

New Milford Board of Education
Meeting Motions and Minutes
November 18, 2025
Sarah Noble Intermediate School Library Media Center

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NEW MILFORD, CT

Present:	Mrs. Leslie Sarich, Chairperson Mr. Eric Hansell, Vice Chairperson Mrs. Tammy McInerney, Secretary Mrs. Sarah Herring, Assistant Secretary Mrs. Wendy Faulenbach Mr. Brian McCauley Mr. Tom O'Brien Mr. Joseph Failla
Absent:	Mr. Dean Barile

Also Present:	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 Ms. Penelope Morrissey, Student Representative Mr. Mark Porter, Student Representative
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1.	A.	Call to Order Pledge of Allegiance The meeting of the New Milford Board of Education was called to order at 6:30 p.m. by Mrs. Leslie Sarich, Chairperson. The Pledge of Allegiance immediately followed the call to order.	Call to Order A. Pledge of Allegiance
2.	A.	Public Comment There was none.	Public Comment
3.		PTO REPORT No discussion	PTO REPORT
4.		STUDENT REPRESENTATIVES' REPORT Mr. Porter stated Hill & Plain had activities focused around kindness, respect and community spirit. They had their book character parade and have been recognizing students as "Top Dogs." There is a new 2nd grade student leadership program and they are currently doing a holiday food drive. Northville Elementary School completed their food drive and collected enough food to feed 12 families. They had	STUDENT REPRESENTATIVES' REPORT

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		<p>a Veteran's Day celebration, a book character parade and the new Bookworms program was fully rolled out.</p> <p>Ms. Morrissey stated that Sarah Noble Intermediate School (SNIS) had their Veteran's Day celebration. After the celebration, veterans visited classrooms and spoke about their experiences. It was a great opportunity for students to learn. SNIS just completed a month long breast cancer awareness coin drive and to celebrate all their efforts, students and staff all wore pink last Friday.</p>	
5.		<p>APPROVAL OF MINUTES Approval of the following Board of Education Meeting Minutes: 1. Regular Meeting Minutes October 21, 2025</p> <p><i>Mr. McCauley moved to approve the Regular Meeting Minutes, October 21, 2025. Seconded by Mr. Hansell. Motion passed 7-0-1 with Mr. Failla abstaining.</i></p>	<p>APPROVAL OF MINUTES A. Approval of the following Board of Education Meeting Minutes: 1. Regular Meeting Minutes October 21, 2025</p> <p>Motion made and passed to approve the Regular Meeting Minutes, October 21, 2025. Motion passed.</p>
6.		<p>SUPERINTENDENT'S REPORT Dr. Parlato stated the board concluded a workshop earlier in the evening regarding district performance. She was pleased to announce that there was an increase of 16 out of the 22 performance indicators. Six have decreased and there is a plan to increase those scores. Dr. Parlato stated she wanted to congratulate the girls field hockey team for making it to the state finals. NMHS Theatre performed The Play That Goes Wrong, which saw the highest ticket sales for a play for the high school. The marching band placed 6th out of 20 schools in their recent competition and will get to perform at MetLife Stadium.</p>	<p>SUPERINTENDENT'S REPORT</p>
7.		<p>BOARD CHAIRPERSON'S REPORT Mrs. Sarich stated she is canceling the December 2nd subcommittee meetings. She thanked Dr.</p>	<p>BOARD CHAIRPERSON'S REPORT</p>

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		Parlato for the earlier workshop and thanked the Mayor for attending. Mrs. Sarich also welcomed Mr. Joseph Failla, a new Board of Education member.	
8.		<p>SUBCOMMITTEE REPORT'S</p> <p>A. Policy Mrs. McInerney stated the policies on the agenda are revisions for first read, and regulations for information only.</p> <p>B. Committee on Learning Mrs. Herring stated, in the Committee on Learning meeting they had a presentation from the principals regarding testing results, which tied into Dr. Parlato's earlier presentation. The committee was able to listen to strategies planned for the school year.</p> <p>C. Facilities Mr. O'Brien stated that Mr. Cunningham has been hard at work issuing RFPs, to be funded by recent Capital Reserve withdrawals.</p> <p>D. Operations Mrs. Faulenbach stated Operations had a great meeting, breaking down line items and changes.</p>	<p>SUBCOMMITTEE REPORT'S</p> <p>A. Policy B. Committee on Learning C. Facilities D. Operations</p>
9.	A.	<p>DISCUSSION AND POSSIBLE ACTION</p> <p>Monthly Reports</p> <ol style="list-style-type: none"> Budget Position dated October 31, 2025 Purchase Resolution: D-800 Request for Budget Transfers <p>Mrs. Herring asked why there is nothing being encumbered for the non-certified stipends. Mr. Giovannone stated they do not do payroll encumbrances for stipends. It's associated with fall sports and activities and they are not paid out yet. Mrs. Faulenbach asked if the withdrawal that went through Town Council had been captured. Mr. Giovannone stated yes, it was approved October 14th. Mr. Giovannone continued by stating we are currently within one half of one percent versus last year. There will be a transfer request forthcoming</p>	<p>DISCUSSION AND POSSIBLE ACTION</p> <p>A. Monthly Reports</p> <ol style="list-style-type: none"> Budget Position dated October 31, 2025 Purchase Resolution: D-800 Request for Budget Transfers

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	<p>from salaries to contracted services. This is to cover paraprofessionals, nurses, one RBT and a psychologist. The district is currently using contracted services so the board will need to formally approve the move from salaries to contracted services.</p> <p><i>Mrs. Faulenbach moved to approve the Budget Position dated October 31, 2025; Purchase Resolution D-800; and Request for Budget Transfers. Seconded by Mr. O'Brien. Motion passed unanimously.</i></p> <p>B. Policy Revisions for First Read:</p> <ol style="list-style-type: none"> 1. 1105 Non-Discrimination (Community) 2. 4111.1 Non-Discrimination (Personnel) 4211.1 3. 4118.113 Prohibition of Sex Discrimination and Sexual Harassment (Personnel) 4218.113 4. 5000 Non-Discrimination (Students) 5. 5145.7 Prohibition of Sex Discrimination and Sexual Harassment (Students) 6. 9125 Attorney <p>Dr. Parlato stated the policies are for first review and the model policies in the agenda packet were received very late. At the next policy meeting there will be a full set of comparison documents. For policy 4118.113 and 4218.113 there was a requirement to revert back to the 2020 title IX regulations. There were also some language changes to the non-discrimination policy.</p> <p>Dr. Parlato stated, for policy 9125, she had received a request from Mr. Barile to amend the policy so that board members could reach out directly to the board</p>	<p>Moton made to approve the Budget Position dated October 31, 2025; Revised Purchase Resolution D-800; and Request for Budget Transfers. Motion passed unanimously.</p> <p>B. Policy Revisions for First Read:</p> <ol style="list-style-type: none"> 1. 1105 Non-Discrimination (Community) 2. 4111.1 Non-Discrimination (Personnel) 4211.1 3. 4118.113 Prohibition of Sex Discrimination and Sexual Harassment (Personnel) 4218.113 4. 5000 Non-Discrimination (Students) 5. 5145.7 Prohibition of Sex Discrimination and Sexual Harassment (Students) 6. 9125 Attorney
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	<p>attorney. Mrs. McInerney stated she believed it is bad practice to allow a board member to jump over the Superintendent and Board Chair to talk to lawyers. Outside of the monetary implications, this would lead to issues with someone having information that other board members do not. Mrs. McInerney stated that it makes her nervous.</p> <p>Mrs. Sarich stated, if it came before the Board she would vote no.</p> <p>Mr. Failla stated, as a practicing attorney, this is a poor policy. If nine people had the opportunity to call the board attorney, it would create a problem. Depending on who is speaking to the attorney, it will be from that person's perspective. Keeping the flow of information through the Superintendent and the Board Chair will provide common feedback. Additionally, there can be incredible costs associated with this. It's better to have the attorney come to the Board to have a conversation, but nine board members contacting an attorney is not a good idea.</p> <p>Mr. McCauley stated he agreed with Mr. Failla.</p> <p>Mrs. Sarich noted she would like to amend the language to state that the board member would have to reach out to the Superintendent "and" the Board Chair rather than it stating "or." It's best practice to copy both. Mrs. Faulenbach stated she respectfully disagreed with Mrs. Sarich's proposed change and have it remain as either the Superintendent or Board Chair is copied. For example, if a board member needed to seek a legal opinion regarding the Superintendent, that board member would not want to copy the Superintendent. Most of the time it will include both but there may be a time one has to be excluded. Mrs. Sarich stated, her concern is a board member may not want to copy her. It's best practice that the Superintendent copies the Board Chair, but there could be a Superintendent that would not do that. Mrs. McInerney stated the Board works well</p>	
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	<p>together but that might not be the case in the future. Mrs. Faulenbach stated she agreed with Mr. Failla, and once we reach out to legal council, it is the duty of the board chair to get the legal opinion on something that's been put forward. Mrs. Sarich stated she would email Attorney Shurin and get his opinion.</p>	
	<p>C. New Milford Representatives to Shepaug Agriscience</p> <p>Dr. Parlato stated Region 12 has an advisory board for their agriscience program and the sending districts must have representatives. The three individuals who are nominated have expertise in the industry. Mrs. Faulenbach asked how information is brought back to the Board. Dr. Parlato stated they can ask for a copy of the minutes. Mrs. Faulenbach suggested the representatives come and give the Board a brief update. Mr. Failla asked how many students New Milford sends to the agriscience program. Mr. Giovannone stated it is around 30 students. Dr. Parlato stated the calculation is based upon the size of the 9th grade class for the last three years. Mrs. Sarich noted it is a very competitive program to get into.</p> <p><i>Mr. Hansell moved to approve Alice Wilkinson, Ben Weed and Nick Pouder as New Milford representatives on the Shepaug Agriscience Advisory Board. Seconded by Mr. McCauley. Motion passed unanimously.</i></p>	<p>C. New Milford Representatives to Shepaug Agriscience</p> <p>Motion made and passed to approve Alice Wilkinson, Ben Weed and Nick Pouder as New Milford representatives on the Shepaug Agriscience Advisory Board. Motion passed unanimously.</p>
	<p>D. Leave of Absence Request: Michelle Mott Saldana, paraeducator at Hill and Plain School, until February 18, 2026 for medical reasons.</p> <p><i>Mrs. McInerney moved to approve the Leave of Absence Request for Michelle Mott Saldana, paraeducator at Hill and Plain School, until</i></p>	<p>D. Leave of Absence Request: Michelle Mott Saldana, paraeducator at Hill and Plain School, until February 18, 2026 for medical reasons.</p> <p>Moton made to approve the Leave of Absence Request for Michelle Mott Saldana,</p>

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		<p><i>February 18, 2026 for medical reasons. Seconded by Mr. McCauley. Motion passed unanimously.</i></p> <p>E. Leave of Absence Request: Alyson Drahota, paraeducator at the Litchfield Hills Transition Center, until January 10, 2026, for medical reasons.</p> <p><i>Mr. O'Brien moved to approve the Leave of Absence Request for Alyson Drahota, paraeducator at the Litchfield Hills Transition Center, until January 10, 2026, for medical reasons. Seconded by Mr. Hansell. Motion passed unanimously.</i></p>	<p>paraeducator at Hill and Plain School, until February 18, 2026 for medical reasons. Motion passed unanimously.</p> <p>E. Leave of Absence Request: Alyson Drahota, paraeducator at the Litchfield Hills Transition Center, until January 10, 2026, for medical reasons.</p> <p>Moton made to approve the Leave of Absence Request for Alyson Drahota, paraeducator at the Litchfield Hills Transition Center, until January 10, 2026, for medical reasons. Motion passed unanimously.</p>
10.	<p>A. 1105 R Administrative Regulations Regarding Non-Discrimination (Community)</p> <p>B. 4111.1 R Administrative Regulations Regarding Non-Discrimination (Personnel)</p> <p>4211.1 R</p> <p>C. 4118.113 R Administrative Regulations Regarding Prohibition of Sex Discrimination and 4218.113 R Sexual Harassment (Personnel)</p> <p>D. 5000 R Administrative Regulations Regarding Non-Discrimination (Students)</p> <p>E. 5145.7 R Administrative Regulations Regarding Sex Discrimination and Sexual Harassment (Students)</p> <p>F. 9125 R Administrative Regulations Regarding Selection and Appointment of Board Council</p>	<p>ITEMS OF INFORMATION</p>	<p>ITEMS OF INFORMATION</p> <p>A. 1105 R Administrative Regulations Regarding Non-Discrimination (Community)</p> <p>B. 4111.1 R Administrative Regulations Regarding Non-Discrimination (Personnel)</p> <p>4211.1 R</p> <p>C. 4118.113 R Administrative Regulation Regarding Prohibition of Sex Discrimination and Sexual 4218.113 R Harassment (Personnel)</p>

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	<p>Mr. Hansell asked if the regulations were legally dictated from the state. Dr. Parlato stated most have roots in federal regulation.</p>	<p>D. 5000 R Administrative Regulations Regarding Non-Discrimination (Students)</p> <p>E. 5145.7 R Administrative Regulations Regarding Sex Discrimination and Sexual Harassment (Students)</p> <p>F. 9125 R Administrative Regulations Regarding Selection and Appointment of Board Council</p>
	<p>G. Update on Transportation Mr. Giovannone stated the minutes from the November Operations meeting reflect the key points. There have been no hearings for transportation requests and there have not been any 3rd tier late buses. The depot has more spare drivers and there are new people in the administration. The bus tracking app was paused during route revisions but is now back online. Mrs. McNerney asked if the district was still running the same number of buses. Mr. Giovannone stated yes. During budget time he will look to see if any changes can be made. Mr. Failla asked what the longest bus route is. Mr. Giovannone stated it is 54 minutes. It is the intention of the policy not to exceed one hour.</p>	<p>G. Update on Transportation</p>
	<p>H. 2024-2025 Student Performance Dr. Parlato stated there was an earlier workshop regarding student performance; 16 of 22 indicators showed improvement.</p>	<p>H. 2024-2025 Student Performance</p>
	<p>I. RFP's for Facilities projects Mr. Cunningham stated they have 4 RFP's out. One for the tennis courts, one for the culinary classroom, one for central offices and one for the Northville</p>	<p>I. RFP's for Facilities projects</p>

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	<p>Elementary School (NES) hydrants. The site visits had a great turnout. The RFP's will be open through the next month.</p> <p>Mr. Failla stated he was surprised that there are no rooms in Central Office to allow for sensitive matters to be discussed. Given the laws for student privacy and HIPPA requirements, it's astounding that some administrators have to leave the building to have a private conversation. Soundproofing should be added to the construction project.</p> <p>Mr. O'Brien stated he agreed and noted the main driver of this whole project is to create privacy.</p> <p>Mr. McCauley stated that there were plans drawn up to improve the current situation that went to Town Council, and the request was denied.</p> <p>Mr. Failla stated this is a conversation that has been had for many years. When he was previously on the Board, there was a conversation to build an administrative building up at Northville. That was 15 years ago and the price was three million. That would have been a bargain compared to now.</p> <p>Mrs. Faulenbach stated this discussion is close to 20 years old. We've explored many different options. Confidentiality is an issue. It has been said that the BOE has allocated 1.5 million dollars for use of a new central office building, which is not true. It would behoove us to get our message out.</p> <p>Mrs. McInerney asked what the cost was to do the project at SNIS. Mrs. Faulenbach stated it was originally at 1.5 million with the previous Superintendent, but they were able to scale it down to \$750,000. Mrs. McInerney stated she couldn't believe that the Superintendent and others had to go out to their cars to have private conversations. Mrs. Faulenbach added that they need to remember that there are students in close proximity.</p>	
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		<p>Mr. Cunningham stated privacy is the main driver behind the project. It will be broken down into three phases. The initial phase will begin construction on a few offices over this summer. The second phase will be the following summer. During construction soundproofing can be included. The construction would not impact the ability to pivot back to a full school if needed.</p> <p>Mr. O'Brien thanked Mr. Cunningham for all his work.</p> <p>J. Northville Elementary School Roof</p> <p>Mr. Cunningham stated the Mayor and Silver Petrucelli were provided roof options. If the grant eligible option is chosen they will need to follow the guidelines of submitting for it.</p> <p>Mrs. Faulenbach stated the Board paid for the roof study. Mr. Cunningham replied that if the grant option was chosen, the roof study would be required for that process.</p> <p>Mrs. Faulenbach stated she wanted the process to be clear. The district paid for the roof study as preparation. It went to the Mayor and MBC. If we don't learn from the last process, shame on the town of New Milford. Mrs. Faulenbach asked Mr. Cunningham if the next step is for MBC to recommend an option or choose an option. Mr. Cunningham stated MBC would choose the roof option. Mrs. Faulenbach replied that when MBC makes their decision, it then goes to Town Council, who will identify the funding source. The state requires documentation, from a public municipal meeting, to be eligible for reimbursement.</p> <p>Mr. Cunningham added that will dictate the reimbursement rate. If the money had been allocated 10 years ago, that is the date the state would go back</p>	<p>J. Northville Elementary School Roof</p>
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	<p>to in order to allocate the reimbursement rate. New Milford reimbursement rate is approximately 50 cents on the dollar.</p> <p>Mrs. Faulenbach stated, given the steps discussed, we can assume the roof is in the bonding cycle. If everything goes smoothly, it is still on the BOE to file the paperwork for reimbursement. Mr. Cunningham agreed, if MBC elects to go with the grant option, Town Council will have to allocate funds specifically for the Northville Elementary School roof. There are three resolutions that need to pass. If MBC chooses the grant option, we have to pursue the grant and get the schematics to present to the Department of Administrative Services. After that, the Superintendent goes into the portal and submits the paperwork. That starts the grant process.</p> <p>Mrs. Faulenbach asked when construction could possibly start. Mr. Cunningham stated, by the time things are decided, and a company is secured, it would be hard to do it this summer. The roof is at the end of life but there are no deficiencies. Mrs. Faulenbach stated she wanted to make sure it's not on the Board to choose the type of roof. She appreciates it can be bonded out, and wants to make sure it's done better than last time.</p> <p>Mr. O'Brien stated, speaking to the process and understanding how it works, some of the information Mrs. Faulenbach had received may have come from reading the MBC meeting minutes.</p>	
K.	<p>Employment Report - November 2025</p> <p>Dr. Parlato stated they had four certified staff appointments and very few resignations. Mr. O'Brien stated he is happy there are not any non-certified staff resignations. Mr. O'Brien then asked how many positions we lost because of the budget process taking so long last year. Dr. Parlato stated her best guess is they had approximately six</p>	<p>K. Employment Report - November 2025</p>

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	<p>resignations, and some are still not filled. There was a high price to that. Mr. Hansell stated, when we do the budget this year, it would be prudent to try and get in front of this with the town, so things do not repeat.</p> <p>L. Enrollment Report - November 2025 Dr. Parlato stated the projections are still accurate. The numbers for Northville and Hill & Plain are affected by the kindergarten legislation. Mrs. Herring noted the 11th grade class is the only one with over 300 students. First grade is down to 200. When she graduated from New Milford, her class size was 218. Dr. Parlato stated the current 12th grade is the smallest cohort and they are seeing a reduction in size. Mr. McCauley noted that every district in Connecticut, except for one, is going down in size.</p> <p>M. November Fundraising Report No discussion.</p> <p>N. Field trip Report Dr. Parlato stated the child development class is going to the Washington Montessori school.</p>	<p>L. Enrollment Report - November 2025</p> <p>M. November Fundraising Report</p> <p>N. Field trip Report</p>
11.	<p>ADJOURN <i>Mr. O'Brien moved to adjourn the meeting at 7:32 p.m. Seconded by Mr. McCauley. Vote passed unanimously.</i></p>	<p>ADJOURN Motion made to adjourn the meeting at 7:32 p.m. Motion passed unanimously.</p>

Respectfully Submitted,



Mrs. Tammy McInerney
Secretary
New Milford Board of Education