fever
- Chills
- Repeated shaking with chills
- Muscle pain
- Runny or stuffy nose
- Headache
- Fatigue
- Sore throat
- Recent loss of taste or smell
- Body aches
- Cough
- Respiratory issues
- Gastrointestinal issues
- Any other symptom noted by the CDC or other public health officials as being associated with COVID-19

Have you ever had close contact with anyone who was sick with COVID-19? Yes or No

In the last 14 days, have you traveled to any area with clusters of COVID-19? Yes or No

In the last 14 days, have you traveled internationally? Yes or No

In the last 14 days, have you been a visitor to a nursing home, hospital or other high-risk congregate setting?

Yes or No

In the last 14 days, have you engaged in interstate travel on a plane, train, bus, or cruise ship?

Yes or No

Signature

Date

For the safety of our guests and employees, access may be denied to visitors who answer “yes” to certain questions.

Confidentiality of Medical Information

Medical information will be kept confidential as required by law. We will treat all employee medical information (including information with respect to contact tracing) as confidential medical records. We will maintain the confidentiality of such information to the maximum extent possible, in compliance with applicable laws and regulations. If necessary, medical information may be shared in limited circumstances and subject to appropriate controls, to those persons who have a legitimate need to know including but not limited to first aid and safety personnel, and government officials, as required by law or other relevant guidance.

Appendix C

Pre-Travel Disclosure Form

This form must be submitted to Human Resources prior to any interstate or international travel.

First Name: _____ Last Name: _____

Home Address: _____

Home Phone #: _____ Cell Phone #: _____

Travel Destination: _____

Dates of Travel (Departure and Return): _____

Please answer the following questions by circling yes or no.

1. Will you be traveling to any area with clusters of COVID-19? *yes or no*
2. Will you be traveling on a plane, train, bus, or cruise ship? *yes or no*

Signature

Date



Office of Fiscal Services & Operations
50 East Street
New Milford, Connecticut 06776

3E
Operations Subcommittee
October 2020

TO: Dr. Paul Smotas, Interim Superintendent
FROM: Anthony J. Giovannone, Director of Fiscal Services and Operations
Date: October 9, 2020
RE: Tuition Rates for 2020-2021

This is to advise you that the grade level tuition rates in the 2020/2021 school year for out of district students who wish to attend New Milford Schools has been calculated and the rates are as follows:

School	19/20 Tuition Rate	20/21 Tuition Rate	20/21 Projected Enrollment
New Milford High School	\$13,372	\$13,404	1339
Schaghticoke Middle School	\$11,537	\$11,565	894
K-5 Schools	\$11,492	\$11,519	1663

Tuition rates are based on the 2020/2021 regular education costs and the projected enrollment levels at each school from when the budget was built. Costs for Special Education and transportation are excluded from the calculation. Please note; if an out of district child requires special education services based on an Individual Educational Plan, the costs for those services will be billed separately to the parents/guardians.

The revenue for this type of tuition goes to the Town and gets deposited in the MUNIS account 10470100-44801. The last 5 years of activity for this account is summarized in the below chart.

	15/16	16/17	17/18	18/19	19/20
Budget	\$0.00	\$0.00	\$0.00	\$20,000.00	\$20,000.00
Received	\$43,670.89	\$11,661.99	\$47,999.52	\$45,208.26	\$16,717.65
5 year average of revenue received	\$33,051.66				

Sincerely,
Anthony J. Giovannone
Director of Fiscal Services and Operations

Memo

To: Dr. Smotas
From: Greg Shugrue
Date: 9/24/2020
Re: Graduation date for the Class of 2021

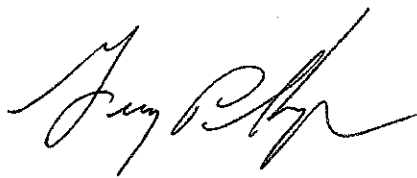
Based on the current 2020-2021 school calendar, it is my recommendation that we set the date and time of graduation for the Class of 2021 as Saturday, June 19, 2021 at 2:00pm.

Once the Board of Education has approved this date, we will enter into a contract with the O'Neill Center at WCSU to hold the event there, as we have the past several years.

Reference Board Policy listed below:

*6111 Instruction
School Calendar*

The Board, in establishing a graduation date, may establish for any school year a firm graduation date which is no earlier than the one-hundred eighty-fifth day in the adopted school calendar. The graduation date may be modified, if necessary, after April first in any school year by the Board establishing a firm graduation date which, at the time of such establishment, provides for at least 180 days of school.





TOTAL COVID FUNDING LOCAL AND GRANT

MOC	REVISED BUDGET	ACTUAL	ENC.	TOTAL COMMITTED	AVAILABLE BALANCE	% USED	C.A.R.E.S. REPLENISH	C.R.F. REPLENISH	GRAND TOTAL BUDGET	REVISED AVAILABLE*	REVISED % USED*
SALARIES & BENEFITS	750,000.00	22,146.50	632,109.98	654,256.48	95,743.52	87%	15,083.40	10,534.00	775,617.40	121,360.92	84%
PROFESSIONAL SERVICES	643.00	643.00	0.00	643.00	0.00	100%	12,034.24	593.00	13,270.24	12,627.24	5%
PROPERTY SERVICES	2,913.96	2,913.96	0.00	2,913.96	0.00	100%	0.00	0.00	2,913.96	0.00	100%
OTHER SERVICES	11,840.00	11,840.00	0.00	11,840.00	0.00	100%	0.00	0.00	11,840.00	0.00	100%
SUPPLIES	215,700.00	155,595.24	48,707.28	204,302.52	11,397.48	95%	18,051.36	98,015.00	331,766.36	127,463.84	62%
EQUIPMENT	1,046,443.04	248,927.86	697,469.97	946,397.83	100,045.21	90%	224,181.94	80,475.00	1,351,099.98	404,702.15	70%
TOTALS	2,027,540.00	442,066.56	1,378,287.23	1,820,353.79	207,186.21	90%	269,350.94	189,617.00	2,486,507.94	666,154.15	73%

* PROJECTED AFTER RECEIVING ALL FUNDING AND REIMBURSEMENTS FROM BOTH THE C.A.R.E.S. AND C.R.F. GRANTS



COVID STAFFING POSITIONS

Memorandum from the Office of the Director of Human Resources

TO: Dr. Paul Smotas, Interim Superintendent
CC: Mr. Anthony Giovannone, Director of Fiscal Services and Operations
FROM: Ellamae Baldelli, Director of Human Resources
RE: Covid Staffing/Hiring Update
DATE: October 8, 2020

The following is an update on Covid Staff hiring as of September 30th, 2020:

- Ten (10) Sanitation Attendants @ nineteen (19) hours per week/\$15 per hour (Nine positions filled)
- Three (3) Nurse Para educator positions at HPS, NES, and SNIS increasing from 0.5 FTE to 1.0 FTE resulted in the posting of three 0.5 FTE Special Education Para educator positions at HPS, NES, and SNIS, cost will be approximately \$11,182 per position (positions unfilled)
- One (1.0 FTE) Nurse Para educator at SMS cost \$ 22,384, plus benefits (position unfilled)
- One (1.0 FTE) Nurse for Adult Education evening classes four days /week, 4 hours/day @ \$70/hour (position filled)
- One (1.0 FTE) Nurse Facilitator- 30 - 40 hours per week \$30 - \$40/hour, plus benefits (position unfilled)
- Technology Integration Specialists- 1.0 FTE at NMHS (this is an internal teacher transfer with no replacement needed), SMS (will be an internal teacher transfer when replacement found), SNIS (is an internal teacher transfer), 1.0 FTE split between HPS and NES (will be an internal teacher transfer)- cost for three replacement teachers at \$64, 279 each plus benefits
- Technology Specialist 40 hours/week at \$38 per hour (position filled)
- Additional technology support from Ed Advance (work completed)
- Temporary Part-time Human Resources Specialist support 3 days per week at a pro-rated salary of \$36,522 (\$60,8870 at 60%) plus benefits (position filled)
- Psychologist Evaluations - Two Part-time retired school psychologists to perform student evaluations that were paused due to the Covid-related closing of schools from March 13 – June 18, at \$120/hour. Some of these evaluations will require the use of contracted services in addition to these part time hours.
- Speech and Language Evaluations - One Part-time Speech and Language Pathologist to perform student evaluations that were paused due to the Covid-related closing of schools from March 13 – June 18, at \$120/hour. Some of these evaluations will require the use of contracted services in addition to these part time hours.



COVID STAFFING COSTS

Position	Salary to Date	Additional Salary Through FYE	Total Estimated Salary	Estimated FICA & Medicare	Potential Health Insurance Costs	Total Benefits	Grand Total
10.0 Sanitation Attendants	11,400.00	89,775.00	101,175.00	7,739.89	0.00	7,739.89	108,914.89
0.5 Nurse Para Educator @ HPS	0.00	11,182.00	11,182.00	855.42	0.00	855.42	12,037.42
0.5 Nurse Para Educator @ NES	0.00	11,182.00	11,182.00	855.42	0.00	855.42	12,037.42
0.5 Nurse Para Educator @ SNIS	0.00	11,182.00	11,182.00	855.42	0.00	855.42	12,037.42
1.0 Nurse Para Educator @ SMS	0.00	22,384.00	22,384.00	1,712.38	10,408.13	12,120.50	34,504.50
1.0 Nurse @ NMHS for Adult Ed.	3,640.00	34,160.00	37,800.00	0.00	0.00	0.00	37,800.00
1.0 Nurse Facilitator	0.00	38,880.00	38,880.00	2,974.32	8,645.00	11,619.32	50,499.32
1.0 Technology Integration Specialist @ HPS/NES	0.00	64,279.00	64,279.00	0.00	8,758.75	8,758.75	73,037.75
1.0 Technology Integration Specialist @ SNIS	0.00	64,279.00	64,279.00	0.00	8,758.75	8,758.75	73,037.75
1.0 Technology Integration Specialist @ SMS	0.00	64,279.00	64,279.00	0.00	8,758.75	8,758.75	73,037.75
1.0 Technology Integration Specialist @ NMHS	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1.0 Technology Specialist	4,864.00	49,248.00	54,112.00	4,139.57	0.00	4,139.57	58,251.57
Additional Tech Support hours - EdAdvance	2,242.50	0.00	2,242.50	0.00	0.00	0.00	2,242.50
0.6 - Temp Part Time HR Specialist	0.00	36,522.00	36,522.00	2,793.93	9,327.50	12,121.43	48,643.43
Part Time Hourly - Psychologists Evals	0.00	23,500.00	23,500.00	1,797.75	0.00	1,797.75	25,297.75
Part Time Hourly - Speech & Language Evals	0.00	13,500.00	13,500.00	0.00	0.00	0.00	13,500.00
Part Time Hourly - COVID Liaison to CSDE*	0.00	18,000.00	18,000.00	1,377.00	0.00	1,377.00	19,377.00
TOTALS	22,146.50	552,352.00	574,498.50	25,101.10	54,656.88	79,757.98	654,256.48

*TO BE PROPOSED AT NEXT OPERATIONS / BOE MEETING.



Office of Fiscal Services & Operations
50 East Street
New Milford, Connecticut 06776

3H
Operations Subcommittee
October 2020

TO: Dr. Paul Smotas, Interim Superintendent
FROM: Anthony J. Giovannone, Director of Fiscal Services and Operations
Date: October 8, 2020
RE: 2019-2020 Year End Balance

The unaudited fiscal year-end balance for 2019-2020 in the amount of \$2,910,099.72 is shown below sorted by major object code.

MAJOR OBJECT CODE	UNAUDITED AMOUNT AT FYE
CERTIFIED SALARIES	\$497.85
NON CERTIFIED SALARIES	\$124,336.28
BENEFITS	\$746,037.61
PROFESSIONAL SERVICES	\$272,108.71
PROPERTY SERVICES	\$161,383.68
OTHER SERVICES	\$1,154,868.43
SUPPLIES	\$402,262.64
CAPITAL	\$25,640.30
DUES & FEES	-\$2,422.74
REVENUE	\$25,386.96
TOTAL	\$2,910,099.72*

***\$2,027,540 of this balance has already been approved by all appropriate parties and committed towards unbudgeted COVID-19 expenses in 2020-2021.**

Any further changes to the unaudited fiscal year-end balance will be the result of the Audit which will conclude with a report provided to both the Town and the BOE during the month of January 2021. For many reasons related to COVID-19, the 2019-2020 year is certainly an outlier with its own set of circumstances and the 2019-2020 fiscal year-end balance reflects that.

The 2nd page of this memo provides the 10-year historical context of the Board of Education's fiscal year-end balance.

I will be happy to discuss this at the Operations Subcommittee meeting in October.

Sincerely,
Anthony J. Giovannone
Director of Fiscal Services and Operations



Office of Fiscal Services & Operations
50 East Street
New Milford, Connecticut 06776

3H
Operations Subcommittee
October 2020

TO: Dr. Paul Smotas, Interim Superintendent
FROM: Anthony J. Giovannone, Director of Fiscal Services and Operations
Date: October 8, 2020
RE: 2019-2020 Year End Balance

10 YEAR BOE HISTORY OF FISCAL YEAR-END BALANCES						
Budget Year	Total Budget	End of Year Balance	% of Budget	Prior 10 Year Average		
2019/2020	\$64,040,692	\$2,910,100*	4.54%*			
2018/2019	\$63,010,586	\$365,213	0.58%	0.58%		
2017/2018	\$62,810,586	\$327,903	0.52%			
2016/2017	\$61,686,660	\$194,315	0.32%			
2015/2016	\$61,178,808	\$264,406	0.43%			
2014/2015	\$60,961,778	\$237,262	0.39%			
2013/2014	\$59,634,148	\$680,562	1.14%			
2012/2013	\$57,557,533	\$770,807	1.34%			
2011/2012	\$57,194,266	\$181,209	0.32%			
2010/2011	\$56,945,211	\$3,092	0.01%			
2009/2010	\$56,945,211	\$456,774	0.80%			

* subject to audit & \$2,027,540 of this balance has already been approved by all appropriate parties and committed towards unbudgeted COVID-19 expenses in 2020-2021.

**Proposal of Service for New Milford Public Schools 2020-2021
Re: Administrator Supervision and Evaluation**

Service Goals:

- To implement supervisory and evaluation activities with New Milford Public School administrators (Principals) in alignment with the BOE approved flexibilities for 2020-2021 school year.
- To offer opportunities for administrators to engage in professional growth activities that support new levels of learning related to remote, hybrid, simultaneous, and face-face teaching and learning models.

Learning Design

Each administrator will participate in whole group and individual activities that allow for each to meet the following core requirements for educator evaluation pursuant to [The Flexibilities for Implementing the CT Guidelines for Educator Evaluation 2017 for the 2020-2021 School Year](#) (Flexibilities) set forth by CSDE:

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

Patrick Flynn and Amy Tepper will engage 5 New Milford Administrators in the following activities:

Leader Supervision & Support	
Activities (R) = Required (O) = Optional	Timeline
Orientation (R): Virtual workshop to collaboratively unpack the three part CSDE guidance documents to support understanding of all activities and expectations related to performance evaluation for NMPS (CCL Domain 1, 2, & 4).	By October 30
CCL Domain 2 Virtual Workshop (O): Support Observation and Feedback in the Flexibilities and aligned with Distance Learning Playbook and other district initiatives e.g., trauma informed instruction <ul style="list-style-type: none"> • Develop view-listen-interact chart (Figure 2.2 Examples: Observing for Stage 1 Priorities) 	By October 30

<p>DiSC (R): Completion of DiSC profile (electronic survey)</p> <p>DiSC (O): Participation in virtual workshop to develop personalized leadership strategies based on profiled strengths and areas of growth</p>	By October 30
<p>One-One Goal Setting (R): Virtual meetings with each administrator to collaboratively revisit the the CCL high leverage, prioritized standards and unpack critical attributes–See (Figure 2.1: CCL Look-fors in Varied Models) & review/finalize SLOs and Performance and Practice Goals</p>	By November 13
<p>Calibration Activity 1 (O): Engage in “calibration” activities “observing” and analyzing asynchronous and synchronous artifacts of teaching and learning</p>	October - December
<p>Site Visit 1 (R): Participate in site visit and artifact review targeting key practice related to CCL Domain 1, 2, and/or 4 and where applicable in alignment with SLOs and Performance and Practice Goals</p>	By December 18
<p>Site Visit 2 for those administrators requiring three site visits (R): Participate in site visit and artifact review targeting key practice related to CCL Domain 1, 2, and/or 4 and where applicable in alignment with SLOs and Performance and Practice Goals</p>	By February 12
<p>Mid Year Conference (R): Participation in Mid-Year Conference to review progress in meeting SLOs and Performance and Practice Goals, determine adjustments, and review planning for the remainder of the school year.</p>	By February 12
<p>Calibration Activity 2 (O): Engage in “calibration” activities “observing” and analyzing asynchronous and synchronous artifacts of teaching and learning</p>	February - May

Site Visit 2 for those administrators requiring two site visits (R): Participate in site visit and artifact review targeting key practice related to CCL Domain 1, 2, and/or 4 and where applicable in alignment with SLOs and Performance and Practice Goals	By April 30
Site Visit 3 for those administrators requiring three site visits (R): Participate in site visit targeting key practice related to CCL Domain 1, 2, and/or 4 and where applicable in alignment with SLOs and Performance and Practice Goals	By May 14
End-of-Year Review (R): Participation in End-of-Year Conference to review progress in meeting SLOs and Performance and Practice Goals , determine adjustments, and review planning for the remainder of the school year.	By June 1

Associated Costs

The total number of projected hours per administrator to establish a per administrator cost:

Personnel	Total Hours (R)	Total Cost per person (R)	Total Hours (O)
Administrators requiring 3 site visits - (3)	17.5 hours	\$10,500.00	Up to 12.5 hours of aligned PL
Administrators requiring 2 site visits - (2)	14 hours	\$8400.00	Up to 12.5 hours of aligned PL

Required Activities	Optional Activities
<p>Two-hour orientation Total = 120 min</p> <p>Standard Site Visit Breakdown</p> <ul style="list-style-type: none"> • 20-30 min observations • 20-30 min artifact review • 30-45 min feedback meeting • 45 min analysis of feedback • 45-60 min for writing single CCL for Domain 1, 2, or 4 <p>Total = 210 min each</p> <p>Mid-Year/End of Year Meeting Breakdown</p> <ul style="list-style-type: none"> • 60 min review of shared data/previous notes • 45 min meeting • 45 min follow-up review of modifications and adjustments <p>Total = 150 min each</p> <p>Total Estimated costs based on 3 administrators requiring 3 visits and 10 administrators requiring 2 visits: Required = \$48,300.00</p>	<p>1 two-hour CCL Domain 2 Virtual Workshop</p> <p>1 90-min DiSC Workshop</p> <p>2 three-hour Calibration Activities</p> <p>Access to On-Demand Webinars</p> <ul style="list-style-type: none"> • <i>Cultivating a Culture of Learning</i> • <i>Making the Inaccessible Accessible: Observaging for Equity</i> • <i>Learner-Focused Feedback: Aligning Teacher support and Goals for Learners</i> <p>Total Costs for Optional Activities Package: \$21,500.00 (flat charge for unlimited access)</p>

NEW MILFORD BOARD OF EDUCATION



ANNUAL REPORT **2019 – 2020**

NEW MILFORD PUBLIC SCHOOLS
50 East Street
New Milford, Connecticut 06776

NEW MILFORD BOARD OF EDUCATION

Mrs. Angela C. Chastain, Chairperson

Mr. Joseph Failla, Vice Chairperson

Mrs. Wendy Faulenbach, Secretary

Mrs. Eileen P. Monaghan, Assistant Secretary

Mr. Pete Helmus

Mr. Brian McCauley

Mrs. Tammy McInerney

Mrs. Cynthia Nabozny

Mrs. Olga I. Rella

Board of Education Annual Report 2019 – 2020

The New Milford Public Schools served 3,925 students in PreK through grade 12 during the 2019-20 academic year with a staff of 361 teachers, 17.6 building administrators, and 259 support staff (non-certified staff). The operating budget for the New Milford Public Schools for 2019-20 totaled \$64,040,692.

July 2019

- At its regular meeting on July 16, 2019, the Board approved a request that the Town Council and Board of Finance approve \$96,511 from the capital reserve account to fund capital items cut from the 2019-20 Board of Education Adopted Budget.
- The Board approved four administrative appointments:
 - Mr. Kevin Best was named Assistant Principal for New Milford High School
 - Mrs. Catherine Calabrese was named Assistant Principal for Northville Elementary School and Schaghticoke Middle School
 - Mrs. Deborah Clark was named Special Education Supervisor PK-5
 - Mr. Brandon Rush was named Technology Director

August 2019

- At a regular meeting on August 20, the Board approved the following policies:
 - 1325 Advertising and Promotion
 - 1330 Use of School Facilities
 - 1331 Smoking
 - 1411 Relations with Police Authorities
 - 1412 Fire Department
 - 1430 State and Federal Aid
 - 1620 Relations with Private Schools, Colleges and Universities
- Mrs. Sasha Salem was named Assistant Principal for Schaghticoke Middle School.
- The Board authorized the Business Office to issue payments to individual teachers who worked on the days of concern in 2015-16 as awarded by the arbitrator.
- Teachers returned August 22 with staff meetings and open houses held on August 26. The All Staff Convocation took place on August 26 followed by professional development.
- Students returned August 27.

September 2019

- **Mr. Stephen Donahue** was recognized as New Milford's Teacher of the Year for 2020.



New Milford's Teacher of the Year Steve Donahue

- The Board amended the agenda to include a discussion of vaping and protocol.
 - The Board approved revisions to the following policies:
 - 1331 Smoking
 - 4112.5 Criminal History Inquiries
 - 4118.232 Smoking
 - 5114 Removal/Suspension/Expulsion
 - 5118 Nonresident Students
 - 5118.1 Homeless Students
 - 5141.21 Administration of Medication
 - 6111 School Calendar
- The following curricula were approved by the Board:
 - Creative Writing
 - Diverse Voices
 - US History CP
 - US History Honors
- Tuition rates were established and approved for the 2019-2020 school year.
- The New Milford High School graduation date for 2020 was approved by the Board for Saturday, June 20, 2020 at 2:00 p.m.
- The Board designated Celtic Energy as the owner representative for the New Milford Public Schools' Board of Education to negotiate with energy service companies (ESCOs), on its behalf, and to develop energy savings performance contracts (ESPCs) that can fund future capital improvement projects; and authorized the Board Chair to sign the service agreement with Celtic Energy on its behalf.
- The Board approved a request that the Town Council and Board of Finance approve \$352,500 from the capital reserve account to fund capital items that were removed from the 2019-20 Superintendent's Proposed Budget on 1/31/19 when the Board approved the 2019-20 Board of Education Adopted Budget.
- The Board approved an amended request that \$50,000 of the Year End Balance for 2018-19, subject to final audit, go to MUNIS account 43020000-49510-00006 for turf field replacement, with the remaining balance to capital reserve.
- The Board approved one additional morning EXCEL classroom for Hill and Plain School.

October 2019

- The Board held a workshop on October 15, 2019 to review and discuss district assessments and survey results.
- At its regular meeting, the Board recognized:
 - NMHS 2020 National Merit Program Commended Students: **April Li** and **Ryan Murphy**
 - NMHS 2020 National Merit Program Semifinalists: **Louis Chiarito** and **Jason Zhang**



April Li



Louis Chiarito



Jason Zhang

- NMPS Stars of the Month: **Fran Babbino, Terri Cooper, Melissa Nihan, Gabrielle Passarelli, Jennifer Saraiva, and Kelly Tait**



- The Board welcomed new student representative **Joshua Abel**, a New Milford High School junior.



- The Board accepted the following donation:
 - New Milford PTO in the amount of \$7,132.07
- The Board approved the Authorized Signatures Change Form for ED-099 Agreement for Child Nutrition Programs

- The Board approved the following policies:
 - 4118.112/4218.112 Sexual and Other Unlawful Harassment
 - 4155/4255 Military Leave
- The Board approved the following curricula:
 - Grade 3 Health
 - Grade 4 Health
 - Grade 5 Health
 - Health II
 - AP Spanish Language and Culture
 - AP French Language and Culture
- The Board moved that the Chair send a recommendation to the Town that a representative or representatives of the Board of Education be appointed to the Municipal Building Committee.
- The Board approved the following textbook – Grade 11: *United States History and Geography*
- The Annual Report of the Board for 2018-19 was distributed.
- The Board met in executive session and then returned to public session where they moved to approve the successor collective bargaining agreement between the New Milford Board of Education and the New Milford School Administrators Association as discussed in executive session and further moved that the Board delegate to the Chairperson of the Board the authority to execute said agreement on behalf of the Board

November 2019

- At its regular meeting, Superintendent Kerry Parker thanked outgoing Board members for their service and dedication: Bill Dahl, David Lawson, J.T. Schemm
- The Board recognized NMPS Stars of the Month: **Randi Gray, Susan Harris, Michelle Klee, Amy Marsan, Antoinette Montague** (not pictured) and **Diane Taylor**



- The Board gave approval for the implementation of the Western CT Coalition Mini Grant Survey.
- The Board approved sixteen curricula:
 - K-2 Library Media
 - 3-5 Library Media
 - 6-8 Library Media

- 9-12 Library Media
- Science Fiction CP
- Theater Workshop and Performance
- Experiencing Poetry
- Physics CP
- Physics Honors
- AP Microeconomics
- Introduction to Business
- Grade 6 Art
- Grade 7 Art
- Grade 8 Art
- Early Childhood
- Statistics CP
- The Board approved revisions to the Use of Facilities Fee Schedule.
- The Board approved the successor collective bargaining agreement between the New Milford Board of Education and Teamsters Local 677 Food and Nutrition Services Employees as discussed in executive session and further moved that the Board delegate to the Chairperson of the Board the authority to execute said agreement on behalf of the Board.
- The Board approved the successor collective bargaining agreement between the New Milford Board of Education and Teamsters Local 677 Custodians and Maintainers as discussed in executive session and further moved that the Board delegate to the Chairperson of the Board the authority to execute said agreement on behalf of the Board.
- The Board approved the successor collective bargaining agreement between the New Milford Board of Education and the NMBOE Nurses Local 1303-154 of Council 4 as discussed in executive session and further moved that the Board delegate to the Chairperson of the Board the authority to execute said agreement on behalf of the Board.

December 2019

- On December 3, 2019, the Board held a special meeting at which Lisa Hammersley, Deputy Executive Director of the CT School Finance Project, presented information on how Connecticut's school funding system impacts New Milford Public Schools and the community.



- The Board held its Annual meeting and elected the following officers:
 - Chairperson – **Mrs. Angela C. Chastain**
 - Vice Chairperson – **Mr. Joseph Failla**
 - Secretary – **Mrs. Wendy Faulenbach**
 - Assistant Secretary – **Mrs. Eileen P. Monaghan**

- At its regular meeting, the Board recognized: VFW Patriot's Pen Essay Contest winner SMS student **Brandon Zhang**.

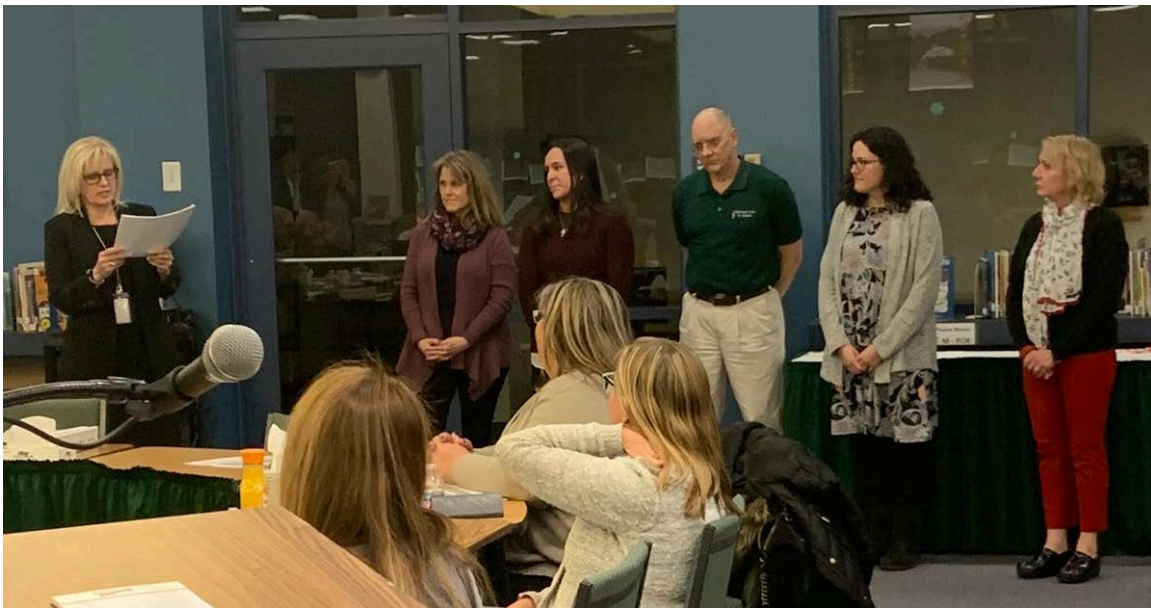


NMPS Stars of the Month: **Kristan Giroux, Sarah Herring, Chuck Lynch, Carolin Preusse, Tracy Robidoux and Kristen Stolle**

- The Board accepted the following donation:
 - New Milford PTO in the amount of \$6,725.00
- The Board approved the Perkins V grant in the amount of \$36,884.00
- The Board approved Policy 1700 Possession of Firearms on School Property Prohibited and Policy and Regulation 1800 Animals on School Property.

January 2020

- The Board held a meeting on January 7, 2020 for a mid-year review of Board goals and Superintendent performance goals where they had informal discussion and feedback regarding Superintendent performance and adjustment of goals as needed.
- On January 14, 2020, the Board held a special meeting where Attorney Michael McKeon of Pullman and Comley, LLC presented on Board members' roles and responsibilities and related legal issues.
- The Board of Education conducted three evenings of hearings and adopted a budget on the fourth night for the 2020-2021 school year in the amount of \$65,464,776.
- At the meeting on January 28, 2020, the Board met in executive session to discuss security strategy, as well as the deployment of security personnel, and/or devices affecting security, as well as emergency plans in the New Milford Public Schools.
- At the meeting on January 29, 2020, the Board recognized:



NMPS Stars of the Month: **Daniella Brooks, Darryl Gregory, Linda Hurley** (not pictured), **Eileen McDougal, Christine Santorella, and Susan Sullivan**

February 2020

- The Board held special meetings on February 4 and 11, 2020 to discuss strategy and negotiations regarding pending claims and litigation involving the NMEA.
- At its regular meeting on February 25, the Board recognized the following students and staff:



- National Geographic Geography Bee: SMS student **William Orlando**



- NMPS Stars of the Month: **Marni Gross, Kathleen Lewis, Joseph Raps (not pictured), Sasha Salem, Betsy Stewart, and Christina Strell**
- The Board of Education accepted the following Gift:
 - New Milford PTO in the amount of \$10,400.00
- The Board approved the following grant:
 - Public, Educational and Governmental Programming and Educational Technology Investment Account (PEGPETIA) Grant in the amount of \$149,611.22
- The Board approved the new course Computer Science SMS and the new program Coaching Boys into Men/Coaching Girls to Leaders.
- The Board approved the New Milford Barn Quilt Trail project for the red barn on New Milford High School property.

March 2020

- On March 19, 2020 the Board held a Zoom virtual meeting.
- The Board of Education accepted the following Gifts and Donations:
 - New Milford PTO in the amount of \$17,848.97

- The Board approved the SMS stipend position of *Skills21* advisor.
- The Board voted to continue its participation in the National School Lunch Program and adopted certifications for food items, school fundraisers, and beverages.
- The Board approved twelve curricula:
 - Accounting I
 - AP Psychology
 - Child Development
 - Children's Lit CP
 - Children's Lit Honors
 - Design Foundations I
 - Design Foundations II
 - German III CP
 - German III Honors
 - Intellectual History
 - Personal Finance II
 - SAT Reading & Writing
- Mandated work on the SNIS elevator and replacement of an SNIS roof top air conditioning unit for the cafeteria were approved by the Board, with funds requested from capital reserve.
- The Board approved the textbook *Understanding Comics: The Invisible Art* for grade 12 and as a reference for grades 9-12.

April 2020

- Superintendent Kerry Parker gave an update on Distance Learning.
- Mrs. Laura Olson gave an update on Special Education.
- The Board approved the Adult Education ED 244 grant in the amount of \$150,000.
- The Board moved to make a request that the Town Council and Board of Finance close out the Audit Adjustment to the 19-20 Budget from the 18-19 Fiscal Year End Balance
- The Board received updates on the 2019-20 and 2020-21 budgets.
- The Board approved an MOU with CEA New Milford and discussed bus contract vendor payments and payment of student care workers.

May 2020

- The Board held a Special Meeting on May 7, 2020 where they moved to authorize the Board Chair to sign the MOU between the New Milford Board of Education and CEA New Milford, as discussed in executive session; to adopt the settlement with All Star Transportation as recommended by the business manager, to authorize Attorney William Connon to draft the agreement, and to authorize the Board Chair to sign it on the Board's behalf; and to authorize the Board Chair to execute the required documents between the New Milford Board of Education and the Town of New Milford regarding the 2019-20 end of year budget surplus.
- At the Regular Meeting of May 19, 2020, Technology Director Brandon Rush gave an update, as did Facilities Director Kevin Munrett.
- The Board approved the IDEA Section 611 grant in the amount of \$893,595 and the IDEA Section 619 grant in the amount of \$33,519.
- The Board approved the revision to policy 5118.1 Homeless Students.

- The Board discussed copier services, the repurposing and renovation of the East Street greenhouse, the NMPS Distance Learning Grading Plan, plans for the NMHS Graduation of the Class of 2020 and received budget updates.

JUNE 2020

- At its Regular Meeting on June 16, 2020, the Board recognized NMPS Food and Nutrition Services Director Sandra Sullivan who was named CT Food Services Director of the Year by the state organization.
- The Board awarded the following bids:
 - Milk: to Wade's Dairy Inc. for a period of one year
 - Frozen Dessert: to New England Ice Cream Corporation for a period of one year
 - Boiler Cleaning: to Penn Marr Boiler Cleaning for a period of one year
 - Septic Cleaning: to New Milford Septic for a period of one year
 - School Based Student Care Workers: to EdAdvance for a period of three years
 - Substitute Recruitment and Retention Services: to Effective School Solutions for a period of three years
- The Board approved the Adult Education PEP grant in the amount of \$78,000.00.
- The Board approved the revision to policy 5117 School Attendance Areas.
- The Board approved seventeen curricula:
 - AP Art History
 - AP Literature and Composition
 - Civics
 - Developmental Guidance Grade K
 - Developmental Guidance Grade 1
 - Developmental Guidance Grade 2
 - German IV CP
 - German IV Honors
 - Global Studies CP
 - Global Studies Honors
 - Integrated Science CP
 - Integrated Science Honors
 - Introductory Algebra I
 - Introduction to Psychology
 - Introduction to Woodworking
 - Spanish IV CP
 - Spanish IV Honors
- The Board approved the appointment of the Assistant Superintendent, and in his/her absence, the Director of Human Resources, as the Designee for the Superintendent of Schools from July 1, 2020 through June 30, 2021.
- The Board approved authorization for the Superintendent to accept resignations and make appointments, excluding administrative appointments, from June 17, 2020 through September 15, 2020.
- The Board approved authorization for the Superintendent to purchase budgeted instructional materials and other supplies, equipment and services from June 17, 2020 through September 15, 2020.

- The Board requested that the \$200,000 fiscal year closeout from 2018-2019 and the 2019-2020 fiscal year closeout be placed in the account established by the Town Council on June 8, 2020 as a separate operational account to fund COVID-19 related expenses and to be withdrawn upon as needed by the Board of Education.
- The Board approved the AASA Resolution in Support of a Safe, Healthy, and District-Specific Reopening Process and to authorize the Board Chair and Superintendent to sign it on the Board's behalf.
- The Board approved the employment and salary of the Director of Technology, Substance Abuse Counselor, Assistant Superintendent, Director of Human Resources, Director of Fiscal Services and Operations, Director of Food Services, Systems Analyst, Account Data Specialist, Network Administrator, Accounting Manager, Facilities Director, Assistant Facilities Director, Administrative Assistant to the Superintendent, Adult Education Facilitator, Board Certified Behavior Analyst, District Courier and Lab Assistant.
- The Board amended the 2020-21 Board of Education Adopted Budget from \$65,464,776 to \$64,464,776.
- The Board received the following annual reports:
 - Annual Emergency Preparedness Report
 - Annual Wellness Report
 - Annual Report of the John J. McCarthy Observatory

Approved Field Trips October 2020

<u>School</u>	<u>Grade/Dept.</u>	<u>Trip Date</u>	<u>Day(s) of the Week</u>	<u># of Students</u>	<u># of Adults</u>	<u>Destination</u>	<u>Subs</u>	<u>Student Cost</u>
NMHS	12	05/27/21	Thursday	350	12	Six Flags New England (Senior Trip)	TBD	\$90.00
NMHS	9-12	05/30/21	Sunday	120	6	Sherman Memorial Day Parade (Band)	0	\$0.00

East Street Roof/Cupola photos
Facilities Sub-Committee Meeting 10/13/20



**New Milford Board of Education
Policy Sub-Committee Minutes
October 6, 2020
New Milford High School Library Media Center**

RECEIVED
TOWN CLERK
2020 OCT -8 A 10:09

NEW MILFORD, CT

Present: Mrs. Angela C. Chastain, Chairperson
Mrs. Wendy Faulenbach
Mrs. Tammy McInerney
Mrs. Cynthia Nabozny

Also Present: Dr. Paul Smotas, Interim Superintendent of Schools
Mr. Brandon Rush, Director of Technology

1.	Call to Order The meeting of the New Milford Board of Education Policy Sub-Committee was called to order at 6:45 p.m. by Mrs. Chastain.	Call to Order
2.	Public Comment • There was none.	Public Comment
3.	Discussion and Possible Action A. Policies Recommended for Revision and Approval at Initial Board Presentation in accordance with Board Bylaw 9311: 1. 1900/4900/5900/6900 Wearing Masks and Face Coverings During the COVID-19 Pandemic 2. 6159 Special Education • Mrs. McInerney noted that the face coverings policy is legally mandated, but the policy up for review tonight, Operations of Schools During the Pandemic, which also contains face coverings language is not. She asked if the plan was to drop this face coverings policy if and when the other one is approved. • Mrs. Chastain said that would be the case if the Operations of Schools policy is approved, but that one is not mandatory. The face coverings policy is mandated, so that is why it is on for action tonight.	Discussion and Possible Action A. Policies Recommended for Revision and Approval at Initial Board Presentation in accordance with Board Bylaw 9311: 1. 1900/4900/5900/6900 Wearing Masks and Face Coverings During the COVID-19 Pandemic 2. 6159 Special Education

<ul style="list-style-type: none"> • Mrs. Faulenbach said the use of four policy series numbers is unusual. She asked if that is how it will go to the Board. The response was yes, that all four series numbers will be used since they make it clear that the policy applies to various subject areas. • Mrs. Nabozny noted that the policy does not exclude gaiters or bandanas specifically, both of which the district discourages. • Dr. Smotas said that is correct; the type of face covering is open to interpretation since guidelines change weekly it seems. He said the district does discourage gaiters and bandanas but we also must be reasonable in our expectations. • Mrs. Chastain said she doesn't believe this has been an issue. Mask wearing in general seems to be going very well and there has been good compliance. • Dr. Smotas agreed and added that no waiver requests have been received. • Mrs. Faulenbach said she hopes the Board will look at the broader Operations of Schools policy in the future to see if anything else needs to be captured. Dr. Smotas noted it could also be looked at as a regulation to provide more flexibility. • Regarding policy 6159, Mrs. McInerney said she was very happy to see the revision. She said it is her understanding that the change is still in dispute at the state level and asked what will happen to the policy if the change is overturned. • Dr. Smotas said the Board could amend the policy at that time if they so choose. <p>Mrs. McInerney moved to bring policies 1900/4900/5900/6900 Wearing Masks and Face Coverings During the COVID-19 Pandemic and 6159 Special Education to the Board for approval, seconded by Mrs. Nabozny.</p>	<p>Motion made and passed unanimously to bring policies 1900/4900/5900/6900 Wearing Masks and Face Coverings During the COVID-19 Pandemic and 6159 Special Education to the Board for</p>
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	<ul style="list-style-type: none"> • Mrs. Faulenbach noted that the policies would be voted on separately at the full Board meeting. <p>The motion passed unanimously.</p> <p>B. Policy for Review:</p> <p>1. 1900/4900/5900/6900 Operations of Schools During the COVID-19 Pandemic</p> <ul style="list-style-type: none"> • Mrs. Chastain said this very inclusive policy is not mandated and the Board does not have to adopt it. She noted that there were some typos in this version that will be corrected before it goes to the full Board. • Mrs. Faulenbach noted that the travel appendix leaves out car and asked it if only considers large group travel. She suggested adding car. • Mrs. Nabozny suggested changing the wording to “interstate travel within the last 14 days”. • Mrs. Chastain questioned whether the policy should even move forward for discussion. Dr. Smotas said the district already encompasses the policy guidelines in district operations. He said the Board may be opening up a can of worms to try and track all this information. • Mrs. Faulenbach said she is not comfortable with moving it forward as a policy right now, but is open to bringing it to the full Board for discussion. • Mrs. McInerney asked if visitors to the buildings, such as for PPTs, are asked the appendix questions already. Mrs. Olson, via Zoom, said that all PPTs are done remotely now. Overall there is extremely limited traffic in the schools. Mrs. McInerney noted that the Board is planning to visit schools next week and suggested members should be asked these questions ahead of time. • Dr. Smotas said in general he does not believe the district currently has the staffing to start this 	<p>approval.</p> <p>B. Policy for Review:</p> <p>1. 1900/4900/5900/6900 Operations of Schools During the COVID-19 Pandemic</p>
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	<p>type of screening process. He said he reminds people of protocols every Friday in his weekly note to parents/guardians and staff.</p> <ul style="list-style-type: none">• Mrs. Chastain said the district relies on peoples' personal responsibility and common sense.• Mrs. McInerney suggested reminder signs should be posted when visitor restrictions are eased.• Mrs. Faulenbach said she thought that was a fair compromise. <p>Mrs. McInerney moved to bring policy 1900/4900/5900/6900 Operations of Schools During the COVID-19 Pandemic to the Board for review and discussion, seconded by Mrs. Faulenbach.</p> <p>The motion passed unanimously.</p>	<p>Motion made and passed unanimously to bring policy 1900/4900/5900/6900 Operations of Schools During the COVID-19 Pandemic to the Board for review and discussion.</p>
4.	<p>Public Comment</p> <ul style="list-style-type: none">• There was none.	<p>Public Comment</p>
5.	<p>Adjourn</p> <p>Mrs. Faulenbach moved to adjourn the meeting at 7:09 p.m. seconded by Mrs. Nabozny and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 7:09 p.m.</p>

Respectfully submitted:




Angela C. Chastain, Chairperson
Policy Sub-Committee

**New Milford Board of Education
Committee on Learning Meeting Minutes
October 6, 2020
New Milford High School Library Media Center**

Present: Mr. Joseph Failla, Chairperson
Mr. Brian McCauley
Mrs. Tammy McNerney
Mrs. Cynthia Nabozny

Also Present: Ms. Alisha DiCorpo, Assistant Superintendent of Schools
Mr. Brandon Rush, Director of Technology

1.	Call to Order The meeting of the New Milford Board of Education Committee on Learning was called to order at 7:30 p.m. by Mr. Failla.	Call to Order
2.	Public Comment • There was none.	Public Comment
3.	Presentation A. Vaping Survey <ul style="list-style-type: none"> Ms. DiCorpo introduced Jason O'Connor, outgoing president of NMCAN and current Director of the Youth Agency, to present the survey results. Mr. O'Connor said the Western CT Coalition (Regional Behavioral Health Action Organization (RBHAO)) sponsored the mini grant to gather data and information about the nature and extent of vaping and e-cigarette use by adults and youth within regional communities. The anonymous survey was administered to 8th, 10th and 12th grade NMPS students in February 2020. A total of 738 usable surveys were collected. Responses were consistent with state and national averages. Mr. O'Connor reported on current NMPS curriculum regarding vaping education. This includes information in Health classes, awareness events, counseling and discipline 	Presentation A. Vaping Survey  RECEIVED TOWN CLERK 2020 OCT -8 A 10:09

NEW MILFORD, CT

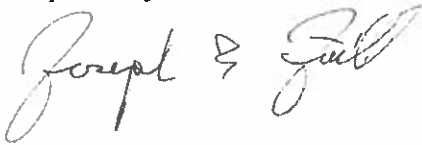
when appropriate. Board policies 5131.6 and 1331 also provide guidance. Mr. O'Connor also reported on regional school policies and incidences and gave examples.

- The regional summary and core findings report that vaping continues to be attractive to youth and products are easy to obtain. Recommendations are that further assessment of vape use would be helpful to determine how age, gender, socio-ethnicity, ethnicity/race, mental health, and other factors play a role in who is most vulnerable to vaping. This will be the focus of a 2020-2021 LPC Grant. Retailer scans/compliance checks also seem to be one good way to reduce youth access to vaping supplies.
- Mrs. McInerney said she was pleased to see restorative practices included as a tool. She asked if student education is still ongoing in the hybrid model. Ms. DiCorpo said the Health curriculum still covers it. She said the substance abuse counselor has been helpful as well.
- Mrs. McInerney said she was interested in Wolcott's strategy of offering five day counseling versus two day suspension and would love to know if it is getting results.
- Mrs. McInerney said she appreciated previous parent presentations and asked how parents would be included now. Ms. DiCorpo said the next step after sharing this information with the Board is for the coalition to disperse the information into the community.
- Mr. Failla wondered if the country had missed something. There are strong opinions now against cigarette use, but it seems to be missing with vaping, as well as a lack of enforcement.
- Mr. O'Connor said the tobacco companies are making a big investment in vaping as traditional smokers decrease.
- Mr. Failla said the end result will probably be litigation, but that is a long way off.

4.	Discussion	Discussion
A.	Attitudes and Behaviors Survey	A. Attitudes and Behaviors Survey
	<ul style="list-style-type: none"> • Ms. DiCorpo said this survey is given every two years and is next due in January 2021. She said there is a cost involved and there may be issues in giving it in the COVID environment, but she said the district has trending data now from two previous surveys that they would like to continue if possible. • Mrs. McInerney asked what the focus of the survey data is. Ms. DiCorpo said previous surveys have looked at drug use, connection to the community etc. The next one will also include vaping. • Mr. O'Connor said the hope is to see responses move in a positive direction ultimately based on efforts undertaken as a result of data. • Ms. DiCorpo said the intent is just to put it on the Board's radar for now as they work out how to move forward. 	
B.	Grading and Reporting	B. Grading and Reporting
	<ul style="list-style-type: none"> • Ms. DiCorpo said the current K-5 report card is very lengthy and not easily understood by parents. She said she is beginning the long journey of review and consideration of adjustments and that it will be a lengthy process. A redesign and mockup will go first to teachers for review and feedback. Companion guides for both teachers and parents will be developed. The goal is to have a new report card for K-5 by 2021-22. For grades 6-8, it will be a longer process with perhaps a bigger shift at that level incorporating both standards and grades. • Mr. Failla asked if there was any word from the state regarding assessments. Ms. DiCorpo said right now administration of NGSS, Smarter Balance and PE assessments are on. • Mrs. McInerney agreed that the current K-5 	

	<p>report cards are difficult for parents. She said she would specifically like to see a transition on the grade 5 report card to begin including grades, since that is what parents will see at the middle school.</p> <ul style="list-style-type: none">• Mrs. Nabozny requested a copy of a mocked up current report card. Ms. DiCorpo said she would provide one to the committee.• Mr. McCauley said he likes the parent guide idea. He also requested that parents be given warning that a shift is coming. Don't wait until the new report cards are ready to tell parents. Ms. DiCorpo agreed preparation and inclusion are important.	
5.	<p>Public Comment</p> <ul style="list-style-type: none">• There was none.	<p>Public Comment</p>
6.	<p>Adjourn</p> <p>Mr. McCauley moved to adjourn the meeting at 8:55 p.m., seconded by Mrs. Nabozny and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 8:55 p.m.</p>

Respectfully submitted:



Joseph Failla, Chairperson
Committee on Learning

**New Milford Board of Education
Facilities Sub-Committee Minutes
October 13, 2020
New Milford High School Library Media Center**

Present: Mr. Brian McCauley, Chairperson
Mr. Pete Helmus (arrived @ 6:51 p.m.)
Mrs. Eileen P. Monaghan
Mrs. Olga I. Rella

Also Present: Dr. Paul Smotas, Interim Superintendent
Mr. Kevin Munrett, Facilities Director
Mr. Nestor Aparicio, Assistant Facilities Director
Ms. Alisha DiCorpo, Assistant Superintendent
Mr. Anthony Giovannone, Director of Operations and Fiscal Services
Mrs. Laura Olson, Director of Pupil Personnel and Special Services
Mr. Brandon Rush, Technology Director

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2020 OCT 15 A 8:39

NEW MILFORD, CT

1.	Call to Order The meeting of the New Milford Board of Education Facilities Sub-Committee was called to order at 6:46 p.m. by Mr. McCauley.	Call to Order
2.	Public Comment • There was none.	Public Comment
3.	Items for Information and Discussion A. East Street Roof/Cupola • Mr. McCauley asked if the current state of the roof was creating a danger to people using the building. Mr. Munrett said it was not, but that the condition of the roof has been a topic for a number of years now. He said it continues to deteriorate and needs regular repair. They are continuing to "bandaid" the problem, but a full replacement is needed at this point. • Mrs. Monaghan asked if the roof is all slate. Mr. Munrett said only on the front; the rest is asphalt. He said that while slate has an aesthetic appeal it is very expensive. He said there is no asbestos that they know of. • Mr. McCauley noted that there are slate-like products that are cheaper. • Mrs. Monaghan asked if the current repairs	Items for Information and Discussion A. East Street Roof/Cupola

	<p>relate to previous office leaks. Mr. Munrett said no, those leaks were steam leaks.</p> <ul style="list-style-type: none"> • Mrs. Monaghan asked if there was any structural water damage. Mr. Munrett said yes, and that is part of the “bandaid” being applied. • Mr. McCauley said that for the last 4-10 years the Board hasn’t known what to do with the East Street building. He said they had been considering a move before the pandemic hit and wondered if it was time to readdress that. • Mrs. Monaghan asked if that had to go through the Town. Mr. Munrett said it would start with the Board and then move to the Municipal Building Committee for discussion if the Board wished. • Mrs. Rella said she thinks the Board needs to take that step before sinking more money into East Street. • Mr. McCauley said he would request that the Chair add the topic to the full Board as an Item of Information and Discussion. 	
	<p>B. NV5 Update</p> <ul style="list-style-type: none"> • Mr. Munrett said the NV5 energy audit continues, and they are close to completion of the 60% drawings, which brings them closer to the end date of January 2021 and the project selection phase. • Mr. McCauley asked if East Street was included in their review. Mr. Munrett said they visited every Board and Town building, including East Street. • Mrs. Monaghan asked who pays for projects selected. Mr. Munrett said they will be cost neutral, and paid for over the life of the project through a Town bond. 	<p>B. NV5 Update</p>
	<p>C. Municipal Building Committee (MBC) Projects</p> <ul style="list-style-type: none"> • Mr. Munrett said the MBC is in a holding pattern for the high school roof until December, when they can seek a higher reimbursement due to the age of the roof. In the meantime, Mr. Munrett is updating the school security plans, which are needed for the state reimbursement. • Mrs. Rella said Board members toured schools 	<p>C. Municipal Building Committee (MBC) Projects</p>

	<p>today and she noticed the high school was taking on water in a few places. Mr. Munrett said that is not related to the microburst, but is wear and tear due to age. He said the new roof will fix that and that the work can be done safely while school is in session.</p> <p>D. School Year Update</p> <ul style="list-style-type: none"> • Mr. Munrett said the custodial and maintenance crews have been extremely busy. The new sanitation positions have been very helpful with the additional cleaning requirements. There is a memo for Operations regarding mask donations. The outpouring of support has been wonderfully generous. They are monitoring the spending from the COVID account, since the level of needed PPEs and cleaning supplies is running a little higher than anticipated. • Mrs. Rella asked if the air purifiers and ceiling fans had all been received. Mr. Munrett said they have been and they are all in place. • Mrs. Rella said she was impressed with the Nurse's offices set up when the Board toured this morning. • Mr. McCauley asked how many extra cleaners were hired. Mr. Munrett said ten but one withdrew so they need to rehire one position. He said there are two in each school. 	
4.	<p>Public Comment</p> <ul style="list-style-type: none"> • There was none. 	Public Comment
5.	<p>Adjourn</p> <p>Mrs. Monaghan moved to adjourn the meeting at 7:03 p.m., seconded by Mrs. Rella and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 7:03 p.m.</p>

Respectfully submitted:



Brian McCauley, Chairperson
Facilities Sub-Committee

**New Milford Board of Education
Operations Sub-Committee Minutes
October 13, 2020
New Milford High School Library Media Center**

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2020 OCT 15 A 8:39

NEW MILFORD, CT

Present: Mrs. Wendy Faulenbach, Chairperson
Mr. Pete Helmus
Mrs. Eileen P. Monaghan
Mrs. Olga I. Rella

Also Present: Dr. Paul Smotas, Interim Superintendent
Ms. Alisha DiCorpo, Assistant Superintendent
Mr. Anthony Giovannone, Director of Fiscal Services and Operations
Mrs. Laura Olson, Director of Pupil Personnel and Special Services
Mr. Kevin Munrett, Facilities Director
Mr. Nestor Aparicio, Assistant Facilities Director
Mr. Brandon Rush, Director of Technology
Mr. Greg Shugrue, New Milford High School Principal

1.	Call to Order The meeting of the New Milford Board of Education Operations Sub-Committee was called to order at 7:30 p.m. by Mrs. Faulenbach.	Call to Order
2.	Public Comment • There was none.	Public Comment
3.	<p>Discussion and Possible Action</p> <p>A. Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence</p> <ul style="list-style-type: none"> Dr. Smotas said there would be a revised Exhibit A for the Board meeting next week. <p>Mrs. Monaghan moved to bring Exhibit A: Personnel - Certified, Non-Certified Appointments, Resignations and Leaves of Absence to the full Board for approval.</p> <p>Motion seconded by Mrs. Rella.</p> <p>Motion passed unanimously.</p> <p>B. Monthly Reports</p> <ol style="list-style-type: none"> Budget Position dated September 30, 2020 Purchase Resolution D-739 Request for Budget Transfers 	<p>Discussion and Possible Action</p> <p>A. Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence</p> <p>Motion made and passed unanimously to bring Exhibit A: Personnel - Certified, Non-Certified Appointments, Resignations and Leaves of Absence to the full Board for approval.</p> <p>B. Monthly Reports</p> <ol style="list-style-type: none"> Budget Position dated September 30, 2020 Purchase Resolution D-739

	<ul style="list-style-type: none"> • Regarding the purchase resolution, Mrs. Faulenbach asked for confirmation that the roof repairs were for the whole year. Mr. Giovannone said yes, it is an estimate for the high school roof. • Mr. Giovannone noted encumbrances for Securitas and New Milford Police that reflect the change in monitors and the MOU with the New Milford Police Department. • Mrs. Faulenbach asked what year the Securitas contract is in. Mr. Giovannone said it is the last year of the contract. The monitors are used at SMS, NMHS and for Adult Education. • Mrs. Faulenbach noted the second payment for the elevator. She asked how many payments altogether. Mr. Giovannone said he will look and follow up for the full Board meeting. • Mrs. Faulenbach noted that the budget position shows the capital reserve and turf field account unchanged. Mr. Giovannone said the capital reserve changed just slightly to reflect interest earned. <p>Mrs. Rella moved to bring the monthly reports: Budget Position September 30, 2020, Purchase Resolution D-739 and Request for Budget Transfers to the full Board for approval.</p> <p>Motion seconded by Mrs. Monaghan.</p> <p>Motion passed unanimously.</p> <p>C. Gifts and Donations</p> <p>1. Mask Donations for Students and Staff - Exhibit B</p> <ul style="list-style-type: none"> • Mrs. Faulenbach said this was referenced at Facilities. She said the Board is so appreciative of the support. Mr. Munrett said there will be a revision for the full Board; there are two more donations to come. <p>Mrs. Rella moved to bring Gifts and Donations: Masks to the full Board for approval.</p>	<p>3. Request for Budget Transfers</p> <p>Motion made and passed unanimously to bring the monthly reports: Budget Position dated September 30, 2020, Purchase Resolution D-739, and Request for Budget Transfers to the full Board for approval.</p> <p>C. Gifts and Donations</p> <p>1. Mask Donations for Students and Staff - Exhibit B</p> <p>Motion made and passed unanimously to bring Gifts and Donations: Masks to the full Board</p>
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	<p>Motion seconded by Mrs. Monaghan.</p> <p>Motion passed unanimously.</p> <p>D. Approval of Authorized Signatures Form for ED-099 Agreement for Child Nutrition Programs</p> <ul style="list-style-type: none"> • Mrs. Faulenbach said this item is self explanatory. <p>Mrs. Rella moved to bring the Authorized Signatures Form for ED-099 Agreement for Child Nutrition Programs to the full Board for approval.</p> <p>Motion seconded by Mr. Helmus.</p> <p>Motion passed unanimously.</p> <p>E. Tuition Rates for 2020-2021</p> <ul style="list-style-type: none"> • Mr. Giovannone said these rates utilize the same formula as in previous years. There is just a small increase. The revenue for tuition goes to the Town. • Mrs. Monaghan said she thinks that is wrong since the money should be used directly to educate students. <p>Mrs. Rella moved to bring the Tuition Rates for 2020-2021 to the full Board for approval.</p> <p>Motion seconded by Mrs. Monaghan.</p> <p>Motion passed unanimously.</p> <p>F. New Milford High School Graduation Date 2021</p> <ul style="list-style-type: none"> • Mrs. Rella noted that the memo references use of the O'Neill Center. She asked if that would be possible given the pandemic. • Mrs. Faulenbach said the practice has been to confirm the date at this time so the community can plan and the venue be booked. • Mrs. Monaghan asked if a deposit is required. 	<p>for approval.</p> <p>D. Approval of Authorized Signatures Form for ED-099 Agreement for Child Nutrition Programs</p> <p>Motion made and passed unanimously to bring the Authorized Signatures Form for ED-099 Agreement for Child Nutrition Programs to the full Board for approval.</p> <p>E. Tuition Rates for 2020-2021</p> <p>Motion made and passed unanimously to bring the Tuition Rates for 2020-2021 to the full Board for approval.</p> <p>F. New Milford High School Graduation Date 2021</p>
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	<ul style="list-style-type: none"> • Mr. Helmus asked if the Board sees the contract. • Mrs. Faulenbach said the Board just approves the date. • Mr. Helmus said he is comfortable with the date but would like to see the contract particulars regarding an escape clause/cancellation etc. <p>Mrs. Rella moved to bring the New Milford High School Graduation Date 2021 of June 19, 2021 at 2:00 p.m. to the full Board for approval.</p> <p>Motion seconded by Mr. Helmus.</p> <p>Motion passed unanimously.</p> <p>G. COVID Funding</p> <ul style="list-style-type: none"> • Mr. Giovannnone said the first page of the memo breaks down overall funding by major object code with the left side representing local funding from the 2019-20 year end balance, and the CARES and CRF grants to the right. Local funding is 90% committed. When the grants are received, that percentage will go to 73%. CARES funding is expected after October 20. The CRF application was accepted on October 7. That will use a reimbursement model. • Mrs. Faulenbach noted that these funding approvals were done in segments, \$1 million in July, and another \$950,000 on August 18, due to the fluid nature of the situation. • Mrs. Faulenbach referenced the previously discussed lack of transportation funds for New Milford and asked if there was any progress there. Mr. Giovannone said he was not sure. He said there is allegedly another survey going out to discuss reimbursement but there is no word that amounts will be increased, rather the focus may be to allow shifting of already granted funding. • Mrs. Faulenbach said New Milford is 	<p>Motion made and passed unanimously to bring the New Milford High School Graduation Date 2021 of June 19, 2021 at 2:00 p.m. to the full Board for approval.</p> <p>G. COVID Funding</p>
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	<p>extremely fortunate to have local funding planned out between the BOE and Town.</p> <ul style="list-style-type: none"> • Mr. Giovannone said page 2 gives an overview of staffing positions and page 3 ties in the financial piece of that. • Mrs. Faulenbach noted the asterisk next to one position and asked if that is for approval. Mr. Giovannone said yes, it is for a new COVID liaison position. <p>Mrs. Monaghan moved to bring COVID staffing to the full Board for approval.</p> <p>Motion seconded by Mrs. Rella.</p> <p>Motion passed unanimously.</p>	
H. 2019-20 Year End Balance	<ul style="list-style-type: none"> • Mr. Giovannone said this memo provides background regarding the year end balance in light of COVID funding adjustments. He said the balance is more than anticipated but said that was partly due to the fact that they were trying to be conservative since it would be used to borrow for COVID expenses. He said it was a balancing act. • Mrs. Faulenbach said typically the Board would motion to send the year end balance to capital reserve and/or the turf field account. Even with grants coming, this year is a unique situation. She suggested the topic be put on the full Board agenda for discussion and previous minutes on the topic be reviewed. • Mr. Giovannone said any motion would be discussing the difference between the \$2.9 million balance and the \$2.2 already committed to COVID. He noted that this is an unaudited balance. • Mrs. Faulenbach said the Board could request a further transfer for COVID or a request to place in capital reserve. If action of some kind is not taken, the difference could just fall to the bottom line. 	<p>Motion made and passed unanimously to bring COVID staffing to the full Board for approval.</p> <p>H. 2019-20 Year End Balance</p>

	<ul style="list-style-type: none"> • Mr. Helmus said action would depend on whether or not the Board is looking for flexibility. He said the Town has promised additional funds if current COVID funds are exceeded. In light of that, he wondered if it made more sense to put the difference directly into capital reserve. • Mr. Giovannone said he would check with auditors when they are in the week of October 26 to see what ramifications the different scenarios might bring. <p>Mrs. Rella moved to bring the 2019-20 Year End Balance to the full Board for discussion and possible action.</p> <p>Motion seconded by Mrs. Monaghan.</p> <p>Motion passed unanimously.</p> <p>I. Proposed Administrator Evaluation Contracted Service</p> <ul style="list-style-type: none"> • Ms. DiCorpo said the superintendent usually does the building administrator evaluations. With the Interim leaving in December, they are looking for an alternative. This firm has been used by the district before with teacher evaluations during principal transition and they have worked with the district over the last few years on professional development related to the evaluation process and feedback. The request is two fold; actual evaluations of the five administrators plus additional workshops that would include other administrators. • Mr. Giovannone said the cost was not budgeted for and there is no grant funding for this. He said there are no current recommendations for funding sources and noted that “easy” substitutions such as standalone programs like Portrait of a Graduate had already been removed due to previous budget cuts. • Mrs. Faulenbach suggested the topic go to the full Board for discussion and possible action. 	<p>Motion made and passed unanimously to bring the 2019-20 Year End Balance to the full Board for discussion and possible action.</p> <p>I. Proposed Administrator Evaluation Contracted Service</p>
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	<p>She said personally she thinks this is needed and she would like to tease out details and funding. She asked if the Board receives a formal report when complete.</p> <ul style="list-style-type: none"> • Ms. DiCorpo said, by law, the data is entered into EdReflect so there is a record of completion. • Mrs. Monaghan noted the cost for all services is approximately \$70,000. She said it seems like a great way to relieve the superintendent of evaluation responsibilities while using a professional firm with which the district is familiar. • Mrs. Faulenbach asked if there will be a contract if approved and Ms. DiCorpo said yes. • Mr. Helmus asked Dr. Smotas if he thought this was a reasonable approach, and worth the money. • Dr. Smotas said that it remains to be seen regarding the money, but this is a respected firm with a solid reputation with which the district has worked previously. More importantly, there have not been many formal evaluations of administrators in the district over the last few years due to the changes in leadership. He said it is important to both sides to get back on track. He said there is a lot of value to this process if it is done right. <p>Mr. Helmus moved to bring the Proposed Administrator Evaluation Contracted Service to the full Board for discussion and possible action.</p> <p>Motion seconded by Mrs. Monaghan.</p> <p>Motion passed unanimously.</p>	
4.	<p>Items of Information</p> <ul style="list-style-type: none"> • Mrs. Faulenbach said these items are for information only. The grants do not need approval because they are entitlement grants. <p>A. Tuition Students</p>	<p>Items of Information</p> <p>A. Tuition Students</p>

B.	Title I, II, III and Bilingual Entitlement Grants <ul style="list-style-type: none">Ms. DiCorpo said the Title I grant is down slightly. Title II has a slight increase. Title III ELL has a slight increase and bilingual has a significant increase, but it now supports four schools. She said the district's poverty rate is 34.73%.	B. Title I, II, III and Bilingual Entitlement Grants
5.	Public Comment <ul style="list-style-type: none">There was none.	Public Comment
6.	Adjourn <p>Mrs. Monaghan moved to adjourn the meeting at 8:33 p.m. seconded by Mrs. Rella and passed unanimously.</p>	Adjourn <p>Motion made and passed unanimously to adjourn the meeting at 8:33 p.m.</p>

Respectfully submitted:



Wendy Faulenbach, Chairperson
Operations Sub-Committee