

**New Milford Board of Education  
Budget Hearing & Meeting Minutes  
January 22, 23, 30 & 31, 2019  
Sarah Noble Intermediate School Library Media Center**

**Budget Hearing Minutes  
January 22, 2019  
Sarah Noble Intermediate School Library Media Center**

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NEW MILFORD, CT

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| <b>Present:</b> | Mr. David A. Lawson, Chairperson<br>Mrs. Angela C. Chastain<br>Mr. Bill Dahl<br>Mr. Joseph Failla<br>Mrs. Wendy Faulenbach<br>Mr. Brian McCauley<br>Mrs. Tammy McInerney<br>Mrs. Eileen P. Monaghan<br>Mr. J.T. Schemm |
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| <b>Also Present:</b> | Dr. Stephen Tracy, Interim Superintendent of Schools<br>Ms. Alisha DiCorpo, Assistant Superintendent of Schools<br>Ms. Ellamae Baldelli, Director of Human Resources<br>Mr. Anthony Giovannone, Director of Fiscal Services and Operations<br>Mrs. Laura Olson, Director of Pupil Personnel and Special Services<br>Mr. Kevin Munrett, Facilities Director<br>Mr. Greg Shugrue, New Milford High School Principal<br>Dr. Christopher Longo, Schaghticoke Middle School Principal<br>Mrs. Anne Bilko, Sarah Noble Intermediate School Principal<br>Mrs. Susan Murray, Northville Elementary School Principal |
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| <b>1.</b> | <b>Call to Order</b><br><b>Pledge of Allegiance</b><br>The budget hearing meeting of the New Milford Board of Education was called to order at 7:00 p.m. by Mr. Lawson, Chairperson. The Pledge of Allegiance immediately followed the call to order.                                                                                                                                   | <b>Call to Order</b><br><b>Pledge of Allegiance</b> |
| <b>2.</b> | <b>Presentation of the 2019-2020 School Budget</b> <ul style="list-style-type: none"> <li>Mr. Lawson said the Board will hear several presentations over the next two weeks, followed by deliberations. He said they would try to recess by 10:00 p.m. each evening.</li> <li>Dr. Tracy said he wanted to begin by thanking his colleagues for their input in preparing this</li> </ul> | <b>Presentation of the 2019-2020 School Budget</b>  |

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|  | <p>budget. He said his presentation starts with enrollment since the students are why we are here. Overall enrollment is expected to be down 45 students, with only the high school showing growth.</p> <ul style="list-style-type: none"><li>• Dr. Tracy said he had four priorities when developing the budget: Attracting, developing and retaining top talent; Improving instruction; Enhancing Special Education Services; and Protecting our investment in facilities.</li><li>• The proposed budget is \$65,065,296 which is \$2,054,710 more than current, and represents a 3.26% increase.</li><li>• Of that amount, 22% is due to teacher salaries, 24% to non-certified salaries, and 15% to benefits. There are also revenue impacts, with less excess cost revenue expected from the state, and the elimination of pay to play among others.</li><li>• Dr. Tracy said the New Milford Public Schools represent a solid economic value to the town, providing a fine program with an efficient base. Of 171 towns and regional districts in CT, New Milford ranks 151 in per pupil spending.</li><li>• In reviewing teacher salaries of surrounding towns, Dr. Tracy said the raises just negotiated are similar to those of other districts. However, New Milford starts out competitive but fades as the teachers reach higher levels, making them difficult to retain.</li><li>• The teachers' contract calls for class size averages of under 25 at the PK-5 level and a ratio of 100-125 students at the 6-12 level. This budget will do better than that.</li><li>• At HPS, three sections have been reduced due to declining enrollment. With this reduction, the overall class size will average 17.8 for the school, still slightly lower than the 18.2 projected for NES where no reductions have been made.</li><li>• The budget includes a placeholder for a reserve teacher, school to be determined, if needed due</li></ul> |  |
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|  | <p>to unanticipated enrollment spikes during the summer.</p> <ul style="list-style-type: none"><li>• SNIS has a reduction of one section, with an overall average class size of 23.5. SNIS will add an additional ELL teacher that is budgeted in the Department of Instruction.</li><li>• The projected enrollment at SMS is expected to decline by 47 but no reductions are made here due to the team concept used at the school. The plan is to hold fast at this time.</li><li>• NMHS is expected to gain 26 students. A vacant Vocational Tech position is being eliminated but is offset by the addition of a Bilingual teacher, state mandated.</li><li>• The Department of Instruction seeks to add a Director of Curriculum and Instruction to support teachers and enhance student achievement. The budget also includes six head teacher stipends for K-2, one for each grade at each school.</li><li>• Special Education enrollment is increasing and this budget proposes adding a Special Education supervisor for PK-5 to provide coverage for those grades.</li><li>• The Department of General Administration has increases of \$322,000 in health care costs, which is much lower than anticipated due to an expected shift to the State Partnership Plan. It also includes a \$114,000 increase in general education transportation, contractually obligated, and \$279,000 in turnover savings.</li><li>• The Facilities department shows a proposed increase of \$95,000 district wide, made up of salary increases, utilities and other non-personnel expenses. Technology shows a \$10,000 increase for non-personnel non-capital expenses, district wide.</li><li>• The Capital Plan calls for \$214,900 in Technology upgrades (computers, Chromebooks, smart boards, and infrastructure) and \$196,600 in Facilities upgrades. This is budgeted to take \$322,500 from the Capital</li></ul> |  |
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|           | <p>Reserve account and \$89,000 from the operating budget.</p> <ul style="list-style-type: none"> <li>• The proposal eliminates pay to play along with its projected \$110,000 in revenue. It adds \$31,000 for enhancements to copier service district wide. Dr. Tracy said copier service is a common problem in the district and he would like to explore a leasing program and possible usage identification system. He said he would welcome any questions about the proposed budget.</li> <li>• Mrs. Chastain asked if the Vocational Ed vacancy at the high school has a substitute currently. Mr. Shugrue said it does not; it is completely vacant.</li> <li>• Mr. Schemm asked if the administration planned to have a cumulative list of questions and answers memorialized in written form as was done last year and Mr. Giovannone said that was the plan.</li> <li>• Mrs. Faulenbach said it would be important to have all possible information prior to budget adoption. She noted that the schedule also allows numerous opportunities for public comment.</li> </ul> |                                                                                                                                       |
| <b>3.</b> | <p><b>Discussion of the 2019-2020 School Budget including, but not limited to, Elementary Schools and the Intermediate School</b></p> <ul style="list-style-type: none"> <li>• Ms. DiCorpo, Mrs. Bilko, and Mrs. Murray presented the budget summary for elementary and intermediate schools.</li> <li>• Mrs. Murray noted the mission statement for the New Milford Public Schools and thanked the Board for the opportunity to speak. Mrs. Bilko added her thanks and she thanked the staff. She said their work is always student focused.</li> <li>• Mrs. Bilko presented some K-5 academic highlights which include: K-2 phonics pilot at HPS and NES (support with structures and time); Professional learning for staff by administration on the Common Core of</li> </ul>                                                                                                                                                                                                                                                                                                      | <p><b>Discussion of the 2019-2020 School Budget including, but not limited to, Elementary Schools and the Intermediate School</b></p> |

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|  | <p>Teaching (extension of ReVision work); Professional learning in Literacy and Math once every 6 day rotation at SNIS and once every 12 day rotation at primary schools with coaches; Second year of Exemplars in Mathematics (part of coaching work based in problem solving and analysis); Support of teachers with descriptive, targeted feedback on instruction; Preparation for support of Science professional learning for teachers in conjunction with the Assistant Superintendent, and Social Emotional Learning.</p> <ul style="list-style-type: none"><li>• Ms. DiCorpo spoke to the professional learning supports for teachers and gave kudos to the principals for the development in their individual schools. The goal is to support teachers so they can help all students to succeed and to develop a calibration of assessments so that all use a “similar lens” to make that happen.</li><li>• Mrs. Murray said the student supports in the social and emotional areas have grown each year and include family supports as well. This year the NES STAR program has been added. This program provides wrap-around therapy services for identified students and their parents.</li><li>• School community and greater community programs were highlighted. Mrs. Bilko mentioned increased intramural and student activity choices grades 3-5, morning arrival recess K-2, PBIS, and school gardens. She highlighted several community events including school Veterans Day observances, KidSight (with the Lions Club), and school and grade level service projects.</li><li>• Mrs. Bilko noted a few specific items in this budget including a refresh on capital at SNIS that is for gradual replacement of classroom carpets and furniture.</li><li>• Mrs. Murray highlighted keys to student success which include the Teachers College program and grade level libraries. Data shows student growth. Interventions support students’ academic, social and emotional needs. Teacher needs are supported by embedded professional</li></ul> |  |
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|  | <p>development and ReVision program training for administrators, TEAM mentors and coaches.</p> <ul style="list-style-type: none"><li>• Mrs. Faulenbach asked for a copy of the presentation.</li><li>• Mr. Lawson requested that this be done going forward as well. Mr. Lawson began the review by page of the schools' budgets and requested questions.</li><li>• Mrs. Faulenbach asked about the lower number for supplies on page 2. Ms. DiCorpo said this is a per pupil allocation so was lower due to declining enrollment.</li><li>• Mr. Lawson asked for clarification regarding the supplies. Mr. Giovannone said they are items found in the 6000 series of object codes.</li><li>• Mr. Schemm asked what the apportionment is K-2. Mr. Giovannone said it is \$303 per student at HPS and NES and \$275 at SNIS. The SNIS number is an increase in apportionment from last year. Mr. Schemm said he was pleased to see the parity with the two elementary schools. Mr. Schemm asked if this included supplies and Mr. Giovannone said it did; it includes anything that is not salaries, benefits, utilities or security.</li><li>• Mr. Lawson asked for the numbers for SMS and NMHS. Mr. Giovannone said the apportionment is \$335 for SMS and \$645 for NMHS. At the high school, this includes athletics.</li><li>• Mr. Schemm asked if the \$252,000 referenced on the first line of page 3 for the reduction of three teachers included contractual increases for those remaining. Mr. Giovannone said it did.</li><li>• Mr. McCauley asked about the \$20,785 reduction to the non-certified account. Mr. Giovannone said this is a realignment among buildings, not a reduction. Personnel are moved to other buildings due to shifts in enrollment and to student needs.</li><li>• Mrs. McInerney noted a typo on page 4 that Mr. Giovannone said he would correct.</li></ul> |  |
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|  | <ul style="list-style-type: none"><li>• Mrs. McInerney asked about the \$11,073 reduction in non-certified library. Mr. Giovannone said this was a full time position in 2018-19 but the position is now half time per building.</li><li>• Mrs. Chastain asked to clarify that the library still has a full time certified position as well as the half time non-certified position and Mr. Giovannone said that is correct.</li><li>• Mrs. Monaghan asked about the \$18,000 savings on page 5 to the non-cert principal's office line. Ms. Baldelli said this was turnover savings and the position is still full time.</li><li>• Mrs. Chastain asked for a job description for the Head Teacher positions.</li><li>• Mrs. McInerney noted a typo on page 5 to the telephone line.</li><li>• Mrs. Monaghan asked about the reduction to the Computer Ed salary line and Ms. Baldelli said that was moved to SNIS.</li><li>• Mrs. Monaghan asked about the reduction in the Psychologist line and Ms. Baldelli said that was turnover savings.</li><li>• Mr. Schemm asked if the total turnover savings of \$279,000 was for all employees or just certified. Mr. Giovannone said it was just certified.</li><li>• Mr. Failla asked about the increase to supplies. Mr. Giovannone said there was a net increase overall at NES and he could provide detail if the Board wished.</li><li>• Dr. Tracy said this comes out of the per pupil allotment given to each school.</li><li>• Mrs. McInerney asked what the furniture line would purchase. Mrs. Murray said it is for a cafeteria table.</li><li>• Mr. McCauley asked about the reduction in the library line. Mr. Giovannone said this was the same as at HPS where the position is now part time.</li><li>• Mr. Failla asked for a description of all the acronyms in use. Mr. Giovannone said there is a</li></ul> |  |
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|  | <p>sheet in the book for that. Dr. Tracy said they would be more cognizant in general discussions.</p> <ul style="list-style-type: none"><li>• Mrs. Chastain asked about the Tech position on page 11. Ms. Baldelli said this was a cut from last year. There is one technician shared by the two elementary schools. SNIS had a position put back and an increase will show there.</li><li>• Mrs. Chastain asked what the ramifications of the cut are. Mrs. Murray said sometimes repairs have to wait if the technician is not at the school that day, but in general the department is very responsive to school needs.</li><li>• Mrs. Faulenbach asked about the \$140,000 increase in special education salaries on page 12. Mr. Giovannone said this represents 1.25 FTEs more than in 2018-19, as well as higher replacement costs.</li><li>• Mrs. Monaghan said she was concerned about the staffing cut to grade 5 and the impact on class sizes in that grade, even without unanticipated enrollment. Mrs. Chastain said the placeholder teacher is in the budget for that purpose. Mrs. Monaghan said she was glad to see that.</li><li>• Mr. Schemm asked to confirm that the enrollment numbers on page 3 are October 1 numbers and not current. Mr. Giovannone said that is correct.</li><li>• Mrs. Faulenbach noted that enrollment is always in flux both up and down.</li><li>• Ms. DiCorpo said they did review current enrollment numbers at the last administrative team meeting and encouraged the principals to advocate for any change needed. Dr. Tracy said they would review again before deliberations.</li><li>• Mrs. Chastain asked about the \$52,000 in remedial reading salary on page 15. Mr. Giovannone said this is the interventionist and it is a realignment from the Department of Instruction to the school, not a new position.</li></ul> |  |
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|           | <ul style="list-style-type: none"> <li>• Mr. Lawson said it would be helpful if realignments could be flagged to avoid confusion.</li> <li>• Mrs. Chastain agreed saying it would help clarify that positions have not been added.</li> <li>• Mr. Giovannone said the only additions were those noted by Dr. Tracy in his overview.</li> <li>• Mrs. McInerney asked about the library furniture on page 17. Mrs. Bilko said this was requested last year and cut. It is \$2,500 towards the purchase of more appropriately child-sized furniture for the school. Future purchases will be spread out over time until fully replaced. Mrs. Bilko said the other furniture purchase is similar. It is to refresh carpets in classrooms, purchase a few standing desks and skinning material to convert chalkboards to dry erase boards.</li> <li>• Mr. Lawson asked about the smartboards at SNIS. Mrs. Bilko said every teaching space had one.</li> <li>• Mr. Schemm asked about the AV supplies on page 18. Mrs. Bilko said this is to purchase a ceiling mounted projector for the multipurpose room which will hook into the PA system.</li> <li>• Mrs. McInerney asked about the \$6,000 for special education av supplies on page 19. Mr. Giovannone said this is for Chromebooks. They are using \$250 each as a placeholder while pricing is explored.</li> <li>• Mrs. Monaghan asked about the \$24,744 for speech staffing. Mr. Giovannone said this was a realignment of staff.</li> <li>• Mrs. Faulenbach said she was pleased to see the reclassification of supplies to bring clarity to what should be considered capital.</li> </ul> |                                                      |
| <b>4.</b> | <p><b>Opportunity for the Public to be heard</b></p> <ul style="list-style-type: none"> <li>• Megan Byrd said she is the parent of two grade 4 students, on the PBIS Committee and the SNIS PTO. She said she thinks the 24.4</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <p><b>Opportunity for the Public to be heard</b></p> |

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|           | <p>projected class size for grade 5 is much too high and she suggested pay to play revenue be kept in rather than make the cut to grade 5. She said most parents were fine with pay to play last year if it meant keeping staffing levels. She was pleased to see the request for a Director of Curriculum and Instruction. She asked that the list of "Q and A" be placed on the district website when ready so that parents can review it. She said she was concerned about the budgeting for the change in health insurance since it is not a guarantee yet.</p> <ul style="list-style-type: none"> <li>• Nancy Webb, parent of two special education children and a bus driver, said that teachers need more help, not additional cuts, as well as appropriate, trained support staff. She supported the need for a Special Education supervisor position at the K-5 level.</li> </ul> |                                                                                                |
| <b>5.</b> | <p><b>Recessed to Wednesday, January 23, 2019</b></p> <p>Mr. Lawson recessed the meeting at 9:01 p.m. until January 23, 2019.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <p><b>Recessed to Wednesday, January 23, 2019</b></p> <p>The meeting recessed at 9:01 p.m.</p> |

**Budget Hearing Minutes  
 January 23, 2019  
 Sarah Noble Intermediate School Library Media Center**

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| <b>Present:</b> | <p>Mr. David A. Lawson, Chairperson<br/>         Mrs. Angela C. Chastain<br/>         Mr. Bill Dahl<br/>         Mr. Joseph Failla<br/>         Mrs. Wendy Faulenbach<br/>         Mr. Brian McCauley<br/>         Mrs. Tammy McInerney<br/>         Mrs. Eileen P. Monaghan<br/>         Mr. J.T. Schemm</p> |
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| <b>Also Present:</b> | <p>Dr. Stephen Tracy, Interim Superintendent<br/> Ms. Alisha DiCorpo, Assistant Superintendent<br/> Mr. Anthony Giovannone, Director of Fiscal Services and Operations<br/> Ms. Ellamae Baldelli, Director of Human Resources<br/> Mr. Kevin Munrett, Facilities Director<br/> Mrs. Laura Olson, Director of Pupil Personnel and Special Services<br/> Mrs. Anne Bilko, Principal, Sarah Noble Intermediate School<br/> Dr. Christopher Longo, Principal, Schaghticoke Middle School<br/> Mr. Greg Shugrue, Principal, New Milford High School<br/> Mr. Keith Lipinsky, Athletic Director, New Milford High School</p> |
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| <b>1.</b> | <p><b>Call to Order</b><br/> <b>Pledge of Allegiance</b><br/> The budget hearing meeting of the New Milford Board of Education was reconvened at 7:00 p.m. by Mr. Lawson, Chairperson. The Pledge of Allegiance immediately followed the call to order.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <p><b>Call to Order</b><br/> <b>Pledge of Allegiance</b></p>                                                                                         |
| <b>2.</b> | <p><b>Opportunity for the Public to be heard</b></p> <ul style="list-style-type: none"> <li>• There were no comments made.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <p><b>Opportunity for the Public to be heard</b></p>                                                                                                 |
| <b>3.</b> | <p><b>Discussion of the 2019-2020 School Budget including, but not limited to, Middle School, High School, and the Department of Instruction</b></p> <ul style="list-style-type: none"> <li>• Mr. Lawson said they would hear presentations followed by questions with the intent to adjourn by 10:00 p.m. at the latest.</li> <li>• Dr. Tracy said each presenter should plan for 15-20 minutes to allow sufficient time for line by line review and questions. He said that if the Board has any questions for next week that they know about already, it would be helpful to have them ahead of time this week. He said last minute is fine too.</li> <li>• Mr. Lawson said Board members could also call with questions at any time.</li> </ul> | <p><b>Discussion of the 2019-2020 School Budget including, but not limited to, Middle School, High School, and the Department of Instruction</b></p> |

|  | <b>Schaghticoke Middle School</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>Schaghticoke Middle School</b> |
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|  | <ul style="list-style-type: none"> <li>• Dr. Longo presented the highlights of Schaghticoke's budget by starting with the mission of the New Milford Public Schools which he said is embodied in the SMS core values of SURGE: Strive to always do your best; Unite with others to stop intolerance and bullying; Respect your school, others and yourself; Grow into a person of character and integrity; Encourage those who need help to succeed.</li> <li>• Students are viewed through the three lenses of belonging, academics and aspiration. Dr. Longo said the area of belonging is illustrated in ways such as the SRBI and PBIS processes, team building field trips, clubs, activities, band and chorus, and athletics. Academics are emphasized by district initiatives and also school based initiatives such as the TAG and Summer Algebra Readiness programs. Day to day academics are fostered through the work of department heads and team leaders and the professional learning opportunities that all teachers participate in. Students may participate in learning labs, ELA and Math labs, study halls by team, Homework Club and Academic Fitness. Student aspiration is encouraged through the PLTW program, the expansion of Naviance for student goal-setting, transition activities to 6<sup>th</sup> and 9<sup>th</sup> grade, and through clubs, activities, and athletic offerings.</li> <li>• Dr. Longo highlighted specific budget lines, some of which include a request for 88 Chromebooks, 8 carts and licenses. This request was cut last year and the need is still there.</li> <li>• Mr. Lawson asked how many Chromebooks the school has now. Dr. Longo estimated 700. He said the goal is to have a cart in each class.</li> <li>• Dr. Longo said he is requesting funds for Science to help align curriculum with the NGSS standards and support new teachers in the department. They would like to expand PLTW</li> </ul> |                                   |

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|  | <p>to more sections next year so they are asking for more supplies. Police coverage for events required a transfer last year so they are preloading it to a line item this year.</p> <ul style="list-style-type: none"><li>• Mrs. Faulenbach asked how much the transfer was last year. Dr. Longo said he thought it was between \$3,200 and \$3,500.</li><li>• Dr. Longo said the last year's furniture request was cut and the need is still there. He is asking for rectangular tables for ELA classrooms, kidney shaped tables for student conferencing, and a few stand up desks to be utilized in several classrooms. Unified Sports had been funded by a grant but now must be budgeted for. The majority of funding will be for transportation.</li><li>• Mr. Dahl asked if the Chromebooks and carts are organized around the teams. Dr. Longo said there is currently one per team that the team leader houses and shares. Unified Arts signs out carts through a google sheet. Mr. Dahl asked if the requests would allow for two per team. Dr. Longo said of the eight requested, three are replacements, two are for sign out, and three are for the Social Studies department.</li><li>• Ms. DiCorpo said the Chromebooks offset costs as well, since the use of online resources cuts down on textbook purchases.</li><li>• Mrs. Monaghan asked how many teams there are. Dr. Longo said nine, three per grade. There are four core teachers and one special education teacher per team.</li><li>• Mr. Schemm asked for a reminder regarding the per student apportionment and whether the Chromebooks and furniture are counted against it. Dr. Longo said it is \$335 per student and yes, everything but the telephone line and salaries are included in the allotment. Administrators make decisions for their buildings with the allotment given.</li><li>• Mr. Schemm asked how much a textbook costs roughly. Ms. DiCorpo said about \$100 each. She said the district has not explored digital use</li></ul> |  |
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|  | <p>further because we are not yet close to 1:1 access for students.</p> <ul style="list-style-type: none"><li>• Mrs. Chastain asked if SMS has gone completely away from Industrial Arts. Dr. Longo said there is a hands-on component in the PLTW classes and some tools are utilized in those investigations but that is all.</li><li>• Mr. Failla said this topic ties in to the elimination of the Vocational Tech Ed position at the high school. He said it is tragic that we are losing sight of the vocational tech educational side of learning. He said the cost of college is a problem in the United States at the same time that there is a shortage in the trades.</li><li>• Mr. Lawson said he agreed with the major points made and suggested the district pursue more seats at Henry Abbott Technical School.</li><li>• Mrs. Chastain said she didn't think having students leave their community was the answer and that some space in house should be found to provide this exposure.</li><li>• Mr. Lawson asked if the PLTW funds were for supplies or equipment. Dr. Longo said they were for supply kits.</li><li>• Mr. Lawson said it was his understanding that much of the PLTW equipment had been provided through very generous donations and Mr. Shugrue said that is correct.</li><li>• Mr. Failla said he would like to see a presentation at sub-committee by SMS PLTW students similar to those provided by high school students in the past. Dr. Longo mentioned that the SMS twitter feed on the district website has lots of PLTW highlights.</li><li>• Mr. Schemm said that Tech Ed has been approved by the state as a shortage area and there is more flexibility in certification now. He said this might open up opportunities for staff in other areas, such as Math and Science, to get certified to use the equipment in instruction and provide additional exposure for our students.</li></ul> |  |
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|  | <ul style="list-style-type: none"><li>• Mrs. McInerney noted a discrepancy in the furniture line listed on the slide and in the budget pages. Dr. Longo said the correct amount is on the budget page and it is \$4,409.</li><li>• Mr. Lawson asked if the furniture is being considered as a supply or capital. Mr. Giovannone said it is in the capital line, not the 5 year capital plan.</li><li>• Mrs. Monaghan asked about the decrease to the speech salary line. Ms. Baldelli said this is a realignment of FTEs.</li><li>• Dr. Tracy said they would try to come up with a "cheat sheet" on realignments for the Board. Mrs. Faulenbach said that would be helpful.</li><li>• Mr. Lawson asked if the psychologist supplies include testing materials. Dr. Longo said it does.</li></ul>                                                                                                                                                                                                                                                                   |                                       |
|  | <p><b>New Milford High School</b></p> <ul style="list-style-type: none"><li>• Mr. Shugrue said the high school's core values and beliefs are encapsulated with its acronym WAVE: Work to become lifelong learners; Achieve through hard work; Value civic responsibility; Empower students and teachers. The theories of action are linked to these core values. Regarding highlights of the 2018/19 budget, Mr. Shugrue mentioned Effective School Solutions which is keeping 15 students in district, PSAT administered during the school day, BOE subsidized AP exams, and curriculum writing.</li><li>• Mr. Shugrue said the high school took a \$1.7 million cut in last year's budget and they are feeling the effects this year. They are at bare bones now overall. An example, is that athletic uniform refresh is off cycle. This budget tries to make strides to come back versus getting farther behind. In particular he begged the Board to leave the request for Chromebooks intact, saying students need them to be current in the world.</li></ul> | <p><b>New Milford High School</b></p> |

- Mrs. Chastain referenced the college readiness aspects of the PSAT and AP and asked Mr. Shugrue what is being done for students not going to college. Mr. Shugrue said he goes to the Chamber of Commerce regularly, as he believes strongly in the collaborative partnership with small businesses. Mrs. Chastain asked if the high school has ever reached out to parents to ask for their help with internships or volunteering in this area. Mr. Shugrue said he appreciates the suggestion.
- Regarding upcoming challenges, Mr. Shugrue said the graduation requirements are changing for the incoming freshman Class of 2023. There is a redistribution of credits, a clustering of areas such as Humanities and STEM, and discussion of mastery based learning. All will have impacts on planning and budget.
- Mrs. Faulenbach said it will be important to involve the various sub-committees since there are many pieces to this topic and because they will need to inform the community of changes.
- Mr. Schemm asked when the next NEASC accreditation visit is. Mr. Shugrue said 4-5 years from now.
- Mrs. Chastain asked if the district ever talks to legislators about how mandates affect us and suggested inviting legislators to our schools.
- Ms. DiCorpo said they do work through advocacy groups to speak to legislators about pertinent issues.
- Mr. Lawson said the Board has drafted resolutions previously and always has that option. He said legislators have visited our schools previously as well.
- Mr. Shugrue referenced several individual lines. He said course selection did not support the additional vocational tech ed position but over 200 students signed up for the new Digital Photography class. They are looking for supplies to support that class. Chromebooks are requested for each major department. Software



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|  | <p>for the World Language Lab is needed so that students can test for the mandated Literacy Seal for the transcript. They are requesting AP Microeconomics texts, additional Earth Science texts to complete a set, and funds for lease of a storage trailer for the 25-30 bikes used for a PE unit. In Business, funds are requested for an online platform for practice and testing in place of consumable workbooks.</p> <ul style="list-style-type: none"><li>• Mr. Lawson asked if this is an annual fee for the online platform and Mr. Shugrue said it is.</li><li>• Mr. Shugrue said the Bilingual teacher is mandated due to numbers and additional supplies are needed as well.</li><li>• For athletics, funds are requested to restart the uniform refresh cycle. They are also looking to purchase two cameras, one for the stadium field and one for the gym, that would enable live streaming of athletic contests.</li><li>• Mr. Dahl asked how the National High School Federation supports this purchase. Mr. Shugrue said they provide the streaming platform. Access is set locally.</li><li>• Mrs. Faulenbach asked about the cost of the cameras. Mr. Lipinsky said they are \$5,000 a piece with a \$1,500 install cost. Mrs. Faulenbach said she would like to see detail on this purchase. She asked if there were student privacy concerns.</li><li>• Mr. Failla said he thought that the right to privacy may be waived in a competitive sports venue but suggested legal be consulted.</li><li>• Mrs. Faulenbach asked about the changes to certified and non-certified salary lines. Mr. Giovannone said they are due to realignments.</li><li>• Mrs. Faulenbach asked for clarification of the total Chromebooks. Mr. Shugrue said the total is 160 for a total estimated cost of \$44,500.</li><li>• Mr. Schemm asked for clarification on the per pupil allotment and Mr. Shugrue said it is \$645 which covers the athletic program as well.</li></ul> |  |
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|  | <ul style="list-style-type: none"><li>• Mr. Failla asked what it costs to collect the \$25,000 in gate receipts. Mr. Shugrue said he did not know. Mr. Failla asked about the revenue collected for parking fees and pay to play. Mr. Giovannone said an updated budget position would be distributed next week.</li><li>• Mr. Failla said eliminating pay to play was a very good thing and that the only way he would vote for it in the future would be if all schools were charged for playing athletics and for activities.</li><li>• Mrs. Chastain suggested that if the Board reinstates pay to play, they consider a flat fee versus a per sport fee. She suggested some parents and students may be picking only one sport at this time due to cost.</li><li>• Mrs. Faulenbach asked what the \$5,735 fee for Naviance covers. Mr. Shugrue said it is the annual licensing fee. He said the high school uses Naviance primarily as a data collection warehouse to electronically communicate with colleges. Mrs. Faulenbach said she would like to see a presentation on this tool down the road.</li><li>• Mrs. Chastain asked if there were different packages for Naviance that might make it more user friendly if we spent a little more money. Mr. Shugrue said he would check.</li><li>• Mr. Schemm asked about the music rentals. Mr. Shugrue said this was a lease for some instruments. He said there is also a separate repair line for some instruments that are owned.</li><li>• Mr. Dahl asked about the line for intramurals. Mr. Shugrue said it should read interscholastic. Mr. Giovannone said he would make the correction in the Board adopted budget.</li><li>• Mrs. McInerney asked about the Speech and Special Ed salary lines. Mr. Giovannone said they are realignments.</li><li>• Mr. Schemm asked about the cost for the PSAT. Mr. Shugrue said they get a discounted rate per test because they purchase for multiple grades.</li></ul> |  |
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|  | <ul style="list-style-type: none"><li>• Mr. Schemm asked if thought had been given to extending the PSAT to grade 8 to capture the transition. Ms. DiCorpo said there were pros and cons. The reading level at grade 8 is important and the NWEA helps there. The data coach is looking into the alignment with the PSAT. They will need to involve and inform parents before making any change.</li></ul> <p>The meeting recessed at 8:50 p.m. for a brief break and reconvened at 9:00 p.m.</p> <p><b>Department of Instruction</b></p> <ul style="list-style-type: none"><li>• Ms. DiCorpo started her presentation with the mission of the New Milford Public Schools. She said she specifically wished to reference the phrase regarding effective instruction and dynamic curriculum. She said over 50 curriculum are expected to be written this year and she called it a testament to the work of the teachers to create living documents to guide instruction. She referenced the jointly developed theories of action which have led to many district initiatives. They are designed to provide needed support to all teachers from first year to veteran. This year's administrative retreat focused on developing a framework for professional learning at their school, aligning feedback within the educator evaluation system and developing a portfolio of materials for teachers regarding their evaluation.</li><li>• Ms. DiCorpo shared many department highlights including curriculum development and implementation, the English Learner Homework Club at SNIS, and English Language Partnerships with Families via Adult Education. Ms. DiCorpo also praised the work of the Curriculum Council, Wellness, New Teacher Induction and Professional Learning Committees.</li><li>• When outlining the needs of the department, Ms. DiCorpo spoke first about the request for a</li></ul> | <p><b>Department of Instruction</b></p> |
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|  | <p>Director of Curriculum which she called critical to continue forward movement. Within curriculum and development, Ms. DiCorpo outlined the following needs: Vetting of curriculum; Curriculum alignment from grade to grade (articulation with teacher teams); Curriculum alignment across the grade (articulation with teacher teams); Development of a living curriculum for each course/subject; Development of common assessments within grade levels/alignment of assessments to standards; Pacing organization and support K-12; Identifying patterns in data that are a result of curriculum strengths and addressing deficits vertically/horizontally; Report card updates that align with new assessments, work habits and running records reporting; Mastery based learning/graduation requirement (Class of 2023); NEASC-Portrait of the Graduate-4c's Critical Thinking, Collaboration, Creativity, Communication tied to assessment and standards K-12; Science NGSS support and guidance; and Parent opportunities to better understand curriculum/SEL/community supports.</p> <ul style="list-style-type: none"><li>• Ms. DiCorpo reviewed current department staffing and said that at this level it is reactive not proactive.</li><li>• Ms. DiCorpo said she had requested the addition of an English Language Coordinator K-12 but that position was not in the Superintendent's proposed budget. She said right now there is one person who works two periods a day at the high school providing services in this area. The number of students and languages is increasing, creating additional need for this support.</li><li>• Ms. DiCorpo listed the department's budget priorities: Director of Curriculum-subject specific support for curriculum implementation K-12; Continue to provide professional development that is job embedded to support curriculum initiatives and instructional practice;</li></ul> |  |
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|  | <p>Continue to maintain and improve instructional opportunities for students; Continue to address the social, emotional and mental health needs of our students; Continue to provide college readiness and career opportunities; Continue to enhance school/community partnerships; Add support for English Language students and teachers of English Language students (Support for students included but not teachers); Continue to address unfunded state mandate(s).</p> <ul style="list-style-type: none"><li>• Ms. DiCorpo spoke to the impact of recent legislation regarding Bilingual Education mandates and funding, Graduation Requirements, and Transportation Costs, along with many others.</li><li>• Regarding opportunities for students, Ms. DiCorpo highlighted the Summer Bridge Program, Summer Algebra Readiness Program, Science Enrichment K-5, the Talented and Gifted Program and Social Emotional Learning.</li><li>• In respect to Adult Education, Ms. DiCorpo said the numbers are increasing in the ESL program, HS Diploma Program, and Enrichment opportunities.</li><li>• Mrs. Chastain asked about the makeup of the HS Diploma classes and if it included day students returning to finish up. Ms. DiCorpo said not primarily; many students are coming from other districts with lower credit requirements who then turn to Adult Ed to meet them instead of trying to finish at NMHS.</li><li>• Ms. DiCorpo said the Adult Ed program offers opportunities for connection to work including having the American Jobs Center on site once a month, the availability of coursework leading to certifications, and online and hands on classroom instruction.</li><li>• Mr. Lawson suggested recessing the meeting at this time, after the opportunity for public comment, since it was almost 10:00 p.m. Review and questions would begin the next meeting.</li></ul> |  |
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|           | <ul style="list-style-type: none"> <li>• Mrs. Faulenbach said she had several questions and asked if she could forward them prior to the next meeting rather than wait until next week for answers.</li> <li>• Mr. Lawson said other members were welcome to do that as well and any answers would be provided to all Board members.</li> </ul>                                                                                                                    |                                                                                       |
| <b>4.</b> | <b>Opportunity for the Public to be heard</b> <ul style="list-style-type: none"> <li>• Betsy Stewart, a New Milford resident and instructional coach at SMS, spoke in favor of the Director of Curriculum position. She said teachers are hungry for direction and they can't always get immediate answers. She thanked the Board for their support of professional development, specifically her attendance this weekend at Teachers College training.</li> </ul> | <b>Opportunity for the Public to be heard</b>                                         |
| <b>5.</b> | <b>Recessed to Tuesday, January 29, 2019</b><br><br>Mr. Lawson recessed the meeting at 9:59 p.m. until January 29, 2019.                                                                                                                                                                                                                                                                                                                                           | <b>Recessed to Tuesday, January 29, 2019</b><br><br>The meeting recessed at 9:59 p.m. |

**Budget Hearing Minutes  
January 30, 2019 (originally scheduled for January 29, snow date used)  
Sarah Noble Intermediate School Library Media Center**

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| <b>Present:</b> | Mr. David A. Lawson, Chairperson<br>Mrs. Angela C. Chastain<br>Mr. Bill Dahl<br>Mrs. Wendy Faulenbach<br>Mr. Brian McCauley<br>Mrs. Tammy McInerney<br>Mrs. Eileen P. Monaghan<br>Mr. J.T. Schemm |
| <b>Absent:</b>  | Mr. Joseph Failla                                                                                                                                                                                 |

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| <b>Also Present:</b> | Dr. Stephen Tracy, Interim Superintendent<br>Ms. Alisha DiCorpo, Assistant Superintendent<br>Mr. Anthony Giovannone, Director of Fiscal Services and Operations<br>Ms. Ellamae Baldelli, Director of Human Resources<br>Mr. Kevin Munrett, Facilities Director<br>Mrs. Laura Olson, Director of Pupil Personnel and Special Services<br>Mrs. Anne Bilko, Principal, Sarah Noble Intermediate School<br>Dr. Christopher Longo, Principal, Schaghticoke Middle School<br>Mrs. Susan Murray, Principal, Northville Elementary School |
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| <b>1.</b> | <b>Call to Order</b><br><b>Pledge of Allegiance</b><br>The budget hearing meeting of the New Milford Board of Education was reconvened at 7:00 p.m. by Mr. Lawson, Chairperson. <ul style="list-style-type: none"> <li>Mr. Lawson said he regrets that tonight's meeting will not be video recorded due to a last minute cancellation by the videographer. He asked anyone wishing to make public comment to please adhere to the three-minute time limit. He said the plan was to adjourn by 10:00 p.m.</li> </ul> The Pledge of Allegiance immediately followed the call to order.                                                                                               | <b>Call to Order</b><br><b>Pledge of Allegiance</b> |
| <b>2.</b> | <b>Opportunity for the Public to be heard</b> <ul style="list-style-type: none"> <li>Jeffrey McBreairty said he is speaking in opposition to the Board of Education budget and would continue to do so at Town Council. He said the Board deserves no increase. He said they need to utilize CT lotto money for educational purposes and should have been pursuing this for years.</li> <li>Erin Haynes, mother of an autistic child in NMPS, said she is grateful for the supports he receives. She said special education students need consistency and structure and she thinks the addition of the K-5 Special Education Supervisor position will help ensure that.</li> </ul> | <b>Opportunity for the Public to be heard</b>       |

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|  | <ul style="list-style-type: none"><li>• Jayme Loftus has two children at HPS who receive special education services. She said the high turnover in special education staff is causing issues. She is in favor of adding the K-5 Supervisor to provide oversight, consistency and staff support.</li><li>• Carolyn Hyde said she supports the budget as presented and hopes the Board will move it forward. She said parents must advocate for their children. Challenging behaviors in the classrooms are increasing and teachers need help. She said class size matters and we should invest in staff.</li><li>• Megan Byrd said she is in favor of adding the Special Education Supervisor, which is needed. She said regarding Tech Ed, it is not easy to find a certified person any more in this area. She suggested students be surveyed as to what classes they would be interested in enrolling in. She said there is a field trip line item at NMHS and SMS but not K-5. She asked why. She liked the idea of asking for community support for internships. Regarding pay to play, she supported Mr. Failla's idea that all schools should be charged but wanted the fee to be comparable to use and cost. It should be significantly lower at the elementary level.</li><li>• Nancy Webb said she would speak on behalf of herself and read statements from two other people who could not attend. Mrs. Faulenbach, parliamentarian, said it was within the Chair's purview to allow. Mr. Lawson said he would allow it. Mrs. Webb said she supports the Special Education Supervisor position. She said with no assigned person overseeing the elementary level now, students' needs are not being met.</li><li>• Mrs. Webb read a statement from Margaret Albert who is the parent of an EXCEL student. She recommends the K-5 Supervisor be added.</li><li>• Mrs. Webb read a statement from Maria Leo who has two special needs children, one at SMS and one at NMHS. She sees the</li></ul> |  |
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|           | <p>tremendous impact the full time supervisor at the high school has. She said similar support is needed at the lower grades to meet the educational needs of students.</p> <ul style="list-style-type: none"> <li>• Greg Mullen said all students deserve the same attention. He appreciates the hard work of the Board. He said he pays attention to local government and was aware of a recent issue brought up at Town Council regarding shared capital projects. He said he hopes for improved communication in the future. He has children at SNIS and SMS and he is happy with the work of school staff to meet his students' needs. He hears from some people that improvements are needed at SMS and suggests focus be given there. He says teachers deserve to be paid in line with the region but feels that 3% year after year is not in line with private industry. He said the district ranks in the middle of the state and the high school in the top 25%. He suggests that the district is leading the state with its example of how efficiently and effective it is run.</li> </ul> |                                                                                                                                                                                                                    |
| <b>3.</b> | <p><b>Discussion of the 2019-2020 School Budget including, but not limited to, Pupil Personnel/Special Education, Department of Maintenance, Technology, Department of General Administration, and Capital</b></p> <ul style="list-style-type: none"> <li>• Mr. Lawson said he wanted to start with an opportunity to follow up on any questions from the previous hearing regarding Department of Instruction (DOI) since time ran out.</li> <li>• Mrs. Faulenbach said she wanted the minutes to capture that members were invited to submit questions in writing which have since been answered and posted to the district website for anyone to view. She suggested that perhaps the order of presentation be flipped next year to have DOI go first so that questions can be asked at the meeting itself.</li> </ul>                                                                                                                                                                                                                                                                             | <p><b>Discussion of the 2019-2020 School Budget including, but not limited to, Pupil Personnel/Special Education, Department of Maintenance, Technology, Department of General Administration, and Capital</b></p> |

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|  | <ul style="list-style-type: none"> <li>• Mrs. Faulenbach asked for clarification that the budgeted amount for the Director of Curriculum is salary only and Mr. Giovannone said that is correct.</li> <li>• Mrs. Faulenbach asked to clarify that this non-bargaining unit position will have some evaluation components. Ms. DiCorpo said it will. Mrs. Faulenbach asked if this could raise concerns from a bargaining unit in that case. Ms. DiCorpo said that yes it would require a conversation to discuss.</li> <li>• Mrs. Chastain asked to see job descriptions for the coaches because she feels there is overlap with the new position.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                 |
|  | <p><b>Pupil Personnel/Special Education</b></p> <ul style="list-style-type: none"> <li>• Mrs. Olson presented for Pupil Personnel, which encompasses health services, nurses, psychologists and social workers, and for Special Education. She said The Individuals with Disabilities Education Act (IDEA) is the foundation for mandated services to students.</li> <li>• She presented 2019-20 district initiatives: To enhance and improve services for students with special education needs; To increase our capacity to reduce emotional and behavioral dysregulation; To provide professional development and imbedded support to ensure that both general and special educators understand the complexities of mental health disorders, dyslexia, and other disabling conditions; To provide instruction in the least restrictive environment and increase time with non-disabled peers: collaboration, co teaching, specialized instruction, shared expectations; To work collaboratively with parents and provide ongoing support and training; and To prepare our young adults for transition from high school to post secondary/vocational settings.</li> <li>• Mrs. Olson said district enrollment is going down at the same time special education enrollment is increasing. She said the types of</li> </ul> | <p><b>Pupil Personnel/Special Education</b></p> |

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|  | <p>disabilities are consistent with the state averages.</p> <ul style="list-style-type: none"><li>• Mrs. McInerney asked if there was overlap on the slide with students' with multiple disabilities counted more than once. Mrs. Olson said each student's primary disability classification was used so there is no overlap.</li><li>• Mrs. Olson said EXCEL enrollment is down slightly, with a projection of 41 students.</li><li>• Enrollment of special education students by school shows a greater number at NES versus HPS and staff is being shifted accordingly. Mrs. Olson said referrals are increasing as well, with 53 pending. Of those, between 60 and 70% will typically qualify for services. She said typically each referral requires 50-60 hours of staff manpower. Mrs. Olson said Planning and Placement Team meetings (PPTs) are increasing as well.</li><li>• Mrs. Faulenbach said that this year the number of total students is 589; last year it was 617. She asked for clarification.</li><li>• Mr. McCauley asked if these numbers included 504 students. Mrs. Olson said no, those students are overseen by DOI. Mr. McCauley asked for an estimate of the number of 504 students.</li><li>• Mrs. Olson said the 2019-20 budget projects 38 Out of District Placement (ODP) students. These are placeholders.</li><li>• Mrs. Chastain asked what dollar amount is used per placeholder. Mrs. Olson said \$70,000 for an average. Placements can range from \$55,000 to \$200,000.</li><li>• Dr. Tracy asked if this includes transportation. Mrs. Olson said it does not include transportation or other related services.</li><li>• Mrs. Olson said the Litchfield Hills Transition Center (LHTC) Program is a mandated service for 18-21 year olds. Projected enrollment for 2019-20 is 10, including one tuition student.</li></ul> |  |
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- Mrs. Chastain asked when LHTC started. Mrs. Olson said ten years ago; before then students were outplaced. The program has been very successful and has resulted in significant cost savings to the district.
- Mrs. Chastain asked what the difference is per pupil to outplace versus place at LHTC.
- Mr. Lawson asked what the tuition charge is. Mrs. Olson said it is \$39,000.
- Mrs. Olson provided information regarding her request for a Special Education Supervisor K-5.
- Mrs. Chastain asked how many Special Education department chairs the district has. Mrs. Olson said there are currently three .49 positions: one shared K-2, one at SNIS and one at SMS. The current supervisor is assigned to the high school only. With the addition of the K-5 Supervisor, and realignment of the high school Supervisor to grades 6-12, the district will have a complete level of support. The supervisor position has a different skill set than the department heads and will offer a different level of support to teachers and administrators.
- Mrs. Faulenbach asked if the department chairs are staying. Mrs. Olson said yes and that the .49 SNIS head will be realigned to the high school.
- Mrs. Faulenbach said she would like to see the tier evaluation model with these positions.
- Mrs. Chastain suggested that the SNIS department chair be moved to SMS rather than have the high school Supervisor shared between schools. She said it would be a better use of time to leave that position alone.
- Mrs. McInerney said in that line up SMS would not have a supervisor.
- Dr. Tracy said they would provide a table with the current and proposed set up along with rationale.
- Mrs. Olson said New Milford is in the lowest five of special education students to

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|  | <p>administrator ratio in reference to our DRG and surrounding towns.</p> <ul style="list-style-type: none"><li>• Mrs. Olson highlighted a few accomplishments of the department including a positive Annual Performance Report, increases in reading performance for all 3<sup>rd</sup> graders with disabilities, and increased performance in reading and math for students with disabilities on smarter balance testing, along with a marked increase in students meeting proficiency.</li><li>• The ESS program at the high school is in its fourth year and currently services 15 students.</li><li>• Mrs. McInerney asked how many students transition back into the mainstream. Mrs. Olson said she would research that number.</li><li>• Mr. Schemm asked if there were any tuition students yet. Mrs. Olson said not yet.</li><li>• Mrs. Olson said there is now a half program of ESS at the elementary level, servicing nine students.</li><li>• Mrs. Monaghan asked about staffing for the programs. Mrs. Olson said there are two licensed clinicians at the high school and one at the elementary level.</li><li>• Mrs. Olson highlighted the district's Mental Health Forum, Parents as Partners initiative, and sponsored special events such as the showing of the movie <i>Angst</i> at SMS recently.</li><li>• Mr. Lawson asked for questions from the budget pages.</li><li>• Mrs. Faulenbach asked for clarification that the .50 social worker is covered by grant. Mrs. Olson said yes.</li><li>• Mrs. Monaghan asked about the decrease to property services on page 48. Mr. Giovannone said AEDs were replaced last year; this year the amount is for pads and any needed repairs.</li><li>• Mrs. McInerney asked for the number of co-taught classrooms per school. Mrs. Olson said there are 88 total: 1 at HPS, 5 at NES, 10 at SNIS, 28 at SMS, and 44 at NMHS. They are a push in model, not full day.</li></ul> |  |
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|  | <ul style="list-style-type: none"> <li>• Mrs. McInerney asked what the increase is for EXCEL tuition charged for non special education students. She said it is a great deal for parents.</li> <li>• Mr. Schemm asked about the categorization of students in town but not in public schools. Mrs. Olson said this applies to approved non-public schools such as Faith Academy and Canterbury. The district is obligated to provide a “minimal service plan”.</li> <li>• Mrs. Faulenbach asked if the additional Supervisor on page 52 will be in the Administrative bargaining unit. Mrs. Olson said yes.</li> <li>• Mr. Schemm asked about the LHTC tuition on page 54 and if it is reported as revenue on page 71. Mrs. Olson said it is and the \$18,900 listed there is the base without additional services. Mr. Schemm said it is important to note these cost containment services for the public.</li> <li>• Mrs. Faulenbach asked for clarification on page 55 of \$102,749 professional services. Mrs. Olson said this is a decrease in two job coaches. These funds were used for the ESS program at the elementary level.</li> <li>• Mr. Schemm asked about the excess cost revenue numbers. Mrs. Olson said they are projecting a 68% reimbursement this year, down from 70%. Mr. Giovannone noted a typo on page 45; 68% should be 70% there.</li> </ul> <p><b>Department of Maintenance</b></p> <ul style="list-style-type: none"> <li>• Mr. Munrett said the Facilities budget is increasing by 1.82% for a requested total of \$95,101.71. There are no staffing changes. Of the total percentage, 60% is in staffing, 27% in utilities, and 13% controllable.</li> <li>• Mr. Munrett said the preventive maintenance program is helping replace old components before they break and cause issues, such as the work with the NES heat pumps. There is now</li> </ul> |  |
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|  | <p>an annual maintenance contract for the security system as well.</p> <ul style="list-style-type: none"> <li>• Supply lines have been reduced based on a balancing of where supplies are most needed as well as effort to obtain the best pricing.</li> <li>• Mr. Munrett pointed to strides in the health, safety, security of our students' environment which includes bathroom upgrades and playground compliance work. Much of the work piggybacks with the capital plan.</li> <li>• Mr. Munrett spoke to the Capital 5 year plan for Facilities. He said most of it is health and safety related. Large scale projects such as roofs and asphalt are not included. The district is in collaborative discussion with the Town regarding bonding.</li> <li>• Mrs. Faulenbach asked for a breakdown of the Maintainer I and II positions listed on page 60. Mr. Munrett said the Maintainer I positions do not require CT certification; the Maintainer II positions do. They are usually assigned to a building and pulled as needed.</li> <li>• Mr. Schemm asked about the expenditures of supplies school to school. Mr. Munrett said they track it and each year they gain a better understanding of what each building needs to run. He said they encumber funds at the beginning of the year for supplies and draw as needed.</li> <li>• Mrs. Faulenbach asked about the salary reduction of \$17,290 on page 62. Mr. Giovannone said it is an overtime adjustment.</li> <li>• Dr. Tracy thanked Mr. Munrett for his attention to cost prevention and for his emphasis on customer service.</li> </ul> <p><b>Capital</b></p> <ul style="list-style-type: none"> <li>• Mr. Lawson asked for questions about the Capital 5 year plan.</li> <li>• Mrs. Faulenbach asked if the alarm panel upgrades are for the fire alarm and if the</li> </ul> |  |
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|  | <p>security enhancements are new or expansion. Mr. Munrett said it is the fire panel and the security enhancements are replacement of old/outdated items and expansions on what the district has.</p> <ul style="list-style-type: none"><li>• Mrs. Faulenbach asked if asbestos abatement is budgeted annually and Mr. Munrett confirmed that it is.</li><li>• Mrs. Faulenbach asked about the custodial equipment replacement. Mr. Munrett said the custodians clean over 100,000 square feet per night and they need working equipment to do that. This line is for items such as scrubbers.</li><li>• Mrs. Faulenbach asked about the playground compliance. Mr. Munrett said this is to continue the program and to improve the age of the equipment, a safety component.</li><li>• Mrs. Faulenbach asked what the HVAC unit specifically addresses. Mr. Munrett said it is for the roof top unit that controls the main office at SNIS.</li><li>• Mr. Schemm asked if the 2018-19 funds had been expended. Mr. Munrett said all but \$4,000 to 5,000. That is on hold for projects that may come up such as a roof survey.</li></ul> <p>The Board recessed at 9:03 p.m. and reconvened at 9:08 p.m.</p> <p><b>Department of General Administration</b></p> <ul style="list-style-type: none"><li>• Mr. Giovannone said the DOGA budget includes many of the large costs of the district. He highlighted a few lines. The pension figure comes from the Town. Health insurance factors in the anticipated migration to the State Partnership Plan in July. If that was not occurring, there would be over a \$1 million increase. Disability costs are down; that is claims driven. Legal is up as a result of upcoming negotiations and a multi-year settlement. Pupil transportation is up. The All Star contract was renegotiated last year for a</li></ul> |  |
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|  | <p>period of five years. This is year two and a 3% is called for. Page 67 has the object code for turnover savings. A lower replacement amount makes the budget increase.</p> <ul style="list-style-type: none"><li>• Dr. Tracy asked why the number was lower. Mr. Giovannone said this is based on actuals. Over the last five years, we have met the savings number projected but it has dropped every year.</li><li>• Mrs. Faulenbach asked what negotiations are upcoming. Mr. Giovannone said paraeducators, food services, and custodial/maintenance.</li><li>• Mr. McCauley asked about the \$38,000 for lease rental. Mr. Giovannone said this is for copier leases district-wide, \$5,000 for existing agreements and \$29,000 for a new agreement.</li><li>• Dr. Tracy said this is a placeholder as they start to explore a more effective leasing arrangement that will include maintenance and refresh. The exploration process has just begun; it will go to bid eventually. He said the copiers are a nagging problem that he hears about throughout the district.</li><li>• Mr. Schemm asked about audit and fiscal services. Mr. Giovannone said the audit fee is \$45,000. He will check how that is apportioned BOE to Town. The MUNIS fee is \$61,500, he will check where we are in the timeline.</li><li>• Mrs. Chastain asked about the after school late buses and what the ridership is. Mr. Giovannone said he would check how many there are, where they go, and how they are utilized.</li><li>• Mrs. Faulenbach asked how many regular buses the district has. Mr. Giovannone said he thinks it is 63, but he will doublecheck.</li><li>• Mr. Lawson asked for questions regarding revenue.</li><li>• Mrs. Chastain asked for clarification regarding the \$2,000 collected for gate fees. Mr. Giovannone said as of the December report, quarter two was not booked. At this time,</li></ul> |  |
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|           | <p>\$11,000 has been booked. He said he was still working to answer the question as to how much it costs to collect the fees.</p> <ul style="list-style-type: none"> <li>• Mrs. Faulenbach asked about pay to play revenue. Mr. Giovannone said they had collected \$29,900 through quarter two. He is projecting another \$21,000 before the end of the year, resulting in a shortage in that revenue.</li> <li>• Mr. Schemm said he wanted to thank Mr. Giovannone for the transparency of the budget document. He said he hopes the Town gets something similar soon, instead of just MUNIS printouts.</li> <li>• Mr. Lawson noted that the monthly reports are very helpful as well.</li> <li>• Dr. Tracy said he wanted to commend Mr. Giovannone for all his work. He said he looks for three things in a business manager: responsiveness, accuracy and integrity. He said Mr. Giovannone has all three.</li> <li>• Mrs. Faulenbach asked for clarification that of the total capital request of \$411,500, \$322,500 is being offset by capital reserve and \$89,000 is coming from the operating budget. This is separate from the small capital portion of the budget. Mr. Giovannone said that is correct.</li> <li>• Mrs. McInerney asked for the numbers on special education staff turnover at all the schools over the last five years.</li> <li>• Mr. Giovannone provided a four page budget overview.</li> <li>• Dr. Tracy said it bears repeating that New Milford is 151 out of 171 districts in per pupil spending. The Town is getting good value.</li> </ul> |                                                      |
| <b>4.</b> | <p><b>Opportunity for the Public to be heard</b></p> <ul style="list-style-type: none"> <li>• Amy Photopoulos said she is very much in favor of adding the Special Education Supervisor K-5. She thinks it will help with talent recruitment and retention. She said the</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <p><b>Opportunity for the Public to be heard</b></p> |

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|           | position will be an asset and resource for service providers and have a positive impact on children.                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                              |
| <b>5.</b> | <p><b>Discussion of Non-Bargaining Unit employment and salary (executive session anticipated)</b></p> <p><b>Mrs. Faulenbach moved to enter into executive session to discuss non-bargaining unit employment and salary and to invite into the session Dr. Steve Tracy, Ms. Ellamae Baldelli and Mr. Anthony Giovannone, seconded by Mr. McCauley.</b></p> <p>The Board entered executive session at 9:39 p.m.<br/>Ms. Baldelli and Mr. Giovannone left executive session at 9:49 p.m.<br/>The Board returned to public session at 9:54 p.m.</p> | <p><b>Discussion of Non-Bargaining Unit employment and salary (executive session anticipated)</b></p> <p><b>Motion made and passed unanimously to enter into executive session to discuss non-bargaining unit employment and salary and to invite into the session Dr. Steve Tracy, Ms. Ellamae Baldelli and Mr. Anthony Giovannone.</b></p> |
| <b>6.</b> | <p><b>Recessed to Thursday, January 31, 2019</b></p> <p>Mr. Lawson recessed the meeting at 9:55 p.m. until January 31, 2019.</p>                                                                                                                                                                                                                                                                                                                                                                                                                | <p><b>Recessed to Thursday, January 31, 2019</b></p> <p>The meeting recessed at 9:55 p.m.</p>                                                                                                                                                                                                                                                |

**Budget Hearing Minutes  
January 31, 2019 (originally scheduled for January 30, snow date used)  
Sarah Noble Intermediate School Library Media Center**

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| <b>Present:</b> | <p>Mr. David A. Lawson, Chairperson<br/>Mrs. Angela C. Chastain<br/>Mr. Bill Dahl<br/>Mr. Joseph Failla<br/>Mrs. Wendy Faulenbach<br/>Mr. Brian McCauley<br/>Mrs. Tammy McInerney<br/>Mrs. Eileen P. Monaghan<br/>Mr. J.T. Schemm</p> |
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| <b>Also Present:</b> | Dr. Stephen Tracy, Interim Superintendent of Schools<br>Ms. Alisha DiCorpo, Assistant Superintendent of Schools<br>Ms. Ellamae Baldelli, Director of Human Resources<br>Mr. Anthony Giovannone, Director of Fiscal Services and Operations<br>Mrs. Laura Olson, Director of Pupil Personnel and Special Services<br>Mr. Kevin Munrett, Facilities Director<br>Mr. Greg Shugrue, New Milford High School Principal<br>Dr. Christopher Longo, Schaghticoke Middle School Principal<br>Mrs. Anne Bilko, Sarah Noble Intermediate School Principal<br>Mrs. Susan Murray, Northville Elementary School Principal |
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| <b>1.</b> | <b>Call to Order</b><br><br><b>Pledge of Allegiance</b><br>The budget hearing meeting of the New Milford Board of Education was reconvened at 7:00 p.m. by Mr. Lawson, Chairperson. The Pledge of Allegiance immediately followed the call to order.                                                                                                                                                                                                                                                                 | <b>Call to Order</b><br><br><b>A. Pledge of Allegiance</b>                                                                                                      |
| <b>2.</b> | <b>Recognition</b><br><br><b>A. NMPS Stars of the Month: Ashley Dovale, Elizabeth Pitcher, Cheryl Reiner, Marney Roberts, Gretchen Rondini, and Daniel Savo</b><br><br>Dr. Tracy invited Mrs. Tracey O'Connor from Ingersoll Automotive to assist with the recognition. Dr. Tracy read a comment about each Star from the person who nominated them. They each received a pin recognizing their nomination and Elizabeth Pitcher was randomly selected to drive the Ingersoll Automotive Courtesy Car for the month. | <b>Recognition</b><br><br><b>A. NMPS Stars of the Month: Ashley Dovale, Elizabeth Pitcher, Cheryl Reiner, Marney Roberts, Gretchen Rondini, and Daniel Savo</b> |
| <b>3.</b> | <b>Public Comment</b><br><br><ul style="list-style-type: none"> <li>Mr. Lawson reviewed the guidelines for public comment and asked if anyone wished to speak.</li> <li>Justin Mack, parent and former teacher at SNIS, said he is concerned about the cut to fifth grade at SNIS. He said the projected class size of 24.4 is too high. He said when JPS was</li> </ul>                                                                                                                                             | <b>Public Comment</b>                                                                                                                                           |

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|  | <p>closed, parents were promised no significant class size increases. He said that promise should be kept.</p> <ul style="list-style-type: none"><li>• Megan Byrd said she strongly disagrees with cutting the fifth grade teacher. She said we are overburdening staff and we are losing them as a result. She supports the Special Education Supervisor K-5 in view of the growing special education student population. She supports reinstating Pay to Play and agrees it should be across the board, but equitable among schools. She opposed the elimination of any administrators in the schools; they provide tireless support for all. She asked that she be allowed to read comments of people who have emailed the Board. Mr. Lawson said he would allow it at the end of public comment.</li><li>• Greg Mullen said he is inclined to support the Special Education Supervisor position. He said performance should be measured and if the position is shown to not make a difference then it should be eliminated next year. He said he thinks that a 3.26% increase is too high for voters to accept and cuts will have to be made. He said he does not envy the Board their task. He said he thought administrators should share the misfortune over teachers.</li><li>• Amy Photopoulos said she wanted to reiterate support for the Special Education Supervisor K-5 who will be a resource for educators. She said she is also concerned about the loss of the fifth grade position. She opposes paraeducator cuts of any kind. She said in her opinion there are too few now. She said she would support Pay to Play if it meant keeping other things that would positively impact classrooms.</li><li>• Megan Byrd read a statement by Aimee Mack who asks the Board to reconsider the fifth grade reduction. She said attracting talent and improving instruction is not served by increasing class size.</li></ul> |  |
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| 4. | Superintendent's Report                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Superintendent's Report |
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|    | <ul style="list-style-type: none"><li>• Dr. Tracy reported that the Town of New Milford audit is final and will be formally presented soon. He said it looked good for both the town and the school system; there were no material weaknesses or exceptions. The Town reported that they finished in the black, as did the school Board, and he wanted to note that one of the reasons the Town finished in the black was that the Board last year saw fit to turn back about \$450,000 to the Town that would enable them to cover their needs and expenses and deliver them a positive "in the black" audit.</li><li>• Dr. Tracy said he wanted to thank the Facilities staff and the school bus company for doing what needed to be done on these cold days to keep the schools running.</li><li>• He said the oil tank project at Lillis has been quite the topic of conversation lately. He and the Chair attended a Town Council meeting Monday where it was a topic. Mr. Munrett has been keeping him posted daily with updates on the progress and challenges faced. There have been some surprises underground which could not have been foreseen, including a broken clay sewer line which would not have shown in a radar test, and ledge that was not removed previous to the old tank. Dr. Tracy said he informed the Town beginning in late December of the challenges. He was then disappointed at the tone of some of the remarks made at the Town Council meeting which he considered unnecessarily critical and pejorative. He is open to criticism and advice to do well by students and taxpayers. Better progress will be made if we are collaborative and problem solving oriented as opposed to looking for ways to cast blame. He is gathering more information and hopes to move forward collaboratively in the future.</li></ul> |                         |

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| <b>5.</b> | <b>Board Chairman's Report</b> <ul style="list-style-type: none"> <li>Mr. Lawson said there are many challenges ahead of us but we have also had many achievements, reflected in both this budget and the Town budget. An example is the collaborative effort on insurance, which will save over \$1 million per year for both the Town and BOE. It has taken a lot of time and effort but he is confident it will proceed.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <b>Board Chairman's Report</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>6.</b> | <b>Discussion and Possible Action</b> <p><b>A. Exhibit A: Personnel – Certified, Non-Certified, Appointments, Resignations and Leaves of Absence dated January 30, 2019</b></p> <p><b>Mrs. Monaghan moved to approve Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence as of January 30, 2019, seconded by Mrs. McInerney.</b></p> <ul style="list-style-type: none"> <li>There was no discussion.</li> </ul> <p><b>The motion passed unanimously.</b></p> <p><b>B. Monthly Reports</b></p> <ol style="list-style-type: none"> <li>Budget Position dated 12/31/18</li> <li>Purchase Resolution: D-718</li> <li>Request for Budget Transfers</li> </ol> <p><b>Mr. McCauley moved to approve monthly reports - Budget Position dated 12/31/18, Purchase Resolution: D-718, and Request for Budget Transfers, seconded by Mrs. Faulenbach.</b></p> <ul style="list-style-type: none"> <li>Mr. Schemm said at the Town Council meeting the other night the Finance Director spoke about our expended budget and didn't include encumbrances which we always look at. He is</li> </ul> | <b>Discussion and Possible Action</b> <p><b>A. Exhibit A: Personnel – Certified, Non-Certified, Appointments, Resignations and Leaves of Absence dated January 30, 2019</b></p> <p><b>Motion made and passed unanimously to approve Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence as of January 30, 2019.</b></p> <p><b>B. Monthly Reports</b></p> <ol style="list-style-type: none"> <li>Budget Position dated 12/31/18</li> <li>Purchase Resolution: D-718</li> <li>Request for Budget Transfers</li> </ol> <p><b>Motion made and passed unanimously to approve monthly reports - Budget Position dated 12/31/18, Purchase Resolution: D-718, and Request for Budget Transfers.</b></p> |

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|           | <p>wondering what is the best way to report so as to have an accurate picture.</p> <ul style="list-style-type: none"> <li>• Mr. Giovannone said he communicates the financial picture each month at the Operations Sub-committee and he includes encumbrances for items such as payroll because it gives a more accurate picture of district expenses and helps project the end of year balance as well as any funds that might be available for unforeseen expenses. The December 31, 2018 report shows 93% expended with encumbrances included.</li> </ul> <p><b>The motion passed unanimously.</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>C.</b> | <p><b>Adoption of the 2019-2020 Board of Education Budget</b></p> <ul style="list-style-type: none"> <li>• Mr. Lawson asked Mrs. Faulenbach, the parliamentarian, to review the protocol.</li> <li>• Mrs. Faulenbach said the procedure will be to make the main motion, entertain amendments and then make a final motion as amended. There will be opportunities for discussion and to withdraw amendments if so desired.</li> </ul> <p><b>Mr. Dahl moved to approve the Superintendent's proposed 2019-2020 budget in the amount of \$65,065,296, seconded by Mr. McCauley.</b></p> <ul style="list-style-type: none"> <li>• Mr. Lawson said he had amendments to begin.</li> </ul> <p><b>Mr. Lawson moved to amend the Superintendent's proposed 2019-2020 budget by decreasing line item BAZ25043-52900 on Page #68 of the budget book by \$64,038 to match the updated information from CIRMA regarding the amount we should be budgeting for 2019/2020 with regards to Workers Compensation Insurance, seconded by Mrs. Faulenbach.</b></p> <ul style="list-style-type: none"> <li>• Mrs. Faulenbach said this was done last year as well.</li> </ul> | <p><b>C. Adoption of the 2019-2020 Board of Education Budget</b></p> <p><b>Motion made to approve the Superintendent's proposed 2019-2020 budget in the amount of 65,065,296.</b></p> <p><b>Motion made and passed unanimously to amend the Superintendent's proposed 2019-2020 budget by decreasing line item BAZ25043-52900 on Page #68 of the budget book by \$64,038 to match the updated information from CIRMA regarding the amount we should be budgeting for 2019/2020 with regards to Workers Compensation Insurance.</b></p> |



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| <ul style="list-style-type: none"> <li>• Mr. Schemm asked for clarification that this was a timeline issue.</li> <li>• Mr. Giovannone said that is correct. Following budget build, the Town notified us of new figures so we can take action now.</li> </ul> <p><b>The motion passed unanimously.</b></p> <p><b>Mr. Lawson moved to amend the Superintendent's proposed 2019-2020 budget by decreasing line item BAZ25943-55200 on Page #68 of the budget book by \$13,592 to match the updated information from CIRMA regarding the amount we should be budgeting for 2019/2020 with regards to Liability, Auto and Property Insurance, seconded by Mrs. Chastain.</b></p> <p><b>The motion passed unanimously.</b></p> <ul style="list-style-type: none"> <li>• Mr. Giovannone said with these amendments, the new budget total is \$64,987,666, a 3.14% increase.</li> <li>• Mrs. Chastain said she had an amendment but that she first wanted to say how much she dreaded budget adoption night each year. No one likes to make cuts, they are all hard decisions, and everyone has the best interests of students at heart, but they need to present a budget that the Town will support.</li> </ul> <p><b>Mrs. Chastain moved to amend the Superintendent's proposed 2019-2020 budget by decreasing line item BLF24143-51113 by \$100,000 for the purpose of eliminating an assistant principal position at Sarah Noble Intermediate School, seconded by Mrs. Faulenbach.</b></p> <ul style="list-style-type: none"> <li>• Mrs. Chastain said she brought this position up last year. She said enrollment numbers are half of what they were ten years ago, several supports were added last year, and if the Special</li> </ul> | <p><b>Motion made and passed unanimously to amend the Superintendent's proposed 2019-2020 budget by decreasing line item BAZ25943-55200 on Page #68 of the budget book by \$13,592 to match the updated information from CIRMA regarding the amount we should be budgeting for 2019/2020 with regards to Liability, Auto and Property Insurance.</b></p> <p><b>Motion made and passed unanimously to amend the Superintendent's proposed 2019-2020 budget by decreasing line item BLF24143-51113 by \$100,000 for the purpose of eliminating an assistant principal position at Sarah Noble Intermediate School.</b></p> |
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|  | <p>Education Supervisor K-5 position stays in, that will take off some of the PPT load from administrators.</p> <ul style="list-style-type: none"><li>• Mrs. Faulenbach agreed, saying enrollment continues to decline. She said we need to look across the board to review what we have. There will need to be trade offs if additions are made. She thinks it is appropriate to support the Special Education Supervisor position but there can be movement in other areas.</li><li>• Mr. Lawson said he can support this amendment if he has assurance regarding the Special Education Supervisor.</li><li>• Mrs. Chastain said it is not her intent to cut that position.</li><li>• Mr. Schemm said with the amount of money the district spends on special education, it behooves us to mind the funds professionally. He said there has been previous discussion about the skill set a special education administrator will bring in the areas of running PPTs and in legal matters and he will support it.</li><li>• Mrs. Faulenbach said she wants to clarify that if this amendment passes, the Special Education Supervisor position stands, unless an additional amendment to cut it is made.</li><li>• Mr. Dahl said he appreciates Mrs. Chastain's opening comments. He feels administrators serve an important part and typically he opposed any cut to the group, but he understands it is difficult to pass a budget. He would support the Special Education Supervisor position. In the SMS presentation, it was said that the addition of the position would result in less PPT work for building administrators, so he thinks this is a good trade-off for this Town to accept.</li><li>• Mr. McCauley said he thinks the Special Education Supervisor is very important to add and he agrees with the other comments that it is a struggle to pass a budget. He has a hard time making cuts with New Milford 151 out of 171 in per pupil expenditures, but will support this amendment.</li></ul> |  |
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|  | <ul style="list-style-type: none"><li>• Mrs. McInerney said special education support is extremely important to her but she doesn't want the "typical" student to suffer due to a loss of administrator function in areas such as discipline and scheduling. She asked what the ratio of pupil to administrator is versus the DRG.</li><li>• Dr. Tracy said he had researched and found the most current district profile comparison by the state of CT which looked at enrollment and administration. Based on that report, of 24 towns in DRG D, New Milford ranked 19 at 180:1.</li><li>• Mrs. McInerney said if this cut is made it will hurt the oversight of a well run school.</li><li>• Mrs. Monaghan said she has been in New Milford for over 50 years and she has watched budgets go down all the time. Her goal with this one is to get it passed the first time. She said she doesn't like this cut but will accept it.</li><li>• Mr. Schemm said they need to make difficult decisions here to send a strong message to the Town that due diligence has been done. If the budget comes back to the Board, it will be even worse.</li></ul> <p><b>The motion passed unanimously.</b></p> <p><b>Mrs. Faulenbach moved to amend the Superintendent's proposed 2019-2020 budget by decreasing line item BDZ23243-51111 by \$100,000 for the purpose of eliminating the Director of Curriculum position, seconded by Mrs. Chastain.</b></p> <ul style="list-style-type: none"><li>• Mrs. Faulenbach said she believes in the need for this position and struggled with this amendment. She said the Board needs to peel back the budget, but she welcomes conversation about how to give more support in this area. She just can't support the addition of a full time position.</li><li>• Mr. Dahl said he is on the Curriculum Committee and he admires Ms. DiCorpo's</li></ul> | <p><b>Motion made and passed unanimously to amend the Superintendent's proposed 2019-2020 budget by decreasing line item BDZ23243-51111 by \$100,000 for the purpose of eliminating the Director of Curriculum position.</b></p> |
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|  | <p>energy. He agrees this is a tough call and would like to think of other ways to get supervision and assistance. Perhaps it can be considered down the road, since improving the education of our students requires a living curriculum. At the same time, we have to look at a total budget that the Town will support.</p> <ul style="list-style-type: none"> <li>• Mrs. Monaghan agreed. The two new requested positions are both needed but both at once will not fly. She thinks the special education position comes first and said this position could be considered again next year.</li> <li>• Mrs. McInerney agreed, saying she knows how hard Ms. DiCorpo works. She would like to brainstorm other options to alleviate stress. She said Ms. DiCorpo brings so much to the district.</li> <li>• Mrs. Chastain echoed the sentiments already stated. She said she would love to add this position, hopefully down the road along with other things, but hard choices are required.</li> </ul> <p><b>The motion passed unanimously.</b></p> <p><b>Mrs. Faulenbach moved to amend the Superintendent's proposed 2019-2020 budget by changing the revenue line item BZZ26846-49599 to \$0, decreasing line item BZZ26846-57300 by \$165,600, decreasing line item BZZ26846-57400 by \$31,000 and decreasing line item BZZ25847-57500 by \$214,900 for the purpose of eliminating capital from the budget and removing any offset from capital reserve, seconded by Mr. Dahl.</b></p> <ul style="list-style-type: none"> <li>• Mrs. Faulenbach said with this amendment, the end result to the operating budget is a decrease of \$89,000. She said the Board needs to think outside the box with capital and take care of items creatively. The Board has been asked to keep Chromebooks in the operating budget. A new Tech Director is coming on board and should be given the opportunity to audit before ordering. She said there is no harm in withdrawing capital the old fashioned way</li> </ul> | <p><b>Motion made and passed unanimously to amend the Superintendent's proposed 2019-2020 budget by changing the revenue line item BZZ26846-49599 to \$0, decreasing line item BZZ26846-57300 by \$165,600, decreasing line item BZZ26846-57400 by \$31,000 and decreasing line item BZZ25847-57500 by \$214,900 for the purpose of eliminating capital from the budget and removing any offset from capital reserve.</b></p> |
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through individual requests instead of funding them automatically. She suggested that there may be opportunities in partnering with the Town. She said the current capital reserve is historically low and the reset button needs to be hit in case it is needed.

- Mr. Lawson agreed that the capital reserve account is dangerously low and that other capital expenses may occur. Collaboration with the Town is ongoing and there is discussion about bonding projects.
- Mr. Schemm said he appreciated the effort to pull capital into the budget for transparency but agrees that the capital reserve account is too low. He said perhaps some projects could be funded at end of year. He suggested that items such as the tennis court resurfacing and playground compliance are recreational and as such the landfill settlement might be able to be used. The Board should look for creative opportunities.

The Board recessed at 8:21 p.m. and returned to session at 8:36 p.m.

- Mr. Lawson asked for the current total before this amendment. Mr. Giovannone said it is \$64,787,666, a 2.83% increase. He said if this amendment passes, the decrease to the budget is \$89,000 and the new total is \$64,698,666, a 2.70% increase.
- Mr. McCauley asked to clarify that zeroing out capital means that any project would have to come before the Board and Town for approval.
- Mrs. Faulenbach said the projects are all valid but there may be other ways to fund them and they should be explored before going to the low capital reserve account.
- Mr. McCauley said his concern was the time and slowing of needed projects but he understands it used to work this way without problem. He appreciates that it will allow more detail to be shared along the way too.

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| <ul style="list-style-type: none"> <li>Mrs. Faulenbach said the old fashioned way is not always easy. Lots of heavy lifting will be needed to follow up and do due diligence. She said there is some risk to not just okaying the projects in the budget.</li> </ul> <p><b>The motion passed unanimously.</b></p> <p><b>Mr. Schemm moved to amend the Superintendent's proposed 2019-2020 budget by decreasing line item BLE32040-56100 by \$13,000 for the purpose of eliminating the field and arena cameras and installation, seconded by Mrs. Faulenbach.</b></p> <ul style="list-style-type: none"> <li>Mr. Schemm said he was concerned that this line was a catch-all for consumables and equipment both and he viewed the cameras as a "nice to have, not need to have" item. He said he would love to have them, but there are other needs and he would like to see if they can happen through community support instead.</li> <li>Mrs. Faulenbach said these were on her list to cut as well. She said in light of other needs, she would like to look at other ways to make it happen.</li> </ul> <p><b>The motion passed unanimously.</b></p> <p><b>Mr. McCauley moved to amend the Superintendent's proposed 2019-2020 budget by decreasing line item BLE32040-56100 by \$25,491 for the purpose of returning it to last year's original request of \$38,000, seconded by Mr. Lawson.</b></p> <ul style="list-style-type: none"> <li>Mr. McCauley said this line doubled over last year's request. While he understood that this line for uniforms and equipment refreshes was cut last year, he said he didn't think everything that was lost last year can come back in one bunch, not with a lean budget. He wants to fund it at last year's original level.</li> <li>Mrs. Chastain said she wanted to remind people that all students will eventually end up</li> </ul> | <p><b>Motion made and passed unanimously to amend the Superintendent's proposed 2019-2020 budget by decreasing line item BLE32040-56100 by \$13,000 for the purpose of eliminating the field and arena cameras and installation.</b></p><br><br><br><br><br><br><br><br><br><br><p><b>Motion made and passed to amend the Superintendent's proposed 2019-2020 budget by decreasing line item BLE32040-56100 by \$25,491 for the purpose of returning it to last year's original request of \$38,000.</b></p> |
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|  | <p>at the high school and sports are a good way to keep them grounded. Uniforms are a representation of the school. She said she wished there was a way parents could purchase or offset them. She said she will support the amendment in the spirit of cooperation but hopes that if there is money left at the end of the year, some will be used here.</p> <ul style="list-style-type: none"><li>• Mr. Failla said he thinks sports are a target of this Board and reminded them that some students play sports for their scholarship value. He said programs are struggling now and that is wrong. They are part of the learning system. He said uniforms are a safety issue for some sports such as wrestling and football. He thinks this amendment is a mistake and disgraceful, and he will not support it.</li><li>• Mr. Dahl said he has been involved in sports for over 40 years and it is important to stay on top of supplies. If you skip a refresh, it is very difficult to catch up. He views athletics as a type of gifted and talented program, just like TAG or Music. He cannot support the amendment.</li><li>• Mr. Schemm said the high school received a discretionary amount of approximately \$800,000 of which 47% is here. Even with the cut, 42% still goes towards athletics and the line is not zeroed out either. He sees this as a “nice versus need” again.</li><li>• Mr. Failla said of the \$760,000, staff accounts for \$642,000, so only \$120,000 is discretionary. How much more to cut?</li><li>• Mrs. Faulenbach agreed with all that was said but she said they also heard from the high school that they need to hold on Chromebooks. It is a balancing act. This line would go back to last year’s level, not be zeroed out. She will support it.</li></ul> <p><b>The motion passed 7-2.</b></p> |  |
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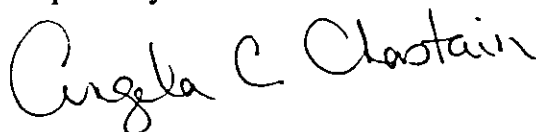
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|  | <p><b>Aye: Mr. Lawson, Mrs. Chastain, Mrs. Faulenbach, Mr. McCauley, Mrs. McInerney, Mrs. Monaghan, Mr. Schemm</b><br/><b>No: Mr. Dahl, Mr. Failla</b></p> <p><b>Mrs. McInerney moved to amend the Superintendent's proposed 2019-2020 budget by decreasing line item BLB10000-51115 by \$64,279 and increasing line item BLF10000-51115 by \$64,279 for the purpose of removing the reserve position and reinstating the grade 5 teacher, seconded by Mr. Dahl.</b></p> <ul style="list-style-type: none"><li>• Mrs. McInerney said she is concerned about the projected 24.4 in grade 5, especially because it is a transition grade.</li><li>• Mr. Dahl said he supports this amendment; it is an easy switch and grade 5 class sizes should be reduced.</li><li>• Mrs. Faulenbach agreed.</li><li>• Mr. Failla said it should be left up to administration where best to allocate staff and they have already made their recommendation. The Board should leave it up to them. The floater already covers K-5.</li><li>• Mr. Lawson said SNIS just took a hit with an assistant principal. While administration always has the final say in teacher allocation, the intention with the grade 5 repositioning is to provide direction and should be considered.</li><li>• Mrs. Chastain agrees with Mr. Failla however she also agrees with Mr. Lawson. For the SNIS parents' piece of mind she will support this amendment. Class sizes will still be 22.3 average.</li><li>• Mrs. Monaghan said her concern is with the Town Council and Board of Finance and a "floater" is much easier to target for cut. She would like to see this assignment made.</li><li>• Dr. Tracy said he would like to clarify nomenclature. The position is "reserve" not a "floater".</li></ul> | <p><b>Motion made and passed to amend the Superintendent's proposed 2019-2020 budget by decreasing line item BLB10000-51115 by \$64,279 and increasing line item BLF10000-51115 by \$64,279 for the purpose of removing the reserve position and reinstating the grade 5 teacher.</b></p> |
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|  | <ul style="list-style-type: none"><li>• Mr. Schemm said he always looks for parity. Grade 2 parents spoke earlier in the year about class size but they heard nothing from grade 5 whose class size is currently 24. He doesn't support having a reserve at all and would prefer to use turnover savings if necessary.</li><li>• Mr. Lawson said they are hearing about it now with parents who have spoken.</li><li>• Mrs. McInerney said they asked the public to come out and speak and they did; now we need to show we have listened to them.</li><li>• Mrs. Faulenbach said she will support this cost neutral amendment. She said we have been criticized in the past about adding teachers back in after the budget. This is transparent.</li></ul> <p><b>The motion passed 8-1.</b><br/><b>Aye: Mr. Lawson, Mrs. Chastain, Mr. Dahl, Mrs. Faulenbach, Mr. McCauley, Mrs. McInerney, Mrs. Monaghan, Mr. Schemm</b><br/><b>No: Mr. Failla</b></p> <p><b>Mr. Lawson moved to amend the Superintendent's proposed 2019-2020 budget by decreasing line item BLA32042-51180 by \$8,793 and decreasing line item BLB32042-51180 by \$8,793 for the purpose of removing the K-2 head teacher stipends, seconded by Mr. McCauley.</b></p> <ul style="list-style-type: none"><li>• Mr. Schemm said he supports this reduction. He asked if the positions are in the bargaining agreement. Ms. Baldelli said yes, there is existing language for the stipends. These positions are at SNIS and SMS already.</li></ul> <p><b>The motion passed 8-1.</b><br/><b>Aye: Mr. Lawson, Mrs. Chastain, Mr. Dahl, Mrs. Faulenbach, Mr. McCauley, Mrs. McInerney, Mrs. Monaghan, Mr. Schemm</b><br/><b>No: Mr. Failla</b></p> <ul style="list-style-type: none"><li>• Mr. Giovannone said with the approved amendments, the new total is \$64,642,589, for</li></ul> | <p><b>Motion made and passed to amend the Superintendent's proposed 2019-2020 budget by decreasing line item BLA32042-51180 by \$8,793 and decreasing line item BLB32042-51180 by \$8,793 for the purpose of removing the K-2 head teacher stipends.</b></p> |
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|    | <p>a total decrease of \$422,707, and an increase of 2.59% over the current year's budget.</p> <p><b>Mr. McCauley moved to approve the Superintendent's proposed 2019-2020 budget as amended in the amount of \$64,642,589, seconded by Mr. Dahl.</b></p> <ul style="list-style-type: none"><li>• Mrs. Faulenbach said she supports this budget. She said there were many different viewpoints expressed tonight and lots of give and take. Nobody got all that they wanted but it is a budget she can defend.</li><li>• Mr. Lawson said collaboration is the first step. These are trying times and we need to do the best we can to support the needs.</li><li>• Mr. Schemm thanked the public for their participation over the four nights. We asked for more participation and they came. The Board takes its responsibilities very seriously. The budget is transparent and anyone is welcome to review it.</li></ul> <p><b>The motion passed unanimously.</b></p> | <p><b>Motion made and passed unanimously to approve the Superintendent's proposed 2019-2020 budget as amended in the amount of \$64,642,589.</b></p> |
| 7. | <p><b>Adjourn</b></p> <p><b>Mr. Dahl moved to adjourn the meeting at 9:25 p.m., seconded by Mr. McCauley and passed unanimously.</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <p><b>Adjourn</b></p> <p><b>Motion made and passed unanimously to adjourn the meeting at 9:25 p.m.</b></p>                                           |

Respectfully submitted:



Angela C. Chastain  
Secretary  
New Milford Board of Education