

MILFORD BOARD OF EDUCATION MEETING

February 8, 2021

7:00 – 9:00 p.m.

Virtual Business Meeting and Live Streamed on YouTube

[MGAT Edu Link on YouTube](#)

Available on Optimum and Frontier Government Access Channels

Members of the public who wish to address the Board during public comment should email public-comment-request@milforded.org by 3pm on February 8, 2021 with a request for the link. The Public Comment portion of our agenda gives members of the public the opportunity *to comment* on matters that pertain to the Board of Education. Please keep in mind that the structure of our meeting does not allow for two-way dialogue during public comment or to answer questions and we ask that you keep your comments limited to 3 minutes.

Citizens who only want to watch the meeting should access the YouTube live stream: [MGAT Edu Link on YouTube](#) or one of the cable Government Access Channels.

Agenda

- I. Call to Order
- II. Roll Call
- III. Student Reports
- IV. Public Comment

PUBLIC COMMENT

Speakers may offer objective comments about school operations and programs. The Board encourages speakers not to express personal complaints or defamatory comments about the Milford Board of Education personnel or any person associated with the Milford Public School System. Security issues and matters relating to negotiations/grievances will not be permitted. Consistent with the principles of the Federal Education Right to Privacy Act, discussion of students is prohibited absent parental waiver. Public comment does not allow for two-way conversation between speakers and the Board. We welcome and appreciate your comments and opinions and all will be taken into consideration. Please note our meetings are televised and live-streamed on YouTube. We ask that you state your name and address for the record and limit your comments to three minutes.

- V. Chair's Report – Ms. Susan Glennon
- VI. Superintendent's Report – Dr. Anna Cutaia
 - 1. Instructional Highlight: MPS District Goals - Dr. Cutaia
 - 2. School Safety and Security Report - Mr. Jeffrey Nielsen
 - 3. Human Resources Annual Report - Ms. Wendy Kopazna
 - 4. Human Resources Report – Ms. Kopazna
 - 5. Professional Learning and Teacher Effectiveness & Performance Evaluation Plan (PL/TEPE) and CSDE Educator Evaluation Flexibilities - Dr. Amy Fedigan (Action Requested)
 - 6. Disbursement Report – Mr. James Richetelli
- VII. Consent Agenda Items
 - 1. Consideration of Minutes
 - a. January 11, 2021 Business Meeting
 - b. January 13, 2021 Special Meeting
 - c. January 14, 2021 Special Meeting

Any individual with a disability who needs special assistance to participate in the meeting, should contact the Chief Operations Officer at 783-3405, as soon as possible.

d. January 20, 2021 Special Meeting

VIII. Board Comment

IX. Adjournment

**MILFORD BOARD OF EDUCATION
AGENDA ITEM**

For Consideration by the Board of Education at the Meeting of: February 8, 2021

Prepared By: Dr. Cutaia **Presented By:** Dr. Cutaia

Subject: MPS District Goals

Attachment: N/A

Connection to District Goals:

Supporting student learning as well as improving teacher practice.

Background:

The MPS district's goals (2016-2020) expired in 2020. The Administration will begin a discussion with the Board members about its work in the development of new goals. Central to the work of goal setting and improvement planning are key questions: What are we trying to achieve, for whom, by when and to what standards? (Bryant, et. al., 2020) With a focus on excellence and a commitment to the realization of the Vision of the Learner for every child, the Administration and Board of Education will establish five year goals for the school district in an era that is different than when the system last developed them. In 2016, the education climate was highly focused on accountability and monitoring of progress. Today, goal setting must be responsive to our experiences through a pandemic crisis, as well as, and in a time in our nation's history that calls us to lead with a focus on race, equity and social justice.

Status:

N/A

RECOMMENDATION:

N/A

Recommended by the Superintendent: _____

Agenda Item # _____

**MILFORD BOARD OF EDUCATION
AGENDA ITEM**

For Consideration by the Board of Education at the Meeting of: February 8, 2021

Prepared By: Mr. Richetelli

Presented By: Jeff Nielsen

Attachments: N/A

Subject: School Safety and Security Report

Connection to District Goals:

All Milford Public Schools will be safe and affirming places that support learning and promote the well-being of all students.

Background:

Priority #1 of the Milford Public Schools District Priorities and Goals is: "Our schools will be safe, orderly, and caring places that support and promote student learning and positive relationships." The Board of Education, administration and the entire district staff, in coordination with city and state public safety agencies, take this priority extremely seriously. Collaboration between all stakeholders is a strongpoint of our emergency preparedness efforts and is reflective in our robust safety and security practices.

Status:

The district has made significant infrastructure, operational and personnel investments in the safety and security of our schools. Administration will share some of the highlights of the measures that are undertaken every day to ensure the safety of our students, staff and visitors. These will include the work of the School Safety and Security Working Group; school safety assessments; School Incident Management plans; continuous training; school based committees; equipment and infrastructure upgrades; partnerships with local, state and federal agencies; and State safety and security mandates. In addition, we will highlight the efforts of our district resources and community partners in preparing and implementing our planning and response measures during the current COVID-19 pandemic. The district has taken the guidance from federal, state and local government and health officials and has developed and implemented volumes of protocols and mitigation strategies. These measures provide us with the necessary tools to provide safe and healthy school environments for our all students and employees.

RECOMMENDATION:

None – for informational purposes only.

Recommended by the Superintendent: _____

Agenda Item # _____

**MILFORD BOARD OF EDUCATION
AGENDA ITEM**

For Consideration by the Board of Education at the Meeting of: February 8, 2021

Prepared By: Ms. Kopazna

Presented By: Ms. Kopazna

Attachments: Annual Human Resources Report for 2019-2020

Subject: Annual Human Resources Report 2019-2020

Connection to District Goals:

Increase the academic achievement of all students ensuring that every student has access to a rigorous and quality education and has the supports needed to be successful

Background:

Each year, we outline the annual work of the Human Resources Department as it relates to the main functions of our operation and as it supports the district's mission and vision.

Status:

The best way to support the district goal of increased academic achievement of all students is to have an effective teacher in each and every classroom. Although our classrooms and recruitment efforts looked different this past year due to the pandemic, we were able to support this goal, while still effectively fostering relationships and providing much needed support to staff. This report has some facts and statistics, but the reality of what this looked like during the pandemic will be highlighted.

RECOMMENDATION: This report is for informational purposes.

**Recommended by the Superintendent:
Agenda Item #**



MILFORD PUBLIC SCHOOLS

70 West River Street ♦ Milford, CT 06460

Wendy Kopazna

Director of Human Resources

wkopazna@milforded.org

Phone: (203) 783-3403

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Annual Summary of Human Resources Activity 2019-2020

(For the approximate time period of 11/1/2019—10/31/2020)

Staffing

Posted open positions — We posted 261 positions this year (252 last year, same time period). This includes all of our positions, including our substitute and stipend positions. We continue to use online advertising (www.milforded.org, www.cea.org, www.ctreap.net to name a few) as our main source of recruitment.

Received and processed applications - We received, logged and processed approximately 3,126 applications (3,727 last year) for the 261 jobs posted. Please realize that many of these applications were duplicate submissions, as some applicants apply for multiple positions throughout the year.

Recruited, interviewed and selected applicants – 170 employees were processed as new hires this year (214 last year, same time period). This includes the 47 new teachers (36 last year) and 1 new administrator hired for the 2020/2021 school year. April, May and June brought in low numbers of new hires due to the COVID quarantine period. Background screenings through fingerprinting, TB testing and mandated DCF and Educational Employer Verification checks were conducted on each new hire. We had luckily created electronic “new hire packets” to move towards a paperless onboarding process. This obviously became a necessity during the period of time from March 2020 through the present.

Prepared and processed payroll action notices (PANs) – These are any and all activity requests for “personnel action”, such as transfers, pay increases, stipend additions, new hires, resignations, etc. These are processed on a daily basis. Over 4,000 PANs were processed this year. We transitioned quickly to an electronic PAN and approval/notification processes in March.

Interviewed and placed interns, student teachers and substitute teachers – We had 19 interns assisting the district this year, as well as 12 student teachers working with our cooperating teachers as a part of their teacher certification process. The universities we partner with on this are Quinnipiac, University of Bridgeport and Sacred Heart University for interns and Quinnipiac, University of Bridgeport, Sacred Heart University, SCSU and Fairfield University for student teachers.

Approximately 145 substitute teachers were in the system in the 2019/2020 school year. However, no substitutes were hired from March 2020 through July 2020 last year. Substitutes are brought into the system year-round, but this proved to be very difficult since March. Many of our active subs chose not to work when we came back in September, so this has been a constantly challenging area for us. We identify and place long

term substitute teachers into assignments vacated temporarily by teachers out on medical and/or maternity leaves. And due to COVID-19, we added the role of building substitute to all of our schools, a position which offers the security of 5 days per week work and medical benefits.

We successfully transitioned our applicant tracking system from SchoolSpring to Frontline over the summer. We made a seamless transition to this new, user-friendly platform which is commonly used around the state.

Employee Benefits/Leaves of Absence

Benefits were administered relative to vacations, leaves of absence, holidays and work schedules.

Approximately 124 leaves of absence were processed approximately for all of our employees. This included sending out and receiving long term leave forms, FMLA forms and doctors notes, processing PANs with payroll and tracking down various pieces of information, with regular communication to administrators.

Employees were guided through the process of applying for and receiving leaves of absence and/or pay under the FFCRA (Families First Coronavirus Response Act) for all the covered scenarios under the act. This was an ongoing process from March through December 31, 2020, when the act expired.

Benefit plans were administered, designed and explained to approximately 1,627 employees (966 active and 661 retired).

Employees were counseled on benefits, leaves of absence and maternity leaves.

Labor/Employee Relations

We completed contract negotiations this past year with one group, the Paraeducator union (9/1/20-8/31/23 contract).

Provided counseling and advised employees, investigated complaints and referred employees to the Employee Assistance Program. Throughout these processes we maintained positive relationships with employees, maintained fair consistent work conditions and upheld high levels of confidentiality.

Employee Services/Training

Counseling/advising employees/investigating complaints/referring employees to the EAP. – Have maintained positive relations with all employees, while maintaining fair, consistent working conditions/relations for all. Have maintained utmost confidentiality in process.

Coordinated NEW state mandated sexual harassment prevention training for ALL employees in district. This entailed coordinating the online training and completion tracking of 1,200 individuals by the established deadline.

Coordinated and supported new teachers in TEAM (Teacher Education and Mentoring Program), a state mandated program designed to promote excellence, equity and high achievement for Connecticut students by engaging teachers in purposeful exploration of professional practice through guided support and personal reflection.

Record Keeping

Maintained data and confidential records on current and former employees. The transition has begun in establishing electronic personnel files for all employees (rather than hard paper copies).

The HR Department is responsible for issuing employee identification/payroll badges to all our employees. This involves taking the employee's picture, physically making the badge and entering pertinent information on each employee into the PowerSchool database. This process ensures that our employees are issued an email address, can access our copiers and are coded to be able to electronically unlock the doors at their work location.

Recorded and monitored absences for all employees (was only for certified and classified employees in the past) through the Frontline Absence Management System. This year we added a "COVID-like illness" absence type, which would set into motion a procedure for potential testing and quarantining of the employee.

Responded to third party requests for information on current and former employees (to other districts, insurance companies, attorneys, banks and mortgage companies, unions, etc.)

Updated and monitored certificates for certificated employees (teachers, administrators, long-term substitutes and athletic coaches). Assisted with all certification issues. This past year, we were again in 100% compliance with the CSDE with regards to teacher certification.

Research/Reporting

Compiled data to respond to requests from government, and other school districts and agencies.

Prepared annual federal and state reports, including, but not limited to: CSDE report ED 162 (Non-Certified Staff Data Form) and kept accurate staff updates in the Educator Data System (EDS). Each teacher and administrator has to have their current teaching assignment and FTE coded into the EDS system each fall and the state uses this information to determine whether the district is 100% in certification compliance, amongst other uses.

Prepared district responses to unemployment claims/appeals. While in typical years, we received approximately 180-200 unemployment claims per year, this year the number of claims more than tripled due to COVID. Since the district pays every dollar of an awarded claim, most claims need to be researched, completed and filed with the Department of Labor. This proved to be an overwhelming task in the spring!

Responded to Freedom of Information requests from the public.

****SPOTLIGHT—New Hires from 11/1/19 through 10/31/20**

After a brief slowdown in hiring in the spring, we had a very busy summer hiring some fantastic people! Hiring continued well into the early fall, as we identified additional needs due to COVID and all the new protocols developed.

Teachers

We hired 47 new teachers this year, which is 11 more than the number hired last year (36 from 11/1/18-10/31/19).

These 47 teachers represent 19 different certification areas. They come from 21 different towns/cities in CT and one comes to us from NY state. 13 are Milford residents. I have attached a list of all new teachers and highlighted their educational background.

Administrators

We hired new administrators this year. Mr. Chris Brown, Director of Pupil Personnel Services, is the first administrator hired completely through a virtual, online process. We also transitioned two internal candidates to their new administrator roles. Mrs. Bethany Gilman is a new Assistant Principal at Joseph A. Foran High School, having previously been a Social Studies teacher at Foran and Mrs. Sarah Scionti moved from her role as Principal of The Academy to become the Principal of Orchard Hills Elementary School. Bringing back a favorite is Mrs. Patricia Drew, who is serving as our Interim Principal at The Academy this year. Pat served as an Assistant Principal at Jonathan Law High School from 2012 until her retirement in 2017.

Resignations/Retirements

There were 19 teacher retirements this past year (18 last year), which is approximately our average. There were also 30 teacher resignations this year (as opposed to 24 last year).

New Teachers Hired 11/2019 through 10/2020:

NAME	SUBJECT	LOCATION	BACHELOR'S DEGREE	MASTERS DEGREE	6th YEAR DEGREE
Kevin Mahoney	Math Interventionist	Harborside	Southern Connecticut State University	St. Joseph College	Sacred Heart University
Ashley Dobuzinsky	CNA Program	Law/Foran	Southern Connecticut State University	University of Hartford	
Richard Daniel Walsh	Special Education	Foran	Assumption College	University of North Texas	
Matthew Wajda	Science	Foran	University of Vermont	Southern Connecticut State University	
Patrick Carstensen	Special Education	East Shore	UCONN	Fairfield University	
Chris D'Angelo	Psychologist	East Shore	SUNY at Oneonta	Iona College	
Megan Viento	Psychologist	Meadowside /Pumpkin	Southern Connecticut State University	Southern Connecticut State University	Southern Connecticut State University
Elena Mayorga	Math Coach	Orchard Hills	Boston College	Fairfield University	Sacred Heart University
Melissa Jones	English	Foran	Tufts University	Western Connecticut State University	University of Bridgeport
Chelsea Green	English	Foran	Southern Connecticut State University		
Adrienne Rich	Math	Law	Sacred Heart University, SUNY Old Westbury	Dowling College	Molloy College
Beatta Cragan	STEM	Live Oaks	Western Connecticut State University	University of Bridgeport	American College of Education
Randy Colin	FACS - Culinary	Foran	University of Bridgeport	The Graduate Institute	
Jaclyn Deloma	Library Media	Foran	Southern Connecticut State University	Sacred Heart University	

Gina Carbone	Special Education	Live Oaks	Southern Connecticut State University	Southern Connecticut State University	
Zach Sabo	STEM	JFK	Stonehill College	Merrimack College	
Alisse DeAngelis	Special Ed - Self contained Autism	Orchard Hills	Southern Connecticut State University	Southern Connecticut State University	
MaryBeth Sharkey	STEM	Orchard Hills	Salve Regina	Sacred Heart University	Southern Connecticut State University
Nathan Tyler	Counselor	Academy	Southern Connecticut State University	Southern Connecticut State University	
Kate Mundy	Library Media	Law	Providence College	Southern Connecticut State University	
Adrien Gluck	Tech Ed	Law	Central Connecticut State University	Central Connecticut State University	
Marisa D'Angelo	Special Education	Mathewson	Southern Connecticut State University	Southern Connecticut State University	
Geri Mezzoni	Grade 5	Meadowside	Southern Connecticut State University (2)	University of Bridgeport	
Alicia Curria	Grade 3	JFK	Salve Regina	Quinnipiac University	
Thomas Hair	Physical Education	Orchard Hills	Manhattan College		
Katie Dowd	Grade 5	Orchard Hills	UCONN	Quinnipiac University	
Devin Colandro	Grade 4	JFK	Quinnipiac University	Quinnipiac University	
Zach Phelan	Social Studies	Foran	Western New England University	Central Connecticut State University	
Sarah Monaco	Reading Interventionist	Live Oaks	Mount St. Mary College	Southern Connecticut State University	
Amanda Samuelson	School Counselor	East Shore	University of Michigan - Ann Arbor	Central Michigan University	Western Michigan University

Brittany Buchanan	Spanish	Foran	Salve Regina University	University of Saint Joseph	
Emily Grindell	Grade 5	Orange Ave	Quinnipiac University	Quinnipiac University	
Kaila Collins	Strings	Elementary	University of Hartford		
Rebecca Cohen	Kindergarten	Calf Pen	University of Massachusetts	Boston University	
Shaina Birch	Grade 3	Meadowside	Southern Connecticut State University		
Gloria Gerrity	Music	East Shore	Western Connecticut State University		
Brianna Grippio	Special Education	Orchard Hills	Southern Connecticut State University		
Rebecca Hanlin	Spanish	Foran	Bethel University	Gordon College	
Jason Stammen	Music	West Shore	Baldwin Wallace College	University of Connecticut	
Brian Dooling	Social Studies	Foran	Southern Connecticut State University	University of Bridgeport , University of New York, Hunter College	
Meghan Krause	PK Special Education	Orchard Hills	Southern Connecticut State University	Southern Connecticut State University	
Alicia Ogren	Special Education	Pumpkin Delight	Southern Connecticut State U	Barry University	
Emilee Sousa	Grade 4	Pumpkin Delight	University of Colorado, Boulder	University of Bridgeport	
Thomas Hogan	Music	Harborside	University of New Haven	University of Bridgeport	
Lisa Mucciacciaro	Special Education	JFK	Southern Connecticut State University	Southern Connecticut State University	
Maureen Marshall	STEM	Calf Pen	University of Hartford	University of Hartford	
Courtney Doherty	Special Education	Pumpkin Delight	Massachusetts State University	Southern New Hampshire University	

*Jessica LaCava	Special Education	District	University of Hartford	University of Saint Joseph	
*Kaleigh Dillon	Speech/Lang	Orchard Hills	UCONN	Boston University	
*Christopher Turechek	Science	Harborside	Sacred Heart University	Sacred Heart University	
*Dr. Jennifer Rasmussen	Health	Harborside	Eastern Connecticut State University	Southern Connecticut State University	Ed.D - Columbia Univ. (Teachers College)

* hired in the month of November, but wanted to include them in this year's hiring class

**MILFORD BOARD OF EDUCATION
AGENDA ITEM**

For Consideration by the Board of Education at the Meeting of: February 8, 2021

Prepared By: Ms. Kopazna

Presented By: Ms. Kopazna

Attachments: Human Resources Monthly Report for February 2021

Subject: Human Resources Report

Connection to District Goals:

Increase the academic achievement of all students ensuring that every student has access to a rigorous and quality education and has the supports needed to be successful

Background:

Each month the current listing of job postings, as well as all personnel changes for the month, are shared with the Board of Education. Included in the report are: Job Postings, Personnel Recommendations, Retirements/Resignations/Terminations and Stipend Appointments.

Status:

RECOMMENDATION: This report is for informational purposes.

Recommended by the Superintendent:

Agenda Item #

Job Postings:

<u>TITLE</u>	<u>LOCATION</u>	<u>CLOSING DATE</u>
<u>Assistant Baseball Coach</u>	<u>Jonathan Law High School</u>	<u>Until Filled</u>
<u>Assistant Coach - Girls' Softball</u>	<u>Joseph A. Foran High School</u>	<u>Until Filled</u>
<u>Special Education Teacher</u>	<u>Jonathan Law High School</u>	<u>Until Filled</u>
<u>Maintenance AA- Carpenter- Second Shift</u>	<u>Milford Public Schools</u>	<u>02/10/2021</u>
<u>PT Middle School French Teacher</u>	<u>Harborside Middle School</u>	<u>Until Filled</u>
<u>PT Middle School Spanish Teacher</u>	<u>Harborside Middle School</u>	<u>Until Filled</u>
<u>Ready-to-Learn Substitute Assistant Teachers</u>	<u>Milford Public Schools</u>	<u>Until Filled</u>
<u>Substitute School Nurses</u>	<u>Milford Public Schools</u>	<u>Until Filled</u>
<u>Building Substitutes - Elementary Level</u>	<u>Milford Public Schools</u>	<u>Until Filled</u>
<u>Building Substitutes - High School Level</u>	<u>Milford Public Schools</u>	<u>Until Filled</u>
<u>LT Substitute French Teacher</u>	<u>Harborside Middle School</u>	<u>Until Filled</u>
<u>LT Substitute Grade 4 Teacher</u>	<u>Milford Public Schools</u>	<u>Until Filled</u>
<u>LT Substitute Spanish Teacher</u>	<u>Harborside Middle School</u>	<u>Until Filled</u>
<u>Paraprofessional Substitute</u>	<u>Milford Public Schools</u>	<u>Until Filled</u>
<u>Substitute Teachers</u>	<u>Milford Public Schools</u>	<u>Until Filled</u>
<u>Lunch Aides</u>	<u>Milford Public Schools</u>	<u>Until Filled</u>
<u>School Greeter Substitute</u>	<u>Milford Public Schools</u>	<u>Until Filled</u>
<u>TEAM Reviewer</u>	<u>Milford Public Schools</u>	<u>Until Filled</u>

MBOE - Personnel Recommendations

Job	Department	Building	Last	First	Effective Date
Girls' Asst. Basketball Coach	Athletics	Jonathan Law	Centore	Jessica	11/16/2020
Payroll Asst/Business Office Generalist	Operations	Parsons	Bartram	Francine	2/3/2021
Building Substitute Teacher	Regular Programs	Meadowside	Garner	Megan	2/1/2021
Building Substitute Teacher	Regular Programs	The Academy	Jenkins	Devante	1/25/2021
Long Term Substitute Teacher	Social Studies	Foran	Stierhoff	Drew	2/1/2021
Building Substitute Teacher	Regular Programs	Jonathan Law	DiMauro	Anthony	2/5/2021
Substitute Teacher	Regular Programs	District	Coffield	Jennifer	1/19/2021
Building Substitute Teacher	Regular Programs	Mathewson	Skoczolek	Monica	1/28/2021
Long Term Substitute Teacher	Math	Foran	Blanchard	Abbigail	1/25/2021
Building Substitute Teacher	Regular Programs	Jonathan Law	Karlan	Kristen	1/25/2021
Lunch Aide	Cafeteria Supervision	East Shore	Kelly	Helen	1/19/2021
Substitute Teacher	Regular Programs	District	Kupson	Kelli	1/15/2021
Isolation Room Monitor	Safety and Security	District	Mangan	Thomas	1/8/2021
Building Substitute Teacher	Regular Programs	The Academy	Amory	Elizabeth	1/11/2021
Substitute Teacher	Regular Programs	District	Jagoe	Cliff	1/7/2021

MBOE - Retirements/Resignations/Terminations

Last	First	Job	Department	Building	Effective Date	Reason
Faustich	Kevin	Temporary Custodian	Maintenance	Parsons	2/2/2021	Termination
Gonski	Bryanna	Assistant Teacher Sub	Ready To Learn	Orange Avenue	2/2/2021	Termination
Marchetti	Michael	Teacher	Physical Education	Orange Avenue	1/29/2021	Resignation
Buckley	Hannah	Assistant Teacher	Ready To Learn	Pumpkin Delight	12/23/2021	Resignation
O'Brien	Kiley	Long Term Substitute Teacher	Regular Programs	Pumpkin Delight	1/25/2021	Resignation
Brown	Louise	Teacher	Business	Foran	6/30/2021	Retirement
Munzner	David	Temporary Custodian	Maintenance	Parsons	1/12/2021	Resignation
Carpenter	Sheryl	Secretary	Secretaries	East Shore	1/29/2021	Retirement
Lynch	Mary Ann	Asst. Softball Coach	Athletics	Foran	1/5/2021	Resignation

MBOE - Stipend Appointments

Job	Building	Last	First	Effective Date
Team Mentor	Pumpkin Delight	Pitoniak	Elisa	1/15/2021
Team Mentor	John F. Kennedy	Fuller	Christina	1/15/2021
Team Mentor	Jonathan Law	Goldbeck	Louise	1/15/2021
Team Mentor	Foran	Cesare	Austin	1/15/2021
Team Mentor	Orange Avenue	Tobin	Robin	1/15/2021
Team Mentor	Orange Avenue	Saleski	Shannon	1/15/2021
Team Mentor	East Shore	Boccia	Eric	1/15/2021
Team Mentor	Orchard Hills	Dickson	Michele	1/15/2021
Team Mentor	Foran	Dooley	Barbara	1/15/2021
Team Mentor	Foran	Smith	Melissa	1/15/2021
Team Mentor	John F. Kennedy	Giambria	Cherie	1/15/2021
Team Mentor	John F. Kennedy	Rosengrant	Elise	1/15/2021
Team Mentor	Calf Pen	Marschner	Erin	1/15/2021
Team Mentor	Live Oaks	Monaco	Sarah	1/15/2021
Team Mentor	Meadowside	Vagnini	Gina	1/15/2021
Team Mentor	Calf Pen	MacAllister	Laurie	1/15/2021
Team Mentor	Jonathan Law	Bouchard	Christine	1/15/2021
Team Mentor	John F. Kennedy	Anastasiou	Stephanie	1/15/2021
Team Mentor	West Shore	Grillo	Debra-Jean	1/15/2021
Team Mentor	Mathewson	Wayne	Nicole	1/15/2021
Team Mentor	Mathewson	Camperlengo	Rebecca	1/15/2021
Team Mentor	Live Oaks	Antalik	Eileen	1/15/2021
Drama Advisor	Foran	Stammen	Jason	11/30/2021
Asst. Drama Advisor	Foran	Turner	Jessica	11/30/2021

MILFORD BOARD OF EDUCATION AGENDA ITEM

For Consideration by the Board of Education at the Meeting of: February 8, 2021

Prepared By: Dr. Amy Fedigan **Presented By:** Dr. Amy Fedigan, Assistant Superintendent

Attachments: [Milford Public Schools PL/TEPE Summary of PL/TEPE Revisions \(2020\)](#)

Subject: Professional Learning and Teacher Effectiveness & Performance Evaluation Plan (PL/TEPE)
CSDE Educator Evaluation Flexibilities

Connection to District Goals: Supporting student learning through improved educator practice and growth.

Background:

The goal of professional learning is to improve and enhance educator practice in order to support student growth and development. C.G.S. 10-148(a) has established that effective 2013 and beyond that all certified employees shall participate in a program of professional learning which is to be made available by the local or regional Board of Education. All professionals, regardless of their field of work, engage in continuous learning as part of their professional practice. Educator professional learning requires collaboration with colleagues to meet the diverse learning needs of all learners. In MPS we are fostering a climate and commitment in which our team of educators continuously analyze and refine individual practice, and take responsibility and action to improve performance. Educator growth is sustained over time, and is not the result of a single event or episode. In this vein, beginning in February 2018 we engaged our Professional Development and Evaluation Committee (PDEC) in a comprehensive review and revision of our existing plan to ensure alignment to our district which has evolved since the plan was last revised by the PDEC in 2016. Namely, the PDEC aimed to revise the plan to promote our district priority work in the areas of High Quality Instruction (HQI) and developmental relationships toward the Vision of the Learner. Our revised plan will help us to focus on deep learning and application of learning, and will incorporate effective adult learning practices. According to the Connecticut State Department of Education (CSDE), “High-quality professional learning is a process that ensures all educators have equitable access, throughout their career continuum, to relevant individual and collaborative opportunities to enhance their practice so that all students advance towards positive academic and non-academic outcomes.” We recognize that our PL/TEPE plan is a lever to promote a culture of learning and growth that will support our efforts to grow the capacity of our educators. Further, the plan provides a coherent and articulated approach to support adult learners which we recognize as a foundational investment as our human capital, our greatest resource to advance Teaching and Learning. Despite the challenges of the pandemic, our working group completed revisions to the plan which has been submitted to and approved by the CSDE. While during this current school year, our PDEC has determined to take advantage of the Educator Evaluation Flexibilities offered by the CSDE in response to the pandemic, we are eager for our Milford Public Schools Board of Education to adopt the revised plan for implementation starting in the 2021-2022 school year as we believe our proposed plan and its focus on professional learning will have a significant impact on teaching and learning experiences.

Status: Dr. Fedigan will update the Board of Education regarding revisions to the district Professional Learning and Teacher Effectiveness & Performance Evaluation Plan (PL/TEPE).

RECOMMENDATION: Milford Public Schools has received approval of an amendment to our district’s Educator Evaluation and Support plan specific to the new Review of Practice (professional learning component) and the use of the Common Core of Teacher (CCT) Rubric for Effective Teaching/Service Delivery 2017. Please note that upon receiving CSDE approval, State statute requires the amended plan be adopted by our local Board of Education prior to implementation. (Action requested)

Recommended by the Superintendent: _____

Agenda Item # _____

**MILFORD BOARD OF EDUCATION
AGENDA ITEM**

For Consideration by the Board of Education at the Meeting of:

Prepared By:

Presented By:

Attachments:

Subject:

Connection to District Goals:

Background:

Status:

RECOMMENDATION:

Recommended by the Superintendent: _____

Agenda Item # _____

CASH DISBURSEMENTS FOR JANUARY 2021 OVER \$1,500

FY NO.	VENDOR	AMOUNT DESCRIPTION	ACCT
21 214157	UNUM LIFE INSURANCE COMPANY	3,152.64 LONG TERM DISABILITY--JAN 21	2002
21 214375	HARTFORD LIFE INSURANCE CO	53,871.11 GROUP LIFE INSUR PREM-JAN 2021	2002
21 214560	UNUM LIFE INSURANCE COMPANY	3,178.05 LONG TERM DISABILITY--FEB 2021	2002
21 214118	CONN INTERLOCAL RISK MANAGEMENT AGENCY	188,752.00 WORKERS COMP PREM-PYMNT #3 OF 4 2020-2021	2003
21 214246	TREASURER, CITY OF MILFORD	122,340.00 FICA REIMB 20-21	2004
21 214106	ANTHEM BLUE CROSS/BLUE SHIELD OF CONNECT	148,842.30 HEALTH INS PREM OVER 65-JAN 2021	2006
21 214178	BD OF ED RETIREE	1,735.20 MEDICARE REIMBURSEMENT	2006
21 214179	BD OF ED RETIREE	1,735.20 MEDICARE REIMBURSEMENT	2006
21 214184	BD OF ED RETIREE	1,735.20 MEDICARE REIMBURSEMENT	2006
21 214186	BD OF ED RETIREE	1,663.20 MEDICARE REIMBURSEMENT	2006
21 214187	BD OF ED RETIREE	2,428.80 MEDICARE REIMBURSEMENT	2006
21 214190	ANTHEM BLUE CROSS/BLUE SHIELD OF CONNECT	19,818.24 HEALTH INS PREM OVER 65-JAN 2021	2006
21 214283	BD OF ED RETIREE	2,150.80 MEDICARE REIMBURSEMENT	2006
21 214285	BD OF ED RETIREE	1,735.20 MEDICARE REIMBURSEMENT	2006
21 214286	BD OF ED RETIREE	1,735.20 MEDICARE REIMBURSEMENT	2006
21 214287	BD OF ED RETIREE	1,735.20 MEDICARE REIMBURSEMENT	2006
21 214289	BD OF ED RETIREE	1,735.20 MEDICARE REIMBURSEMENT	2006
21 214290	BD OF ED RETIREE	1,675.20 MEDICARE REIMBURSEMENT	2006
21 214292	BD OF ED RETIREE	1,663.20 MEDICARE REIMBURSEMENT	2006
21 214293	BD OF ED RETIREE	2,428.80 MEDICARE REIMBURSEMENT	2006
21 214295	BD OF ED RETIREE	1,687.20 MEDICARE REIMBURSEMENT	2006
21 214296	BD OF ED RETIREE	1,735.20 MEDICARE REIMBURSEMENT	2006
21 214298	BD OF ED RETIREE	2,428.80 MEDICARE REIMBURSEMENT	2006
21 214300	BD OF ED RETIREE	1,735.20 MEDICARE REIMBURSEMENT	2006
21 214301	BD OF ED RETIREE	1,735.20 MEDICARE REIMBURSEMENT	2006
21 214302	BD OF ED RETIREE	1,735.20 MEDICARE REIMBURSEMENT	2006
21 214305	BD OF ED RETIREE	1,735.20 MEDICARE REIMBURSEMENT	2006
21 214306	BD OF ED RETIREE	1,735.20 MEDICARE REIMBURSEMENT	2006
21 214307	BD OF ED RETIREE	1,723.20 MEDICARE REIMBURSEMENT	2006
21 214308	BD OF ED RETIREE	1,735.20 MEDICARE REIMBURSEMENT	2006
21 214309	BD OF ED RETIREE	3,470.40 MEDICARE REIMBURSEMENT	2006
21 214310	BD OF ED RETIREE	1,735.20 MEDICARE REIMBURSEMENT	2006
21 214311	BD OF ED RETIREE	1,735.20 MEDICARE REIMBURSEMENT	2006
21 214316	BD OF ED RETIREE	1,735.20 MEDICARE REIMBURSEMENT	2006
21 214318	BD OF ED RETIREE	1,735.20 MEDICARE REIMBURSEMENT	2006
21 214319	BD OF ED RETIREE	1,735.20 MEDICARE REIMBURSEMENT	2006
21 214321	BD OF ED RETIREE	1,735.20 MEDICARE REIMBURSEMENT	2006
21 214322	BD OF ED RETIREE	1,735.20 MEDICARE REIMBURSEMENT	2006
21 214324	BD OF ED RETIREE	3,360.00 MEDICARE REIMBURSEMENT	2006
21 214325	BD OF ED RETIREE	1,735.20 MEDICARE REIMBURSEMENT	2006
21 214327	BD OF ED RETIREE	1,735.20 MEDICARE REIMBURSEMENT	2006

21	214328	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214329	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214331	BD OF ED RETIREE	1,651.20	MEDICARE REIMBURSEMENT	2006
21	214332	BD OF ED RETIREE	1,711.20	MEDICARE REIMBURSEMENT	2006
21	214335	BD OF ED RETIREE	3,470.40	MEDICARE REIMBURSEMENT	2006
21	214336	BD OF ED RETIREE	3,470.40	MEDICARE REIMBURSEMENT	2006
21	214337	BD OF ED RETIREE	3,470.40	MEDICARE REIMBURSEMENT	2006
21	214338	BD OF ED RETIREE	3,992.40	MEDICARE REIMBURSEMENT	2006
21	214340	BD OF ED RETIREE	5,552.40	MEDICARE REIMBURSEMENT	2006
21	214341	BD OF ED RETIREE	2,428.80	MEDICARE REIMBURSEMENT	2006
21	214342	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214343	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214344	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214345	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214353	ANTHEM BLUE CROSS/BLUE SHIELD OF CONNECT	19,405.36	HEALTH INS PREM OVER 65-FEB 21	2006
21	214433	BD OF ED RETIREE	1,651.20	MEDICARE REIMBURSEMENT	2006
21	214435	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214437	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214438	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214448	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214451	BD OF ED RETIREE	1,682.40	MEDICARE REIMBURSEMENT	2006
21	214453	BD OF ED RETIREE	1,567.20	MEDICARE REIMBURSEMENT	2006
21	214454	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214455	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214456	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214459	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214464	BD OF ED RETIREE	2,621.00	MEDICARE REIMBURSEMENT	2006
21	214464	BD OF ED RETIREE	2,621.00	MEDICARE REIMBURSEMENT	2006
21	214464	BD OF ED RETIREE	2,621.00	MEDICARE REIMBURSEMENT	2006
21	214466	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214467	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214468	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214474	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214475	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214476	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214477	BD OF ED RETIREE	1,603.20	MEDICARE REIMBURSEMENT	2006
21	214478	BD OF ED RETIREE	5,552.40	MEDICARE REIMBURSEMENT	2006
21	214479	BD OF ED RETIREE	2,428.80	MEDICARE REIMBURSEMENT	2006
21	214481	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214485	BD OF ED RETIREE	2,575.20	MEDICARE REIMBURSEMENT	2006
21	214486	BD OF ED RETIREE	1,699.20	MEDICARE REIMBURSEMENT	2006
21	214489	BD OF ED RETIREE	1,699.20	MEDICARE REIMBURSEMENT	2006
21	214490	BD OF ED RETIREE	4,512.00	MEDICARE REIMBURSEMENT	2006
21	214493	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006

21	214494	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214496	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214497	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214499	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214500	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214502	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214503	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214508	BD OF ED RETIREE	1,735.20	MEDICARE REIMBURSEMENT	2006
21	214509	BD OF ED RETIREE	1,663.20	MEDICARE REIMBURSEMENT	2006
21	214516	ANTHEM BLUE CROSS/BLUE SHIELD OF CONNECT	150,289.40	HEALTH INS PREM OVER 65-FEB 2021	2006
21	214102	BD OF ED EMPLOYEE	2,340.00	TUITION REIMBURSEMENT	2008
21	214110	BD OF ED EMPLOYEE	2,820.00	TUITION REIMBURSEMENT	2008
21	214137	BD OF ED EMPLOYEE	2,601.00	TUITION REIMBURSEMENT	2008
21	214146	BD OF ED EMPLOYEE	2,325.00	TUITION REIMBURSEMENT	2008
21	214383	KIDSSENSE THERAPY GROUP LLC	1,830.00	SP ED SPEECH SVC-4 STDNTS-DEC 2020	3235
21	214399	REISNER, NANCY, MS	2,327.50	SP ED READING & MATH INSTRUC-1 STDNT-DEC 2020	3235
21	214111	BERCHEM MOSES PC	5,946.00	LEGAL FEES-HR, SPEC ED	3302
21	214161	XEROX CORP FINANCIAL SVS	26,660.00	COPIER LEASE-DISTRICT SCHOOLS-PYMNT 5 OF 12	3306
21	214216	JOHNSTON EXCAVATING	6,435.00	SNOW REMOVAL-JK,MEAD,PD,OV,MATH,JL	3306
21	214227	MILFORD HEALTH DEPARTMENT	7,500.00	DR. ANDREW CARLSON SERVICES-2020-2021	3306
21	214367	EDO CONSTRUCTION COMPANY	1,650.00	SNOW PLOWING WITH BACKHOE	3306
21	214398	REHABILITATION ASSOCIATES INC	2,416.78	CERTIFICATE ATHLETIC TRAINERS JL, JF-DEC 2020	3306
21	214564	XEROX CORP FINANCIAL SVS	26,660.00	COPIER LEASE-DISTRICT SCHOOLS-PYMNT 6 OF 12	3306
21	214523	CDW-G	3,170.50	STARTECH.COM PCIE AC1200 DUALBAND WIRELESS ADP	3308
21	214155	UNITED ILLUMINATING CO	30,706.91	ELECTRICITY TRANSPORT-DIST SCHOOLS -NOV 2020	4100
21	214559	UNITED ILLUMINATING CO	18,389.19	ELECTRICITY-JF-NOV 2020	4100
21	214403	SOUTHERN CONNECTICUT GAS CO	31,532.54	GAS DISTRICT-DEC 2020	4101
21	214553	SPRAGUE OPERATING RESOURCES LLC	85,142.99	HEAT GAS DISTRICT-DEC 2021	4101
21	214235	REGIONAL WATER AUTHORITY	4,064.39	FIRE SVC-MATH,JK,ES,WS,JL, JF	4102
21	214152	STUART L. WHITE COMPANY	2,410.00	KITCHEN HOOD FIRE SUPRESN SYS INSPEC-DIST SCHLS	4200
21	214156	UNITED SEWER & DRAIN INC.	4,165.00	PUMP OUT GREASE TRAPS-DISRICT SCHOOLS	4200
21	214200	CROWN LINEN SERVICE INC	2,165.89	2020-21 MOP SERVICES - PER CONTRACT #150	4200
21	214215	JOHNSON CONTROLS INC	9,984.00	CHILLER CONTRACT 20-21-JF	4200
21	214245	TRANS-CLEAN	1,537.00	HOOD CLEANING, FILTER SVC-JL. JF	4200
21	214535	FUSS & O'NEILL ENVIROSCIENCE LLC	7,692.50	ABESTORS SERVICES	4200
21	214239	SAVY & SONS, LLC	21,945.00	ELEVATOR PIT CLEANING,WATERPROFF,WARRNTY-JF	4200,4301
21	214365	DUMOUCHEL PAPER COMPANY	1,684.21	CUSTODIAL SUPPLIES 20-21	4200,4308
21	214360	CLASS A WOOD FLOORS LLC	3,450.00	REPAIR GYM FLOOR-JL	4301
21	214391	PATRICK FAMILY CHEM-DRY	1,549.08	CARPET CLEANING-PARSON'S COMPLEX	4301
21	214115	BURNS TIRE EXCHANGE INC	1,633.80	MAINTENANCE VEHICLE TIRES- 20-21	4302
21	214121	CONNECTICUT RESTAURANT SERVICE INC	10,548.94	REPAIR TO FREEZER, COOLER-JL	4302
21	214206	FIRETECH	2,121.00	FIRE ALARM REPAIR-MEAD,WS,JL	4302
21	214526	CONNECTICUT BUSINESS SYSTEMS LLC	2,338.00	VIEWSONIC 65" LED 4K TOUCH PANEL, CART,WARRANTY	4302
21	214543	NEW HAVEN BODY INC	5,659.00	REPAIR TO VEHICLE	4302

16	214029	ALL- ELECTRIC CONST&COMMUNICATION LLC	2,760.00	PATHWAY LIGHTS-JF	4303
21	214224	MACK FIRE PROTECTION LLC	6,500.00	OBSTRUC INVEST, HYDRO PRES TEST FIRE EQUIP-JF	4303
21	214160	WINSUPPLY OF SHELTON CO	5,333.58	MAINTENANCE SUP-20-21, PARTS FOR COOLER-JF	4303,4307
19	214031	FUSS & O'NEILL ENVIROSCIENCE LLC	2,432.25	ABESTOS MONITORING & TESTING-PARSON SUP OFC	4304
18	214172	SPECTRUM FLOORS, INC.	9,224.00	FLOORING PLANETARIUM-JF	4304
19	214174	SPECTRUM FLOORS, INC.	6,426.00	FLOORING-PARSON'S CENTRAL OFFICE	4304
19	214262	DESIGNERS RESOURCE	2,845.00	REPLACE STAGE EDGING-JL	4304
19	214030	ALL- ELECTRIC CONST&COMMUNICATION LLC	4,445.00	PATHWAY LIGHTS-JF	4305
21	214150	SITEONE LANDSCAPE SUPPLY LLC	1,708.74	MAINTENANCE SUP-20-21	4307
21	214104	ALLSTON SUPPLY CO INC	8,911.53	CUSTODIAL SUPPLIES 20-21	4308
21	214350	ALLSTON SUPPLY CO INC	3,749.95	DISTRICT MAINT CUSTODIAL SUPPLIES 20-21	4308
21	214530	DUMOUCHEL PAPER COMPANY	3,255.00	CUSTODIAL SUPPLIES 20-21	4308
21	214213	JD TRANSPORTATION	14,473.00	SP ED TRANSPORTATION-DEC 20	5101,5103
21	214194	CAROL'S DESTINATION TRANSP/CAROL JONES	9,980.00	IS TEACHING , IS USAGE 9/21/20-10/23/20	5102,5103
21	214236	RELIA TRANSPORTATION LLC	3,780.00	SP ED TRANSPORTATION-DEC 2020	5102,5103
21	214242	SKM TRANSPORTATION INC	5,775.00	SP ED TRANSPORTATION-DEC 2020	5102,5103
21	214199	CONNECTICUT TRANSPORTATION SOLUTIONS LLC	3,091.00	SP ED TRANSPORTATION-DEC 2020	5103
21	214394	PEOPLE TO PLACES, INC	5,542.00	SP ED TRANSPORTATION-DEC 2020	5103
21	214402	SKM TRANSPORTATION INC	2,047.50	SP ED TRANSPORTATION-DEC 2020	5103
21	214234	POSTAGE BY PHONE SYSTEM	10,000.00	POSTAGE FOR METER #0337298 FY 20-21	5400
21	214208	FRONTIER COMMUNICATIONS	4,546.29	TELEPHONE SERVICE-203/783-3500-JAN 2021	5401
21	214528	CROWN CASTLE FIBER LLC	9,163.11	DISTRICT ETHERNET SVC-JAN 2021	5401
21	214153	T-MOBILE	5,543.83	DIST LEARNING HOTSPOT, CELL PHN SVC-DEC 2020	5401,6100
21	214513	ACES/SCASA AREA COOPERATIVE EDUC SVC	67,314.10	SP ED TUITION-13 STDNTS-DEC-2020, JAN-2021	5600
21	214524	CES-COOPERATIVE EDUCATIONAL SERVICES	78,869.00	SP ED TUITION-2 STDNTS-AUG 2020	5600
21	214131	GREENWICH EDUCATION GROUP LLC	38,500.00	SP ED TUITION- 2 OF 2 INSTALLMENT-2 STDNTS 20-21	5601
21	214159	BD OF ED PARENT	25,000.00	SETTLEMENT PYMNT 1 OF 2-20-21	5601
21	214352	AMERICAN SCHOOL FOR THE DEAF	12,032.28	SP ED TUITION-1 STDNT-JAN 2021	5601
21	214355	ASPIRE LIVING & LEARNING, INC.	82,200.00	SP ED TUITION-7 STDNTS-DEC 2020	5601
21	214357	BENHAVEN INC	11,934.00	SP ED TUITION-1 STDNT-DEC 2020	5601
21	214359	CHARLTON SCHOOL, THE	14,095.39	SP ED-ROOM & BOARD 1 STDNT-DEC 2020	5601
21	214374	GROVE SCHOOL	12,000.00	SP ED TUITION-1 STDNT-JAN 2021	5601
21	214377	HOPE ACADEMY	86,819.45	SP ED TUITION-10 STDNTS-DEC 2020	5601
21	214382	KETCHUM-GRANDE MEMORIAL SCHOOL	4,494.10	SP ED TUITION-1 STDNT-DEC 2020	5601
21	214385	LEARNWELL; EL US LLC	3,101.56	SP ED TUITION-1 STDNT-NOV-DEC 2020	5601
21	214520	BOY'S & GIRL'S VILLAGE, INC	76,095.00	SP ED TUITION-9 STDNTS-DEC 2020	5601
21	214529	CUMBERLAND HOSPITAL, LLC	33,253.50	SP ED TUITION-1 STDNT-NOV-DEC 2020	5601
21	214537	GATEWAY COMMUNITY COLLEGE	16,500.00	SP ED TUITION-1 STDNT-SPRING 2021	5601
21	214540	KLINGBERG COMPREHENSIVE PROGRAM SERVICES	15,131.02	SP ED TUITON-2 STDNTS-DEC 2021	5601
21	214565	YALE UNIVERSITY TREASURY SERVICES	37,152.00	SP ED TUITION-2 STDNTS-NOV-DEC-2020	5601
20	214034	EAGLE LEASING COMPANY	3,831.00	TRAILER RENTAL - FURNITURE STORAGE DUE TO COVID	6100
20	214035	GRAINGER DIVISION OF W.W.GRAINGER, INC.	35,508.92	DISPOSABLE FACE MASK, WATER FILTERS-DISTRICT	6100
21	214232	ORIENTAL TRADING COMPANY INC	2,493.12	PLAYING CARDS, JUMBO DICE-DIST SCHOOLS	6100
21	214248	US GAMES	3,507.95	BEAN BAGS-DIST SCHOOLS	6100

20	214265	EAGLE LEASING COMPANY	4,567.00	TRAILER RENTAL-STORAGE DUE TO COVID	6100
21	214378	INSIGHT PUBLIC SECTOR, INC	5,375.00	25 LULMENS DC 125 DOCUMENT CAMERAS	6100
21	214149	SCHOOL SPECIALTY LLC	14,660.49	NON/INSTRUC SUP-JF,ES,HS,JK,WS,INSTRUC DIV	6100,6110
21	214189	AMAZON.COM LLC/SYNCB	3,531.22	NON/INSTRUC SUP-C/O,OV,JL,LO,ES	6100,6110
21	214240	SCHOOL SPECIALTY LLC	2,636.80	NON/INSTRUC SUP-JL GUIDANCE, DIST SCHOOLS	6100,6110
21	214211	HEINEMANN	4,188.05	SHIPPING CHG, UOS PHON VIRTUAL RSRC G1 SUBSC	6110
21	214238	SAVVAS LEARNING COMPANY, LLC	3,229.59	MATH BOOKS-LO	6110
21	214132	HEINEMANN	2,120.34	CLASSROOM BOOKS-INSTRUC DIV	6411
21	214229	MULTI HEALTH SYSTEMS (MHS)	1,822.50	CONNERS TEACHER, PARENT RPTS-SP ED	6422
21	214392	PEARSON ASSESSMENTS	1,616.50	TESTING SUPPLIES-SP ED	6422
21	214393	PEARSON CLINICAL ASSESSMENT	11,366.06	TESTING SUPPLIES-SP ED	6422
21	214546	COLLEGE ENTRANCE EXAMINATION BOARD	1,930.50	PSAT FEE-JF	6422
21	214547	COLLEGE ENTRANCE EXAMINATION BOARD	2,082.60	PSAT FEE-JL	6422
21	214203	EDGENUITY INC.	2,925.00	IS TEACHING , IS USAGE 9/21/20-10/23/20	6902
21	214361	CONNECTICUT BUSINESS SYSTEMS LLC	4,626.00	2-VIEWSONIC PANEL,CARTS-JL	7310
21	214542	MILFORD BOARD OF ED - GRANTS	16,392.51	REFUND ESSER GRANT EQUIP FOR ERATE REFUND	7310
19	214263	GRAINGER DIVISION OF W.W.GRAINGER, INC.	2,344.46	MAINTENANCE SUPPLIES	7340
21	214134	HEWLETT-PACKARD FINANCIAL SERVICES	26,570.09	BUY-OUT ELEMENTARY COMPUTER LEASE	7350
21	214517	APPLE COMPUTER, INC	3,730.00	IPAD 8TH GEN, 3 YR APPLE CARE	7350

Cash Disbursements \$1,500 and Over - January 2021

FY NO.	VENDOR	AMOUNT	DESCRIPTION	ACCT
21 214024	MILFORD BOARD OF EDUCATION	38,656.45	Reimb MBOE Payroll for Bus Monitors/Subs	1123
21 214025	MILFORD BOARD OF EDUCATION	13,995.00	Reimb MBOE for Durants Party Rental	6100
21 214026	MILFORD BOARD OF EDUCATION	53,206.96	Reimb MBOE Allston Supply - Cleaning Supplies	6100
21 214027	MILFORD BOARD OF EDUCATION	10,325.46	Reimb MBOE for Grainger - Floor signs	6100
21 214028	MILFORD BOARD OF EDUCATION	8,198.80	Reimb MBOE for Grainger - Air Filters	6100
21 214259	MILFORD BOARD OF EDUCATION	3,086.99	Reimb MBOE for Grainger - Gloves	6100
21 214260	TRUMBULL PRINTING LLC	1,927.44	Spring 2021 Adult Ed Catalog	5000
21 214410	MILFORD BOARD OF EDUCATION	49,968.17	Reimb MBOE for Schools In - Desks	7340

Covid-19 Related Expenditures

Milford Board of Education

Virtual Business Meeting and Live Streamed on YouTube

Meeting Minutes

January 11, 2021

Board members present:

Adam De Young
Andrew Fowler
Susan Glennon (Chair)
Rita Hennessey
Emily McDonough Souza
Warren Pawlowski
Una Petroske
Betsy Ratner
Nicole Wasson
Cindy Wolfe Boynton

Administration present:

Dr. Anna Cutaia
Dr. Amy Fedigan
Wendy Kopazna
Jim Richetelli
Chris Brown

I. CALL TO ORDER

Ms. Glennon called the virtual board meeting to order at 7:00 p.m. By a roll call, all 10 Board members were present. Ms. Glennon then led the Board in the reciting of the Pledge of Allegiance.

II. STUDENT REPORTS

Angel Santiago and Alexis Broderick offered a report from Law. Ben Carlson and Daniya Chopra offered a report from Foran.

III. PUBLIC COMMENT

None.

IV. CHAIR'S REPORT

Ms. Glennon announced the Superintendent will present her budget proposal this evening. The Board will participate in three budget workshops over the next two weeks. All Board members were asked to submit any questions to her in advance of the workshops.

Ms. Glennon said she will be attending the virtual CABA Legislative Breakfast. In February, the Board will begin work on new district goals. She reminded board members to do their homework.

Ms. Glennon called for liaison reports. There were none.

V. SUPERINTENDENT'S REPORT

Superintendent's Proposed 2021-22 Budget: Dr. Cutaia shared a presentation that revealed an increase of 2.255% increase for her proposed budget. The total budget amount being proposed for the 2021-22 academic year is \$99,734,375. Dr. Cutaia provided some of the changes along with the costs the district has had to implement following March 2020 when the pandemic hit. She shared some occasions that the district managed to have even with the extreme limitations brought on by the pandemic.

Dr. Cutaia provided a breakdown for the proposed 2.25% increase. Almost 77% of the budget is staff, with mainly contractual positions. In addition, Special Education tuition and transportation increased by \$2,077,236 or 2.13% of the 2.255% budget increase. The remaining 0.125% of the increase provides system improvements; some that were not implemented in the current budget due to the pandemic and some that will be added. She explained that some of the system improvements planned for this year will have to be put on hold for now. Also noted were areas where savings were found.

Dr. Cutaia and her administration will join in a dialogue on the 2021-22 proposed budget over three workshops.

Ms. Glennon reminded the Board to send any questions to her as soon as possible so administration has time to research them before the workshops.

Summer Projects.

Mr. Bradbury narrated a pictorial presentation (on file) that summarized the work that was done to the buildings and grounds over the summer. A lot of work done made the school district compliance with the requirements imposed on the district due to the pandemic.

Proposed 2021-22 Academic Calendar for Second Reading

Dr. Cutaia presented the 2021-22 Academic Calendar to the Board for approval. Two changes have been made from the first reading which moves the tentative last day to June 14, 2022. Two Jewish holidays have been added in September and a change in the spring break week will add an additional day to the break.

Being no other changes, Ms. Glennon called for a motion to approve the calendar.

Mrs. Petroske made a motion that the Milford Board of Education approve the 2021-22 Academic Calendar as amended. Mr. Fowler seconded the motion. By a roll call vote 10-0, the motion passed.

Human Resources Report

Ms. Kopazna presented the Human Resources Report for December. Included in the report were the personnel changes as well as stipend appointments. Of note, 13 retirements to date have been submitted.

Quarterly Budget Report

Mr. Richetelli provided a budget report and spoke to the COVID related expenses. As of January 5, 2021, the projected deficit is \$3,387,471 which is \$145,000 less than what was reported to the Board in November. The projected deficit for the 2020-2021 fiscal year is \$1,232,230, which includes the shortfall of \$260,000 in food services. Administration will continue to monitor the budget and report out to the Board.

Disbursement Report

Mr. Richetelli presented the Disbursement Report for the month of December. The report continues to call attention to COVID related expenses in yellow.

VI. CONSENT AGENDA ITEMS

Mrs. Petroske made a motion that the Milford Board of Education approves Consent Agenda Items:

Consideration of Minutes:

December 14, 2020 Business Meeting

Mr. Fowler seconded the motion. By a roll call vote of 10-0, the motion passed unanimously.

VII. BOARD COMMENT

Mr. De Young attended the Parent University Distance Learning Playbook (PK-5) webinar. He commended the district and PTA Council for their work in coordinating it.

Ms. Ratner thanked Dr. Cutaia and her team for delivering a good budget.

Ms. Glennon said she appreciates the attention to details in the formation of the budget.

VI. ADJOURNMENT

Mrs. Petroske made a motion adjourn. Mr. Fowler seconded. The motion passed unanimously.

The meeting adjourned at 8:57 p.m.

Recording Secretary: _____
Mrs. Pam Griffin

Corresponding Secretary: _____
Mrs. Petroske

Unapproved

Milford Board of Education

Special Meeting Minutes

January 13, 2021

Board members present:

Adam De Young
Andrew Fowler
Susan Glennon (Chair)
Rita Hennessey
Emily McDonough-Souza
Warren Pawlowski
Una Petroske
Betsy Ratner
Nicole Wasson
Cindy Wolfe Boynton

Administration present:

Dr. Anna Cutaia
Dr. Amy Fedigan
Jim Richetelli
Chris Brown
Wendy Kopazna

I. CALL TO ORDER

Ms. Glennon called the special meeting to order at 7:01 p.m. with the reciting of the Pledge of Allegiance. By a roll call, all 10 Board members were present.

II. SUPERINTENDENT'S PROPOSED 2021-22 BUDGET DISCUSSION

The Board conducted a workshop on the Superintendent's 2021-22 proposed budget. Board members reviewed and discussed administration's responses to 23 questions that had been submitted in advance (on file) as well as addressing all additional questions and concerns that were raised during the workshop.

Ms. Glennon told Board members that if no further questions were submitted, the workshop scheduled for the next night may be cancelled. She will notify the Board if there is a cancellation. The Board will approve the budget at its January 20th workshop.

III. PUBLIC COMMENT

None.

IV. ADJOURNMENT

Being no further business, Ms. Glennon called for a motion to adjourn.

Mrs. Petroske made a motion to adjourn. Mr. Fowler seconded. The motion passed unanimously.

The meeting adjourned at 8:51 p.m.

Corresponding Secretary: _____

Mrs. Una Petroske

Unapproved

Recording Secretary: _____
Mrs. Pam Griffin

Unapproved

Milford Board of Education

Special Meeting Minutes

January 14, 2021

Board members present:

Adam De Young
Andrew Fowler
Susan Glennon (Chair)
Rita Hennessey
Emily McDonough-Souza
Warren Pawlowski
Una Petroske
Betsy Ratner
Nicole Wasson
Cindy Wolfe Boynton

Administration present:

Dr. Anna Cutaia
Dr. Amy Fedigan
Jim Richetelli
Chris Brown
Wendy Kopazna

I. CALL TO ORDER

Ms. Glennon called the special meeting to order at 7:00 p.m. with the reciting of the Pledge of Allegiance. By a roll call, all Board members were present.

II. SUPERINTENDENT’S PROPOSED 2021-22 BUDGET DISCUSSION

Ms. Glennon asked Dr. Cutaia to give more details on question 10 staffing.

Dr. Cutaia and her team discussed each of the requested staffing changes below with the Board.

<u>Administrators</u>	<u>FTE</u>
Coordinator of Early Childhood Development	0.20
<u>Teachers-Reg Ed (incl. Specialists)</u>	
Library Media Specialist- Elementary Level	1.00
World Language Teacher-Secondary Level	1.00
World Language Teacher- Elementary Level	2.00
Family Consumer Science Teacher	0.50
Math Teacher (The Academy)	0.40
Middle School Enrichment Teacher	-3.00
ESOL Teacher (replaced ESOL para)	1.00
Teacher Leader of Professional Learning	1.00
Elementary Classroom Teachers	-3.00
<u>Teachers-Special Ed</u>	
FTE reallocated to Non-Cert Asst Behaviorist	-0.60

Unapproved

FTE reallocated to Social Workers	-0.40
FTE reallocated back from IDEA Non Public Grant	0.20

Teachers-Social Workers

FTE increase reallocated from SpEd Cert. Teachers	0.40
Secretarial - reallocation between the grant	-0.01
Paraprofessionals-1.0 ESOL Para	-1.00
Non-Certified Assistants: Behaviorist from Special Ed Certified Teachers	0.60

The staffing changes represent a total of .29 FTE changes.

Ms. Glennon asked the Board if there were other questions for Administration.

III. PUBLIC COMMENT

None.

IV. ADJOURNMENT

Being no further business, Ms. Glennon called for a motion to adjourn.

Mrs. Petroske made a motion to adjourn. Mr. Fowler seconded. The motion passed unanimously.

The meeting adjourned at 8:00 p.m.

Corresponding Secretary: _____
Mrs. Una Petroske

Recording Secretary: _____
Mrs. Pam Griffin

Unapproved

Milford Board of Education

Special Meeting Minutes

January 20, 2021

Board members present:

Adam De Young
Andrew Fowler
Susan Glennon (Chair)
Rita Hennessey
Emily McDonough-Souza
Warren Pawlowski
Una Petroske
Betsy Ratner
Nicole Wasson
Cindy Wolfe Boynton

Administration present:

Dr. Anna Cutaia
Jim Richetelli
Chris Brown
Wendy Kopazna

I. CALL TO ORDER

Ms. Glennon called the special meeting to order at 7:00 p.m. with the reciting of the Pledge of Allegiance. By a roll call, all 10 Board members were present.

II. PUBLIC COMMENT

Ms. Glennon acknowledged an email the Board received from Cathy Berni of 99 Centennial Drive. Mrs. Berni is in support of the proposed Superintendent budget as presented.

III. FINAL DISCUSSION AND APPROVAL OF THE BOARD'S 2021-22 BUDGET

Dr. Cutaia provided some additional information on K-2 classroom libraries in response to a request for clarification. She confirmed that there are existing libraries in all K-2 classrooms and shared pictures of them both pre-COVID and after. She shared her belief that upgrading of the libraries can be delayed. Additionally, as new curriculum is rolled out, new refreshed titles that better align to our curriculum will be purchased in the future. The systemic approach to purchasing classroom libraries will provide equity across the eight elementary schools with a focus on HQI. While the desire to expand classroom libraries remains, she expressed other priorities need to take precedence at this time.

Being no further questions, Ms. Glennon called for a motion to approve the budget. She called for a motion.

Mrs. Petroske made a motion that the Milford Board of Education approve the Superintendent's proposed 2021-2022 budget as presented, in the amount of \$99,734,375 and direct the Administration to transmit it to the Mayor. Mr. Fowler seconded.

Ms. Glennon called for discussion.

Unapproved

Mr. De Young made a motion to amend the Superintendent's recommended budget to add \$140,000 to fund K-2 classroom libraries. Mr. Pawlowski seconded the motion for discussion purposes.

Mr. De Young thanked Dr. Cutaia for the clarification on the classroom libraries. He believes delaying the plan due to fiscal reasons should not be the driver.

Ms. Glennon said she appreciates the sentiment but recognizes that Administration had to prioritize the needs of the district in this challenging budget year.

Board members expressed their trust in Administration in the prioritization of the budget funds.

Following the brief discussion, Ms. Glennon called for a roll call vote. The motion failed 9-1 (De Young).

Ms. Glennon called for further discussion.

Ms. Ratner supports the fiscally responsible budget.

Mr. Fowler appreciates the work of the Administration on the budget, however, he would like to see less of an increase. He believes the increase will be hard on taxpayers.

Ms. Petroske fully supports the budget. Administration has risen to the challenge. She is very excited to see some work moving forward.

Ms. Wasson thanked the Administration for the budget and is in support.

Ms. McDonough-Souza also voiced her support.

Mr. De Young echoed the other Board members' comments. However, there is a big difference between being fiscally responsible and fiscally conservative. This Board is acting fiscally conservative. He believes we need to invest in the kids.

Mrs. Hennessey thanked Dr. Cutaia and her team. It is a bare bones budget. She commended the Superintendent with what she managed to keep in the budget.

Ms. Glennon echoed what others said. She believes the budget does invest in the kids. She also thanked Dr. Cutaia and her staff.

Ms. Griffin reread the motion on the floor.

Mrs. Petroske made a motion that the Milford Board of Education approve the Superintendent's proposed 2021-2022 budget as presented, in the amount of \$99,734,375 and direct the Administration to transmit it to the Mayor. Mr. Fowler seconded. By a roll call vote 9-1(Fowler), the motion passed.

Ms. Glennon cancelled the committee of the whole meeting scheduled for the 25th.

Dr. Cutaia thanked the Board for their diligent work and analysis of the budget.

IV. ADJOURNMENT

Being no further business, Ms. Glennon called for a motion to adjourn.

Mrs. Petroske made a motion to adjourn. Mr. Fowler seconded. The motion passed unanimously.

The meeting adjourned at 7:39 p.m.

Corresponding Secretary: _____
Mrs. Una Petroske

Recording Secretary: _____
Mrs. Pam Griffin