

**New Milford Board of Education
Regular Meeting Minutes
December 18, 2018
Sarah Noble Intermediate School Library Media Center**

Present:	Mr. David A. Lawson, Chairman Mrs. Angela C. Chastain Mr. Joseph Failla Mrs. Wendy Faulenbach Mr. Brian McCauley Mrs. Tammy McInerney Mrs. Eileen P. Monaghan Mr. J.T. Schemm	RECEIVED TOWN CLERK 2018 DEC 20 A 9:56 CT
Absent:	Mr. Bill Dahl	

Also Present:	Dr. Stephen Tracy, Interim Superintendent of Schools Ms. Alisha DiCorpo, Assistant Superintendent of Schools Ms. Ellamae Baldelli, Director of Human Resources Mrs. Laura Olson, Director of Pupil Personnel and Special Services Mr. Anthony Giovannone, Director of Operations and Fiscal Services Mr. Kevin Munrett, Facilities Director Mrs. Anne Bilko, Principal, Sarah Noble Intermediate School Dr. Chris Longo, Principal, Schaghticoke Middle School Ms. Elizabeth Meskill, Student Representative Mr. Craig Benvenuti, Student Representative
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1.	Call to Order	Call to Order
A.	Pledge of Allegiance The regular meeting of the New Milford Board of Education was called to order at 7:30 p.m. The Pledge of Allegiance immediately followed the call to order.	A. Pledge of Allegiance
2.	Recognition	Recognition
A.	Peace Poster Contest: SMS student Brinett Rodriguez Dr. Tracy invited Dr. Longo to help with the recognition. Dr. Longo congratulated Brinett for winning this annual contest sponsored by the Lions Club. This year's theme was "Kindness Matters".	A. Peace Poster Contest: SMS student Brinett Rodriguez

NEW MILFORD, CT

B.	VFW Patriot's Pen Essay Contest: SMS student Kathryn McDonagh - Dr. Tracy welcomed Pat Brought and Marcella Martin of the VFW who congratulated Kathryn for winning the annual essay contest. This year's theme was "Why I Honor the American Flag". Kathryn read her winning essay. C. NMPS Retiree: Diane Witkoski - Dr. Tracy congratulated Diane on her retirement and thanked her for her 12 years of service as a special education paraeducator. D. NMPS Stars of the Month: Lori Cerra, Stewart Day, Virginia Landgrebe, Heather Morin, Kevin Tolman, and Angela Tufts 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 Virginia Landgrebe was randomly selected to drive the Ingersoll Automotive Courtesy Car for the month. The meeting recessed at 7:44 p.m. for a brief reception and reconvened at 7:49 p.m.	B. VFW Patriot's Pen Essay Contest: SMS student Kathryn McDonagh C. NMPS Retiree: Diane Witkoski D. NMPS Stars of the Month: Lori Cerra, Stewart Day, Virginia Landgrebe, Heather Morin, Kevin Tolman, and Angela Tufts
3.	Public Comment There was none.	Public Comment
4.	PTO Report Mrs. Mandi MacDonald said all K-8 Book Fairs had concluded and they were able to raise funds for programs and library books. SMS had an author visit, April Henry, whose book is one of the Battle of the Books titles. K-5 have hosted their holiday shops. The PTO has provided treats	PTO Report

	for staff at all schools. Mrs. MacDonald wished all a merry holiday and happy new year.	
5.	Student Representative's Report Elizabeth and Craig reported that the Drama Club production of Game of Tiaras, held December 6 and 7, was very successful. The Band concert took place December 13. Chorus will hold their concert on December 21. January 4 is the Spanish Honor Society Talent Show. Seniors are starting to receive college acceptances. Winter sports are underway. The German Honor Society is holding a flower sale. The students wished all a happy holiday.	Student Representative's Report
6.	Approval of Minutes A. Approval of the following Board of Education Meeting Minutes: 1. Workshop Minutes November 20, 2018 Mrs. Faulenbach moved to approve the following Board of Education Meeting Minutes: Workshop Minutes November 20, 2018, seconded by Mr. McCauley and passed unanimously. 2. Regular Meeting Minutes November 20, 2018 Mrs. McInerney moved to approve the following Board of Education Meeting Minutes: Regular Meeting Minutes November 20, 2018, seconded by Mrs. Faulenbach and passed unanimously. 3. Special Meeting Minutes December 6, 2018 Mr. McCauley moved to approve the following Board of Education Meeting Minutes: Special	Approval of Minutes A. Approval of the following Board of Education Meeting Minutes: 1. Workshop Minutes November 20, 2018 Motion made and passed unanimously to approve the following Board of Education Meeting Minutes: Workshop Minutes November 20, 2018. 2. Regular Meeting Minutes November 20, 2018 Motion made and passed unanimously to approve the following Board of Education Meeting Minutes: Regular Meeting Minutes November 20, 2018. 3. Special Meeting Minutes December 6, 2018 Motion made and passed unanimously to approve the

	Meeting Minutes December 6, 2018, seconded by Mrs. Faulenbach and passed unanimously. 4. Special Meeting Minutes December 11, 2018 Mrs. Faulenbach moved to approve the following Board of Education Meeting Minutes: Special Meeting Minutes December 11, 2018, seconded by Mr. McCauley and passed 7-0-1. Aye: Mrs. Chastain, Mr. Failla, Mrs. Faulenbach, Mr. Lawson, Mr. McCauley, Mrs. McInerney, Mr. Schemm Abstain: Mrs. Monaghan	following Board of Education Meeting Minutes: Special Meeting Minutes December 6, 2018. 4. Special Meeting Minutes December 11, 2018 Motion made and passed to approve the following Board of Education Meeting Minutes: Special Meeting Minutes December 11, 2018.
7.	Superintendent's Report Dr. Tracy said he was happy to attend the Teacher of the Year ceremony in Hartford on December 5 with New Milford's honoree, David Syzdek. At a recent meeting, the administrative group welcomed New Milford Police Chief Cerruto. Mrs. Olson coordinated a Positive Discipline program in November that was well attended. He and Mrs. Olson attended an evening with approximately 10-15 parents of special education students to listen to the challenges they face and their experiences with New Milford schools. Currently, most of his time is being spent on budget preparation and he is on track to deliver a recommendation in January.	Superintendent's Report
8.	Board Chairman's Report Mr. Lawson thanked the Board for the vote of confidence in reelecting him Chair and said he looks forward to another year. He said the Board will be meeting in early January with the superintendent search consultants to reflect on the characteristics of the search. He said the Board is continuing to collaborate with the Town on discussions about various capital projects,	Board Chairman's Report

	current and in the future. He will be creating an Ad-Hoc Committee whose purpose, in accordance with the 7000 series, will be to meet regarding components of school buildings. He distributed sub-committee interest sheets and asked Board members to return their preferences when ready.	
9.	Committee And Liaison Reports A. Facilities Sub-Committee – Mr. McCauley - Mr. McCauley said they had a lengthy discussion regarding the high school roof and the fact that there had been another option requested. He said ultimately the Town will have the final decision. They discussed having the SNIS roof bid. Oil tanks were a topic; HPS is done and East Street is in progress. SNIS has been approved. He thanked Mitchell Oil for their donation of a temporary tank. B. Operations Sub-Committee – Mrs. Faulenbach - Mrs. Faulenbach said they reviewed the usual exhibits, reports and donations. There were bid awards and stipend requests. They had a conversation about budget drivers, their effect on the budget, and requested Board input. They began discussion regarding the request from the Town for the calendar grievance liability funds and determined it should be moved on for discussion to the full Board tonight. C. Policy Sub-Committee – Mr. Schemm - Mr. Schemm said there are two policies on for second review tonight. He said they held a longer meeting than usual because Committee on Learning was canceled. As a result, several policies were reviewed and referred to legal for consideration before discussion is continued at the next meeting. He thanked committee	Committee And Liaison Reports A. Facilities Sub-Committee B. Operations Sub-Committee C. Policy Sub-Committee

	members and alternates for their perspective and participation.	
D.	Committee on Learning – Mrs. McInerney	D. Committee on Learning
	Mrs. McInerney said there was no Committee on Learning meeting in December. Meetings will resume in February with curriculum review.	
E.	EdAdvance – Mrs. Monaghan	E. EdAdvance
	Mrs. Monaghan said EdAdvance had distributed a personalized report to each town regarding each town's participation. She said 30 staff from New Milford had attended or hosted professional development. The report also highlighted student participation in programs and job shadowing and at summer school.	
F.	Connecticut Boards of Education (CABE) – Mr. Lawson	F. Connecticut Boards of Education (CABE)
	Mr. Lawson said CABE is reviewing their legislative goals for the year and he encouraged Board members to share input.	
G.	Negotiations Committee – Mrs. Faulenbach	G. Negotiations Committee
	Mrs. Faulenbach said there is a bargaining unit on for consideration tonight, and one more to go that will not be completed by the end of the year. She thanked committee members for their service on this important committee, which requires an enormous amount of time and commitment.	
H.	Magnet School – Mrs. Monaghan	H. Magnet School
	Mrs. Monaghan said there was a meeting on December 6. She said the school has been named a CT Elementary School of the Year. They have high parent involvement, strong SBAC scores, and growth in special education. It is a Green Strides school. The current population is 372, of	

	which 70% are from Danbury. The only enrollment criteria is interest. They discussed how to better publicize the school so as to keep its enrollment up.	
10.	Discussion and Possible Action A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated December 18, 2018 Mrs. Chastain moved to approve Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence as of December 18, 2018, seconded by Mr. McCauley. • Mr. Lawson referenced the revised Exhibit. • Mr. Failla noted the resignation of the varsity football coach following a very disappointing, winless season, which was difficult for players and coaches. He said he would like to have someone from the high school provide information on the approach they will be using to turn the program around for the school so as to make it a positive experience. • Dr. Tracy thanked Ms. Baldelli for the work evidenced by this Exhibit and pointed out the hiring of a math teacher at the high school to fill a current opening. Ms. Baldelli said there was a food service hire too. The resignation on the front page is due to a promotion. She said there are two strikeouts on the revision, which were withdrawn pending further review. They will be revisited in the future. The motion passed unanimously. B. Monthly Reports 1. Budget Position 2. Purchase Resolution: D-717 3. Request for Budget Transfers	Discussion and Possible Action A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated December 18, 2018 Motion made and passed unanimously to approve Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence as of December 18, 2018. B. Monthly Reports 1. Budget Position 2. Purchase Resolution: D-717 3. Request for Budget Transfers

Mrs. Monaghan moved to approve monthly reports: Budget Position dated November 30, 2018; Purchase Resolution D-717; and Request for Budget Transfers, seconded by Mrs. McInerney. • Mrs. Faulenbach said for the record that there were no budget transfers this month. The motion passed 7-0-1. Aye: Mrs. Chastain, Mrs. Faulenbach, Mr. Lawson, Mr. McCauley, Mrs. McInerney, Mrs. Monaghan, Mr. Schemm Abstain: Mr. Failla C. Gifts & Donations 1. PTO – Exhibit B Mr. Lawson moved to accept Gifts and Donations: PTO – Exhibit B in the amount of \$1,125.00, seconded by Mr. McCauley. • Mr. Lawson thanked the PTO for continuing to enhance our students' education. The motion passed 7-0-1. Aye: Mrs. Chastain, Mrs. Faulenbach, Mr. Lawson, Mr. McCauley, Mrs. McInerney, Mrs. Monaghan, Mr. Schemm Abstain: Mr. Failla D. Bid Awards 1. Special Education School-Based Occupational Therapy Services Mrs. Faulenbach moved to award the bid for Special Education School-Based Occupational Therapy Services for a three year period to Integrated Pediatrics, seconded by Mr. McCauley. The motion passed 7-0-1.	Motion made and passed to approve monthly reports: Budget Position dated November 30, 2018; Purchase Resolution: D-717; and Request for Budget Transfers. C. Gifts & Donations 1. PTO – Exhibit B Motion made and passed to approve Gifts & Donations: PTO – Exhibit B in the amount of \$1,125.00. D. Bid Awards 1. Special Education School-Based Occupational Therapy Services Motion made and passed to award the bid for Special Education School-Based Occupational Therapy Services for a three year period to Integrated Pediatrics.
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	Aye: Mrs. Chastain, Mrs. Faulenbach, Mr. Lawson, Mr. McCauley, Mrs. McInerney, Mrs. Monaghan, Mr. Schemm Abstain: Mr. Failla 2. Special Education School-Based Physical Therapy Services Mr. McCauley moved to award the bid for Special Education School-Based Physical Therapy Services for a three year period to Integrated Pediatrics and Debbie Myhill, seconded by Mrs. Monaghan. The motion passed 7-0-1. Aye: Mrs. Chastain, Mrs. Faulenbach, Mr. Lawson, Mr. McCauley, Mrs. McInerney, Mrs. Monaghan, Mr. Schemm Abstain: Mr. Failla E. Stipend Requests 1. Sarah Noble Intermediate School Mrs. McInerney moved to approve the stipend requests for Kindness Club and Creative Writing/Journalism Club at Sarah Noble Intermediate School, seconded by Mr. Lawson. • Mr. Schemm asked if the funding to cover the request was from the same line item. Mrs. Bilko said it is and the request is cost neutral. She said the request is a result of staff and student interests shifting over time. • Mrs. Faulenbach said there was discussion at Operations about how positive the constant re-evaluation is. • Mr. Schemm said he appreciates the worksheet too, as it provides background and flexibility around the stipends. • Mrs. Monaghan asked if in house staff are used. Mrs. Bilko said yes, these are certified staff members. She said SNIS follows a six-week	2. Special Education School-Based Physical Therapy Services Motion made and passed to award the bid for Special Education School-Based Physical Therapy Services for a three year period to Integrated Pediatrics and Debbie Myhill. E. Stipend Requests 1. Sarah Noble Intermediate School Motion made and passed to approve the stipend requests for Kindness Club and Creative Writing / Journalism Club at Sarah Noble Intermediate School.
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	mini course pattern for its clubs so that all grades get a chance to try everything if they want and determine where they might have a stronger interest going forward. The motion passed 7-0-1. Aye: Mrs. Chastain, Mrs. Faulenbach, Mr. Lawson, Mr. McCauley, Mrs. McInerney, Mrs. Monaghan, Mr. Schemm Abstain: Mr. Failla	
F.	Policies for Second Review 1. 1250 Visits to the Schools 2. 1321 Public Performances by Students • Mr. Lawson noted these would be back for approval at the next meeting.	F. Policies for Second Review 1. 1250 Visits to the Schools 2. 1321 Public Performances by Students
G.	Rescission of Board action from November 20, 2018 meeting regarding capital reserve designation of 2016-17 school calendar grievance liability funds Mr. McCauley moved to rescind the motion and Board action taken at the November 20, 2018 meeting requesting of the Town that the 2016-17 school calendar grievance liability funds go into capital reserve, seconded by Mrs. Faulenbach. • Mrs. McInerney asked for background for this request. • Mrs. Faulenbach said they were asked by the Town to make this request to rescind the Board's motion and action of November 20, 2018. She said the Board acted as a whole and approved the motion unanimously on November 20. Since then, they have been approached by the Town to have the funds go to the general fund. As such, the entire Board should have a say. • Mr. Lawson referenced a memo from the Town that he had shared with Board members in which	G. Rescission of Board action from November 20, 2018 meeting regarding capital reserve designation of 2016-17 school calendar grievance liability funds Motion made and passed to rescind the motion and Board action taken at the November 20, 2018 meeting requesting of the Town that the 2016-17 school calendar grievance liability funds go into capital reserve.

	the Town pledges to continue to work collaboratively with the Board on capital funding and projects. The Board is looking at items on the five year Facilities and Technology capital plans. This in turn will boost the capital reserve account. • Mrs. Faulenbach said she wanted to clarify that the amount under discussion is \$371,223. • Mrs. McInerney said she has strong feelings about this that she expressed already during public comment at Operations. She is not in favor of this motion. She said she appreciates the collaboration with the Town on insurance and thanked Mrs. Faulenbach and the negotiations team for their efforts there. She said the Board was asked last year to find \$750,000 to help the Town and they did. Then the Town came into \$1.5 million and the Board saw none of it, which was very disheartening. The budget was pretty much zeroed out, with impact to students. There is only \$449,000 in capital reserve now. • Mrs. Faulenbach said the 2017-18 end of year balance will be added after final audit; this has already been approved by Town Council and Board of Finance, so the total after that in capital reserve will be about \$726,000. • Mrs. McInerney said that is still low and the Town has \$18 million in general funds. She said their budget should not be balanced on the backs of our students and schools. • Mr. McCauley said he agrees with many of Mrs. McInerney's comments but he is hoping to continue working collaboratively with the Town, so while he is disappointed, he will work with the request. He said he would find more clarification helpful. Why is the Town short funds that they need money from the BOE? • Mr. Lawson said this is an accounting issue over several budgeted years. Bottom line is in the collaboration efforts. The Town has a new way of looking at bonding capital projects versus taking them out of capital reserve. • Mr. Failla said the Town is working with the BOE and a vote against this motion will be	
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shortsighted. He said the capital reserve is not the Board's; it is the Town's. He said if the Board had zero dollars in capital reserve and there was an issue with maintenance of facilities, the Town would be obligated to act. He said with the change in the charter this year, the Board needs to work with the Town, not stand alone. The Board should show effort that they have stepped up. Based on the memo and the fact that these are the Town's funds ultimately, he will support the motion.

- Mrs. Chastain said she agrees with Mr. Failla. It is all the Town's money in the end. The BOE has control over a \$64 million budget. The Board and Town are much more collaborative now than in the past and we should keep that going. She said we shouldn't forget that the capital reserve is low because the Board has taken money out as part of the budget process over the last few years.
- Mr. Schemm said it is the taxpayers' money at the end of the day. He looked at the state statutes and the reality is that the BOE is in a box, a \$64 million box, and must move within those boundaries. If the Town can't stay within budget, that is on the Town, and it is their responsibility to say why. The Board cannot bond, it is the municipality's responsibility. He said the Board struggles to fund any capital in the budget and he is in favor of moves to help that.
- Mr. Failla said, based on his past experience with Town Council, that auditors like to see the Town bond projects. Roofs and other big projects must be recognized.
- Mrs. Monaghan asked if it was planned to use capital reserve in budgeting this coming year. Mr. Lawson said that was still to be determined. He said the memo suggests some capital relief and he believes this fresh approach will be worth much more than the \$300,000 being discussed.
- Mrs. McInerney said that she agrees wholeheartedly that the buildings are the Town's obligation. She said there are other large items to

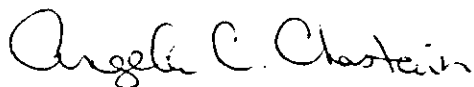
	maintain, like telephone systems etc. that are crucial to school operations. • Mrs. Faulenbach said she will support the motion. She agrees that it is all taxpayers' funds, but reminded everyone that the BOE is the only Board that cannot fall into a deficit. She said any funds that fall to the bottom at the end of the year go through channels before ending in the capital reserve. She said she is comfortable with this motion when looking at all the components and Boards involved. She said the memo also states that any future settlement funds that may become available will go to the capital reserve. The motion passed 7-1-0. Aye: Mrs. Chastain, Mr. Failla, Mrs. Faulenbach, Mr. Lawson, Mr. McCauley, Mrs. Monaghan, Mr. Schemm No: Mrs. McInerney	
H.	Return of 2016-17 school calendar grievance liability funds to Town Mrs. Faulenbach moved to authorize the Town to place the 2016-17 school calendar grievance liability funds into the Town's general fund, as permitted by law, seconded by Mrs. Monaghan. • Mr. Schemm asked what would happen if no action was taken, would the funds just default to the general fund. • Mrs. Faulenbach said legal counsel was consulted on this ahead of time and they provided the protocol for clarity. The motion passed 7-1-0. Aye: Mrs. Chastain, Mr. Failla, Mrs. Faulenbach, Mr. Lawson, Mr. McCauley, Mrs. Monaghan, Mr. Schemm No: Mrs. McInerney	H. Return of 2016-17 school calendar grievance liability funds to Town Motion made and passed to authorize the Town to place the 2016-17 school calendar grievance liability funds into the Town's general fund, as permitted by law.

I. Roofs • Mr. Lawson said this is on for discussion. • Mr. McCauley said the SNIS roof was the number one priority before the May storm and he wants to ask the Town to bid it. • Mrs. McInerney said the Board bid the high school and she asked why the Town would have SNIS bid instead. • Mrs. Chastain said the high school had insurance as a factor and the Board was not sure it would need to be bonded at first. Now that it is clear that bonding is necessary, she said the Town should take over the work since they will make the decisions. • Mr. Failla said all the Board can do is recommend the Town take action. The Town may look at other options. • Mrs. Faulenbach said motions were made on November 20, 2018 asking the Town to take action to bond both the high school and SNIS roofs. • Mr. Schemm agreed saying it is foolish for the Board to spin its wheels when the Town will do what they wish. He said it is a Board of Education not Roofs. • Mrs. Faulenbach said it was good to have the conversation for clarity and that it is up to the Town to bond and move forward. • Mr. Lawson said he would follow up with the Town. • Mr. Failla suggested the Board request this be added as an item on the Town Council agenda so that members could go to emphasize its importance. • Dr. Tracy summarized the process so far and agreed that he would work with Mr. Lawson to bring suggestions to the Town for forward progress. • Mrs. Monaghan asked what bonding cycle was being looked at. Mr. Lawson said July 2019.	I. Roofs
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11. A.	Items For Information And Discussion Field Trip Report There was no discussion.	Items For Information And Discussion A. Field Trip Report
12. A. B.	Discussion and Possible Action Discussion regarding negotiations with respect to collective bargaining with the secretaries' union Discussion regarding Agreement with Interim Superintendent of Schools** Mrs. Faulenbach moved to enter into Executive Session in order to discuss: negotiations with respect to collective bargaining with the secretaries' union; an Agreement with the Interim Superintendent of Schools; and to invite into the session Dr. Stephen Tracy, Ms. Ellamae Baldelli, and Mr. Anthony Giovannone, seconded by Mr. McCauley and passed unanimously. The Board entered Executive Session at 8:53 p.m. The Board returned to Public Session at 9:14 p.m. Mrs. Faulenbach moved to accept the settlement reached with the secretaries' union, as recommended by the Board's negotiating team, and for the Board Chair to execute the revised collective bargaining agreement, seconded by Mr. McCauley and passed unanimously. Mr. McCauley moved to authorize the Chairperson of the Board of Education to execute an agreement with Dr. Stephen Tracy as Interim Superintendent of Schools, based upon the terms discussed in executive	Discussion and Possible Action A. Discussion regarding negotiations with respect to collective bargaining with the secretaries' union** B. Discussion regarding Agreement with Interim Superintendent of Schools** Motion made and passed unanimously to enter into Executive Session in order to discuss: negotiations with respect to collective bargaining with the secretaries' union; an Agreement with the Interim Superintendent of Schools; and to invite into the session Dr. Stephen Tracy, Ms. Ellamae Baldelli, and Mr. Anthony Giovannone. Motion made and passed unanimously to accept the settlement reached with the secretaries' union, as recommended by the Board's negotiating team, and for the Board Chair to execute the revised collective bargaining agreement. Motion made and passed unanimously to authorize the Chairperson of the Board of Education to execute an agreement

	session and subject to any further necessary legal review, seconded by Mrs. Faulenbach and passed unanimously.	with Dr. Stephen Tracy as Interim Superintendent of Schools, based upon the terms discussed in executive session and subject to any further necessary legal review.
13.	Adjourn Mrs. Faulenbach moved to adjourn the meeting at 9:15 p.m., seconded by Mr. McCauley and passed unanimously.	Adjourn Motion made and passed unanimously to adjourn at 9:15 p.m.

Respectfully submitted:



Angela C. Chastain
Secretary
New Milford Board of Education