

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

**OPERATIONS SUB-COMMITTEE**  
**MEETING NOTICE**

RECEIVED  
TOWN CLERK

2026 OCT -9 A 8:06

NEW MILFORD, CT

|               |                                                             |
|---------------|-------------------------------------------------------------|
| <b>DATE:</b>  | <b>October 13, 2026</b>                                     |
| <b>TIME:</b>  | <b>7:15 P.M.</b>                                            |
| <b>PLACE:</b> | <b>Sarah Noble Intermediate School Library Media Center</b> |

**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**

**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. Discussion and Possible Action**

**A. Monthly Reports**

- 1. Budget Position dated September 30, 2026
- 2. Purchase Resolution D-810
- 3. Request for Budget Transfers

**B. Bid Awards**

- 1. RFP E-2627-002 - NMHS Theatre Stage Lighting and Rigging
- 2. RFP E-2627-003 - NMHS Theatre Confidence Video Monitoring System
- 3. RFP E-2627-004 - NMHS Theatre AV Streaming/Recording System

**4. Items of Information**

- A. Human Resources Department Update
- B. Employment Report - October 2026
- C. Enrollment Report - October 2026

**5. Public Comment**

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- 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.
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## **6. Adjourn**

**Sub-Committee Members: Wendy Faulenbach, Chairperson**

Eric Hansell

Tom O'Brien

Brian McCauley

**Alternates:**

Sarah Herring



| 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        | 4,769,014         | 29,201,513        | 780,302          | 97.75%        |
| 100'S              | SALARIES - NON CERTIFIED      | 11,457,022        | 0         | 11,457,022        | 2,337,210         | 6,319,102         | 2,800,710        | 75.55%        |
| 200'S              | BENEFITS                      | 14,558,035        | 0         | 14,558,035        | 6,399,026         | 7,076,433         | 1,082,575        | 92.56%        |
| 300'S              | PROFESSIONAL SERVICES         | 4,392,288         | 0         | 4,392,288         | 777,836           | 2,317,804         | 1,296,648        | 70.48%        |
| 400'S              | PROPERTY SERVICES             | 1,002,297         | 0         | 1,002,297         | 230,437           | 295,122           | 476,738          | 52.44%        |
| 500'S              | OTHER SERVICES                | 11,818,383        | 0         | 11,818,383        | 1,590,849         | 9,840,151         | 387,382          | 96.72%        |
| 600'S              | SUPPLIES                      | 3,007,648         | 0         | 3,007,648         | 772,034           | 1,583,716         | 651,898          | 78.33%        |
| 700'S              | CAPITAL                       | 108,800           | 0         | 108,800           | 56,800            | 20,001            | 31,999           | 70.59%        |
| 800'S              | DUES AND FEES                 | 98,306            | 0         | 98,306            | 45,942            | 8,445             | 43,919           | 55.32%        |
| 900'S              | REVENUE                       | -2,519,950        | 0         | -2,519,950        | -49,479           | 0                 | -2,470,471       | 1.96%         |
| <b>GRAND TOTAL</b> |                               | <b>78,673,658</b> | <b>0</b>  | <b>78,673,658</b> | <b>16,929,670</b> | <b>56,662,288</b> | <b>5,081,700</b> | <b>93.54%</b> |

## 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         | 371,969          | 1,374,938        | 653,329          | 72.78%        |
| 51202        | SALARIES - NON CERT - SUBSTITUTES    | 1,200,993         | 0         | 1,200,993         | 312,684          | 0                | 888,309          | 26.04%        |
| 51210        | SALARIES - NON CERT - SECRETARY      | 2,649,744         | 0         | 2,649,744         | 629,275          | 1,799,669        | 220,800          | 91.67%        |
| 51225        | SALARIES - NON CERT - TUTORS         | 154,755           | 0         | 154,755           | 14,749           | 0                | 140,006          | 9.53%         |
| 51240        | SALARIES - NON CERT - CUSTODIAL      | 2,162,736         | 0         | 2,162,736         | 536,929          | 1,497,816        | 127,991          | 94.08%        |
| 51250        | SALARIES - NON CERT - MAINTENANCE    | 1,097,826         | 0         | 1,097,826         | 258,845          | 710,326          | 128,655          | 88.28%        |
| 51285        | SALARIES - NON CERT - TECHNOLOGY     | 584,377           | 0         | 584,377           | 124,902          | 407,990          | 51,485           | 91.19%        |
| 51336        | SALARIES - NON CERT - NURSES         | 616,220           | 0         | 616,220           | 87,857           | 528,363          | 0                | 100.00%       |
| <b>TOTAL</b> |                                      | <b>11,457,022</b> | <b>0</b>  | <b>11,457,022</b> | <b>2,337,210</b> | <b>6,319,102</b> | <b>2,800,710</b> | <b>75.55%</b> |

## BENEFIT BREAKOUT

| OBJECT       | ACCOUNT DESCRIPTION                | ORIGINAL BUDGET   | TRANSFERS | REVISED BUDGET    | YTD ACTUAL       | ENCUMBRANCES     | BALANCE          | % USED        |
|--------------|------------------------------------|-------------------|-----------|-------------------|------------------|------------------|------------------|---------------|
| 52200        | BENEFITS - FICA                    | 651,002           | 0         | 651,002           | 135,536          | 0                | 515,466          | 20.82%        |
| 52201        | BENEFITS - MEDICARE                | 646,966           | 0         | 646,966           | 95,520           | 0                | 551,446          | 14.76%        |
| 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            | 0                | 37,000           | 0                | 100.00%       |
| 52810        | BENEFITS - HEALTH INSURANCE        | 11,236,325        | 0         | 11,236,325        | 4,653,799        | 6,582,526        | 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           | 207,147          | 223,838          | 0                | 100.00%       |
| <b>TOTAL</b> |                                    | <b>14,558,035</b> | <b>0</b>  | <b>14,558,035</b> | <b>6,399,026</b> | <b>7,076,433</b> | <b>1,082,575</b> | <b>92.56%</b> |

*EXPENDITURES*

| OBJECT | ACCOUNT DESCRIPTION          | ORIGINAL BUDGET | TRANSFERS | REVISED BUDGET | YTD ACTUAL | ENCUMBRANCES | BALANCE   | % USED  |
|--------|------------------------------|-----------------|-----------|----------------|------------|--------------|-----------|---------|
| 51110  | CERTIFIED SALARIES           | 34,750,829      | 0         | 34,750,829     | 4,769,014  | 29,201,513   | 780,302   | 97.75%  |
| 51200  | NON-CERTIFIED SALARIES       | 11,457,022      | 0         | 11,457,022     | 2,337,210  | 6,319,102    | 2,800,710 | 75.55%  |
| 52000  | BENEFITS                     | 14,558,035      | 0         | 14,558,035     | 6,399,026  | 7,076,433    | 1,082,575 | 92.56%  |
| 53010  | LEGAL SERVICES               | 200,478         | 0         | 200,478        | 0          | 17,340       | 183,138   | 8.65%   |
| 53050  | CURRICULUM DEVELOPMENT       | 80,000          | 0         | 80,000         | 28,080     | 174          | 51,746    | 35.32%  |
| 53200  | PROFESSIONAL SERVICES        | 2,272,092       | 0         | 2,272,092      | 478,729    | 1,472,765    | 320,599   | 85.89%  |
| 53201  | MEDICAL SERVICES - SPORTS    | 2,700           | 0         | 2,700          | 0          | 0            | 2,700     | 0.00%   |
| 53210  | TIME & ATTENDANCE SOFTWARE   | 7,500           | 0         | 7,500          | 242        | 7,258        | 0         | 100.00% |
| 53220  | IN SERVICE                   | 150,650         | 0         | 150,650        | 25,293     | 7,450        | 117,907   | 21.73%  |
| 53230  | PUPIL SERVICES               | 824,033         | 0         | 824,033        | 62,861     | 450,136      | 311,036   | 62.25%  |
| 53300  | OTHER PROF/ TECH SERVICES    | 74,751          | 0         | 74,751         | 9,820      | 27,174       | 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        | 90,859     | 4,360        | 175,556   | 35.17%  |
| 53530  | SECURITY SERVICES            | 333,034         | 0         | 333,034        | 5,387      | 327,647      | 0         | 100.00% |
| 53540  | SPORTS OFFICIALS SERVICES    | 126,355         | 0         | 126,355        | 26,645     | 3,500        | 96,210    | 23.86%  |
| 54101  | CONTRACTUAL TRASH PICK UP    | 91,800          | 0         | 91,800         | 20,064     | 71,736       | 0         | 100.00% |
| 54301  | REPAIRS & MAINTENANCE        | 521,447         | 0         | 521,447        | 125,636    | 49,328       | 346,483   | 33.55%  |
| 54303  | GROUND MAINTENANCE           | 12,200          | 0         | 12,200         | 1,542      | 489          | 10,169    | 16.65%  |
| 54310  | GENERAL REPAIRS              | 45,070          | 0         | 45,070         | 9,229      | 1,183        | 34,658    | 23.10%  |
| 54320  | TECHNOLOGY RELATED REPAIRS   | 42,140          | 0         | 42,140         | 4,907      | 5,305        | 31,928    | 24.23%  |
| 54411  | WATER                        | 59,497          | 0         | 59,497         | 11,105     | 48,392       | 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        | 45,143     | 111,750      | 53,500    | 74.57%  |
| 55100  | PUPIL TRANSPORTATION - OTHER | 200,441         | 0         | 200,441        | 18,441     | 59,034       | 122,966   | 38.65%  |
| 55101  | PUPIL TRANS - FIELD TRIP     | 55,500          | 0         | 55,500         | 0          | 9,502        | 45,998    | 17.12%  |
| 55110  | STUDENT TRANSPORTATION       | 6,376,163       | 0         | 6,376,163      | 273,287    | 6,051,318    | 51,558    | 99.19%  |
| 55200  | GENERAL INSURANCE            | 376,193         | 0         | 376,193        | 376,193    | 0            | 0         | 100.00% |
| 55300  | COMMUNICATIONS               | 25,396          | 0         | 25,396         | 7,977      | 15,892       | 1,528     | 93.98%  |
| 55301  | POSTAGE                      | 23,450          | 0         | 23,450         | 3,270      | 19,680       | 500       | 97.87%  |
| 55302  | TELEPHONE                    | 68,798          | 0         | 68,798         | 36,429     | 32,369       | 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            | 1,156             | 5,225             | 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         | 753,309           | 2,433,102         | 65,769           | 97.98%        |
| 55800                    | TRAVEL                         | 38,015            | 0         | 38,015            | 5,989             | 560               | 31,466           | 17.23%        |
| 56100                    | GENERAL INSTRUCTIONAL SUPPLIES | 212,893           | 0         | 212,893           | 31,780            | 37,996            | 143,117          | 32.78%        |
| 56110                    | INSTRUCTIONAL SUPPLIES         | 503,976           | 0         | 503,976           | 146,138           | 45,636            | 312,202          | 38.05%        |
| 56120                    | ADMIN SUPPLIES                 | 36,477            | 0         | 36,477            | 9,925             | 2,304             | 24,248           | 33.53%        |
| 56210                    | NATURAL GAS                    | 204,249           | 0         | 204,249           | 45,495            | 158,754           | 0                | 100.00%       |
| 56220                    | ELECTRICITY                    | 1,168,248         | 0         | 1,168,248         | 244,709           | 922,937           | 602              | 99.95%        |
| 56230                    | PROPANE                        | 2,126             | 0         | 2,126             | 0                 | 0                 | 2,126            | 0.00%         |
| 56240                    | OIL                            | 250,305           | 0         | 250,305           | 9,363             | 240,942           | 0                | 100.00%       |
| 56260                    | GASOLINE                       | 35,281            | 0         | 35,281            | 3,483             | 27,198            | 4,600            | 86.96%        |
| 56290                    | FACILITIES SUPPLIES            | 328,874           | 0         | 328,874           | 158,771           | 128,539           | 41,564           | 87.36%        |
| 56291                    | MAINTENANCE COMPONENTS         | 16,475            | 0         | 16,475            | 0                 | 1,162             | 15,313           | 7.05%         |
| 56292                    | UNIFORMS/ CONTRACTUAL          | 13,622            | 0         | 13,622            | 0                 | 0                 | 13,622           | 0.00%         |
| 56293                    | GROUNDKEEPING SUPPLIES         | 25,445            | 0         | 25,445            | 12,245            | 5,072             | 8,129            | 68.05%        |
| 56410                    | TEXTBOOKS                      | 19,620            | 0         | 19,620            | 2,221             | 3,286             | 14,113           | 28.07%        |
| 56411                    | CONSUMABLE TEXTS               | 65,473            | 0         | 65,473            | 54,151            | 0                 | 11,322           | 82.71%        |
| 56420                    | LIBRARY BOOKS                  | 58,449            | 0         | 58,449            | 20,760            | 7,899             | 29,789           | 49.03%        |
| 56430                    | PERIODICALS                    | 18,574            | 0         | 18,574            | 12,641            | 1,645             | 4,288            | 76.91%        |
| 56460                    | WORKBOOKS                      | 11,650            | 0         | 11,650            | 7,625             | 0                 | 4,025            | 65.45%        |
| 56500                    | SUPPLIES - TECH RELATED        | 35,911            | 0         | 35,911            | 12,727            | 346               | 22,837           | 36.41%        |
| 57340                    | COMPUTERS                      | 70,000            | 0         | 70,000            | 51,671            | 3,765             | 14,564           | 79.19%        |
| 57345                    | INSTRUCTIONAL EQUIPMENT        | 32,200            | 0         | 32,200            | 4,526             | 16,025            | 11,648           | 63.82%        |
| 57400                    | GENERAL EQUIPMENT              | 6,600             | 0         | 6,600             | 603               | 211               | 5,786            | 12.33%        |
| 58100                    | DUES & FEES                    | 98,306            | 0         | 98,306            | 45,942            | 8,445             | 43,919           | 55.32%        |
| <b>EXPENDITURE TOTAL</b> |                                | <b>81,193,608</b> | <b>0</b>  | <b>81,193,608</b> | <b>16,979,148</b> | <b>56,662,288</b> | <b>7,552,171</b> | <b>90.70%</b> |



## 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          | -49,479        | 0            | -60,147           | 45.13%       |
| 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          |
| <b>REVENUE TOTAL</b> |                                   | <b>-2,519,950</b> | <b>0</b>  | <b>-2,519,950</b> | <b>-49,479</b> | <b>0</b>     | <b>-2,470,471</b> | <b>1.96%</b> |

|                    |                   |          |                   |                   |                   |                  |               |
|--------------------|-------------------|----------|-------------------|-------------------|-------------------|------------------|---------------|
| <b>GRAND TOTAL</b> | <b>78,673,658</b> | <b>0</b> | <b>78,673,658</b> | <b>16,929,670</b> | <b>56,662,288</b> | <b>5,081,700</b> | <b>93.54%</b> |
|--------------------|-------------------|----------|-------------------|-------------------|-------------------|------------------|---------------|

| <b>BOE Capital Reserve Acct #43020000-10101</b> |                |
|-------------------------------------------------|----------------|
| 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     |
| NMHS Roof Reimbursement Share                   | 105,872        |
| <b>TOTAL AS OF 9/30/26</b>                      | <b>405,178</b> |

| <b>Turf Field Replacement Acct Contributions #43020000-10130</b> |                  |
|------------------------------------------------------------------|------------------|
| 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           |
| <b>TOTAL AS OF 9/30/26</b>                                       | <b>1,078,840</b> |



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       |
|----------------|-------------------|---------------------------------|-------------------------------------------------------|----------------------|--------------|
| 5 YEAR CAPITAL | FACILITIES        | AMERICAN PETROLEUM EQUIPMENT    | SMS UNDERGROUND STORAGE TANK REPLACEMENT              | \$ 158,397.28        | 57200        |
| 5 YEAR CAPITAL | FACILITIES        | BSC COMPANIES                   | NMHS TENNIS COURT RECONSTRUCTION DESIGN & ENGINEERING | \$ 77,500.00         | 57200        |
| GENERAL        | SPED              | SPEECH PATHOLOGY GROUP          | SPEECH AND LANGUAGE SERVICES AT HPS                   | \$ 68,906.00         | 53200        |
| 5 YEAR CAPITAL | FACILITIES        | DALENE HARDWOOD FLOORING        | SMS GYM FLOOR REFINISHING                             | \$ 63,604.00         | 57200        |
| GENERAL        | NMHS              | ALL-STAR TRANSPORTATION         | 26/27 YEARLY - ANTICIPATED ATHLETIC TRANSPORTATION    | \$ 50,000.00         | 55100        |
| GENERAL        | DISTRICT          | ESS NORTHEAST LLC               | 26/27 YEARLY - FOOD SERVICE SUBSTITUTES AS NEEDED     | \$ 50,000.00         | 51202        |
| GENERAL        | SPED              | WOODHOUSE ACADEMY               | 26/27 YEARLY - TUITION (1 STUDENT)                    | \$ 45,836.00         | 55630        |
| 5 YEAR CAPITAL | IT                | DELL MARKETING                  | POWEREDGE R760XS (1 UNIT)                             | \$ 21,611.09         | 57340        |
| GENERAL        | SPED              | CREATIVE INTERVENTIONS LLC      | 26/27 YEARLY - CONSULTATION SERVICES FOR BCBA         | \$ 20,000.00         | 53230        |
| 5 YEAR CAPITAL | FACILITIES        | JAED CORPORATION                | HPS FACILITY CONDITION ASSESSMENT                     | \$ 18,200.00         | 57400        |
| 5 YEAR CAPITAL | FACILITIES        | STERLING ELEVATOR CONSULTANTS   | SMS ELEVATOR CONSULTING SERVICES                      | \$ 16,250.00         | 57200        |
| 5 YEAR CAPITAL | IT                | OMNI DATA LLC                   | PANELS & CABLES WITH INSTALLATION                     | \$ 13,657.89         | 57340        |
| GENERAL        | NMHS              | VEX ROBOTICS                    | VEX ROBOTICS KITS (6 UNITS)                           | \$ 12,217.27         | 56110        |
| <b>GRANT</b>   | <b>FACILITIES</b> | <b>DALENE HARDWOOD FLOORING</b> | <b>SNIS GYM FLOOR REFINISHING</b>                     | <b>\$ 10,326.00</b>  | <b>57200</b> |
| GENERAL        | FACILITIES        | KATART GRAPHICS                 | NMPS SCHOOL SIGNAGE                                   | \$ 10,111.00         | 54301        |
| GENERAL        | FACILITIES        | FUSS & O'NEILL INC.             | THREE YEAR INSPECTION AND ASBESTOS MANAGEMENT PLAN    | \$ 8,300.00          | 54301        |
| GENERAL        | FACILITIES        | AIR TEMP MECHANICAL SERVICES    | NMHS CHILLER MAINTENANCE & REPAIRS                    | \$ 8,131.42          | 54301        |
| GENERAL        | SPED              | LANGUAGE LINK CORPORATION       | 26/27 YEARLY - INTERPRETING SERVICES                  | \$ 8,000.00          | 53230        |
| 5 YEAR CAPITAL | FACILITIES        | DANBURY WINSUPPLY               | PLUMBING SUPPLIES                                     | \$ 6,202.26          | 57300        |
| GENERAL        | NMHS              | ARROW LINE/PETER PAN            | TRANSPORTATION FOR BAND TRIP TO METLIFE STADIUM       | \$ 5,872.40          | 55101        |
| 5 YEAR CAPITAL | FACILITIES        | O&G INDUSTRIES                  | CONSTRUCTION MATERIALS                                | \$ 5,545.80          | 57200        |
| GENERAL        | SMS               | THE GRAPHIC EDGE/GAME ONE       | ATHLETIC UNIFORMS & EQUIPMENT (VARIOUS SPORTS)        | \$ 5,426.01          | 56100        |
| GENERAL        | DOI               | LANGUAGE LINK CORPORATION       | 26/27 YEARLY - TRANSLATING SERVICES                   | \$ 5,000.00          | 53210        |
|                |                   |                                 |                                                       | <b>\$ 689,094.42</b> |              |

**BOLD AND ITALIC FONT ABOVE INDICATES USE OF GRANT FUNDING.**



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

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



Office of Fiscal Services & Operations  
25 Sunny Valley Road, Suite A  
New Milford, Connecticut 06776

3B  
Operations Sub-Committee  
October 2026

TO: Dr. Janet Parlato, Superintendent  
FROM: Anthony J. Giovannone, Director of Fiscal Services and Operations  
Date: October 7, 2026  
RE: Bid Award(s):  
RFP E-2627-002 - Stage Lighting and Rigging  
RFP E-2627-003 - Theatre Confidence Video Monitoring System  
RFP E-2627-004 - AV Streaming/Recording System

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The bid packet for all three of these projects were posted on September 8, 2026 with a closing date of October 2, 2026 upon which:

- One vendor submitted a proposal for the Stage Lighting and Rigging project that well exceeded our budget.
- Three vendors submitted proposals for the Theatre Confidence Video Monitoring System project but only one of them followed all the stipulations of the scope.
- Two vendors submitted proposals for the AV Streaming/Recording System project; only one followed all the stipulations of the scope but also included alternate camera makes/models for consideration in their proposal.

After all three closed, the Theatre Director, Mr. Amenta, recommended proceeding with the award of the Theatre Confidence Video Monitoring System and AV Streaming/Recording System projects but not the Stage Lighting and Rigging project.

My office then reviewed the recommendations for the Theatre Confidence Video Monitoring System and AV Streaming/Recording System projects that were requested to move forward.

Based on that review **I recommend not awarding any of these three RFPs at this time.** Instead, we should look to employ a theatre consultant to help navigate future improvements to the NMHS theatre. While several lighting and sound upgrades have been done in the past successfully, careful consideration must be taken for future theatre projects. Using a consultant to create a cohesive master plan is the best next step forward. This will assist the district when considering theatre projects in order to:

- Avoiding system incompatibility.
- Ensure safety and code compliance across projects.
- Bring in expert advocacy that is familiar with specialized theatrical systems.

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

# NEW MILFORD PUBLIC SCHOOLS

## Department of Human Resources

25 Sunny Valley Road, Suite A

New Milford, Connecticut 06776

(860) 210-2200 FAX (860) 210-2643



**Linda Demeyer**  
Director of Human Resources

To: Dr. Parlato, Superintendent of Schools  
From: Linda Demeyer, Director of Human Resources  
Date: October 5, 2026  
Re: Department Improvement Updates

Since starting in this role on July 1, I've focused on fixing operational bottlenecks, making sure our legal and safety requirements are fully met, and setting up clearer systems for our staff and schools.

Below is a summary of what has been accomplished so far, along with a few immediate next steps.

## 1. Operations & Systems

- **Position Control:** Built a position control system to track our staffing against budgeted positions and maintain an accurate headcount. Next, we'll integrate this into our district software and train the staff who will use it.
- **Streamlined Requests & Stipends:** Created standardized workflows and paperwork for 6th Class Assignments and Stipend Requests. Drafted clear review criteria for stipend proposals, which the committee formally approved on October 1.
- **Incident vs. Injury Reporting:** Drafted a revised reporting process to clearly separate facility/safety incidents from employee injuries so both are tracked and handled properly. This is currently with the Director of Fiscal Services for review; once approved, I'll create a quick-reference guide and visual for staff.
- **Equipment & Accommodation Clearances:** Set up a formal approval process for classroom refrigerators that cleared inspection with the Local Fire Marshal. We're using this same approval framework for staff equipment needs under ADA and PWFA accommodations.

## 2. Compliance, Legal Mandates & Safety

- **Mandated Training Tracking:** Audited our required staff training modules and built a centralized system to track completion. This ensures staff complete required trainings on time without taking duplicate modules unnecessarily. Sourced specialized Seizure First Aid training and built refresher courses for non-annual requirements (ex. Mandated Reporter & Adult Sexual Misconduct).
  - **Contract Services Training:** Built a dedicated onboarding and training process for contracted staff so everyone working in our buildings meets district standards.
- **Title IX Compliance:** Outlined our Title IX process, drafted the manual and template letters, and completed Title IX Coordinator training. The process map is a graphic which has been reviewed by our attorney. The attorney has asked if it can be branded with the district logo and provided by Pullman & Comley for use in other districts once finalized. The next step is rolling out a training module for all staff focused on their specific reporting obligations and what triggers "actual knowledge."

- **Job Descriptions:** Modernized our job description template, audited current descriptions for overlap, and drafted updated versions for Cabinet review to reflect recent legal requirements. Once we review Cabinet feedback, we will schedule time to meet with union leadership to review the updates.
- **Employee Handbook & Notices:** Updated and finalized the Employee Handbook with all required annual notices. Staff electronically acknowledged the handbook through Frontline.

### 3. Hiring, Onboarding & Retention

- **New Teacher Orientation (NTO):** Partnered with the Assistant Superintendent to overhaul the two-day NTO, giving new staff dedicated time to set up their rooms while focusing on our district values. Formed and hosted the "Meet the Green" panel.
- **Summer Melt Prevention:** Reached out directly to new hires in August to answer questions and keep them engaged, helping prevent mid-summer resignations before the school year started.
- **Substitute Teacher Plans:** Worked with the Assistant Superintendent and Director of Student Services to set clear, district-wide expectations for substitute lesson plans.

### 4. Staff Analytics, HR Operations & Communication

- **Absence & Attendance Data:** Analyzing absence trends and timecard punch patterns across certified and non-certified staff. Built live dashboards to track these trends. Data will be shared with Principals and department heads monthly. Long term, I plan to look at how staff attendance overlaps with student attendance and performance data.
- **Clear Policy Communication:** Distributed updated attendance guidance based on your framework, along with clear guidance on timecard usage and grace periods for hourly staff.
- **HR Communications & Spotlight:** Redesigned the HR Newsletter into an easy-to-update format. We've expanded the Staff Spotlight schedule to regularly feature non-certified personnel—including Maintenance, Food Services, and Paraeducators—alongside classroom teachers.
- **Contract Research Tools:** Set up Google Notebook as a searchable tool for our Collective Bargaining Agreements (CBAs) to speed up labor research and answer contract questions faster.
- **Staff Support & Efficiency:** Established regular office hours, built out the annual employee recognition calendar, and set up a new social media graphic system to welcome new team members. Reset norms and meeting structures for the HR/Payroll team, and ran practical training on using AI tools to help administrative staff format and draft routine documents faster.

I look forward to continuing to refine these systems over the coming months to keep our operations running smoothly behind the scenes. Please let me know if you'd like additional details on any of these projects for the Board.



NEW MILFORD PUBLIC SCHOOLS

**EMPLOYMENT REPORT**

Regular Meeting of the Board of Education

New Milford, Connecticut

October 13, 2026- Operations / October 20, 2026 BOE Meeting

**CERTIFIED STAFF APPOINTMENTS**

**Kaitlyn Palumbo**

-1.0 Special Education Teacher at NMHS

-Effective Date: October 7, 2026

-Salary \$68,828 (MA/Step 8) with over 4 years of experience.

-Replacing G.Manesis who no longer took the position with the district.

**NON-CERTIFIED STAFF APPOINTMENTS**

**Jennifer Van Alstyne**

-1.0 Special Education Paraeducator at HPS

-Effective Date: October 1, 2026

-Salary \$19.85 per hour.

-Replacing B.Lafantano who resigned (\$19.65 per hour).

**Joseph Biro**

-1.0 Special Education Paraeducator at SNIS

-Effective Date: October 13, 2026

-Salary \$19.65 per hour.

-Replacing Vacancy from EdAdvance.

**Kristi Bond**

-1.0 Special Education Paraeducator at HPS

-Effective Date: October 13, 2026

-Salary \$19.85 per hour.

-Replacing Vacancy from EdAdvance.

**Stephanie Cone**

-1.0 Special Education Paraeducator at HPS

-Effective Date: October 13, 2026

-Salary \$19.65 per hour.

-Replacing Vacancy from EdAdvance.

**Arieli Martino**

-1.0 Multilingual Tutor at SNIS

-Effective Date: October 13, 2026

-Salary \$22 per hour. Grant funded position.

**Ashely Repko**

-.5 General Worker at SNIS

-Effective Date: October 7, 2026

-Salary \$16.94 per hour.

-Replacing M.Showalter who transferred to a new position in Food Services (\$16.94 per hour).

**Jordan Vasquez**

-1.0 Special Education Paraeducator at HPS

-Effective Date: October 13, 2026

-Salary \$19.85 per hour. Replacing L.Zambernardi who resigned (\$19.65 per hour).

## CERTIFIED STAFF RESIGNATIONS

**Kathleen Woods**

-1.0 Adult Education Director at NMHS  
-Effective Date: September 25, 2026  
-Salary \$80,000. Resigned due to personal reasons.

## CERTIFIED STAFF RETIREMENTS

**Rene Venezia**

-1.0 Special Education Teacher at SNIS  
-Effective Date: January 29, 2027  
-Salary \$87,265. Retirement after 9 years with the district.

## NON-CERTIFIED STAFF RESIGNATIONS

**Jennifer Burns**

-1.0 General Worker/Cashier at NES  
-Effective Date: September 25, 2026  
-Salary \$19.32 per hour. Resigned due to personal reasons.

**Taryn Catalano**

-1.0 Excel Paraeducator at HPS  
-Effective Date: October 1, 2026  
-Salary \$19.65 per hour. Resigned due to personal reasons

**Laura Zambarnardi**

-1.0 Special Education Paraeducator at HPS  
-Effective Date: September 25, 2026  
-Salary \$19.65 per hour. Took a position in another CT district.

## NON-CERTIFIED STAFF RETIREMENTS

**Yolanda Gonzalez**

-1.0 Night Custodian at NMHS  
-Effective Date: October 30, 2026  
-Salary \$27.80 per hour. Retirement after 22 years with the district.

**Kimberlee Lavallee**

-1.0 Secretary to Principal at SMS  
-Effective Date: January 15, 2027  
-Salary \$27.47 per hour. Retirement after 24 years with the district.

## INTERNAL TRANSFERS

**Makayla Showalter**

-.5 General Worker at SNIS transferring to .5 General Worker/Cashier at NES

-Effective Date: September 28, 2026. Replacing J.Burns who resigned.



# New Milford Enrollment Matrix By School

October 1, 2026

| NES    | Actual<br>06/02/25 | Projected<br>26-27 | Actual<br>10/01/26 | Variance from<br>the Projection |
|--------|--------------------|--------------------|--------------------|---------------------------------|
| PK     | 60                 | 65                 | 51                 | -14                             |
| K      | 107                | 95                 | 139                | 44                              |
| 1      | 134                | 95                 | 97                 | 2                               |
| 2      | 138                | 107                | 99                 | -8                              |
| TOTALS | 439                | 362                | 386                | 24                              |

| HPS    | Actual<br>06/02/25 | Projected<br>26-27 | Actual<br>10/01/26 | Variance from<br>the Projection |
|--------|--------------------|--------------------|--------------------|---------------------------------|
| PK     | 58                 | 70                 | 53                 | -17                             |
| K      | 92                 | 85                 | 113                | 28                              |
| 1      | 121                | 85                 | 88                 | 3                               |
| 2      | 123                | 93                 | 97                 | 4                               |
| TOTALS | 394                | 333                | 351                | 18                              |

| PK-2   | Actual<br>06/02/25 | Projected<br>26-27 | Actual<br>10/01/26 | Variance from<br>the Projection |
|--------|--------------------|--------------------|--------------------|---------------------------------|
| PK     | 118                | 135                | 104                | -31                             |
| K      | 199                | 180                | 252                | 72                              |
| 1      | 255                | 180                | 185                | 5                               |
| 2      | 261                | 200                | 196                | -4                              |
| TOTALS | 833                | 695                | 737                | 42                              |

| SNIS   | Actual<br>06/02/25 | Projected<br>26-27 | Actual<br>10/01/26 | Variance from<br>the Projection |
|--------|--------------------|--------------------|--------------------|---------------------------------|
| 3      | 258                | 260                | 269                | 9                               |
| 4      | 233                | 261                | 265                | 4                               |
| 5      | 260                | 263                | 264                | 1                               |
| TOTALS | 751                | 784                | 798                | 14                              |

| SMS    | Actual<br>06/02/25 | Projected<br>26-27 | Actual<br>10/01/26 | Variance from<br>the Projection |
|--------|--------------------|--------------------|--------------------|---------------------------------|
| 6      | 267                | 240                | 242                | 2                               |
| 7      | 244                | 265                | 272                | 7                               |
| 8      | 282                | 267                | 264                | -3                              |
| TOTALS | 793                | 772                | 778                | 6                               |

| NMHS   | Actual<br>06/02/25 | Projected<br>26-27 | Actual<br>10/01/26 | Variance from<br>the Projection |
|--------|--------------------|--------------------|--------------------|---------------------------------|
| 9      | 245                | 252                | 250                | -2                              |
| 10     | 303                | 268                | 274                | 6                               |
| 11     | 281                | 251                | 252                | 1                               |
| 12     | 316                | 297                | 294                | -3                              |
| TOTALS | 1145               | 1068               | 1070               | 2                               |

|        | Actual<br>06/02/25 | Actual<br>10/01/25 | Projected<br>26-27 | Actual<br>10/01/26 | 26-27<br>Variance<br>from the<br>Projection | Comparison of<br>10/2025 to<br>10/2026 |
|--------|--------------------|--------------------|--------------------|--------------------|---------------------------------------------|----------------------------------------|
| PK-2   | 833                | 762                | 695                | 737                | 42                                          | -25                                    |
| SNIS   | 751                | 764                | 784                | 798                | 14                                          | 34                                     |
| SMS    | 793                | 779                | 772                | 778                | 6                                           | -1                                     |
| NMHS   | 1145               | 1110               | 1068               | 1070               | 2                                           | -40                                    |
| TOTALS | 3522               | 3415               | 3319               | 3383               | 64                                          | -32                                    |

LHTC Total = 17