Board of Education Regular Meeting

Thursday, October 16, 2025 7:00 PM
New Fairfield Community Room, 33 Route 37, New Fairfield, CT. In the event of inclement weather, this meeting will change to remote and a virtual link will be provided on our website and distributed. , 3 Brush Hill Road, New Fairfield, CT 06812

I. **CALL TO ORDER**

II. **PLEDGE OF ALLEGIANCE**

III. **APPROVAL OF THE MINUTES**

III.A. September 30, 2025 - Regular

IV. **APPROVAL OF THE AGENDA**

V. **PUBLIC PARTICIPATION -** ***The Board welcomes public participation. Pursuant to our Board Policy, public participation is limited to no more than three (3) minutes per speaker and a total of no more than thirty (30) minutes total for the entire meeting. Individuals who wish to speak longer are encouraged to attend any and all related subcommittee meetings where most of the board's groundwork is done. We value your input, but due to these time limitations, we ask you to be concise and to observe the rules of common courtesy. [9320(a) of Board Bylaws]***

VI. **BOARD AND ADMINISTRATIVE COMMUNICATIONS**

VI.A. Chairman's Report

VI.B. Superintendent's Report

VI.C. Student Representatives' Report

VI.D. Committee Reports

VI.D.1. Business Operations/Resource Management *(Greg Flanagan)*

VI.E. Liaison Reports

VII. **INFORMATION ITEMS**

VII.A. New Fairfield High School/Consolidated School Building Project Update

VII.B. Student Outcomes 2025

VII.C. New Fairfield Public Schools 2026-27 Draft Calendar

VII.D. FY27 Budget Assumptions

VII.E. Board of Education Policies *(Second Reading)*

VII.E.1. Policy 5135.1 - Bus Conduct

VII.E.2. Policy 5118.2 – Educational Opportunities for Military Children

VII.E.3. Policy 5144.12 – Challenging Behavior Response Policy

VIII. **ACTION ITEMS**

VIII.A. Personnel Report

VIII.B. Acceptance of Donations

VIII.B.1. New Fairfield Diamond Club

VIII.B.2. New Fairfield Baseball Club

VIII.C. Shared Services MOU

VIII.D. Ratification of the Agreement between the New Fairfield Board of Education and the New Fairfield Paraeducators of CSEA, Chapter 141 SEIU Local 2001, CTW - July 1, 2025 – June 30, 2029 *(To be voted on after Executive Session)*

IX. **PUBLIC PARTICIPATION -** ***The Board welcomes public participation. Pursuant to our Board Policy, public participation is limited to no more than three (3) minutes per speaker and a total of no more than thirty (30) minutes total for the entire meeting. Individuals who wish to speak longer are encouraged to attend any and all related subcommittee meetings where most of the board's groundwork is done. We value your input, but due to these time limitations, we ask you to be concise and to observe the rules of common courtesy. [9320(a) of Board Bylaws]***

X. **FUTURE AGENDA ITEMS**

XI. **BOARD MEMBER COMMENTS**

XII. **EXECUTIVE SESSION FOR THE PURPOSE OF DISCUSSING DOCUMENTS RELATED TO PARAEDUCATORS CONTRACT NEGOTIATIONS**

XIII. **ADJOURNMENT**

NEW FAIRFIELD BOARD OF EDUCATION
NEW FAIRFIELD, CT

The New Fairfield Board of Education held a regular meeting on Tuesday, September 30, 2025 at 7:00 pm via zoom.

MINUTES – September 30, 2025

PRESENT: Dominic Cipollone (Chairman), Kathy Baker, Greg Flanagan, Sue Huwer, Amy Johnson, Kimberly LaTourette, Samantha Mannion, and Ed Sbordone

ABSENT: Stephanie Strazza

ALSO PRESENT: Superintendent of Schools Dr. Kenneth Craw, Assistant Superintendent of Curriculum and Instruction Dr. Kristine Woleck, High School Principal James D'Amico, Director of Pupil Personnel Services Monika Krepsztul, Director of Business and Operations Carrie DePuy, and Selectman Tom Perkins

I. CALL TO ORDER: Chairman Dominic Cipollone called the meeting to order at 7:01 p.m.

II. PLEDGE OF ALLEGIANCE

III. APPROVAL OF MINUTES

A. September 16, 2025 - Special Meeting - Approved by consensus.
B. September 18, 2025 - Regular Meeting - Approved by consensus.

IV. APPROVAL OF AGENDA- Approved by consensus

V. PUBLIC PARTICIPATION

Bernadette Shade spoke of concerns with students vaping in the high school and asked for stricter consequences.

VI. BOARD AND ADMINISTRATIVE COMMUNICATIONS

A. Chairman's Report - Dominic Cipollone spoke of the following:

- Spoke of data and performance for students in the district and noted that New Fairfield students are doing well. He thanked the teachers, staff, and administrators for their hard work.
- Responded to the public comment regarding vaping and reminded everyone that it is the responsibility of every citizen in Town to keep kids safe.
- Thanked Samantha Mannion, Amy Johnson, and Ed Sbordone for representing the BOE at New Fairfield Day.
- Thanked Dr. Craw and the custodial team for being proactive regarding a recent incident.
- Noted that the Town Tribune will be interviewing the Student Representatives.

B. Superintendent's Report - Dr. Kenneth Craw spoke of the following:

- Spoke of opportunities for the community to get together for a Community Read of *The Anxious Generation.*
- He spoke of lots of information in the most recent newsletter.
- Noted that Friday, October 3rd will be a Professional Development Day.
- Reminded everyone of the many awards and championships won by the many extracurricular activities in the district.

C. Student Representative Report

Senior Representative Ella Skogstrom spoke of the following:

- The Club Fair will be held on 9/30 and 10/1 during lunch waves.
- NEACAC College Fair Field Trip at the University of New Haven will be held on October 9th and is open to Juniors and Seniors.
- Yearbook pictures and bios for seniors are due by 10/11.
- There is no school on Monday, October 13th in observance of Columbus Day.
- College Financial Aid night will be held on October 14th.
- PSATs will be given on October 23rd.
- The fall play *Clue* will be performed from October 30th through November 2nd.

Junior Representative Hailey Lafaro spoke of the following:

- No school Oct. 2 (Yom Kippur) and October 3 (Professional Development Day).
- Spirit week will be held from October 14th to 17th.
- The Pep Rally and Homecoming football game will be held on October 17th.
- The Homecoming dance will be held on October 18th.
- The Walk for Nicole by the Nicole Vengalli Foundation was very successful and raised over $4,000.

D. Committee Reports

1. Curriculum - Dominic Cipollone spoke of the great things happening with curriculum, especially Summer Reading.

2. Policy - Samantha Mannion noted that there are three policies on tonight's agenda for first reading. Another policy was tabled pending more information.

3. Special Education Ad Hoc - Kimberly LaTourette noted that this committee met on September 30th. They discussed goals that PPS has for this school year, including efforts to enhance student inclusion and collaboration within the classrooms. Another goal is to improve the quality of IEPs.

Upcoming workshops for the school year include:

- ELC Information Night in November.
- Transition between buildings workshop.
- Parent "coffees" will be held in October, January and May in the PPS office and via zoom.

E. Liaison Reports

1. Board of Finance

Ed Sbordone spoke of the Medical Subcommittee meeting on September 2nd.

- Tom Kowalchik from USI discussed claims and noted that there is nothing concerning at this time. He noted that prescription drug costs are slightly down and a rebate is expected. He noted that medical claims per member per month are down.
- An Additional Appropriation of $950,000 was approved at a Town Meeting on August 28th and put into the Medical Fund.
- The subcommittee discussed a rough draft for a possible policy for funding for the Medical Reserve Fund. Town Treasurer Terry Friedman presented a final draft to the full Board of Finance at their September 24th regular meeting.
- The next subcommittee meeting will be held on Monday, October 20th at 3:30 pm.

The full BOF met on September 24th and discussed the following:

- USI Consultant Tom Kowalchik noted that claims are running much better than this time last year. Claims for June 2025 (fiscal year 2024-2025) were lower than expected.
- Town Treasurer Terry Friedman gave a presentation of a possible policy for the Medical Fund reserve. The main objective is to have a reserve that is at least 20% of yearly claims.
- The BOF spoke of the suggestions from the auditor and it was noted that 7 out of the 10 suggestions have been completed and the remaining three are in progress.

- The BOF discussed setting up a policy for Purchasing and Disbursements.
- The BOF discussed budget concerns for next year including:
  1. Motor Vehicle reimbursement from the State is not expected for 2025-2026 and 2026-2027 due to the lower Mil Rate.
  2. Debt service for fiscal year 2027 will only decrease by approximately $200,000.
  3. The Medical Fund will need to be funded significantly higher in order to outpace inflation.
  4. Capital projects will no longer be funded by ARPA funds.
- The BOF also discussed "Zero Based Budgeting."

2. Calendar Committee - Ed Sbordone noted that this committee met on September 29th with many groups represented. They reviewed the calendar for 2026-2027. It was proposed that August 24th will be the first day of school for teachers and August 27th will be the first day of school for students. The last day of school for 2027 is proposed to be June 10th. This proposed calendar will be presented to the BOE for a vote at a meeting in the near future.

VII. INFORMATION ITEMS

A. New Fairfield High School/Consolidated School Building Project Update

Director of Business and Operations Carrie DePuy noted that a letter was sent by the Town Attorney regarding the propane issue to O&G and they are awaiting a response. The playground is progressing well. There will be a meeting tomorrow to review the progress of the playground, and more information will be available in the near future.

B. Fiscal Year 2027 Budget Calendar

Carrie DePuy noted that the budget process has begun and will be released to the departments tomorrow. Dr. Craw noted that the budget assumptions will be brought to the BOE in November. He spoke of the process of "zero based" budgeting.

C. Board of Education Policies *(First Reading)*

1. Policy 5131.1 - Bus Conduct
2. Policy 5118.2 - Educational Opportunities for Military Children
3. Policy 5144.12 - Challenging Behavior Response Policy

VIII. ACTION ITEMS

A. Personnel Report

MOTION: Kathy Baker made a motion to recommend to the full Board the approval of the Personnel Report for September 25, 2025 as recommended by the administration. Kimberly LaTourette seconded the motion. **IN FAVOR:** Kathy Baker, Dominic Cipollone, Greg Flanagan, Sue Huwer, Amy Johnson, Kimberly LaTourette, Samantha Mannion, and Ed Sbordone

B. District Goals

MOTION: Kathy Baker made a motion to recommend to the full Board the approval of the District Goals as presented. Kimberly LaTourette seconded the motion. **IN FAVOR:** Kathy Baker, Dominic Cipollone, Greg Flanagan, Amy Johnson, Kimberly LaTourette, Samantha Mannion, and Ed Sbordone **OPPOSED:** Sue Huwer

C. Ratification of the Agreement between the New Fairfield Board of Education and the New Fairfield Paraeducators of CSEA, Chapter 141 SEIU Local 2001, CTW - July 1, 2025 - June 30, 2029

Dr. Craw noted that the association will be meeting soon to decide if they will ratify the contract. It is hopeful that this will be done by the next BOE meeting.

IX. PUBLIC PARTICIPATION

Jennifer Pappas asked to see the policy regarding videotaping in the school. She further asked about the policy for the completion of summer reading packets.

X. FUTURE AGENDA ITEMS - None

XI. BOARD MEMBER COMMENTS

Kimberly LaTourette thanked the mom that shared the comment about vaping in the school. She spoke of the responsibility of all adults to hold the students more accountable for bad decisions.

Ed Sbordone spoke further about the need to curtail vaping and other unsafe practices in the school. He further spoke of the upcoming election and noted that many Board of Finance members are up for reelection. He spoke of the need for BOF members to attend the BOE meetings and suggested that the BOF appoint a liaison to come to the BOE meetings. Dominic Cipollone will contact the BOF to ask that a liaison be appointed.

Sue Huwer asked for more information regarding the policy about disruptive behavior with students.

XII. EXECUTIVE SESSION FOR THE PURPOSE OF DISCUSSING DOCUMENTS RELATED TO PARAEDUCATORS CONTRACT NEGOTIATIONS - No Executive Session was necessary.

XIII. ADJOURNMENT

MOTION: Dominic Cipollone made a motion to adjourn the meeting at 8:06 p.m. Kimberly LaTourette seconded the motion. **IN FAVOR:** Kathy Baker, Dominic Cipollone, Greg Flanagan, Sue Huwer, Amy Johnson, Kimberly LaTourette, Samantha Mannion, and Ed Sbordone

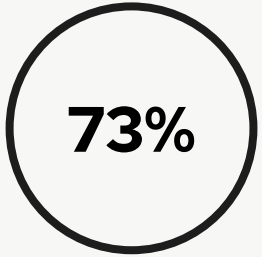
Respectfully submitted,
Suzanne Kloos

2025 Student Outcomes

New Fairfield High School

Mrs. Kim Laughlin
School Counseling Program Leader
College and Career Counselor
NFPS BOE Presentation, October 16, 2025

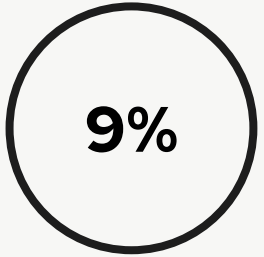
Class of 2025 Outcomes



4-Year College

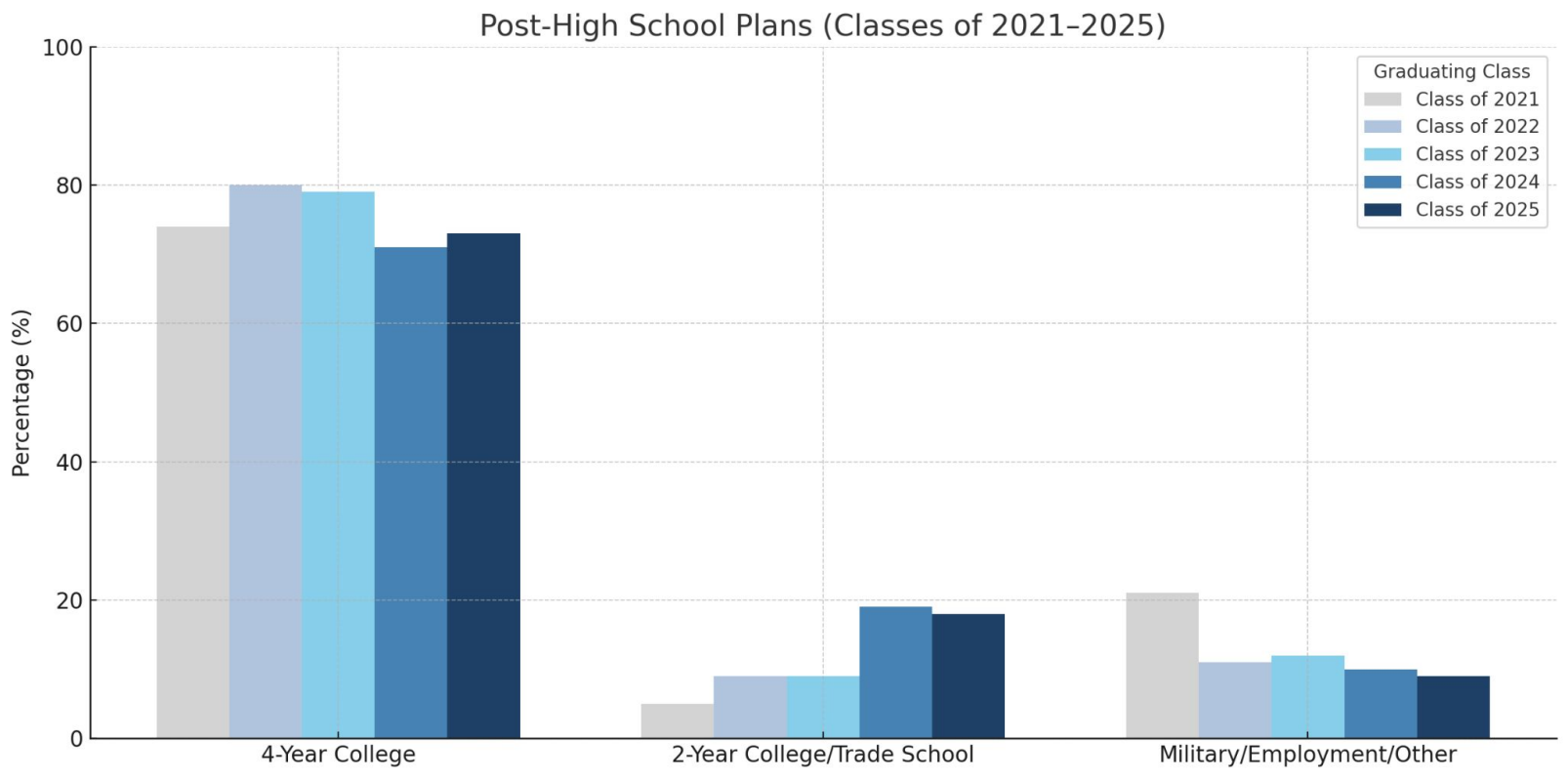


2-Year College/ Trade School



Military/ Employment/Other

Post High School Plans



Application Data

Class	Total Applications	Average per Student
Class of 2025	1786	10.41
Class of 2024	1742	11.4
Class of 2023	1476	9.6

Class of 2025

College Acceptances

The members of the Class of 2025 were accepted to over 185 institutions and are attending over 65 different universities. In addition to all of the Connecticut state universities, the following is a sampling of the schools to which the Class of 2025 was accepted.

American University	New York University	United States Air Force Academy
Amherst College	Northeastern University	United States Coast Guard Academy
Binghamton University	Ohio Wesleyan University	University at Buffalo
Boston University	Rensselaer Polytechnic Institute	University of Connecticut
Brown University	Rochester Institute of Technology	University of Delaware
Clark University	Rutgers University	University of Maryland
Colgate University	Seton Hall University	University of Massachusetts
Cornell University	Skidmore College	University of Pittsburgh
Embry-Riddle Aeronautical University	Stony Brook University	University of Toronto
Fordham University	Syracuse University	University of Vermont
Harvard University	The George Washington University	University of Wisconsin
Lehigh University	Tufts University	Virginia Tech

Class of 2025 College Frequencies

Most Accepted Schools

University of Connecticut (47)
Western Connecticut State University (45)
Eastern Connecticut State University (24)
Central Connecticut State University (20)
Southern Connecticut State University (15)
Quinnipiac University (15)

Most Attended Schools

Western Connecticut State University (25)
CT State Community College (16)
University of Connecticut (13)
Central Connecticut State University (6)
Quinnipiac University (5)

Schools with 7 – 14 Acceptances

University of Delaware (11)
University of Rhode Island (10)
Albertus Magnus College (8)
Sacred Heart University (8)
University of New Haven (8)
University of New Hampshire (7)
James Madison University (7)
Pennsylvania State University (7)
University of Massachusetts – Amherst (7)

Schools with 2 - 3 Students Attending

Eastern Connecticut State University (3)
Fairfield University (3)
James Madison University (3)
Pace University (3)
Pennsylvania State University (3)
University of Hartford (3)
University of Rhode Island (3)
Anna Maria College (2)
Coastal Carolina University (2)
Dutchess Community College (2)
Gonzaga University (2)
Lincoln Technical Institute (2)
Porter and Chester Institute (2)
SUNY Cobleskill (2)
University of South Carolina (2)

Incorporating Student Voice

- Panel discussion presentations facilitated by students with questions developed in collaboration with the college and career center
  - Alumni Return Day Panel NEW!
  - Career Panel NEW!
  - Junior Jumpstart Admission Panel NEW!
  - Junior Jumpstart Trade and Military Panel NEW!
- Decision Day Senior Exit Interviews NEW!

Increasing Student Experiences

- **Off-Site Experiences:**
  - **NEACAC College Fair and University of New Haven Tour NEW!**
  - **CT Community College Visit Day –** Danbury and Waterbury Campuses **NEW!**
  - **University of Connecticut Visit Day NEW!**
  - **Culinary Institute of America Visit Day NEW!**
  - **CTE Career and Manufacturing Roadshow NEW!**
  - **CT College and Career Fair NEW!**
  - **EdAdvance Medical Shadowing Internship**
  - **CT Community College Partnership Program**
  - **Promotion of Free CTE Training NEW!**

Increasing Student Experiences

- **On-Site Experiences:**
  - **Junior Jumpstart –** Full Day Workshop **Evolving!**
  - **Senior Kickstart –** Half Day Workshop **Evolving!**
  - **College Financial Aid Informational Night** **NEW Partnership!**
  - **College and Career Representative Visits (80+)**
  - **On-site Admission Days**
    - CT Community Colleges - NVCC (2 yr and Certificate Programs)
    - Western Connecticut State University
  - **Junior Planning Night** **NEW Partnership!**
  - **Scholarship Kickoff**

Increasing Professional Experiences

- **UConn School Counselor Workshop**
- **Quinnipiac School Counselor Workshop**
- **CT Community College Counselor Day –** Danbury and Waterbury Campuses
- **Financial Aid School Counselor Workshop –** Southern Connecticut State University
- **Western Connecticut State University School Counselor Workshop**
- **Salve Regina School Counselor Program**
- **Colleges of the Fenway Counselor Program** (Emmanuel, MassArt, Massachusetts College of Pharmacy & Health Sciences, Simmons University, Wentworth Institute of Technology)
- **Five College Consortium Counselor Program** (Amherst, Hampshire, Mount Holyoke, Smith, University of Massachusetts Amherst)
- **University of New Haven –** Tuscany, Italy Campus

Thank you!

NEW FAIRFIELD PUBLIC SCHOOLS
3 Brush Hill Road, New Fairfield, CT 06812
Phone: 203 312-5770 Fax: 203 312-5609 www.newfairfieldschools.org

October 16, 2025

To: New Fairfield Board of Education

From: Kenneth G. Craw, Ed. D., Superintendent

Re: 2026–27 Proposed District Calendar (attached)

Background

Attached please find the recommendation for the 2026–27 New Fairfield Public Schools District Calendar drawn from the work of the NFPS Calendar Committee, a representative body of the BOE, administration, faculty, staff and parents (listed below). The Calendar Committee met on September 29, 2025. The Committee's charge is to analyze options for the 2026–27 calendar and advise the Superintendent on recommendations to the BOE.

NFPS Calendar Committee 2026–27 Members in alphabetical order:

Robyn Biasetti (NFEA)
Iowa Cipollone (PTO)
Linda Cove (Secr. Assoc.)
Kenneth Craw (Superintendent)
Meredith Kinscherf (NFEA)
Kate Mattiace (PTO)
Scott Rohwedder (NFAA)
Arlene Rollman (Para Assoc.)
Ed Sbordone (BOE)
Kristine Woleck (Asst. Superintendent)

Recommended 2026–27 Calendar

The recommended Calendar for 2026–27 is similar to the 2025–26 Calendar with a pre-Labor Day first day of school for students. For ease of review by the BOE, listed below are the essential points for each month of the proposed calendar.

1. August/September 2026 –
    a. Three days of teacher preparation (August 24, 25 & 26) precede the first day for students.
    b. First Day for Students – Thursday, August 27
    c. Two School Closure Days
        i. Labor Day – Monday, September 7

ii. Yom Kippur – Monday, September 21

Comment: Yom Kippur begins at sundown on Sunday, September 20 and runs until the evening of Tuesday, September 22.

2. October 2026 –
    a. Professional Development – Friday, October 9
    b. School Closure – Monday, October 12

3. November 2026 –
    a. Election Day/Professional Development – Tuesday, November 3
    b. K–12 Parent – Teacher Conferences – November 4, 5 & 6
    c. Extended Thanksgiving Vacation –
        i. No Students or Teachers – Wednesday, November 25
        ii. Standard Thanksgiving Break – Thursday, November 26 and Friday, November 27.

4. December 2026 –
    a. Professional Learning – Early Dismissal – Thursday, December 10
    b. Early Dismissal – Wednesday, December 23
    c. Winter Recess – Wednesday, December 24 through Thursday, December 31

5. January 2027 –
    a. School Closure – Friday, January 1 is New Year's Day
    b. Students and teachers return from break – Monday, January 4
    c. School Closure – Dr. Martin Luther King, Jr. Day – Monday, January 18

6. February 2027 –
    a. February Break – Friday, February 12 through Tuesday, February 16
        i. School Closure – Friday, February 12 – Professional Development Day
        ii. School Closure – Monday, February 15 is Presidents' Day
        iii. School Closure – Tuesday, February 16

7. March 2027 –
    a. K–12 Parent – Teacher Conferences – March 10, 11 & 12
    b. Professional Learning – Early Dismissal – Thursday, March 25
    c. School Closure – Good Friday – March 26

8. April 2027 –
    a. Spring Recess – Monday, April 12 – Friday, April 16

9. May 2027 –
    a. Professional Learning – Early Dismissal – Friday, May 28
    b. Memorial Day – Monday, May 31

10. June 2027 –
    a. Final Day for Students – Thursday, June 10

    Comment: This schedule would provide up to seven days for school closures due to inclement weather. New Fairfield typically wants to have students finished before the final week of June.

    Please note the statement at the bottom right-hand side of the proposed calendar regarding loss of school days due to inclement weather:

    "Inclement weather emergency days will be made up on June 11-21 as needed. If more than 7 days are needed, days will be taken from spring vacation beginning with April 12th. The last day for students is expected to be no later than June 21st. Students will not be in school more than 180 days."

ATTACHMENTS

1. 2026-27 Proposed District Calendar
2. 2025-26 Current Adopted District Calendar

NEW FAIRFIELD PUBLIC SCHOOLS - 2025-2026 Calendar *Revised*

August (2)				
M	T	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

21 -22 - New Teacher Orientation
25 – First Day for Teachers
26 – 27 - Professional Development Days
28 - First Day for Students

September (20)				
M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

1 - Labor Day
23 – Rosh Hashana

October (20)				
M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

2 – Yom Kippur
3 – Professional Development Day
13 - Columbus Day

November (16)				
M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

4 - Election Day - Professional Development Day
5, 6, 7, - Parent-Teacher Conferences
11 - Veterans Day (full day of school)
26-28 - Thanksgiving Recess

December (17)				
M	T	W	Th	F
1	2	3	4	5
8	9	10	*11	12
15	16	17	18	19
22	*23	24	25	26
29	30	31		

11 - Professional Learning Day - *Early Dismissal
23 - *Early Dismissal
24 -31 - Holiday Vacation

January (19)				
M	T	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

1 – New Year's Day
2 – Holiday Vacation
19 - Martin Luther King Day

February (18)				
M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27

13 – Professional Development Day
16 - Presidents' Day

March (22)				
M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	*26	27
30	31			

11, 12, 13 – Parent-Teacher Conferences
26 - Professional Learning Day - *Early Dismissal

April (16)				
M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

3 - Good Friday
13 - 17 – Spring Vacation

May (20)				
M	T	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	*22
25	26	27	28	29

22 - Professional Learning Day - *Early Dismissal
25 - Memorial Day

June (10)				
M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
♦15	♦16	♦17	♦18	♦19
♦22	♦*23	24	25	26
29	30			

12 - Last Day for Students/Staff
♦15 - ♦23 - Snow/emergency days
♦*23 - Last Possible Day for Students/Staff (includes 7 snow/emergency days) *Early Dismissal

Inclement weather/emergency days will be made up on June 15th through June 23rd as needed. If more than 7 days are needed, days will be taken from spring vacation beginning with April 13th. The last day for students is expected to be no later than June 23rd. Students will not be in school more than 180 days.
In the event that any of the teacher work days (10/3, 11/4 & 2/13) must be cancelled, it will be rescheduled for the same day of the week, one week later, and a student day will be added to the end of the school year.

Professional Learning Days – If the opening of school is delayed on a Professional Learning Day, the Professional Learning Day is cancelled, and students will be in school until regular dismissal time.

Approved by the Board of Education:
12/19/24; rev. 2/7/25

NEW FAIRFIELD PUBLIC SCHOOLS - 2026-2027 Calendar *draft 4*

August (3)				
M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

20 -21 - New Teacher Orientation
24 – First Day for Teachers
25 – 26 - Professional Development Days
27 - First Day for Students

September (20)				
M	T	W	Th	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

7 - Labor Day
21 - Yom Kippur

October (20)				
M	T	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

9 - Professional Development Day
12 - Columbus Day

November (17)				
M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

3 - Election Day - Professional Development Day
4, 5, 6 - Parent-Teacher Conferences - NFES & MS
11 - Veterans Day (full day of school)
25-27 - Thanksgiving Recess

December (17)				
M	T	W	Th	F
	1	2	3	4
7	8	9	*10	11
14	15	16	17	18
21	22	*23	24	25
28	29	30	31	

10 - Professional Learning Day - *Early Dismissal
23 - *Early Dismissal
24 -31 - Holiday Vacation

January (19)				
M	T	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

1 – New Year's Day
18 - Martin Luther King Day

February (17)				
M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26

12 – Professional Development Day
15 - Presidents' Day
16 – Winter Break

March (22)				
M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	*25	26
29	30	31		

10,11,12-Parent-Teacher Conferences-NFES & MS
25 - Professional Learning Day - *Early Dismissal
26 - Good Friday

April (17)				
M	T	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

12 - 16 – Spring Vacation

May (20)				
M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	*28
31				

28 - Professional Learning Day - *Early Dismissal
31 - Memorial Day

June (8)				
M	T	W	Th	F
	1	2	3	4
7	8	9	10	♦11
♦14	♦15	♦16	♦17	♦18
♦*21	22	23	24	25
28	29	30		

10 - Last Day for Students/Staff
♦11 - ♦22 - Snow/emergency days
♦*21 - Last Possible Day for Students/Staff (includes 7 snow/emergency days) *Early Dismissal

Inclement weather/emergency days will be made up on June 11th through June 21st as needed. If more than 7 days are needed, days will be taken from spring vacation beginning with April 12th. The last day for students is expected to be no later than June 21st. Students will not be in school more than 180 days.
In the event that any of the teacher work days (10/9, 11/3 & 2/12) must be cancelled, it will be rescheduled for the same day of the week, one week later, and a student day will be added to the end of the school year.

Professional Learning Days – If the opening of school is delayed on a Professional Learning Day, the Professional Learning Day is cancelled, and students will be in school until regular dismissal time.

Approved by the Board of Education:

October 16, 2025

New Fairfield Public Schools
Fiscal Year 2027 Budget Assumptions

Develop and present a budget request to the Board of Education (BOE) that is fiscally responsible, ensures continuous improvement and reflects the mission, vision, priorities and strategic plan of the District.

As in previous years, the budget will be developed using a needs-based, zero-based approach. This means we build the budget from the ground up, justifying every expense and aligning resources with student and district needs, rather than relying on prior year spending levels.

While the District continues to seek efficiencies and explore cost avoidance opportunities, the Fiscal Year 2027 (FY 27) budget will reflect contractual increases in salaries and benefits that represent the majority of operating costs. These increases are non-discretionary costs that must be included in the budget to fulfill contractual obligations and maintain high-quality staff to support student learning.

The following factors will be considered in developing the Superintendent's Recommended FY 27 operating and capital budgets:

1. The recommended budget will be framed by the New Fairfield Public Schools (NFPS):
    a. Vision of a Learner - Graduates of NFPS are: Knowledgeable Scholars; Talented Communicators; Critical and Creative Thinkers; Engaged Global Citizens; and, Self-determined & Self-Reliant Individuals.

    b. Strategic Plan - Three aspirational goals, addressing curriculum, instruction, and wellness, have been established in support of the NFPS Vision of a Learner.

    c. Special Education Goal - Provide a cohesive, student-centered system of support that ensures high-quality, standards-aligned instruction, promotes inclusion, strengthens IEP development, and actively engages families in the educational process.

    d. Attendance Goal - Continue efforts to reduce the student chronic absenteeism rate to under 8% and achieve at least a 95% staff attendance rate.

    e. Resources for Learning - Defined as finances, facilities, operational systems, technology, and human resources. Adequate resources are a foundational component for New Fairfield to achieve its Vision of the Learner.

2. The District will continue to explore and implement opportunities to be more cost effective, as well as avoid and contain costs wherever possible.
    a. Staffing - Staffing levels will ensure compliance with state and federal mandates, maintain reasonable class sizes, and preserve the programs and support essential to student success and well-being. Contractual obligations and negotiated agreements establish the baseline for personnel costs, and reductions beyond these levels would directly impact the district's ability to meet educational and legal responsibilities.

    b. Operations - Areas for exploration for cost containment include transportation, energy, technology services and continuing to partner with the town agencies to achieve the greatest efficiencies possible.

    c. Programs and Services - The schools and departments will develop strategies to accomplish the same results with efficient and effective approaches, employing innovative strategies to optimize outcomes at the lowest cost to the community.

    d. Grants - In order to reduce the strain on the operating budget, the District will explore alternative funding sources including grants and incentive programs from the state and federal governments as well as private organizations.

3. Enrollment for the current school year is comparable to last year. Stable enrollment provides an opportunity to maintain consistent class sizes and program offerings that have proven effective in supporting student achievement. The FY 27 budget will sustain the staffing and instructional capacity necessary to preserve this stability.

4. Class size goals (K-5) are employed in determining the appropriate number of elementary sections at each grade level. The table below lists the class size goals that have been applied in the past as well as the current average class sizes on October 1, 2025.

Grade	**K**	**1**	**2**	**3**	**4**	**5**
Class Size Goals	18-20	18-20	20-22	20-22	20-22	20-24
25-26 Average Class Sizes	18	18	19	22	21	21

5. Salaries and benefits are the primary driver of the FY 27 operating budget. The District's five bargaining units have negotiated contracts with fixed increases, which represent non-discretionary, unavoidable costs that must be included in the budget to honor agreements and maintain high-quality staff to support student learning.

6. The District will continue to meet all federal and state mandates under IDEA and Section 504 by providing appropriate Pupil Services and Special Education programs that address the individual needs of students. While these services are legally and ethically required, they also represent an area of significant cost variability. The District has experienced an increase in unanticipated outplacements during FY 26, which may continue to impact expenditures in FY 27.

   To mitigate these costs and better serve students within their community, the district seeks to expand in-district programming and support whenever feasible. However, some outplacements remain necessary when student needs cannot be appropriately met within the district.

7. Revenue generated from student tuition will be applied as an offset to related staffing costs incurred for the operation of the Early Learning Center (ELC) program Staffing costs associated with the ELC program were offset by $129,000 in the FY 26 budget.

8. The cost of consumable goods and services will be based on existing contracts and estimated to reflect inflation costs where we do not have contractual increases in place.

9. The BOE and the Town continue to operate under a shared financial services model in which 50% of the finance department's employee salaries are funded through the BOE budget. For FY 27, the District will continue to budget at the 50% level in accordance with the existing agreement.

   The BOE and the Town are actively collaborating to codify a new shared services agreement that more accurately reflects the actual level of financial support and services provided to the BOE. This updated agreement will ensure transparency and fiscal integrity for both entities once mutually approved.

10. Turnover savings reflect anticipated salary reductions when retiring or departing staff are replaced at lower pay levels. To ensure greater budget accuracy and sustainability, the District implemented a three-year plan to gradually adjust turnover savings to reflect actual trends. The FY 27 budget represents the third year of this plan, reducing the projected amount to $150,000.

11. Provide all staff with an ongoing high-quality professional learning program in support of the district's strategic plan.

12. The District is committed to maintaining and improving its facilities at an appropriate level to ensure safe and functional learning environments. Capital investments will be prioritized based on health and safety, educational requirements and long-term cost avoidance. The goal is to fund capital projects to protect the community's investment in its school buildings and prevent higher deferred-maintenance costs in future years.

Students

Bus Conduct

School transportation is a student privilege conditional upon satisfactory behavior on buses and at bus stops.

Students will be advised that, while awaiting or receiving transportation to and from school, they may be suspended from transportation services for unsatisfactory conduct which endangers persons or property or violates a Board policy or administrative regulation. Principals shall follow procedures in Policy 5114 Suspension/Expulsion/Exclusion/Removal when suspending student bus privileges.

(cf. 5114 Suspension/Expulsion/Exclusion/Removal)
(cf. 5131.5 Vandalism)

Legal Reference: Connecticut General Statutes

10-186 Duties of local and regional Boards of education re school attendance.

10-220 Duties of boards of education.

10-221 boards of education to prescribe rules.

10-233c Suspension of students.

Policy adopted: December 4, 2008
Policy reviewed:

NEW FAIRFIELD PUBLIC SCHOOLS
New Fairfield, Connecticut

Students

Conduct on School Bus

The New Fairfield Board of Education is committed to maintaining and improving the safety and well-being of students and employees. The Board of Education adopts the following policy:

1. Passengers riding in vehicles owned and/or operated by the Board of Education must wear seat belts when vehicles are so equipped.
2. Passengers must remain seated while any such vehicle is in motion.
3. Students shall treat bus equipment properly. All damage will be paid for by the offenders or their parents.
4. Students shall behave in an orderly manner while waiting, boarding, riding on, and leaving busses. They shall obey the instructions of the driver at all times.
5. If a student is unruly on the bus and refuses to obey the driver, the driver will take the student to his destination and report him/her in writing to the building administrator.

   Unless there is a reasonable doubt with respect to the safety and welfare of a student or students, no child shall be denied the privilege of riding a school bus to and from school on the same day of an infraction of the rules established by the Superintendent of Schools.

   The administrator will discuss the situation as soon as possible with the parent and student. If the administrator decides to revoke bus privileges the parent will be notified promptly that the child may not ride the bus. It will be the responsibility of the parent to transport the child to school during the period that the privilege of bus transportation is withdrawn. If a parent cannot provide transportation, in-school or out-of-school suspension may be substituted.
6. The Board is responsible for student safety only while the students are in the Board's custody, that is, from the time the child boards the bus and until he/she is safely discharged and across the street. Parents are responsible for the safety of the child at all other times, including the time when the student is waiting for the bus at the bus stop.
7. ~~Consolidated students~~ New Fairfield Elementary School students K-3 will be dropped off at bus stops if there is an adult or student (aged 12 or older)~~,~~ to meet the child. If there is no adult or appropriately aged student present, the child will be returned to school.

The exception to this regulation will be a child whose parent has completed a signed agreement with the building principal and Superintendent.

A mandated policy for your consideration.

Students

Educational Opportunities for Military Children

To facilitate the placement, enrollment, graduation, data collection, and provision of special services for students transferring into or out of the District because of their parents being on active duty in the U.S. Armed Services, the District supports and will implement its responsibilities as outlined in the ***Interstate Compact on Educational Opportunity for Military Children***. The Board of Education believes it is appropriate to remove barriers to educational success imposed on children of military families because of their parents' frequent moves and deployment.

Definitions

Children of military families means school-aged children, enrolled in kindergarten through 12th grade, in the household of an active-duty member of the uniformed service of the United States, including members of the National Guard and Reserve.

Deployment means the period one month before the service members depart from their home station on military orders, six months after return to their home station.

Education(al) records means official records, files, and data directly related to a student and maintained by the school, including, but not limited to, records encompassing all the material kept in the student's cumulative folder.

The requirements applicable to eligible students, which must be fulfilled, are listed below. Eligible students are those who are children of active-duty personnel, active-duty personnel or veterans who have been severely injured and medically discharged, and active-duty personnel who die on active duty within one year of service. Students are not eligible for the provisions of the ***Compact*** if they are children of inactive Guard or Reserves, retired personnel, veterans not included above, or U.S. Department of Defense personnel and other federal civil service employees and contract employees.

The District's responsibilities to eligible children include the following:

- Sending schools must send either official or unofficial records with the moving students, and District receiving schools must use those records for immediate enrollment and educational placement.

- Simultaneously, the receiving school must request official records, and the sending schools shall respond within 10 days with the records.

- Immunization requirements of the District may be met within 30 days from the date of enrollment (or be in progress).

Students

Educational Opportunities for Military Children (continued)

- Receiving schools must honor placement of students in all courses from the sending school. These include, but are not limited to, Honors, International Baccalaureate, Advanced Placement, vocational-technical, and career pathway courses if those courses are offered in the receiving school.

- In compliance with federal law, special education students must be placed by the existing IEP with reasonable accommodations in the receiving school.

- If a child of a member of the armed forces is enrolled in a school under the jurisdiction the district, and such member has received military orders directing them from such town, or any other documents from the armed forces indicating a change of residency from such town during the school year, the child may continue to be enrolled in the school until the end of the school year while such member remains a member of the armed forces, except that any such child in grade eleven may continue to be enrolled in the school for an additional school year while such member remains a member of the armed forces

- The District will exercise, as deemed appropriate, the right to waive prerequisites for all courses and programs, while also maintaining its right to re-evaluate the student to ensure continued enrollment, as deemed appropriate.

- Students of active-duty personnel shall have additional excused absences at the discretion of the District for visitations relative to leave or deployment.

(cf. 5111 – Admission)
(cf. 5113 – Attendance and Excuses)
(cf. 5123 – Promotion/Retention)
(cf. 5125 – Student Records; Confidentiality)
(cf. 5141.3 – Health Assessments and Immunizations)
(cf. 6146 – Graduation Requirements)
(cf. 6171 – Special Education)

Students

Educational Opportunities for Military Children

Legal Reference: Connecticut General Statutes

10-15f Interstate Compact on Educational Opportunity for Military Children

Public Act 25-15 An Act Concerning Various Measures Recognizing and Honoring the Military Service of the Armed Forces in Connecticut. (Section 7)

Policy adopted: NEW FAIRFIELD PUBLIC SCHOOLS
New Fairfield, Connecticut

rev 11/11
rev 7/25

Sample policies are distributed for demonstration purposes only. Unless so noted, contents do not necessarily reflect official policies of the Connecticut Association of Boards of Education, Inc.

Students

Challenging Behavior Response Policy

The New Fairfield Board of Education (the "Board") is committed to identifying strategies to improve school climate, including, but not limited to, by responding to challenging behavior and implementing evidence and research-based interventions, including restorative practices. Restorative practices may be implemented by school employees for incidents of challenging behavior, bullying, and/or harassment in the school environment, or other forms of student conflict that is nonviolent and does not constitute a crime. Restorative practices shall not include the involvement of a school resource officer or other law enforcement official unless such challenging behavior or other conflict escalates to violence and/or constitutes a crime. In addition, the New Fairfield Public Schools (the "District") shall address challenging behavior, bullying, and harassment in accordance with the Board's Student Discipline policy and any other applicable Board policy, administrative regulations, and/or school rules.

For purposes of this policy:

- "Restorative practices" means evidence and research-based system-level practices that focus on (A) building high-quality, constructive relationships among the school community, (B) holding each student accountable for any challenging behavior, and (C) ensuring each such student has a role in repairing relationships and reintegrating into the school community.

- "Challenging behavior" means behavior that negatively impacts school climate or interferes, or is at risk of interfering, with the learning or safety of a student or the safety of a school employee.

- "Bullying" means unwanted and aggressive behavior among children in grades kindergarten to twelve, inclusive, that involves a real or perceived power imbalance. "Bullying" includes "cyberbullying", which means any act of bullying through the use of the Internet, interactive and digital technologies, cellular mobile telephone or other mobile electronic devices or any other electronic communication.

- "School climate" means the quality and character of the school life, with a particular focus on the quality of the relationships within the school community, and which is based on patterns of people's experiences of school life and that reflects the norms, goals, values, interpersonal relationships, teaching, learning, leadership practices and organizational structures within the school community.

Students

Challenging Behavior Response Policy

- "School climate improvement plan" means a building-specific plan developed by the school climate committee, in collaboration with the school climate specialist, using school climate survey data and any other relevant information, through a process that engages all members of the school community and involves such members in a series of overlapping systemic improvements, school-wide instructional practices and relational practices that prevent, identify and respond to challenging behavior, including, but not limited to, alleged bullying and harassment in the school environment.

- "School environment" means a school-sponsored or school-related activity, function or program, whether on or off school grounds, including at a school bus stop or on a school bus or other vehicle owned, leased or used by the Board, and may include other activities, functions or programs that occur outside of a school-sponsored or school-related activity, function or program if bullying at or during such other activities, functions or programs negatively impacts the school environment.

District administration will implement a continuum of tiered strategies aligned to Connecticut School Climate Standards to prevent, identify, and respond to challenging behavior, bullying, and harassment. Such strategies shall include research-based interventions, including restorative practices, and may be included in each school's school climate improvement plan. These strategies and tiered responses will be reviewed annually and updated as needed by the district administrative team and district school climate coordinator.

(cf. 1110.1 – Parent Involvement)
(cf. 4131 – Staff Development)
(cf. 5114 – Suspension/Expulsion; Student Due Process)
(cf. 5131 – Conduct)
(cf. 5131.1 – Bus Conduct)
(cf. 5131.6 – Drugs, Alcohol, Tobacco)
(cf. 5131.7 – Weapons and Dangerous Instruments)
(cf. 5131.8 – Out of School Grounds Misconduct)
(cf. 5131.911 – Connecticut School Climate Policy)
(cf. 5131.913 – Cyberbullying)
(cf. 5141.4 – Reporting of Child Abuse and Neglect)
(cf. 5145.4 – Nondiscrimination)
(cf. 5145.5 – Sexual Harassment)

Students

Challenging Behavior Response Policy

Legal References:

Conn. Gen. Stat. § 10-222aa

Conn. Gen. Stat. § 10-222dd

Conn. Gen. Stat. § 10-222jj

Policy adopted:

NEW FAIRFIELD PUBLIC SCHOOLS
New Fairfield, Connecticut

NEW FAIRFIELD PUBLIC SCHOOLS
NEW FAIRFIELD, CT

GIFTS AND DONATIONS

This form must be completed and submitted for all in-kind and monetary donations to a school or the district. Donations valued at $1,000 or more require BOE approval before acceptance of the donation or depositing of funds. A letter of acceptance will be sent by the appropriate staff member with a copy to the superintendent's office.

DATE: October 8 , 2025

SCHOOL: New Fairfield High School

TYPE OF DONATION AND QUANTITY: Monetary - $ 3,961.83

CONDITION/AGE OF ITEM DONATED: N/A

DONOR: New Fairfield Diamond Club

SCHOOL'S PLAN FOR USE OF ITEM(S): Purchase of a new sound system for the baseball field.

APPROXIMATE VALUE: $ 3,961.83

The approximate value denoted above has been supplied by the donor. The New Fairfield Public Schools does not attest to the accuracy of this value. It is the donor's responsibility for documentation to support this valuation for tax or any other purposes.

NEW FAIRFIELD PUBLIC SCHOOLS
NEW FAIRFIELD, CT

GIFTS AND DONATIONS

This form must be completed and submitted for all in-kind and monetary donations to a school or the district. Donations valued at $1,000 or more require BOE approval before acceptance of the donation or depositing of funds. A letter of acceptance will be sent by the appropriate staff member with a copy to the superintendent's office.

DATE: October 8 , 2025

SCHOOL: New Fairfield High School

TYPE OF DONATION AND QUANTITY: Monetary - $ 1,500

CONDITION/AGE OF ITEM DONATED: N/A

DONOR: New Fairfield Baseball Club

SCHOOL'S PLAN FOR USE OF ITEM(S): Purchase of clay for the varsity softball field from Carriere Materials.

APPROXIMATE VALUE: $ 1,500

The approximate value denoted above has been supplied by the donor. The New Fairfield Public Schools does not attest to the accuracy of this value. It is the donor's responsibility for documentation to support this valuation for tax or any other purposes.

SHARED FINANCIAL SERVICES AGREEMENT

This Shared Financial Services Agreement (the "Agreement") is made and entered into as of this twenty third day of October, 2025 between the Town of New Fairfield (hereinafter the "Town"), and the New Fairfield Board of Education (hereinafter the "BOE"). The Town and the BOE are each a "Party" and are jointly referred to herein as "the Parties."

WHEREAS, each of the Town and the BOE perform similar financial functions, such as payroll, accounts payable, accounting, benefits administration, and purchasing; and

WHEREAS, the Town and BOE deem it to be in their mutual interest to collaborate by sharing certain financial functions in order to achieve greater efficiency and effectiveness of effort;

WHEREAS, the Board of Selectmen for the Town of New Fairfield has authorized the First Selectman to enter into this Agreement on behalf of the Town;

WHEREAS, the Board of Education for the Town of New Fairfield has authorized the Superintendent to enter into this Agreement on behalf of the BOE; and

WHEREAS, Connecticut General Statutes § 10-239k authorizes such agreements;

NOW THEREFORE, in consideration of the mutual covenants contained herein and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties hereby agree as follows:

I. TERM AND RENEWAL

1. Term. This Agreement shall become effective upon execution by both Parties and shall remain in effect through June 30, 2028 (the "Initial Term"), unless earlier terminated by either Party pursuant to Section IV (Termination), herein.

2. Renewal. Following the Initial Term, this Agreement will automatically renew for successive additional terms (each, a "Renewal Term" and together with the Initial Term, the "Term") unless either Party provides written notice to the other of its intention to not renew this Agreement by the October 1st immediately preceding the end of the then-current term.

   It is the intention and desire of the Parties to ensure that decisions regarding renewal, modification and/or termination of this Agreement are made with ample time for budgetary considerations.

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II. FINANCIAL SERVICES

1. Under the terms and conditions as set forth in this Agreement, the Town shall provide the services of qualified Finance Department personnel as necessary to aid and assist the BOE in carrying out the financial administration of the BOE (the "Work"). The Parties agree that the following functions are necessary to the Work: payroll, accounts payable and receivable, accounting, benefits management, procurement and purchasing, financial reporting and auditing, grants management, and internal controls and compliance.

2. The Town Director of Finance ("Finance Director") shall be responsible for implementing and overseeing the provision of services by Town Finance Department personnel to the BOE pursuant to this Agreement.

3. The Finance Director shall consult regularly with the BOE Director of Business and Operations (the "Director of Business") on matters related to the financial administration of the BOE to ensure that BOE needs and priorities are understood and are being met.

4. The Director of Business may provide directly to assigned Town Finance Department personnel such input, guidance, and direction as may be necessary and appropriate to ensure the accurate and timely completion of tasks and assignments in connection with the Work.

5. The choice of staff to be assigned to the Work shall be subject to the Town's sole and absolute discretion.

6. Each of the Town Finance Department staff providing services pursuant to this Agreement shall be required to keep timely, accurate and detailed time records showing time worked for the BOE, and to submit those time records to the Finance Director at the end of each workweek.

7. The Director of Business shall provide regular feedback to the Finance Director regarding the services being provided to the BOE pursuant to this Agreement.

8. The Finance Director, in collaboration and consultation with the Director of Business, shall prepare and provide to the First Selectman and the Superintendent quarterly written activity reports of all financial services rendered by the Town to the BOE pursuant to this Agreement (the "Quarterly Reports"), which Quarterly Reports shall include a per-employee breakdown of Finance Department staff time allocated to the BOE during the reporting period as well as materials and supplies used in providing services pursuant to this Agreement during the reporting period.

9. By September 1 of each year, the Superintendent, Director of Business, First Selectman, and Finance Director shall meet to conduct an annual review and assessment of this

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Agreement and the services provided hereunder (the "Annual Assessment"). The topics to be addressed at the Annual Assessment shall include (without limitation):

a. Actual costs and expenses against budgeted costs and expenses;
b. Documented operational needs of the BOE against actual services provided;
c. Updating and ensuring the accuracy of the cost-sharing ratio as necessary;
d. Issues that arose during the course of the year with respect to implementation, effectiveness, efficiency, working relationships, compliance matters, or other matters/concerns impacting performance of Parties under the Agreement;
e. The Finance Director's proposed goals and objectives for the following year; and
f. Suggestions or recommendations for improvement or amendment.

10. The BOE understands, acknowledges and agrees that:

a. All Town staff and personnel that provide services to the BOE pursuant to this Agreement shall remain the sole employees of the Town.

b. The Town has and shall retain sole and exclusive control over the recruitment, appointment, supervision, discipline, wages, hours, and all other terms, conditions, and benefits of employment for its staff and personnel.

c. Many of the Town Finance Department staff who may provide services to the BOE pursuant to this Agreement are members of the New Fairfield Town Hall Employees Local 1303-213 of Connecticut Council #4 AFSCME, AFL-CIO (the "Town Hall Union"); the Town's obligations pursuant to applicable law and any Collective Bargaining Agreement then in effect between the Town and the Town Hall Union shall trump and take priority over any and all terms, conditions, or obligations under this Agreement.

d. This Agreement may be subject to amendment or modification as a result of possible impact bargaining between the Town and the Town Hall Union.

e. Should any Town employee providing services to the BOE pursuant to this Agreement file a grievance or make any work-related complaint, the BOE and its staff shall cooperate fully with the Town in connection with the Town's investigation, processing, and resolution of same, which shall be conducted pursuant to the Town's policies and procedures.

f. Should any Town employee providing services to the BOE pursuant to this Agreement direct any work-related complaint to the BOE, either through the Director of Business or otherwise, the BOE shall within one (1) business day inform the Town and forward such complaint to the Town for processing pursuant to the Town's policies and procedures.

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11. In the event that the position of Finance Director becomes vacant during the Term of this Agreement and the Town undertakes efforts to recruit a new Finance Director during the Term of this Agreement, the Town shall invite the Director of Business to participate in any interview committee tasked with interviewing candidates for the position of Finance Director.

III. COST AND PAYMENT

The BOE agrees to pay the Town based upon a cost-sharing ratio of Town Finance Department costs and expenses which takes into account the salaries and time allocations of each Town employee providing services to the BOE pursuant to this Agreement as well as the costs for materials and supplies used in providing such services.

For FY 2025-2026: the Parties agree that the cost-sharing ratio will be allocated 50% to the Town and 50% to the BOE.

For FY 2026-2027: The Parties agree to review and adjust the 50%-50% cost-sharing ratio as necessary at the Annual Assessment immediately preceding FY 2026-2027.

FY 2027-2028: The Parties agree to review and adjust the then-effective cost-sharing ratio as necessary at the Annual Assessment immediately preceding FY 2027-2028.

IV. TERMINATION

This Agreement may be terminated by either Party with sixty (60) days' advance written notice ("Notice of Termination"). In the event that a Notice of Termination is issued, the Parties shall promptly and in good faith work together to prepare and implement a transition plan that seeks to minimize disruption to the financial operations of the Town and the BOE while ensuring the appropriate reassignment of the financial administration of the BOE. The Parties shall also promptly reconcile and settle all cost obligations incurred up to and including the effective date of the termination.

V. DISPUTE RESOLUTION

1. In the event that any dispute arises under this Agreement, written notice of such dispute shall be promptly provided. Written notice of any such dispute shall be sent to the Town via email to the First Selectman, and to the BOE via email to the Superintendent. The Parties shall meet and negotiate in good faith in an attempt to resolve any such disputes.

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VI. MISCELLANEOUS

i. Governing Law. This Agreement shall be governed by and construed pursuant to the laws of the State of Connecticut, without regard to its conflict of laws principals.

ii. Entire Agreement and Integration. This Agreement, including any exhibits attached hereto, contains the sole and entire agreement between the Parties with respect to the subject of this Agreement, and supersedes all oral agreements, negotiations and prior agreements or understanding between the Parties, whether oral or written.

iii. Amendment. Any amendment to or modification of this Agreement must be reduced to writing, must specify the effective date of the amendment or modification, must be signed by an authorized representative of each Party, and must be attached to this Agreement.

iv. Severability. If any provision of this Agreement is found to be invalid or unenforceable, the remaining provisions shall remain in full force and effect.

v. Headings. Any headings used in this Agreement are for convenience only and do not affect the meaning or interpretation of this Agreement.

IN WITNESS WHEREOF, each of the Parties has caused this Agreement to be executed by its duly authorized officer as of the day and year reflected below.

TOWN OF NEW FAIRFIELD

By: _____
Melissa Lindsey
First Selectman

Date:

NEW FAIRFIELD BOARD OF EDUCATION

By: _____
Kenneth G. Craw
Superintendent

Date:

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