

NEW MILFORD BOARD OF EDUCATION
New Milford Public Schools
25 Sunny Valley Road, Suite A
New Milford, Connecticut 06776



BOARD OF EDUCATION
MEETING NOTICE

DATE:	August 19, 2025
TIME:	6:30 P.M.
PLACE:	Sarah Noble Intermediate School – Library Media Center

REVISED AGENDA

New Milford Public Schools Mission Statement

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

1. CALL TO ORDER

A. Pledge of Allegiance

2. 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.

3. PTO REPORT

4. APPROVAL OF MINUTES

A. Approval of the following Board of Education Meeting Minutes:

- 1. Regular Meeting Minutes July 15, 2025

5. SUPERINTENDENT'S REPORT

6. BOARD CHAIRPERSON'S REPORT

7. DISCUSSION AND POSSIBLE ACTION

A. Monthly Reports

- 1. Budget Position dated July 31, 2025
- 2. Purchase Resolution D-797
- 3. Request for Budget Transfers

B. Leave of Absence Request: Amelia Belardinelli, Music teacher at Northville School, requests a leave of absence for the 2025-26 school year for personal reasons.

C. Policy for Second Read and Approval:

- 1. 6200 Adult Education

D. Policy for Second Read and Approval:

RECEIVED
TOWN CLERK
2025 AUG 18 P 2:15
NEW MILFORD, CT

1. 6141 Policy Addressing Enrollment in Advanced Course or Program and Challenging Curriculum
- E. Policy for deletion upon approval of 6141:
 1. 6141.7 Policy Addressing Enrollment in Advanced Course or Program and Challenging Curriculum

F. Bylaws Recommended for Second Review and Approval:

1. 9020 Construction and Posting of Agenda
2. 9021 Time, Place and Notice of Meetings
3. 9022 Public Meetings and Executive Session
4. 9023 Meeting Conduct
5. 9024 Quorum and Voting Procedures
6. 9025 Minutes
7. 9026 Transaction of Business
8. 9027 Conflict of Interest
9. 9028 Filling Vacancies on the Board

G. Bylaws Recommended for Deletion Upon Approval of Bylaws in Item E:

1. 9320 Meetings of the Board
2. 9321 Time, Place and Notification of Meetings
3. 9322 Public and Executive Session
4. 9323 Construction of the Agenda
5. 9324 Advance Delivery of Meeting Materials
6. 9325 Meeting Conduct
7. 9325.1 Quorum
8. 9325.2 Order of Business
9. 9325.21 Order of Business Consent Agenda
10. 9325.4 Vote Recording
11. 9330 Board/School District Recordings
12. 9332 Electronic Communications
13. 9350 Hearings
14. 9360 Legislative Program
15. 9400 Monitoring Products and Processes
16. 9410 Public Announcement of Accomplishments
17. 9420 Recognition of Public Accomplishments by Citizens, Students, Staff Members, or Members of the Board

H. Bid Award for RFP E-2425-014 Facilities Building Roof Repairs

8. ITEMS OF INFORMATION

- A. 6141 R Administrative Regulations Regarding Enrollment in Advance Course or Program and Challenging Curriculum
- B. Employment Report - August 2025
- C. Enrollment Report - August 2025
- D. Food Service Community Eligibility Provision (CEP)

9. ADJOURN

**New Milford Board of Education
Meeting Minutes
July 15, 2025
Sarah Noble Intermediate School Library Media Center**

RECEIVED
TOWN CLERK
2025 JUL 17 PM 3:59
NEW MILFORD, CT

Present:	<p>Mrs. Leslie Sarich, Chairperson Mr. Eric Hansell Mrs. Tammy McInerney Mrs. Sarah Herring Mr. Dean Barile Mrs. Wendy Faulenbach Mr. Brian McCauley Mr. Tom O'Brien Mr. Randall Scofield <i>joined at 6:58pm virtually; logged off at 7:45pm</i></p>
Absent:	

Also Present:	<p>Dr. Janet Parlato, Superintendent of Schools Ms. Holly Hollander, Assistant Superintendent of Schools Mr. Jeffrey Turner, Director of Technology Mr. Anthony Giovannone, Director of Fiscal Services and Operations Mr. Matthew Cunningham, Director of Facilities Mrs. Teresa Kavanagh, Director of Human Services Dr. Kimberly Culkin, Director of Pupil Personnel and Special Services</p>
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1.	A.	<p>Call to Order Pledge of Allegiance The meeting of the New Milford Board of Education was called to order at 6:31 p.m. by Mrs. Leslie Sarich, Chairperson. The Pledge of Allegiance immediately followed the call to order.</p> <p>Dr. Parlato acknowledged two members of the New Milford Public Schools family that recently passed away in a moment of silence. Retired Superintendent Daniel Center and former Board Member Eileen Monaghan.</p>	<p>Call to Order A. Pledge of Allegiance</p>
2.	A.	<p>Public Comment There was none.</p>	Public Comment
3.		STUDENT RECOGNITION: MEADOW HALL, NMHS '25, FOR ACCOMPLISHMENTS IN THEATER	

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		Dr. Parlato stated our student recognitions emphasize our district ideals of Focus, Heart, Collaboration, and Creativity. Participating in theater allows students to practice and excel in each of these areas. Tonight, Dr. Parlato stated that they wanted to recognize the achievements of Meadow Hall for her past four years of theater participation. Meadow had two important achievements this Spring: She was the winner of Best Actress in a Musical at Connecticut's Stephen Sondheim Awards for her performance as Vivienne Kensington in Legally Blonde. This led the way for her to perform in the national high school theater awards at the Minskoff Theater on Broadway, where she was named a Semi-finalist for Best Actress. Other performances and recognitions include a Halo Award Nomination for Best Performance as a Leading Female Performer in a Play as Elizabeth Proctor in The Crucible, Ariel in the Little Mermaid, and Helena in A Midsummer Night's Dream. She was nominated for Best Actress in the Stephen Sondheim Awards for her performance as Sophie Sheridan in Mamma Mia. Meadow was Leanne in Puffs, as well as Harrison in Chicago and a Kobold in She Kills Monsters. Meadow will attend Shenandoah Conservatory in the fall. Dr. Parlato thanked Ms. Hall for being an ideal student. Dr. Parlato noted Mr. Amenta was in attendance. Ms. Hall stated she would not be where she is without him.	
4.		PTO REPORT There was none.	PTO REPORT
5.		APPROVAL OF MINUTES Approval of the following Board of Education Meeting Minutes: 1. Regular Meeting Minutes June 17, 2025 Mrs. McNerney thanked Mrs. Herring for taking over the duties of reviewing and approving the June 17, 2025 minutes.	APPROVAL OF MINUTES A. Approval of the following Board of Education Meeting Minutes: 1. Regular Meeting Minutes June 17, 2025

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		<i>Mr. Hansell moved to approve the Regular Meeting Minutes, June 17, 2025. Seconded by Mrs. Faulenbach. Motion passed 7-0-1 with Mrs. McInerney abstaining.</i>	Motion made and passed to approve the Regular Meeting Minutes, June 17, 2025.
6.	A.	SUPERINTENDENT'S REPORT Dr. Parlato stated summer is for planning, reflecting and recharging with lots of progress and projects. Dr. Parlato stated she attended the Leading Now conference in D.C., having been chosen to participate at no cost. Dr. Parlato stated she also attended a PreK - 3 Leadership, noting it was fascinating to interact with others across the state. She thanked the Board for their support.	SUPERINTENDENT'S REPORT
7.		BOARD CHAIRPERSON'S REPORT Mrs. Sarich stated they had a positive discussion with the Mayor regarding the 5 Year Capital Plan.	BOARD CHAIRPERSON'S REPORT

8.	A.	DISCUSSION AND POSSIBLE ACTION Monthly Reports <ol style="list-style-type: none"> 1. Budget Position dated June 30, 2025 2. Purchase Resolution: D-796 3. Request for Budget Transfers <p>Mrs. Faulenbach asked if the audit had started and Mr. Giovannone confirmed it had. Mrs. Faulenbach asked if there were still payments to be made. Mr. Giovannone stated there were. The balance shown is as of June 30. They are still subject to spending down encumbered, and subject to audit. The third payment regarding excess cost is a shortfall realized within \$1,000. Additionally, on June 9, the town made a \$50,000 contribution to the turf field replacement fund.</p> <p>Mrs. Faulenbach asked if they were able to finalize numbers with the bus company. Mr. Giovannone</p>	DISCUSSION AND POSSIBLE ACTION A. Monthly Reports <ol style="list-style-type: none"> 1. Budget Position dated June 30, 2025 2. Purchase Resolution: D-796 3. Request for Budget Transfers
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	<p>stated they were able to do so regarding the penalties and malfunctions. Mrs. Faulenbach asked if there was pushback after sending it over. Mr. Giovannone stated there was not, only a few questions asked for clarification purposes. Last year the bus company paid roughly \$53,000 in penalties and this year it is around \$34,000. Mrs. Faulenbach stated she was glad to see the number lower, but it was still a disruption to the community. Mr. Giovannone noted there is a new terminal manager and things are going much smoother. Dr. Parlato added there will be a meeting with the bus company in August to discuss expectations.</p> <p>Mrs. Faulenbach asked where the payment for ESG is calculated. Mr. Giovannone stated it is predominantly from the electricity line, but the payment window and construction window are misaligned by one year. A portion of the \$295,000 in the electricity line will go to satisfy the \$500,000 ESG bill in December. The remainder will come from the 23/24 electricity line, subject to audit. Mrs. Faulenbach stated, tracing all those steps, looking at the dollar amount, does that take into account the balance due to ESG. Mr. Giovannone stated it does not include the ESG payment. Of the \$3,500,000 shown, \$500,000 will need to be paid to ESG. There is another withdrawal to come in the next iteration of the 5 Year Capital Plan and there will be a deposit. In the end, the balance will shrink to about \$2,200,000, which is a projection.</p> <p>Mr. O'Brien asked how the savings for electricity is determined and how the budget is calculated. Mr. Giovannone stated that it comes from the Department of Public Works and the Town Purchasing Agent.</p> <p>Dr. Parlato stated, as a note to the Board, Dr. Kimberly Culkin is present for her first meeting. Everyone welcomed her.</p>	<p>Motion made to approve the Budget Position dated June 30,</p>
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	<p><i>Mr. McCauley moved to approve the Budget Position dated June 30, 2025; Revised Purchase Resolution D-796; and Request for Budget Transfers. Seconded by Mr. Hansell. Motion passed unanimously.</i></p> <p>B. Leave of Absence Request: Mr. Scott McKay, Grade 4 teacher at Sarah Noble Intermediate School, is requesting a leave of absence for the 2025-2026 school year for personal reasons.</p> <p>Dr. Parlato clarified that the Board votes on this because it is required per the teacher's contract.</p> <p><i>Mr. McCauley moved to approve the Leave of Absence Request for Mr. Scott McKay, Grade 4 teacher at Sarah Noble Intermediate School. Seconded by Mr. Barile. Motion passed unanimously.</i></p> <p>C. Policy Revision for First Read 1. 7000 Concepts and Roles in Planning</p> <p>Dr. Parlato stated we have Policy 7000 on the books but because we adopted Policy 1340, which has pieces of 7000 in it, that info is no longer needed in policy 7000. Therefore, policy 7000 has been revised to remove the section about the naming of facilities.</p> <p>D. New Policy for Second Read 1. 5130 Restorative Practices Response Policy</p> <p>Mrs. Herring asked how the new policy would affect dealing with certain behaviors in the schools. Dr. Parlato stated the policy formally expands the options for student discipline. It is not taking away from student discipline. It is formalizing what was already being practiced and is applied to the full spectrum, from restorative conversations all the way up to expulsion. This is happening with all the</p>	<p>2025; Revised Purchase Resolution D-796; and Request for Budget Transfers. Motion passed unanimously.</p> <p>B. Leave of Absence Request: Mr. Scott McKay, Grade 4 teacher at Sarah Noble Intermediate School, is requesting a leave of absence for the 2025-2026 school year for personal reasons.</p> <p>Motion made to approve the Leave of Absence Request for Mr. Scott McKay, Grade 4 teacher at Sarah Noble Intermediate School. Motion passed unanimously.</p> <p>C. Policy Revision for First Read 1. 7000 Concepts and Roles in Planning</p> <p>D. New Policy for Second Read 1. 5130 Restorative Practices Response Policy</p>
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	<p>schools and there is training involved. It is part of the school climate policy, and mandated by the state.</p> <p><i>Mrs. McInerney moved to approve policy 5130 Restorative Practices Response Policy. Seconded by Mr. McCauley. Motion passed unanimously.</i></p>	<p>Motion made to approve policy 5130 Restorative Practices Response Policy. Motion passed unanimously.</p>
E.	<p>25-26 Iteration of 5 Year Capital Plan</p> <p>Mrs. Faulenbach asked if the 5 Year Capital Plan will go to Town Council and Board of Finance. Dr. Parlato replied that it would, along with all the other information provided in tonight's meeting. Mrs. Faulenbach asked if there are any projects that should be considered urgent. Mr. Cunningham stated the sidewalk repairs should be given priority as well as replacing the fire pump. Mrs. Faulenbach asked if the total request was \$2,500,000 and Mr. Giovannone stated yes.</p> <p>Dr. Parlato stated there is a plan to move forward with a culinary program and that is included as TBD for the 26/27 school year.</p> <p>Mr. O'Brien stated the tennis court replacement is a cost of \$1,000,000. The courts are something utilized by the community in addition to the schools and the hope was that the town would work with the district on replacement. They are in very bad shape but if there's a possibility we can get another year out of it, the town may work with us on funding repairs.</p> <p>Mrs. Faulenbach stated that there are also safety concerns. She encouraged trying to get the town involved, noting it would soften the burden of the finances in that line item. It is a community asset.</p> <p>Mr. McCauley suggested looking into grants, similar to the grant used for the courts at Young's Field. Mr. Barile added that there could be potential for corporate sponsorships.</p>	<p>E. Iteration of 5 Year Capital Plan</p>

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	<p>Mrs. McInerney asked why the Mayor asked to wait a year for repairs. Dr. Parlato stated there is a concern regarding the outlay of funds given the recent settlement. Mrs. Faulenbach stated the town has been generous and collaborative on other processes and this has been discussed for years. It's good to be moving forward on it, especially since there is potential criticism if action is not taken.</p> <p>Mrs. Herring asked about the \$175,000 for the HVAC improvements at the middle school. Mr. Cunningham stated he is looking to have the process automated rather than the current pneumatic system. Mrs. Herring asked if there was a way to improve A/C at the middle school. Dr. Parlato stated that it is a larger ticket item that should be discussed with the town.</p> <p><i>Mr. Hansell moved to approve the 25-26 Iteration of 5 Year Capital Plan. Seconded by Mr. McCauley. Motion passed unanimously.</i></p>	
F.	<p>2025-26 District Climate Plan Draft</p> <p>Dr. Parlato presented the District Climate Plan Draft, stating it provides a summary of the climate legislation that exists in our state and the restorative practices policy that is part of that. The purpose is to promote teaching and learning environments where students are prepared for success. It's a connection with the school environment and family engagement. The state department gave out guidance in April 2025 that aligned with public act 23-167. The document assists in building school climate and cultures. The major changes required is an adoption of the policy itself, responding to challenging behaviors, redefining terms and responding to behavior.</p> <p>Ms. Hollander stated New Milford has been working on this for the past four years and has a strong</p>	<p>Motion made to approve 25-26 Iteration of 5 Year Capital Plan. Motion passed unanimously.</p> <p>F. 2025-26 District Climate Plan Draft</p>

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		<p>foundation. There is already a committee that meets three times a year. Each building has their own climate committees as well.</p> <p>Mrs. Sarich asked Dr. Parlato if she had the results from the climate survey that went out and Dr. Parlato replied she would have it for the Board in November.</p> <p>Ms. Hollander continued by stating the district is already doing what is required by the state. There are plans with tiered responses.</p> <p>Dr. Parlato stated they will discuss what challenging behavior is and the common understanding of it. It is about getting the schools on the same page with clarity around challenging behavior.</p> <p>Ms. Hollander stated there is training involved to address the overall need of the student. As the plan comes to actuality, there will be thinking about what the future training will look like.</p> <p>Mr. Barile asked if there had already been training for restorative practices. Ms. Hollander stated that the district had done it previously when returning from Covid but it was not part of the climate policy.</p> <p>Mrs. Faulenbach suggested changing the term “restorative practices” as it has a negative connotation. The previous training was not done as well as it could have been and it may be worth looking into calling it something else. Ms. Hollander stated she and Dr. Culkin had had a conversation regarding that, and have had the same thoughts on changing the name. In all, it’s about a student having a consequence and how to bring them back so they can start anew. Dr. Parlato added that “restorative practice” is in the legislation and policy, but as a school system, it can be called something else. They will also have teacher input this time around.</p>	
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	<p>Ms. Hollander noted how the district has already completed some of the steps towards a climate plan and have more to be done. The deadline for the school climate improvement plan is December 31.</p> <p>Mr. Barile stated he felt when this was first brought up to the Board it was rushed because there were deadlines to meet, and now there is a lot more time than originally told. The Board made decisions quickly because they had hard dates and now that has changed suddenly.</p> <p>Mrs. McNerney stated the December 31 date is for individual schools. Dr. Parlato added that the state did originally give a deadline but in April changed it to December 31.</p> <p>Ms. Hollander stated the structure will be that there is a district committee. That committee will give feedback to building leaders so that they can in turn make it more applicable to the individual schools.</p> <p>Ms. Hollander stated the definition of “challenging behavior” means a behavior that negatively impacts school climate or interferes, or is at risk of interfering with the learning or safety of a student or the safety of a school employee. It allows for proactive problem solving, school environment, and school community, creating a climate where everyone is successful.</p> <p>Mr. Barile stated the definition is too subjective. When we address a wider range of behaviors, it contributes to a more positive and respectful atmosphere for everyone. Regarding students and staff feeling safe, Mr. Barile asked if the word safe meant physical safety or emotional safety? What do we mean by safe? What do we mean by the word respectful? It’s too broad. Take for instance, what if I say something and my words make someone feel unsafe, that’s on that person, not me.</p>	
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		<p>Mr. McCauley stated that Mr. Barile is speaking more about perception and how those two people would come together and decide on that particular matter. It's a process. Mr. Barile responded that he wants to make sure we're making a definition between words and actual violence. The words "safety" and "respectful" need to be defined.</p> <p>Mrs. Herring noted she is concerned about the process. A small instance can be perceived as a student portraying challenging behavior. A staff member can fill out the forms, and someone may come back and decide it's not considered challenging behavior. As time goes on, people stop filling out the forms. So in the end, on paper we look great, but really we're not great.</p> <p>Ms. Hollander stated the process will be tiered, based on classroom environment with the staff co-creating.</p> <p>Dr. Parlato stated, the benefits to this policy is it opens up to what challenging behavior is. Previously it was more focused on bullying. It gives a level of offence and how it is handled.</p> <p>Ms. Hollander stated it is important to build community engagement. They are working to build that partnership with family perspectives included.</p>	
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9.	A.	<p>ITEMS OF INFORMATION Employment Report - July 2025</p> <p>Mrs. Kavanaugh stated there was a salary update and an updated employment report had been emailed to the Board. Mrs. Herring was thankful the internal transfers were noted on the report.</p> <p>Mrs. Kavanaugh clarified a transfer for Mrs. Sarich, stating Lauren D'Amico was in a temporary 1 year position as a school counselor. She is staying on as a</p>	<p>ITEMS OF INFORMATION A. Employment Report - July 2025</p>
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		<p>school counselor and transferring to a permanent position because someone else resigned.</p> <p>Mrs. McInerney asked if the schools were holding steady with world language teachers and Mrs. Kavanaugh replied they were.</p> <p>B. Enrollment Report - July 2025 Dr. Parlato stated there is usually flux over the summer. The report is better to review once students are enrolled. Mr. McCauley noted there were 52 less 10th graders than the projected.</p> <p>C. McCarthy Observatory Annual Report Mrs. Faulenbach stated the people at McCarthy Observatory would love to have the Board come and visit. Dr. Parlato highlighted the new telescope in the report.</p>	<p>B. Enrollment Report - July 2025</p> <p>C. McCarthy Observatory Annual Report</p>
10.	A.	<p><u>DISCUSSION AND POSSIBLE ACTION</u> Discussion and possible action regarding proposed memorandum of understanding between the New Milford Board of Education and the New Milford School Administrators Association regarding administrator overpayment. Executive session anticipated. The Board may take action when it returns to public session.</p> <p><i>Mrs. Sarich moved that the Board enter into executive session for the purpose of discussion and possible action regarding proposed memorandum of understanding between the New Milford Board of Education and the New Milford School Administrators Association regarding administrator overpayment. Invited into executive session were Dr.</i></p>	<p><u>DISCUSSION AND POSSIBLE ACTION</u> A. Discussion and possible action regarding proposed memorandum of understanding between the New Milford Board of Education and the New Milford School Administrators Association regarding administrator overpayment. Executive session anticipated. The Board may take action when it returns to public session.</p> <p>Motion made that the Board enter into executive session for discussion and possible action regarding proposed memorandum of understanding between the New Milford Board of Education and the New Milford School Administrators Association</p>

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		<p><i>Janet Parlato, Superintendent of New Milford Public Schools, Mrs. Teresa Kavanagh, Director of Human Services, and Mr. Anthony Giovannone, Director of Fiscal Services. Seconded by Mr. McCauley. Motion passed unanimously.</i></p> <p><i>The Board entered Executive Session at 7:49pm.</i></p> <p><i>The Board returned from Executive Session at 8:30pm.</i></p> <p>Mrs. Sarich stated she will vote no to the motion as she does not feel it is the fault of the individual.</p> <p><i>Mrs. McInerney moved to approve the proposed memorandum of understanding between the New Milford Board of Education and the New Milford School Administrators Association regarding administrator overpayment. Seconded by Mr. Hansell. Motion passed 6-2-0.</i></p>	<p>regarding administrator overpayment. Invited into executive session were Dr. Janet Parlato, Superintendent of New Milford Public Schools, Mrs. Teresa Kavanagh, Director of Human Services, and Mr. Anthony Giovannone, Director of Fiscal Services. Motion passed.</p> <p>Motion made to approve the proposed memorandum of understanding between the New Milford Board of Education and the New Milford School Administrators Association regarding administrator overpayment. Motion passed.</p>
11.		<p>ADJOURN</p> <p><i>Mr. O'Brien moved to adjourn the meeting at 8:31p.m. Seconded by Mr. Barile. Vote passed unanimously.</i></p>	<p>ADJOURN</p> <p>Motion made to adjourn the meeting at 8:31p.m. Motion passed unanimously.</p>

Respectfully Submitted,



Mrs. Tammy McInerney
Secretary
New Milford Board of Education



RANGE	MAJOR OBJECT CODE DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
100'S	SALARIES - CERTIFIED	33,811,945	0	33,811,945	304,001	0	33,507,944	0.90%
100'S	SALARIES - NON CERTIFIED	11,041,245	0	11,041,245	409,779	0	10,631,466	3.71%
200'S	BENEFITS	13,426,487	0	13,426,487	3,517,318	8,636,354	1,272,816	90.52%
300'S	PROFESSIONAL SERVICES	4,447,179	0	4,447,179	674,913	1,557,857	2,214,409	50.21%
400'S	PROPERTY SERVICES	1,003,348	0	1,003,348	58,472	340,709	604,167	39.78%
500'S	OTHER SERVICES	12,302,511	0	12,302,511	327,141	9,617,998	2,357,372	80.84%
600'S	SUPPLIES	2,956,759	0	2,956,759	84,210	1,834,382	1,038,167	64.89%
700'S	CAPITAL	97,216	0	97,216	2,475	41,362	53,379	45.09%
800'S	DUES AND FEES	98,510	0	98,510	19,837	14,804	63,869	35.17%
900'S	REVENUE	-2,852,613	0	-2,852,613	0	0	-2,852,613	0.00%
GRAND TOTAL		76,332,587	0	76,332,587	5,398,147	22,043,465	48,890,974	35.95%

SALARIES - NON CERTIFIED BREAKOUT

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
51180	SALARIES - NON CERT - STIPENDS	577,620	0	577,620	0	0	577,620	0.00%
51201	SALARIES - NON CERT - PARA EDUCATORS	2,325,860	0	2,325,860	21,103	0	2,304,757	0.91%
51202	SALARIES - NON CERT - SUBSTITUTES	1,056,108	0	1,056,108	0	0	1,056,108	0.00%
51210	SALARIES - NON CERT - SECRETARY	2,557,666	0	2,557,666	130,305	0	2,427,361	5.09%
51225	SALARIES - NON CERT - TUTORS	154,755	0	154,755	96	0	154,659	0.06%
51240	SALARIES - NON CERT - CUSTODIAL	2,130,677	0	2,130,677	156,552	0	1,974,125	7.35%
51250	SALARIES - NON CERT - MAINTENANCE	1,063,194	0	1,063,194	71,817	0	991,377	6.75%
51285	SALARIES - NON CERT - TECHNOLOGY	566,189	0	566,189	29,906	0	536,283	5.28%
51336	SALARIES - NON CERT - NURSES	609,176	0	609,176	0	0	609,176	0.00%
TOTAL		11,041,245	0	11,041,245	409,779	0	10,631,466	3.71%

BENEFIT BREAKOUT

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
52200	BENEFITS - FICA	641,382	0	641,382	26,686	0	614,696	4.16%
52201	BENEFITS - MEDICARE	608,966	0	608,966	10,191	0	598,775	1.67%
52300	BENEFITS - PENSION	1,320,333	0	1,320,333	1,320,333	0	0	100.00%
52600	BENEFITS - UNEMPLOYMENT COMP	35,000	0	35,000	0	0	35,000	0.00%
52810	BENEFITS - HEALTH INSURANCE	10,147,190	0	10,147,190	2,038,809	8,106,873	1,508	99.99%
52820	BENEFITS - DISABILITY INSURANCE	105,000	0	105,000	8,103	91,910	4,987	95.25%
52830	BENEFITS - LIFE INSURANCE	144,000	0	144,000	11,409	130,915	1,676	98.84%
52900	BENEFITS - OTHER EMPLOYEE BENEFITS	424,616	0	424,616	101,785	306,656	16,174	96.19%
TOTAL		13,426,487	0	13,426,487	3,517,318	8,636,354	1,272,816	90.52%

*EXPENDITURES*

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
51110	CERTIFIED SALARIES	33,811,945	0	33,811,945	304,001	0	33,507,944	0.90%
51200	NON-CERTIFIED SALARIES	11,041,245	0	11,041,245	409,779	0	10,631,466	3.71%
52000	BENEFITS	13,426,487	0	13,426,487	3,517,318	8,636,354	1,272,816	90.52%
53010	LEGAL SERVICES	285,478	0	285,478	0	0	285,478	0.00%
53050	CURRICULUM DEVELOPMENT	80,000	0	80,000	11,456	0	68,544	14.32%
53200	PROFESSIONAL SERVICES	2,291,248	0	2,291,248	534,832	841,212	915,204	60.06%
53201	MEDICAL SERVICES - SPORTS	2,700	0	2,700	0	390	2,310	14.44%
53210	TIME & ATTENDANCE SOFTWARE	7,500	0	7,500	0	5,000	2,500	66.67%
53220	IN SERVICE	149,150	0	149,150	0	0	149,150	0.00%
53230	PUPIL SERVICES	801,857	0	801,857	15,475	343,999	442,383	44.83%
53300	OTHER PROF/ TECH SERVICES	73,792	0	73,792	7,623	2,895	63,274	14.25%
53310	AUDIT/ACCOUNTING	48,000	0	48,000	48,000	0	0	100.00%
53500	TECHNICAL SERVICES	264,475	0	264,475	54,638	35,113	174,723	33.94%
53530	SECURITY SERVICES	321,993	0	321,993	0	321,993	0	100.00%
53540	SPORTS OFFICIALS SERVICES	120,986	0	120,986	2,889	7,254	110,843	8.38%
54101	CONTRACTUAL TRASH PICK UP	87,288	0	87,288	0	72,740	14,548	83.33%
54301	REPAIRS & MAINTENANCE	505,667	0	505,667	37,406	99,342	368,919	27.04%
54303	GROUND MAINTENANCE	12,200	0	12,200	980	0	11,220	8.03%
54310	GENERAL REPAIRS	44,970	0	44,970	2,389	19,060	23,521	47.70%
54320	TECHNOLOGY RELATED REPAIRS	66,021	0	66,021	467	4,740	60,813	7.89%
54411	WATER	66,830	0	66,830	2,807	61,190	2,833	95.76%
54412	SEWER	19,949	0	19,949	0	19,949	0	100.00%
54420	LEASE/RENTAL EQUIP/VEH	200,423	0	200,423	14,423	63,687	122,313	38.97%
55100	PUPIL TRANSPORTATION - OTHER	198,700	0	198,700	0	1,500	197,200	0.75%
55101	PUPIL TRANS - FIELD TRIP	53,500	0	53,500	0	0	53,500	0.00%
55110	STUDENT TRANSPORTATION	6,670,572	0	6,670,572	0	6,283,666	386,906	94.20%
55200	GENERAL INSURANCE	359,946	0	359,946	320,333	8,690	30,924	91.41%
55300	COMMUNICATIONS	41,396	0	41,396	1,482	22,657	17,257	58.31%
55301	POSTAGE	27,200	0	27,200	0	0	27,200	0.00%
55302	TELEPHONE	48,192	0	48,192	2,626	45,267	299	99.38%



EXPENDITURES

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
55400	ADVERTISING	11,450	0	11,450	910	0	10,540	7.95%
55505	PRINTING	24,785	0	24,785	225	5,613	18,947	23.56%
55600	TUITION - TRAINING	30,000	0	30,000	0	4,240	25,760	14.13%
55610	TUITION - PUBLIC PLACEMENTS	1,655,537	0	1,655,537	0	557,348	1,098,189	33.67%
55630	TUITION - PRIVATE PLACEMENTS	3,141,768	0	3,141,768	0	2,688,993	452,775	85.59%
55800	TRAVEL	39,465	0	39,465	1,565	25	37,875	4.03%
56100	GENERAL INSTRUCTIONAL SUPPLIES	197,263	0	197,263	3,106	49,679	144,478	26.76%
56110	INSTRUCTIONAL SUPPLIES	489,145	0	489,145	21,161	55,990	411,994	15.77%
56120	ADMIN SUPPLIES	34,563	0	34,563	1,479	2,965	30,119	12.86%
56210	NATURAL GAS	221,263	0	221,263	170	221,093	0	100.00%
56220	ELECTRICITY	1,096,947	0	1,096,947	43,452	1,053,495	0	100.00%
56230	PROPANE	4,251	0	4,251	0	0	4,251	0.00%
56240	OIL	241,840	0	241,840	0	241,840	0	100.00%
56260	GASOLINE	38,405	0	38,405	0	26,000	12,405	67.70%
56290	FACILITIES SUPPLIES	328,874	0	328,874	12,284	149,761	166,829	49.27%
56291	MAINTENANCE COMPONENTS	16,475	0	16,475	930	0	15,545	5.64%
56292	UNIFORMS/ CONTRACTUAL	13,622	0	13,622	0	0	13,622	0.00%
56293	GROUNDKEEPING SUPPLIES	25,445	0	25,445	534	966	23,945	5.90%
56410	TEXTBOOKS	40,020	0	40,020	0	412	39,609	1.03%
56411	CONSUMABLE TEXTS	77,823	0	77,823	0	0	77,823	0.00%
56420	LIBRARY BOOKS	60,426	0	60,426	372	11,153	48,901	19.07%
56430	PERIODICALS	18,923	0	18,923	175	10,231	8,517	54.99%
56460	WORKBOOKS	1,000	0	1,000	0	0	1,000	0.00%
56500	SUPPLIES - TECH RELATED	50,474	0	50,474	547	10,799	39,128	22.48%
57340	COMPUTERS	50,000	0	50,000	2,475	23,784	23,741	52.52%
57345	INSTRUCTIONAL EQUIPMENT	32,200	0	32,200	0	15,208	16,992	47.23%
57400	GENERAL EQUIPMENT	10,516	0	10,516	0	2,370	8,146	22.54%
57500	FURNITURE & FIXTURES	4,500	0	4,500	0	0	4,500	0.00%
58100	DUES & FEES	98,510	0	98,510	19,837	14,804	63,869	35.17%
EXPENDITURE TOTAL		79,185,200	0	79,185,200	5,398,147	22,043,465	51,743,587	34.65%



REVENUES

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
43103	EXCESS COSTS	-2,473,363	0	-2,473,363	0	0	-2,473,363	0.00%
43105	MEDICAID REIMBURSEMENT	-88,017	0	-88,017	0	0	-88,017	0.00%
44705	BUILDING USE FEES (BASE RENTAL)	-43,765	0	-43,765	0	0	-43,765	0.00%
49102	BUILDING USE FEES (CUSTODIAL)	-36,758	0	-36,758	0	0	-36,758	0.00%
44800	REGULAR ED TUITION	-136,800	0	-136,800	0	0	-136,800	0.00%
44822	SPECIAL ED TUITION	-34,660	0	-34,660	0	0	-34,660	0.00%
44860	ADMISSIONS/ATHLETIC GATE RECEIPTS	-18,400	0	-18,400	0	0	-18,400	0.00%
44861	PARKING PERMIT FEES	-20,850	0	-20,850	0	0	-20,850	0.00%
REVENUE TOTAL		-2,852,613	0	-2,852,613	0	0	-2,852,613	0.00%

GRAND TOTAL	76,332,587	0	76,332,587	5,398,147	22,043,465	48,890,974	35.95%
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BOE Capital Reserve Acct #43020000-10101	
MUNIS Balance as of 7/1/22	3,039,825
Contribution Towards NMHS Roof Replacement	-450,000
Approved by BoF - 5 year Capital Withdraw 22/23	-980,030
Close and return of Security Grant Set-Asside	201,875
Wastewater Management Plan - SMS	-17,562
NMHS Woodshop	-233,980
Central Office to SNIS Move	-150,000
Fiscal Year End 21/22 Deposit	2,816,025
New Security Grant Set-Asside	-139,800
1/2 of NMHS Fire Insurance Claim Shortfall	-28,538
Approved by BoF - 5 year Capital Withdraw 23/24	-984,078
Observatory Contribution	-12,500
Additional HVAC FUNDS	-150,000
Fiscal Year End 22/23 Deposit	1,568,696
Energy Systems Group 2023 & 2024 Payments	-895,443
Approved by BoF - 5 year Capital Withdraw 24/25	-1,424,000
Fiscal Year End 23/24 Deposit	1,420,700
TOTAL AS OF 7/31/25	3,581,189

Turf Field Replacement Acct Contributions #43020000-10130	
FROM BOE 17/18 FYE BALANCE	50,000
FROM BOE 18/19 FYE BALANCE	50,000
FROM BOE TEAM FEE'S & BANNER SALES - 16/17, 17/18, 18/19	10,225
FROM TOWN DATED 6/4/20	50,000
FROM TOWN DATED 6/16/21	50,000
FROM BOE TEAM FEE'S & BANNER SALES - 19/20	3,765
FROM BOE TEAM FEE'S & BANNER SALES - 20/21	1,890
FROM BOE 20/21 FYE BALANCE	100,000
FROM TOWN DATED 6/9/22	50,000
CONTRIBUTION - FROM BOE 21/22 FYE BALANCE	50,000
FROM BOE TEAM FEE'S & BANNER SALES - 21/22 & 22/23	12,960
CONTRIBUTION - FROM BOE 22/23 FYE BALANCE	100,000
CONTRIBUTION - FROM TOWN 22/23 FYE BALANCE	100,000
FROM TOWN DATED 4/18/24	50,000
CONTRIBUTION - FROM BOE 23/24 FYE BALANCE	100,000
CONTRIBUTION - FROM TOWN 23/24 FYE BALANCE	100,000
FROM TOWN DATED 6/9/25	50,000
TOTAL AS OF 7/31/25	928,840



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
GENERAL	DISTRICT	ANTHEM BLUE CROSS/BLUE SHIELD	25/26 YEARLY - HEALTHCARE COVERAGE VIA SPP	\$ 9,141,296.00	52810
GENERAL	DISTRICT	ALL-STAR TRANSPORTATION	25/26 YEARLY - STUDENT TRANSPORTATION	\$ 4,540,000.00	55110
GENERAL	DISTRICT	TOWN OF NEW MILFORD	25/26 YEARLY - BOE PENSIONS	\$ 1,320,333.00	52300
GENERAL	DISTRICT	TRANSPORTATION LOCAL 443 HSIP	25/26 YEARLY - CUSTODIAN/MAINTENANCE HEALTH INSURANCE	\$ 950,000.00	52810
GENERAL	SPED	OAK HILL	25/26 YEARLY - ODP TUITION (2 STUDENTS)	\$ 723,211.00	55630
GENERAL	SPED	EDADVANCE	25/26 YEARLY - STUDENT CARE WORKERS	\$ 532,984.00	53200
GENERAL	DISTRICT	EVERSOURCE (CL&P)	25/26 YEARLY - NMHS ELECTRICITY	\$ 479,838.00	56220
GENERAL	SPED	EDADVANCE	25/26 YEARLY - RBT & ILC CONTRACTED SERVICES	\$ 419,123.35	53200
GENERAL	DISTRICT	CIRMA	25/26 YEARLY - WORKERS COMPENSATION INSURANCE	\$ 407,141.76	52900
GENERAL	DISTRICT	CTS	25/26 YEARLY - ODP TRANSPORTATION (6 STUDENTS)	\$ 354,875.00	55110
GENERAL	SPED	COOPERATIVE EDUCATION SERVICES (CES)	25/26 YEARLY - ODP TUITION (3 STUDENTS)	\$ 346,266.00	55610
GENERAL	DISTRICT	CIRMA	25/26 YEARLY - LIABILITY, AUTO & PROPERTY INSURANCE	\$ 320,332.76	55200
GENERAL	SPED	MILESTONES BEHAVIORAL SERVICES	25/26 YEARLY - ODP TUITION (2 STUDENTS)	\$ 315,120.00	55630
GENERAL	SPED	BEN BRONZ FOUNDATION	25/26 YEARLY - ODP TUITION (3 STUDENTS)	\$ 300,025.00	55630
GRANT	SPED	JEFFREY WICKLINE (INTEGRATED PEDS)	25/26 YEARLY - BLANKET OT & PT CONTRACTED SERVICES	\$ 298,840.00	53230
GENERAL	DISTRICT	EVERSOURCE (CL&P)	25/26 YEARLY - SNIS ELECTRICITY	\$ 278,659.00	56220
GENERAL	DISTRICT	NEW MILFORD POLICE DEPARTMENT	25/26 YEARLY - SCHOOL SAFETY OFFICERS	\$ 260,400.00	53530
GENERAL	SPED	ASPIRE LIVING & LEARNING	25/26 YEARLY - ODP TUITION (2 STUDENTS)	\$ 260,000.00	55630
GENERAL	DISTRICT	MCKELLAN GROUP	25/26 YEARLY - DISABILITY & LIFE INSURANCE	\$ 242,337.00	52820/52830
GENERAL	SPED	SPECIALIZED EDUCATION OF CT	25/26 YEARLY - ODP TUITION (2 STUDENTS)	\$ 228,815.00	55630
GENERAL	SPED	CT JUNIOR REPUBLIC	25/26 YEARLY - ODP TUITION (3 STUDENTS)	\$ 205,200.00	55630
GENERAL	DISTRICT	CONNECT KIDS	25/26 YEARLY - ODP TRANSPORTATION (5 STUDENTS)	\$ 190,650.00	55110
GENERAL	DISTRICT	EDADVANCE	25/26 YEARLY - ODP TRANSPORTATION (9 STUDENTS)	\$ 173,644.00	55110
GENERAL	DISTRICT	REGIONAL SCHOOL DISTRICT 12	25/26 YEARLY - AGRISCIENCE TUITION - 33 SEATS & SPECIAL SERVICES	\$ 166,581.00	55610
GENERAL	SPED	UNIVERSITY OF SAINT JOSEPH	25/26 YEARLY - ODP TUITION (1 STUDENT)	\$ 162,455.00	55630
GENERAL	DISTRICT	EVERSOURCE (CL&P)	25/26 YEARLY - SMS ELECTRICITY	\$ 154,739.00	56220
GENERAL	DISTRICT	COORDINATED TRANSPORTATION	25/26 YEARLY - ODP TRANSPORTATION (3 STUDENTS)	\$ 145,080.00	55110
GENERAL	FACILITIES	HAT CITY PAPER COMPANY	25/26 YEARLY - CUSTODIAL SUPPLIES	\$ 135,000.00	56290/54301
GENERAL	SPED	WHEELER CLINIC	25/26 YEARLY - ODP TUITION (2 STUDENTS)	\$ 129,213.55	55630
GENERAL	DISTRICT	EVERSOURCE (CL&P)	25/26 YEARLY - GAS FOR NMHS	\$ 127,574.00	56210
GENERAL	DISTRICT	NORBERT E MITCHELL	25/26 YEARLY - OIL FOR SMS	\$ 123,418.00	56240
GENERAL	DISTRICT	EVERSOURCE (CL&P)	25/26 YEARLY - GAS FOR SNIS	\$ 93,689.00	56210
GENERAL	SPED	GREENWICH EDUCATION GROUP	25/26 YEARLY - ODP TUITION (1 STUDENT)	\$ 87,515.00	55630
GENERAL	DISTRICT	EVERSOURCE (CL&P)	25/26 YEARLY - NES ELECTRICITY	\$ 87,014.00	56220
GENERAL	SPED	SUNBELT STAFFING	25/26 YEARLY - RBT CONTRACTED SERVICES AT SMS	\$ 82,967.83	53200
GENERAL	SPED	MARVELWOOD SCHOOL	25/26 YEARLY - ODP TUITION (2 STUDENTS) PER MEDIATION	\$ 82,000.00	55630
GENERAL	DISTRICT	EVERSOURCE (CL&P)	25/26 YEARLY - HPS ELECTRICITY	\$ 75,869.00	56220



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
GENERAL	SPED	LAW OFFICE OF PAUL A. PIPER	25/26 YEARLY - ODP TUITION (1 STUDENT) PER MEDIATION	\$ 75,000.00	55630
GENERAL	DISTRICT	ALL AMERICAN WASTE	25/26 YEARLY - TRASH PICKUP FOR ALL SCHOOLS	\$ 72,740.00	54101
GENERAL	DISTRICT	FRONTLINE TECHNOLOGIES	FRONTLINE CENTRAL & TIME/ATTENDANCE FEE FOR FISCAL YEAR	\$ 72,620.68	53200
GENERAL	DISTRICT	KEE ENTERPRISES	25/26 YEARLY - STUDENT TRANSPORTATION	\$ 70,352.00	55110
GENERAL	IT	POWERSCHOOL	LICENSE & SUBSCRIPTION FEE FOR FISCAL YEAR	\$ 68,016.84	53200
GENERAL	DISTRICT	TOWN OF NEW MILFORD	BOE PORTION OF MUNIS SOFTWARE FEE FOR FISCAL YEAR	\$ 67,759.00	53200
GENERAL	DISTRICT	NORBERT E MITCHELL	25/26 YEARLY - OIL FOR HPS	\$ 64,298.00	56240
GENERAL	DISTRICT	AQUARION WATER	25/26 YEARLY - WATER FOR ALL SCHOOLS	\$ 63,997.00	54411
GENERAL	DISTRICT	M&J BUS COMPANY	25/26 YEARLY - ODP TRANSPORTATION (1 STUDENT)	\$ 63,550.00	55110
GENERAL	DISTRICT	ABILITY BEYOND DISABILITY	25/26 YEARLY - ODP TRANSPORTATION (1 STUDENT)	\$ 62,100.00	55110
GENERAL	DISTRICT	SECURITAS SECURITY SERVICES	25/26 YEARLY - 1.5 FTE SECURITY MONITORS AT NMHS	\$ 61,593.00	53530
GENERAL	SPED	JOHN G. GELINAS	25/26 YEARLY - OUTSIDE PSYCHIATRIC EVALS	\$ 60,500.00	53230
GENERAL	IT	BASE TECHNOLOGIES	25/26 YEARLY - LEASE OF DISTRICT COPIERS	\$ 64,610.00	54420
GENERAL	DISTRICT	CTS	25/26 YEARLY - ESY TRANSPORTATION (5 STUDENTS)	\$ 50,649.00	55110
GENERAL	DISTRICT	NORBERT E MITCHELL	25/26 YEARLY - OIL FOR NES	\$ 48,248.00	56240
GENERAL	DISTRICT	TOWN OF NEW MILFORD	AUDITOR FEES FOR FISCAL YEAR	\$ 48,000.00	53310
GENERAL	SPED	FORMAN SCHOOL	25/26 YEARLY - ODP TUITION (1 STUDENT) PER MEDIATION	\$ 45,504.00	55630
GENERAL	DISTRICT	HANDS TO HEART HOME CARE	25/26 YEARLY - ODP TRANSPORTATION (1 STUDENT)	\$ 43,200.00	55110
GENERAL	DOI	NEWSELA	NEWSELA MEMBERSHIP FEE FOR FISCAL YEAR	\$ 41,228.81	53200
GENERAL	DISTRICT	SIEMENS INDUSTRY	BUILDING CONTROLS SERVICE FEES FOR FISCAL YEAR	\$ 40,504.00	56290
GENERAL	DISTRICT	DANBURY PUBLIC SCHOOLS	25/26 YEARLY - MAGNET SCHOOL TUITION AGREEMENT (18 SEATS)	\$ 39,501.00	55610
GENERAL	DISTRICT	HUMANA INSURANCE	25/26 YEARLY - VISION INSURANCE	\$ 36,700.00	52810
GENERAL	DISTRICT	NORBERT E MITCHELL	25/26 YEARLY - GASOLINE FOR FACILITIES TRUCKS	\$ 26,000.00	56260
GENERAL	DISTRICT	NEW MILFORD SEWER COMMISSION	25/26 YEARLY - SNIS & NMHS SEWER USAGE FEES	\$ 25,445.40	54412
GENERAL	IT	CDW	DELL LATITUDE 540 LAPTOPS WITH WARRANTY & DOCKS (16 UNITS)	\$ 23,784.00	57340
5 YEAR CAPITAL	FACILITIES	NEW MILFORD SEPTIC SERVICES	HPS SEPTIC REPAIRS	\$ 23,285.00	57200
GENERAL	DISTRICT	CONNECT KIDS	25/26 YEARLY - ESY TRANSPORTATION (5 STUDENTS)	\$ 22,950.00	55110
GENERAL	DOI	RENAISSANCE LEARNING	EDUCLIMBER FEES FOR FISCAL YEAR	\$ 22,908.72	53200
GENERAL	SPED	CHESHIRE FITNESS ZONE	25/26 YEARLY - ODP OT/PT & SPEECH SERVICES (2 STUDENTS)	\$ 22,560.00	55630
GENERAL	DISTRICT	EVERSOURCE (CL&P)	25/26 YEARLY - FARMHOUSE ELECTRICITY	\$ 20,828.00	56220
GENERAL	NMHS	VARSITY BRANDS (BSN SPORTS)	25/26 YEARLY - GRADUATION ITEMS	\$ 20,000.00	56100
GENERAL	SPED	INTERPRETERS & TRANSLATORS	25/26 YEARLY - TRANSLATING SERVICES	\$ 20,000.00	53230/53210
5 YEAR CAPITAL	FACILITIES	KOMPAN, INC.	OUTDOOR PLAYGROUND PANELS FOR HPS	\$ 19,886.10	57400
GENERAL	DISTRICT	COORDINATED TRANSPORTATION	25/26 YEARLY - ESY TRANSPORTATION (3 STUDENTS)	\$ 18,904.00	55110
GENERAL	FACILITIES	HOME DEPOT	25/26 YEARLY - MAINTENANCE SUPPLIES	\$ 18,330.00	54310
GENERAL	IT	PARENTSQUARE	NMPS DISTRICT SOFTWARE FEES FOR FISCAL YEAR	\$ 17,228.00	53500
GENERAL	DOI	IMAGINE LEARNING LLC	EDGENUITY MEMBERSHIP FEES FOR FISCAL YEAR	\$ 16,500.00	53200



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Funding	Location	Vendor Name	Description	Amount	Object
GENERAL	IT	CROWN CASTLE	25/26 YEARLY - ETHERNET SERVICE	\$ 16,000.00	55300
GENERAL	SPED	KINNEY MANAGEMENT SERVICES	KINNEY ANNUAL LICENSE FEES FOR FISCAL YEAR	\$ 15,200.00	53200
5 YEAR CAPITAL	FACILITIES	E2 ENGINEERS	ENGINEERING SERVICES ASSESSMENT FOR FACILITIES BARN	\$ 14,500.00	53200
GENERAL	IT	CDW	NEWLINE PRO Q SERIES LED BACKLIT LCD DISPLAY (8 UNITS)	\$ 14,240.00	57345
GENERAL	DISTRICT	VERIZON WIRELESS	25/26 YEARLY - DISTRICT CELL PHONES	\$ 14,198.00	55302
GENERAL	DISTRICT	M&J BUS COMPANY	25/26 YEARLY - ESY TRANSPORTATION (1 STUDENT)	\$ 13,330.00	55110
GRANT	IT	CDW	NEWLINE PRO Q SERIES LED BACKLIT LCD DISPLAY (7 UNITS)	\$ 12,460.00	57345
GENERAL	DISTRICT	EDADVANCE	25/26 YEARLY - ESY TRANSPORTATION (5 STUDENTS)	\$ 11,627.40	55110
GENERAL	DISTRICT	ABILITY BEYOND DISABILITY	25/26 YEARLY - ESY TRANSPORTATION (1 STUDENT)	\$ 11,340.00	55110
GENERAL	FACILITIES	OTIS ELEVATOR COMPANY	ELEVATOR SERVICE CONTRACT FOR SMS	\$ 11,291.64	54301
GENERAL	IT	REBEL INTERACTIVE GROUP	WEBSITE MAINTENANCE & LICENSE FEES FOR FISCAL YEAR	\$ 9,650.00	53500
GENERAL	DISTRICT	CURALINC	EMPLOYEE ASSISTANCE PROGRAM FEES FOR FISCAL YEAR	\$ 9,600.00	52810
GENERAL	SMS	VEX ROBOTICS	CLASSROOM BUNDLE (1 UNIT) & CLASSROOM CARTS (3 UNITS)	\$ 9,245.04	56500
GENERAL	FACILITIES	BRIGHTLY SOFTWARE	SCHOOL DUDE SOFTWARE FEES FOR FISCAL YEAR	\$ 8,815.43	54301
GENERAL	DISTRICT	TRAVELERS INDEMNITY COMPANY	CYBERSECURITY INSURANCE FEES FOR FISCAL YEAR	\$ 8,689.50	55200
GENERAL	DOI	CHARACTERSTRONG LLC	PURPOSEFUL PEOPLE PREK-5 CURRICULUM FEES FOR FISCAL YEAR	\$ 8,097.30	53050
GENERAL	DISTRICT	AETNA HEALTH MANAGEMENT	MEDICARE ADVANTAGE PLAN FEES FOR FISCAL YEAR	\$ 8,094.00	52810
GENERAL	FACILITIES	SIEMENS INDUSTRY	NMHS FIRE SERVICE AGREEMENT FEES FOR FISCAL YEAR	\$ 7,921.73	56290
GENERAL	DISTRICT	FRONTIER COMMUNICATIONS	25/26 YEARLY - FRONTIER CHARGES	\$ 7,700.00	55302
GENERAL	NMHS	DEELOG TECHNOLOGIES	EXTEMPORE STUDENT LICENSE FEES FOR FISCAL YEAR	\$ 7,700.00	53300
GENERAL	NMHS	ALL AMERICAN SPORTS (RIDDELL)	25/26 YEARLY - REPLACEMENT HELMETS & SHOULDER PADS	\$ 7,551.27	53540
GENERAL	SMS	AMAZON	SMS BOOKS/SUPPLIES	\$ 7,176.91	56420
GENERAL	FACILITIES	TRANE COMPANY	SMS CHILLER PREVENTATIVE MAINTENANCE AGREEMENT	\$ 7,036.00	56290
GENERAL	FACILITIES	TRANE COMPANY	SNIS CHILLER PREVENTATIVE MAINTENANCE AGREEMENT	\$ 7,036.00	56290
GENERAL	FACILITIES	MODERN PEST SERVICES	25/26 YEARLY - EXTERMINATION SERVICES DISTRICTWIDE	\$ 7,000.00	54301
GENERAL	DISTRICT	US OMNI & TSAC COMPLIANCE SERVICES	403(B) COMPLIANCE & REMITTING SERVICE FEES FOR FISCAL YEAR	\$ 6,956.00	53200
GENERAL	HR	FRONTLINE TECHNOLOGIES	APPLICANT TRACKING SOFTWARE FEES FOR FISCAL YEAR	\$ 6,941.21	53200
GENERAL	SPED	SUNBELT STAFFING	25/26 YEARLY - CONTRACTED NURSING FEES	\$ 6,862.00	53230
GENERAL	DISTRICT	FOLLETT SCHOOL SOLUTIONS	TITLEPEEK RENEWAL FEES FOR FISCAL YEAR	\$ 6,853.20	53200
GENERAL	DISTRICT	CHARTER COMMUNICATIONS	25/26 YEARLY - PHONE & INTERNET FEES	\$ 6,548.00	55302
GENERAL	NMHS	DURANTS	25/26 YEARLY - GRADUATION RENTAL EQUIPMENT FEES	\$ 6,250.00	54420
GENERAL	FACILITIES	DANBURY WINSUPPLY	25/26 YEARLY - PLUMBING SUPPLIES	\$ 6,000.00	54301
GENERAL	DISTRICT	NORBERT E MITCHELL	25/26 YEARLY - OIL FOR FARMHOUSE	\$ 5,876.00	56240
GENERAL	SMS	POWERSCHOOL	NAVIANCE RENEWAL FEES FOR FISCAL YEAR	\$ 5,809.32	53200
GENERAL	DISTRICT	HANDS TO HEART HOME CARE	25/26 YEARLY - ESY TRANSPORTATION (1 STUDENT)	\$ 5,760.00	55110
GENERAL	IT	PROFESSIONAL SOFTWARE FOR NURSES	CLOUD SERVICES NURSING SNAP FEES FOR FISCAL YEAR	\$ 5,737.68	53500
GENERAL	NMHS	SOUTH WEST CONFERENCE	SWC ANNUAL MEMBERSHIP FEES FOR FISCAL YEAR	\$ 5,350.00	58100



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
GENERAL	DISTRICT	CAPSS	CAPSS DISTRICT MEMBERSHIP FEES FOR FISCAL YEAR	\$ 5,262.00	58100
GENERAL	NMHS	CIAC	CAS MEMBERSHIP FEES FOR FISCAL YEAR	\$ 5,245.00	58100
5 YEAR CAPITAL	FACILITIES	NEW ENGLAND MASONRY & ROOFING	DRAIN, LEADER & ENDCAP WORK AT NMHS	\$ 5,240.00	57300
GENERAL	SMS	THE GRAPHIC EDGE	25/26 YEARLY - SMS ATHLETIC UNIFORMS	\$ 5,043.80	56100
GENERAL	IT	MARCIA BRENNER ASSOCIATES LLC	25/26 YEARLY - SCHEDULER/REPORT CREATOR/BEHAVIOR FEES	\$ 5,004.41	53200
GENERAL	SPED	FOUR WINDS HOSPITAL	25/26 YEARLY - TUTORIAL SERVICES	\$ 5,000.00	55630
GENERAL	SPED	BRIDGEPORT BOARD OF EDUCATION	25/26 YEARLY - TUTORIAL SERVICES	\$ 5,000.00	55610
GENERAL	SPED	RITA FITCH	25/26 YEARLY - BILINGUAL SPEECH EVALUATIONS	\$ 5,000.00	53230

ITEMS LISTED IN BOLD AND ITALIC FONT ABOVE WERE FUNDED VIA GRANT(S)

	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					

Note from Shipman & Goodwin:

Enrollment in an Advanced Course or Program and Challenging Curriculum
(December 2023 Revision)

The U.S. Department of Education Office for Civil Rights recently released a [fact sheet](#) regarding meaningful participation in advanced coursework and specialized programs for students who are English learners. In light of this fact sheet, we have revised our model policy and administrative regulations to specifically address students who are English learners/multilingual learners and to include additional optional sections related to reducing barriers to opportunities for advanced courses and programs for English learners/multilingual learners.

A new number is assigned to eliminate the decimal point.

Series 6000
Instruction

New # 6141

**POLICY AND ADMINISTRATIVE REGULATIONS ADDRESSING
ENROLLMENT IN AN ADVANCED COURSE OR PROGRAM AND
CHALLENGING CURRICULUM**

The New Milford Board of Education (the “Board”) understands the importance of providing opportunities for students to enroll in an advanced course or program and offering students challenging curriculum in the New Milford Public Schools (the “District”). In accordance with Connecticut law, this policy shall explain the manner in which the District determines eligibility for enrollment in advanced courses or programs and creates academic plans for students in the District.

I. Definitions

For purposes of this policy:

"Advanced course or program" means an honors class, advanced placement class, International Baccalaureate program, Cambridge International program, dual enrollment, dual credit, early college or any other advanced or accelerated course or program offered by the Board in grades nine to twelve, inclusive.

“Advanced placement” program is a program authorized by the College Board that offers college-level courses and exams that students take in high school.

“Cambridge International program” is an internationally recognized academic program for students aged five (5) to nineteen (19). High school level courses, available only through approved Cambridge International Schools, provide students the opportunity to earn postsecondary credit that is accepted by colleges in the United States and abroad.

“Dual credit/Dual enrollment” courses are college courses offered by high schools in partnership with a college or university. Students taking these courses

in high school are simultaneously enrolled with the partner higher education institution. Students who successfully complete a dual credit/dual enrollment course earn credit toward high school graduation as well as college course credit that appears on a student transcript issued by a college or university.

“International Baccalaureate (“IB”) program” is a program that offers international education through four programs for students aged three (3) to nineteen (19). The four programs are: Primary Years, Middle Years, Diploma Program, and Career-related Program. Schools must be authorized to teach IB programs. Every authorized school is known as an IB World School.

"Prior academic performance" means the course or courses that a student has taken, the grades received for such course or courses and a student's grade point average.

II. Eligibility Criteria

Consistent with state law, the District will identify students in grades eight and nine who may be eligible to take or enroll in an advanced course or program. Students will be eligible to enroll in advanced courses or programs throughout their high school career, even if they are not identified as eligible in grades eight or nine.

Eligibility for enrollment in an advanced course or program shall not be based exclusively on a student's prior academic performance. There are multiple methods by which a student may satisfy the eligibility criteria for enrollment in an advanced course or program, including:

- Recommendations from teachers, administrators, school counselors or other school personnel.
- Parent or student requests.

III. Creation of an Academic Plan/Challenging Curriculum

The District will create an academic plan for each student who is identified in grade eight or nine as eligible for enrollment in an advanced course or program. Such plan will be designed to enroll the student in one or more advanced courses or programs and allow the student to earn college credit or result in career readiness. Such academic plan will also be aligned with:

- The courses or programs offered by the Board,
- The student's student success plan, created pursuant to Conn. Gen. Stat. § 10-221a(j),
- High school graduation requirements, and
- Any other policies or standards adopted by the Board relating to the eligibility for student enrollment in advanced courses or programs.

The academic plan may be part of the student's success plan, which plan is required for each student by Conn. Gen. Stat. §10-221a.

A student, or the student's parent or guardian, may decline to implement the provisions of an academic plan created for such student.

IV. Guiding Principles and Implementation

The Board recognizes that course access and academic planning should be guided by considerations beyond traditional course eligibility criteria. Specifically, the Board recognizes that academic achievement and engagement in middle school are strong precursors to high school success. In addition, the Board recognizes the importance of engaging with a student's parents and/or guardians throughout the student's educational experience, reducing barriers to opportunities for advanced courses and programs, and providing a wide range of advanced courses that appeal to students with various interests.

The District will utilize practices designed to ensure that eligibility for enrollment in an advanced course or program, including appropriate evaluation and testing procedures, do not screen out students who are English learners/multilingual learners because of their limited English proficiency unless an advanced or specialized program is demonstrated to require proficiency in English for meaningful participation.

The Superintendent or designee shall be responsible for implementing this policy and developing procedures in furtherance of this policy and in accordance with guidance provided by the Connecticut State Department of Education.

Legal Reference:

Connecticut General Statutes § 10-221a

Connecticut General Statutes § 10-221w

Connecticut General Statutes § 10-221x

Connecticut State Department of Education, *District Guidance for Developing an Advanced Course Participation Policy* (April 2022)

United States Department of Education, Office for Civil Rights, *Ensuring Meaningful Participation in Advanced Coursework and Specialized Programs for Students Who Are English Learners* (June 2023)

Policy Adopted: November 15, 2022
SCHOOLS

Revised:
Connecticut

NEW MILFORD PUBLIC

New Milford,

ADMINISTRATIVE REGULATIONS ADDRESSING ENROLLMENT IN AN ADVANCED COURSE OR PROGRAM AND CHALLENGING CURRICULUM

The New Milford Board of Education (the “Board”) understands the importance of providing opportunities for students to enroll in an advanced course or program and offering students challenging curriculum in the New Milford Public Schools (the “District”). In accordance with the Board’s Policy Addressing Enrollment in an Advanced Course or Program and Challenging Curriculum, the administration adopts the following regulations:

1. The District will identify students in grades eight and nine who may be eligible to take or enroll in an advanced course or program. Students will be eligible to enroll in advanced courses or programs throughout their high school career, even if they are not identified as eligible in grades eight or nine.
2. Eligibility for enrollment in an advanced course or program shall be based on the following:
 - Recommendations from teachers, administrators, school counselors or other school personnel.
 - Parent or student requests.
3. In addition to or as part of student success plans required by Conn. Gen. Stat. § 10-221a(j), the District will create an academic plan for each student who is identified in grade eight or nine as eligible for enrollment in an advanced course or program. A student, or the student’s parent or guardian, may decline to implement the provisions of an academic plan created for such student.
4. Such academic plan will be designed to enroll the student in one or more advanced courses or programs and allow the student to earn college credit or result in career readiness.
5. Middle School Preparation: Academic achievement and engagement are strong precursors to high school success. Therefore, the District strives to:
 - Coordinate standards, instruction, and expectations across middle and high school by fostering regular communication among faculty districtwide, with a focus on vertical articulation of content across the grades rather than offering courses for high school credit in middle school.
 - Offer career awareness, exploration, and immersion activities that directly align with the high school program of studies.

- Encourage high school faculty to familiarize themselves with the Smarter Balanced system of assessments and Next Generation Science Standards assessments, including interim assessment blocks, which can be used to measure student understanding and adjust instruction in Grades 9-12.
 - Remind middle school faculty that their messaging to students regarding high school expectations has an impact on students, and assure students that if they are mastering middle school standards, they are prepared academically.
 - Share students' middle school data with high school faculty to improve the quantity and quality of information available for decision making, reduce unnecessary pre-tests and the administration of screening tools, and maximize instructional time.
6. Partnerships with Families: The District recognizes and values the importance of engaging with a student's family throughout the student's educational experience. Therefore, the District strives to:
- Engage families in the development of student success plans during students' middle school years.
 - Continue and improve upon effective systems of family engagement used in middle school at the high school level.
 - Ensure families are fully aware of the benefits of taking college courses and participating in work-based learning opportunities, if available, during high school.
 - Communicate in a manner that is ongoing and accessible to families (e.g., by providing materials in multiple languages, and having translators available during information sessions, as necessary).
 - Provide families with a variety of options for engaging on the topic of course selection (e.g., large group information sessions, sessions offering more personalized support, and small sessions designed for families that have not experienced college).
 - Invite students and families to express interest in advanced coursework and discuss those choices along with career options with their school counselors, who can answer questions and serve as an advocate for the students.
7. Reducing Barriers: The District recognizes the importance of reducing barriers to opportunities for advanced courses and programs. Therefore, the District strives to:
- Provide school counselors and teachers with lists of students identified by the Connecticut State Department of Education as having potential for success in rigorous courses.
 - Share descriptive statistics with faculty showing advanced course enrollment over time and disaggregated by student group. These data can be used to track progress, discuss effective strategies, identify challenges, and/or generate potential solutions.

- Urge staff to pay special attention to student interests and coursework fit rather than relying solely on past performance when recommending advanced coursework for students.
 - Not exclude students from consideration based on disability status.
 - Ensure that eligibility for advanced courses and programs, including appropriate evaluation and testing procedures, do not screen out students who are English learners/multilingual learners because of their limited English proficiency unless an advanced or specialized program is demonstrated to require proficiency in English for meaningful participation.
 - Ensure that students who are English learners/multilingual learners receive appropriate language assistance services while participating in advanced courses or programs.
 - Communicate directly with students from low-income families that registration fees and exam fees for advanced coursework will be waived.
 - Encourage students to self-advocate based on their individual goals and future plans.
 - Monitor course registrations throughout the enrollment period and encourage students to reconsider selections if they have potential to be successful in more challenging courses.
 - If possible, provide opportunities during the summer for students to prepare for challenging coursework by offering sessions that focus on reviewing study habits, organization, and time management.
 - Provide periodic training for all staff members who identify, assist, facilitate, select, counsel, or teach students in advanced courses or programs to provide strategies to remove barriers for participation and provide high-quality instruction to all students, including students who are English learners.
 - Schedule advanced courses and programs so that students do not face a scheduling barrier for participation (e.g., scheduling the only AP calculus class for the same period as English learner/multilingual learner instruction).
8. Increasing Supply: The District recognizes the importance of providing a wide range of advanced courses that appeal to students with various interests. Therefore, the District strives to:
- Re-evaluate prerequisites so that educators identify what is needed to succeed in the course rather than before the course.
 - Promote enrollment in advanced courses to students in all grades, including for students who may not have taken an advanced course at the beginning of high school.
 - Review the current program of studies to identify courses with the potential to be offered in partnership with a college or university.
 - Consider adding sections of high-interest courses while encouraging teachers of advanced courses to ensure consistency of content and expectations for a diverse set of learners.

- Consider offering or expanding work-based learning opportunities for students.
- Leverage remote options to expand the range of courses available to students.

Legal Reference:

Connecticut General Statutes § 10-221a

Connecticut General Statutes § 10-221w

Connecticut General Statutes § 10-221x

Connecticut State Department of Education, *District Guidance for Developing an Advanced Course Participation Policy* (April 2022)

United States Department of Education, Office for Civil Rights, *Ensuring Meaningful Participation in Advanced Coursework and Specialized Programs for Students Who Are English Learners* (June 2023)

Regulation approved:
SCHOOLS
Revised:
Connecticut

NEW MILFORD PUBLIC

New Milford,

Adult Education

The Board recognizes that education is a lifelong process. Therefore, the Board of Education shall establish and maintain a program of adult education classes. (or shall provide for participation in a program of adult classes for its adult residents through a cooperative arrangement with another school district or with a cooperating eligible entity or with a regional service center.) The adult education program shall be open to all residents over age 17, not attending any public or private elementary, middle or senior high school. A student who is under age 17 and a parent may attend adult education classes if the parent's request is approved by the Board. The program shall offer a variety of subjects to serve civic, cultural, vocational, and avocational needs of the community. Course offerings shall be determined by response to courses previously given and by newly arising needs and interests, subject to limitations of the plant, personnel and equipment. The District, as permitted by statute, shall determine the minimum number of weeks per semester the adult education program will operate. Certified counseling staff shall be provided to assist adult education program students with educational and career counseling.

A student enrolled in a District public school in a full-time program of study may enroll in an adult education activity provided the student receives the approval of the Principal of the school in which he/she is enrolled in a full-time program or such student is enrolled in an adult education activity as part of an alternative educational opportunity during a period of expulsion.

Classes shall be made available at fees to be established by the Board of Education. No tuition shall be charged for residents who enroll in adult classes for elementary (basic skills) and high school completion, Americanization and United States citizenship and English for adults with limited English proficiency. Other courses may be provided in any subject included in District schools, including adult literacy, parenting skills, and vocational education and any other subject or activity only when the number of interested adults is sufficient to form a class of proper size, and when a qualified teacher, adequate facilities and appropriate supervision can be made available. In addition, college preparatory classes may be offered for adults who have earned a high school diploma or its equivalent and require postsecondary developmental education that will enable such adults to enroll directly in a program of higher education, as defined in C.G.S. 10a-34, at an institution of higher education upon completion of such classes. A fee may/shall be charged for these classes.

The District shall grant an adult education diploma to those adult education program participants who have satisfactorily completed a minimum of twenty-six (26) adult education credits, of which not fewer than four shall be in English; not fewer than four in mathematics; not fewer than four in social studies, including one in American History and at least one-half credit course in civics and American government; not fewer than three in science; and not fewer than two in the arts, vocational education, technology, or transitions courses. The remaining nine credits shall be in elective courses.

The District, in determining the satisfactory completion of needed credits for an adult education diploma, shall award, subject to any State Board of Education regulations:

1. Credit for experiential learning, including:
 - a. Not more than two non-required credits for military experience, including training;
 - b. Not more than one vocational education non-required and one required or not more than two non-required credits for occupational experience, including training; and
 - c. Not more than one non-required credit for community service or a vocational skill.
2. Credit for successful completion of courses taken for credit at state-accredited institutions, including public and private community colleges, technical colleges, community-technical colleges, four-year colleges and universities and approved public and private high schools and technical high schools;
3. Up to six credits for satisfactory performance on subject matter tests demonstrating prior learning competencies; and
4. Up to three credits for independent study projects, provided no more than one such credit shall be applied to each required subject area.

Adults in Day Secondary School Programs

Adults who are residents of the school district may enroll in day classes at the high school level on a space available basis. The selection of classes available to adults will be determined by the high school Principal, in consultation with the Superintendent. A registration fee will be charged and applications will be processed through the Assistant Principal or designee and Guidance Offices of the high school. Adults enrolled in day secondary classes will abide by all student rules and regulations established by the high school.

Legal Reference: Connecticut General Statutes

10-67 Adult education-definitions

10-69 Adult education (as amended by PA 03-100 and PA 11-126)

10-71 State grants for adult education programs.

10-73a Adult education

10-73b Grants for adult education services of programs conforming to state plan.

10-73c Basic adult education programs.

10-233d Expulsion of students

P.A. 96-244 An Act Concerning Technical Revision to the Education Statutes

P.A. 97-290 An Act Enhancing Choices and Opportunities

P.A. 03-102 An Act Concerning Adult Education and Workforce Development

P.A. 13-121 An Act Concerning Adult Education and Transition to College

Title II - Workforce Investment Act (WIA), Public Law 105-220

Approved:
SCHOOLS

NEW MILFORD PUBLIC

New Milford, Connecticut

**Note from Shipman & Goodwin as per the Audit of Series 9000:
This Bylaw is recommended to replace 9323, Construction of the Agenda.**

Note: It has a new number.

**Series 9000
Bylaws**

9020

CONSTRUCTION AND POSTING OF AGENDA

I. Construction of Agenda

- A. The Superintendent in cooperation with the Chairperson of the New Milford Board of Education (the “Board”) shall prepare an agenda for each meeting of the Board.
- B. In addition to those items listed by the Chairperson of the Board, any member of the Board may contact the Chairperson or the Superintendent and request that an item be placed on the agenda. This request must be made no later than seventy-two (72) hours prior to the legally required public posting of the agenda.
- C. If at least three Board members request in writing that an additional agenda item be placed on the Board’s agenda, it will either be placed on the agenda or a special meeting of the Board will be scheduled within fourteen (14) days of the written request.

II. Posting of Agenda

- A. At least twenty-four (24) hours prior to the time of the regular or special meeting, an agenda will be constructed and posted by the Superintendent of Schools for the Board.
- B. An agenda will be posted at Town Hall, the Board’s Administrative Offices, and on the Board’s Internet web site. Any associated documents that may be reviewed by members of the Board at such meeting shall be posted on the Board’s Internet web site, provided such documents are not exempt from disclosure under the Freedom of Information Act.
- C. The Board may add items to the agenda of any regular meeting by a two-thirds vote of those Board Members present and voting.
- D. If, in accordance with applicable law, the Board holds a public meeting that is accessible to the public by means of electronic equipment or by means of electronic equipment in conjunction with an in-person meeting, the agenda shall include instructions for the public to attend and provide comment or otherwise

participate in the meeting by means of electronic equipment or in person, as applicable and permitted by law. Any such agenda shall be posted in accordance with the provisions of Connecticut General Statutes Section 1-225.

Legal Reference:

Connecticut General Statutes

Public Act 22-3, "An Act Concerning Remote Meetings Under the Freedom of Information Act."

1-225 Meetings of government agencies to be public. Recording of votes. Schedule and agenda of certain meetings to be filed and posted on web sites. Notice of special meetings. Executive sessions

10-218 Officers. Meetings

Public Act 23-160, "An Act Concerning Education Mandate Relief and Other Technical and Assorted Revisions and Additions to the Education and Early Childhood Education Statutes."

10-220 Duties of boards of education.

Bylaw approved:
SCHOOLS

Bylaw revised:
Connecticut

NEW MILFORD PUBLIC

New Milford,

**Note from Shipman & Goodwin as per the Audit of Series 9000:
This Bylaw is recommended to replace Bylaw 9321, Time, Place and Notification of Meetings.**

Note: This Bylaw has a new number.

**Series 9000
Bylaws**

9021

TIME, PLACE AND NOTICE OF MEETINGS

1. Regular Meetings
 - A. The New Milford Board of Education (the “Board”) shall set a calendar of regular meetings for the ensuing year at the first regular meeting in November.
 - B. In compliance with the Connecticut General Statutes, the Chairperson shall file this calendar with the Town Clerk, and post this calendar on the Board’s Internet web site, if available, before January 31.
 - C. Normally the Board shall schedule regular meetings on the third Tuesday of each month of the year except it falls on a holiday, when the Board shall schedule no regular meetings.
 - D. If at any point in the meeting the Board should not maintain a quorum, then the Chairperson of the Board will adjourn the meeting and declare the time and place of the resumption of the meeting, which shall be reflected in a written order of adjournment. A copy of the written order of adjournment will be posted on or near the door of the place where the meeting was held within twenty-four hours after the time of adjournment.
 - E. If, in accordance with applicable law, the Board conducts a regular meeting by means of electronic equipment, the Board shall provide, at least forty-eight (48) hours before the meeting, direct notification in writing or by electronic transmission to each member of the Board and post a notice that the Board intends to conduct the meeting solely or in part by means of electronic equipment in the Administrative Offices of the Board, in the office of the Town Clerk [Regional School District Option: in the office of the Town Clerk of each municipal member of the school district], and on the Board’s Internet web site. Such notice shall include instructions for the public to attend and provide comment or otherwise participate in the meeting, by means of electronic equipment or in person, as applicable and permitted by law.

2. Special Meetings

Special meetings may be held when determined by the Board, when so called by the Chairperson, or within fourteen (14) days upon written request of three members of the Board.

- A. No special meeting shall be held unless a notice stating the time, place and purpose of the meeting has been given to each member and to the Town Clerk, and has been posted on the Board's Internet web site, if available, twenty-four (24) hours before the time stated for the meeting to convene.
 - 1. If, in accordance with applicable law, the Board holds a special meeting conducted solely or in part by means of electronic equipment, notice of such meeting shall include whether the meeting will be conducted solely or in part by means of electronic equipment. If such meeting is to be conducted by means of electronic equipment, such notice shall include instructions for the public, by means of electronic equipment or in person, to attend and provide comment or otherwise participate in the meeting, as applicable and permitted by law.
- B. When a majority of the members agree that an emergency exists which has made a regular notice impossible, such a meeting may be called at a time or place which may be most convenient. In case of such emergency meeting, a copy of the minutes setting forth the nature of the emergency and the proceedings occurring at such meeting shall be filed with the Town Clerk [Regional School District Option: with the Town Clerk of each municipal member of the school district] no later than seventy-two (72) hours following the holding of such a meeting.

3. Meeting Time and Place

- A. All regular meetings of the Board shall begin at 7:00 PM or as soon thereafter as a quorum is present and shall adjourn no later than 10:00 PM unless extended to a time certain by a two-thirds vote of the Board members present. All regular meetings of the Board shall be held in the Sarah Noble Intermediate School Media Center, unless otherwise ordered by the Board.
- B. Special Meetings (non-emergency) of the Board shall be held at a time and place to be determined and announced in advance of meeting.

Legal References:
Connecticut General Statutes

Public Act 22-3, "An Act Concerning Remote Meetings Under the Freedom of Information Act."

- 1-225 Meetings of government agencies to be public. Recording of votes. Schedule and agenda of certain meetings to be filed and posted on web sites. Notice of special meetings. Executive sessions
- 1-228 Adjournment of meetings. Notice
- 1-229 Continued hearings. Notice
- 1-230 Regular meetings to be held pursuant to regulation, ordinance or resolution
- 7-3 Warning of town and other meetings
- 7-4 Record of warning
- 10-218 Officers. Meetings

Bylaw approved:
SCHOOLS
Bylaw revised:
Connecticut

NEW MILFORD PUBLIC

New Milford,

**Note from Shipman & Goodwin Audit of Series 9000:
This Bylaw is recommended to replace Bylaw 9322, Public and Executive Session.**

Note: This Bylaw has a new number.

**Series 9000
Bylaws**

9022

PUBLIC MEETINGS AND EXECUTIVE SESSION

1. Public Meetings

- A. All meetings of the New Milford Board of Education (the "Board") for the official transaction of business shall be open to the public except that the Board may, by the affirmative vote of two-thirds of the members present and voting, meet in executive session for the purposes specified in Conn. Gen. Stat. §§ 1-225 and 1-200(6).
- B. As defined by statute, the term "meeting" shall not include: any meeting of a personnel search committee for executive level employment candidates; any chance meeting, or a social meeting neither planned nor intended for the purpose of discussing matters relating to official business; strategy or negotiations with respect to collective bargaining; a caucus of members of a single political party notwithstanding that such members also constitute a quorum of a public agency; an administrative or staff meeting of a single-member public agency; and communication limited to notice of meetings of any public agency or the agendas thereof. The term "caucus" means a convening or assembly of the enrolled members of a single political party who are members of a public agency within the state or a political subdivision.

2. Executive Sessions

- A. The public may be excluded from Board meetings that are declared to be executive sessions.
- B. Executive sessions may be held on a two-thirds vote of the members present and voting taken at a public meeting stating the reasons for such executive session. Executive sessions may be held for any reasons permissible under the provisions of the Freedom of Information Act, as it may be amended from time to time, including one or more of the following purposes:
 - (1) Discussion concerning the appointment, employment, performance, evaluation, health or dismissal of a public officer or

employee, provided that such individual may require that discussion be held at an open (public) meeting.

- (2) Strategy and negotiations with respect to pending claims or pending litigation to which the Board or a member of the Board, because of his or her conduct as a member of the Board, is a party until such claims or litigation have been finally adjudicated or otherwise settled.
- (3) Matters concerning security strategy or the deployment of security personnel, or devices affecting public security.
- (4) Discussion of the selection of a site or the lease, sale or purchase of real estate when publicity regarding such site, lease, sale, purchase or construction would adversely impact the price until such time as all of the property has been acquired or all proceedings or transactions concerning same have been terminated or abandoned.
- (5) Discussion of any matter which would result in the disclosure of public records or the information contained therein described in Conn. Gen. Stat. §1-210(b).

Legal References:

Connecticut General Statutes

- | | |
|-------|---|
| 1-200 | Definitions (Public Agency; Meeting; Caucus; Person; Public Records or Files; Executive Sessions) |
| 1-210 | Access to public records. Exempt records |
| 1-225 | Meetings of government agencies to be public. Recording of votes. Schedule and agenda of certain meetings to be filed and posted on web sites. Notice of special meetings. Executive sessions |
| 1-231 | Executive sessions |

Bylaw approved:
SCHOOLS
Bylaw revised:
Connecticut

NEW MILFORD PUBLIC

New Milford,

**Note from Shipman & Goodwin as per the Audit of Series 9000:
This Bylaw will replace Bylaw 9325, Meeting Conduct.
Note optional language.**

This Bylaw has a new number.

**Series 9000
Bylaws**

9023

MEETING CONDUCT

1. Definitions

For purposes of this policy:

- A. “Electronic equipment” means any technology that facilitates real-time public access to meetings, including, but not limited to, telephonic, video, or other conferencing platforms.
- B. “Electronic transmission” means any form or process of communication not directly involving the physical transfer of paper or another tangible medium, which (A) is capable of being retained, retrieved and reproduced by the recipient, and (B) is retrievable in paper form by the recipient.

2. Meeting Conduct

- A. Meetings of the New Milford Board of Education (the “Board”) shall be conducted by the Chairperson in a manner consistent with the adopted bylaws of the Board and the provisions of law, including the Freedom of Information Act.
- B. All Board meetings shall commence at, or as close as practicable to, the stated time, provided there is a quorum.
- C. All regular and special Board meetings shall be guided by an agenda that will have been prepared and delivered in advance to all Board members and other designated persons and made available to the public in accordance with the Freedom of Information Act.
- D. Robert's Rules of Order shall govern the proceedings of the Board except as otherwise provided by these bylaws.
- E. In the event that a Board meeting is interrupted by any person or group of persons so as to render the orderly conduct of such meeting unfeasible

and order cannot be restored by the removal of individuals who are willfully interrupting the meetings, the Chairperson may order the room cleared and continue in session.

1. Only matters appearing on the agenda may be considered in such a session.
2. Duly accredited representatives of the press or other news media, except those participating in the disturbance, shall be allowed to attend any such session.
3. Nothing in these bylaws shall prohibit the Board from establishing a procedure for readmitting an individual or individuals not responsible for willfully disturbing the meeting.

3. Smoking

- A. Smoking of any kind, including using an electronic nicotine or cannabis delivery system or vapor product, will not be permitted in any room in which a meeting of the Board is being conducted, nor during the time immediately prior to the meeting.
- B. When applicable, a sign notifying the public that no smoking is allowed in the room designated for the meeting will be prominently posted.

4. Procedures for Board Member Participation By Means of Electronic Equipment

- A. The Board shall provide Board members the opportunity to participate in meetings by means of electronic equipment, except that the Board is not required to adjourn or postpone a meeting if a Board member loses the ability to participate because of an interruption, failure, or degradation of that member's connection by electronic equipment, unless the member's participation is necessary to form a quorum. Conditions for participation are as follows:
 1. If a quorum of the Board members attend a meeting, other than an executive session, by means of electronic equipment from the same physical location, members of the public must be permitted to attend such meeting in such physical location.
 2. Any physical or demonstrable material that is used in the course of the proceedings must be present in the physical location, if any, where the public is located.

3. All those in attendance at the meeting, at whatever location, must be able to hear and identify all participants in the proceeding, including their individual remarks and votes.
4. Any vote taken at a meeting during which a Board member participates by means of electronic equipment shall be taken by roll call, unless the vote is unanimous.
5. The minutes of the meeting shall record a list of Board members who attended the meeting in person and a list of Board members who attended the meeting by means of electronic equipment.

Any Board member who participates orally in a meeting conducted by means of electronic equipment shall make a good faith effort to state such member's name and title, if applicable, at the outset of each occasion that such member participates orally during an uninterrupted dialogue or series of questions and answers.

- B. When a Board member is participating in a meeting by means of electronic equipment, the Chairperson shall take the necessary steps to ensure that the conditions enumerated above are met. In addition, the Chairperson shall take the necessary steps to ensure that a Board member participating by means of electronic equipment has adequate opportunity for participation in Board discussion, including the opportunity to take the floor and make motions.

[Note: Boards that do not wish to provide for public participation by means of electronic equipment may elect not to include the following section. However, Boards should be prepared to accommodate any changes necessitated by pandemic-related conditions in the event such conditions warrant a return to fully remote Board meetings.]

5. Procedures for Public Participation By Means of Electronic Equipment

The Board may hold a public meeting that is accessible to the public by means of electronic equipment or by means of electronic equipment in conjunction with an in-person meeting. If the Board allows for the public to participate by means of electronic equipment, it shall do so in accordance with the following procedures:

- A. Not less than forty-eight (48) hours before the Board conducts a regular meeting by means of electronic equipment, the Board shall provide direct notification in writing or by electronic transmission to each member of the Board, and post a notice that the Board intends to conduct the meeting solely or in part by means of electronic equipment, (a) in the Board's

Administrative Offices; (b) in the office of the Town Clerk; and (c) on the Board's Internet web site, if any.

- B. Not less than twenty-four (24) hours prior to any such meeting, the Board shall post the agenda for any such meeting in the same manner as the notice of the meeting as set forth in Section 5.A.
- C. Such notice and agenda shall include instructions for the public to attend and provide comment or otherwise participate in the meeting, by means of electronic equipment or in person, as applicable and permitted by law. Any such notice and agenda shall be posted in accordance with the provisions of Connecticut General Statutes § 1-225.
- D. If the Board holds a meeting, other than an executive session or special meeting, solely by means of electronic equipment:
 - 1. The Board shall provide any member of the public
 - a. upon a written request submitted not less than twenty-four (24) hours prior to such meeting, with a physical location and any electronic equipment necessary to attend such meeting in real-time, and
 - b. the same opportunities to provide comment or testimony and otherwise participate in such meeting that such member of the public would be accorded if such meeting were held in person, except that the Board is not required (i) to adjourn or postpone a meeting if a member of the public loses the ability to participate because of an interruption, failure or degradation of such person's connection to the meeting by electronic equipment, or (ii) to offer members of the public who attend a meeting by means of electronic equipment the opportunity for public comment, testimony, or other participation if the provision of such opportunity is not required by law for members of the public who attend such meeting in person.
 - 2. The Board shall not be required to adjourn or postpone the meeting if a member of the public loses the ability to participate because of an interruption, failure, or degradation of such person's connection to the meeting by means of electronic equipment.
 - 3. The Board shall ensure that such meeting is recorded or transcribed, excluding any portion of the meeting that is conducted in executive session. Such transcription or recording shall be posted on the Board's Internet web site and made available to the public to view,

listen to, and copy in the Board's Administrative Offices not later than seven (7) days after the meeting and for not less than forty-five (45) days thereafter.

4. If a quorum of Board members attend a meeting by means of electronic equipment from the same physical location, the Board shall permit members of the public to attend such meeting in such physical location.
- E. If the Board holds a special meeting and any portion of such meeting is to be conducted by means of electronic equipment, it must include in the notice of such meeting if the meeting will be conducted solely or in part by means of electronic equipment.
1. Not less than twenty-four (24) hours prior to such meeting, the Board shall post such notice and an agenda of the meeting in accordance with applicable law.
 2. If such meeting is to be conducted by means of electronic equipment, such notice and agenda shall include instructions for the public, by means of electronic equipment or in person, to attend and provide comment or otherwise participate in the meeting, as applicable and permitted by law.
- F. Any member of the public who participates orally in a meeting conducted by means of electronic equipment shall make a good faith effort to state such member's name and title, if applicable, at the outset of each occasion that such member participates orally during an uninterrupted dialogue or series of questions and answers.
- G. Whenever a meeting being conducted by means of electronic equipment is interrupted by the failure, disconnection or, in the Chairperson's determination, unacceptable degradation of the electronic means of conducting a meeting, or if a Board member necessary to form a quorum loses the ability to participate because of the interruption, failure or degradation of such member's connection by electronic equipment, the Board may, not less than thirty (30) minutes and not more than two (2) hours from the time of the interruption or the Chairperson's determination, resume the meeting (1) in person, if a quorum is present in person, or (2) if a quorum is restored by means of electronic equipment, solely or in part by such electronic equipment.
1. In each case of resumption of such meeting, electronic access shall be restored to the public if such capability has been restored.

2. The Board shall, if practicable, post a notification on its Internet web site and inform attendees by electronic transmission of the expected time of resumption or of the adjournment or postponement of the meeting, as applicable, and may announce at the beginning of any meeting what preplanned procedures are in place for resumption of a meeting in the event of an interruption.
- H. In the event that a Board meeting is interrupted by any person or group of persons so as to render the orderly conduct of such meeting unfeasible, and if such person or group of persons is attending such meeting by means of electronic equipment, the Chairperson may terminate such person's or group of persons' attendance by electronic equipment until such time as such person or group of persons conforms to order or, if need be, until such meeting is closed.

[Note: The following section is optional:]

6. Public Address

- A. *The Board may permit any individual or group to address the Board concerning any subject that lies within its jurisdiction during a portion of the Board's regular [or special] meetings so designated for such purpose.*

(1) *_____ minutes may be allotted to each speaker and a maximum of _____ minutes to each subject matter. The Board may modify these limitations at the beginning of a meeting if the number of persons wishing to speak makes it advisable to do so.*

(2) *A Board member shall be appointed by the Chairperson prior to the meeting to act as timekeeper for the meeting, if deemed necessary by the Chairperson.*

(3) *No boisterous conduct shall be permitted at any Board meeting. Persistence in boisterous conduct shall be grounds for summary termination, by the Chairperson, of that person's privilege of address.*

(4) *All speakers must identify themselves by name and address.]*

Legal References:

Connecticut General Statutes

Public Act 22-3, "An Act Concerning Remote Meetings Under the Freedom of Information Act."

1-200	Definitions
1-206	Denial of access to public records or meetings. Appeals. Notice. Orders. Civil penalty. Petition for relief from vexatious requester. Service of process upon commission. Frivolous appeals. Appeal re state hazardous waste program records
1-225	Meetings of government agencies to be public. Recording of votes. Schedule and agenda of certain meetings to be filed and posted on web sites. Notice of special meetings. Executive sessions
1-232	Conduct of meetings
19a-342	Smoking prohibited. Exceptions. Signs required. Penalties

Freedom of Information Commission Advisory Opinion #41 (April 9, 1980)

Bylaw approved:
SCHOOLS

NEW MILFORD PUBLIC

Bylaw revised:
Connecticut

New Milford,

**Note from Shipman & Goodwin as per the Audit of Series 9000:
This Bylaw will replace Bylaw 9325.1, Quorum.**

Note: This Bylaw has a new number.

**Series 9000
9024
Bylaws**

QUORUM AND VOTING PROCEDURES

1. Quorum:
 - A. The majority of all members of the New Milford Board (the “Board”) shall be necessary to constitute a quorum for the transaction of business.
 - B. If, in accordance with applicable law, the Board provides Board members the opportunity to participate in meetings by means of electronic equipment, the Board is not required to adjourn or postpone a meeting if a Board member loses the ability to participate because of an interruption, failure, or degradation of that member’s connection by electronic equipment, unless the member’s participation is necessary to form a quorum. If a quorum of the Board members attend a meeting, other than an executive session, by means of electronic equipment from the same physical location, members of the public must be permitted to attend such meeting in such physical location.
 - C. If, in accordance with applicable law, the Board holds a meeting solely by means of electronic equipment, and if a quorum of Board members attend a meeting by means of electronic equipment from the same physical location, the Board shall permit members of the public to attend such meeting in such physical location.
2. Voting Procedures:
 - A. No member can vote on a question in which the Board member has a direct personal or pecuniary interest.
 - B. Members may vote for themselves for any office or other position.
 - C. While it is the duty of every member who has an opinion on a question to express it by vote, a Board member cannot be compelled to do so.
 - D. A member may abstain from voting (with the knowledge that the effect is the same as if the Board member had voted on the prevailing side).

- E. The votes of each member of the Board upon any issue before the Board shall be recorded in the minutes of the session at which taken.
- F. Board members shall have the opportunity to explain their votes, with the explanation to be recorded in the minutes.
- G. Any vote taken at a meeting during which a Board member participates by means of electronic equipment shall be taken by roll call, unless the vote is unanimous.

Legal References:

Public Act 22-3, "An Act Concerning Remote Meetings Under the Freedom of Information Act."

Bylaw approved:
SCHOOLS
Bylaw revised:
Connecticut

NEW MILFORD PUBLIC

New Milford,

**Note from Shipman & Goodwin as per the Audit of Series 9000:
This Bylaw will replace Bylaw 9325.4, Vote Recording.**

Note: This Bylaw has a new number.

**Series 9000
Bylaws**

9025

MINUTES

1. In compliance with legal requirements, a complete and accurate set of minutes of each meeting shall be kept.
2. Minutes shall be maintained at the Administrative Offices of the school district in an official record book designated for said purpose.
3. The minutes shall constitute the official records of proceedings of the New Milford Board of Education (the "Board") and shall be open to public inspection at all reasonable times.
4. The minutes shall include the following:
 - A. The time, place and date of each meeting.
 - B. The names of those members in attendance.
 - C. The disposition of all matters on which action was recommended.
 - D. All motions and resolutions and their disposition, listing all votes, abstentions and absentees.
 - E. All decisions concerning future meetings and agendas.
 - F. By request, a brief statement of a Board member may be included.
5. A record of votes taken at each meeting shall be reduced to writing and made available for public inspection within forty-eight hours of the conclusion of the meeting at which the votes were taken. Votes taken shall also be reflected in the minutes of each meeting, and the minutes shall be made available for public inspection and posted on the Board's Internet web site, if available, not later than seven days of the date of the meeting to which they refer, however, the Board shall not be required by law to post such minutes on an Internet web site. Should the Board decide to make minutes available on the Board's Internet web site, it shall do so at the sole discretion of the Board.

[Note: The posting of minutes to a website is optional and at the discretion of the Board.]
6. If, in accordance with applicable law, the Board conducts a meeting in which one or more Board members attend by means of electronic equipment, the minutes of the meeting shall record a list of Board members that attended the

meeting in person and a list of members that attended the meeting by means of electronic equipment.

Legal Reference:

Connecticut General Statutes

Public Act 22-3, "An Act Concerning Remote Meetings Under the Freedom of Information Act."

1-225 Meetings of government agencies to be public. Recording of votes. Schedule and agenda of certain meetings to be filed and posted on web sites. Notice of special meetings. Executive sessions

Bylaw approved:

NEW MILFORD PUBLIC

SCHOOLS

Bylaw revised:

New Milford,

Connecticut

**Note from Shipman & Goodwin as part of the Audit of Series 9000:
This Bylaw is recommended for approval. It is a new Bylaw for the Board.**

**Series 9000
Bylaws**

9026

TRANSACTION OF BUSINESS

- A. The New Milford Board of Education (the “Board”) shall transact all business at a legal meeting of the Board.
- B. The Board shall act as a whole entity, except that a committee created in accordance with these bylaws may act on matters before it in conformity with the committee’s purpose or charge.
- C. Individual members shall make no commitments for the Board or issue orders for the Board, except when executing an assignment delegated by the Board.
- D. The Board shall concern itself with questions of educational policy, and not with administrative details concerning the New Milford Public Schools’ operations.

Bylaw approved:
SCHOOLS
Bylaw revised:
Connecticut

NEW MILFORD PUBLIC
New Milford,

Note from Shipman & Goodwin as part of the Series 9000 Audit:
Recommend the Board maintain this bylaw. While there is a Model Bylaw on this topic, the Board's current bylaw is more robust. However, we recommend review to ensure this bylaw is consistent with Policy 4112.8, Nepotism, and Policy 3313, Relations with Vendors.

Note: Policies 4112.8, Nepotism, and 3313, Relations with Vendors, were reviewed and are not in conflict with this policy. Also, this is a new number for this Bylaw.

Series 9000
Bylaws of the Board

9027

Conflict of Interest

The Board desires its members not only to adhere to all laws regarding conflict of interest, but to be continually aware of situations which have the appearance of conflict of interest and to avoid actions that might embarrass themselves or the Board.

Two areas of Board operations must be guarded with particular care in order that there be no real or seeming conflict of interest. These are purchasing and hiring of new personnel. Therefore:

1. Board members are strictly prohibited from being financially interested, or having any personal beneficial interest, either directly or indirectly, in any contract or purchase order for any supplies, materials, equipment or contractual services furnished to or used by the Board of Education. It is not the intent of this bylaw to prevent the district from contracting with corporations or businesses because a Board member is an employee of the firm. However, in such instances the member may be expected to declare his/her association with the firm and will refrain from debating or voting on the question.
2. If a member of the immediate family of a Board member--specifically parent/guardian, spouse, child or grandchild or any person who resides with the Board member -- is being considered for employment, that member shall disqualify him/herself from participation in discussion or vote.
3. The Board shall not give preferential treatment to companies in which town officials or paid town employees, have a major financial interest or to companies by which they are employed.
4. No Board member shall use his or her position to influence an employment or contractual decision other than those routinely made by the Board itself.
5. No member of the Board may be employed for compensation in any position in the school system. If a Board member is employed by the school district, the office to which he/she was elected or appointed shall become vacant.
6. Board members are strictly prohibited from accepting or receiving, directly or indirectly, from any person, firm or corporation to which any contract or purchase order may be awarded by the Board of Education, by rebate, gifts or otherwise, any money, or anything of value whatsoever, or any promise, obligation or contract for future reward or

compensation.

Legal Reference: Connecticut General Statutes
7479 Conflicts of Interest.
10156e Employees of boards of education permitted to serve as elected
officials; exception.
10232 Restrictions on employment of members of the board of education.

Bylaw approved:	January 9, 2001	NEW MILFORD PUBLIC SCHOOLS
Bylaw revised:	October 9, 2012	New Milford, Connecticut
Bylaw reviewed:	February 4, 2020	
Bylaw reviewed:		

The Shipman & Goodwin Audit of Series 9000 recommended deletion of this policy and adoption of their model policy. However, the model policy from S & G does not conform with the Town Charter. Therefore, this policy should be retained.

Note: The policy has a new number.

**Series 9000
Bylaws of the Board**

9028

Filling Vacancies on the Board

The Board of Education shall notify the New Milford Town Council whenever a vacancy shall occur on the Board through the death, resignation or departure from Town of one of its members.

The Town Council shall appoint a successor to fill the vacancy on the Board. The successor shall hold office until the next Town election.

Legal Reference: Connecticut General Statutes

7-107 Vacancy appointments by selectmen.

9204 Minority representation on boards of education.

10219 Procedure for filling vacancy on board of education.

10156e Employees of boards of education permitted to serve as elected officials; exception.

10232 Restriction on employment of members of the board of education.

Bylaw adopted by the Board: January 9, 2001

Bylaw reviewed by the Board:

NEW MILFORD PUBLIC SCHOOLS

New Milford, Connecticut

NEW MILFORD PUBLIC SCHOOLS
RFP E-2425-014 FARMHOUSE ROOF BID TABLATURE SHEET

COMPANY	BID
Global Hill Construction Corp.	\$18,750.00
New England Masonry and Roofing Co.	\$27,435.00
Eagle Rivet	\$26,320.00
Armor-Tite Construction Corp.	\$57,250.00



NEW MILFORD PUBLIC SCHOOLS

EMPLOYMENT REPORT

Regular Meeting of the Board of Education

New Milford, Connecticut

August 19, 2025 BOE Meeting

CERTIFIED STAFF APPOINTMENTS

<p>Michelle Bellemare -1.0 Social Worker at SMS -Effective Date: August 20, 2025 -Salary \$74,758 (6th Yr/Step 9) with 7 years of experience. Position was added and approved for 25-26SY Budget.</p>	<p>Michael Damu -1.0 Business Teacher at NMHS -Effective Date: August 20, 2025 -Salary \$102,380 (6th Yr/Step 15) with 24 years of experience. Position open from 24-25 SY.</p>	<p>Sean Lally -1.0 Business Teacher at NMHS -Effective Date: August 20, 2025 -Salary \$59,862 (BA/6) with almost 2 years of experience. -Replacing D.Knipple who retired (\$96,723)</p>	<p>Paul Laedke- Rehire* -1.0 Guidance Counselor at NMHS -Effective Date: August 20, 2025 -Salary \$99,574 (MA30/Step 15) with 19+ years of experience. -Replacing M.Dougherty who resigned (\$58,409).</p>
<p>Michael Garbiel -1.0 Music Teacher at SNIS -Effective Date: August 20, 2025 -Salary \$56,993 with 1 year of experience. -Replacing A.Anderson who resigned (\$64,322).</p>	<p>Serena Marro -1.0 Guidance Counselor at NES -Effective Date: August 20, 2025 -Salary \$56,993 (MA/Step 2) with less than a year of experience. -Replacing L.Tarsa who retired (\$65,411).</p>	<p>Clare McGrade -1.0 Grade 4 Teacher at SNIS -Effective Date: August 20, 2025 -Salary \$54,283 (BA/Step 2) with 1 year of experience. -Replacing O.Keefe who transferred to Interventionlist replacing U.Ruggio who retired (\$59,853).</p>	<p>Diana Posillico- 1 Yr Position -1.0 Grade 4 Teacher at SNIS -Effective Date: August 20, 2025 -Salary \$61,324 (MA/Step 5) with 2 years of experience. -Replacing S.McKay who is on a LOA for the 25-26 SY.</p>
<p>Sheila Reuther -1.0 Library Media Specialist at SNIS -Effective Date: August 20, 2025 -Salary \$74,625 (MA/Step 10) with 7+ years of experience. -Replacing L.Cerra who transferred to NMHS as a Business Teacher (\$90,515).</p>	<p>Ashley Vogt -1.0 Humanities Teacher at SMS -Effective Date: August 20, 2025 -Salary \$82,332 (MA/Step 12) with 10 years of experience. -Replacing A.Ready who transferred to SNIS as a Grade 4 Teacher replacing T.Rossitto (\$98,598).</p>	<p>Courtney Young- Rehire* -1.0 English Teacher at NMHS -Effective Date: August 20, 2025 -Salary \$59,853 (MA/Step 4) with 1 year of experience. -Replacing J.Swierbut who resigned (\$59,853).</p>	<p>Stephen Zwart -1.0 Math Teacher at NMHS -Effective Date: August 20, 2025 -Salary \$64,726 (BA/Step 8) with 5 years of experience. -Replacing L.Purohit who resigned (\$59,674)</p>

NON-CERTIFIED STAFF APPOINTMENTS

Eva Gannon -1.0 School Nurse at LHTC -Effective Date: August 15, 2025 -Salary \$53,788 with 30 years of experience. -Replacing S.McManus who transferred to NES during the 24-25SY (\$50,496).	Elizabeth McQueen -1.0 School Nurse at NMHS -Effective Date: August 19, 2025 -Salary \$53,788 with 38 years of experience. -Replacing J.Fisher who resigned (\$53,788).
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CERTIFIED STAFF RESIGNATIONS

Michael Boucher -1.0 Assistant Principal at SMS -Effective Date: August 1, 2025 -Salary \$141,322. Took a position in another CT district.	Joseph Loubier -1.0 Social Studies Teacher at SMS -Effective Date: July 29, 2025 -Salary \$61,324 (MA/Step 5). Took a position in another CT district.	Kaitlyn McManus -1.0 Science Teacher at NMHS -Effective Date: August 6, 2025 -Salary \$55,618. Left due to personal reasons	Dawn Russell -.5 Special Education Teacher at LHTC. -Effective Date: July 18, 2025 -Salary \$43,140.50 (MA22/Step 13). Took a position in a NY district.	Janet Swierbut -1.0 English Teacher at NMHS -Effective Date: July 30, 2025 -Salary \$59,853 (MA/Step 4). Took a position in another CT district.
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NON CERTIFIED STAFF RESIGNATIONS/RETIREMENTS

Janet Angione -1.0 Special Education Paraeducator at NES -Effective Date: July 14, 2025 -Salary: \$18.53 per hour. Leaving due to personal reasons.	Kristen Darash -.5 MLL Tutor at SNIS -Effective Date: June 6, 2025 -Salary \$18.50 per hour. Relocating to another state.	Alissa Hewitt -1.0 Special Education Paraeducator at NES -Effective Date: July 29, 2025 -Salary \$18.35 per hour. Took an accounting role on.	Maureen Peters -1.0 Special Education Paraeducator at SNIS -Effective Date: July 16, 2025 -Salary \$18.92 per hour. Retiring after 18 years in the district.
Nadira Seelal-Safir -.5 General Worker/Cashier at HPS -Effective Date: August 4, 2025 -Salary \$16.35 per hour. Leaving due to personal reasons			

COACHING STAFF- RESIGNATIONS

Samantha Martin -1.0 Head Girls and Assistant Boys Swim Coach -Effective Date: April 1, 2025. Relocating to a new state. -Last Stipend Amount: \$2938.
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INTERNAL TRANSFERS

Laura Ayers -1.0 School Psychologist at HPS/NMHS transferring to 1.0 School Psychologist at HPS. -Effective Date: August 20,2025. New and approved budget addition	Christina Baluha -1.0 BCBA Therapist at NMPS transferring to 1.0 Special Education Teacher at SNIS. -Effective Date: August 20,2025. Replacing M.Triscari who transferred to SMS	Samantha Christos -1.0 Secretary to Assistant Principal at NES transferring to .5 Central Registration / .5 DOI at CO. -Effective Date: July 21, 2025. New and approved position	Lori Cerra -1.0 Library Media Specialist at SNIS transferring to Business Teacher at NMHS. -Effective Date: August 20,2025. New and approved budget addition	Kathleen Kavanagh -1.0 Grade 5 Teacher at SNIS transferring to 1.0 Grade 4 Teacher at SNIS. -Effective Date: August 20, 2025. Budget Reduction.
Olivia Keefe -1.0 Grade 4 Teacher at SNIS transferring to 1.0 Interventionist at SNIS. -Effective Date: August 20,2025. Replacing U.Ruggio who retired.	Kristin McCoy -1.0 Kindergarten Teacher at HPS transferring to Grade 2 Teacher at HPS. -Effective Date: August 20,2025. Budget Reduction.	Gabriella Payano -1.0 School Psychologist at SNIS/SMS transferring to 1.0 School Psychologist at SNIS. -Effective Date: August 20,2025. Budget Addition	Jillian Slater -1.0 Special Education Teacher at SMS transferring to 1.0 Inclusion Facilitator at SMS. -Effective Date: August 20,2025. Budget Addition	Teresa Torre -.5 Library Clerk at SMS transferring to 1.0 Secretary to Assistant Principals at SNIS. -Effective Date: July 28, 2025. Replacing B.Hayes who retired



New Milford Enrollment Matrix By School

August 1, 2025

NES	Actual 06/01/23	Proj 24-25	Actual 08/01/25	Variance from the Projection
PK	56	39	58	19
K	139	129	85	-44
1	134	129	107	-22
2	128	137	135	-2
TOTALS	457	434	385	-49

HPS	Actual 06/01/23	Proj 24-25	Actual 08/01/25	Variance from the Projection
PK	48	39	48	9
K	117	121	76	-45
1	120	121	91	-30
2	105	115	122	7
TOTALS	390	396	337	-59

PK - 2	Actual 06/01/23	Total Proj 24-25	Actual 08/01/25	Variance from the Projection
TOTAL	847	830	722	-108
PK	104	78	106	28
K	256	250	161	-89
1	254	250	198	-52
2	233	252	257	5

SNIS	Actual 06/01/23	Proj 24-25	Actual 08/01/25	Variance from the Projection
3	252	252	259	7
4	262	237	259	22
5	250	258	230	-28
TOTALS	764	747	748	1

SMS	Actual 06/01/23	Proj 24-25	Actual 08/01/25	Variance from the Projection
6	281	269	259	-10
7	255	243	265	22
8	286	277	244	-33
TOTALS	822	789	768	-21

NMHS	Actual 06/01/23	Proj 24-25	Actual 08/01/25	Variance from the Projection
9	293	267	271	4
10	334	300	249	-51
11	302	298	304	6
12	308	324	292	-32
TOTALS	1237	1189	1116	-73

	Actual 06/01/23	Actual 08/01/24	Proj 24-25	Actual 08/01/25	24-25 Variance from the Projection	Comparison of 8/2024 to 8/2025
PK-2	847	743	830	722	-108	-21
SNIS	764	738	747	748	1	10
SMS	822	774	789	768	-21	-6
NMHS	1237	1154	1189	1116	-73	-38
TOTALS	3670	3409	3555	3354	-201	-55

LHTC total = 20

NEW MILFORD PUBLIC SCHOOLS

Office of Food Services
22 Hipp Road
New Milford, Connecticut 06776

8D - Item of Information
BOE August 2025 Meeting



SANDRA SULLIVAN
Director of Food Services of New Milford Public Schools

Date: August 2, 2025

To: Dr. Janet Parlato, Superintendent of Schools
Anthony Giovannone, Director of Fiscal Services and Operations

From: Sandra Sullivan, Director of Food Services
Re: Food Service Community Eligibility Provision (CEP)

New Milford Public Schools will continue offering free School Breakfast and Lunch to all students through December 21, 2025, under the Community Eligibility Provision (CEP) program. After this date, the district will plan to return to the standard meal pricing structure, which includes paid, free, and reduced-price meals based on eligibility.

Over the past several years, New Milford has been able to provide free meals to all students. This was made possible initially through additional funding from the USDA and the Connecticut State Department of Education (CSDE) during the COVID-19 pandemic. Although that funding ended in 2023, the district was able to extend free meals through the remainder of the 2023–24 school year using a surplus in its Foodservice Program fund. Free meals have continued into the 2024–25 school year through participation in the CEP program. Approximately 80% of students in the district have taken advantage of free meals, saving families an average of \$785 per child per year.

In November, the financial status of the Foodservice Program will be evaluated. At that time, a decision will be made about whether New Milford can continue in the CEP program or will need to transition back to paid meals, which may include an increase in meal prices.

Sincerely,

Sandra Sullivan
Director of Food Services
New Milford Public Schools