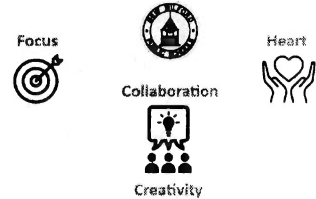


**NEW MILFORD BOARD OF EDUCATION
New Milford Public Schools
25 Sunny Valley Road, Suite A
New Milford, Connecticut 06776**



**BOARD OF EDUCATION
MEETING NOTICE**

DATE:	December 16, 2025
TIME:	6:30 P.M.
PLACE:	Sarah Noble Intermediate School – Library Media Center

AGENDA

New Milford Public Schools Mission Statement

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

1. CALL TO ORDER

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. IDEAL STUDENT RECOGNITION: NEW MILFORD HIGH SCHOOL

4. PTO REPORT

5. STUDENT REPRESENTATIVES' REPORT

6. APPROVAL OF MINUTES

- A. Approval of the following Board of Education Meeting Minutes:
 - 1. Regular Meeting Minutes November 18, 2025
 - 2. Special Meeting Minutes November 18, 2025
 - 3. Special Meeting Minutes November 24, 2025

7. SUPERINTENDENT'S REPORT

8. BOARD CHAIRPERSON'S REPORT

9. SUBCOMMITTEE REPORTS

- A. Policy
- B. Committee on Learning
- C. Facilities
- D. Operations

10. DISCUSSION AND POSSIBLE ACTION

- A. Monthly Reports

RECEIVED
TOWN CLERK
2025 DEC 12 A 8:00
NEW MILFORD, CT

1. Budget Position dated November 30, 2025
 2. Purchase Resolution D-801
 3. Request for Budget Transfers
- B. AB Note Music Trust
- C. Food Services - CEP Participation and Meal Prices

11. ITEMS OF INFORMATION

- A. Facilities Projects
- B. Employment Report - December 2025
- C. Enrollment Report - December 2025
- D. December Fundraising Report
- E. Field Trip Report

12. ADJOURN

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

RECEIVED
TOWN CLERK *7/1/25*

2025 NOV 24 P 3:42 1

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

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

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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>

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

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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

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

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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>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>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>Moton made to approve the Leave of Absence Request for Michelle Mott Saldana,</p>
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Meeting Motions and Minutes
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Sarah Noble Intermediate School Library Media Center**

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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>

**New Milford Board of Education
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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>

**New Milford Board of Education
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November 18, 2025
Sarah Noble Intermediate School Library Media Center**

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

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

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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>

**New Milford Board of Education
Meeting Motions and Minutes
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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

**New Milford Board of Education
Special Meeting Minutes and Motions
November 18, 2025 - 5:00 pm
Sarah Noble Intermediate School Library Media Center**

RECEIVED
TOWN CLERK
2025 NOV 24 P 3:42

NEW MILFORD, CT

Present:	Mrs. Leslie Sarich, Chairperson Mr. Eric Hansell Mrs. Tammy McInerney Mrs. Sarah Herring Mrs. Wendy Faulenbach Mr. Tom O'Brien Mr. Brian McCauley Mr. Joseph Failla Mayor Pete Bass, <i>ex-officio</i>
Absent:	Mr. Dean Barile
Also Present:	Dr. Janet Parlato, Superintendent Ms. Holly Hollander, Assistant Superintendent

1.	Call to Order The special meeting of the New Milford Board of Education was called to order at 5:07 p.m. by Mrs. Leslie Sarich, Chairperson.	Call to Order
2.	Public Comment None	Public Comment
3.	ITEMS OF INFORMATION A. District Performance Workshop Dr. Parlato began by stating it's about making decisions that are in the best interest of the students. It's important to engage with diverse perspectives, accept non-closure and know this is an improvement journey. Speaking to the district accountability index, Dr. Parlato stated there are 22 separate indexes. The state uses Smarter Balanced as a standardized test and the SAT's when putting all the indicators together. When you add New Milford's together the index is 71.1, the state target is 85. In 2018/2019 we were 74.2, 2020 there is no data because of the pandemic, in 2021/2022 we were 69.7, in 2022/2023 we were 69.3 and in 2023/2024 we were at 70.2. The top 10 schools in the state are all in DRG (District Reference Group) A or B. New Milford is in DRG D. New Milford increased in 16 out of the 22 categories and stayed flat or went down in six versus last year.	ITEMS OF INFORMATION A. District Performance Workshop

	<p>The categories that saw decreases are: Grades 4-8 Growth Target for English/Language Arts, Grades 4-8 Growth Target for High Needs English/Language Arts, English Learner Students Literacy, Percentage of Students on Track to Graduate, Four-Year Graduation Rate and Two and Four-Year College Entrance.</p> <p>Dr. Parlato stated the students that are included in the High Needs group are students that receive free/reduced lunch, are English learners, in Special Education and/or have an IEP. Four out of 10 kids in New Milford are eligible for free/reduced lunch. English learners are up to 10.06%.</p> <p>Dr. Parlato reviewed each performance index, speaking to the goals she set for the year, and the actuals. The goal was to increase the overall performance index by 3.5 points and the actual was 0.9 points. The goal for Academic Growth in ELA was 3 points but went down 2.9 points. English learners are a transient population, so the population tested last year may not be the population this year. Mr. McCauley asked if the ELA numbers included the use of the new reading program. Dr. Parlato stated no, Bookworms is rolling out 100% this year and that data will be available next year. Mr. Hansell asked if the numbers were based on an average. Dr. Parlato stated it is not, it is based upon a state formula. Mr. Hansell noted the state is assuming a normal distribution.</p> <p>Mayor Bass asked if the Overall Accountability Index was a combination of the indexes. Dr. Parlato stated yes. Mayor Bass noted that it has been going up 0.9 over the last two years, and asked what the average increase is for schools in the state. Dr. Parlato stated she would provide that to the Mayor.</p> <p>Mrs. Herring asked what the definition of Chronically Absent was. Dr. Parlato stated it is four unexcused in a month or 18 in a whole year. Mrs. Herring asked what the parameters are to be considered On Track to Graduate. Dr. Parlato stated it is six credits earned in the 9th grade year. It is a huge measure and prompts a district to intervene. Ninth grade is of high importance when it comes to measuring a student's potential for overall success.</p>	
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	<p>Mrs. Sarich asked for clarification on what is considered English Proficiency. Dr. Parlato stated it means the reading level is a more complex skill than oral language. A student can read English but may not be able to speak it as well as they can read it.</p> <p>Mrs. Herring asked about the 4 Year Graduation Rate and if it takes into account the kids that move in and out of New Milford. Dr. Parlato stated that was not subtracted out but it would not make a large impact.</p> <p>Mrs. Faulenbach noted the district's On Track to Graduate is down 4.9 points but the 4 Year Graduation Rate is down 1.8 points.</p> <p>Dr. Parlato stated the district went up in 16 of the 22 indexes but did not meet her ambitious goals. New Milford did not keep pace with the rest of the districts in DRG D. The consistent use of grade level standards, grade level tasks and high impact instructional strategies in every classroom is imperative to helping students do better.</p> <p>Dr. Parlato reviewed Language Arts and Math based on cohort data. Looking at specific cohort data as they grow year to year is more apples to apples because it is the same group of kids over time. Dr. Parlato stated she prefers cohort data. Reviewing the cohorts:</p> <ul style="list-style-type: none">• Current 4th grade, 41.7% met the standard in Language Arts last year and 47% met the standard in Math.• Current 5th grade, in 2023/24, 35% met the standard in Language arts and 34.5% met the standard in Math last year. In 2024/25, 48.5% met the standard in Language Arts and 39.1% met the standard in Math.• Current 6th grade, in 2022/23, 30.52% met the standard in Language Arts and 27.5% met the standard in Math. In 2023/24 38.6% met the standard in Language Arts and 33.5% met the standard in Math. In 2024/25 50% met standard in Language Arts and 34.7% met standard in Math.	
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	<p>Dr. Parlato reviewed each grade, showing the changes year over year for Language Arts and Math.</p> <p>Mr. Failla stated, looking at the current 4th grade, he is concerned about Math. There are some universities re-teaching math to freshmen because they need it. It's not just a problem for New Milford, it is nationwide.</p> <p>Mrs. Faulenbach asked if the numbers can be looked at more closely than just by cohort. Dr. Parlato stated it can be broken down by teacher.</p> <p>Mr. McCauley stated they should consider that more is happening than just learning. These students are changing and maturing at the same time. Dr. Parlato replied that she understood what Mr. McCauley was stating, but New Milford is also not performing as well as other districts.</p> <p>Mr. Hansell stated that the sample population is changing and the numbers may not be representative of what's actually happening. If it was the exact same kids it would be accurate but with people moving in and out of the district, it's not. It's using Gaussian logic on something that is not Gaussian.</p> <p>Mayor Bass noted that the overall accountability index went up 1.0 for the whole state and New Milford went up 0.9. How is it that students can be in high honors but not make state standards on tests. Dr. Parlato stated, an example is her own daughter, who is taking AP Psychology. Her test scores are not reflective of her hard work. Her grade stays high because her studying and note taking cancel out the lower test scores.</p> <p>Mrs. Sarich asked if there are parents that opt their kids out of the Smarter Balanced testing. Dr. Parlato stated they used to but not many do now.</p> <p>Mrs. Herring stated Math is a cumulative subject needing a strong foundation. Many students do not stick with it, especially once they reach Algebra. It is so easy to get an answer quickly by looking it up.</p> <p>Mr. McCauley stated there was a large loss of</p>	
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	<p>foundation during Covid. In his own classroom, freshmen did not have the foundational skills for his Algebra class.</p> <p>Dr. Parlato continued by reviewing the Non High Needs Science Performance, at 68.2 points, Non High Needs Math at 65.5 and Non High Needs ELA at 70. These numbers do not include the high needs groups (free/reduced, English learners and Special Education). The numbers are low and it should be discussed. Mrs. Faulenbach stated they drilled down on this last year for one of the first times ever and it was extremely helpful. It's important to do this annually. Dr. Parlato stated, if you look at students with IEPs, when they took the SAT-9, zero students met standards for Math. That's a big problem. Mrs. Sarich stated an IEP can be needed for a range of things. Dr. Parlato stated that was correct, some kids need an alternative test, and those kids were not included in this number. All the other students with an IEP were included, and did not pass.</p> <p>Mrs. Faulenbach stated there are IEPs where the learning challenges are not as severe as others. So when we say all the students with IEPs, except for those with severe challenges, took the test and none of the students passed, it's very upsetting. Dr. Parlato stated she felt personally accountable for that number.</p> <p>Mrs. McInerney asked if some of the situations were students with behavioral issues who refused to take the test. Dr. Parlato stated there are still things we can control. Mr. Hansell stated he was skeptical of the numbers and wanted to get more raw data from the state. Mrs. Herring noted that the students eligible for free/reduced lunch has jumped significantly over the last five years.</p> <p>Mrs. Faulenbach stated it's hard to know exactly what the problem is and it won't be an easy fix. There are factors outside of school, such as family dynamics. Looking at the comparison to other districts, it's sad we're at the bottom. We're failing our students and our community.</p> <p>Mrs. McInerney asked which towns are in DRG E and asked if New Milford needs to be reclassified. Dr. Parlato stated the calculation done recently still has</p>	
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	<p>New Milford in DRG D. The DRG breakout has not been revisited by the state since 2006, but a non-profit entity reviews them over every year, using state calculations.</p> <p>Mayor Bass thanked Dr. Parlato for being candid, noting the state average includes all the urban centers, and the state average is 71.8. New Milford is at 71.1. That parcels out all the conjecture of removing kids on free lunch or kids that have IEPs. There are a lot of smart kids who are on free/reduced lunch. To me, that boxes in a child. I believe we should take the state norm, and correlate it with the town of New Milford. Dr Parlato stated she understood and that they are working extremely hard to get the numbers up.</p> <p>Dr. Parlato stated the district also needs to consider the ALICE component (Asset Limited Income Constraint Employed). Those are people who don't qualify for free/reduced lunch, but are just above the threshold. New Milford's ALICE number is 44% of the whole community.</p> <p>Mrs. Faulenbach stated, glossing over the handouts, there is not one index where we are near or past state targets. Mrs. McInerney noted there are a few.</p> <p>Dr. Parlato reviewed New Milford's Wealth Rank, stating we still fall on the low end. Strategic planning is important. Utilizing keystones that we know boost student learning. Knowing where we are headed with unified instruction, including the Portrait of a Life Long Learner.</p> <p>Dr. Parlato reviewed New Milford in terms of students per building administrator, and compared it to surrounding towns, showing New Milford has a higher amount of students per administrator than immediately surrounding districts.</p> <p>Mrs. McInerney asked if there were any specific positions Dr. Parlato thought they could benefit from adding for next year to help increase scores. Dr. Parlato stated she believed adding in a secondary supervisor of instruction would be helpful.</p> <p>Mrs. Herring asked who is included as a Central Office</p>	
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New Milford Board of Education
Special Meeting Minutes and Motions
November 18, 2025 - 5:00 pm
Sarah Noble Intermediate School Library Media Center

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	<p>Administrator. Dr. Parlato stated it is the Superintendent, the Assistant Superintendent, the Special Education Director and Director of Fiscal Services, noting that no matter how large or small a district is, you have to have someone in that job. A small district has someone in each of those jobs but manages less students.</p> <p>Dr. Parlato stated the other districts that fall into DRG D are having the same struggles but are still out performing New Milford. Having stability in the position of the Superintendent is essential for a district to get traction. For example, Bethel has a lower per pupil expenditure and their Superintendent has been there for 14 years.</p> <p>Dr. Parlato concluded, stating there was a lot of information and she appreciated that she could be candid with the board.</p>	
4.	<p>Adjourn <i>Mr. Hansell moved to adjourn the meeting at 6:26 p.m., seconded by Mrs. McInerney.</i></p>	<p>Adjourn <i>Motion made and passed unanimously to adjourn the meeting at 6:26 p.m.</i></p>

Respectfully submitted:



Tammy McInerney
Secretary
New Milford Board of Education

**New Milford Board of Education
Special Meeting Minutes and Motions
November 24, 2025 - 6:00 pm
Sarah Noble Intermediate School Library Media Center**

Present:	Mrs. Leslie Sarich, Chairperson Mrs. Tammy McInerney Mrs. Sarah Herring Mrs. Wendy Faulenbach Mr. Brian McCauley Mr. Dean Barile Mr. Joseph Failla
Absent:	Mr. Tom O'Brien Mr. Eric Hansell
Also Present:	Dr. Janet Parlato, Superintendent Mr. Anthony Giovannone, Director of Fiscal Services Attorney Zachary Schurin

1.	Call to Order The special meeting of the New Milford Board of Education was called to order at 6:00 p.m. by Mrs. Leslie Sarich, Chairperson.	Call to Order
2.	Public Comment None	Public Comment
3.	<u>DISCUSSION AND POSSIBLE ACTION</u> A. Discussion and possible action regarding ratification of successor collective bargaining agreement between the New Milford Board of Education and the CEA - New Milford. Executive session anticipated. <i>Mrs. Sarich moved that the Board enter into executive session for the purpose of review and consideration of the proposed successor collective bargaining agreement between the New Milford Board of Education and the CEA - New Milford and that the Board further invite into the executive session Superintendent Parlato and Anthony Giovannone, Director of Fiscal Services and Operations and Attorney Zach Schurin. Seconded by Mrs. McInerney. Motion passed unanimously.</i>	<u>DISCUSSION AND POSSIBLE ACTION</u> A. Discussion and possible action regarding ratification of successor collective bargaining agreement between the New Milford Board of Education and the CEA - New Milford. Executive session anticipated. Motion made and approved that the Board enter into executive session. for the purpose of review and consideration of the proposed successor collective bargaining agreement between the New Milford Board of Education and the CEA - New Milford and that the Board further invite into the executive session Superintendent Parlato and

	<p><i>The Board entered Executive Session at 6:01pm.</i></p> <p><i>The Board returned from Executive Session at 7:03pm.</i></p> <p>Mrs Sarich thanked all the board members for their hard work and suggested moving the start time for the mediations to earlier in the day so that they do not go through the night.</p> <p><i>Mrs. Sarich moved that the Board ratify the proposed successor collective bargaining agreement between the New Milford Board of Education and the CEA - New Milford and authorize the Board Chairperson to execute such collective bargaining agreement subject to any necessary legal review and non-substantive changes. Seconded by Mrs. Faulenbach. Motion passed 6-0-1 with Mrs. Herring abstained.</i></p> <p><i>Mrs. Sarich moved that the Board approve the Memorandum of Agreement between the New Milford Board of Education and the CEA - New Milford regarding the formation of a Stipend Review Committee to review, update, modify, add, and remove 2026-27 curricular and extra-curricular stipends. Motion seconded by Mr. Barile. Motion passed unanimously.</i></p>	<p>Anthony Giovannone, Director of Fiscal Services and Operations and Attorney Zach Schurin. Motion passed unanimously.</p> <p>Motion made and approved that the Board ratify the proposed successor collective bargaining agreement between the New Milford Board of Education and the CEA - New Milford and authorize the Board Chairperson to execute such collective bargaining agreement subject to any necessary legal review and non-substantive changes. Motion passed 6-0-1.</p> <p>Motion made and approved that the Board approve the Memorandum of Agreement between the New Milford Board of Education and the CEA - New Milford regarding the formation of a Stipend Review Committee to review, update, modify, add, and remove 2026-27 curricular and extra-curricular stipends. Motion passed unanimously.</p>
4.	<p>Adjourn</p> <p><i>Mr. McCauley moved to adjourn the meeting at 7:08 p.m., seconded by Mrs. Sarich.</i></p>	<p>Adjourn</p> <p><i>Motion made and passed unanimously to adjourn the meeting at 7:08 p.m.</i></p>

Respectfully submitted:



**New Milford Board of Education
Special Meeting Minutes and Motions
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Sarah Noble Intermediate School Library Media Center**

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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	10,157,124	23,076,389	578,432	98.29%
100'S	SALARIES - NON CERTIFIED	11,041,245	0	11,041,245	4,280,363	4,942,638	1,818,244	83.53%
200'S	BENEFITS	13,426,487	0	13,426,487	7,799,119	4,800,853	826,515	93.84%
300'S	PROFESSIONAL SERVICES	4,447,179	30,000	4,477,179	1,541,027	1,647,896	1,288,256	71.23%
400'S	PROPERTY SERVICES	1,003,348	0	1,003,348	380,933	236,329	386,086	61.52%
500'S	OTHER SERVICES	12,302,511	-30,000	12,272,511	3,663,529	7,817,654	791,328	93.55%
600'S	SUPPLIES	2,956,759	0	2,956,759	985,100	1,294,227	677,432	77.09%
700'S	CAPITAL	97,216	0	97,216	61,618	4,139	31,459	67.64%
800'S	DUES AND FEES	98,510	0	98,510	53,458	5,996	39,056	60.35%
900'S	REVENUE	-2,852,613	0	-2,852,613	-70,384	0	-2,782,229	2.47%
GRAND TOTAL		76,332,587	0	76,332,587	28,851,889	43,826,119	3,654,579	95.21%

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	190,615	0	387,005	33.00%
51201	SALARIES - NON CERT - PARA EDUCATORS	2,325,860	0	2,325,860	744,331	1,029,225	552,305	76.25%
51202	SALARIES - NON CERT - SUBSTITUTES	1,056,108	0	1,056,108	689,878	0	366,230	65.32%
51210	SALARIES - NON CERT - SECRETARY	2,557,666	0	2,557,666	966,283	1,366,486	224,897	91.21%
51225	SALARIES - NON CERT - TUTORS	154,755	0	154,755	33,978	0	120,777	21.96%
51240	SALARIES - NON CERT - CUSTODIAL	2,130,677	0	2,130,677	877,168	1,253,509	0	100.00%
51250	SALARIES - NON CERT - MAINTENANCE	1,063,194	0	1,063,194	416,410	646,784	0	100.00%
51285	SALARIES - NON CERT - TECHNOLOGY	566,189	0	566,189	196,552	319,086	50,551	91.07%
51336	SALARIES - NON CERT - NURSES	609,176	0	609,176	165,148	327,548	116,480	80.88%
TOTAL		11,041,245	0	11,041,245	4,280,363	4,942,638	1,818,244	83.53%

BENEFIT BREAKOUT

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
52200	BENEFITS - FICA	641,382	0	641,382	249,855	0	391,527	38.96%
52201	BENEFITS - MEDICARE	608,966	0	608,966	196,816	0	412,150	32.32%
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	21,545	13,455	0	100.00%
52810	BENEFITS - HEALTH INSURANCE	10,147,190	0	10,147,190	5,696,411	4,450,779	0	100.00%
52820	BENEFITS - DISABILITY INSURANCE	105,000	0	105,000	52,280	47,733	4,987	95.25%
52830	BENEFITS - LIFE INSURANCE	144,000	0	144,000	57,455	84,869	1,676	98.84%
52900	BENEFITS - OTHER EMPLOYEE BENEFITS	424,616	0	424,616	204,424	204,017	16,174	96.19%
TOTAL		13,426,487	0	13,426,487	7,799,119	4,800,853	826,515	93.84%

*EXPENDITURES*

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
51110	CERTIFIED SALARIES	33,811,945	0	33,811,945	10,157,124	23,076,389	578,432	98.29%
51200	NON-CERTIFIED SALARIES	11,041,245	0	11,041,245	4,280,363	4,942,638	1,818,244	83.53%
52000	BENEFITS	13,426,487	0	13,426,487	7,799,119	4,800,853	826,515	93.84%
53010	LEGAL SERVICES	285,478	0	285,478	11,060	6,108	268,310	6.01%
53050	CURRICULUM DEVELOPMENT	80,000	0	80,000	25,563	2,270	52,166	34.79%
53200	PROFESSIONAL SERVICES	2,291,248	0	2,291,248	861,859	681,610	747,778	67.36%
53201	MEDICAL SERVICES - SPORTS	2,700	0	2,700	997	0	1,703	36.92%
53210	TIME & ATTENDANCE SOFTWARE	7,500	0	7,500	460	4,540	2,500	66.67%
53220	IN SERVICE	149,150	0	149,150	4,176	576	144,398	3.19%
53230	PUPIL SERVICES	801,857	0	801,857	240,345	642,529	-81,017	110.10%
53300	OTHER PROF/ TECH SERVICES	73,792	30,000	103,792	34,737	4,832	64,223	38.12%
53310	AUDIT/ACCOUNTING	48,000	0	48,000	48,000	0	0	100.00%
53500	TECHNICAL SERVICES	264,475	0	264,475	157,431	18,851	88,193	66.65%
53530	SECURITY SERVICES	321,993	0	321,993	91,439	230,554	0	100.00%
53540	SPORTS OFFICIALS SERVICES	120,986	0	120,986	64,960	56,026	0	100.00%
54101	CONTRACTUAL TRASH PICK UP	87,288	0	87,288	34,509	38,231	14,548	83.33%
54301	REPAIRS & MAINTENANCE	505,667	0	505,667	202,305	74,847	228,515	54.81%
54303	GROUND MAINTENANCE	12,200	0	12,200	3,831	2,107	6,261	48.68%
54310	GENERAL REPAIRS	44,970	0	44,970	31,888	6,159	6,923	84.60%
54320	TECHNOLOGY RELATED REPAIRS	66,021	0	66,021	12,882	1,227	51,912	21.37%
54411	WATER	66,830	0	66,830	19,530	44,467	2,833	95.76%
54412	SEWER	19,949	0	19,949	12,723	7,226	0	100.00%
54420	LEASE/RENTAL EQUIP/VEH	200,423	0	200,423	63,266	62,065	75,093	62.53%
55100	PUPIL TRANSPORTATION - OTHER	198,700	0	198,700	94,892	35,958	67,850	65.85%
55101	PUPIL TRANS - FIELD TRIP	53,500	0	53,500	10,939	0	42,561	20.45%
55110	STUDENT TRANSPORTATION	6,670,572	0	6,670,572	1,332,679	4,964,684	373,209	94.41%
55200	GENERAL INSURANCE	359,946	0	359,946	359,946	0	0	100.00%
55300	COMMUNICATIONS	41,396	0	41,396	12,594	11,545	17,257	58.31%
55301	POSTAGE	27,200	0	27,200	4,888	21,800	512	98.12%
55302	TELEPHONE	48,192	0	48,192	46,599	1,593	0	100.00%

*EXPENDITURES*

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
55400	ADVERTISING	11,450	0	11,450	4,032	0	7,418	35.22%
55505	PRINTING	24,785	0	24,785	2,455	5,761	16,569	33.15%
55600	TUITION - TRAINING	30,000	0	30,000	4,240	0	25,760	14.13%
55610	TUITION - PUBLIC PLACEMENTS	1,655,537	-30,000	1,625,537	657,608	966,045	1,885	99.88%
55630	TUITION - PRIVATE PLACEMENTS	3,141,768	0	3,141,768	1,125,947	1,810,269	205,552	93.46%
55800	TRAVEL	39,465	0	39,465	6,710	0	32,755	17.00%
56100	GENERAL INSTRUCTIONAL SUPPLIES	197,263	0	197,263	64,820	21,729	110,714	43.88%
56110	INSTRUCTIONAL SUPPLIES	489,145	0	489,145	184,299	24,296	280,550	42.64%
56120	ADMIN SUPPLIES	34,563	0	34,563	8,814	2,082	23,667	31.52%
56210	NATURAL GAS	221,263	0	221,263	38,832	182,431	0	100.00%
56220	ELECTRICITY	1,096,947	0	1,096,947	330,914	759,962	6,071	99.45%
56230	PROPANE	4,251	0	4,251	310	0	3,941	7.30%
56240	OIL	241,840	0	241,840	33,689	208,151	0	100.00%
56260	GASOLINE	38,405	0	38,405	8,346	21,424	8,635	77.52%
56290	FACILITIES SUPPLIES	328,874	0	328,874	163,460	59,595	105,819	67.82%
56291	MAINTENANCE COMPONENTS	16,475	0	16,475	3,173	0	13,302	19.26%
56292	UNIFORMS/ CONTRACTUAL	13,622	0	13,622	1,716	0	11,906	12.60%
56293	GROUNDKEEPING SUPPLIES	25,445	0	25,445	11,702	1,806	11,937	53.09%
56410	TEXTBOOKS	40,020	0	40,020	12,101	1,375	26,545	33.67%
56411	CONSUMABLE TEXTS	77,823	0	77,823	65,776	0	12,047	84.52%
56420	LIBRARY BOOKS	60,426	0	60,426	21,961	7,739	30,726	49.15%
56430	PERIODICALS	18,923	0	18,923	14,671	344	3,908	79.35%
56460	WORKBOOKS	1,000	0	1,000	0	0	1,000	0.00%
56500	SUPPLIES - TECH RELATED	50,474	0	50,474	20,516	3,293	26,665	47.17%
57340	COMPUTERS	50,000	0	50,000	36,987	1,444	11,569	76.86%
57345	INSTRUCTIONAL EQUIPMENT	32,200	0	32,200	17,559	2,695	11,946	62.90%
57400	GENERAL EQUIPMENT	10,516	0	10,516	2,571	0	7,945	24.45%
57500	FURNITURE & FIXTURES	4,500	0	4,500	4,500	0	0	100.00%
58100	DUES & FEES	98,510	0	98,510	53,458	5,996	39,056	60.35%
EXPENDITURE TOTAL		79,185,200	0	79,185,200	28,922,272	43,826,119	6,436,808	91.87%



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	-22,371	0	-65,646	25.42%
44705	BUILDING USE FEES (BASE RENTAL)	-43,765	0	-43,765	-8,347	0	-35,418	19.07%
49102	BUILDING USE FEES (CUSTODIAL)	-36,758	0	-36,758	-9,193	0	-27,565	25.01%
44800	REGULAR ED TUITION	-136,800	0	-136,800	-30,472	0	-106,328	22.27%
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	-70,384	0	-2,782,229	2.47%

GRAND TOTAL	76,332,587	0	76,332,587	28,851,889	43,826,119	3,654,579	95.21%
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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
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	-100,000
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
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
5 year Capital Withdraw 24/25	-1,424,000
Fiscal Year End 23/24 Deposit	1,420,700
5 year Capital Withdraw 23/24	-2,586,000
TOTAL AS OF 11/30/25	1,045,189

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 11/30/25	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	SPED	WELLSPRING FOUNDATION	25/26 YEARLY - TUITION (1 STUDENT)	\$ 76,080.00	55630
GENERAL	SPED	SOLIANT HEALTH	25/26 YEARLY - PARA STAFFING FOR HPS (1 STAFF)	\$ 47,880.00	53230
GENERAL	SPED	SOLIANT HEALTH	25/26 YEARLY - PARA STAFFING FOR SMS (1 STAFF)	\$ 43,785.00	53230
5 YEAR CAPITAL	FACILITIES	SIEMENS INDUSTRY	SMS HVAC CONTROL UPGRADES	\$ 26,140.22	57200
5 YEAR CAPITAL	DISTRICT	HERTZ FURNITURE SYSTEMS	NEW CAFETERIA TABLES FOR ALL SCHOOLS (12 UNITS)	\$ 24,333.92	57500
GENERAL	IT	TREASURER, STATE OF CT DEPT OF ADMIN	CEN LINE - INTERNET ACCESS	\$ 23,230.44	53500
GENERAL	DISTRICT	M&J BUS COMPANY	25/26 YEARLY - TRANSPORTATION (1 STUDENT)	\$ 20,000.00	55110
GRANT	DISTRICT	COMPETENT CLASSROOM	ONSITE CONSULTING - CURRICULUM DEVELOPMENT	\$ 16,000.00	53300
GENERAL	SPED	KATE PEARCE EDUCATIONAL SERVICES	25/26 YEARLY - TUTORING (1 STUDENT)	\$ 14,880.00	53200
GENERAL	SPED	EDADVANCE	EVALUATION SERVICES FOR OCTOBER 2025 AT SMS & NMHS	\$ 13,100.00	53230
5 YEAR CAPITAL	FACILITIES	SIEMENS INDUSTRY	NES BOILER CONTROL UPGRADES	\$ 10,960.23	57200
GENERAL	DISTRICT	KAINEN ESCALERA AND MCHALE	25/26 YEARLY - LEGAL FEES (BUS HEARING, EXPLUSIONS, ETC.)	\$ 10,000.00	53010
GRANT	SPED	SUMMIT SUPPORT SERVICES	25/26 YEARLY - SUPPORT TRAINING	\$ 9,600.00	53220
GRANT	IT	CDW	25/26 YEARLY - GOOGLE AI PRO FOR EDUCATION LICENSES (50 UNITS)	\$ 9,000.00	53300
GRANT	IT	SCHOOL AI	25/26 YEARLY - SCHOOLAI CLASSROOM PRO LICENSE DISTRICTWIDE	\$ 7,700.00	53300
GENERAL	NMHS	ALL STAR TRANSPORTATION	TRANSPORTATION - NMHS SCHOOL BAND (5 EVENTS)	\$ 7,278.68	55101
GENERAL	FACILITIES	SID HARVEY	NES HOT WATER HEATER	\$ 6,638.41	54301
GENERAL	SPED	ISRAEL FELICIANO	25/26 YEARLY - BILINGUAL COGNITIVE & ACHIEVEMENT EVALS	\$ 6,600.00	53230
5 YEAR CAPITAL	NMHS	VARSITY BRANDS/BSN SPORTS	NMHS ATHLETIC UNIFORMS	\$ 6,212.07	56292
5 YEAR CAPITAL	NMHS	APPLE INC	MAC STUDIO (1 UNIT) WITH DISPLAY & MACBOOK PRO (1 UNIT)	\$ 5,402.00	57340
GENERAL	SPED	EVAN HACK	25/26 YEARLY - NEW MILFORD DISTRICT MEDICAL ADVISOR	\$ 5,000.00	53230

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



Requesting School Agency: BPS	DETAIL			FROM (-)			TO (+)			
	#	REASON	AMOUNT	LOCATION	ORG	OBJECT	LOCATION	ORG	OBJECT	
	SPED-1	TAKING FUNDS FROM SALARY LINES WHERE POSITIONS WERE BUDGETED AND MOVING THOSE FUNDS TO THE LINE WHERE THE CONTRACTED SERVICE WAS RETAINED TO FILL THESE POSITIONS AS DIRECT HIRES WERE NOT AVAILABLE.	1 FULL TIME PARA	\$47,880.00	HPS	BLA10011	51201 NON CERT. SALARY - PARA'S	DISTRICT	BPZ21343	53230 PUPIL SERVICES
		1 FULL TIME NURSE & 1 PART TIME NURSE	\$77,162.00	SNIS/FAITH	BPZ21343	51336 NON CERT. SALARY - NURSE'S				
		2 FULL TIME PARA'S	\$83,475.00	SNIS	BSF10011	51201 NON CERT. SALARY - PARA'S				
		4 FULL TIME PARA'S & 1 FULL TIME RBT	\$270,842.00	SMS	BSD10011	51201 NON CERT. SALARY - PARA'S				

DETAIL			FROM (-)			TO (+)		
#	REASON	AMOUNT	LOCATION	ORG	OBJECT	LOCATION	ORG	OBJECT
DISTR -2	PORTION (42%) OF THE FUNDING THAT IS IN THE CURRENT BUDGET FOR THE CERTIFIED NURSING ASSISTANT (CNA) & EMERGENCY MEDICAL TECHNICIAN (EMT) PROGRAMS THAT ARE NOT BEING OFFERED, TO BE USED TOWARD CRISIS PREVENTION INSTITUTE (CPI) TRAINING.	\$25,000.00	NMHS	BLE10022	53200 PROFESSIONAL SERVICES	DISTRICT	BPZ21343	53200 PROFESSIONAL SERVICES



Hill and Plain School

60 Old Town Park Rd, New Milford, CT 06776
Catherine Calabrese, Principal - calabresec@newmilfordps.org
Kerri Adakonis, Assistant Principal - adakonisk@newmilfordps.org



Our Vision: All students will leave HPS on-track for
grade level achievement supported by our CORE VALUES.

Hill and Plain School, where I matter, you matter, school matters!

Alexandra Becker
Elementary Music Teacher
Hill and Plain Elementary School
60 Old Town Park Road
New Milford CT, 06776
Beckera@newmilfordps.org

November 24, 2025

Battell Stoeckel Music Trust - Grant Award
Torrington Savings Trust
129 Main Street
Torrington, CT 06790

Dear Trustees of Battell Stoeckel Music Trust,

I am writing to express my deepest gratitude for your generous grant of \$10,000 in support of the music program here at Hill and Plain Elementary School. I am truly honored to have been selected for this opportunity, and your investment in this program and my students which means more than I can truly express.

This funding will make a meaningful difference in advancing our students' musical goals. It will directly support our goal of creating a coherent K–8 music curriculum, using Quaver as a key resource to help build strong musical foundations beginning here at the elementary level. It will also fund upgrades to the music room and performance spaces, ensuring we have the equipment needed to present concerts and events that students and families will remember for a lifetime. Your contribution provides not only financial support, but also encouragement and validation to create music that connects, inspires, and strengthens our school community.

Thank you for believing in my potential and for your commitment to supporting the arts. I am sincerely grateful for this award, and I look forward to making the most of this opportunity and sharing it with you once the funds are spent. Please know that your generosity will have a lasting impression on both my professional journey, and enrich the experiences of every student at Hill and Plain.

With appreciation,
Alexandra Becker

"There is music in every child, the teachers job is to find it and nurture it" -Frances Clark

NEW MILFORD PUBLIC SCHOOLS

Office of Food Services
22 Hipp Road
New Milford, Connecticut 06776
860-354-3712

3B

BOE December 2025



SANDRA SULLIVAN

Director of Food and Nutrition Services of New Milford Public Schools

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

From: Sandra Sullivan, Director of Food and Nutrition Services

Date: December 1, 2025

Re: Food Services - Community Eligibility Provision (CEP) Participation
and Meal Prices

Community Eligibility Provision (CEP) Participation

As you know, the Food Service Department is participating in the Community Eligibility Provision (CEP) which allows all students to receive one free breakfast and one free lunch each school day. New Milford has been able to expand its participation in this program due to its percentage of eligible students and the excess funds maintained by the Food Service Program.

CEP was originally scheduled to end in December 2025, however after further review, the program will now be extended through at least February 2026. At the end of January 2026 another evaluation will be conducted to determine whether CEP participation will continue or if paid meals will go back into effect for March 1, 2026.

Meal Prices

Currently, the Food Service Department is generating revenue from federal and state reimbursements, second meal sales, a la carte sales, and a small amount of catering. It is recommended that meal prices for breakfast and lunch increase by \$0.50 starting January 1, 2026. This increase will help us meet our Paid Lunch Equity requirement and generate additional income by affecting second meal purchases at this time. This new meal pricing will continue after CEP participation concludes.

NEW MILFORD PUBLIC SCHOOLS



Facilities Subcommittee Report

December 9, 2025

Items for Information and Discussion

A .RFP NMHS Tennis Courts Design/Build-open 12/19

B. RFP Central Offices A&E-open 12/12

C. RFP NES Hydrants Engineering-open 12/15

D. RFP NMHS Culinary A&E-open 12/12

E. NES Roof

F.Elevator Due Diligence Surveys- condition assessment and capital planning evaluation of the five elevators in the District.



NEW MILFORD PUBLIC SCHOOLS

EMPLOYMENT REPORT

Regular Meeting of the Board of Education

New Milford, Connecticut

December 9, 2025 -Operations / December 16 BOE Meeting

CERTIFIED STAFF APPOINTMENTS

None

NON CERTIFIED STAFF APPOINTMENTS

Nicole Middendorf -1.0 Special Education Paraeducator at SNIS -Effective Date: November 20,2025 -Salary \$18.99 per hour. -Replacing T.Biondino who resigned (\$18.99 per hour).	Jody Weitzman -1.0 Special Education Paraeducator at LHTC -Effective Date: December 1, 2025 -Salary \$19.18 per hour. -Replacing a contracted service position that is vacant.
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NON CERTIFIED STAFF RESIGNATIONS

Teresa Kavanagh -1.0 Director of Human Resources -Effective Date: December 5, 2025 -Salary \$133,752. Leaving due to personal reasons.
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COACHING STAFF APPOINTMENTS

Joseph LaCava -1.0 Boys Assistant Ice Hockey Coach -Effective Date: December 1,2025 -Stipend for assignment: \$2,544. Replacing G.Golembeske who resigned (Last Stipend \$2,544).	Marcus Mitchell -1.0 Girls JV Basketball Coach -Effective Date: December 1, 2025 -Stipend for assignment: \$3,830. Replacing A.Shanks who moved to Varsity Girls Basketball Coach.
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COACHING STAFF RESIGNATIONS

Gary Golembseke -1.0 Ice Hockey Assistant Coach -Effective Date: November 3, 2025 -Last Stipend Amount \$2544. Leaving due to personal reasons.	Roger Simmons -1.0 Boys Head Swim Coach and 1.0 Assistant Swim Girls Coach -Effective Date: October 16, 2025 -Last Stipend Amount \$2938. Relocating to another state.
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INTERNAL TRANSFERS

None



New Milford Enrollment Matrix By School

December 1, 2025

NES	Actual 06/03/24	Proj 25-26	Actual 12/01/25	Variance from the Projection
PK	53	58	64	6
K	134	112	97	-15
1	136	106	107	1
2	136	131	137	6
TOTALS	459	407	405	-2

HPS	Actual 06/03/24	Proj 25-26	Actual 12/01/25	Variance from the Projection
PK	40	45	69	24
K	124	98	87	-11
1	120	92	93	1
2	117	116	125	9
TOTALS	401	351	374	23

PK - 2	Actual 06/03/24	Total Proj 25-26	Actual 12/01/25	Variance from the Projection
TOTAL	93	103	133	30
PK	258	210	184	-26
K	256	198	200	2
1	253	247	262	15
2				
TOTALS	860	758	779	21

SNIS	Actual 06/03/24	Proj 25-26	Actual 12/01/25	Variance from the Projection
3	234	247	264	17
4	260	259	262	3
5	263	235	240	5
TOTALS	757	741	766	25

SMS	Actual 06/03/24	Proj 25-26	Actual 12/01/25	Variance from the Projection
6	241	269	266	-3
7	278	269	266	-3
8	255	246	246	0
TOTALS	774	784	778	-6

NMHS	Actual 06/03/24	Proj 25-26	Actual 12/01/25	Variance from the Projection
9	306	288	269	-19
10	299	248	253	5
11	310	301	299	-2
12	291	284	289	5
TOTALS	1206	1121	1110	-11

	Actual 06/03/24	Actual 12/01/24	Proj 25-26	Actual 12/01/25	25-26 Variance from the Projection	Comparison of 12/2024 to 12/2025
PK-2	860	810	758	779	21	-31
SNIS	757	753	741	766	25	13
SMS	774	796	784	778	-6	-18
NMHS	1206	1156	1121	1110	-11	-46
TOTALS	3597	3515	3404	3433	29	-82

LHTC total = 19

DECEMBER 2025 FUNDRAISING REPORT

DEPT	EVENT	FUNDS USE
<u>NMHS</u>		
DECA	Gingerbread House Making Activity @ HPS	Help defer cost of state & national competitions.
National Honor Society	Winter Movie Night	American Cancer Society & NHS Scholarships
<u>SMS</u>		
Leo Club	Colleting Items for Camella's Event	Gifts to New Milford Children/Families
<u>HPS</u>		
PE	Kids Heart Challenge	Raise Money for Families in Need

GRANTS/DONATIONS

HPS has been awarded a grant of \$10,000 from the Battell-Stoekel Music Trust Grant for the Quaver Program and sound system for the stage and classroom.

Approved Field Trips December 2025

<u>School</u>	<u>Grade/Dept.</u>	<u>Trip Date</u>	<u>Day(s) of the Week</u>	<u># of Students</u>	<u># of Adults</u>	<u>Destination</u>	<u>Subs</u>	<u>Student Cost</u>
NMHS	10-12	12/11/25	Thursday	25	2	University of New	1	0
NMHS	11-12	12/15/25	Monday	25	1	Pratt Nature Cen	1	\$7.00
SMS	6-8	12/17/25	Wednesday	24	1	New Milford Town	Lunch Duty Covergae Needed	0