

**NEW MILFORD BOARD OF EDUCATION
NEW MILFORD, CONNECTICUT**

**SPECIAL MEETING
AGENDA**

DATE: March 30, 2010
TIME: 7:30 P.M.
PLACE: Saran Noble Intermediate School

GEORGE C. BUCKBEE
TOWN CLERK
AM

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NEW MILFORD, CT

1. **CALL TO ORDER**
 - A. Pledge of Allegiance
2. **PUBLIC COMMENT**

The Board welcomes Public Participation and asks that speakers please limit their comments to three minutes. Speakers may offer objective comments of items on this agenda. The Board will not permit any expression of personal complaints or defamatory comments about Board of Education personnel and students, nor against any person connected with the New Milford Public School System.
3. **DISCUSSION AND POSSIBLE ACTION**
 - A. Non-Renewal of Non-Tenured Teacher Contracts
4. **DISCUSSION**
 - A. Preliminary Discussion of Cuts to the 2010-2011 Board of Education Budget
5. **ADJOURN**

NEW MILFORD PUBLIC SCHOOLS

EXHIBIT A

Non-Renewal of Non-Tenured Teacher Contracts
Special Meeting of the Board of Education
Sarah Noble Intermediate School
New Milford, Connecticut
March 30, 2010

ACTION ITEMS

A. Personnel

1. CERTIFIED STAFF

a. Non-Renewal of Non-Tenured Teacher Contracts

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| <p>1. Mrs. Susan Baerny, Library Media Specialist, Sarah Noble Intermediate School <u>Move</u> that the Board of Education non-renew Mrs. Susan Baerny as a Library Media Specialist at Sarah Noble Intermediate School effective June 30, 2010.</p> | <p>Reduction in position due to budgetary reasons</p> |
| <p>2. Mrs. Nancy Barlow, Elementary Teacher, John Pettibone School <u>Move</u> that the Board of Education non-renew Mrs. Nancy Barlow as an Elementary Teacher at John Pettibone School effective June 30, 2010.</p> | <p>Reduction in position due to budgetary reasons</p> |
| <p>3. Mrs. Susan Brofford, Elementary Teacher, Northville Elementary School <u>Move</u> that the Board of Education non-renew Mrs. Susan Brofford as an Elementary Teacher at Northville Elementary School effective June 30, 2010.</p> | <p>Reduction in position due to budgetary reasons</p> |
| <p>4. Ms. Andrea Cappiello, English Teacher, Schaghticoke Middle School <u>Move</u> that the Board of Education non-renew Ms. Andrea Cappiello as an English Teacher at Schaghticoke Middle School effective June 30, 2010.</p> | <p>Reduction in position due to budgetary reasons</p> |
| <p>5. Ms. Jennifer Corti, Elementary Teacher, John Pettibone School <u>Move</u> that the Board of Education non-renew Ms. Jennifer Corti as an Elementary Teacher at John Pettibone School effective June 30, 2010.</p> | <p>Reduction in position due to budgetary reasons</p> |
| <p>6. Mrs. Elizabeth Curtis, Assistant Principal, Sarah Noble Intermediate School <u>Move</u> that the Board of Education non-renew Mrs. Elizabeth Curtis as Assistant Principal at Sarah Noble Intermediate School effective June 30, 2010.</p> | <p>Reduction in position due to budgetary reasons</p> |

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| <p>7. Mr. Kevin Deitz, Math Teacher, Schaghticoke Middle School <u>Move</u> that the Board of Education no-renew Mr. Kevin Deitz as a Math Teacher at Schaghticoke Middle School effective June 30, 2010.</p> | <p>Reduction in position due to budgetary reasons</p> |
| <p>8. Mr. Walter Durand, English Teacher, New Milford High School <u>Move</u> that the Board of Education non-renew Mr. Walter Durand as an English Teacher at New Milford High School effective June 30, 2010.</p> | <p>Non-renewed due to budgetary reasons</p> |
| <p>9. Mrs. Erin Fagen, Special Education Teacher, Hill and Plain School <u>Move</u> that the Board of Education non-renew Mrs. Erin Fagen as a Special Education Teacher at Hill and Plain School effective June 30, 2010.</p> | <p>Non-renewed due to budgetary reasons</p> |
| <p>10. Ms. Carrie Hills, Elementary Teacher, John Pettibone School <u>Move</u> that the Board of Education non-renew Ms. Carrie Hills as an Elementary Teacher at John Pettibone School effective June 30, 2010.</p> | <p>Non-renewed due to budgetary reasons</p> |
| <p>11. Ms. Dianne Johnson, Elementary Teacher, Sarah Noble Intermediate School <u>Move</u> that the Board of Education non-renew Ms. Dianne Johnson as an Elementary Teacher at Sarah Noble Intermediate School effective June 30, 2010.</p> | <p>Non-renewed due to budgetary reasons</p> |
| <p>12. Ms. Lori-Ann Kelleher, Elementary Teacher, Hill and Plain School <u>Move</u> that the Board of Education non-renew Ms. Lori-Ann Kelleher as an Elementary Teacher at Hill and Plain School effective June 30, 2010.</p> | <p>Non-renewed due to budgetary reasons</p> |
| <p>13. Mrs. Carol Kelley, Part-time Art Teacher, New Milford High School <u>Move</u> that the Board of Education non-renew Mrs. Carol Kelley as a Part-time Art Teacher at New Milford High School effective June 30, 2010.</p> | <p>Non-renewed due to budgetary reasons</p> |
| <p>14. Ms. Allison Lynch, Part-time Music Teacher, Sarah Noble Intermediate School <u>Move</u> that the Board of Education non-renew Ms. Allison Lynch as a Part-time Music Teacher at Sarah Noble Intermediate School effective June 30, 2010.</p> | <p>Non-renewed due to budgetary reasons</p> |

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| <p>15. Ms. Victoria McClelland, Science Teacher, New Milford High School <u>Move</u> that the Board of Education non-renew Ms. Victoria McClelland as a Science Teacher at New Milford High School effective June 30, 2010.</p> | Non-renewed due to budgetary reasons |
| <p>16. Ms. Jessica McFetridge, Spanish Teacher, New Milford High School <u>Move</u> that the Board of Education non-renew Ms. Jessica McFetridge as a Spanish Teacher at New Milford High School effective June 30, 2010.</p> | Non-renewed due to budgetary reasons |
| <p>17. Mrs. Tracy-Ann Menzies, Special Education Teacher, New Milford High School <u>Move</u> that the Board of Education non-renew Mrs. Tracy-Ann Menzies as a Special Education Teacher at New Milford High School effective June 30, 2010.</p> | Non-renewed due to budgetary reasons |
| <p>18. Mr. Todd Miltimore, Library Media Specialist, Northville Elementary School <u>Move</u> that the Board of Education non-renew Mr. Todd Miltimore as a Library Media Specialist at Northville Elementary School effective June 30, 2010.</p> | Non-renewed due to budgetary reasons |
| <p>19. Mr. Mark Obolewicz, Music Teacher, Sarah Noble Intermediate School <u>Move</u> that the Board of Education non-renew Mr. Mark Obolewicz as a Music Teacher at Sarah Noble Intermediate School effective June 30, 2010.</p> | Non-renewed due to budgetary reasons |
| <p>20. Ms. Christine Pizone, Guidance Counselor, Schaghticoke Middle School <u>Move</u> that the Board of Education non-renew Ms. Christine Pizone as a Guidance Counselor at Schaghticoke Middle School effective June 30, 2010.</p> | Non-renewed due to budgetary reasons |
| <p>21. Mr. James Reed, English Teacher, New Milford High School <u>Move</u> that the Board of Education non-renew Mr. James Reed as an English Teacher at New Milford High School effective June 30, 2010.</p> | Non-renewed due to budgetary reasons |
| <p>22. Ms. Allison Reinke, Physical Education Teacher, New Milford High School <u>Move</u> that the Board of Education non-renew Ms. Allison Reinke as a Physical Education Teacher at New Milford High School effective June 30, 2010.</p> | Non-renewed due to budgetary reasons |

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| <p>23. Ms. Linda Scoralick, Math Teacher, New Milford High School <u>Move</u> that the Board of Education non-renew Ms. Linda Scoralick as a Math Teacher at New Milford High School effective June 30, 2010.</p> | Non-renewed due to budgetary reasons |
| <p>24. Mr. Jose Serrano, Physical Education Teacher, John Pettibone School <u>Move</u> that the Board of Education non-renew Mr. Jose Serrano as a Physical Education Teacher at John Pettibone School effective June 30, 2010.</p> | Non-renewed due to budgetary reasons |
| <p>25. Ms. Jessica Stewart, Social Studies Teacher, New Milford High School <u>Move</u> that the Board of Education non-renew Ms. Jessica Stewart as a Social Studies Teacher at New Milford High School effective June 30, 2010.</p> | Non-renewed due to budgetary reasons |
| <p>26. Ms. Kari Stewart, Guidance Counselor, Schaghticoke Middle School <u>Move</u> that the Board of Education non-renew Ms. Kari Stewart as a Guidance Counselor at Schaghticoke Middle School effective June 30, 2010.</p> | Non-renewed due to budgetary reasons |
| <p>27. Mr. Travis Swim, Social Studies Teacher, New Milford High School <u>Move</u> that the Board of Education non-renew Mr. Travis Swim as a Social Studies Teacher at New Milford High School effective June 30, 2010.</p> | Non-renewed due to budgetary reasons |
| <p>28. Mr. John Tracey, Science Teacher, New Milford High School <u>Move</u> that the Board of Education non-renew Mr. John Tracey as a Science Teacher at New Milford High School effective June 30, 2010.</p> | Non-renewed due to budgetary reasons |
| <p>29. Ms. Dana Wheeler, Elementary Teacher, John Pettibone School <u>Move</u> that the Board of Education non-renew Ms. Dana Wheeler as an Elementary Teacher at John Pettibone School effective June 30, 2010.</p> | Non-renewed due to budgetary reasons |

**New Milford Board of Education
Special Meeting
March 30, 2010
Sarah Noble Intermediate School Library Media Center**

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| Present: | Mrs. Wendy Faulenbach, Chairman |
| | Mr. David Lawson |
| | Mr. Daniel Nichols |
| | Mr. Thomas McSherry |
| | Mrs. Lynette Celli Rigdon |
| | Mrs. Alexandra Thomas |
| | Mrs. Nancy Tarascio-Latour |
| | Mr. William Wellman |
| | Mayor Patricia Murphy, Ex-Officio |
| Absent: | Mr. Rodney Weinberg |
| | |
| Also present: | Dr. JeanAnn Paddyfote, Superintendent of Schools |
| | Dr. Maureen McLaughlin, Assistant Superintendent |
| | Mr. Greg Miller, Accounting Manager |
| | Ms. Ellamae Baldelli, Director of Human Resources |
| | Mr. David Elmore, Director of Information Technology |
| | Mr. John Calhoun, Facilities Manager |

GEORGE C. BUCKBEE
 TOWN CLERK
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NEW MILFORD, CT

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| 1. | <p>Call to Order Mrs. Faulenbach called the meeting to order at 7:30 p.m. and the Pledge of Allegiance was recited by all in attendance.</p> | Call to Order |
| 2. | <p>Public Comment</p> <p>Beth Falder suggested other areas for cuts in the budget such as fuel, capital expenditures, and negotiating with unions. Cuts should have the least impact on students; do not eliminate teaching positions.</p> <p>James Reed, high school teacher, stated special education students require extra help and time after school or outside of the classroom; with cuts in staff, teachers will have less time available to meet their needs.</p> <p>Chalice Racey, high school teacher for 25 years, reminded the Board its first obligation is the academic welfare of students and a staffing reduction will hinder reaching the goals of the mission statement.</p> <p>Wisdom Jarvis, high school teacher, stated the last option should be cutting faculty. He tied his comments to the Strategic Plan.</p> <p>David Schaffer, high school teacher, questioned the selection process for eliminating teaching positions. He indicated that the loss of teaching staff could effect the high school's accreditation and a reduction of staff would have to be reported to the New England Association of Secondary Schools and Colleges.</p> | Public Comment |

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| | <p>William Knipple, high school teacher and New Milford resident, hoped the Board of Finance will restore the budget.</p> <p>Jessica Bradley, NMHS junior, is against removal of teachers; suggested asking for a pay freeze, using less heat and air conditioning, instituting pay to play; buy on line books rather than textbooks.</p> <p>Matt Lowell, NMHS junior, believes the students will miss the opportunity to learn because larger class sizes make it more difficult to learn.</p> <p>Tom Bowen, NMHS student, performed an original song accompanied on guitar: "A penny saved is a student burned."</p> <p>Nicole Duroske stated young teachers are being cut and they are easier to relate to; they are role models for students.</p> <p>Susan Trujillo recommended the Board look for other ways to cut, and not cut teachers. She suggested transportation, the largest item in the budget. Parents should be asked to sign up during the summer to allow for bus route planning. Cutting teachers will have a negative impact.</p> <p>Ann Marie Sarbello supports the 1.8 million dollar increase to the current budget; last to be cut should be anyone having direct contact with students; class sizes will be too large; smaller classes in elementary schools affect the rate of graduation. She suggested charging for pay to play and eliminating capital expenditures.</p> <p>Kathy DelMonico, HS English Department Chair, stated that her department lost one teacher this year, and classes were cut as a result.</p> <p>Eileen Reed, HS Science Department Chair, has taught in New Milford for 10 years with a professional group of science teachers. Lab time can be an issue with increased class size. Labs need to be safe for students and teachers, and accidents increase with an increase of enrollment. If a student does not have a lab experience it compromises their learning.</p> <p>Julie Coloneri feels the cut in teachers lowers educational values, and it will lower test scores. Teacher cuts directly affect students. The budget has \$10,000 for library books for each school. Start at the top, teachers should be last on the list.</p> | |
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| | <p>Kris Kaczka, health education teacher at NMHS, stated the high school is in its sixth year of the ten year accreditation cycle. New Milford was lauded for activities, advanced placement test results and asked to add more advisory time for students. The cuts will affect the accreditation of the high school.</p> <p>Jeff Winter urged all those in attendance to stay involved with the budget process; to attend the Board of Finance meeting on Thursday.</p> <p>Dana Ford, SMS Principal, discussed the importance of team teaching and team members at Schaghticoke.</p> <p>Elizabeth McGee, NMHS student, referenced the help she and other students receive from their teachers. She stated that special education students need extra help and they receive this assistance because of their teachers.</p> <p>William Smith, NMHS student, thanked all the teachers who taught him. His GPA was made possible through smaller classes and after school time; his accomplishments at New Milford have afforded him the opportunity to be in the honors program in college.</p> <p>Jesse Brennan, NMHS student, will be attending Providence College hoping to become a history teacher. Smaller classes have had a positive influence on his education.</p> <p>Wendy DelMonte stated the main reason for her move to New Milford was the exemplary school system. In her other district the town budgets failed, children suffered. Those hurt the most by these cuts will be students.</p> <p>Jesse Leo stated it is a shame to lose teachers, and to see special education teachers on the list is a tragedy.</p> <p>Kristine Stewart stated the Board of Finance needs to know how parents feel. A 0% increase is not reasonable.</p> <p>Ann Curry referred to teachers as friends; her education would not have happened if it were not for her attendance at New Milford High School.</p> <p>Page Latour works at a day care, she is one caregiver for ten children. She can't imagine how teachers will be able to teach with increased class sizes.</p> | |
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| | <p>Angela Chastain encouraged everyone to attend the upcoming Board of Finance meetings.</p> <p>Mrs. Faulenbach closed the public comment session.</p> | |
| <p>3.</p> <p>3A.</p> | <p>Discussion and Possible Action</p> <p>Non-renewal of Non-tenured Teacher Contracts</p> <p>Nancy Tarascio-Latour moved that the Board decline to renew the teacher contracts of the non-tenured teachers listed in Exhibit A for the 2010-2011 school year and that the Board direct the Superintendent to notice those individuals accordingly. Motion seconded by Daniel Nichols.</p> <p>Dr. Paddyfote explained that state statute requires notice to non-renew non-tenured teachers must be given prior to April 1st of the year. If the Board has to maintain the level of funding from the Town Council, staffing will have to be reduced. The Superintendent recommends non renewal of 28 non-tenured teachers and 1 non-tenured administrator. It is prudent for the Board to take this action at this time because the district cannot guarantee that these positions can be funded next year if the district has no increase over the current year's budget.</p> <p>Mr. Lawson commented these are not definite layoffs, but could be possible if the 1.8 million dollar reduction proposed is passed.</p> <p>Mrs. Tarascio-Latour asked for clarification on early retirement numbers. Dr. Paddyfote stated that the Board has accepted one retirement to date.</p> <p>Mr. McSherry noted the Board does not have a budget until the Board of Finance sets the number and voters pass a referendum. Mrs. Faulenbach added the action on non renewals is due to the time line.</p> <p>Mrs. Thomas noted this has happened before; no one wants to do this; if we lose 1.8 million dollars, we will lose people. The Board is providing for the needs of students with what the community is willing to pay.</p> <p>Mrs. Rigdon commented that the Board will look at every item before cutting teachers.</p> <p>Mrs. Tarascio-Latour asked for clarification: at the March meeting, the Board voted not to renew nine positions in addition to</p> | <p>Discussion and Possible Action: Non-renewal of non-tenured Teacher Contracts</p> <p>Motion made and passed unanimously to decline to renew the teacher contracts of the non-tenured teachers listed in Exhibit A for the 2010-2011 school year and that the Board direct the Superintendent to notice those individuals accordingly.</p> |

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| | <p>the 29 positions recommended tonight?</p> <p>Dr. Paddyfote replied yes, but she noted that three of the positions on the March 9th exhibit were because those teachers were filling in for leaves of absence. The teachers on leave are planning to return for the 2010-2011 school year.</p> <p>Dr. Paddyfote asked Mr. Miller for the dollar amount pertaining to the non renewal of non-tenured positions recommended on Exhibit A.</p> <p>Mr. Miller replied it is \$1,301,238.</p> <p>Mrs. Faulenbach noted the Board may have to adjust the budget; she wants to hold on to staffing, but the April 1 statutory guidelines make it prudent to non-renew non-tenured teachers in light of possible budget cuts.</p> | |
| <p>4.</p> | <p>Preliminary Discussion of Cuts to the 2010-2011 Board of Education Budget</p> <p>Mrs. Faulenbach noted that there would be no cuts this evening; as the budget is a process. She encouraged dialogue with any suggestions the Board wants to give to the administration.</p> <p>Mrs. Thomas asked for clarification on leeway in funding for transportation. What are the Board's legal obligations?</p> <p>Dr. Paddyfote commented that a seat has to be available for each student. Many times the seats on the high school buses are occupied in the morning, but may not be in the afternoon due to after school activities.</p> <p>Mrs. Thomas asked if a parent could say their child does not need a seat?</p> <p>Dr. Paddyfote replied that a student might not need a seat initially if the student drives or the parent drives the student to school, but something could happen and the student then needs to ride the bus. A seat must be available for that student.</p> <p>Mrs. Faulenbach asked for information on pay to play.</p> <p>Mr. Miller replied the last time pay to play was implemented was in 2005-06. He added that going back three years the average revenue was \$118,950. The fee was \$150 per sport per student, no cap for family.</p> | <p>Preliminary Discussion of cuts to the 2010-2011 Board of Education Budget</p> |

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| <p>Mr. Lawson noted when pay to play was dropped 300 more students enrolled in sports; there were 1100 participants at the high school and he noted that the count was students playing multiple sports.</p> <p>Mrs. Faulenbach asked for the current budget numbers—has anything changed since the Board adopted its budget.</p> <p>Dr. Paddyfote commented on the fluidity of the budget and changes have occurred from adoption to present. She asked Mr. Miller to elaborate on the changes.</p> <p>Mr. Miller noted that the Town has stated that the Board’s insurance is \$60,000 too low and worker’s compensation needs about \$47,000 more; the liability premium will be reduced by \$10,000. The Board’s budget needs about \$100,000, totaling 1.9 million. These numbers just became available.</p> <p>Mr. Wellman asked about pay to play for other activities, not just sports.</p> <p>Dr. Paddyfote stated New Milford has never instituted an activity fee; other districts have implemented flat fees for a variety of activities.</p> <p>Mr. Wellman asked if any information was available if the administration was moved to other buildings and the Board stopped using the East Street facility.</p> <p>Dr. Paddyfote replied the administration would need between 12 to 15 rooms; costs are being assembled to retrofit regular classrooms for administrative purposes.</p> <p>Mr. Lawson urged the administration to consult with Vin Nolan who may know of rental space available in the community.</p> <p>Mrs. Rigdon inquired about renovating the farmhouse at the high school to which Mr. McSherry replied that the Board has no funds for construction in the budget.</p> <p>Mr. Nichols noted that the budget process is not over; he urged attendance at the Board of Finance and asked the administration to provide a list of 10-15 areas of possible budget cuts.</p> <p>Mrs. Tarascio-Latour made reference to the fact that during public comment she did not hear anyone reference cuts that would amount to anything substantial. She did hear comments about</p> | |
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| | <p>reducing printing, postage, and library books. She believes the large cuts could not be found because there isn't excess in the Board's budget.</p> <p>Mrs. Thomas commented that the budget presented was lean; the Board of Education does not play games; children will be impacted no matter where the money comes from</p> <p>Mr. Wellman asked if data could be available on what could be saved by offering computerized classes with credits for those classes. Certainly some courses might lend themselves to making use of on line with substantial savings.</p> <p>Mr. McSherry stated we may be forced to do that so high school students can get credits, but not as foundation.</p> <p>Mayor Murphy commented that every department is important to the community. All departments struggled to keep budgets to an acceptable rate. Is there any indication that unions might discuss give backs? There has been some success with unions and non unions. Could there be some freeze, eliminate raises?</p> <p>Mrs. Faulenbach noted the Board authorized counsel and the superintendent to approach the unions. Nothing has been offered as of this evening. The Board will follow through completely.</p> <p>Mr. Nichols commented that it has been assumed what people are willing to pay for the budget; most people want to pay for education.</p> <p>Mr. Lawson mentioned that there are some positives such as the recent school play; he is optimistic that the Board of Finance will come to a compromise on the budget.</p> <p>Mrs. Faulenbach commented that as of today, these are the numbers we have to work with; she urged Board members to continue to review how the Board can get to those numbers.</p> | |
| <p>5.</p> | <p>Adjourn</p> <p>By motion of Mr. Lawson, seconded by Mr. Nichols, the meeting was adjourned at 9:40 p.m. Motion passed unanimously.</p> | <p>Adjourn</p> <p>Motion made and passed unanimously to adjourn at 9:40 p.m.</p> |

Respectfully submitted,



**Daniel Nichols, Assistant Secretary
 New Milford Board of Education**