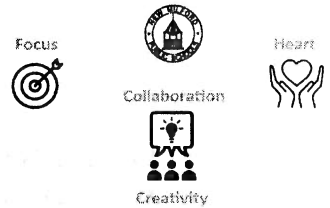


NEW MILFORD BOARD OF EDUCATION
New Milford Public Schools
25 Sunny Valley Road, Suite A
New Milford, Connecticut 06776



BOARD OF EDUCATION
MEETING NOTICE

DATE: September 15, 2026
TIME: 6:30 P.M.
PLACE: Sarah Noble Intermediate School – Library Media Center

RECEIVED
TOWN CLERK
2026 SEP 11 P 12:45
NEW MILFORD, CT

AGENDA

New Milford Public Schools Mission Statement

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

1. CALL TO ORDER

A. Pledge of Allegiance

2. PUBLIC COMMENT

An individual may address the Board concerning any item on the agenda for the meeting subject to the following provisions:

A. A three-minute time limit may be allocated to each speaker with a maximum of twenty minutes being set aside per meeting. The Board may, by a majority vote, cancel or adjust these time limits.

B. If a member of the public comments about the performance of an employee or a Board member, whether positive, negative, or neutral, and whether named or not, the Board shall not respond to such comments unless the topic is an explicit item on the agenda and the employee or the Board member has been provided with the requisite notice and due process required by law. Similarly, in accordance with federal law pertaining to student confidentiality, the Board shall not respond to or otherwise discuss any comments that might be made pertaining to students.

3. IDEAL EMPLOYEE RECOGNITION: TEACHERS AND PARAEDUCATORS OF THE YEAR

4. PTO REPORT

5. STUDENT REPRESENTATIVES' REPORT

6. APPROVAL OF MINUTES

A. Approval of the following Board of Education Meeting Minutes:

1. Special Meeting Minutes August 18, 2026

2. Regular Meeting Minutes August 18, 2026

7. **SUPERINTENDENT'S REPORT**

8. **BOARD CHAIRPERSON'S REPORT**

9. **LEGISLATIVE UPDATE**

10. **SUBCOMMITTEE REPORTS**

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

11. **DISCUSSION AND POSSIBLE ACTION**

- A. Monthly Reports
 - 1. Budget Position dated August 31, 2026
 - 2. Purchase Resolution D-809
 - 3. Request for Budget Transfers
- B. 2026-27 Board of Education and District Goals
- C. Policy for Discussion
 - 1. 5000 Policy Regarding Non-Discrimination (Students)
- D. RFP E-2627-001 NMHS Tennis Courts A&E
- E. NMHS Tennis Court Funding
- F. 2026/2027 Tuition Rates

12. **ITEMS OF INFORMATION**

- A. Items of Information:
 - 1. 5000 R Administrative Regulations Regarding Non-Discrimination (Students)
- B. Board of Education Meeting Schedule
- C. Employment Report - September 2026
- D. Enrollment Report - September 2026
- E. Review of Spring/Summer 2026 Facilities work in New Milford Public Schools
- F. Field Trip Report

13. **ADJOURN**

**New Milford Board of Education
Special Meeting Minutes and Motions
August 18, 2026 - 5:15 pm
Sarah Noble Intermediate School Library Media Center**

RECEIVED 50
TOWN CLERK

2026 AUG 20 A 11:24

Present:	Mrs. Leslie Sarich, Chairperson Mrs. Sarah Herring, Secretary Mrs. Tammy McInerney, Assistant Secretary Mr. Dean Barile Mr. Joseph Failla Mrs. Wendy Faulenbach Mr. Tom O'Brien	NEW MILFORD, CT
Absent:	Mr. Eric Hansell, Vice Chairperson Mr. Brian McCauley	
Also Present:	Dr. Janet Parlato, Superintendent Ms. Holly Hollander, Assistant Superintendent	

1.	Call to Order The special meeting of the New Milford Board of Education was called to order at 5:15 p.m. by Mrs. Leslie Sarich, Chairperson.	Call to Order
2.	Public Comment None	Public Comment
3.	<u>DISCUSSION AND POSSIBLE ACTION</u> A. Discussion and possible action regarding Board of Education goals for 2026-2027 Dr. Parlato opened the discussion regarding the Board of Education goals, noting that they are scheduled for adoption in September. She encouraged a comprehensive dialogue on what constitutes success for the district. Dr. Parlato further referenced a breakdown of Board of Education and Superintendent responsibilities recently provided by CAFE and CAPSS, which identifies essential goals, visions, and the alignment of agendas with those objectives. Mrs. Sarich inquired about the district's policy on student retention for those not meeting grade-level standards. Dr. Parlato clarified that retention is rare, noting that upwards of 50% of students who did not meet goal on standardized assessments might be affected if students were to be held back. Ms. Hollander emphasized the importance of considering	<u>DISCUSSION AND POSSIBLE ACTION</u> A. Discussion and possible action regarding Board of Education goals for 2026-2027

	social-emotional needs alongside academic performance. Mrs. Sarich expressed concern that promoting students who are not at grade level may negatively impact their peers who are meeting those standards. Mrs. Faulenbach acknowledged the challenges of student retention, observing that achievement gaps often widen as students progress. Early intervention is critical to closing these gaps. Mrs. McNerney suggested the implementation of a summer program to assist students in reaching grade level. Ms. Hollander noted that student availability often limits the reach of summer initiatives and highlighted 3rd and 6th grades as particularly challenging transition periods. Dr. Parlato outlined the primary goal categories in the current Board of Education goals: Student Achievement, Family and Community Engagement, Budget Development and Fiscal Management, District and School Environment, and District Workforce. Mayor Bass inquired about the characteristics of Blue Ribbon schools compared to New Milford. He suggested analyzing and implementing successful practices from these districts. Dr. Parlato stated she agreed that could be explored, noting that New Milford currently sits at the lower end of its District Reference Group (DRG) when it comes to standardized test scores. Mrs. Faulenbach recommended review of test scores in November when creating goals, citing early intervention and family participation as vital factors. Mrs. McNerney spoke to the disruptions caused when teachers must halt instruction to address individual student needs, leading Mrs. Sarich to suggest partnering with higher-performing districts for collaborative growth. Ms. Hollander added that some districts utilize administrative meetings with teachers to foster constructive conversations regarding class performance and growth. Mr. Barile advocated for a reduction in Chromebook usage in favor of returning to traditional writing.	
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New Milford Board of Education
Special Meeting Minutes and Motions
August 18, 2026 - 5:15 pm
Sarah Noble Intermediate School - Library Media Center

Page 3

	Mrs. Herring emphasized that school readiness involves factors extending far beyond the classroom and parental participation is important. Mayor Bass, following discussions with Dr. Parlato, suggested integrating more play into the curriculum. Dr. Parlato noted that legislation supports play-based learning and suggested that the Board could revise policies to establish time constraints on Chromebook screen usage. Mrs. Faulenbach encouraged greater community involvement, suggesting that local citizens be invited to share their talents with students. Regarding school readiness, Ms. Hollander stated that universal Pre-K would be beneficial, though budget, space, and the impact on local Pre-K businesses must be considered. Mrs. Faulenbach inquired about the 2025 graduation rate, which Dr. Parlato confirmed was approximately 89%. Dr. Parlato suggested the formation of an Ad Hoc committee for district programming. Mrs. Herring inquired about the residency checks. Ms. Hollander reported that the process is going well and has resulted in a few disenrollments. Mrs. Sarich requested that a representative be stationed at the HART bus stop in front of the high school to assist with oversight.	
4.	Adjourn <i>Mrs. Faulenbach moved to adjourn the meeting at 6:25 p.m., seconded by Mrs. Herring.</i>	Adjourn <i>Motion made and passed unanimously to adjourn the meeting at 6:25pm.</i>

Respectfully submitted:



Sarah Herring
 Secretary
 New Milford Board of Education

New Milford Board of Education
Meeting Motions & Minutes
August 18, 2026
Sarah Noble Intermediate School Library Media Center

1

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

Also Present:	Dr. Janet Parlato, Superintendent of Schools Ms. Holly Hollander, Assistant Superintendent of Schools Mr. Matthew Cunningham, Director of Facilities Mrs. Linda Demeyer, Director of Human Resources Mr. Jeffrey Turner, Director of Technology Mr. Anthony Giovannone, Director of Fiscal Services and Operations Dr. Kimberly Culkin, Director of Student Services
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1.	A.	Call to Order Pledge of Allegiance The meeting of the New Milford Board of Education was called to order at 6:31 p.m. by Mrs. Leslie Sarich, Chairperson. The Pledge of Allegiance immediately followed the call to order.	Call to Order A. Pledge of Allegiance
2.	A.	Public Comment There was none.	Public Comment
3.		PTO REPORT There was none.	PTO REPORT
4.		APPROVAL OF MINUTES Approval of the following Board of Education Meeting Minutes: 1. Special Meeting Minutes June 16, 2026 2. Regular Meeting Minutes June 16, 2026 3. Special Meeting Minutes June 23, 2026	APPROVAL OF MINUTES A. Approval of the following Board of Education Meeting Minutes: 1. Special Meeting Minutes June 16, 2026

**New Milford Board of Education
Meeting Motions & Minutes
August 18, 2026
Sarah Noble Intermediate School Library Media Center**

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		<i>Mrs. Herring moved to approve the Special Meeting Minutes June 16, 2026. Seconded by Mrs. McInerney. Motion passed unanimously.</i> <i>Mr. O'Brien moved to approve the Regular Meeting Minutes June 16, 2026. Seconded by Mrs. McInerney. Motion passed unanimously.</i> <i>Mrs. McInerney moved to approve the Special Meeting Minutes June 23, 2026. Seconded by Mrs. Sarich. Motion passed 5-0-2 with Mrs. Faulenbach and Mr. Barile abstained.</i>	2. Regular Meeting Minutes June 16, 2026 3. Special Meeting Minutes June 23, 2026 Motion made and passed to approve the Special Meeting Minutes June 16, 2026. Motion passed unanimously. Motion made and passed to approve the Regular Meeting Minutes June 16, 2026. Motion passed unanimously. Motion made and passed to approve the Special Meeting Minutes June 23, 2026. Motion passed 5-0-2.
5.		SUPERINTENDENT'S REPORT Dr. Parlato stated it was a busy summer. Tomorrow is the first day for teachers and August 24th the first day for students.	SUPERINTENDENT'S REPORT
6.		BOARD CHAIRPERSON'S REPORT Mrs. Sarich stated the panel for new teacher hires went well. There was a ribbon cutting to celebrate the new middle school gymnasium floor.	BOARD CHAIRPERSON'S REPORT

7.		<u>DISCUSSION AND POSSIBLE ACTION</u> A. Monthly Reports Budget Position dated July 31, 2026 Purchase Resolution: D-808 Request for Budget Transfers	DISCUSSION AND POSSIBLE ACTION A. Monthly Reports Budget Position dated July 31, 2026 Purchase Resolution: D-808 Request for Budget Transfers
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New Milford Board of Education
Meeting Motions & Minutes
August 18, 2026
Sarah Noble Intermediate School Library Media Center

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	<i>Mrs. Faulenbach moved to approve the Budget Position dated July 31, 2026; Purchase Resolution D-808; and Request for Budget Transfers. Seconded by Mrs. McInerney. Motion passed unanimously.</i> B. Policy for Discussion 1. 5000 Policy Regarding Non-Discrimination (Students) Item moved to the September 15, 2026 Board meeting. C. Policies for Second Read 1. 5142 Administration of Student Medications in the Schools 2. 6156 Policy Regarding Library Collection Development and Maintenance, Library Displays and Programs, and Library Material Review and Reconsideration <i>Mrs. McInerney moved to approve policies 5142 Administration of Student Medications in the Schools, and 6156 Policy Regarding Library Collection Development and Maintenance, Library Displays and Programs, and Library Material Review and Reconsideration. Seconded by Mr. O'Brien. Motion passed unanimously.</i> D. Policy for Third Read 1. 6142.1 Curricular Exemptions	Motion made to approve the Budget Position dated July 31, 2026; Revised Purchase Resolution D-808; and Request for Budget Transfers. Motion passed unanimously. B. Policy for Discussion 1. 5000 Policy Regarding Non-Discrimination (Students) C. Policies for Second Read 1. 5142 Administration of Student Medications in the Schools 2. 6156 Policy Regarding Library Collection Development and Maintenance, Library Displays and Programs, and Library Material Review and Reconsideration Motion made to approve policies 5142 Administration of Student Medications in the Schools, and 6156 Policy Regarding Library Collection Development and Maintenance, Library Displays and Programs, and Library Material Review and Reconsideration. Motion passed unanimously. D. Policy for Third Read
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New Milford Board of Education
Meeting Motions & Minutes
August 18, 2026
Sarah Noble Intermediate School Library Media Center

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		<i>Mrs. Sarich moved to approve the policy 6142.1 Curricular Exemptions. Seconded by Mrs. Faulenbach.</i> The Board discussed a proposed parental opt-in policy for certain curricular topics. Mrs. Sarich opened the discussion by acknowledging Mr. Barile's perspective but cited a legal opinion suggesting that an opt-in requirement could inadvertently jeopardize graduation for students who fail to proactively opt-in to necessary topics. Mrs. McInerney supported the existing policy, noting that the current policy already provides an opt-out mechanism for students wishing to avoid specific content. In response to an inquiry from Mrs. Faulenbach regarding timing, Dr. Parlato confirmed there is no immediate time constraint for adopting or revising the policy. Mr. Barile stated that an opt-in system would not be prohibitive, asserting that existing district safeguards are sufficient to ensure students meet graduation requirements. Mrs. McInerney expressed concern that removing a student from a class based on specific topics could negatively impact their academic grades. Mr. Barile suggested that the district could implement alternatives similar to those provided for students opting out of animal dissection. He maintained that local boards of education possess the authority to adopt more protective parental-consent policies as long as statutory educational obligations and student opportunities for required instruction are maintained. When asked by Mrs. McInerney about current participation rates, Dr. Parlato indicated that the percentage of students utilizing the opt-out option is currently very low. Mr. Barile further illustrated his point by comparing the proposed policy to field trip consent forms, stating that the default could be opt-in without violating statutory requirements.	1. 6142.1 Curricular Exemptions
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**New Milford Board of Education
Meeting Motions & Minutes
August 18, 2026
Sarah Noble Intermediate School Library Media Center**

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	Mr. Failla suggested that the legal counsel's cautionary stance might be overly influenced by a fear of litigation rather than practical necessity. <i>Mrs. Sarich pulled the main motion.</i> <i>Mrs. Faulenbach pulled the second motion.</i> E. Hiring Committee Membership Mrs. Sarich opened a discussion regarding the Board's role within the hiring committee process. She suggested that the Board may wish to reconsider its level of involvement, specifically regarding participation in candidate interview panels. Mrs. Faulenbach noted, pursuant to existing Board policy, all administrative appointments must be formally approved by the Board of Education. F. Consideration of a one-year leave of absence for Samantha Madigan, paraprofessional at Sarah Noble Intermediate School. <i>Mr. Barile moved to approve a one-year leave of absence for Samantha Madigan, paraprofessional at Sarah Noble Intermediate School. Seconded by Mr. O'Brien. Motion passed unanimously.</i>	E. Hiring Committee Membership F. Consideration of a one-year leave of absence for Samantha Madigan, paraprofessional at Sarah Noble Intermediate School. Motion made to approve a one-year leave of absence for Samantha Madigan, paraprofessional at Sarah Noble Intermediate School. Motion passed unanimously.
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8.	A. 5000 R Administrative Regulations Regarding Non-Discrimination (Students) No discussion. B. 26/27 Capital Reserve Withdrawal	ITEMS OF INFORMATION A. 5000 R Administrative Regulations Regarding Non-Discrimination (Students) B. 26/27 Capital Reserve Withdrawal
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**New Milford Board of Education
Meeting Motions & Minutes
August 18, 2026
Sarah Noble Intermediate School Library Media Center**

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	Mr. Giovannone reported the Capital Reserve is currently just below \$300,000. The district is scheduled to receive a deposit of \$1.2 million in January 2027, along with additional anticipated credits. Mr. Failla expressed concern regarding the low balance of the account. Mrs. Faulenbach observed \$1.9 million had been specifically earmarked for capital projects. Mr. Giovannone further clarified the projects received Board approval in May 2026, followed by authorizations from the Town Council and the Board of Finance in July. He reminded the Board any expenditures exceeding the current authorizations would necessitate further municipal approval. Mr. Failla reiterated his concern about the current balance of the capital reserve, emphasizing the necessity of maintaining a higher balance in case of a significant, emergent facilities need. Mrs. Faulenbach noted there will be a \$1.2 million deposit back to the district in January 2027. C. Update on Propane Gas Tax Credits Mr. Giovannone stated there are two parts to the credits. One is complete and the second is caught up in IRS litigation. The credits are approximately \$172,000 and \$200,000. Mr. Giovannone stated the auditors provided guidance on how to allocate these funds. They can flow to the Capital Reserve account or a non-lapsing account. There is a 20% fee that the district pays to the company handling the credits. D. NMHS Roof Reimbursement Mr. Giovannone stated the reimbursement that came through to the town was more than anticipated. The town treated the overage by sharing extra money on the same proportional basis by which the district contributed. This will result in approximately \$106,000 going back to the Capital Reserve account. E. Employment Report - August 2026	C. Update on Propane Gas Tax Credits D. NMHS Roof Reimbursement E. Employment Report - August 2026
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**New Milford Board of Education
Meeting Motions & Minutes
August 18, 2026
Sarah Noble Intermediate School Library Media Center**

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	Mrs. Demeyer stated they currently have 44 open positions. There is a shortage of paraeducators. Answering Mrs. McInerney's question, Mrs. Demeyer stated the starting salary for a paraeducator is \$19.65/hour. Mr. O'Brien noted Mrs. Sanger is retiring after 46 years. F. Enrollment Report - July and August 2026 Dr. Parlato stated the district is down 60 students compared to last year. October's report will be a good indicator of enrollment. G. Review of Facilities Projects in New Milford Public Schools Mr. Cunningham reported that a full district update will be presented to the Board in September. The middle school underground storage tank project is complete, with clean soil samples, and Central Office renovations are finished. Sarah Noble Intermediate School has had some classroom retiling and the multipurpose room elevator has been repaired. Nine companies bid on the tennis court project. Mrs. Faulenbach confirmed that negotiations with the town regarding the tennis courts remain ongoing. H. Field Trip Report No discussion.	F. Enrollment Report - July and August 2026 G. Review of Facilities Projects in New Milford Public Schools H. Field Trip Report
9.	<u>DISCUSSION AND POSSIBLE ACTION</u> A. Discussion and possible action concerning the interview of a candidate for the Schaghticoke Middle School Assistant Principal position. Executive Session anticipated. The Board may take action when it returns from Executive Session.	<u>DISCUSSION AND POSSIBLE ACTION</u> A. Discussion and possible action concerning the interview of a candidate for the Schaghticoke Middle School Assistant Principal position. Executive Session anticipated. The Board may take action when it returns from Executive Session.

**New Milford Board of Education
Meeting Motions & Minutes
August 18, 2026
Sarah Noble Intermediate School Library Media Center**

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		<i>Mr. O'Brien moved for the Board to enter into executive session for the purpose to interview a candidate for the Schaghticoke Middle School Assistant Principal position. Invited into executive session were Dr. Janet Parlato, Superintendent of New Milford Public Schools and the candidate. Seconded by Mrs. McInerney. Motion passed unanimously.</i> <i>The Board of Education entered executive session at 7:40pm.</i> <i>The candidate entered executive session at 7:52pm.</i> <i>The candidate exited executive session at 8:03pm.</i> <i>The Board of Education returned from executive session at 8:04pm.</i> <i>Mrs. Herring moved to appoint Mr. Daniel Delia to the position of Schaghticoke Middle School Assistant Principal, effective August 19, 2026. Seconded by Mr. Barile. Motion passed unanimously.</i>	Motion made for the Board to enter into executive session for the purpose to interview a candidate for the Schaghticoke Middle School Assistant Principal position. Invited into executive session were Dr. Janet Parlato, Superintendent of New Milford Public Schools and the candidate. Motion passed unanimously. Motion made for the Board to appoint Mr. Daniel Delia to the position of Schaghticoke Middle School Assistant Principal, effective August 19, 2026. Motion passed unanimously.
10.		ADJOURN <i>Mrs. Faulenbach moved to adjourn the meeting at 8:05 p.m. Seconded by Mrs. Sarich. Vote passed unanimously.</i>	ADJOURN Motion made to adjourn the meeting at 8:05 p.m. Motion passed unanimously.

Respectfully Submitted,

Sarah C Herring

Mrs. Sarah Herring
Secretary
New Milford Board of Education

The 2026 Legislative Session:

Important Updates for Connecticut Schools

September 3, 2026

Education Law Notes

<https://www.pullcom.com/education-law-notes>



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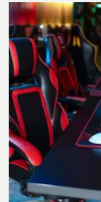
08.13.2026

Developments from the 2026 Session of the Connecticut General Assembly Affecting Schools (and Public Employers)



07.24.2026

The Legislature Has Spoken: Highlights from the 2026 Session of the Connecticut General Assembly For Connecticut Schools (July Update)



07.21.2026

Is It Game Over for Esports and Title IX Equal Opportunity Credit?

Connecticut Health Law

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For What It May Be Worth

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2026 Session of the General Assembly

- Summary of 2026 legislation
 - Full written summary available at:
<https://www.pullcom.com/printpilot-publication-Developments-2026-Session-Connecticut-General-Assembly-Affecting-Schools.pdf?1786730720>
- An even-year, non-budgetary, short session ending in May.
- Key topics:
 - Enhanced benefits for the victims of student “assault”
 - Home schooling/equivalent instruction
 - Teacher termination procedures
 - Hiring process disclosures
 - “Potpourri”



The First “Big” Bill

PUBLIC ACT 26-1:

*AN ACT CONCERNING THE REALLOCATION OF CERTAIN
STATE FUNDS AND VARIOUS PROVISIONS RELATING TO
EDUCATION, PUBLIC SAFETY, GENERAL GOVERNMENT,
ELECTIONS, INTERMEDIATE CARE FACILITIES AND
WAREHOUSE DISTRIBUTION CENTERS*

Kindergarten Waivers

- For the 2026-2027 school year, it is **optional** for school districts to have an early admission policy permitting early kindergarten admission for children even if they did not five years of age by September 1st of the school year.
- Commencing with the 2027-2028 school year, such early admissions/waivers ***will no longer be permitted.***

Budget Preparation and Line-Item Waivers

- Starting in **2027-28**, the Act requires that during budget preparation for the ensuing year, the superintendent shall provide the members of the local board of education 1) the **original and actual amount** of **each “line item”** for the two fiscal years immediately preceding the fiscal year in which such estimate is being prepared, and 2) the original and current amounts of each line item for the fiscal year in which the estimate is being prepared.
 - An “itemized estimate” is defined under existing law as including broad budgetary categories including but not limited to salaries, fringe benefits, utilities, supplies and grounds maintenance. Conn. Gen. Stat. § 10-222.
- The Act requires that the itemized estimate with original and actual amounts on each line item then be submitted to the board of finance (or the municipality’s fiscal authority) contain the same line-item information.

Budget Preparation and Line-Item Waivers

- With respect to **regional school districts**, the Act requires that this same line-item information for the prior and current years be provided at the 1) district meeting/public hearing to present the proposed budget, and 2) May annual district meeting to consider adoption of the budget.
- The Act explicitly allows regional boards of education to deposit funds previously appropriated to and currently in a “**reserve fund for capital and nonrecurring expenditures**” (which existed under a prior law) into a “reserve fund for educational expenditures.”

SROs and MOUs

- By January 1, 2027, any memorandum of understanding (“MOU”) between a local or regional, school district and local law enforcement regarding a school resource officer (“SRO”) must:
 1. ***Be posted on the district’s website and maintained in a central location and each school where an SRO is stationed***, and
 2. Include provisions addressing daily interactions between students and school personnel with SROs and a graduated response model for student discipline.
- The Act also requires that such MOUs be updated ***every three years***.

Student Suspension and Expulsion

- Effective July 1, 2026, the Act restricts the use of **out-of-school suspension** for students in **grades preschool through second** to situations where the students' conduct on school grounds caused **serious** physical harm (as opposed to just plain “physical harm”).
 - “Serious” physical harm is not defined.
- The Act will also require school districts to offer an alternative education opportunity for students between the ages 16 to 18 who are expelled for either the first **or second** time (provided that such a student pupil complies with conditions established by board of education).
- The Act will also require school districts to notify parents of a student placed in physical restraint or seclusion **on the same day it happens**.
 - The law previously stated notification needed to be within 24 hours.

Crisis Response Drills

- By April 1, 2027, the Connecticut Center for School Safety and Crisis Prevention at Western Connecticut State University (the “Center”), in collaboration with the Department of Emergency Services and Public Protection (“DESPP”), is required to develop standardized terminology, guidance and a model evaluation template on crisis response drills.
- This Center and DESPP are required to submit its guidance and report on its study and any recommendations to the General Assembly’s Education Committee by January 1, 2028.

Crisis Response Drills

- The Act also requires that starting in the 2027-28 school year each board of education providing for a crisis response drill must ensure:
 1. Use of the definitions, standardized terminology and guidance developed by DESPP;
 2. That school security and safety committees collaborate with school climate committees to plan drills that prioritize the physical and psychological safety of students and school personnel;
 3. That drills are (a) trauma-informed, including the utilization of an approach that takes into account prior traumatic experiences, and (b) designed to prevent emotional harm to and support the psychological safety of students and school personnel, with mental health professionals' participation integrated throughout the drill;
 4. That prior to conducting a drill, school personnel provide age appropriate education for students and training for school personnel to reduce the potential for confusion or emotional distress, including a review of the purpose and procedures for such drills prior to the first drill of the school year and notification to students, school personnel and parents and guardians one week in advance of conducting a drill;

Crisis Response Drills, cont'd

5. That school personnel communicate in a clear manner to parents and guardians of students prior to conducting a drill;
6. That at the commencement of the drill, students and school personnel are informed that they are participating in such a drill in order to avoid confusion when an actual emergency situation is occurring;
7. That accommodations for each student with a cognitive, physical or sensory disability are provided, to the extent practicable;
8. That (a) a drill conducted with students does not include an active assailant simulation or simulated violence with highly sensorial elements such as fake assailants, firearms, gunfire sounds, blood or injuries, and (b) a drill that is conducted outside of the regular school day and exclusively for school personnel, first responders and other school volunteers may include an active assailant simulation or such simulated violence, and;
9. That each such drill is evaluated using the evaluation template developed by DESPP.

State Seal of Civics Education and Engagement

- The Act requires the CSDE to establish criteria by which a board of education *may* - commencing with the class of 2027-affix the **Connecticut State Seal of Civics Education and Engagement** on a diploma awarded to a student who has achieved a high level of proficiency in civics education and engagement.
- Such criteria shall include, but need not be limited to:
 1. Successful completion of history or social science courses for at least two school years, one of which shall be a course on the United States government or civics;
 2. Participation in at least one civic engagement project, such as community service, participation in student government, internship with an elected official or involvement in a civic organization, and;
 3. Demonstrated proficiency in civics knowledge through a standardized assessment, portfolio of work that includes essays, projects or presentations related to civics or other mastery-based assessment or process.

PSIS and Bilingual Education

- Expands public school information system (“PSIS”) so as to include data concerning: 1) the academic progress of students in bilingual education programs and 2) the measures and data for the evaluation of these programs
- The Act also amends the “bill of rights” for parents and guardians of multilingual learner students as to their right to access publicly available data related to the academic progress of students in bilingual education programs and the quality of bilingual education programs on the PSIS

Islamic & Arab Studies and Antisemitism

- The Act requires the State Board of Education (“SBE”) to make available curriculum materials and other materials as may assist boards of education in developing instructional programs on (and to encourage school districts to provide) *Islamic and Arab studies*.
 - *The SBE is already mandated to do this with respect to studies regarding numerous other groups.*
- The Act creates a 15-member working group to address **antisemitism** in public schools.
- The working group is required to submit its guidance and resources developed and any recommendations for legislation to the General Assembly’s Education Committee by January 1, 2027.

More from Public Act 26-1

- Explicitly permits (but does not require) school districts to offer vision screenings in preschool and second grade.
- It permits school nurses to reject health assessment forms that are not the form required by SBE and requires asthma action plans to be included in these forms if a student has asthma.
- It explicitly ***requires at least one school board member to be present “during negotiations” of certified contracts*** but prohibits school board members who are also members of the same teachers’ union or administrators’ union (albeit ostensibly working for other school districts) from attending.

Another “Big” Bill

***PUBLIC ACT 26-12:
AN ACT CONCERNING
WORKFORCE DEVELOPMENT
AND WORKING CONDITIONS IN
THE STATE***

Enhanced Workers' Compensation

- Effective October 1, 2026, the Act provides that a school (and health care) employee shall receive enhanced workers' compensation benefits if the employee:
 1. Suffers any injury for which workers compensation benefits are provided that results in total or partial incapacity to work;
 2. As a result of any **physical or negligent** assault upon while acting in the discharge of their duties within the scope of their employment or under the direction of their employer.
- Such person shall be paid a weekly compensation equal to 100% of their average weekly earnings as of the date of the injury with no cap (unlike the usual 75% up to cap – currently \$1,897 per week).
 - Benefits may also include payment for any expenses reasonably incurred for medical or other services necessary as a result of such assault, or lost wages due to an absence due to a court appearance in connection with such assault.

Enhanced Workers' Compensation

- Employees shall continue to receive their full salary during any period of absence resulting from the assault, except that the amount of any workers' compensation award may be deducted from salary payments during such absence.
- The time of such absence shall not be charged against such person's sick leave, vacation time or personal leave days.
- The Act repeals current law (Conn. Gen. Stat. §10-236a) requiring that educational entities "protect and save harmless" their teachers, board members, or other employees whenever they "were **assaulted** in the line of duty."
 - A number of court decisions under Conn. Gen. Stat. §10-236a emphasized that intent to harm is necessary for assault.
- The new law does not change Conn. Gen. Stat. §10-233g which mandates that principals file assault reports with police if a staff member files a written report alleging assault with the principal.

Paraeducators and Unemployment Compensation

- Effective July 1, 2026, the Act requires school districts, RESCs, charter schools and endowed or incorporated academies to provide the Connecticut Department of Labor (“DOL”) with ***a listing of which paraeducators have (and do not have) a “reasonable assurance” of returning to work for the next academic term, along with information as to the manner such assurance was communicated.***
- Such notice shall be sent not later than ten days prior to last day of the school year.
 - ***First year of compliance will be 2026-27.***
- The DOL is permitted to consider the information on these lists when determining eligibility for unemployment compensation, but such information shall not be conclusive evidence of reasonable assurance in any case.
- The Act defines and sets forth relevant factors for determining such “reasonable assurance.”

Wage Ranges and Job Postings

- This Act amends a recent law regarding salary disclosure by requiring employers to disclose, ***in both public and internal postings*** for each job, promotion, transfer or other employment opportunity, the wage/salary or wage/salary range, and (***now***) a ***general description of the benefits***, including, but not limited to, health benefits, retirement benefits, paid days off and tax reportable benefits, and other compensation to be offered.
- If an employer does not use a public or internal posting to advertise a job, promotion, transfer or other employment opportunity, then the employer would have to provide such wage/benefit information about the position: 1) upon the applicant's request; or 2) if not so requested, prior to any offer or discussion of compensation.

Pay Differential Codes

- Effective October 1, 2026, the Act requires employers with 100 or more employees to create/maintain a guide for employees on “pay codes” for overtime and commonly used pay differentials (e.g., shift differentials, on-call pay, call-back pay).
- The guide must include at least ten pay codes and shall be posted on the employer’s website in English, Spanish, and the other most common languages spoken by the employees as well as relevant management contact information.
 - *Employers are deemed in compliance with the law if they use a third-party payroll service (i.e. ADP) that provides a guide for pay codes as described above.*

Teacher Termination and Dismissal

- Effective July 1, 2026, the Act revised the Teacher Tenure Act as follows:
 1. Amending the permitted ground of termination of “other due and sufficient cause” to “other due and sufficient **reason**”;
 2. Providing that the standard of review for all reasons for termination shall be the same standard applied in other disciplinary actions under the terms of the teacher's collective bargaining agreement (which is generally “just cause”);
 3. Mandating that any teacher termination proceeding for a tenured teacher be before an impartial hearing officer (**and eliminating the ability of the parties to have the hearing be before the employing board of education**);

Teacher Termination and Dismissal

4. *Making the decision of an impartial hearing officer in tenured teacher termination hearings binding on the parties (as opposed to consisting of findings with a recommendation), and;*
 5. Allowing both the teacher and the employing board of education to appeal the hearing officer's decision to the Superior Court, but such an appeal must be way of (and subject to the same standards as) *an application to vacate an arbitration award, instead of an administrative appeal.*
- The Act appears to continue to provide a *non-tenured* teacher terminated for reasons of “moral misconduct” or “disability as shown by competent medical evidence” with a right of appeal to the Superior Court, albeit still via an administrative appeal.

Teachers and Service Fees

- The Act conforms the state's collective bargaining law for public school teachers (the Teacher Negotiation Act) to a 2018 U.S. Supreme Court decision (*Janus v. AFSCME*) by removing provisions that require teachers who were covered by a collective bargaining agreement, but not dues paying members of the union, to pay other fees ("service fees") instead of union dues.
- The Act instead specifies that the parties may negotiate CBA provisions that allow the teachers to choose to have their dues and initiation fees (and service fees) paid through payroll deductions.

DOL and ADA Posting

- Within 120 days of October 1, 2026, the Act requires employers to provide written notice of an employee's rights to reasonable accommodations under the Americans with Disabilities Act ("ADA") to new employees, existing employees and employees who notify the employer of their disability (within 10 days of such notice).
- The Act requires that the Commissioner of Labor post information on the DOL website about the ADA, including information on the definition of a disability and how it relates to reasonable accommodations in the workplace.
 - The information be in form available for downloading by an employer to display in its place of business (in both English and Spanish).
- An employer can comply with these requirements by displaying the poster created by the DOL in a conspicuous and accessible place (i.e. bulletin boards, websites).

Breastfeeding in the Workplace

- The Act aligns the state's existing breastfeeding statute with 2022 federal "PUMP Act".
- Effective October 1, 2026, an employer shall provide **reasonable break time** for an employee to express breast milk for such employee's nursing child, or to breastfeed on site at the employee's workplace, each time the employee has the need to express breast milk or breastfeed **in addition to the employee's scheduled breaks**.
- Existing state law limited the right to breastfeed to meal and break periods – but this restriction had been superseded by the Pump Act.

Retention of Service Contract Workers

- Effective July 1, 2027, this Act requires entities that take over certain service contracts at covered locations or contract out services to retain the terminated contractor's employees for at least 90 days.
- An **"employee"** is a person working at least 16 hours per week who has been engaged in **care, maintenance, or security** services at a **covered location** for at least 60 days, but excludes managerial, supervisory, or confidential employees and persons performing permit-related construction work."
- **"Covered locations"** include municipal buildings, along with public and nonpublic schools,
- An **"awarding authority"** for a contract (it could be a school) must provide **5 days' advance written notice** to the **terminated contractor**, its employees, and any exclusive bargaining representative before the termination or nonrenewal of a service contract, the start of a successor service contract, or the sale or transfer of property. The notice must be posted conspicuously at the worksite and must include the name, telephone number, and address of the successor employer, if known. The terminated contractor must then provide the successor contractor with certain employee information.
- If the successor employer determines that fewer employees are needed than under the prior contract, it must retain employees by seniority within each job classification. A preferential hiring list must be maintained during the 90-day period for employees not initially retained.
- Employees may not be discharged during the 90-day period without just cause, determined solely by the individual employee's performance or conduct.
- After the 90-day period, the successor employer must provide a performance evaluation, and if performance was satisfactory, the employer must offer continued employment under the terms and conditions established by the successor employer, or as required by law.

Yet Another “Big” Bill

PUBLIC ACT 26-68:

AN ACT MAKING ADJUSTMENTS TO THE STATE BUDGET FOR THE BIENNIUM ENDING JUNE 30, 2027, MAKING DEFICIENCY APPROPRIATIONS FOR THE FISCAL YEAR ENDING JUNE 30, 2026, AUTHORIZING AND ADJUSTING BONDS OF THE STATE AND CONCERNING PROVISIONS RELATING TO REVENUE, SCHOOL CONSTRUCTION AND OTHER ITEMS TO IMPLEMENT THE STATE BUDGET

Supplemental and Temporary Educational Aid Grants

- Through the Act the General Assembly appropriated \$162 million for “supplemental” education grants to towns for 2026-2027, above and beyond ECS grants (and an additional \$5 million for Hartford for 2025-2026).
- The Act also provided \$10.9 million in “temporary aid” for “district relief and compensatory use learning aid grants.”
- The Act itself provided that all supplemental and temporary aid shall be expended for **educational purposes only and shall be expended upon the authorization of the local or regional board of education.**
- Such supplemental and temporary aid shall **not** be considered part of the budgeted appropriation for education for the town for purposes of calculating the minimum budget requirement (“MBR”) for the 2027-2028 fiscal year.
 - Note: \$152 million will be added to the ECS line item/account for the 2027-2028 fiscal year.

Supplemental and Temporary Educational Aid Grants

- Originally, the bill provided that the supplemental and temporary grants could *not be used to supplant local funding for educational purposes*.
- At the last minute, the General Assembly passed “**Senate Amendment A**” to “**An Act Concerning Various Criminal Law Proposals**” (HB 5563) that removed this “non-supplanting” language and instead provides that supplemental grants shall not reduce the amount provided by the municipality to the local or regional board of education for education purposes below the greater of:
 1. The amount of local funding provided for such purpose under the adopted budget, or
 2. (a) The MBR for the town for the 2026-2027 fiscal year, plus (b) the amount of funds paid to the municipality or regional board of education pursuant to the supplemental and temporary educational grants.

Additional/Revised Grant / Revised Programs

- The Act:

- Provides \$8.7 million to supplement the amount appropriated to SDE in last year's budget for **Charter Schools**, to be expended by SDE for the purpose of providing grants to charter schools in accordance with CGS §10-66ee.
- Provides **charter school planning grants** (\$75,000 each for OLAM Public Charter School in Stamford, PROUD Academy in Ansonia, and Taino CoLAB Academy in Waterbury).
- Provides \$800,000 to be used to supplement the amount appropriated to SDE in last year's budget for **Vocational Agriculture**, to be expended by SDE for the purpose of providing grants to local or regional boards of education that operate an agricultural science and technology education center.
- Provides \$2.75 million to supplement the amount appropriated to SDE in last years budget for **Magnet Schools**, to be expended by SDE for the purpose of increasing the per student grant amount to local and regional boards of education that operate interdistrict magnet school programs.
- For 2026-2027, **reduces interdistrict magnet school grants from \$12 million to \$6.25 million for regional educational service centers and other non-board of education operators.**
- Extends through 2026-2027 a provision that reduced proportionately grants payable to school boards for providing health/nursing services to private school students if the total of grants in a year exceeds the amount appropriated.

School Breakfast

- The budget does include an additional \$12 million ostensibly for universal free school breakfast for 2026-2027.
- Besides providing the additional money in the school breakfast program line item, there is no additional detail in this budget implementer bill on the program.
 - At the start of the session Governor Lamont proposed free school breakfast for all students along with free lunch for all students who qualified for reduced-lunch

Parent Training and Information Centers

- The Act **repeals** a 2025 law creating the “**Office of the Educational Ombudsperson**”, which was tasked with receiving and attempting to resolve education complaints from students’ families.
- Instead, it authorizes SDE to enter into cooperation agreements with and provided grants to **parent organizations** to establish **parent training and information centers**.
- A “parent organization” is a nonprofit organization whose 1) mission is to serve families of children with disabilities, and 2) governing board includes (a) a majority of members who are parents of children with disabilities, (b) professionals who work in fields related to special education and early intervention, and (c) individuals with disabilities or otherwise representative of the populations such organization serves. **(i.e., it is the Connecticut Parent Advocacy Center (CPAC))**

Parent Training and Information Centers

- Each parent training and information center shall:
 1. Receive, review and attempt to resolve any special education complaints from students and students' families, including attempts to resolve such complaints in collaboration with schools and educators;
 2. Provide information to the public, agencies, legislators and others regarding the issues and concerns of students receiving special education and make recommendations for resolving such issues and concerns;
 3. Provide training and information to assist parents of children with disabilities to enable such children to meet developmental, functional and academic goals, including parents who are low income or have limited English proficiency; and
 4. Assist parents in communicating effectively with personnel responsible for providing special education and related services to their children.
- The SDE shall include information on these centers on its website, special education guides and publications.

Referendum Advocacy

- This Act explicitly authorizes superintendents to disseminate a written notice through the schools for the purpose of informing parents of an upcoming referendum.
- Such written notice shall be limited to 1) the time and location of the referendum, 2) a statement of the question as it is to appear on the ballot at the referendum, and 3) if applicable, the explanatory text or other neutral material approved in accordance with the law.
- Any such notice shall not advocate the approval or disapproval of the proposal or question or attempt to influence or aid the success or defeat of the referendum.
- ***This change in the law largely reflects existing State Election Enforcement Commission guidance.***

The Municipal Accountability Review Board (“MARB”)

- The Act creates a process by which a local or regional board of education may choose to request that the SDE create a fiscal intervention and oversight plan on its behalf.
- The plan must account for any legal mandates, orders or settlements affecting the BOE’s costs
- The SDE-created plan is reviewed by the MARB and then must be approved by OPM and the SBE before a BOE can implement it.
- The plan must require a BOE to meet with the MARB to discuss its financial condition and compliance with the plan.
 - The plan must 1) ensure accuracy in the accounting of BOE expenses and liabilities, 2) improve financial reporting systems, 3) establish and maintain transparency in BOE fiscal operations, 4) require the BOE to notify SDE of any contracts to which the BOE is a party and exceed \$100,000, 5) require the application of “LEAN” practices and principles, and 6) include a comprehensive school facilities and administrative optimization initiative.
- The Act adds the Commissioner of Education to the MARB.

Pre- and Post-Shift Hours and Workplace Heat Safety Standards Task Force

- Effective October 1, 2026, the Act modifies the definition of "hours worked" for purposes of Connecticut wage and hour law to include the time an employee spends in **security screenings** required by an employer.
- This Act further establishes a task force to study heat safety, including examining 1) best practices to prevent employees' exposure to the risk of heat illness and 2) other states' laws and regulations on heat safety standards.
- The task force required to submit its report with findings and recommendations to the General Assembly's Labor and Public Employees Committee by January 1, 2027.

School Construction

- The Act authorizes school construction state grant commitments totaling \$150.6 million.
- The Act caps the total reimbursement percentage a board of education may receive for school construction grants at 95% of eligible costs
- The Act creates a new bonus of an additional 20% reimbursement for any school district that has increased enrollment by 20% or more over a 10-year period preceding its application (subject to the 95% cap)
- The Act renames the School Building Projects Advisory Council as the School Safety and Security Infrastructure Advisory Council and revises its composition and its responsibilities
- The Act exempts school construction projects in 26 towns and 3 regional school districts from various statutory and regulatory requirements in order to allow them to qualify for state reimbursement, receive a higher reimbursement rate, or have a project reauthorized.

Miscellaneous

- The Act requires the SDE (commencing 2026-2027) to administer a teacher apprenticeship program within available appropriations.
- The Act increases the per diem rate for members of the State Board of Labor Relations and State Board of Mediation and Arbitration.
- ***The Act permitted Waterbury to reduce the number of actual school sessions to 176 days for the 2025-2026 school year.***

Other Legislation of Note

Public Act 26-139: An Act Concerning Various Revisions To The Education Statutes

- Effective upon passage, the Act made the following revisions to the *laws on the disclosure (by applicants and prior school employers) of certain misconduct-related information during the hiring process*:
 1. Requires disclosure of *currently pending* investigations rather than just completed investigations;
 2. Adds disclosure of whether an allegation involving the *injury or risk of injury to, or impairing the morals of child* has been or is the subject of any such investigation (in addition to investigations for abuse, neglect, or sexual misconduct) as a mandated subject of disclosure;
 3. *Removes exception from disclosure for unsubstantiated investigations*;
 4. *Adds abuse/neglect investigations by an employer*, state agency or municipal police department to the list of mandated disclosures instead of just disclosure of DCF abuse/neglect investigations;
 5. Mandates that BOEs, and other public school entities notify the SDE if they learn that an applicant is under investigation for abuse, neglect or sexual misconduct.

Public Act 26-139: An Act Concerning Various Revisions To The Education Statutes

- The Act allows retired parole officers to provide armed security services in public schools.
- It prohibits police and parole officers whose employment was terminated due to disciplinary action or who left employment during an investigation or while disciplinary action was pending from providing such security services.
- It provides that retired police officers cannot provide security services if prohibited from being hired as an officer due to being dismissed for malfeasance or other serious misconduct or resigning while under investigation for the same.

Public Act 26-139: An Act Concerning Various Revisions To The Education Statutes

- The Act requires the Advisory Council for School Administrator Professional Standards (in consultation with CAS) to create a new school administrator mentorship pilot program (including training, supports, and PD) for 2027-2028.
- Commencing July 1, 2027, prohibits school districts from requiring students in grades 9-12 who participate in interscholastic athletics to meet academic eligibility standards that are higher than those set by CIAC.
- Requires the SDE to create a grant program (within available appropriations) for a therapeutic arts program in public schools commencing with the 2027-28 school year.
- Allows the SDE to authorize the temporary placement of students enrolled in the Bridgeport Military Academy in available classroom space at the Fairchild Wheeler Interdistrict Magnet Campus to facilitate construction of a permanent facility for the Bridgeport Military Academy.

Public Act 26-139: An Act Concerning Various Revisions To The Education Statutes

- Delays the effective date of the repeal of various educator preparation regulations from July 1, 2026, to July 1, 2027.
- Requires the SDE (by July 1, 2027) to establish an incentive program for districts that limit local broad assessments, integrate state-provided interim & formative assessment tools, and increase teacher competency in the formative assessment process.
- Requires the SDE (by July 1, 2027) to provide guidance to school boards on reducing discretionary local student assessments (for example, eliminating fall and spring broad assessments or substituting certain end-of-unit classroom summative assessments with state-provided interim and formative assessment tools).
- Permits the SDE (after consultation with a working group) to submit a request to the U.S. Department of Education to amend the state's approved plan submitted pursuant to ESSA.
- Requires the SDE to (by January 1, 2027) 1) redesign the state's high school mathematics pathways to prepare students for relevant postsecondary careers, 2) develop a list of professional development providers for high quality mathematics instruction, 3) explore the feasibility of launching MathConn, and 4) develop mathematics specialist guidelines.

Public Act 26-106: An Act Implementing The Recommendations Of The Department Of Education

- Commencing in 2027-2028, the Act requires the SDE to ensure that the initial certificate of approval process for new charter schools coincides with the biennial budget preparation process (as opposed to the current theoretical annual process).
- The Act requires the SDE to pay transportation grants for Sheff region magnet schools operated by RESCs in an amount of up to $\frac{1}{2}$ (as opposed to exactly $\frac{1}{2}$) the total estimated cost paid by the RESC by October 31st of the fiscal year.
- Revises what must be contained in the report by a regional school study committee supporting the regional district's creation so as to 1) include information on consideration of transportation costs and 2) require auditing of the budget plan.
- The Act eliminates various reports that SDE must submit to the General Assembly (i.e., reports on school boards that have adopted the uniform regional school calendar, the surrogate parent program, certain of the commissioner's network of schools program reports, and the status of educational technology in the public schools).

Public Act 26-13: An Act Concerning Various Revisions To The Public Health Statutes

- Commencing July 1, 2027, this Act amends the health assessment requirement so as to require that before playing interscholastic sports, public high school students shall have an ***annual athletics health assessment that includes a screen for serious cardiac conditions.***
 - This assessment must be provided free of charge to pupils whose parents meet the eligibility requirements for free and reduced-price meals under the National School Lunch Program or free milk under the special milk program.

Public Act 26-13: An Act Concerning Various Revisions To The Public Health Statutes

- Commencing April 1, 2027, the Act requires each health care provider that prepares a safety plan for a minor patient who received at least 12 consecutive days of inpatient behavioral health care treatment to 1) review it with the minor, if medically appropriate, and 2) ask whether the minor or the minor's parent or legally authorized representative consents to sharing the safety plan with the minor's school.
 - If consent is given, the provider must 1) get written consent from the minor's parent or legally authorized representative (or the minor if they are at least age 16) and 2) send the plan to the minor's school or school district using a secure messaging system or in a way that complies with HIPAA.
 - *School districts and schools are required to sign up (by January 1, 2027) for an organizational account on a secure messaging system and provide at least one designated employee access to the account (along with any SDE provided guidance on how to use the system); districts must give SDE by April 1, 2027 each school's and district's secure messaging system address to make available to health care providers.*

Public Act 26-38: An Act Concerning the Department of Mental Health and Addiction Services' Recommendations Regarding Access to Opioid Overdose Reversal Medication and Various Revisions to Mental Health and Addiction Statutes

- Among other things, *this Act revises laws addressing the administration of opioid antagonists in the schools.*
- The Act distinguishes between “legend” antagonists (i.e., prescription) and regular or “non-legend” antagonists (e.g., naloxone hydrochloride or any other similar drug approved by the FDA).
- The Act allows both a school nurse and a qualified school employee (even when the nurse is not absent) to administer a “**non-legend**” opioid antagonist to a student experiencing an opioid related drug overdose, regardless of if there is any prior authorization by a parent or a prescription.
- Both a school nurse and a qualified school employee (even when the nurse is not absent) may administer a **legend** opioid antagonist 1) in accordance with the school’s administration of medication policies and 2) if they are trained in accordance with a state created program.

Public Act 26-38: An Act Concerning the Department of Mental Health and Addiction Services' Recommendations Regarding Access to Opioid Overdose Reversal Medication and Various Revisions to Mental Health and Addiction Statutes

- The Act amends existing law by removing the option for a student's parent or guardian to request in writing that the student not be given an opioid antagonist.
- The Act also provides that nothing in the law should prevent a school nurse, qualified school employee **or any other person in a school setting** from administering a non-legend opioid antagonist to any person at a school who experiences an opioid-related drug overdose.
- Any person who administers such a non-legend opioid antagonist shall not be liable to any such persons administered the antagonist (or their parents, guardians or family members) for damages for any personal injuries that result from acts or omissions arising from such administration that may constitute ordinary negligence. This immunity shall not apply to acts or omissions constituting gross, willful or wanton negligence.

Public Act 26-15: An Act Concerning Online Safety

- The Act regulates “**automated employment-related decision technology**”—technology that processes personal data and uses computation to generate outputs serving as a “substantial factor” in employment decisions.
- Deployers of such technology must disclose to employees and applicants that they are interacting with such technology and must provide pre-decision written notice including the technology’s purpose, trade name, categories and sources of personal data analyzed, and deployer contact information.
- Developers must provide deployers with all information necessary to fulfill compliance obligations.
- Violations are enforceable solely by the Attorney General as unfair or deceptive trade practices, with a 60-day cure period for violations before December 31, 2027. There is no private right of action.

Public Act 26-15: An Act Concerning Online Safety

- The Act amends Connecticut's anti-discrimination statutes to clarify that the use of automated employment-related decision technology is not a defense against a discrimination complaint.
- Courts and the Commission on Human Rights and Opportunities ("CHRO") may, however, consider evidence of anti-bias testing or proactive measures when evaluating claims.

Public Act 26-15: An Act Concerning Online Safety

- The Act provides that effective July 1, 2026, the teacher certification preparation program requirement of instruction in computer science “may include instruction in topics such as the responsible use of emerging technologies.”
- *Effective July 1, 2026, the Act adds “computer science” to the listing of instruction required to be taught in the public schools; the Act further provides that such instruction shall include, but not be limited to, computer programming instruction, artificial intelligence and emerging technologies.*

Public Act 26-73: An Act Concerning The Electronic Surveillance Of Employees

- The Act amends existing law by requiring employers to identify the specific workplace locations in which electronic monitoring may occur in addition to the types of monitoring that the employer may engage in and to update mandatory notices/postings accordingly.
 - Such notices must now also be posted in the specific locations where monitoring may occur.
- In addition, the Act requires employers engaging in any type of electronic monitoring to give to any employees hired on or after October 1, 2026 (and prior to the commencement of employment) a written, plain-language statement on prohibited activities that may be monitored without prior written notice, as per the current exceptions to the electronic monitoring statutes.
- *An employer is still not required to disclose the specific locations that they are electronically monitoring their employees if the employer has reasonable grounds conduct such monitoring for security and employee safety.*

Public Act 26-149: An Act Concerning Student Literacy

- The Act requires the SDE to create guidance regarding the implementation of multitiered systems of support or response to intervention frameworks for students who are identified as struggling in reading; the guidance shall be based on data collected from the results of approved reading assessments
- It requires SDE to establish the American Sign Language (ASL) education working group. By July 1, 2030, SDE shall issue to each school board the guidance developed by the group to ensure consistent implementation of the ASL portion of the world languages curriculum.
- The Act modifies the aspiring educators' diversity scholarship program by making "aspiring educators," rather than "diverse educators," eligible for the scholarship.
- The Act then allows Commissioner of Education to transfer up to \$300,000 of unspent funds from this scholarship program into certain paraeducator health care subsidy programs. In speaking of ...

Public Act 26-149: An Act Concerning Student Literacy

- *The Act makes permanent (albeit within available appropriations) two health care subsidy programs (with respect to HSA deductible funding and premium cost sharing for Partnership 2.0 plans) for paraeducators employed by local or regional boards of education* and 2) expands the programs to include paraeducators at charter schools.
 - In 2024-25 \$10 million was provided to districts to support the paraeducator subsidy;
 - 2025-26 \$15 million was provided to districts to support the paraeducator subsidy;
 - Subsidies have ranged from roughly \$1,000 for single to up to approximately \$3,000 for family plans.

Public Act 26-37: An Act Concerning The Provision Of Equivalent Instruction

- Commencing with the 2028-2029 school year, the Act requires parents or guardians of school-age* children to annually complete (or cause to be completed) an intent to educate form indicating whether their child will:
 1. Enroll in a public school;
 2. Attend a nonpublic school, or;
 3. Be instructed through “parent-managed learning” (e.g., homeschooling).
- The forms must be submitted to the school district where the parent resides by October 1 and may be submitted electronically.
- The Act deems parents in compliance with this requirement if their child attends a public school or if the nonpublic school the child attends files the required annual attendance report.

**** The options with respect to not enrolling students ages 5 and 6, 17 (if in adult ed) or 18 largely remain.***

Public Act 26-37: An Act Concerning The Provision Of Equivalent Instruction

- Starting with the 2027-2028 school year, the Act requires parents who 1) withdraw a child from public school (whether for a non-public school, parent-managed learning), 2) withdraw a student age 17 or 18 and older* or 3) not enroll a child who is five or older but less than seven*, **to go in person to the school district's office and sign a withdrawal form.**
- It also (effective July 1, 2027) prohibits parents from withdrawing their child for parent-managed learning if any adult living with the child is on the DCF child abuse and neglect registry or currently under investigation for child abuse or neglect. **The superintendent is required to conduct a records check with DCF following receipt of notice of an intent to educate form.**
- SDE is required to create (and make available to schools) the intent to educate and withdrawal forms.

Public Act 26-37: An Act Concerning The Provision Of Equivalent Instruction

- Commencing July 1, 2027, school boards will be required to report to the SDE the number of children being instructed through parent-managed learning for whom an intent to educate form (or withdrawal form) was completed.
- Commencing July 1, 2028, any school board that does not receive a completed intent to educate form by November 1st from a parent/guardian ***shall make at least three attempts to contact such parent or guardian for the purpose of informing such parent/guardian that they are required to complete an intent to educate form for the current school year.***
- If the board is unable to make such contact with the parent/guardian by November 1st, the board shall notify the SDE that the board has not received a completed intent to educate form from the parent/guardian.

Public Act 26-151: An Act Concerning A Plan To Revise The Definition Of Intellectual Disability

- The Act provides that the Commissioner of the Department of Developmental Services shall produce **a plan with recommendations on developing a standard definition of intellectual disability** that originates before an individual attains 18 years of age and is characterized by significant limitations in both intellectual functioning and adaptive behavior, including, but not limited to, conceptual, social and practical skills.
 - Such definition shall be consistent with generally accepted professional standards, including, but not limited to, standards recognized by the American Association on Intellectual and Developmental Disabilities.
- As part of the plan, the Commissioner shall ensure 1) no single test score or single measure would be determinative of intellectual disability in the definition; and 2) that the definition is based on the totality of relevant clinical, educational and functional evidence, including, but not limited to (a) standardized assessments when valid and appropriate, (b) adaptive behavior measures, (d) developmental history, (d) medical evidence, and (e) other reliable information.
- Also to be in the plan: 1) a recommendation for a timeline for the transition to the new definition, 2) any approvals required from the federal government, and 3) estimates of the one-time costs of making such transition and the recurring costs of utilizing the new definition to the DDS, other state agencies and school districts impacted by the change in the definition.
- By July 1, 2027, the Commissioner is to file a report on the plan with the General Assembly.

Public Act 26-125: An Act Concerning the Education of Homeless Children and Youth

- This Act, which takes effect on October 1, 2026, essentially codifies the protections of the McKinney Vento Homeless Assistance Act (as it existed as of December 23, 2022) into the state statutes requiring the provision of school accommodations to homeless students as defined pursuant to McKinney-Vento.

Public Act 26-63: An Act Implementing Recommendations From The Department Of Transportation...

- With respect to school districts, **the Act extends the deadlines for zero emissions school buses.**
 - Under current law, 100% of school buses that provide transportation for school districts in the state must be 1) either zero-emission or alternative-fuel (e.g., natural gas or propane) powered by January 1, 2035, and 2) zero-emission only by January 1, 2040.
 - The Act eliminates this interim 2035 requirement and provides that the percentage of buses in each district that must be zero emission as of July 1, 2040 must “only” be 90%.
- The Act also eliminates a separate provision for “distressed municipalities” that required zero emissions buses for such school districts containing at least one “environmental justice community” and instead 1) changes the definition of distressed municipalities, 2) requires that busses providing transportation in a district with a distressed municipality must be 50% zero emission by July 1, 2035, and 3) subjects such districts containing a distressed municipality to the same 90% zero emission bus deadline as with other school districts (July 1, 2040).
 - Each distressed municipality shall submit to the Department of Energy and Environmental Protection (DEEP) a plan as to how it intends comply with these zero emissions bus requirements by July 1, 2029; all other municipalities must submit such reports by July 1, 2035.

Public Act 26-63: An Act Implementing Recommendations From The Department Of Transportation...

- The Act also makes revisions to the grant program that will assist in the purchase of such busses.
- The Act requires that prior to the purchase and use of a zero-emission school bus, each local and regional school district shall develop and implement safety plans that 1) consider the ages and development needs of the students transported on such buses, and 2) include procedures for the evacuation of such buses in the event of a fire.
- Finally, the Act requires DEEP to create a working group to evaluate and make recommendations regarding the increased use of alternative fuels and technologies, including, but not limited to, biodiesel, propane and electric school buses, for use in school bus fleets in the state, with the working group to provide a report with its findings and recommendations to the General Assembly by February 1, 2027.

Public Act 26-62: An Act Implementing Recommendations of the Transforming Children's Behavioral Health Policy and Planning Committee

- The Act requires the executive director of the Commission on Women, Children, Seniors, Equity and Opportunity to establish a working group concerning the treatment of eating disorders and a working group to develop a state-wide food education roadmap and a model school nutrition curriculum.
- The executive director will report the results of the working group studies to the General Assembly by January 1, 2028.
- On and after January 1, 2027, each school-based health center shall 1) use an evidence-based screening tool for early identification of disordered eating behaviors, as a supplement to existing methods used to diagnose disordered eating behaviors, and 2) provide such screening tool to each patient who is in grades six to twelve during such patient's annual health assessment, including, but not limited to, the required school health assessments.

Public Act 26-14: An Act Concerning Democracy and Government Accountability and The Use and Retention Of Data Derived From Automated License Plate Reader Systems

- Among other things, this Act prohibits “peace officers” from detaining, arresting or otherwise taking an individual in a “protected area”, state facility, or municipal facility (including such facility’s grounds and any garages or parking lots utilized in its operation) into custody on the basis of a civil offense unless 1) the peace officer is acting in their official capacity, and 2) the individual to be detained, arrested or otherwise taken into custody is the subject of a *judicial warrant*.
- Among the protected areas are schools, including, but not limited to, a preschool, primary or secondary school, vocational school or college or university.

Public Act 26-21: An Act Supporting Commuters and Microtransit Services and Concerning Public Transportation

- Among other things, the Act requires the SDE (effective July 1, 2027) to administer a program to provide grants to local and regional boards of education *for the purchase of passes for the use of state-owned or state-controlled bus public transportation services and distribution of such passes, without cost, to students who are enrolled in grades nine to twelve.*
 - The SDE will develop timelines for the applications and may also develop guidelines and grant criteria.
- **Please note: Section 64 of Public Act 26-76** amended this law so as to 1) make DOT the administrator of the grant and 2) allow the purchase of such passes from transit district bus service

Public Act 26-137: An Act Concerning The Recommendations of the Intergovernmental Policy and Planning Division Within the Office of Policy and Management

- Among other things, this Act delays from March 1st until April 1st the deadline for the Office of Policy and Management to notify each public-school operator of (and post online) the amount of its ***District Repair and Improvement Project (“DRIP”) grant.***

Public Act 26-105: An Act Implementing The Recommendations Of The Office Of Early Childhood

- Among other things, this Act increases the maximum amount that local and regional school districts may receive under the OEC's "Smart Start" competitive grant program to establish or expand preschool programs.
- Under this Act, the maximum annual grant for operating expenses will now be 1) \$6,500 per child served by the grant (instead of \$5,000), or 2) \$97,500 for each preschool classroom (instead of \$75,000).

Questions???



Contact Information



Zachary D. Schurin

Tel: 860.424.4389

zschurin@pullcom.com



Mark J. Sommaruga

Tel: 860.424.4388

msommaruga@pullcom.com

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Education Law Notes— <https://www.pullcom.com/education-law-notes>

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RANGE	MAJOR OBJECT CODE DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
100'S	SALARIES - CERTIFIED	34,750,829	0	34,750,829	582,815	0	34,168,014	1.68%
100'S	SALARIES - NON CERTIFIED	11,457,022	0	11,457,022	879,783	0	10,577,239	7.68%
200'S	BENEFITS	14,558,035	0	14,558,035	5,060,734	8,260,652	1,236,649	91.51%
300'S	PROFESSIONAL SERVICES	4,392,288	0	4,392,288	607,554	2,368,612	1,416,122	67.76%
400'S	PROPERTY SERVICES	1,002,297	0	1,002,297	105,227	370,341	526,729	47.45%
500'S	OTHER SERVICES	11,818,383	0	11,818,383	1,009,486	10,378,712	430,185	96.36%
600'S	SUPPLIES	3,007,648	0	3,007,648	514,246	1,751,880	741,522	75.35%
700'S	CAPITAL	108,800	0	108,800	48,399	12,557	47,844	56.03%
800'S	DUES AND FEES	98,306	0	98,306	40,363	7,781	50,162	48.97%
900'S	REVENUE	-2,519,950	0	-2,519,950	-49,369	0	-2,470,581	1.96%
GRAND TOTAL		78,673,658	0	78,673,658	8,799,237	23,150,535	46,723,886	40.61%

SALARIES - NON CERTIFIED BREAKOUT

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
51180	SALARIES - NON CERT - STIPENDS	590,134	0	590,134	0	0	590,134	0.00%
51201	SALARIES - NON CERT - PARA EDUCATORS	2,400,237	0	2,400,237	30,293	0	2,369,944	1.26%
51202	SALARIES - NON CERT - SUBSTITUTES	1,200,993	0	1,200,993	33,012	0	1,167,981	2.75%
51210	SALARIES - NON CERT - SECRETARY	2,649,744	0	2,649,744	309,524	0	2,340,220	11.68%
51225	SALARIES - NON CERT - TUTORS	154,755	0	154,755	0	0	154,755	0.00%
51240	SALARIES - NON CERT - CUSTODIAL	2,162,736	0	2,162,736	297,200	0	1,865,536	13.74%
51250	SALARIES - NON CERT - MAINTENANCE	1,097,826	0	1,097,826	151,355	0	946,471	13.79%
51285	SALARIES - NON CERT - TECHNOLOGY	584,377	0	584,377	57,777	0	526,600	9.89%
51336	SALARIES - NON CERT - NURSES	616,220	0	616,220	622	0	615,598	0.10%
TOTAL		11,457,022	0	11,457,022	879,783	0	10,577,239	7.68%

BENEFIT BREAKOUT

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
52200	BENEFITS - FICA	651,002	0	651,002	56,425	0	594,577	8.67%
52201	BENEFITS - MEDICARE	646,966	0	646,966	20,659	0	626,307	3.19%
52300	BENEFITS - PENSION	1,260,757	0	1,260,757	1,260,757	0	0	100.00%
52600	BENEFITS - UNEMPLOYMENT COMP	37,000	0	37,000	-102	37,000	102	99.72%
52810	BENEFITS - HEALTH INSURANCE	11,236,325	0	11,236,325	3,573,243	7,663,082	0	100.00%
52820	BENEFITS - DISABILITY INSURANCE	150,000	0	150,000	23,511	113,502	12,987	91.34%
52830	BENEFITS - LIFE INSURANCE	145,000	0	145,000	22,756	119,568	2,676	98.15%
52900	BENEFITS - OTHER EMPLOYEE BENEFITS	430,985	0	430,985	103,484	327,501	0	100.00%
TOTAL		14,558,035	0	14,558,035	5,060,734	8,260,652	1,236,649	91.51%

*EXPENDITURES*

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
51110	CERTIFIED SALARIES	34,750,829	0	34,750,829	582,815	0	34,168,014	1.68%
51200	NON-CERTIFIED SALARIES	11,457,022	0	11,457,022	879,783	0	10,577,239	7.68%
52000	BENEFITS	14,558,035	0	14,558,035	5,060,734	8,260,652	1,236,649	91.51%
53010	LEGAL SERVICES	200,478	0	200,478	0	17,340	183,138	8.65%
53050	CURRICULUM DEVELOPMENT	80,000	0	80,000	26,622	66	53,312	33.36%
53200	PROFESSIONAL SERVICES	2,272,092	0	2,272,092	396,664	1,525,731	349,697	84.61%
53201	MEDICAL SERVICES - SPORTS	2,700	0	2,700	0	0	2,700	0.00%
53210	TIME & ATTENDANCE SOFTWARE	7,500	0	7,500	0	2,500	5,000	33.33%
53220	IN SERVICE	150,650	0	150,650	-100	10,900	139,850	7.17%
53230	PUPIL SERVICES	824,033	0	824,033	39,290	437,251	347,492	57.83%
53300	OTHER PROF/ TECH SERVICES	74,751	0	74,751	849	36,145	37,757	49.49%
53310	AUDIT/ACCOUNTING	49,920	0	49,920	49,920	0	0	100.00%
53500	TECHNICAL SERVICES	270,775	0	270,775	79,315	3,660	187,800	30.64%
53530	SECURITY SERVICES	333,034	0	333,034	1,596	331,438	0	100.00%
53540	SPORTS OFFICIALS SERVICES	126,355	0	126,355	13,399	3,580	109,376	13.44%
54101	CONTRACTUAL TRASH PICK UP	91,800	0	91,800	13,489	78,311	0	100.00%
54301	REPAIRS & MAINTENANCE	521,447	0	521,447	38,133	97,899	385,415	26.09%
54303	GROUND MAINTENANCE	12,200	0	12,200	-196	0	12,396	-1.61%
54310	GENERAL REPAIRS	45,070	0	45,070	3,805	1,430	39,835	11.61%
54320	TECHNOLOGY RELATED REPAIRS	42,140	0	42,140	5,308	4,761	32,072	23.89%
54411	WATER	59,497	0	59,497	5,183	54,314	0	100.00%
54412	SEWER	19,750	0	19,750	12,811	6,939	0	100.00%
54420	LEASE/RENTAL EQUIP/VEH	210,393	0	210,393	26,695	126,687	57,012	72.90%
55100	PUPIL TRANSPORTATION - OTHER	200,441	0	200,441	529	1,946	197,966	1.23%
55101	PUPIL TRANS - FIELD TRIP	55,500	0	55,500	0	0	55,500	0.00%
55110	STUDENT TRANSPORTATION	6,376,163	0	6,376,163	159,538	6,159,365	57,260	99.10%
55200	GENERAL INSURANCE	376,193	0	376,193	376,193	0	0	100.00%
55300	COMMUNICATIONS	25,396	0	25,396	7,579	16,289	1,528	93.98%
55301	POSTAGE	23,450	0	23,450	2,414	20,536	500	97.87%
55302	TELEPHONE	68,798	0	68,798	32,011	36,787	0	100.00%

*EXPENDITURES*

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
55400	ADVERTISING	12,500	0	12,500	1,266	0	11,234	10.13%
55505	PRINTING	26,960	0	26,960	1,017	5,365	20,579	23.67%
55600	TUITION - TRAINING	30,000	0	30,000	4,360	0	25,640	14.53%
55610	TUITION - PUBLIC PLACEMENTS	1,332,787	0	1,332,787	109,173	1,213,469	10,145	99.24%
55630	TUITION - PRIVATE PLACEMENTS	3,252,180	0	3,252,180	312,304	2,924,636	15,240	99.53%
55800	TRAVEL	38,015	0	38,015	3,101	320	34,594	9.00%
56100	GENERAL INSTRUCTIONAL SUPPLIES	212,893	0	212,893	20,442	33,429	159,021	25.30%
56110	INSTRUCTIONAL SUPPLIES	503,976	0	503,976	92,591	57,299	354,086	29.74%
56120	ADMIN SUPPLIES	36,477	0	36,477	6,375	2,489	27,613	24.30%
56210	NATURAL GAS	204,249	0	204,249	27,008	177,241	0	100.00%
56220	ELECTRICITY	1,168,248	0	1,168,248	160,498	1,007,750	0	100.00%
56230	PROPANE	2,126	0	2,126	0	0	2,126	0.00%
56240	OIL	250,305	0	250,305	0	250,305	0	100.00%
56260	GASOLINE	35,281	0	35,281	1,641	29,040	4,600	86.96%
56290	FACILITIES SUPPLIES	328,874	0	328,874	104,243	172,500	52,131	84.15%
56291	MAINTENANCE COMPONENTS	16,475	0	16,475	0	0	16,475	0.00%
56292	UNIFORMS/ CONTRACTUAL	13,622	0	13,622	0	0	13,622	0.00%
56293	GROUNDKEEPING SUPPLIES	25,445	0	25,445	11,070	1,134	13,241	47.96%
56410	TEXTBOOKS	19,620	0	19,620	-767	4,791	15,597	20.51%
56411	CONSUMABLE TEXTS	65,473	0	65,473	53,926	0	11,547	82.36%
56420	LIBRARY BOOKS	58,449	0	58,449	20,002	5,251	33,195	43.21%
56430	PERIODICALS	18,574	0	18,574	4,182	8,919	5,472	70.54%
56460	WORKBOOKS	11,650	0	11,650	7,625	0	4,025	65.45%
56500	SUPPLIES - TECH RELATED	35,911	0	35,911	5,408	1,732	28,770	19.88%
57340	COMPUTERS	70,000	0	70,000	45,959	8,911	15,130	78.39%
57345	INSTRUCTIONAL EQUIPMENT	32,200	0	32,200	2,440	2,832	26,928	16.37%
57400	GENERAL EQUIPMENT	6,600	0	6,600	0	814	5,786	12.33%
58100	DUES & FEES	98,306	0	98,306	40,363	7,781	50,162	48.97%
EXPENDITURE TOTAL		81,193,608	0	81,193,608	8,848,606	23,150,535	49,194,467	39.41%



REVENUES

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
43103	EXCESS COSTS	-2,119,091	0	-2,119,091	0	0	-2,119,091	0.00%
43105	MEDICAID REIMBURSEMENT	-109,626	0	-109,626	-49,369	0	-60,257	45.03%
44705	BUILDING USE FEES (BASE RENTAL)	-43,765	0	-43,765	0	0	-43,765	0.00%
49102	BUILDING USE FEES (CUSTODIAL)	-36,758	0	-36,758	0	0	-36,758	0.00%
44800	REGULAR ED TUITION	-136,800	0	-136,800	0	0	-136,800	0.00%
44822	SPECIAL ED TUITION	-34,660	0	-34,660	0	0	-34,660	0.00%
44860	ADMISSIONS/ATHLETIC GATE RECEIPTS	-18,400	0	-18,400	0	0	-18,400	0.00%
44861	PARKING PERMIT FEES	-20,850	0	-20,850	0	0	-20,850	0.00%
49103	TUITION REIMBURSE - DCF PLACED	0	0	0	0	0	0	N/A
REVENUE TOTAL		-2,519,950	0	-2,519,950	-49,369	0	-2,470,581	1.96%

GRAND TOTAL	78,673,658	0	78,673,658	8,799,237	23,150,535	46,723,886	40.61%
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BOE Capital Reserve Acct #43020000-10101	
MUNIS Balance as of 7/1/22	3,039,825
Contribution Towards NMHS Roof Replacement	-450,000
5 year Capital Withdraw 22/23	-980,030
Close and return of Security Grant Set-Asside	201,875
Wastewater Management Plan - SMS	-17,562
NMHS Woodshop	-233,980
Central Office to SNIS Move	-100,000
Fiscal Year End 21/22 Deposit	2,816,025
New Security Grant Set-Asside	-139,800
1/2 of NMHS Fire Insurance Claim Shortfall	-28,538
5 year Capital Withdraw 23/24	-984,078
Observatory Contribution	-12,500
Additional HVAC FUNDS	-150,000
Fiscal Year End 22/23 Deposit	1,568,696
Energy Systems Group 2023 & 2024 Payments	-895,443
5 year Capital Withdraw 24/25	-1,424,000
Fiscal Year End 23/24 Deposit	1,420,700
5 year Capital Withdraw 25/26	-2,586,000
Fiscal Year End 24/25 Deposit	1,218,617
5 year Capital Withdraw 26/27	-1,964,500
TOTAL AS OF 8/31/26	299,306

Turf Field Replacement Acct Contributions #43020000-10130	
FROM BOE 17/18 FYE BALANCE	50,000
FROM BOE 18/19 FYE BALANCE	50,000
FROM BOE TEAM FEE'S & BANNER SALES - 16/17, 17/18, 18/19	10,225
FROM TOWN DATED 6/4/20	50,000
FROM TOWN DATED 6/16/21	50,000
FROM BOE TEAM FEE'S & BANNER SALES - 19/20	3,765
FROM BOE TEAM FEE'S & BANNER SALES - 20/21	1,890
FROM BOE 20/21 FYE BALANCE	100,000
FROM TOWN DATED 6/9/22	50,000
CONTRIBUTION - FROM BOE 21/22 FYE BALANCE	50,000
FROM BOE TEAM FEE'S & BANNER SALES - 21/22 & 22/23	12,960
CONTRIBUTION - FROM BOE 22/23 FYE BALANCE	100,000
CONTRIBUTION - FROM TOWN 22/23 FYE BALANCE	100,000
FROM TOWN DATED 4/18/24	50,000
CONTRIBUTION - FROM BOE 23/24 FYE BALANCE	100,000
CONTRIBUTION - FROM TOWN 23/24 FYE BALANCE	100,000
CONTRIBUTION - FROM TOWN DATED 6/9/25	50,000
CONTRIBUTION - FROM BOE 24/25 FYE BALANCE	100,000
CONTRIBUTION - FROM TOWN DATED 6/30/26	50,000
TOTAL AS OF 8/31/26	1,078,840



WHEREAS, the equipment, supplies and/or services for which the following Purchase Orders have been issued and deemed necessary by the Superintendent of Schools, and the cost, thereof, are within the budget appropriations approved by the voters of the Town, NOW, BE IT RESOLVED, that the said purchase orders and all disbursements in connection, thereof, are hereby approved.

Funding	Location	Vendor Name	Description	Amount	Object
GENERAL	DISTRICT	TOWN OF NEW MILFORD	26/27 YEARLY-BOE PENSION	\$ 1,260,757.00	52300
GENERAL	SPED	EDADVANCE	26/27 YEARLY-TUITION (10 STUDENTS)	\$ 802,236.00	55610
GENERAL	SPED	OAK HILL	26/27 YEARLY-TUITION (3 STUDENTS)	\$ 755,749.68	55630
GENERAL	SPED	EDADVANCE	26/27 YEARLY-ILC CARE WORKERS & SCW (8 POSITIONS)	\$ 598,534.51	53200
GENERAL	SPED	SOLIAN HEALTH	26-27 YEARLY-CONTRACTED SERVICES PARA & RBT (8 POSITIONS)	\$ 470,500.00	53200
GRANT	SPED	JEFFREY WICKLINE (INTEGRATED PEDS)	26/27 YEARLY-BLANKET OT CONTRACTED SERVICES	\$ 280,000.00	53230
GENERAL	SPED	CT JUNIOR REPUBLIC	26/27 YEARLY-ODP TUITION (3 STUDENTS)	\$ 228,510.00	55630
GENERAL	SPED	COOPERATIVE EDUCATION SERVICES	26/27 YEARLY-ODP TUITION (2 STUDENTS)	\$ 203,298.00	55610
GENERAL	SPED	MELIORA ACADEMY	26/27 YEARLY-TUITION (1 STUDENT)	\$ 182,880.00	55630
5 YEAR CAPITAL	IT	CDW	DELL PRO 14 & 24/DOCKING STATION/PROTECTION PLAN	\$ 164,820.00	57340
GENERAL	SPED	AMERICAN SCHOOL FOR THE DEAF	26/27 YEARLY-TUITION (1 STUDENT)	\$ 120,075.00	55630
GENERAL	FACILITIES	HAT CITY PAPER COMPANY	26/27 YEARLY-CUSTODIAL SUPPLIES	\$ 107,975.00	56290
GENERAL	SPED	WHEELER CLINIC	26/27 YEARLY-TUITION (1 STUDENT)	\$ 105,148.67	55630
GENERAL	DISTRICT	TOWN OF NEW MILFORD	26/27 YEARLY-MUNIS SOFTWARE FEE	\$ 71,147.00	53200
GENERAL	SPED	KATE PEARCE EDUCATIONAL SERVICES	26/27 YEARLY-READING TUTORING PROGRAM (2 STUDENTS)	\$ 70,320.00	53200
GENERAL	DISTRICT	KEE ENTERPRISES	26/27 YEARLY-STUDENT TRANSPORTATION	\$ 70,000.00	55110
GENERAL	DISTRICT	FIRST CITIZENS BANK	COPIER LEASE AGREEMENT FOR 2026-2027	\$ 67,200.00	54420
GENERAL	DISTRICT	SECURITAS SECURITY SERVICES	26/27 YEARLY-1.5 FTE SECURITY MONITORS AT NMHS	\$ 63,706.00	53530
5 YEAR CAPITAL	FACILITIES	AMERICAN PETROLEUM EQUIPMENT	SMS UNDERGROUND STORAGE TANK REPLACEMENT	\$ 63,331.75	57200
GENERAL	SPED	JOHN G. GELINAS	26/27 YEARLY-OUTSIDE PSYCHIATRIC EVALS	\$ 50,000.00	53230
GENERAL	DISTRICT	TOWN OF NEW MILFORD	26/27 YEARLY-AUDIT FEE	\$ 49,920.00	53310
GENERAL	SPED	CRISIS PREVENTION INSTITUTE, INC.	26/27 YEARLY-CRISIS PREVENTION FOR THE DISTRICT	\$ 43,495.00	53200/53230
GENERAL	FACILITIES	SIEMENS INDUSTRY	ADVANCED PROACTIVE SERVICES CONTRACT FOR FISCAL YEAR	\$ 43,000.00	54301
GENERAL	DISTRICT	BASE TECHNOLOGIES	COPIER SERVICE AGREEMENT FOR 2026-2027	\$ 36,414.72	54420
GENERAL	SPED	MELIORA ACADEMY	2026 ESY TUITION (1 STUDENT)	\$ 34,595.00	55630
GRANT	SPED	MICHELINE HARKIN	26/27 YEARLY-ASSISTIVE TECHNOLOGY SERVICES	\$ 32,000.00	53230
GENERAL	DISTRICT	TECOGEN	26/27 YEARLY-COGEN UNIT MAINTENANCE AGREEMENT	\$ 29,497.00	53300
5 YEAR CAPITAL	IT	CDW	NEWLINE 65" DISPLAY BUNDLE (15)	\$ 26,700.00	57340
5 YEAR CAPITAL	FACILITIES	KONE	SERVICE WORK ON SNIS ELEVATOR	\$ 26,200.00	57200
5 YEAR CAPITAL	FACILITIES	BARTHOLOMEW CONTRACT INTERIORS	LABOR/MATERIALS TO INSTALL ARMSTRONG VINYL AT SNIS	\$ 26,032.00	57200
GENERAL	DISTRICT	QUADIENT FINANCE USA	26/27 YEARLY-POSTAGE FOR ALL LOCATIONS	\$ 22,950.00	55301
5 YEAR CAPITAL	FACILITIES	FW WEBB	83 GAL OIL FIRED HTR TANK	\$ 22,780.90	57200
GENERAL	FACILITIES	HOME DEPOT	26/27 YEARLY-MAINTENANCE SUPPLIES	\$ 20,000.00	56290
5 YEAR CAPITAL	FACILITIES	BARTHOLOMEW CONTRACT INTERIORS	LABOR/MATERIALS TO INSTALL MOHAWK CARPET TILES AT CO	\$ 18,080.00	57300
5 YEAR CAPITAL	FACILITIES	WESTON & SAMPSON ENGINEERS	PROFESSIONAL SERVICES ENVIRONMENTAL MONITORING/REPORTING	\$ 18,050.00	57200
GENERAL	FACILITIES	NEW MILFORD SEPTIC SERVICES	26/27 YEARLY-SEPTIC/GREASE TRAP PUMPING ALL SCHOOLS	\$ 17,625.00	56290
GENERAL	IT	SHI INTERNATIONAL	SOHPOS ENDPOINT SOFTWARE RENEWAL 26/27	\$ 17,004.00	53500
GENERAL	FACILITIES	CLEARWATER INDUSTRIES	26/27 YEARLY-WATER TREATMENT ALL SCHOOLS	\$ 17,000.00	56290



WHEREAS, the equipment, supplies and/or services for which the following Purchase Orders have been issued and deemed necessary by the Superintendent of Schools, and the cost, thereof, are within the budget appropriations approved by the voters of the Town, NOW, BE IT RESOLVED, that the said purchase orders and all disbursements in connection, thereof, are hereby approved.

Funding	Location	Vendor Name	Description	Amount	Object
GENERAL	SPED	BIG Y	BIG Y STUDENT PURCHASES FOR LHTC LUNCH PROGRAM	\$ 16,000.00	56110
GENERAL	IT	FIBER UPPER HOLDINGS	26/27 YEARLY-FIBER FOR THE DISTRICT	\$ 16,000.00	55300
GENERAL	SPED	ISRAEL FELICIANO	26/27 YEARLY-BILINGUAL EVALUATIONS	\$ 16,000.00	53230
5 YEAR CAPITAL	IT	COMPUTERWARE INC.	TRIPP LITE SERIES SMARTPRO 1440VA OUTLETS (11)	\$ 14,509.00	57340
5 YEAR CAPITAL	FACILITIES	OMNI DATA	NMHS FIELD PRESS BOX CAMERA	\$ 14,150.30	57340
GENERAL	SPED	CT EARS	26/27 YEARLY-AUDIOLOGY SERVICES	\$ 13,500.00	53230
GENERAL	SPED	CT PEDIATRIC NEUROPSYCH ASSOCIATES	26/27 YEARLY-NEUROPSYCH EVALUATIONS	\$ 13,500.00	53230
GENERAL	DISTRICT	COMPLIANCE HOLDINGS (LUMELIGHT)	26/27 YEARLY-ACA ADMIN AND FORMS	\$ 13,000.00	53200
5 YEAR CAPITAL	FACILITIES	SINOPOLI CONTRACTORS	NORTHVILLE SIDEWALK REPAIRS	\$ 12,800.00	57200
GENERAL	SPED	CENTER FOR CHILDREN WITH SPECIAL NEEDS	26/27 YEARLY-EVALUATIONS AND CONSULTING FEES	\$ 12,500.00	53230
5 YEAR CAPITAL	IT	DELL MARKETING	POWER EDGE R760 SERVER	\$ 12,448.75	57340
GENERAL	FACILITIES	FIRE PROTECTION TESTING	26/27 YEARLY-EE LIGHTS/EXTINGUISHERS/SPRINKER INSPECTIONS	\$ 12,000.00	56290
GENERAL	DISTRICT	CT INSTITUTE FOR COMMUNITIES	SBHC AMINISTRATION SUPPORT-WAGES/BENEFITS	\$ 11,542.15	51210/52810
GENERAL	FACILITIES	OTIS ELEVATOR	26/27 YEARLY-ELEVATOR MAINTENANCE AT SMS	\$ 11,291.64	56290
GENERAL	SPED	HOME HEALTH PROFESSIONALS NETWORK	NURSING CARE FOR ONE STUDENT AT NMHS	\$ 10,000.00	53230
GENERAL	IT	IBOSS, INC.	IBOSS LICENSE RENEWAL FOR FISCAL YEAR 26/27	\$ 8,971.26	53500
GENERAL	FACILITIES	BRIGHTLY SOFTWARE	SCHOOL DUDE SOFTWARE FEES FOR FISCAL YEAR	\$ 8,947.27	56290
GENERAL	FACILITIES	AIR TEMP MECHANICAL SERVICES	26/27 YEARLY-NMHS CHILLER PREVENTATIVE MAINTENANCE	\$ 8,080.00	54301
GENERAL	SPED	WELLSPRING FOUNDATION	26/27 YEARLY-TUITION (1 STUDENT)	\$ 8,020.00	55630
GENERAL	SPED	CREC	26/27 YEARLY-EVALUATIONS	\$ 8,000.00	53230
GENERAL	FACILITIES	SIEMENS INDUSTRY	NMHS FIRE SERVICE AGREEMENT FEES FOR FISCAL YEAR	\$ 7,921.73	56290
5 YEAR CAPITAL	FACILITIES	O&G INDUSTRIES	ENVIRONMENTAL MANAGEMENT FEE	\$ 7,912.75	57200
GENERAL	FACILITIES	ENVIRONMENTAL SYSTEMS CORP	HVAC BUILDING MAINTENANCE SYSTEMS FOR FISCAL YEAR	\$ 7,800.00	54301
GENERAL	FACILITIES	MODERN PEST SERVICES	26/27 YEARLY-EXTERMINATION SERVICES DISTRICTWIDE	\$ 7,700.00	56290
GENERAL	DISTRICT	FIRST CITIZENS BANK	PURCHASE OF 4 COPIERS & 1 PLOTTER	\$ 7,698.28	54420
GENERAL	FACILITIES	TK ELEVATOR	26/27 YEARLY-ELEVATOR MAINTENANCE @ NMHS	\$ 7,497.36	56290
GENERAL	FACILITIES	TRANE COMPANY	SNIS CHILLER PREVENTATIVE MAINTENANCE AGREEMENT	\$ 7,348.00	54301
GENERAL	FACILITIES	TRANE COMPANY	SMS CHILLER PREVENTATIVE MAINTENANCE AGREEMENT	\$ 7,348.00	54301
GENERAL	DOI	CURRICULUM ASSOCIATES	PROFESSIONAL LEARNING SESSIONS (3) FOR 26-27	\$ 7,200.00	53220
GENERAL	FACILITIES	KONE INC	26/27 YEARLY-ELEVATOR MAINTENANCE @ SNIS	\$ 7,036.20	56290
GENERAL	FACILITIES	OMNI DATA	SECURITY SYSTEMS MANAGEMENT & SUPPORT ALL LOCATIONS	\$ 6,911.28	56290
5 YEAR CAPITAL	FACILITIES	SINOPOLI CONTRACTORS	NMHS SIDEWALK REPAIR	\$ 6,625.00	57200
GENERAL	NMHS	EXPLORE LEARNING	SCHOOL GIZMOS SCIENCE DEPARTMENT LICENSE FOR 26/27	\$ 6,565.00	58100
GENERAL	FACILITIES	SARTRON	YASKAWA HV600 SERIES VFD	\$ 6,475.00	56290
GENERAL	IT	CDW	APC SMART-UPS X2000VA RCK/TWR LCD	\$ 5,146.00	57340
GENERAL	SPED	BRIDGEPORT BOARD OF EDUCATION	26/27 YEARLY-TUTORIAL SERVICES	\$ 5,000.00	55610
GENERAL	FACILITIES	F&M ELECTRIC SUPPLY CO	26/27 YEARLY-ELECTRICAL SUPPLIES FOR THE DISTRICT	\$ 5,000.00	54301
GENERAL	SPED	RITA FITCH	26/27 YEARLY-BILINGUAL SPEECH EVALUATIONS	\$ 5,000.00	53230
				\$ 6,600,977.20	



	DETAIL			FROM (-)			TO (+)		
	#	REASON	AMOUNT	LOCATION	ORG	OBJECT	LOCATION	ORG	OBJECT
Requesting Approval Across MDC				NONE AT THIS TIME					

	DETAIL			FROM (-)			TO (+)		
	#	REASON	AMOUNT	LOCATION	ORG	OBJECT	LOCATION	ORG	OBJECT
Informational Within Major Object Code				NONE AT THIS TIME					



2026–27 Board of Education Goals

Student Achievement:

Increase student achievement through high quality curriculum, purposeful instruction, meaningful assessment and programming, emphasizing the growth of persistence and a strong work ethic for every learner.

Family and Community Engagement:

Increase families' engagement in their children's learning through consistent communication and the development of trusting relationships; increase community partnerships through ongoing outreach and opportunities.

Budget Development and Fiscal Management:

Practice fiscally responsible, transparent budget development and ongoing fiscal management that addresses district priorities and maximizes available resources.

District and School Environment:

Promote safe school environments that are physically, socially, and emotionally conducive to teaching and learning.

District Workforce:

Hire, develop, and retain passionate and exceptional staff who will contribute to a collaborative, caring, and innovative culture, defined by continuous improvement.

**POLICY AND ADMINISTRATIVE REGULATIONS
REGARDING NON-DISCRIMINATION (STUDENTS)**

Protected Class Discrimination Prohibited:

The New Milford Board of Education (the “Board”) complies with all laws prohibiting the exclusion of any person from any of its educational programs or activities, or the denial to any person of the benefits of any of its educational programs or activities, including all academic, extra-curricular, and school-sponsored activities, on the basis of any protected characteristic (or protected class) including race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, gender identity or expression, veteran status, status as a victim of domestic violence, sexual assault, or human trafficking or any other basis prohibited by state or federal law (“Protected Class”), subject to the conditions and limitations established by law. When the Board has created a limited public forum, the Board shall provide equal access to the Boy Scouts and other groups as required by law.

It is the policy of the Board that any form of discrimination or harassment on the basis of an individual’s actual or perceived membership in a Protected Class, whether by students, Board employees, Board members or third parties subject to the control of the Board, is prohibited in the New Milford Public Schools (the “District”). The Board’s prohibition of discrimination or harassment in its educational programs or activities expressly extends to academic, nonacademic and extracurricular activities, including athletics.

Retaliation Prohibited:

The Board prohibits reprisal or retaliation against any individual who reports incidents in good faith that may be a violation of this policy, or who participates in the investigation of such reports.

Discrimination on the Basis of Protected Class Association Prohibited:

Discrimination and/or harassment against any individual on the basis of that individual’s association with someone in a Protected Class may also be considered a form of Protected Class discrimination and/or harassment and is therefore prohibited by this policy.

Scope and Applicability:

Students, Board employees, Board members and community members (e.g., other individuals affiliated with the District, accessing or seeking access to District facilities) are expected to adhere to a standard of conduct that is respectful of the rights of all members of the school community.

Definitions:

The following definitions apply for purposes of this policy:

A. Discrimination:

With respect to students, unlawful discrimination occurs when a student is denied participation in, or the benefits of, a program or activity of the Board because of such student's actual or perceived membership in a Protected Class.

B. Harassment:

Harassment is a form of Protected Class discrimination that is prohibited by law and by this policy. Harassment constitutes unlawful discrimination when it creates a hostile environment, which occurs when the harassment is sufficiently severe, pervasive, or persistent so as to interfere with or limit a student's ability to participate in or benefit from the services, activities, or opportunities offered by the District.

The following non-exhaustive list provides examples of the types of prohibited conduct that may be considered Protected Class harassment that can lead to a hostile environment, and are therefore prohibited by this policy:

- objectively offensive racial, ethnic, or religious epithets (or epithets commonly associated with any Protected Class membership, including but not limited to epithets relating to sex, sexual orientation, and/or gender identity or expression);
- other words or phrases commonly considered demeaning or degrading on the basis of Protected Class membership;
- display of images or symbols commonly associated with discrimination against individuals on the basis of their membership in a Protected Class;
- graphic, written or electronic communications that are harmful, or humiliating based on Protected Class membership;
- bigoted conduct or communications; or
- physical, written, electronic or verbal threats based on Protected Class membership.

Harassment does not have to involve intent to harm, be directed toward a specific person, or involve repeated incidents.

Sexual harassment is a form of harassment that is prohibited by law and Board policy. For more information regarding harassment based on sex, contact the District's Title IX Coordinator at:

Holly Hollander, Assistant Superintendent
New Milford Public Schools
25 Sunny Valley Road, Suite A
New Milford, CT 06776
Telephone: 860-354-3235
e-mail: hollanderh@newmilfordps.org

C. Veteran:

A veteran is any person honorably discharged from, released under honorable conditions from or released with an other than honorable discharge based on a qualifying condition from active service in the United States Army, Navy, Marine Corps, Coast Guard, Air Force and Space Force and any reserve component thereof, including the Connecticut National Guard. “Qualifying condition” means (i) a diagnosis of post-traumatic stress disorder or traumatic brain injury made by an individual licensed to provide health care services at a United States Department of Veterans Affairs facility, (ii) an experience of military sexual trauma disclosed to an individual licensed to provide health care services at a United States Department of Veterans Affairs facility, or (iii) a determination that sexual orientation, gender identity or gender expression was more likely than not the primary reason for an other than honorable discharge, as determined in accordance with Conn. Gen. Stat. §§ 27-103(c), (d).

D. Gender identity or expression:

Gender identity or expression refers to a person’s gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person’s physiology or assigned sex at birth, which gender-related identity can be shown by providing evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity or any other evidence that the gender-related identity is sincerely held, part of a person's core identity or not being asserted for an improper purpose.

E. Sexual orientation:

Sexual orientation refers to a person’s identity in relation to the gender or genders to which they are romantically, emotionally or sexually attracted, inclusive of any identity that a person (i) may have previously expressed, or (ii) is perceived by another person to hold.

F. Race:

The term race is inclusive of ethnic traits historically associated with race, including but not limited to, hair texture and protective hairstyles. “Protective hairstyles” includes, but is not limited to, wigs, headwraps and hairstyles such as individual braids, cornrows, locs, twists, Bantu knots, afros and afro puffs.

G. Domestic violence:

The term domestic violence means (1) a continuous threat of present physical pain or physical injury against a family or household member, as defined in Conn. Gen. Stat. § 46b-38a; (2) stalking, including but not limited to, stalking as described in Conn. Gen. Stat. § 53a-181d, of such family or household member; (3) a pattern of threatening, including but not limited to, a pattern of threatening as described in Conn. Gen. Stat. § 53a-62, of such family or household member or a third party that intimidates such family or household member; or (4) coercive control of such family or

household member, which is a pattern of behavior that in purpose or effect unreasonably interferes with a person's free will and personal liberty. "Coercive control" includes, but is not limited to, unreasonably engaging in any of the following: (a) isolating the family or household member from friends, relatives or other sources of support; (b) depriving the family or household member of basic necessities; (c) controlling, regulating or monitoring the family or household member's movements, communications, daily behavior, finances, economic resources or access to services; (d) compelling the family or household member by force, threat or intimidation, including, but not limited to, threats based on actual or suspected immigration status, to (i) engage in conduct from which such family or household member has a right to abstain, or (ii) abstain from conduct that such family or household member has a right to pursue; (e) committing or threatening to commit cruelty to animals that intimidates the family or household member; or (f) forced sex acts, or threats of a sexual nature, including, but not limited to, threatened acts of sexual conduct, threats based on a person's sexuality or threats to release sexual images.

Biased Conduct:

The Board recognizes that certain student conduct or communications may be considered indicative of bias towards individuals who are members of a Protected Class, even when such conduct or communications do not rise to the level of discrimination and/or harassment. The Board directs the District administration to address any such biased conduct or communications in a manner consistent with the Board's legal obligations under state and federal law and Board policy, including free speech considerations, in order to promote a school environment that is welcoming and safe for all individuals.

Reporting to District Officials:

It is the policy of the Board to provide for the prompt and equitable resolution of complaints alleging Protected Class discrimination or harassment. The District will investigate both formal and informal complaints of discrimination, harassment, or retaliation.

Any student, staff member and/or parent/guardian who believes a student has experienced Protected Class discrimination or harassment or an act of retaliation or reprisal in violation of this policy should report such concern in writing to Holly Hollander, Assistant Superintendent in accordance with the Board's complaint procedures included in the Board's Administrative Regulations Regarding Non-Discrimination/Students, which accompany this policy and are available online at [New Milford Board of Education Policies](#) or upon request from the main office of any District school. Students are encouraged to immediately report concerns about Protected Class discrimination, harassment, or retaliation.

Students may make verbal or written reports about Protected Class discrimination, harassment, or retaliation to any Board employee.

If a complaint involves allegations of discrimination or harassment of a student based on sex, such complaints will be handled in accordance with the procedures set forth in the applicable Board policy regarding sex discrimination and sexual

harassment. Complaints involving allegations of discrimination or harassment of a student based on disability will be addressed in accordance with the procedures set forth in the applicable Board policy regarding Section 504/ADA. In the event reported conducted allegedly violates more than one policy, the Board will coordinate any investigation in compliance with the applicable policies.

Mandatory Staff Reporting for Student Incidents:

Board employees are required to report incidents of alleged student-to-student and employee-to-student discrimination, harassment or retaliation that may be based on a Protected Class when Board employees witness such incidents or when Board employees receive reports or information about such incidents, whether such incidents are verbal or physical or amount to discrimination, harassment or retaliation in other forms. **Reports should be made to any District administrator or to:**

**Holly Hollander, Assistant Superintendent
New Milford Public Schools
25 Sunny Valley Road, Suite A
New Milford, CT 06776
Telephone: 860-354-3235
e-mail: hollanderh@newmilfordps.org**

Remedial Action:

If the District makes a finding of discrimination, harassment or retaliation of a student, the District will take remedial action designed to:

- A. eliminate the discriminatory/harassing/retaliatory conduct,
- B. prevent its recurrence, and
- C. address its effects on the complainant and any other affected individuals.

Examples of appropriate action may include, but are not limited to:

- A. In the case of a student respondent, interventions for the individual who engaged in the discrimination/harassment may include, but are not limited to, discipline (including but not limited to suspension and/or expulsion), educational interventions, exclusion from extra-curricular activities and/or sports programs, and/or referral to appropriate state or local agencies;
- B. In the case of an employee respondent, interventions for the individual who engaged in the discrimination/harassment may include, but are not limited to, supervisor notification, discipline (including possible termination of employment), training, and/or referral to appropriate state or local agencies;
- C. In the case of respondent who is otherwise associated with the school community, interventions for the individual who engaged in the discrimination/harassment may include, but are not limited to, exclusion from school property and/or activities and/or referral to appropriate state or local agencies;
- D. Follow-up inquiries with the complainant and witnesses to ensure that the discriminatory/harassing conduct has stopped and that they have not experienced any retaliation;

- E. Supports for the complainant; and
- F. Training or other interventions for the larger school community designed to ensure that students, staff, parents, Board members and other individuals within the school community understand the types of behavior that constitute discrimination/harassment, that the District does not tolerate it, and how to report it.

District staff members and administrators will work with students and parents/guardians to take steps designed to prevent acts of discrimination, harassment and retaliation.

Reporting to State and Federal Agencies:

In addition to reporting to the Board, any student and/or parent/guardian also may file a complaint with the following agencies:

Office for Civil Rights, U.S. Department of Education (“OCR”):

Office for Civil Rights, Washington DC Office
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202-1475
(202 453-6020)
<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

Connecticut Commission on Human Rights and Opportunities:

Connecticut Commission on Human Rights and Opportunities
450 Columbus Blvd.
Hartford, CT 06103-1835
(860-541-3400 or Connecticut Toll Free Number 1-800-477-5737)

Questions/Requests for Accommodation:

Any parent, student, staff member, Board member or community member who:

- 1. has questions or concerns about this policy or its accompanying regulations;
 - 2. wishes to request or discuss accommodations for a student based on religion;
- may contact:

Holly Hollander, Assistant Superintendent
New Milford Public Schools
25 Sunny Valley Road, Suite A
New Milford, CT 06776
Telephone: 860-354-3235
e-mail: hollanderh@newmilfordps.org

Any parent, student, staff member, Board member or community member who has questions or concerns about the Board’s policies regarding discrimination or

harassment of students on the basis of sex may contact the District's Title IX Coordinator:

Holly Hollander, Assistant Superintendent
New Milford Public Schools
25 Sunny Valley Road, Suite A
New Milford, CT 06776
Telephone: 860-354-3235
e-mail: hollanderh@newmilfordps.org

Any parent, student, staff member, Board member or community member who:

1. has specific questions or concerns about the Board's policies regarding discrimination on the basis of disability applicable to students; OR
2. wishes to request an accommodation for a student on the basis of disability

may contact the District's Section 504/ADA Coordinator:

Holly Hollander, Assistant Superintendent
New Milford Public Schools
25 Sunny Valley Road, Suite A
New Milford, CT 06776
Telephone: 860-354-3235
e-mail: hollanderh@newmilfordps.org

Legal References:

Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, et seq.
Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d, et seq.
Boy Scouts of America Equal Access Act, 20 U.S.C. § 7905
Americans with Disabilities Act, 42 U.S.C. § 12101, et seq.
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, et seq.
Connecticut General Statutes § 1-1n, "Gender Identity or Expression"
defined
Connecticut General Statutes § 10-15c
Connecticut General Statutes § 27-103
Connecticut General Statutes § 46a-51, Definitions
Connecticut General Statutes § 46a-58, Deprivation of rights
Connecticut General Statutes § 46b-1, Family relations matters and
domestic violence defined
Public Act No. 25-139, "An Act Concerning Human Trafficking and
Sexual Assault Victims"

Approved: February 18, 2025
Revised: February 17, 2026

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut

ADMINISTRATIVE REGULATIONS REGARDING DISCRIMINATION COMPLAINTS (STUDENTS)

Protected Class Discrimination Prohibited:

The New Milford Board of Education (the “Board”) complies with all laws prohibiting the exclusion of any person from any of its educational programs or activities, or the denial to any person of the benefits of any of its educational programs or activities, on the basis of any protected characteristic (or protected class) including race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, gender identity or expression, veteran status, status as a victim of domestic violence, sexual assault, or human trafficking, or any other basis prohibited by state or federal law (“Protected Class”), subject to the conditions and limitations established by law. When the Board has created a limited public forum, the Board shall provide equal access to the Boy Scouts and other groups as required by law.

It is the policy of the Board that any form of discrimination or harassment on the basis of an individual’s actual or perceived membership in a Protected Class, whether by students, Board employees, Board members or third parties subject to the control of the Board, is prohibited in the New Milford Public Schools (the “District”). The Board’s prohibition of discrimination or harassment in its educational programs or activities expressly extends to academic, nonacademic and extracurricular activities, including athletics.

Retaliation Prohibited:

The Board prohibits reprisal or retaliation against any individual who reports incidents in good faith that may be a violation of this policy, or who participates in the investigation of such reports.

The District will not tolerate any reprisals or retaliation that occur as a result of the good faith reporting of charges of Protected Class discrimination or harassment. Any such reprisals or retaliation may result in disciplinary action against the retaliator, and other corrective actions as appropriate.

Discrimination on the Basis of Protected Class Association Prohibited:

Discrimination and/or harassment against any individual on the basis of that individual’s association with someone in a Protected Class may also be considered a form of Protected Class discrimination and/or harassment.

Scope and Applicability:

Students, Board employees, Board members and community members (e.g., other individuals affiliated with the District, accessing or seeking access to District facilities)

are expected to adhere to a standard of conduct that is respectful of the rights of all members of the school community.

The following non-exhaustive list provides examples of the type of prohibited conduct that may be considered Protected Class harassment that can lead to a hostile environment, and are therefore prohibited:

- objectively offensive racial, ethnic, or religious epithets (or epithets commonly associated with any Protected Class membership, including but not limited to epithets relating to sex, sexual orientation, and/or gender identity or expression);
- other words or phrases commonly considered demeaning or degrading on the basis of Protected Class membership;
- display of images or symbols commonly associated with discrimination against individuals on the basis of their membership in a Protected Class;
- graphic, written or electronic communications that are harmful, or humiliating based on Protected Class membership;
- bigoted conduct or communications; or
- physical, written, electronic or verbal threats based on Protected Class membership.

Harassment does not have to involve intent to harm, be directed toward a specific person, or involve repeated incidents.

Reporting to District Officials:

It is the policy of the Board to provide for the prompt and equitable resolution of complaints alleging Protected Class discrimination or harassment. The District will investigate both formal and informal complaints of discrimination, harassment, or retaliation.

Any student, staff member and/or parent/guardian who believes a student has experienced Protected Class discrimination or harassment or an act of retaliation or reprisal in violation of Board policy should report such concern in writing to

Gwen Gallagher, Principal
Northville Elementary School
22 Hipp Road New Milford, CT 06776
Telephone: 860-355-3713
e-mail: gallagherg@newmilfordps.org

Cathy Calabrese, Principal
Hill and Plain Elementary School 6
0 Old Town Park Road
New Milford, CT 06776
Telephone: 860-354-5430
e-mail: calabresec@newmilfordps.org

Jennifer Chmielewski, Assistant Principal
Sarah Noble Intermediate School
25 Sunny Valley Road
New Milford, CT 06776
Telephone: 860-210-4020
e-mail: chmielewskij@newmilfordps.org

Jennifer Powers, Assistant Principal
Schaghticoke Middle School
23 Hipp Road
New Milford, CT 06776
Telephone: 860-354-2204
e-mail: powersj@newmilfordps.org

Keith Lipinsky, Athletic Director
New Milford High School
388 Danbury Road
New Milford, CT 06776
Telephone: 860-350-6647, ext. 1411
e-mail: lipinskyk@newmilfordps.org

Holly Hollander, Assistant Superintendent
New Milford Public Schools
25 Sunny Valley Road, Suite A
New Milford, CT 06776
Telephone: 860-354-3235
e-mail: hollanderh@newmilfordps.org

in accordance with the Board's complaint procedures included in these Administrative Regulations Regarding Non-Discrimination/Students.

If a complaint involves allegations of discrimination or harassment of a student based on sex, such complaints will be handled in accordance with the procedures set forth in the applicable Board policy regarding sex discrimination and sexual harassment. Complaints involving allegations of discrimination or harassment of student based on disability will be addressed in accordance with the procedures set forth in the applicable Board policy regarding Section 504/ADA. In the event reported conducted allegedly violates more than one policy, the Board will coordinate any investigation in compliance with the applicable policies.

Students are encouraged to immediately report any concerns about Protected Class discrimination, harassment, or retaliation.

Mandatory Staff Reporting for Student Incidents:

Board employees are required to report incidents of alleged student-to-student and employee-to-student discrimination, harassment or retaliation that may be based on a Protected Class when Board employees witness such incidents or when Board employees receive reports or information about such incidents, whether such incidents

are verbal or physical or amount to discrimination, harassment or retaliation in other forms. **Reports should be made to any District administrator or to:**

**Holly Hollander, Assistant Superintendent
New Milford Public Schools
25 Sunny Valley Road, Suite A
New Milford, CT 06776
Telephone: 860-354-3235
e-mail: hollanderh@newmilfordps.org**

Complaint Procedure

Preferably, complaints should be filed within thirty (30) days of the alleged occurrence. Timely reporting of complaints facilitates the investigation and resolution of such complaints. The District will investigate such complaints promptly and equitably, and will take corrective action when allegations are verified.

As soon as a student feels that they, or another student has been subjected to Protected Class discrimination, harassment or retaliation, the individual should make a written complaint to Principal Gallagher, Northville Elementary School, or Cathy Calabrese, Principal, Hill and Plain School, or Jennifer Chmielewski, Assistant Principal, Sarah Noble Intermediate School or Jennifer Powers, Assistant Principal, Schaghticoke Middle School, or Keith Lipinsky, Athletic Director, New Milford High School, or Holly Hollander, Assistant Superintendent, Central Office. These individuals are referenced below as “above named individuals.”

Students may make verbal or written reports about Protected Class discrimination, harassment, or retaliation to any Board employee. Board employees receiving such reports shall promptly forward them to any District administrator or to Holly Hollander, Assistant Superintendent.

The student and/or parent/guardian or other individual will be provided a copy of the Board’s policy and regulation and made aware of the student’s rights under this policy and regulation. In the event the **above named individuals** receive a complaint alleging discrimination or harassment of a student based on sex, the **above named individuals** shall follow the procedures set forth in the applicable Board policy regarding sex discrimination and sexual harassment. In the event the **above named individuals** receive a complaint alleging discrimination or harassment of a student based on disability, the **above named individuals** shall follow the procedures set forth in the applicable Board policy regarding Section 504/ADA.

The complaint should state the:

- A. Name of the complainant/victim,
- B. Date of the complaint,

- C. Date(s) of the alleged harassment/discrimination,
- D. Name(s) of the alleged harasser(s) or discriminator(s),
- E. Location where such alleged harassment/discrimination occurred,
- F. Names of any witness(es) to the alleged harassment/discrimination,
- G. Detailed statement of the circumstances constituting the alleged harassment/discrimination; and
- H. Proposed remedy.

Any student and/or parent/guardian or other individual who makes an oral complaint of alleged discrimination or harassment of a student to any of the above-mentioned personnel will be provided a copy of this regulation and will be requested to make a written complaint pursuant to the above procedure. If a student (or individual acting on behalf of the student) is unable to make a written complaint, the Board employee receiving the oral complaint will either reduce the complaint to writing or assist the student (individual acting on behalf of the student) in completing the written complaint form or ask a District administrator for assistance in doing so.

All complaints are to be forwarded immediately to the Superintendent or designee. Upon receipt of a complaint alleging discrimination or harassment of a student under this complaint procedure, the Superintendent shall designate a District administrator (or other trained individual) to promptly investigate the complaint. During the course of the investigation, the investigator shall interview or consult with all individuals reasonably believed to have relevant information, including the individual alleged to have experienced Protected Class discrimination and/or harassment (the “complainant”), the reporter (if different from the complainant) the alleged discriminator/harasser (“respondent”) and any witnesses to the conduct. Complaints will be investigated promptly within the timeframes identified below. Timeframes may be extended as needed given the complexity of the investigation, availability of individuals with relevant information and/or other extenuating circumstances. Confidentiality will be maintained by all persons involved in the investigation to the extent possible to the extent consistent with principles of due process, as determined by the investigator.

Upon receipt of a written complaint of alleged discrimination or harassment of a student, the investigator should:

1. Offer to meet with the complainant (and respondent, if applicable) within ten (10) business days (provided that such timeframe may be reasonably extended based on the availability of necessary witnesses and/or participants, the complexity of the investigation, and/or other extenuating circumstances) to discuss the nature of the complaint, discuss the availability of interim measures, identify individuals the complainant or respondent believes has relevant information, and obtain any relevant documents the complainant or respondent may have;

2. Provide the complainant (and respondent, if applicable) with a copy of the Board's non-discrimination policy and accompanying regulations;
3. Conduct an investigation that is adequate, reliable, and impartial. Investigate the factual basis of the complaint, including, as applicable, conducting interviews with the parties to the complaint and any relevant witnesses or other individuals deemed relevant to the complaint;
4. Review any records, notes, statements, or other documents relevant to the complaint;
5. Maintain confidentiality to the extent practicable throughout the investigative process, in accordance with state and federal law;
6. Complete a final investigation report that includes: (i) a findings of fact based on the evidence gathered; (ii) for each allegation, the conclusion(s) and reasoning(s) as to whether the discrimination or harassment occurred; and (iii) for any individual(s) found to have engaged in discrimination or harassment, a broad statement of consequences imposed (to the extent permitted by state and federal confidentiality requirements) (e.g., "Consequences were imposed.").
7. Communicate the outcome of the investigation in writing to the complainant (and respondent, if applicable) (to the extent permitted by state and federal confidentiality requirements), within thirty (30) business days (provided that such timeframe may be reasonably extended based on the availability of necessary witnesses and/or participants, the complexity of the investigation, and/or other extenuating circumstances) from the date the complaint was received by the Superintendent's office. The complainant (and respondent, if applicable) shall be notified of any extension of the investigation timeline. The written notice shall include a finding whether the complaint was substantiated and if so, shall identify, to the extent possible, how the District will take steps designed to remedy the discrimination or harassment, adhering to the requirements of state and federal law;
8. If a complaint is made during summer recess, the complaint will be reviewed and addressed as quickly as possible given the availability of employees and/or other individuals who may have information relevant to the complaint. If fixed timeframes cannot be met, the complainant (and respondent, if applicable) will receive notice and interim measures may be implemented as necessary;
9. Whenever allegations are verified, ensure that appropriate corrective action is taken (including, but not limited to, disciplinary action) aimed at preventing the recurrence of the discrimination or harassment. Corrective action should include steps designed to avoid continuing discrimination or harassment;
10. After receiving the written notice of the outcome, parties shall have ten (10) school days to submit a formal written statement of appeal, if they so choose,

to the Superintendent challenging the outcome of the investigation and explaining the basis for appeal. Upon receipt of an appeal, the Superintendent shall appoint a decisionmaker(s) for the appeal, who may be the Superintendent or designee. The decisionmaker(s) for the appeal will provide the appealing party's written statement to the non-appealing party. The non-appealing party will then have ten (10) school days to submit to the decision-maker(s) for the appeal a written statement in support of, or challenging, the outcome of the investigation. The decisionmaker(s) for the appeal shall review the evidence and the information presented by the parties and determine if further action and/or investigation is warranted. Such action may include consultation with the investigator(s) and the parties, a meeting with appropriate individuals to attempt to resolve the complaint, or a decision affirming or overruling the written outcome. Generally, a party's disagreement with the outcome of the investigation, alone, will not be basis for further action. The decisionmaker(s) for the appeal will attempt to issue written notice of the outcome of the appeal to the parties within thirty (30) school days of receipt of all written statements from the parties.

Remedial Action:

If the District makes a finding of discrimination, harassment or retaliation of a student, the District will take remedial action designed to:

- A. eliminate the discriminatory/harassing/retaliatory conduct,
- B. prevent its recurrence, and
- C. address its effects on the complainant and any other affected individuals.

Examples of appropriate action may include, but are not limited to:

- A. In the case of a student respondent, interventions for the individual who engaged in the discrimination/harassment may include, but are not limited to, discipline (including but not limited to suspension and/or expulsion), educational interventions, exclusion from extra-curricular activities and/or sports programs, and/or referral to appropriate state or local agencies;
- B. In the case of an employee respondent, interventions for the individual who engaged in the discrimination/harassment may include, but are not limited to, supervisor notification, discipline (including possible termination of employment), training, and/or referral to appropriate state or local agencies;
- C. In the case of respondent who is otherwise associated with the school community, interventions for the individual who engaged in the discrimination/harassment may include, but are not limited to, exclusion from school property and/or activities and/or referral to appropriate state or local agencies;
- D. Follow-up inquiries with the complainant and witnesses to ensure that the discriminatory/harassing conduct has stopped and that they have not experienced any retaliation;
- E. Supports for the complainant; and
- F. Training or other interventions for the larger school community designed to ensure that students, staff, parents, Board members and other individuals within

the school community understand the types of behavior that constitute discrimination/harassment, that the District does not tolerate it, and how to report it.

District staff members and administrators will work with students and parents/guardians to take steps designed to prevent acts of discrimination, harassment and retaliation.

Staff Development:

The District will periodically provide staff development for District administrators and periodically distribute the Board's Non-Discrimination policies and the implementing administrative regulations to staff, students and parents in an effort to maintain an environment free of discrimination, harassment and retaliation.

Reporting to State and Federal Agencies:

Any student and/or parent/guardian also may file a complaint with the Office for Civil Rights, U.S. Department of Education ("OCR"):

Office for Civil Rights, Washington DC Office

U.S. Department of Education

400 Maryland Avenue, SW

Washington, DC 20202-1475

(202 453-6020)

<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

Any student and/or parent/guardian may also file a complaint with the Connecticut Commission on Human Rights and Opportunities:

Connecticut Commission on Human Rights and Opportunities

450 Columbus Blvd.

Hartford, CT 06103-1835

(860-541-3400 or Connecticut Toll Free Number 1-800-477-5737)

Questions/Requests for Accommodation:

Any parent, student, staff member, Board member or community member who:

1. has questions or concerns about this policy or its accompanying regulations;
2. wishes to request or discuss accommodations for a student based on religion;

may contact:

Holly Hollander, Assistant Superintendent

New Milford Public Schools

25 Sunny Valley Road, Suite A

New Milford, CT 06776

Telephone: 860-354-3235

e-mail: hollanderh@newmilfordps.org

Any parent, student, staff member, Board member or community member who has questions or concerns about the Board's policies regarding discrimination or harassment of students on the basis of sex may contact the District's Title IX Coordinator:

Holly Hollander, Assistant Superintendent
New Milford Public Schools
25 Sunny Valley Road, Suite A
New Milford, CT 06776
Telephone: 860-354-3235
e-mail: hollanderh@newmilfordps.org

Any parent, student, staff member, Board member or community member who:

1. has specific questions or concerns about the Board's policies regarding discrimination on the basis of disability applicable to students; OR
2. wishes to request an accommodation for a student on the basis of disability

may contact the District's Section 504/ADA Coordinator:

Holly Hollander, Assistant Superintendent
New Milford Public Schools
25 Sunny Valley Road, Suite A
New Milford, CT 06776
Telephone: 860-354-3235
e-mail: hollanderh@newmilfordps.org

Regulation approved: December 19, 2023
Regulation revised: February 18, 2025

DISCRIMINATION/HARASSMENT COMPLAINT FORM

(For complaints based on race, color, religion, age, marital status, national origin, alienage, ancestry, veteran status, or status as a victim of domestic violence, sexual assault, or human trafficking)

Name of the reporter _____

Name of the complainant/victim _____

School/program and grade of the complainant/victim _____

Reporter's relationship to the complainant/victim _____

Date of the complaint _____

Date of the alleged discrimination/harassment _____

Name or names of the alleged discriminator(s) or harasser(s) _____

Location where such alleged discrimination/harassment occurred _____

Name(s) of any witness(es) to the alleged discrimination/harassment _____

Detailed statement of the circumstances constituting the alleged discrimination or harassment _____

Proposed remedy _____

TO: Dr. Janet Parlato, Superintendent
FROM: Anthony J. Giovannone, Director of Fiscal Services and Operations
Date: September 1, 2026
RE: Bid Award – RFP E-2627-001 NMHS Tennis Courts A&E

The bid packet for NMHS Tennis Courts A&E was posted on our website and also ran as a legal notice in the newspaper with a closing date of August 21, 2026. On that date nine vendors submitted proposals for this project with the following pricing:

COMPANY	BID
Landtech Consultants	\$100,000.00
BSC Group	\$77,500.00
Benesch	\$60,000.00
Tarkett Sports	\$27,500.00
Civil 1-Civil Engineers	\$98,750.00
Barton and Loguidice	\$99,800.00
SLR International	\$107,100.00
Weston & Sampson	\$136,800.00
Sport-Tech Construction	\$940,000.00

After the selection committee reviewed the proposals, the list of viable vendors was reduced from nine firms to three; two of which then moved onto the interview portion. Of the two interviewed, the committee recommends awarding the tennis court design and engineering contract to BSC Group. Although BSC Group was not the lowest-priced proposer, the committee recommends awarding the contract based on the overall strength and value of their proposal. BSC Group's proposal:

- was notably more detailed and demonstrated a significantly deeper understanding of the District's expectations.
- provided specific details regarding how they would investigate and verify the existing drainage and storm-water infrastructure, existing asphalt and sub grade conditions, site grading, and other elements that could affect the final design and construction
- described a hands-on, on-site presence during critical phases of construction, including direct observation and verification of post-tensioning, tendon elongation, concrete placement, grading, and other specialized work
- demonstrated a clear understanding of the project's schedule, permitting requirements, storm-water obligations, geo-technical needs, and construction sequencing

Based on the proposal evaluations, grading matrix, interviews, and the substantive differences in approach, the recommendation is to award the work for RFP E-2627-001 NMHS Tennis Courts A&E to BSC Group in the amount of \$77,500.

Sincerely,
Anthony J. Giovannone
Director of Fiscal Services and Operations

TO: Dr. Janet Parlato, Superintendent
FROM: Anthony J. Giovannone, Director of Fiscal Services and Operations
Date: September 11, 2026
RE: NMHS Tennis Court Funding

Following two separate meetings at Town Hall (August 10 & September 8) where we discussed opportunities for collaboration as it pertains to capital projects, the following motion is being offered for consideration by the Board of Education:

Request appropriation of \$500,000 from the Waste Management fund toward the BOE NMHS Tennis court project, and re-appropriate \$500,000 (of the original \$1,100,000) from the BOE NMHS Tennis court project as follows: \$250,000 towards future Board of Education HVAC replacement/improvements and \$250,000 towards Security updates, subject to the approval by Town Council, Board of Finance, and Town Meeting.

If approved by the Board of Education, the draft dates where this matter could be taken up by the Town are as follows and subject to each board(s) individual approval to send it to the next appropriate body:

- Town Council on September 28th
- Board of Finance October 28th
- Town Meeting on November 9th

Sincerely,
Anthony J. Giovannone
Director of Fiscal Services and Operations



TO: Dr. Janet Parlato, Superintendent
FROM: Anthony J. Giovannone, Director of Fiscal Services and Operations
Date: September 1, 2026
RE: 2026 / 2027 Tuition Rates

This is to advise you that the grade level tuition rates in the 2026/2027 school year for out of district students who wish to attend New Milford Public Schools (NMPS) has been calculated and the rates are as follows:

School	25/26 Tuition Rate	26/27 Tuition Rate	% Increase
New Milford High School	\$15,103	\$15,765	4.38%
Schaghticoke Middle School	\$12,998	\$13,568	4.38%
K-5 Schools	\$12,747	\$13,306	4.38%

Tuition rates are based on the 2026/2027 regular education costs and the projected enrollment levels at each school from when the budget was built. Costs for Special Education and transportation are excluded from the calculation. Please note; if an out of district child requires special education services based on an Individual Educational Plan, the costs for those services will be billed separately to the parents/guardians.

The revenue for this type of tuition goes to the Town and gets deposited in the MUNIS account 10470100-44801. The last 5 years of activity for this account is summarized in the below chart:

	21/22	22/23	23/24	24/25	25/26
Budget	\$20,000.00	\$20,000.00	\$27,754.00	\$14,246.00	\$14,246.00
Received	\$27,124.00	\$27,754.00	\$28,492.00	\$29,272.00	\$15,103.00
5 year average of revenue received	\$25,549.00				

The information above does not apply to Sherman students attending NMPS as there is a separate agreement in place with that district.

Sincerely,
Anthony J. Giovannone
Director of Fiscal Services and Operations



New Milford Board of Education

Regular Meetings, Committee Meetings & Budget Hearings Schedule

January 2027 – December 2027

Location: Sarah Noble Intermediate School (SNIS), Library Media Center, 25 Sunny Valley Road

REGULAR MONTHLY BOE MEETINGS AND BOE SUBCOMMITTEE MEETINGS

Committee/Board	TIME	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
Committee on Learning (COL)	6:30 PM	2	2	6	4	1	6	3	7	5	3*	7
Policy Committee	7:15 PM	2	2	6	4	1	6	3	7	5	3*	7
Facilities Committee	6:30 PM	9	9	20	11	8	13	10	14	12	9	14
Operations Committee	7:15 PM	9	9	20	11	8	13	10	14	12	9	14
Board of Education (Regular Full BOE)	6:30 PM	16	16	27	18	15	20	17	21	19	16	21 **

BOARD OF EDUCATION BUDGET HEARINGS - JANUARY 2027

Date & Time	Session Title	Topics / Presentations Covered
Tues, Jan 12, 2027 6:30 PM – SNIS LMC	Budget Presentation Night #1	Superintendent's Overall Budget, Grades K-5, Transportation, Benefits, Revenue, Fiscal Services, Board of Education
Weds, Jan 13, 2027 6:30 PM – SNIS LMC	Budget Presentation Night #2	Grades 6-12, Department of Instruction, Technology
Tues, Jan 19, 2027 6:30 PM – SNIS LMC	Budget Presentation Night #3	Student Services, Facilities / Maintenance, Human Resources
Weds, Jan 20, 2027 6:30 PM – SNIS LMC	Budget Hearing & Vote	Board Discussion, Public Hearing & Final Budget Vote

IMPORTANT NOTES:

- Please reserve *January 14* and *January 21* as potential makeup dates for budget hearings rescheduled due to weather.
- *The *November 3, 2027* COL and Policy meetings fall on Wednesday due to Election Day schedule adjustments.
- ** On *December 21, 2027*, the Annual BOE Meeting begins at **6:15 PM**; the Regular BOE Meeting begins at **6:30 PM**.



NEW MILFORD PUBLIC SCHOOLS

EMPLOYMENT REPORT

Regular Meeting of the Board of Education

New Milford, Connecticut

September 15, 2026 BOE Meeting

CERTIFIED STAFF APPOINTMENTS

Hilary DeVries -1.0 Special Education Teacher at NES -Effective Date: August 24, 2026 -Salary \$69,703 (BA30/Step 9) with over 6 years of experience. -Replacing M.Imperoli who retired (\$98,436).	Quanasia Green -1.0 School Counselor at NMHS -Effective Date: August 26, 2026 -Salary \$69,360 (6th Year/Step 7) with 5 years of experience. -Replacing P.Laedke who resigned (\$99,574).	Jonathan Lamont -1.0 Special Education Teacher at NMHS -Effective Date: August 24, 2026 -Salary \$64,098 (BA30/Step 7) with 6 years of experience. -Replacing C.Madden who resigned (\$61,324).	Gillian Manesis -1.0 Special Education Teacher at NMHS -Effective Date: August 19, 2026 Candidate No Longer Taking Position with District	Clifford Saccoccio** -1.0 English Teacher at NMHS -Effective Date: September 8, 2026 -Salary \$68,828 (MA/Step 8) with 7 years of experience. -Replacing J.Cox who resigned (\$75,371).
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NON-CERTIFIED STAFF APPOINTMENTS

Michael Annesley -1.0 Computer Tech at HPS/NES -Effective Date: August 20, 2026 -Salary \$25.16 per hour. -Replacing D.Kolami who resigned (\$24.55 per hour).	Alyssa Campbell -1.0 Secretary to Assistant Principal at NES -Effective Date: September 8, 2026 -Salary \$21.38 per hour. -Replacing R.Metcalf who transferred to Secretary at SMS (\$28.37 per hour).	Kate Donnelly -1.0 Special Education Paraeducator at SNIS -Effective Date: August 31, 2026 -Salary \$19.65 per hour. -Full time position created.	Lucas Gustas -1.0 Special Education Paraeducator at SNIS -Effective Date: August 20, 2026 -Salary \$19.65 per hour. -Replacing N.Middenforf who resigned (\$18.99 per hour).
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** Revision from the 9/8/2026 Operations Meeting

Cindy Jurgnes ** -1.0 Special Education Paraeducator at LHTC -Effective Date: September 14, 2026 -Salary \$19.85 per hour. -Replacing EdAdvance vacancy.	Cassidy Maciel -1.0 Special Education Paraeducator at SMS -Effective Date: August 25, 2026 -Salary \$19.65 per hour. -Replacing E.Smith who resigned (\$19.18 per hour).	Michelle Messina -.5 General Worker/Cashier at NMHS -Effective Date: September 8, 2026 -Salary \$16.94 per hour. -Replacing K.Durniak who resigned (\$16.94 per hour).	Giselle Sanchez -1.0 Secretary to Assistant Principal at NMHS -Effective Date: September 14, 2026 -Salary \$21.38 per hour. -Replacing R.Rego who transferred to Guidance Secretary at NMHS (\$23.86 per hour).
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Jacquelyn Santiago -1.0 Special Education Paraeducator at SNIS -Effective Date: August 25, 2026 -Salary \$19.65 per hour. -Replacing C.Pequegnat who resigned (\$18.99 per hour).
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CERTIFIED STAFF RESIGNATIONS

Jane Cox -1.0 English Teacher at NMHS -Effective Date: August 21, 2026 -Salary \$71,162. Took a position in another CT district.
Paul Laedke -1.0 School Counselor at NMHS -Effective Date: August 7, 2026 -Salary \$99,574. Resigned due to personal reasons.
Nicholas Tarantino ** -1.0 Social Worker at NMHS -Effective Date: October 2, 2026 -Salary \$87,402. Took a position in another CT district.

NON-CERTIFIED STAFF RESIGNATIONS

Michael Aros-Truhe ** -1.0 Special Education Paraeducator at NMHS -Effective Date: September 18, 2026 -Salary \$19.85 per hour. Took a position in another CT District.

Dawne Gosselin

-1.0 Special Education Paraeducator at LHTC
 -Effective Date: September 18, 2026
 -Salary \$19.65 per hour. Resigned due to personal reasons

Bridget Lafantano

-1.0 Excel Paraeducator at NES
 -Effective Date: August 6, 2026
 -Salary \$18.99 per hour. Resigned due to personal reasons.

Michelle Soifer

-1.0 Special Education Paraeducator at SMS
 -Effective Date: August 28, 2026
 -Salary \$19.65 per hour. Took a position in another CT district.

Sarah Worley **

-1.0 Special Education Paraeducator at NMHS
 -Effective Date: September 11, 2026
 -Salary \$19.65 per hour. Resigned due to personal reasons.

COACHING STAFF APPOINTMENTS**Mark Jedow**

-1.0 Head Girls Swim Coach at NMHS
 -Effective Date: August 24, 2026
 -Stipend for this Assignment: \$4610. Replacing L.Fletcher who resigned (\$4520).

COACHING STAFF RESIGNATIONS**David Backer ****

-1.0 Unified Soccer Coach at NMHS
 -Effective Date: September 1, 2026
 -Last Stipend for this Assignment: \$992. Still remains a Teacher in the district.

Maximus Piel

-1.0 Assistant Wrestling Coach at NMHS
 -Effective Date: August 13, 2026
 -Last Stipend for this Assignment: \$3149. Resigned due to personal reasons.

INTERNAL TRANSFERS**Kathleen Alvarez**

-1.0 Special Education Paraeducator at NMHS transferring to 1.0 Special Education Paraeducator at LHTC
 -Effective Date: August 20, 2026. Replacing Vacancy from EdAdvance

Daniel Delia

-1.0 Gift and Talented Teacher at SNIS/SMS transferring to 1.0 Assistant Principal at SMS
 -Effective Date: August 19, 2026. Replacing J.Powers transfer to Principal at SMS



New Milford Enrollment Matrix By School

September 2, 2026

NES	Actual 06/02/25	Projected 26-27	Actual 09/02/26	Variance from the Projection
PK	60	65	50	-15
K	107	95	138	43
1	134	95	97	2
2	138	107	101	-6
TOTALS	439	362	386	24

HPS	Actual 06/02/25	Projected 26-27	Actual 09/02/26	Variance from the Projection
PK	58	70	53	-17
K	92	85	113	28
1	121	85	87	2
2	123	93	97	4
TOTALS	394	333	350	17

PK-2	Actual 06/02/25	Projected 26-27	Actual 09/02/26	Variance from the Projection
PK	118	135	103	-32
K	199	180	251	71
1	255	180	184	4
2	261	200	198	-2
TOTALS	833	695	736	41

SNIS	Actual 06/02/25	Projected 26-27	Actual 09/02/26	Variance from the Projection
3	258	260	268	8
4	233	261	266	5
5	260	263	261	-2
TOTALS	751	784	795	11

SMS	Actual 06/02/25	Projected 26-27	Actual 09/02/26	Variance from the Projection
6	267	240	245	5
7	244	265	270	5
8	282	267	265	-2
TOTALS	793	772	780	8

NMHS	Actual 06/02/25	Projected 26-27	Actual 09/02/26	Variance from the Projection
9	245	252	249	-3
10	303	268	267	-1
11	281	251	253	2
12	316	297	294	-3
TOTALS	1145	1068	1063	-5

	Actual 06/02/25	Actual 09/03/25	Projected 26-27	Actual 09/02/26	26-27 Variance from the Projection	Comparison of 9/2025 to 9/2026
PK-2	833	753	695	736	41	-17
SNIS	751	762	784	795	11	33
SMS	793	777	772	780	8	3
NMHS	1145	1116	1068	1063	-5	-53
TOTALS	3522	3408	3319	3374	55	-34

LHTC Total = 18

Approved Field Trips September 2026

<u>School</u>	<u>Grade/Dept.</u>	<u>Trip Date</u>	<u>Day(s) of the Week</u>	<u># of Students</u>	<u># of Adults</u>	<u>Destination</u>	<u>Subs</u>	<u>Student Cost</u>
NMHS	9-12	5/30/27	Saturday	93	6	Sherman Parade	no	\$0.00
NMHS	9-12	10/31/26	Saturday	93	6	Naugatuck HS	no	\$0.00
NMHS	9-12	10/24/26	Saturday	93	6	Southington HS	no	\$0.00
NMHS	9-12	10/17/26	Saturday	93	6	Newtown HS	no	\$0.00
NMHS	9-12	10/3/26	Saturday	93	6	Danbury HS	no	\$0.00
NMHS	9-12	9/12/26	Saturday	93	6	Bunnet HS	no	\$0.00
NMHS	9-12	9/19/26	Saturday	93	6	Brian McMahon I	no	\$0.00
NMHS	9-12	11/7/26	Saturday	93	11	Metlife Stadium	no	\$0.00
NMHS	9-12	11/14/26	Saturday	40	2	University of Nev	no	\$35.00
NMHS	9-12	11/17/26	Tuesday	45	4	Metlife Stadium	n/a	\$55.00
NMHS	10-12	10/23/26	Friday	25	2	Lesser Evil Pack	2	\$0.00
SMS	8	10/21/26	Wednesday	76	5	Litchfield Historic	no	n/a
SMS	8	10/22/26	Thursday	80	5	Litchfield Historic	no	n/a
SMS	6-8	2/18/27	Thursday	75	2	NMHS	1	\$0.00
SMS	8	10/20/26	Tuesday	72	5	Litchfield Historic	no	n/a