

TOLLAND BOARD OF EDUCATION
Tolland High School Library
One Eagle Hill
Tolland, CT 06084

REGULAR MEETING

7:30 – 10:00 P.M.

AGENDA
March 24, 2016

VISION STATEMENT

To represent education at its best, preparing each student for an ever-changing society, and becoming a full community of learning where excellence is achieved through each individual's success.

A. CALL TO ORDER, PLEDGE OF ALLEGIANCE

B. APPROVAL OF MINUTES

Regular Meeting – March 9, 2016
Special Meeting – March 2, 2016
Special Meeting – March 4, 2016
Special Meeting – March 4, 2016

C. PUBLIC PARTICIPATION (2 minute limit)

The members of the Tolland Board of Education welcome members of the public to share their thoughts and ideas at this time. When appropriate to do so, members of the Board and the administration may respond to comments during "Points of Information". However, in consideration of those in attendance and in an effort to proceed in a timely manner, follow-up discussion may need to take place outside of the meeting setting.

D. POINTS OF INFORMATION

E. STUDENT REPRESENTATIVES REPORT – Charles Perosino and Andrew Harger

F. SUPERINTENDENT'S REPORT

F.1 Culture and Climate Report and Feedback – Workshop (No enclosure)
F.2 Constable Agreement

G. COMMITTEE & LIAISON REPORTS

H. CHAIRPERSON'S REPORT

I. BOARD ACTION

J. PUBLIC PARTICIPATION (2 minute limit)

Comments must be limited to items on this agenda.

K. POINTS OF INFORMATION

L. CORRESPONDENCE

M. FUTURE AGENDA ITEMS

N. ADJOURNMENT

TOLLAND BOARD OF EDUCATION
Hicks Municipal Center
Council Chambers
Tolland, CT 06084

REGULAR MEETING – March 9, 2016

Members Present: Mr. Patrick Doyle, Vice Chair; Ms. Kathy Gorsky, Secretary; Ms. Karen Moran, Ms. Colleen Yudichak, Ms. Susan Seaver, Ms. Harrold, Mr. Robert Pagoni, and Mr. Jeffrey Schroeder.

Administrators Present: Dr. Walter Willett, Superintendent of Schools, Mark McLaughlin, Business Manager

A. CALL TO ORDER, PLEDGE OF ALLEGIANCE

Mr. Doyle called the meeting to order at 7:30 P.M. The Pledge of Allegiance was recited.

B. APPROVAL OF MINUTES

Regular Meeting – February 24, 2016

Special Meeting – February 18, 2016

Special Meeting – February 29, 2016

Special Meeting – February 29, 2016

Changes: February 24, 2016, item A, time should be 7:30PM.

Note: on the agenda, the two meetings designated as taking place on February 29, 2016 actually took place on February 26, 2016 as reflected in the respective minutes.

Ms. Gorsky motioned to accept the minutes of the Regular Meeting on February 24th with the noted change, the Special Meetings on February 18th, and the two Special Meetings on February 26th. Ms. Seaver seconded the motion. All were in favor. Motion carried.

C. PUBLIC PARTICIPATION - none

D. POINTS OF INFORMATION

Ms. Moran noted that she and Mr. Pagoni attended the TMS Career Day. Mr. Pagoni represented himself as both a pilot and a Board Member. Ms. Moran was in the capacity of a volunteer Board Member. She had a suggestion box set up at her booth and forwarded a document listing the suggestions received from the students. These responses included the desire for a longer lunch, the expression of thanks for providing a proper education and a sense of safety, and compliments on the cleanliness of the school.

Ms. Moran brought a copy of the *Math in Focus* book for demonstration to the Board meeting and noted that her son prefers the book to worksheets.

E. STUDENT REPRESENTATIVE REPORT – Charles Perosino and Andrew Harger

- The THS play, *Joseph and the Amazing Technicolor Dreamcoat* will be performed on March 11th and 12th at 7:00PM. Tickets are available for purchase both at lunch and at the door (\$8.00 for students and \$10.00 for adults).
- The Mr. THS event will take place on Friday, March 18th.
- The THS trip to France is April 6th – 17th.
- The SAT was administered last week at THS. Mr. Perosino commented that he liked the new format and it is in line with the curriculum. Ms. Gorsky noted that the Writing

Section was not administered. Thus, if a student is applying to an institution which requires this component, the student will need to sit for another SAT administration.

F. SUPERINTENDENT'S REPORT

F.1. Workshop Model: Meeting to Develop Board Goals – March 24, 2016

Dr. Willett explained that the next Board meeting will be held at THS. It will follow a workshop model and focus on Culture and Climate. There will be an opportunity for interactivity between the Board and the public as well as an element of business. The Communications Committee will message information about the session to the public.

F.2. 2016 – 2017 School Calendar

Dr. Willett reviewed attachment F2 regarding the proposed calendar. The calendar has been posted online for approximately 2 weeks. After a brief discussion, the Board determined a second reading would not be necessary.

Ms. Gorsky motioned to move item F.2 to I.1 for action. Ms. Yudichak seconded the motion. All were in favor. Motion carried.

F.3. Constables Proposal

Dr. Willett thanked Trooper Dan McCarthy for being present this evening and reviewed attachment F3.

Trooper McCarthy explained that the constables will be part time employees who will work 24 hours a week (3 8-hour days). This allows them to be doubled up on a day and provides flexibility. The mileage component is in regard to the travel the constables will do between schools.

Mr. Pagoni supports the proposal and appreciates the effort. While he would prefer to have 3-4 full time state troopers, he supports this and appreciates all the efforts made to bring this to the Board.

Ms. Seaver requested clarification of the hiring process. Trooper McCarthy explained that all of the applications will go to Dr. Willett. There will also be a board which will include Dr. Willett, Commander Lieutenant Smith, the Commander of Troop C, Trooper McCarthy, and anyone Dr. Willett selects. The BOE will have oversight of functions of the constables at the schools and the constables will need to follow all commands of the Administrative Resident Trooper (Trooper McCarthy). Dr. Willett will be the hiring body.

Trooper McCarthy explained that the constables would refer serious assaults, rape charges, and other major investigations to the State Police. Mr. Pagoni asked what constables would do in the event of an incident such as an active shooter. Would they wait for backup? Trooper McCarthy explained that the constables would go right to a situation. They are either retired state troopers or retired municipal police. As certified officers, they treat deadly force the same way state troopers do.

Ms. Moran requested more information regarding the training the constables will have in regard to developing positive relations with all staff and students since this would fall under the district's Climate and Culture priority. Dr. Willett noted that it will be a

symbiotic relationship between Troop C and the district. He will take an active role in evaluation, supervision, and assist in training. This is a partnership. Trooper McCarthy explained that many of the applicants have already been SROs and are D.A.R.E. certified.

Although the state police will do the hiring, the BOE members will have an opportunity to meet the candidates. Mr. Pagoni highlighted the importance of having constables who are mentors as well as police officers and would like at least one of the BOE members to be on the hiring board.

A brief discussion took place regarding concern that a constable may work on average of over 30 hours a week and the rules of Obamacare. Dr. Willett did not believe this would be an issue.

Trooper McCarthy explained that the hiring process will take time. Applications and resumes need to be received and reviewed by Dr. Willett. Additionally, testing will be done as well as P.O.S.T. certification which takes 3 weeks. There are psychological exams and other matters as well so if the BOE would like to go with this plan, it should not wait too long.

F.4. Vending Machine Hours

Dr. Willett reviewed attachment F4 regarding the vending machine hours. A brief discussion took place and it was determined that the Student Representatives will bring this to the Student Council for discussion. Dr. Willett noted that if a request to change the hours of operation is made to the principal, it will be considered.

F.5. Tolland Intermediate School Paraprofessional

Dr. Willett reviewed attachment F5 regarding the request made by the Director of Pupil Services for a 1:1 paraprofessional at TIS for the remainder of the 2015-2016 school year. This is necessitated by a 504/medical need and Dr. Willett requested a Move to Action at this evening's meeting.

Mr. Pagoni motioned to move item F5 to item I2 for action. Ms. Moran seconded the motion. All were in favor. Motion carried.

F.6. Monthly Financial Report – February 2016

Dr. Willett reviewed attachment F6. The February 2016 financial report shows an available balance of \$822,648 or 2.15% of the BOE's current budget. This reflects the application of the first Special Education Excess Cost Reimbursement in the amount of \$957,955. It was clarified that this is the current balance, not a surplus.

G. COMMITTEE AND LIAISON REPORTS

Policy – The Committee will meet on March 23rd at 1pm

Negotiation – Meetings have started in regard to the paraprofessionals.

Communications – The March meeting will be cancelled and the next meeting will be on April 6th.

Website Taskforce – Ms. Moran will reach out to learn more about the selection of the vendor.

Town Council Liaison – Ms. Yudichak attended the Town Council meeting where they discussed nine goals and the Town Manager expressed concern regarding speeding on local roads.

Finance and Facilities – The Committee will meet on March 15th at 7:30PM. Mr. Doyle encouraged the Board members to contact the Committee with what it would like to see discussed. One item on the agenda will be an update on the plans for the former Parker School.

H. CHAIRPERSON'S REPORT - none

I. BOARD ACTION

I.1. 2016 – 2017 School Calendar

Ms. Seaver motioned to accept the Tolland Public School 2016-2017 Calendar. Ms. Yudichak seconded the motion. All were in favor. Motion carried.

I.2. Tolland Intermediate School Paraprofessional

Ms. Harrold motioned to approve the Paraprofessional Position as presented. Mr. Schroeder seconded the motion. All were in favor. Motion carried.

J. PUBLIC PARTICIPATION

Angelo Fischera, 64 Crystal Lake Road, inquired in regard to the Constables Proposal. If a medical call comes in, will the constable act in the capacity of an EMT?

K. POINTS OF INFORMATION

Dr. Willett addressed Mr. Fischera's inquiry. The arrangement which has been followed since January 26th will remain in place with the only difference being that in place of a trooper, there will be a constable. In some cases, there may be a Public Safety Officer as well as a constable present.

During his presentation in item F3, Trooper McCarthy noted that there is some urgency in regard to approving the proposal so they will be competitive in terms of hiring officers and highlighted a number of tasks that need to be addressed in order for the constables to be ready for the 2016/2017 school year. Based on this, Ms. Seaver inquired as to why the Board is not voting on the Constables Proposal this evening and a discussion took place. Ultimately, it is the Board's decision if a second reading should be done.

A discussion followed. The Constable Proposal will save the district money in comparison to the SRO program and will keep the district connected with the State Police. Some Board members expressed that they would like additional time to think of other questions and have it on the next agenda as a call to public participation.

A consensus check* was done to determine if the Board members are ready to vote this evening with the following outcomes: Mr. Schroeder, 2; Ms. Harrold, 2; Ms. Moran, 4; Ms. Gorsky, 3; Mr. Pagoni, 5; Ms. Seaver, 4; Ms. Yudichak, 4

**Consensus Check as displayed at the meeting*

- Question: What is your level of support for ____? Each person responds by showing a fist or a number of fingers that corresponds to their opinion.
- Fist -A no vote – I need to talk more on the proposal and require significant changes.

- *1 Finger I still need to discuss certain issues and suggest changes that should be made.*
- *2 Fingers I am more comfortable with the proposal but would like to discuss some minor issues.*
- *3 Fingers I'm not in total agreement but feel comfortable to let this decision or a proposal pass without further discussion.*
- *4 Fingers I think it's a good idea/decision and will work for it.*
- *5 Fingers it's a great idea and I will be one of the leaders in implementing it.*
- *When fewer than three fingers ... group learn from that member the objections & suggestions that would make it a 3.*

A discussion regarding doing second readings took place. In general, if money or a policy is involved, the Board members have an opportunity to review it twice before it goes to a vote. Ms. Seaver commented that since the money has already been allocated, there is no need to wait given the urgency previously discussed in regard to the Constables Proposal. In this case, Ms. Gorsky did not believe there would be a substantial difference but would like the public to have a chance to provide feedback. Mr. Schroeder agreed that it needs to be reviewed by the public. Ms. Harrold expressed concern regarding the constables' hours as presented in the proposal. Students at the elementary school are particularly vulnerable at pick up time and she would like a constable presence at times.

L. CORRESPONDENCE

- Town Council - Special Meeting Minutes, February 18, 2016
- Town Council – February 23, 2016
- Special Joint Meeting – Town Council/Board of Education – March 1, 2016

M. FUTURE AGENDA ITEMS

- Constable Proposal for Action
- Discussion of pickup procedures at Birch Grove

N. ADJOURNMENT

Ms. Gorsky motioned to adjourn the meeting at 9:19PM. Mr. Schroeder seconded the motion. All were in favor. Motion carried.

Respectfully submitted,



Lisa Pascuzzi
Clerk

Summary of Board Meeting 3.2.16

March 5, 2016

Board Members present:

Kathy Gorsky
Michelle Harrold
Susan Seaver

Approximately 1:25 p.m.

Meeting called to order.

Motion to go into executive session made by K.Gorsky, seconded by M.Harrold. Approved 3 -0.

Moved that the Board enter executive session to discuss a confidential student matter.

The Board invited the following individuals (in addition to Board members and its counsel, Jessica Ritter) into the executive session:

Walter Willett, Superintendent
Attorney Elissa Bartlett for the Administration
Student who is the subject of the hearing, and her mother
Ms. Martello, Administration
Attorney Pawling, Attorney for the Student

Approximately 1:30 p.m.

Everyone excused for Board deliberations, except for Board counsel, Jessica Ritter.

Approximately 1:33 p.m.

Meeting resumes. All meeting participants return. K.Gorsky makes the following motion in open session:

Moved that the Tolland Board of Education accept the stipulated agreement entered into by the Administration of Tolland Public Schools and the student who is the subject of the hearing, regarding the student's expulsion from Tolland High School.

Seconded by M.Harrold.

Motion approved 3-0.

Approximately 1:34 p.m.

Meeting adjourned.

Respectfully Submitted,
Elissa Bartlett, Attorney, Rappe & Bartlett

Summary of Board Meeting 3.4.16

March 5, 2016

Board Members present:

Sam Adlerstein
Michelle Harrold
Susan Seaver

Approximately 10:10 a.m.

Meeting called to order.

Motion to go into executive session made by S.Adlerstein, seconded by M.Harrold.
Approved 3 -0.

Moved that the Board enter executive session to discuss a confidential student matter.

The Board invited the following individuals (in addition to Board members and its counsel, Jessica Ritter) into the executive session:

Walter Willett, Superintendent
Attorney Elissa Bartlett for the Administration
Student who is the subject of the hearing, his mother, and his father
Attorney Dyer, Attorney for the Student

Approximately 10:21 a.m.

Everyone excused for Board deliberations,
except for Board counsel, Jessica Ritter.

Approximately 10:33 a.m.

Meeting resumes. All meeting participants
return. M.Harrold makes the following
motion in open session:

Moved that the Tolland Board of Education accept the stipulated agreement entered into by
the Administration of Tolland Public Schools and the student who is the subject of the
hearing, regarding the student's expulsion from Tolland High School.

Seconded by S.Seaver.

Motion approved 3-0.

Approximately 10:22 a.m.

Meeting adjourned.

Respectfully Submitted,
Elissa Bartlett, Attorney, Rappe & Bartlett

Summary of Board Meeting 3.4.16

March 5, 2016

Board Members present:

Sam Adlerstein
Michelle Harrold
Susan Seaver

Approximately 10:24 a.m.

Meeting called to order.

Motion to go into executive session made by S.Adlerstein, seconded by M.Harrold.
Approved 3 -0.

Moved that the Board enter executive session to discuss a confidential student matter.

The Board invited the following individuals (in addition to Board members and its counsel, Jessica Ritter) into the executive session:

Walter Willett, Superintendent
Attorney Elissa Bartlett for the Administration
Student who is the subject of the hearing, his mother, his father and his brother
Attorney Dyer, Attorney for the Student

Approximately 10:30 a.m.

Everyone excused for Board deliberations,
except for Board counsel, Jessica Ritter.

Approximately 10:33 a.m.

Meeting resumes. All meeting participants
return. M.Harrold makes the following
motion in open session:

Moved that the Tolland Board of Education accept the stipulated agreement entered into by the Administration of Tolland Public Schools and the student who is the subject of the hearing, regarding the student's expulsion from Tolland High School.

Seconded by S.Adlerstein. Motion approved 3-0.

Approximately 10:34 a.m.

Meeting adjourned.

Respectfully Submitted,
Elissa Bartlett. Attorney, Rappe & Bartlett

SUPERINTENDENT'S AGENDA ITEM BACKGROUND

ITEM: Constables Proposal

ITEM SUBMITTED BY: Walter Willett, Ph.D., Superintendent

For BOE meeting: March 24, 2016

ITEM SUMMARY:

Please see the included materials/proposal regarding the hiring of Constables. The proposal recommends the hiring of Constables that will each work a 24 hour work week in the Tolland Public Schools. At this level of compensation the Tolland Public Schools can hire **two** Constables who can alternate hours and/or work in different schools. Compensation and equipment costs for each Constable would equate to roughly \$37,323.20 each for the first year. Once equipment is purchased (as illustrated in the proposal) the cost will go down in subsequent years. The Constables can also be hired for coverage of after-school events, and their hours can flex for such events. Their compensation rate is \$29.00 an hour. This is a significantly lower compensation rate than the SRO position, and is competitive with Public Safety Officer positions. Constables have arrest powers, and will carry a firearm.

The basic requirements for this position are illustrated in the attached *Constable/SRO Responsibilities* document. In addition, a market of retiring officers will help expand the pool. Other schools and Towns use the Constable model successfully.

FINANCIAL SUMMARY:

Please see the attached *Constable/SRO Responsibilities* document.

Compensation: \$25,195.20 (\$29.00 per hour @ 24 hours per week)

Medicare: .0145% @ \$365.00 per year each

FICA: .062% @\$1562.00 per year each

Mileage at \$0.54 cents per mile for up to \$750.00 per year each

Equipment: \$4,500.00 each

Insurance: \$3,000.00 per year each (Liability/Workers Comp)

Ammunition: \$200.00 per year each

Training: \$1,750.00 (covered by the Town)

Cost to the Board of Education per Constable for the first year: \$37,322.20 (\$74,644.40 for two)

BOARD ATTORNEY REVIEW: N/A

BOE ACTION DESIRED:

Motion: Motion to accept the Constable/SRO Responsibilities document as revised by the Superintendent and presented in this meeting, and to provide permission to the Superintendent to execute the program as described.

SUPPORTING MATERIALS ATTACHED: Revised *Constable/SRO Responsibilities* document

AGREEMENT BETWEEN
THE TOWN OF TOLLAND BOARD OF EDUCATION
AND
TOLLAND SCHOOL CONSTABLES/SRO's



CONSTABLE/SRO RESPONSIBILITIES

As a Constable/SRO, you will perform many roles within the School District. First and foremost you are a police officer assigned to the schools. In Tolland, the Constable/SRO salary is funded by the Board of Education. With that comes the responsibility of working at for all of the schools. Although Your level of contact at each school is determined by need, the Superintendent of Schools all of the contacts are equally important.

You A Constable will work closely with the administration Superintendent and the various Building Safety and Security Committees to monitor, evaluate and change safety procedures as needed. This includes an active role in lock down and secure building drills, fire drills, and any other exercise related to safety and security. You A Constable will also walk the buildings and grounds looking for areas of improvement.

Another aspect of your duties Constable duty is the development of positive relationships with all staff and students. This develops a high level of trust and understanding. This is extremely important when dealing with students of all ages. In being present and approachable the students realize that you are a constable is a fixture in the schools, which leads to the lessening of barriers and preconceived negative notions that they may have about police officers. This holds true with parents and staff as well. Having one officer who is familiar to all makes this much easier, especially when investigating crimes and mediating personal difficulties.

You A Constable will work towards continuity with the program. This includes being present at school events as assigned by the Superintendent that can include but are not limited to: open houses, dances, important games, etc. This shows the staff, students and parents that you the Constable will support them and that you take a vested interest in the school environment. In extending this continuity you also sit on the The Superintendent appoints a Constable to serve on the Youth Services Advisory Board and are to serve as the police representative for the Juvenile Review Board.

Working in the schools also affords you the opportunity to work in the classroom as designated by the Superintendent. This can include but is not limited to reading to pre K kids students, teaching anti-drug / bullying classes to 5th graders, provide distracted driving presentations (a requirement for all student drivers), as well as teaching in classes at the High School in the areas of law enforcement or even just good decision making.

All of these areas culminate into one of the most important aspects of being an SRO. There are many interactions that take place daily when approached by students who have questions or concerns, which they feel comfortable and safe in bringing to the attention of the SRO bringing to me. This also includes the contact with parents and teachers who trust in you the Constable to give advice in ways to deal with the issues that their children and students bring to them. Confidentiality is, therefore, extremely important as is an open line of communication with the Superintendent for any issues that may require her/his intervention.

The Constable/SRO position is extremely valuable and productive. It is a proactive step in providing a resource and role model into the school community. This has a very positive effect on school atmosphere and creates a level of security that is not present without the Constable/SRO. A Constable should work in close consultation with the Superintendent and school personnel.

REQUIREMENTS FOR HOLDING THE CONSTABLE/SRO POSITION

Retired police officer under the age of 60 with at least 10 years of police service.

Be physically and mentally able to perform the duties of the position, having regard to his or her own safety and the safety of the school population as well as the general public.

Of good moral character and habits.

Possess a valid driver's license and own a car.

Meet the vision and hearing standards as outlined by the Constable Selection System.

No criminal conviction(s) for which a pardon has not been granted.

CIVIL ACTIONS

In the event that an Constable/SRO shall be named as a defendant in a civil action claiming damages for false arrest, false imprisonment or excessive force occurring during the performance of his/her official duties and within the scope of his/her employment and the Town and BOE determines that such officer was acting within the scope of his/her employment and not resulting from his/her willful, or wanton act, the Town shall provide counsel to defend such lawsuit and pay any final judgment obtained therein against such officer as provided by Connecticut General Statute Section 7-465 as amended.

The Town Manager shall give to each employee and to each new employee when hired a copy of this Agreement, an identification card, and a written copy of the Rules and Regulations pertaining to Tolland SRO/Constables.

SENIORITY

Reduction in Force

A seniority list shall be established by the Town, showing each employee's length of service as a constable, beginning on the employee's date of hire as a constable with the Town. If two (2) or more employees are hired on the same date, seniority shall then be determined by date of birth (the older employee having more seniority). "Date of Hire" shall mean the first day of work that the employee begins earning wages from the Town.

In the event that a reduction in force is necessary, the Superintendent will determine staff terminations based on the following in rank order: 1) Evaluation, 2) Length of Service, 3) total previous years of service.

New employees shall serve a probationary period consisting of ninety working days of service six (6) completed full shifts, commencing after they have completed their required field training.

HOURS OF WORK & OVERTIME

The workweek for the Constables may commence at 7:00 AM on Monday and end at 3:00 pm on Friday, although there may be some variation in these hours as determined by the Superintendent of Schools. Each Constable will work in 8 hour shifts for 24 hours per week. Their schedules will overlap on Wednesday's.

Work hours shall be inclusive of meals and coffee breaks and paid as such.

The parties agree that alternative shifts may be utilized and shift hours may be adjusted by agreement between the Town Superintendent of Schools and the employee Constable/SRO.

Vacancies in the monthly schedule due to Constable/SRO absences shall in most all cases typically be filled by the other part time Constable/SRO.

The Superintendent shall liberally allow shift swaps consistent with the prior practice followed by the Superintendent provided that in no event shall swaps be allowed if they provided they do not create an overtime pay situation or other additional expense to the Town. The employee who swaps an assigned shift to another

Constable/SRO shall provide the ~~Town~~ Superintendent of Schools with at least twenty-four (24) hours notice of the fact that the swap has been made, along with the name of the officer who has accepted the assignment, which shall be communicated on a form established by the Superintendent for this purpose.

Overtime pay at the rate of one and one-half (1 & 1/2) times the employee's regular rate of pay shall be paid for all hours worked in excess of forty (40) hours in a workweek.

The Superintendent, at her or his discretion, may schedule additional shifts as needed to meet the needs of the Schools and/or Town, subject to the availability of Constables/SRO's. Whenever possible, extra duty shall be assigned on the regular monthly schedule. Any "extra duty" work performed for the Schools and/or Town is at the sole discretion of the Superintendent of Schools, and such duty that is paid by the Tolland Board of Education shall be paid at the regular straight time rate of pay unless the weekly hours exceeds 40.

UNIFORM AND EQUIPMENT

The ~~Town~~ Board of Education shall provide each employee with the necessary clothing and equipment related to their duties as determined by the ~~Town~~ Superintendent.

New employees shall be issued the following items upon employment. Items can be obtained from Guardian in Springfield, MA:

2 Winter Pants	1 Winter Hat	
2 Summer Pants	1 Summer Hat	
2 Long Sleeve Shirts	1 Duty Belt	
2 Short Sleeve Shirts	1 Duty Holster	
1 Winter Coat	1 Duty Mag Pouch	
1 Light Jacket	1 Can of Pepper Spray	
1 Flashlight	1 Pair Cuffs	
1 Pepper Spray Holster	1 Raincoat	
1 Baton and Holder		\$1,000.00 each
1 Body Armor- Same as State		\$ 600.00 each
1 Weapon-Stage		\$ 700.00 each
1 Portable Radio*		\$2,200.00 each
		\$4,500.00 each

~~Am~~ Ammunition (Training & Duty) \$ ~~\$0~~200.00 each

~~Lia~~ Liability Insurance (estimation) \$1, ~~\$1~~000.00 each

Workers Compensation (estimation)	\$2,000.00 each
Total per Constable	<u>\$7,700.00</u>

(*Base Station @ Tolland Resident Trooper Office)

PAY RATE

All Constables will be paid at a rate of \$29.00 per hour, @ 24 hours per week. There are 181 days in a school year or approximately 36.20 weeks for an estimated total annual salary of \$25,195.20 each.

Medicare .0145% at \$365.00 per year each.

FICA .062% at \$1562.00 per year each

Mileage at .54 cents per mile up to \$750.00 total each.

Overtime for special school events beyond flex hours as assigned by the Superintendent are not included in that the total.

TRAINING

All Constables will attend training at P.O.S.T training for at a cost covered by the Town of Tolland of \$1,750.00 per Constable/SRO.

Total cost of Constable/SRO Program without an estimate for overtime, per Constable: \$37,322.20 or \$74,644.40 for both annually.

MEETING MINUTES

RECEIVED FOR RECORD
TOLLAND, CT

**TOLLAND TOWN COUNCIL
HICKS MEMORIAL MUNICIPAL CENTER
6th FLOOR COUNCIL ROOM
MARCH 8, 2016 – 7:30 P.M.**

2016 MAR 10 AM 8:45

Sheila M Bailey

MEMBERS PRESENT: Rick Field, Chair; William Eccles, Vice-Chair; Robert Green; Paul Krasusky and David Skoczulek

MEMBERS ABSENT: Kristen Morgan and Jeanne Schroeder

OTHERS PRESENT: Steven Werbner, Town Manager; Michael Wilkinson, Director of Administrative Services; Lisa Hancock, Director of Finance and Records

1. **CALL TO ORDER:** Rick Field called the meeting to order at 7:30 p.m.
2. **PLEDGE OF ALLEGIANCE:** Recited.
3. **MOMENT OF SILENCE:** None.
4. **PROCLAMATIONS:** None.
5. **PUBLIC PETITIONS, COMMUNICATIONS, AND PUBLIC PARTICIPATION** *(on any subject within the jurisdiction of the Town Council) (2 minute limit):* None.
6. **PUBLIC HEARING ITEMS:** None.
- 7a. **REPORTS OF BOARDS AND COMMITTEES RESPONSIBLE TO THE COUNCIL:** None.
- 7b. **REPORTS OF TOWN COUNCIL LIAISONS:** **Rick Field, Blight Committee:** They are making progress on what blight is and how it will be enforced. The next meeting will be April 20, 2016. **Colleen Yudichak, BOE:** At tomorrow night's meeting, they will be reviewing the Constable and SRO Agreement, and they will have discussion about the school calendar. **Paul Krasusky, Major Issues Meeting with Representatives Ackert and Belsito:** It was a sad meeting learning about the state of the State's economy overall. The projected FY 2016 deficit is \$254 million, and the projected budget deficit by FY 2020 is \$22 billion. Mr. Green mentioned that he was at the meeting as well, and it is sad and distressing.
8. **NEW BUSINESS (ACTION/DISCUSSION ITEMS):**
 - 8.1 Authorization for Town Manager, Steven Werbner to identify within Town Accounts sufficient funds to implement the Agreement between the Tolland WPCA and the Vernon WPCA.

Mr. Werbner said the Tolland WPCA has been working with the Town Attorney and himself to resolve outstanding issues with the Vernon WPCA related to the discharge of material by Skips and/or Waste Water Inc. into the Town's sewer system. They have reached an Agreement between the two parties. The Tolland WPCA has insufficient reserves to fund the implementation of the agreement and has requested assistance from the Town for that funding. The funds are for cleaning certain lengths of line within the towns of Tolland and Vernon. As of now, they agreed to \$70,000, but they are hoping it will be less. The money will have to come from existing accounts or from fund balance. If it does come from fund balance, he will be back to the Council for an allocation

from that account. The Town Attorney is exploring possible means of recovering any expenditure made in this regard. He will be reporting back shortly.

Bill Eccles motioned to accept the following resolution:

BE IT RESOLVED by the Tolland Town Council that it hereby authorizes the Town Manager, within Town Accounts, sufficient funds to implement an Agreement between the Tolland WPCA and Vernon WPCA.

Seconded by Robert Green. All in favor. None opposed.

8.2 Consideration and action on approving 2015-2017 Town Council Goals.

Mr. Field and the rest of the Council members reviewed the proposed goals:

1. Continue to support the Parker School / Senior Housing project and foster its path to a successful conclusion: No changes, this goal will remain the same.
2. Maintain open dialog and forward progress on the road construction projects for the Tolland Green and Route 195 and the Village and Tech areas: Mr. Eccles suggested changing the wording to include the Gateway Design District. They agreed to change the wording.

New goal wording: Maintain open dialog and forward progress on the road construction projects for the Tolland Green and Route 195 in the Gateway Design District and Tech Zone areas.

3. Offer meaningful support and partnership with the Economic Development Commissions and the Planning and Zoning Commission for smart and appropriate development of the Tech Zone and the Village area: No changes, this goal will remain the same.
4. Bring the Blight Committee's work to a successful conclusion, whether success comes in the form of an ordinance or other solutions: No changes, this goal will remain the same.
5. Incorporate concepts of and best practices in regionalization into our work to find efficiencies wherever possible: It was agreed that they would add 'Continue to'.

New goal wording: Continue to incorporate concepts of and best practices in regionalization in to our work to find efficiencies wherever possible.

6. Complete a transparent due diligence process in regards to the long term direction and sustainability of the Tolland Water Company and make a decision in regards to a possible sale: No changes, this goal will remain the same.
7. Work closely with the Board of Education on their goals for the school system as a whole, and especially in regard to critical infrastructure and building/facility improvements: No changes, this goal will remain the same.
8. Support the completion of identified projects within the Town's capital improvement plan: No changes, this goal will remain the same.
9. Ensure the sustainability of programs predicated on the State of Connecticut's budget and its impact on municipal support: No changes, this goal will remain the same.

Bill Eccles motioned to accept the following resolution:

BE IT RESOLVED by the Tolland Town Council that it hereby approves the attached Town Council goals for the term 2015-2017.

Seconded by Robert Green. All in favor. None opposed.

8.3 Appointments to vacancies on various municipal boards/commissions: No appointments.

9. OLD BUSINESS (ACTION/DISCUSSION ITEMS): None.

- 10. REPORT OF THE TOWN MANAGER (A WRITTEN REPORT SHALL BE PROVIDED THE 1ST MEETING OF THE MONTH ONLY):** Mr. Werbner advised that his budget comes out Thursday. He said he has asked Mr. Wilkinson to work with the State Trooper's office regarding the speeding issues within the community, as well as to promote bicycle safety with the use of helmets. If anyone has any suggestions with regard to trying to reach the parents and the kids about these two concerns, he would welcome them. Mr. Eccles spoke of a study that was published 5 or 6 years ago. Small radar enforcement signs that can be pole mounted are effective. They tend to bring speeds down by +/- 10 %. These are the signs that have the speed showing as a car approaches it.

Mr. Krasusky asked what the projected impact would be if the tax assessment appeals for both Gerber and Dari Farms were successful.

Mr. Werbner said it would be somewhat significant if it was to come through. It is being monitored closely. They may have some idea before the Council needs to adopt their budget as to where they are in the process.

Mr. Krasusky asked what become of the Star Hill appeal.

Mr. Werbner said it was settled, and it was in the area that they were anticipating.

11. ADOPTION OF MINUTES

- 11.1 February 18, 2016 Capital Budget Special Meeting Minutes: Bill Eccles moved to adopt the minutes; Seconded by Robert Green. All in favor. None opposed.
- 11.2 February 23, 2016 Regular Meeting Minutes: David Skoczulek moved to adopt the minutes; Seconded by Paul Krasusky. All in favor. None opposed. William Eccles abstained.
- 11.3 March 1, 2016 Joint Council/BOE Special Meeting Minutes: Robert Green moved to adopt the minutes; Seconded by David Skoczulek. All in favor. None opposed.

12. CORRESPONDENCE TO COUNCIL

- 12.1 Letter from William Rita Jr. regarding the budget and economy

13. CHAIRMAN'S REPORT: Mr. Field provided the following information:

- ~He attended an Eagle Scout Service and the Blue and Gold Banquet;
- ~The Council will be deliberating the budget on March 10th, 16th and 17th;
- ~The next meeting regarding blight is April 20th;
- ~There will be an Electronic Recycling Event on April 16th;
- ~He thanked the Fire Department and Public Safety for their work; and
- ~He spoke of the crumbling foundations in our town. There are a lot of houses out there with this problem. He thinks we need to get the Legislature or someone to help. This is a huge problem that hopefully will get corrected. He said we need to keep an eye on this.

Mr. Krasusky added that the Delinquent Tax Committee's meeting is next Thursday.

14. **COMMUNICATIONS AND PETITIONS FROM COUNCILPERSONS:** None.
15. **PUBLIC LISTED PARTICIPATION** *(on any subject within the jurisdiction of the Town Council)*
(3 minute limit): None.
16. **ADJOURNMENT:** Bill Eccles moved to adjourn the meeting; Seconded by Robert Green at 7:54 p.m. All were in favor.

Richard Field, Council Chair

Michelle A. Finnegan
Town Council Clerk

Town of Tolland, CT
Town Council Goals – 2015-2017

1. Continue to support the Parker School/Senior Housing project and foster its path to a successful conclusion.
2. Maintain open dialogue and forward progress on the road construction projects for the Tolland Green and Route 195 in the Gateway Design District and Tech Zone areas.
3. Offer meaningful support and partnership with the Economic Development Commission and the Planning and Zoning Commission for smart and appropriate development of the Tech Zone and the Tolland Village Area.
4. Bring the Blight Committee's work to a successful conclusion, whether success comes in the form of an ordinance or other solutions.
5. Continue to incorporate concepts of and best practices in regionalization into our work to find efficiencies wherever possible.
6. Complete a transparent due diligence process in regards to the long-term direction and sustainability of the Tolland Water Company and make a decision in regards to a possible sale.
7. Work closely with the Board of Education on their goals for the school system as a whole, and especially in regard to critical infrastructure and building/facility improvements.
8. Ensure the sustainability of programs predicated on the State of Connecticut budget and its impact on municipal support.
9. Support the completion of identified projects within the Town's Capital Improvement Plan.

Approved at the 3/8/16 Town Council meeting.