

**New Milford Board of Education
 Policy Sub-Committee Meeting Motions
 February 3, 2026
 Sarah Noble Intermediate School Library Media Center**

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 2026 FEB 10 P 2:07
 NEW MILFORD, CT

Present:	Mrs. Tammy McInerney, Chairperson Mrs. Sarah Herring Mrs. Leslie Sarich Mr. Joseph Failla
Absent:	

Also Present:	Dr. Janet Parlato, Superintendent of Schools Ms. Holly Hollander, Assistant Superintendent of Schools
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1.	Call to Order The New Milford Board of Education Policy Sub-Committee was called to order at 7:17 p.m. by Mrs. Tammy McInerney, Chairperson.	Call to Order The meeting was called to order at 7:17 p.m.
2.	Public Comment None	Public Comment None
3.	<p>Discussion and Possible Action</p> <p>A. Revised Policies for First Read:</p> <ol style="list-style-type: none"> 1. 4118.25 Reports of Suspected Abuse or Neglect of Children or Reports of 4218.25 Sexual Assaults of Students by School Employees 2. 4131 Social Media 4231 3. 4152.6 Family and Medical Leave Act 4252.6 4. 5131 Student Discipline 5. 5146 Child Sexual Abuse and Assault Response Policy and Reporting Procedure <p>4118.25 & 4128.25: Dr. Parlato stated the law changed so schools can do some investigative work and verify legitimacy of a potential case.</p>	<p>3. Discussion and Possible Action</p> <p>A. Revised Policies for First Read:</p> <ol style="list-style-type: none"> 1. 4118.25 Reports of Suspected Abuse or Neglect of Children or Reports of 4218.25 Sexual Assaults of Students by School Employees 2. 4131 Social Media 4231 3. 4152.6 Family and Medical Leave Act 4252.6 4. 5131 Student Discipline 5. 5146 Child Sexual Abuse and Assault Response Policy and Reporting Procedure

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4131 & 4231:

Dr. Parlato stated the policy addresses how the Board of Education has limited rights to regulate certain forms of speech.

4152.6 & 4252.6:

Dr. Parlato stated the policy is statutorily driven and extends coverage to employees and staff that do not have certifications or are licensed. Mr. Failla asked if FMLA had a separate insurance during that time. Dr. Parlato stated yes. The increase for substitutes is needed because of the coverage needed for people on FMLA. Mrs. McInerney asked if FMLA is provided to substitute teachers. Dr. Parlato stated no, the increased need for substitutes is because of the employees on FMLA.

5131:

Dr. Parlato stated this revision has to do with the new school climate law and responding to challenging behavior. The protected class now includes victims of sexual assault and human trafficking. There is also mention of policies for AI, which is still a work in progress. Mr. Failla asked if the district limits phone use in the classroom. Dr. Parlato stated yes. At the middle school the students put their phones away during the day. At the high school students are allowed to use them in the hallway. Mr. Failla asked how teachers are handling situations where students are using AI for their assignments. Dr. Parlato stated each department has their own rules. Mrs. McInerney added that students are doing more work in the classroom vs. at home so teachers can see what is being done.

Dr. Parlato suggested adding the phrase “including but not limited to,” for the policy addressing AI platforms.

5146:

Dr. Parlato stated the revisions are technical edits regarding contact information.

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	<p><i>Mrs. Herring moved to bring the following policies to the full Board for first read: 4118.25, 4218.25, 4131, 4231, 5131 and 5146. Seconded by Mrs. Sarich. Motion passed unanimously.</i></p> <p>B. Revised Policies for Second 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) <p>1105: Dr. Parlato stated this revision provides technical updates, contact updates, timeline updates and updates to the protected classes.</p> <p>4111.1 & 4211.1 Dr. Parlato stated there are two policies; one for certified staff and one for non-certified staff. The updates are to contacts, and timelines for complaints.</p> <p>4118.113 and 4218.113 Dr. Parlato stated the 2024 Title IX regulations were overturned and this policy puts back the 2020 Title IX regulations. There are also updates to the sexual assault definition, and rape. Mr. Failla asked if there is an appeal pending. Dr. Parlato stated yes. Mr. Failla stated this could change again.</p> <p>5000: Dr. Parlato stated this revision provides technical updates and contact updates.</p>	<p>Motion made and passed unanimously to bring policies to the full Board for first read: 4118.25, 4218.25, 4131, 4231, 5131 and 5146.</p> <p>B. Revised Policies for Second 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)
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		<p>5145.7 Dr. Parlato stated this is also going back to 2020 Title IX policies.</p> <p><i>Mrs. Sarich moved to bring the following policies to the full Board for second read: 1105, 4111.1, 4211.1, 4118.113, 4218.113, 5000 and 5145.7. Seconded by Mrs. Herring. Motion passed unanimously.</i></p>	<p>Motion made and passed unanimously to bring the following policies to the full Board for second read: 1105, 4111.1, 4211.1, 4118.113, 4218.113, 5000 and 5145.7.</p>
4.	<p>Items of Information:</p> <p>A. 4131 R Administrative Regulations Regarding Social Media</p> <p>4231 R</p> <p>B. 5131 R Administrative Regulations Regarding Student Discipline</p> <p>C. 1105 R Administrative Regulations Regarding Non-Discrimination (Community)</p> <p>D. 4111.1 R Administrative Regulations Regarding Non-Discrimination (Personnel)</p> <p>4211.1 R</p> <p>E. 4118.113 R Administrative Regulations Regarding Prohibition of Sex Discrimination and Sexual Harassment (Personnel)</p> <p>4218.113 R</p> <p>F. 5000 R Administrative Regulations Regarding Non-Discrimination (Students)</p> <p>G. 5145.7 R Administrative Regulations Regarding Sex Discrimination and Sexual Harassment (Students)</p>	<p>Items of Information:</p> <p>A. 4131 R Administrative Regulations Regarding Social Media</p> <p>4231 R</p> <p>B. 5131 R Administrative Regulations Regarding Student Discipline</p> <p>C. 1105 R Administrative Regulations Regarding Non-Discrimination (Community)</p> <p>D. 4111.1 R Administrative Regulations Regarding Non-Discrimination (Personnel)</p> <p>4211.1 R</p> <p>E. 4118.113 R Administrative Regulations Regarding Prohibition of Sex Discrimination and Sexual Harassment (Personnel)</p> <p>4218.113 R</p> <p>F. 5000 R Administrative Regulations Regarding Non-Discrimination (Students)</p> <p>G. 5145.7 R Administrative Regulations Regarding Sex Discrimination and Sexual Harassment (Students)</p>	
5.	<p>Public Comment None</p>	<p>Public Comment</p>	

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6.	Adjourn <i>Mrs. Herring moved to adjourn the meeting at 7:40 p.m., seconded by Mrs. Sarich and passed unanimously.</i>	Adjourn Motion made and passed unanimously to adjourn the meeting at 7:40 p.m.
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Respectfully Submitted,



Mrs. Tammy McInerney, Chairperson