

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

### **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.*

### **BOE GOALS**

- Ensure the completion and implementation of the Portrait of a Graduate Report.
- Foster a culture and climate that supports high levels of learning and engagement, promotes mental and physical wellbeing, and leads to individual student success.
- Assess our district needs and advocate for resources to meet them, while pursuing non-traditional sources of revenue, ensuring a quality education for all students.
- Nurture and support an inclusive community where every person, regardless of their identity, is acknowledged and respected. This will ensure that Tolland students have the necessary resources to thrive at school, in the community, and in our diverse world.

REGULAR MEETING

7:00 PM

AGENDA  
February 10, 2021

<https://us02web.zoom.us/j/86358441213?pwd=dUJpbnVDV3BoZW1MT1ZlZ1F1K21XZz09>

Meeting ID: 863 5844 1213

Passcode: 5FgfFH

Dial by your location  
+1 929 436 2866 US (New York)

Meeting ID: 863 5844 1213

Passcode: 582724

Find your local number: <https://us02web.zoom.us/j/86358441213?pwd=dUJpbnVDV3BoZW1MT1ZlZ1F1K21XZz09>

A. CALL TO ORDER, PLEDGE OF ALLEGIANCE

B. APPROVAL OF THE AGENDA

C. APPROVAL OF MINUTES

- none

D. 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.*

E. CORRESPONDENCE

F. POINTS OF INFORMATION

G. STUDENT REPRESENTATIVES' REPORT – Alexandra Costa and Simar Grewal

H. SUPERINTENDENT'S REPORT

H.1 Monthly Financial Report

H.2 FY 2022 BOE Budget (provided and presented in the meeting)

I. COMMITTEE & LIAISON REPORTS

J. CHAIRPERSON'S REPORT

K. BOARD ACTION

K.1 BOE Birch Grove Technology Approval

L. PUBLIC PARTICIPATION (2-minute limit)

*Comments must be limited to items on this agenda.*

M. POINTS OF INFORMATION

Tolland Town Council Minutes – January 26, 2021

N. FUTURE

O. NEW BUSINESS

P. ADJOURNMENT



## TOLLAND PUBLIC SCHOOLS

51 TOLLAND GREEN • TOLLAND, CONNECTICUT 06084  
860-870-6850 • FAX: 860-870-7737

OFFICE OF THE  
SUPERINTENDENT OF SCHOOLS

Walter Willett, Ph.D.  
Superintendent

**TO:** Board of Education

H1

**FROM:** Mark S. McLaughlin, Tolland Public Schools Business Director

**RE:** Monthly Financial Report for January 2021

**Date:** February 3, 2021

**CC:** Walter Willett, Ph.D. Superintendent of Schools

Please find attached the monthly financial report for the FY 2020-2021 fiscal year. The month of January 2021 is the 7th month of the 2020-2021 fiscal year. The monthly financials for this school year may look a little different do to the COVID pandemic but the goal remains to provide for student needs and success. The attached report is only a temporary financial snapshot identifying seven months of activity. As with any financial report generated during the school year, not all purchase orders have been created, not all materials purchased and not all staff hired. This monthly financial attachment is provided in an object format to clearly show the adopted budget and the YTD expenditures. This summary report provides the essential groups of accounts so the BOE can better understand the functional areas of the budget. The object line items follow the reporting format required by the State Dept. of Education. The line items show the approved budget, 7 months of expenses, encumbrances and available balances as generated through the financial software.

Since this report identifies many line items such as salaries, health insurance, FICA/Medicaid & Social Security, retirements, legal and audit services, utilities, tuition, transportation, textbooks, professional services etc. have not all been encumbered or spent. This is normal for this time of year. The budget balance of \$1,041,746 will be converted into encumbrances or expenditures over the next several of months.

The attached January 2021 financial report shows an available balance of \$1,041,746 or 2.60% of the BOE's current budget. As previously stated, this amount will reduce over the next several months. It is extremely important to understand that this available balance is somewhat normal occurrence considering the worldwide COVID19 pandemic. Currently the timing of budget spending, needs of the students and expense patterns are cyclical in nature. Items like, health Insurances will only be booked after teachers return to school, substitute expenses start in September, special education student tuitions will continue to increase, utility transfer to the town is complete, transportation routes are still being booked or adjusted, and instructional supplies will be spent as needed for the balance of the year. Some line items cannot be encumbered and will always have

available balances such as substitutes, overtime, course reimbursement, consultants, unemployment compensation, workers compensation, and severance.

Considering the worldwide pandemic, the current school budget is impacted both positively and negatively. There could be additional financial shake out on the current and long-term budget resulting from the impact of the virus. Since the virus continues, all preventative measures will also remain in place. The continued impact from the virus will change how we track, spend, monitor, and educate our students. The situation remains fluid and changes are based on health guidelines, government closure or reopening directions and the safety of the community. The Superintendent will be the focal point to distribute information when it becomes available.

In a typical year, the budget is built 18-20 months from implementation, based on the best know data and assumptions from the town, state of Ct, grants, interest rates, market conditions, contacts, negotiations, Department of Ed. Mandates, and professional services etc.

The Budget for FY20-21 was Town Council approved for \$40,017,290. The BOE is anticipating spending the allocated budget by year-end in accordance with CGS 10-222. As in the past, any budget balances, may be returned to the town or the BOE will request to transfer the balance to the Educational Reserve Fund after final approval. It is anticipated that the district will receive the first excess cost payment in February 2021 from the state. The second payment is due in May 2021.

The FY21-22 budget was submitted to the BOE in January 2021. The next step in the process is the BOE needs to approve or change the Superintendents proposed budget.

# Tolland Public Schools

## MM OBJ A Expenditure Report Summary (by OBJ - ??0)

From Date: 7/1/2020

To Date: 1/31/2021

Fiscal Year: 2020-2021

☐ Subtotal by Collapse Mask

☒ Include pre encumbrance

☐ Print accounts with zero balance

☒ Filter Encumbrance Detail by Date Range

☐ Exclude Inactive Accounts with zero balance

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
0100.0000.110.00.000.1	Salaries	\$22,522,117.53	\$11,234,720.42	\$11,234,720.42	\$11,287,397.11	\$10,905,317.49	\$382,079.62	1.70%
0100.0000.120.00.000.1	Substitutes	\$367,228.00	\$140,164.68	\$140,164.68	\$227,063.32	\$0.00	\$227,063.32	61.83%
0100.0000.130.00.000.1	Overtime	\$218,870.00	\$139,705.83	\$139,705.83	\$79,164.17	\$0.00	\$79,164.17	36.17%
0100.0000.150.00.000.1	Stipends	\$389,839.90	\$164,756.50	\$164,756.50	\$225,083.40	\$268,613.24	(\$43,529.84)	-11.17%
0100.0000.190.00.000.1	Pension/Severance	\$205,561.00	\$58,572.44	\$58,572.44	\$146,988.56	\$50,098.40	\$96,890.16	47.13%
0100.0000.200.00.000.1	Employee Benefits	\$535,750.00	\$488,933.38	\$488,933.38	\$46,816.62	\$1,625.00	\$45,191.62	8.44%
0100.0000.210.00.000.1	Health/Life/Disabl Ins	\$5,252,093.00	\$3,082,608.09	\$3,082,608.09	\$2,169,484.91	\$2,132,809.07	\$36,675.84	0.70%
0100.0000.220.00.000.1	FICA/MED/Soc Sec	\$727,048.40	\$325,343.69	\$325,343.69	\$401,704.71	\$274,109.90	\$127,594.81	17.55%
0100.0000.240.00.000.1	Retirement (ICMA)	\$262,917.61	\$123,086.10	\$123,086.10	\$139,831.51	\$98,998.67	\$40,832.84	15.53%
0100.0000.250.00.000.1	Course Reimbursement-Degree Ch	\$50,000.00	\$0.00	\$0.00	\$50,000.00	\$0.00	\$50,000.00	100.00%
0100.0000.260.00.000.1	Unemployment Compensation	\$50,981.00	\$15,228.12	\$15,228.12	\$35,752.88	\$85,227.00	(\$49,474.12)	-97.04%
0100.0000.270.00.000.1	Workers' Compensation	\$265,612.00	\$192,700.17	\$192,700.17	\$72,911.83	\$64,237.95	\$8,673.88	3.27%
0100.0000.300.00.000.1	Purch Prof & Tech Svcs	\$55,842.00	\$26,557.55	\$26,557.55	\$29,284.45	\$0.00	\$29,284.45	52.44%
0100.0000.310.00.000.1	Benefits Consultant Services	\$65,280.00	\$40,028.30	\$40,028.30	\$25,251.70	\$26,390.00	(\$1,138.30)	-1.74%
0100.0000.320.00.000.1	Prof Educ Svcs	\$241,004.00	\$119,186.47	\$119,186.47	\$121,817.53	\$284,628.11	(\$162,810.58)	-67.56%
0100.0000.330.00.000.1	Professional Tech Svcs	\$34,482.00	\$7,118.63	\$7,118.63	\$27,363.37	\$14,485.55	\$12,877.82	37.35%
0100.0000.340.00.000.1	Legal/Audit/Consult Svcs	\$203,145.00	\$103,396.20	\$103,396.20	\$99,748.80	\$64,389.91	\$35,358.89	17.41%
0100.0000.350.00.000.1	Tech Services	\$470,460.50	\$346,095.15	\$346,095.15	\$124,365.35	\$83,682.95	\$40,682.40	8.65%
0100.0000.410.00.000.1	Sewer/Water	\$33,931.00	\$33,931.00	\$33,931.00	\$0.00	\$0.00	\$0.00	0.00%
0100.0000.420.00.000.1	Cleaning/Rubbish Services	\$135,458.00	\$44,019.44	\$44,019.44	\$91,438.56	\$42,544.90	\$48,893.66	36.10%
0100.0000.430.00.000.1	Repair and Maint Svcs (Facili	\$246,783.00	\$55,737.13	\$55,737.13	\$191,045.87	\$17,486.41	\$173,559.46	70.33%
0100.0000.440.00.000.1	Rentals	\$173,565.00	\$82,003.65	\$82,003.65	\$91,561.35	\$48,423.16	\$43,138.19	24.85%
0100.0000.510.00.000.1	Student Transp Svcs	\$2,808,995.00	\$736,968.45	\$736,968.45	\$2,072,026.55	\$2,125,228.88	(\$53,202.33)	-1.89%
0100.0000.520.00.000.1	Property/Liability Insurance	\$204,069.00	\$155,638.32	\$155,638.32	\$48,430.68	\$45,007.87	\$3,422.81	1.68%
0100.0000.530.00.000.1	Telephone/ Postage	\$66,870.00	\$28,186.18	\$28,186.18	\$38,683.82	\$27,268.07	\$11,415.75	17.07%
0100.0000.540.00.000.1	Advertising	\$18,000.00	\$14,337.00	\$14,337.00	\$3,663.00	\$11,056.00	(\$7,393.00)	-41.07%
0100.0000.550.00.000.1	Printing and Binding	\$19,327.00	\$11,188.60	\$11,188.60	\$8,138.40	\$5,736.42	\$2,401.98	12.43%
0100.0000.560.00.000.1	Tuition Educ Agency	\$1,844,555.00	\$1,261,124.45	\$1,261,124.45	\$583,430.55	\$692,881.55	(\$109,451.00)	-5.93%
0100.0000.580.00.000.1	Travel and Conference	\$26,159.00	\$3,803.55	\$3,803.55	\$22,355.45	\$3,884.37	\$18,471.08	70.61%
0100.0000.590.00.000.1	Public Officers & State Troope	\$91,994.00	\$4,984.42	\$4,984.42	\$87,009.58	\$2,500.00	\$84,509.58	91.86%
0100.0000.600.00.000.1	General Supplies	\$140,753.00	\$40,995.24	\$40,995.24	\$99,757.76	\$19,023.92	\$80,733.84	57.36%
0100.0000.610.00.000.1	Instr Supplies/Mat'ls	\$317,986.37	\$172,602.52	\$172,602.52	\$145,383.85	\$157,506.19	(\$12,122.34)	-3.81%
0100.0000.620.00.000.1	Energy	\$1,611,759.00	\$1,451,501.29	\$1,451,501.29	\$160,257.71	\$155,127.67	\$5,130.04	0.32%
0100.0000.640.00.000.1	Textbooks	\$121,123.99	\$68,326.86	\$68,326.86	\$52,797.13	\$29,510.67	\$23,286.46	19.23%
0100.0000.650.00.000.1	Films and Videos Supl	\$1,050.00	\$0.00	\$0.00	\$1,050.00	\$500.00	\$550.00	52.38%
0100.0000.660.00.000.1	Computer Software	\$44,690.00	\$51,870.05	\$51,870.05	(\$7,180.05)	\$1,553.45	(\$8,733.50)	-19.54%
0100.0000.690.00.000.1	Misc Supplies	\$49,059.00	\$10,200.10	\$10,200.10	\$38,858.90	\$28,116.42	\$10,742.48	21.90%
0100.0000.730.00.000.1	Equip Instruct - New	\$89,734.00	\$191,772.05	\$191,772.05	(\$102,038.05)	\$129,963.28	(\$232,001.33)	-258.54%
0100.0000.760.00.000.1	Equip - Spec Ed - Instr - New	\$850.00	\$0.00	\$0.00	\$850.00	\$0.00	\$850.00	100.00%
0100.0000.810.00.000.1	Dues and Fees	\$52,346.95	\$47,354.94	\$47,354.94	\$4,992.01	\$2,864.00	\$2,128.01	4.07%
<b>Grand Total:</b>		\$40,017,290.25	\$21,074,746.96	\$21,074,746.96	\$18,942,543.29	\$17,900,796.47	\$1,041,746.82	2.60%

End of Report

**SUPERINTENDENT'S AGENDA ITEM BACKGROUND**

**ITEM:** BOE Birch Grove Technology Approval

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

**For BOE meeting:** February 10, 2021

**ITEM & FINANCIAL SUMMARY:**

The Birch Grove Building Committee approved the Phase 5 Technology plans and project manuals, including the professional cost estimate of \$674,849.33 which is within the total project budget of \$46 Million. The Board of Education is requested to approve the plans, project manuals and professional cost estimate so that JCJ can bring this to the State of CT Office of School Construction Grants and Review. OSCGR will review the materials and approve (or ask for changes if necessary). OSCGR's approval is required for reimbursement of these items.

Phase 5 of the Birch Grove Primary School project is Technology. This phase is very similar to the Phase 4: FF&E package which the BOE approved on 1/27/2021. The architect firm, JCJ Architecture has been working for months to prepare the Technology package, including:

- 2019: JCJ met with Birch Grove Staff in the old school building to gather feedback on things that worked well in the old school and areas of improvement. These conversations covered technology items.
- JCJ collected feedback from the administration and BOE Technology professionals and designed a full technology package to meet the needs of students and staff. A scaled layout has been drawn for each room to ensure technology will fit in the physical space and allows for full classroom activities.
- Specialty spaces have been similarly designed, including the cafeteria, gymnasium, art classroom, science classroom, media center, administrative offices, etc.
- A professional cost estimate has been compiled for the Technology items. The estimated cost is \$674,849.33, which includes both essential and "wish list" items. All of the essential items and "wish list" items are predicted to be eligible for reimbursement.
- Once OSCGR approves the Phase 5 package, JCJ will work with Town Staff to get final pricing, which will be reviewed and approved by the Building Committee. The Building Committee will make final decisions at that time about purchasing "wish list" items.

The State of CT Office of School Construction Grants and Review (OSCGR) requires that the Phase 5 Technology package be approved by both the Building Committee and Board of Education for the purchase of items to be eligible for reimbursement.

**BOARD ATTORNEY REVIEW:**

N/A

**BOE ACTION DESIRED:**

Proposed Motion: *motion to approve the final Birch Grove Primary School Phase 5 Technology Plans and Project Manuals, as prepared for bidding and dated January 29, 2021, including the professional cost estimate of \$674,849.33 which is within the \$46 Million total project cost, for the State Office of School Construction Grants and Review Project Number 142-0083N. This motion authorizes the Chair of the Board of Education and Superintendent of Schools to sign State Forms SCG-042: Request for Review of Final Plans.*

Second, discussion, vote.

**SUPPORTING MATERIALS:**

Please see the documents linked @:

Document	URL
BGP Technology Equipment Specification	<a href="https://drive.google.com/file/d/17TdIJQIT1uiQazNcSH9YsgoRItVSgq-9/view?usp=sharing">https://drive.google.com/file/d/17TdIJQIT1uiQazNcSH9YsgoRItVSgq-9/view?usp=sharing</a>
SCG-042 Request for review of final plans	<a href="https://drive.google.com/file/d/1ALFFrGfAegd1THCZW6MkqNnwBipediv7/view?usp=sharing">https://drive.google.com/file/d/1ALFFrGfAegd1THCZW6MkqNnwBipediv7/view?usp=sharing</a>
BGP Technology Equipment Drawing Set	<a href="https://drive.google.com/file/d/1NhAL02pjUUCkIN8bts96l4KbwTHIFzcr/view?usp=sharing">https://drive.google.com/file/d/1NhAL02pjUUCkIN8bts96l4KbwTHIFzcr/view?usp=sharing</a>
FF&E Tech Summary Cost Estimate	<a href="https://drive.google.com/file/d/1kkjTyom27p_uNb43nzVcrxzkTHtXgFoW/view?usp=sharing">https://drive.google.com/file/d/1kkjTyom27p_uNb43nzVcrxzkTHtXgFoW/view?usp=sharing</a>



## MINUTES

### TOLLAND TOWN COUNCIL ZOOM REMOTE MEETING January 26, 2021 – 7:00 P.M.

**MEMBERS PRESENT:** Tammy Nuccio, Chair; Steve Jones, Vice Chair; Brenda Falusi, Cassandra Forsythe, Lou Luba, John Reagan, Kurt Schenher

**MEMBERS ABSENT:** none

**OTHERS PRESENT:** Michael Rosen, Town Manager; Beverly Bellody, Director, Human Services; Lisa Hancock, Director, Finance & Records/Treasurer; Mike Wilkinson, Director of Administrative Services; Walter Willett, Superintendent

1. **CALL TO ORDER:** Ms. Nuccio called the meeting to order at 7:00 p.m.

2. **PLEDGE OF ALLEGIANCE:** Recited

3. **MOMENT OF SILENCE:** Observed

4. **PROCLAMATIONS/PRESENTATIONS:**

*Ms. Falusi motioned to move Item 5, Public Petitions, Communications, and Public Participation prior to Item 4.*

*Mr. Luba seconded the motion.*

*Discussion: none*

*A roll call vote was taken.*

*Motion passed unanimously.*

4.1 Proclamation requests condemning the January 6<sup>th</sup> attack on our Nation's Capital

Mr. Luba made a point of order. He noted that he objects to this proposal being brought before the board for consideration by the Council. Agenda items 4.1 and 4.2 are not requests for proclamations but, in essence, are requests for resolutions and that specific actions be undertaken by the Council. Although it sounds like semantics, it really is not. By history and practice, proclamations issued by the Council are honorary, laudatory, nonpolitical recognition issued to a specific Tolland resident or organization for outstanding and incredible achievements that may have otherwise gone unnoticed by the town; or it is a specific declaration that is required by law or by code. The Proclamation request submitted to the Town Council in items 4.1 and 4.2 do not fulfill these criteria. They are requests for specific actions that carry legal ramifications and obligations. He added that moreover, they are merely attempts to use the proclamation process to intentionally circumvent the proper channels reserved for handling such matters. In order for any actions to be taken, in accordance with these proclamations, it would more properly be a resolution. Any action taken by the Council that carries with it the pronouncement of any official position or policy or carries any potential legal obligations to the town must be done by resolution. If any Council members would like to bring these matters up for a proposal as a resolution, they can do so at a future meeting pursuant under Town Code Section A-175-1. In the present form as presented before the Council, these are not proper requests for proclamations nor are they resolutions that are before the Council at this point.

*Mr. Luba noted that he respectfully objects to these items being dealt with as proclamations and formally motioned that these items be marked off the agenda to be possibly reclaimed at later point as a resolution if anybody so chooses.*

For clarification, Mr. Luba motioned that these items be marked off as they are not proper requests for proclamations and they do not meet the criteria – they do not specify a specific person or organization, they do not specify anything that would fall under the normal parameters of a proclamation, and they carry with them legal obligations or official policy pronouncements of the town which can only be done through resolution.

*Mr. Schenher seconded the motion.*

*Discussion:*



*Ms. Falusi commented that the Council has previously done proclamations for things like LGBTQ, Pride Month, and Fair Housing Month so there is precedent for doing proclamations for segments of the community to highlight accomplishments or injustices to highlight where marginalized members of the community need attention and assistance. She believes that at least racism as a public health emergency fits what they have previously done as the Council.*

*Ms. Nuccio explained that the Council is required to do the Fair Housing proclamation.*

*Mr. Luba commented that he respectfully disagreed with Ms. Falusi. The proclamation that was issued for LGBTQ was specifically issued to the student organization in recognition of Pride Month. It was for a specific organization for a specific purpose. Furthermore, the proclamation did not carry legal ramifications. The proclamation being discussed carries with it a declaration as a public health emergency which carries legal ramifications. As has been seen under the COVID crisis, when one declares something as a public health emergency, there are legal ramifications and other actions which cannot be done through a proclamation. They can only be done through a resolution. Thus, he stands by his objection.*

*Mr. Jones asked about the motion and Ms. Nuccio clarified that that the motion impacts both 4.1 and 4.2 and it asks to strike both. Mr. Jones asked Mr. Luba if the motion was to strike 4.1 and 4.2 from the agenda or if it was a request to table the items and consider them as a resolution. Mr. Luba responded that the request is that they be struck from the agenda and if someone, at a later point chooses to make a formal request for consideration as a resolution in accordance with the town code requirements for such requests, then that can be addressed at the appropriate time. This would be at the discretion of the Chair. It does not mean that it needs to be acted upon. Mr. Luba clarified that his request is that they be struck as proclamations.*

*Mr. Jones commented that he had concerns about utilization of the proclamation process for this request. In the past, in regard to other policy issues, they have had multiple residents request that the Council make proclamations or resolutions opposing certain state policies. He is concerned that they opposed those in the past so as not to set a precedent. Setting a precedent opens a floodgate for what has been a fairly limited request for proclamations. That said, Mr. Jones believes systemic racism is an issue in the state and country and they need to work together. He was proud they worked with the Library Foundation and the Town Manager's Office to host inclusive events and hopes they will do more. He added that after the requests were received there were discussions between leadership and the Town Manager's Office to try to establish a statement. Ms. Nuccio commented that regarding the January 6<sup>th</sup> actions, both she and Mr. Jones made statements at the last meeting. During proclamations they can open this to anyone who wants to make a statement. For the proclamation on racism, leadership has been working on a joint statement. This is on the next meeting's agenda for discussion. This was being worked on prior to the proclamation request being received. She added that she believes the proclamation process is a recognition mechanism and not a way to induce policy, resolutions, or declarations.*

*Ms. Forsythe commented that she agrees with Mr. Luba that it should not be a proclamation. The Council should address it differently. Other towns have rejected proclamations of racism being emergency health crises based on the recommendations of attorneys and other legal counsel.*

*Mr. Reagan commented that procedurally he agrees with Mr. Luba.*

*Mr. Schenher commented that he echoes Mr. Luba's sentiment. He believes proclamations are reserved for other issues. Other discussions need to take place on this topic, and he looks forward to having them.*

*Ms. Falusi highlighted and reviewed the proclamation published on tolland.org. She noted that it is not for a specific group at the high school or a specific organization or person. It recognizes a minority group in town that has suffered from discrimination and that they are valued as part of the community. She explained that the declaration of racism as a health emergency is not different than what they have done with the proclamation completed in June 2020.*

*Mr. Jones commented that he is divided but ultimately, they should say something. In regard to item 4.2, he hopes they come to a unifying statement that makes its way to the Board of Education and the Planning and Zoning Commission to be a unifying statement of the community. Mr. Jones commented that it was a tragic day for democracy, and it is important that they not only uphold transition of power but that they recognize the poll workers in the community, who worked through the pandemic, and supported a peaceful election process.*

*Mr. Luba commented that he does not believe that anyone disagrees that racism is an issue or that what happened at the Capitol was a horrendous event. He explained that the issue here is the proclamation. In regard to the proclamation Ms. Falusi read, during the Council's discussion, it was specifically going to be presented in honor of the GSA Association at THS. This was the purpose because they recognized that the Council cannot issue a blanket proclamation. Furthermore, it does not carry with it the request for a declaration of a public health emergency which carries statutory and legal requirements as well as authorities and obligations. He added that the other proclamation request requests a resolution and an official policy pronouncement which is not appropriate for a proclamation.*

*Ms. Forsythe commented that she does not think anyone is disagreeing that racism is not an issue. The Council should create a statement that encompasses that it stands against racism and the Council may stand against other things but neither of these should be proclamations.*

*Ms. Nuccio commented that racism is a real issue. Many systemic things have happened throughout history that have perpetuated communities of color being treated differently which have perpetuated health issues, redlining, housing issues, and others. She explained that this is a proclamation without teeth and they need to look at what they can do and influence at the town and state levels. Ms. Nuccio reviewed some of the items going on at the state level and added that they need to focus on what can be done in town. She agrees with what has been discussed and believes the proclamation policy is being used to subvert and not have the conversation. She added that wording of proclamations includes, "We the Town" and after reviewing the e-mails 21 were in favor and 22 were against for a total of 43 e-mails out of 12,233 registered voters and 15,000 residents. This needs to be brought back in a different format and discussed.*

*Ms. Falusi asked if the Town Council leadership, prior to having a discussion or meeting about these proclamations, decided that it wanted to move forward on a statement and have already prepared that statement knowing that this would not pass today and that it would be put on a future agenda. Ms. Nuccio responded that her and Mr. Jones have been working on this for a couple of weeks before it was on the agenda or proposed as a proclamation. Ms. Falusi commented that it had been farther back than just the couple of weeks and that they decided the proclamation for racism as a health emergency was not going to go through and asked why the decision was made. Ms. Nuccio responded that this was not on the agenda or proposed by anyone as a proclamation. The Council received e-mails about it and she discussed preparing a statement or having something to bring forward from leadership from the Town Council to the Town Council to discuss in a meeting.*

*Vote:*

	Aye	Nay	abstain
Nuccio	x		
Jones	x		
Falusi		x	
Forsythe	x		
Luba	x		
Reagan	x		
Schenher	x		

*Motion passes.*

4.2 Proclamation requests regarding racism as a Public Health Emergency – see item 4.1

5. **PUBLIC PETITIONS, COMMUNICATIONS, AND PUBLIC PARTICIPATION** (on any subject within the jurisdiction of the Town Council) (2-minute limit)

Monique Burns, 82 Plains Road, addressed the Town Council. She commented that after reading the article discussing the Council being asked to declare racism a public health crisis, she is speaking up against the request. She explained that the President's advisory recently spoke about this and the President stated that natural equity requires not only the consent of the governed, but also recognition of fundamental human rights with a fundamental duty and obligation of all to respect the rights of others. The rights are not created by man or government. A bad government may deny or ignore natural rights and even prevent their existence in the real world, but it can never eliminate them. Ms. Burns explained that equality among humans is a fundamental human right but not all humans respect it. Freewill and individual self-character will deem how people treat others, not people's emergency edicts. She added that it is wasteful and counterproductive for officials of Tolland to declare racism public health crisis and enact an emergency declaration when people determine how they treat each other, not an emergency declaration. Inciting fear into citizens by spotlighting and igniting racism, being used as a political agenda when racism in Tolland does not exist, is shameful. She commented that Tolland officials should not even consider this. It is disrespectful to the citizens who live in Tolland for whom the Council was appointed for service and support. Based on her 50 years of living in Tolland, Ms. Burns testified to its rich existence of inclusivity, equity, and harmony. The Council should be a leader in the community and not jump on this politically motivated bandwagon. She explained that it does not serve anything, separates the blended community, and exacerbates the long road of healing. The Council should enact events for inclusivity that include freedom, truth, and commonality. It should encourage Americanism and hospitality. As elected leaders of the community, it is their obligation to lead constituents, leaving race out of the equation of governing, and focus efforts on creating programs and policies that protect all humans and support them with equal unbiasedness. She respectfully opposes this declaration of racism as a public health crisis in Tolland.

Luke Anderson, 44 Zinfandel Circle, commented that he is in favor of the proclamation declaring racism a public health crisis. He explained that according to the Boston University School of Public Health, a public health crisis must affect many people, threaten health over the long term, and require the adoption of large-scale solutions. Racism, when addressed systemically, is a public health crisis which, through institutional and interpersonal behavior, impacts people's health. He commented that it is important to address the root of the problem and be concerned with racism itself rather than concerns of being called racist. Mr. Anderson cited the example of the pandemic and shared data including that from Governor Lamont's January 19<sup>th</sup> press briefing where he stated that non-Hispanic whites' risk of death from COVID rises sharply in their 50s and 60s whereas the risk of death for black and Hispanic Connecticut residents starts being higher in their 30s and 40s. He added that BIPOC people's risk of death is 2 to 3 times higher than non-Hispanic whites and that this is due to social factors such as poor access to healthcare and higher rates of exposure as essential workers. Mr. Anderson commented that some say that there are no significant health issues disproportionately impacting BIPOC communities, especially in Tolland, but there is only 1 federally qualified health care center in Tolland County. Such entities are required to provide care regardless of insurance status or ability to pay. He added that it always raises the question of transportation, the number one issue for BIPOC people, according to the manager of the State Office of Rural Health in a town where the only public transportation is a bus stop that one needs to drive to. Mr. Anderson added that people may argue that public health issues should focus on items such as potable water, drug abuse, and suicide. He explained that this gets into the issue of environmental racism in regard to where air and water quality is worse. Opening the Town's beautiful nature and supporting BIPOC communities is antiracist. Mr. Anderson added that alcoholism and suicide rates are historically highest amongst indigenous communities due to institutional and cultural displacement and oppression. With all of this it is not a question of either/or - it is a matter of both/and. By focusing policy on the needs of the most vulnerable, everyone benefits. Mr. Anderson added that food is also crucial and BIPOC children are most likely to be affected by this so universal, reduced, and free prices are also anti-racist policies that are supported by the plan. He commented that some people fear the intent behind it and he asked that they evaluate why they feel this way about a statement that is looking to address and repair harms.

Cindy Fontanella, 14 Anthony Road, commented that she has been a resident for 37 years, a teacher in town, and raised 3 children. She explained that she does not feel that the Council needs to do this at this time and is against the proclamation. It will force them to allocate resources to this and she has never experienced racism in town. She added that there is the country but in Tolland they do not need to go along with this. Racism is in the hearts and the minds of people. It is not something the government should go into and allocate resources. Ms. Fontanella explained that she is not saying that some towns do not need to do this but not Tolland. Given her experience as a teacher and raising kids in town, she does not believe they need to do this at this time. There are other issues that need the town's resources and talents.

A resident reviewed an e-mail she sent to the Council. She explained that this is about the issue of racism in Tolland and/or in Connecticut. She was made aware that there is going to be a meeting on whether Governor Lamont should call a state of emergency for racism in Connecticut and also that her Town Council would be speaking about it this evening. She explained that she has lived in Tolland with her husband for 23 years and raised 4 children and would like to brag that she lives in the best town in CT although a lot of people feel that way about their town. Connecticut is filled with lots of wonderful towns which makes the state special, but she especially feels this way about Tolland. There is so much going on in today's world, but she feels racism is not in the town or even the state. She does not think it is a state of emergency situation and was caught off guard when somebody said this was trying to be pushed through and saddened that anyone would think that there was a state of emergency racism kind of situation. There are differences and they have not exhausted every opportunity to bring unity and it is not exactly all of their fault. She explained that they have had to stay away from each other due to COVID-19 and the state is doing well dealing with this. She thanked everyone for doing their part. She attends church in town and has done so for 22 years along with having a small business. Her husband's business is in the Tolland Industrial Park and her daughter will raise her children in town because of her memories of greatness, kindness, and the overall feeling that a stranger would give the shirt off their back to someone if needed. She is proud to say that this has been her family's experience living in town. Regardless of if someone is a Democrat or Republican, they are united and have always gathered for the common good of neighbors no matter what the situation. She cited examples including of the special needs playground and the library. She added that if anything, they should do something to create unity in town when they can gather because there are wonderful people.

Kristen Morgan, 167 Dockerel Road, read a statement. She explained that she is asking the Council to join with other councils across CT in declaring racism as a public health crisis. The initiative has been gaining support in all 50 states since 2019 and is supported by the American Medical Association, the American Academy of Pediatrics, the American College of Physicians, and the American Public Health Association among other professional organizations. She commented that an American Medical Association Board Member notes that declaring racism as an urgent public health threat is a step in the right direction towards advancing equality in medicine and public health while creating pathways for truth, healing, and reconciliation. Ms. Morgan commented that some may feel that proactively addressing issues of racial justice in Tolland is unnecessary due to its majority white population; however, the declaration is an opportunity for the town to affirm the inherent dignity and worth of the BIPOC community members. She added that it is an opportunity to stand in solidarity with other CT towns that have recognized the discrepancy in quality health care that one might receive based on their race. She commented that some may believe that the declaration does not address that poor white people also face healthcare discrimination; however, history has shown that by lifting up the most vulnerable populations, all people are lifted. Ms. Morgan added that in the curricula used to teach civil rights and Holocaust history to K12 students, the role of the upstander is examined by students. She explained that an upstander speaks or acts in support of an individual or cause, particularly someone who intervenes on behalf of a person being attacked or bullied. During the Holocaust, the fight for civil rights, and in other struggles around the world, there have been bystanders who have enjoyed the privilege of turning a blind eye to the struggles of their fellow human beings. She commented that she is sure people have wondered how much they would have risked fighting Nazis or to ending the lynching of innocent black people. The current reckoning with racial justice, which has come into focus over the last year gives people an opportunity to be bystanders and upstanders. Ms. Morgan urged the members of the Council to be upstanders and pledge solidarity with the other towns across CT on this vital issue.

Kathy Sanner, 37 Grahaver Road, commented that she has been a resident for 50 years and raised her family in town. She has been a nurse for 50 years and sees the need. She is working with the Department of Public Health doing COVID vaccinations and agrees with Ms. Morgan and would say the same. They need to be upstanders. Racism exists everywhere to a certain degree. They need to be aware and join with other communities in CT and say that it is not ok.

Debra Werner, 3 Harvest Lane, commented that she has lived in town for 25 years and agrees with Mr. Anderson, Ms. Morgan, and Ms. Sanner that the Council should proclaim that racism is systemic in the U.S. She is in favor of Tolland saying that it agrees and needs to do something given the opportunity. They should stand up and say something even if they think it does not affect them because they live in a town that is affluent and mostly white so it is not seen as much. Ms. Werner added that where she comes from in New York City she saw it a lot and if they can do something to lift other people, it lifts them all up.

Annelise Cyr commented that she feels this is important. She is the mother of a biracial child and has lived in town since she was a child. She explained that racism is real and in town. She heard it from her friends and experienced the

negative talk around race. She returned to town with her son and the first time he was called the “n word” he was 8 years old. It has not gone away – it is real and is here. They have had many experiences where his race has resulted in negative and sad experiences that hurt him. Ms. Cyr explained that her son is 10 years old and asks to move to another town where he can be around people of his own race and feel accepted and welcomed. Her child is a minority and experiences racism on almost a daily basis. It is not comfortable for him and it affects him emotionally and mentally and will physically affect him. She urged people to step outside of their shoes and think of what it might feel like to be a person of color in this town. She asked that the Council declare racism as a public health crisis.

Kenny Trice, 53 Doe Run, commented that what he has heard is “let’s do nothing” from some people and other said, “let’s wait a while”. He complimented a previous speaker and added that he understands what she is feeling. He asked the rhetorical question of how many people have been in a tenement fire and responded that chances are that it is none. He explained that he has been in 2 in New York City and one never forgets the black smoke and flames while struggling for one’s life while dragging one’s grandmother to the roof. By the same token, those who say there is no racism, that they have never experienced it, he asked how they would know. If one has never been in a tenement fire, they would not know what it feels like. Mr. Trice commented that there is an overarching theme in the U.S. The conversations at the dinner tables for black, brown, and mixed families are vastly different than the conversations of the white majority of Americans who are not impacted by racism. For people to say, “let’s do nothing”, they are not impacted by it. For them to say, “let’s wait a while” does not bother them. It is human nature. He explained that it is here. His children and wife have experienced it. He gave an example of someone who asked to speak to the lady of the house. He asked that they not tell him that racism is not in town.

Kate Vallo, 80 Tolland Green, thanked the previous speakers for sharing their experiences. It is helpful to hear the experiences of the people of color in town. Ms. Vallo commented that they are approaching about a year in February since she first wrote to the Town Council regarding some discriminatory remarks she saw posted on social media by a leader of the town on the Council. She requested that there be a social media policy to provide guideposts for leaders to shine a light on how they comport themselves so the town is a welcoming community for all people but has not yet seen any action steps. Ms. Vallo explained that she understands that they have been in a pandemic and asked that right now there be thoughtful discussion and careful consideration of all the perspectives presented this evening. She asked the Town Council to have a serious conversation and noted that she is in strong support of the proclamation. She added that they should discuss the social media policy as well.

Jon Crickmore commented that he is the only white person in his home. His wife emigrated to the U.S. 10 years ago and became a citizen this year on Election Day. After the ceremony she was excited to be able to vote in her first election as U.S. citizen. Mr. Crickmore explained that his wife does not look like most in Tolland. She has a heavy accent and registered to vote at Town Hall the day of the election. She was excited with how many people wanted to have their picture taken with her – no one working the polls ever had someone be sworn in as a citizen and vote on the same day. They have a child together who would be considered a minority; although, they do not look at each other as minorities. Mr. Crickmore commented that if this proclamation would actually do something, he may be in favor of it, but it really does nothing. He heard someone speak about the racism their child has experienced in school and asked if there is racism in Tolland, why are they not holding school officials accountable? This proclamation does not do that. If there is racism at Town Hall, why are they not holding town leadership accountable? If there is racism in town, and Mr. Crickmore noted that he is sure Mr. Trice has experienced it and that at some point his son may experience it, then why is it not called out for what it is and the people dealt with in those situations? This proclamation does nothing. He explained that it is a political hit job so they can say they did something. If a child is dealing with racism, why isn’t everyone in the Superintendent’s Office asking why it is happening? He commented that they should not present a proclamation with zero teeth that will not do anything. They need to do something about it. Proclamations do not do anything. They are not law or allow them to do anything other than say that the town joined the rest of the state and country. This is Tolland. If there is systemic racism in town then deal with it, but if there is not, the proclamations are useless. Mr. Crickmore added that the Superintendent and Town Manager are at this evening’s meeting. If there is an issue, everyone should be at their doors, but this proclamation does not do anything and will never help his child. It will never help his wife. To be spoken to by 99% white people telling him about racism, in his opinion, is “crap”. If they want to do something about it, do so but a proclamation does nothing.

Karen Moran, 50 Merlot Way, commented that she wrote into the Council and supports a proclamation around declaring racism a public health crisis in Tolland. She explained that there is racism in town and has heard it from her neighbors. It is not a school problem; it is a community problem and a shared responsibility of the community. If one is

uncomfortable – good. She commented that it is time for everyone to be uncomfortable and a proclamation tells her that the Town Council is committing to the idea and to put things in place to help the community. Ms. Moran explained that if one thinks there is not a problem in town they need to talk to more people. If a mother says there is racism, it is not a school problem. It is a community problem because the child is being taught something, not in the schools necessarily, so they need to talk about shared responsibility. She is not hearing it and they all share in the responsibility.

Marilee Beebe, 90 Rhodes Road, explained that she has heard the other comments and supports the request for a proclamation to recognize that racism is a public health issue. This is something Tolland can do to stand in solidarity with the BIPOC fellow citizens. People have resoundingly emphasized that racism in all its forms, both overt and subtle, is affecting their emotional, physical, and their mental well-being. Ms. Beebe explained that they need to listen to the BIPOC fellow citizens. They need to empathize and act as a community. She believes the resolution is a small step forward to do this. It is not a Town Hall issue, Town Council issue, or school issue. It is a community issue and is just one statement that says they stand in solidarity, will move this forward, and try to address systemic injustice.

Bob Rubino, 296 Weigold Road, explained that he is directing his comments to the proclamation of January 6<sup>th</sup>. He thanked the Council for considering the language he sent for the proclamation. He explained that people say that all politics are local. Although the language of the proclamation is directed toward the events in D.C., he believes it is important that Tolland reaffirm the process whereby it elects its representatives. Elections have winners and losers and it is a process. The proclamation sets the tone of a respectful dialogue and discourse of political discussion. They should commit to respectfully discussing that the events of January 6<sup>th</sup> are not American.

**6. PUBLIC HEARING ITEMS: none**

**7a. REPORTS OF BOARDS AND COMMITTEES RESPONSIBLE TO THE COUNCIL**

Sustainable CT – Ms. Falusi explained that there is a matching program for reimbursing towns for events. One item is in regard to systemic racism. Every week people participate in unintentional systemic racism in that they bring their garbage to the street, it is picked up, and taken to a processing plant. In those areas, air quality is low and is often low income. She explained that thus it impacts minorities more than the Tolland community. Sustainable CT composts food waste in a variety of ways and with the matching program they can get the startup program cost matched by half. It has a low impact on residents. Ms. Falusi added that by composting they reduce the tipping fees and by doing so it reduces taxes. Ms. Falusi reviewed details of the program.

Tourism – no meeting

**7b. REPORTS OF TOWN COUNCIL LIAISONS**

- Planning and Zoning Commission – meeting cancelled due to technical difficulties
- Blight Committee – Ms. Falusi provided an update.
- Land Acquisition – no meeting
- Conservation Commission – Mr. Jones provided an update of the January 14<sup>th</sup> meeting.
- Water Commission – Mr. Jones provided an update of the January 20<sup>th</sup> meeting.
- WPCA – Mr. Reagan referred to the minutes.
- Birch Grove Building Committee – Mr. Luba provided an update.
- Board of Education – Mr. Luba provided an update.
- Eastern Highlands Health District – Ms. Nuccio provided an update.
- Commission on People with Disabilities – Ms. Nuccio provided an update.

**8. NEW BUSINESS (ACTION/DISCUSSION ITEMS):**

**8.1 Consideration of a resolution which amends the Program Income Plan from the original activity, the Tolland Housing Rehabilitation Loan Program.**

Mr. Rosen provided background information and noted that 8.1 and 8.2 go hand in hand.

Ms. Bellody explained that the Housing Rehabilitation Loan Program has been in existence since 1991. The funding originates from HUD and passes through the states. Currently, the Department of Housing administers the programs. Over the years, Tolland has received 8 different grants to the tune of almost \$3M. Eligible

recipients in town have applied for those funds in the 0% loan program and must meet certain HUD guidelines and be up to date on their mortgage and taxes. The program assists in fixing safety and public codes as well as common home repairs such as septic systems. The spending cap is \$35K. With the program, people reimburse the town by either paying the loan off when the property is sold or through payments over a 10-year period. The funds are put into a separate account, (current balance: approximately \$149K) that is managed by Ms. Hancock's office. Ms. Bellody noted that Old Post Village is in need of an upgrade to the fire system and a commercial generator with a transfer switch. In the past, Old Post Village did not have the capital funds or capacity to determine the scope of work. Working with elderly housing management and a community consultant who manages the housing program they were able to determine the cost estimates for both improvements which totals approximately \$130K. The state will allow them to change the use of program income from housing rehab to this program but requires certain steps including the 2 resolutions on this evening's agenda.

Ms. Nuccio confirmed that the established funds (\$149K) will be used. Ms. Bellody noted that they are now requiring towns with over \$50K to return the money to the state so this is a way to utilize the funds in the community. She added that the Fire Marshal would like the fire alarm system addressed.

*Mr. Jones motioned:*

*Whereas, the Town of Tolland has received funds under the Connecticut Small Cities Community Development Block Grant (CDBG) Program, administered by the State of Connecticut, Department of Housing, pursuant to Title I of the Housing and Community Development Act of 1974 as amended; and*

*Whereas, the Town of Tolland has expended those funds pursuant to Title I of the Housing and Community Development Act of 1974, the Code of Federal Regulations, and the Assistance Agreement, and,*

*Whereas, those funds received by the Town of Tolland have generated Program Income.*

*NOW THEREFORE, BE IT RESOLVED BY THE Tolland Town Council:*

1. *That it is cognizant of the conditions for the use of Program Income as prescribed by Title 24, Part 570, Section 489(e) of the Code of Federal Regulations.*
2. *That it realizes Program Income is governed by Title I of the Housing and Community Development Act of 1974.*
3. *That it may use Program Income only for the following activities:*
  - a) *The activity that generated the program income if the activity continues to meet the requirements of Title I of the Housing and Community Development Act of 1974.*
  - b) *Any additional activity that meets the requirements of Title 1 of the Housing and Community Development Act if the Town receives DOH's written approval to fund it with Program Income.*
4. *That it may use Program Income to fund Administrative and Program soft costs within the following limits:*

<i>Administrative Costs</i>	<i>8%</i>
<i>Total Administrative and Program Soft Costs (Housing Rehabilitation Activities <u>Only</u>)</i>	<i>12%</i>
<i>Total Administrative and Program Soft Costs (All Activities <u>Except</u> for Housing Rehabilitation)</i>	<i>20%</i>



5. *That it is hereby amending the Program Income Plan(s) that was adopted for the original activity that generated the Program Income to permit the funding of additional activities from that Program Income.*

*Mr. Luba seconded the motion.*

*Discussion: none*

*A roll call vote was taken.*

*Motion passed unanimously.*

8.2 Consideration of a resolution to approve the Program Income Plan.

*Mr. Jones motioned:*

***WHEREAS***, *Program Income is defined in federal regulation at 24 CFR 570.489 (e) which specify that program income is the gross income received by the jurisdiction that has been directly generated from the use of Community Development Block Grant Program.*

***WHEREAS***, *Examples of program income include: payments of principal and interest on housing rehabilitation loans made using Community Development Block Grant funds; interest earned on program income pending its disposition, and interest earned on funds that have been placed in a revolving loan account;*

***WHEREAS***, *One revolving loan account (RLA) or PI account has been established to utilize the Town of Tolland's program income;*

***WHEREAS***, *100 percent (100%) of all program income derived from Housing Rehabilitation within the Town of Tolland will be deposited into the Town of Tolland's Revolving Loan Account;*

***WHEREAS***, *Program income, during a program year (July 1 through June 30), will be used again for the same activity from which it was derived: Housing Rehabilitation within the Town of Tolland;*

***WHEREAS***, *Program income funds in the amount of \$130,000, will be allocated for the generator and fire alarm replacement at Old Post Village;*

***WHEREAS***, *Program income funds in excess of \$30,000, during a program year (July 1 through June 30), may be allocated for Public Housing Modernization within the Town of Tolland;*

***NOW, THEREFORE, BE IT RESOLVED*** *by the Town Council that the following Program Income Plan is hereby approved and further authorizes, Town Manager Michael Rosen, to sign such document.*

*Mr. Luba seconded the motion.*

*Discussion: none*

*A roll call vote was taken.*

*Motion passed unanimously.*

8.3 Discussion of a Proposal from AdvanceCT.

Mr. Rosen provided background information.

SiteFinder is Connecticut's online database of available commercial properties. Brokers, economic developers, and end users can post and search for retail, office, industrial, investment, and specialty real estate online. Through AdvanceCT Tolland would have access and could post any private developments that do not have their own representation through a realtor or broker or any public lands that the town may want to market. This would be a recurring operating cost of about \$2,000/year. Mr. Rosen would like to know if the Council would like this included in next year's budget and explained some of the benefits of the program. Mr. Rosen explained that he would need to know by mid-February.

Ms. Nuccio explained that one of the Council's goals was to look at outside brokerage firms and to assist with economic development and advertising the available land in town. After hearing the presentation, she feels that what was reviewed is already happening with all of the available property in town with the exception of one small lot at the Industrial Park which is privately owned and is being handled by a broker. Thus, she is unsure she sees value in what they would do for the \$2K.

Ms. Falusi asked if this is for both lease and sale of properties. Ms. Nuccio believes it is both. Ms. Falusi asked if they have reached out to property owners to see if they would like to partner with the town on this. She added that she is concerned that the planning department is not fully staffed and would not want to enter into an agreement if there are not people who can use the program. She noted that she also wants to ensure there are properties to list.

Mr. Schenher commented that he has been an outspoken opponent of this but was intrigued by the proposal to assist the EDC. He would like to explore this with the Commission and learn if the members see value in this. Mr. Rosen noted that he can research if it is a package deal or if they do help commissions as well as if it is leases and/or sales.

Mr. Jones commented that at this time he is not in favor of incorporating the \$2K into the budget. He cited an e-mail sent by a resident about what another community is doing in this regard on its website. Ms. Forsythe provided additional information.

Ms. Nuccio commented that she is in favor of asking the EDC for input as well as looking at the other community. She noted that she believes most of the major properties are already listed on the site.

Mr. Luba commented that he would like to consider having this included in the upcoming budget. While now may not be a good time to utilize this due to the planning office, he would like the funds to be available.

Mr. Reagan commented that he too would like to see what the EDC has to say and if it has the budget for the program. Mr. Rosen will speak with the EDC at its next meeting.

8.4 Potential Amendment to Section C of Town Council's Rules of Procedure.

Mr. Rosen provided background information.

The requested change is in Section C, 5<sup>th</sup> paragraph, first sentence where "stand, and" would be removed.

Mr. Rosen explained that currently they are in the mode of using Zoom and people are not necessarily standing in their homes when they speak, and they do not want to be out of order with the Rules of Procedure. Further, when back to in-person meetings, what happens if a person is unable to stand or cannot do so for too long? It has been suggested that the Council consider removing the phrase "stand, and". At any time, the Council may amend its Rules of Procedure by a 2/3<sup>rds</sup> vote and this does not need to go to public hearing.

Ms. Nuccio noted that this was a petition from Ms. Falusi on June 9<sup>th</sup>.

Ms. Falusi commented that they may want to consider saying that "the elector or interpreter shall use a microphone". This will allow the information to be heard on video and will assist those with hearing issues. Ms. Nuccio summarized that when recognized by the chairperson the elector or interpreter shall utilized the microphone to give his/her name and address. Ms. Falusi added that on agendas it notes "3 minutes on any item" but in the Rules of Procedure it states, "3 minutes on any action or discussion item on the agenda". Ms. Falusi commented that she would like to make a motion that they follow what is on the agenda, "any topic within the jurisdiction of the Town Council". It was clarified that the interpreter would give the elector's name and address. Mr. Rosen proposed eliminating "his or her" and replacing it with giving the "elector's name and address".

*Mr. Jones motioned to adopt the amended changes in item 8.4 as discussed in regard to being recognized by the chairperson, the elector or their interpreter shall give their name and address, as well as any other changes that were discussed regarding the Rules and Procedures.*

*Ms. Falusi seconded the motion.*

*Discussion: none*  
*A roll call vote was taken.*  
*Motion passed unanimously.*  
Discussion: none

- 8.5 Appointments to vacancies on various municipal boards/commissions.  
Mr. Rosen noted that there were not any appointments this evening.

Mr. Jones made a point of noted that in regard to the task force, he and Mr. Luba are in the interview process and corresponded with the Chair and Vice Chair of the Board of Education to clarify representation for both elected boards. Mr. Luba added that they expect to have recommendations for the Council's consideration in February.

**9. OLD BUSINESS (ACTION/DISCUSSION ITEMS):**

- 9.1 Continued discussion regarding a settlement offer from the Honeywell Corporation.  
Mr. Rosen provided updates on the settlement discussion.  
Honeywell responded with an indication in the affirmative but amended a bit of the language. The Town Attorney has reviewed the draft and would like to discuss it with the Board of Education's attorney.

Mr. Rosen noted that the town's bond attorney as well as the Board's attorney reviewed the Honeywell settlement and believe it looks appropriate and that the town should consider accepting it.

Ms. Hancock added that in regard to the question of the lease and if there would be any impact. The bond attorney replied that there would not be an issue with the lease and this contract settlement.

Mr. Luba commented that he has reviewed it and Ms. Hancock and her group have done an outstanding job not only to get this agreement together but also possibly getting some additional funds. He thanked the Board of Education for its review and Ms. Shaikh for noting the possible issue.

Mr. Jones thanked all the volunteers and staff who reviewed this. It appears they will be able to move forward towards a settlement.

This item will be on the next meeting's agenda. Mr. Rosen noted that they have asked for continued patience on Honeywell's end.

*Mr. Jones motioned to table item 9.1 to a future agenda item pending conversations between town attorneys, with the Board of Education, as well as clarifying any language provided by Honeywell.*

*Mr. Luba seconded the motion.*

*Discussion: none*

*A roll call vote was taken.*

*Motion passed unanimously.*

**10. REPORT OF THE TOWN MANAGER (A WRITTEN REPORT SHALL BE PROVIDED THE 1<sup>ST</sup> MEETING OF THE MONTH ONLY)**

- Ms. Hancock, Mr. Wilkinson, and Mr. Rosen have been in budget meetings with all of the departments and are reviewing the budgets. The department heads are doing an awesome job and putting forward reasonable requests and pointing out efficiencies.
- Capital Budget Public Hearing – February 11<sup>th</sup>; department heads will be available to answer questions
- Firehouse Improvement Plan – the project is on the budget for this capital cycle (\$5M); a section of the town website has been dedicated to sharing information; the Town Council presentation has been uploaded to the site
- Planning Director – final stages of interviews
- Town Manager's Executive Assistant Position – interviews are beginning

Mr. Jones asked if a physical copy of the Firehouse Improvement Plan is available in the town library or a town office. Mr. Rosen explained that all they have at the moment is the facilities history, but he will put it all into a public hearing binder for library patrons.

## 11. ADOPTION OF MINUTES

- 11.1 January 7, 2021 Remote Town Council & Board of Education Special Meeting Minutes
- 11.2 January 12, 2021 Remote Special Meeting Minutes
- 11.2 January 12, 2021 Remote Regular Meeting Minutes

*Mr. Jones motioned to adopt the minutes as laid out in 11.1, 11.2, and 11.2 for all special and regular meeting minutes.*

*Ms. Falusi seconded the motion.*

*Discussion: none*

*A roll call vote was taken.*

*Motion passed unanimously.*

## 12. CORRESPONDENCE TO COUNCIL

- E-mail in favor of declaring racism as a public health emergency; describes how conversations at the dinner table are different for black families
- Resident shared their perspective on racism
- Resident feels there is snobbishness in Tolland, not racism
- Resident says they must address racism wherever it exists but not do the declaration
- Resident asked Ms. Nuccio to step down as Chair
- Resident agrees racism is horrible behavior but no need for an emergency declaration
- Resident wrote in support of Ms. Nuccio staying on the Council
- Business owner/resident commenting that they have never seen racism in Tolland; does not support Ms. Nuccio stepping down; claims Ms. Falusi is creating division in town
- Resident supporting the declaration; believes it can be a decent and respectful town
- Resident does not want vaccines to be mandatory; calls the vaccine experimental and risky
- Resident requesting a resolution similar to one in in Mansfield renouncing the incident
- Resident does not believe Tolland is deeply racist; agrees there are inequities with historical and economic issues but not blatant hate
- Resident supporting reverse osmosis filters at the schools
- E-mail expressing disappointment with Board of Education members not wearing masks during an in-person meeting
- E-mail asking the members to focus on why they were elected; they do not speak for the entire town so there is no justification for the declarations
- E-mail saying that while the actions in Washington and racism are items they do not agree with, they should not assume residents' thoughts
- Resident/small business owner says the 2 proclamations are controversial issues and asked that the Council not speak for the entire town
- Resident in support of both proclamations; it shows Tolland is answering the call for unity and it identifies the issues facing the town and works toward solutions
- Student shared a story about the many acts of racism they have witnessed in town
- E-mail from a student about racism being real
- Resident states it is wasteful and counterproductive to declare racism a public health emergency
- Resident says racism is bad but does not see it in town and feels this is frivolous
- E-mail where resident feels this is uncalled for and people should just respect one another
- E-mail states that person does not condone the riot in D.C. and does not want the Council to speak for them; no need to act on racism; should focus on building community
- Resident states the topics are too controversial and is not in support of either proclamation
- Resident shares his wife's immigration story which was stated earlier; feels people are weaponizing the word "racism"; it is not a real issue
- Resident wants to see the proclamations before voting because they were not listed in the packet
- Resident says it is important to recognize racism, particularly in CT, where people are divided by income inequality and unequal access
- Resident supports the proclamation; not doing so is in itself an active racism

- Resident saying Council should support the racism declaration; it sends a clear message of values
- Resident supports and lists The American Medical Association, the American Academy of Pediatrics, the American College of Physicians, the American Public Health Association, and more that state that racism is a public health emergency; the town should be upstanders
- Resident says both proclamations are a partisan ploy
- Resident supports the declaration of racism; it shows Tolland's commitment to be an inclusive community; their daughter has been called racial slurs to her face
- Resident is pleased the Council is considering the proclamations; they prosper as a community when they work through partnerships
- Resident said there are no drafts to view but they are not in support; it seems like virtue signaling; asked that Council focus on the list of goals instead
- Resident supports the proclamations; they show Tolland supports equality for all
- Resident supports both proclamations
- Resident/business owner has not run into racism in town; there is no need for the proclamations
- E-mail in support of the proclamation
- E-mail asking the Council to be uncomfortable and committed to making positive changes
- E-mail with testimony of their child being called racial slurs and how it impacts the entire person
- Resident writing in concerning AdvanceCT and presented options that were discussed
- Resident wrote in with wide range of examples and supporting information for declaring racism as a public health emergency
- Resident condemns the attack on the Capitol and wants to make Tolland an example by helping people with kindness
- Resident supports both measures; inequities are present
- Petition with 393 signatures for more racial inclusivity in the schools

**13. CHAIRPERSON'S REPORT**

Ms. Nuccio reminded the Council members to review the Capital Plan for the February meeting. Any questions can be asked at the Public Hearing. She requested that the members send any high-level questions to Mr. Rosen so he can present them to the staff for preparation.

Ms. Nuccio commented that it is important that the Council continue to have conversations and look for opportunities to bring programming to the town so people can learn and participate in meaningful conversations. When they have the conversation at the next meeting, it is important to consider what they stand for in Tolland as elected officials and what they can do to make the town more inclusive and positive. She believes a lot of the issues seen with the declaration of racism are state level process issues that cannot be fixed at the town level. She explained that many bills are being worked on at the state level and she has put in legislation for many of the issues that have been discussed in town including bonding for fire stations, mental health availability and affordability, contaminated wells, and upticks in crime. Ms. Nuccio added that she is cosigning a parentage bill for the LGBTQ community. Other items include looking at cliff limits that impact affordable housing and senior housing, expansion of telehealth particularly in the area of mental health, and a review of the ECS formula and its impact on rural towns. She noted that Tolland is losing the most amount of money in the state by way of the second half of the ECS formula. Ms. Nuccio is also asking for relief for towns that are affected with crumbling foundations from the ECS loss, that the propane tax be removed for medical necessity generators, providing more autonomy to boards of education on mandates, and a grant program for generators for with people with medical necessity issues. Ms. Nuccio added that she is getting a public hearing on a new program aimed at keeping college graduates in the state to help pay off their student loans and giving them a five-year contractual agreement to work for the state (non-union position). This coincides with the Capital Workforce Program. She noted that there is a lot of good movement happening and encouraged people to stay involved, be aware of what is happening, and contact people.

**14. COMMUNICATIONS AND PETITIONS FROM COUNCILPERSONS**

- Mr. Reagan commented that he would like to revisit the proclamations. There was a procedural discussion but no real discussion on the substance of what these proclamations meant. Starting with racism as a public health emergency, they have received a fair amount of communication on this issue from people both supporting the proclamation and people opposing it. What sticks out in his mind is at the December 22<sup>nd</sup> Town Council meeting, and as recently as today, they were told that if the Council fails to declare racism as a

public health emergency, that in itself would be a racist act. Further, they were told that if the Council fails to declare racism as a healthcare emergency, the members were immature racist white supremacists. He added that tonight the Council heard some passionate personal experiences from some residents. Rather than a proclamation or resolution, he supports an exchange of thoughts, ideas, and opinions using reason, logic, and facts without finger pointing, inflammatory language, and unfounded accusations. Regarding racism as a public health emergency in Tolland, he explained that he is having difficulty associating substandard healthcare with race in town that justifies declaring an emergency. If any resident in Tolland is receiving substandard healthcare as a result of their race, that is something the community needs to discuss and try to find a way to fix; but, out of all of the communications, he has not heard anything that justifies an emergency declaration particularly concerning health care in order for him to support a declaration of an emergency. Mr. Reagan explained that he needs to be able to answer the question of “why” and cannot do so regarding race in healthcare even after reading all the e-mails and hearing public comment. He acknowledges that racism exists in the community, but a blanket declaration is not going to change conversations around the dinner tables of Tolland. He has heard of some racist incidents that have occurred in town, but the only way to effectively deal with these types of incidents is through education. Racism exists in the human heart and in the human mind - not in any system. The only way to address these human failings is through education. The Council’s focus should be on the issues in Tolland and he has not heard of anything that justifies an emergency declaration. If racist incidents, like those heard tonight, are persisting in town, it may make sense to look for educational opportunities that may provide information which may lead to a neighbor talking to a neighbor or a parent talking to a child. He sees this as a worthy effort. Regarding the January 6<sup>th</sup> events at the Capitol, the role of the Town Council is to conduct the business of Tolland. The Councilors were elected solely by the residents and that is where they should focus – not making statements, proclamations, etc. about national events. Events happen every day in the country, where does the line get drawn? For him, the line is drawn at the town’s border. Anything else is outside of the scope.

- Mr. Luba explained that he would like to address 3 items. First, he will be filing a petition, in proper order, with the Town Council to review the provisions dealing with the Veterans Recognition Commission. He believes that they need to be updated given the addition of Space Force to make it more inclusive to members of all armed forces. He would also like to examine the possibility of expanding membership to include the immediate family members of any members that meet the requirements as a veteran as defined by the appropriate town code provision. Currently, this Commission is the only one where there are restrictions beyond being a voting town resident. Second, Mr. Luba addressed the issue that he brought up with his objection to the declaration and the proclamation requests previously presented. His objections were not based upon his disbelief of any of those issues. He is not saying that racism does not exist or that he is against anything regarding addressing the issue of racism within Tolland. His purpose for the objection was that a proclamation is not the proper form. To use a proclamation to circumvent the proper process and short circuit to add to an agenda within 2 weeks is inappropriate. Regarding the declaration, Mr. Luba stressed that any declaration of a public health emergency, although many are saying this will be a good thing for the town and would show solidarity, words have meaning. By declaring a public health emergency, the words are not just symbolic. They carry legal requirements, authorities, and other legal obligations such as funding and decisions on when the emergency is over. Third, Mr. Luba read the following statement, “Over the recent weeks, the Town Council had been asked by a small handful of residents to take official actions on the issues of declaring racism a public health emergency, as well as the issuance of an official statement condemning the abhorrent acts of insurrection that occurred at the Capitol Building. We have received correspondence and comments from residents, including BIPOC residents both supporting and opposing such official acts. The Town Council as a whole will choose the most appropriate way in how to address these matters as an elected body representing the concerns of all town residents. As a Council member, I was prepared to issue my own personal statement regarding these issues, but upon further reflection, I decided against it, for what my personal feelings are regarding a political or social issue is immaterial. As a Town Council, it is our obligation to focus on the best interest of our town and our residents – foster open and honest discussion on town issues, develop reasonable town budgets, implement logical town policies and pass sound town legislation, not use our position as a “bully pulpit” to espouse political or social platitudes or present the town as a “tally” for a national, political, or social movement on either side of the spectrum while ignoring the pressing needs of our own town residents. While certain other towns and other elected representatives may feel this is appropriate, I do not. At this point, I would like to address another disturbing trend that appears to be taking hold within Tolland that only serves to sow division and stifle the free and open exchange of ideas which is integral to combatting and overcoming the multitude of serious issues facing our town and community. This is the growing “cancel culture” movement which has been appearing across the spectrum of discussion throughout town. This movement has taken hold in social media, personal and business interactions, and as we have seen today has even infiltrated the open exchange of ideas within Town Council hearings. These actions encompass what I will call the “colloquialization of perjoratives”, which includes the increasingly casual usage of allegations of racism,

homophobia, bigotry, supremacy, and most recently complicity in treason and insurrection. Statements such as “if you don’t agree with me,” or “if you don’t do [speaker’s desired action],” you are [insert pejorative term here] have been increasingly used as part of public discussion and correspondence to Council as well as other Town boards and committees. The sole purpose of this is to weaponize these indicting and condemning terms, using them as a cudgel aimed to either bludgeon others into silence, or force them to acquiesce to the speaker’s demands. This “new McCarthyism” is done as form of censorship aimed to cancel any contrary views and end open and meaningful discussion of serious issues, forcing people to blindly accept the speaker’s position out of fear of being labeled in such a way, for once you are painted with such a label, it is a stain that is nearly impossible to remove. It is meant to dissuade honest disagreement and meaningful discourse which is at the core of solving the important problems facing our Town, our State, and our Nation. Moreover, the repeated and casual utterance of such allegations only minimizes the serious problems of racism, bigotry, and unification of our country, and leads to a diminished marginal utility of these terms, in that calling everything you disagree with racist, bigoted, or treasonous only serves to desensitize and diminish the seriousness of truly condemnable actions. Our Council, along with all of our elected Boards, our State’s Legislature and our Congress were all founded on the principles of free and open dialogue, first and foremost. We can agree to disagree, but we all need to be able to speak, and listen, to one another instead of the destructive act of speaking AT one another and immediately reacting to label someone and invoke cancel culture. It is only through that process of an open, respectful discussion, not cancellation and name calling, that we can come together to tackle serious issues in facing our town and our Nation.”

- Mr. Jones noted that if anyone would like to request books with information about segregation and racism, they can do so at the library. Mr. Jones commented that he is curious how the revised Cemetery Policy has been working for Public Works. The Council discussed this about a year ago. Lastly, in terms a civic engagement task force, he feels a lot of the discussion this evening would touch on this topic. He feels there has been increased public participation on multiple boards and commissions through Zoom and even in a post-COVID environment he believes there should be continuing public engagement and civic participation not only in public meetings, but also in finding avenues to engage residents in public elections. This is an important issue to him and the community.
- Ms. Nuccio asked Mr. Rosen to ask Public Works how the Cemetery Policy has been going.
- Ms. Falusi commented that Tolland is part of a wider community and what they do in town impacts the rest of the state. She cited the example previously mentioned about solid waste and its transport to another community which has air pollution as a direct result of what is done in Tolland. Finding ways to decrease solid waste helps other communities. Thus, she believes town policies can be reviewed to ensure there is equity and that they are not participating in systemic racism. In regard to Sustainable CT, Ms. Falusi explained that one thing the town can do is adopt a statement on equity. If the town wants to participate in the matching program, the town should be participating in the other parts of the program. She believes that item 1.3, adopting a statement on equity is low hanging fruit and something they should do right away. Ms. Falusi would also like to revisit looking to appoint a poet laureate for the town and/or artist. This would increase the cultural aspects of the community. Ms. Falusi commented that she was going to read a statement if they were going to have a discussion but summarized it. She explained that Tolland is a proud, generous, and giving community. They have witnessed with the volunteers, at every tragic event or emergency, neighbors banding together. Neighbors support community members. When they hear a family is suffering, people ask what is needed and provide. They have listened to neighbors who need assistance with items such as crumbling foundations, contaminated wells, as well as listened to residents with disabilities. They are looking at mental health and more. When neighbors ask, they answer. Ms. Falusi explained that the racism issue is no different. Residents have shown they are victims of racism. She added that many people went to her because they did not feel comfortable sending an e-mail to the Town Council and shared that their black and brown children in the schools and sports programs are called dehumanizing names with little or no meaningful correction or education from parents, staff, or coaches. Black neighbors are more likely to have lower weight infants at birth, and those infants are more likely to die during the first year of life. She added that they are not offered appropriate payments and have a higher incidence of diabetes and high blood pressure. They die more prevalently from certain cancers and are not offered curatives measures and more. Ms. Falusi shared a story about a family where the mother asked her son to pick up an item from a free site. He did not want to do so unless his mother was going to call in advance and tell them that her son, a black young man, would be picking the item up. He explained that he does not know them and has seen on social media and other places that people say he does not fit in and if they see people who are not from the neighborhood they will respond first and ask questions later. Ms. Falusi commented that neighbors are facing this issue and they need to make in roads and changes. If people are not willing to make a declaration, she is willing to find other ways to make changes such a committee on equity and inclusion. She has asked for this before and has fifteen people willing to volunteer. Further, they can participate in equity training with Sustainable CT, make goals, adopt a



statement on equity, and do more. She explained that she tries to make sure she follows through on every oath, proclamation, and policy that is made. She is ready to work with an inclusive town that works for equity and commented that they should not wait. Ms. Falusi added that while they should do a declaration of a public health emergency, she hopes they can find consensus and address the needs of the neighbors who are suffering.

- Ms. Forsythe commented that she agreed with Mr. Luba and that the Town Council members should not be expressing personal thoughts per se but should represent the town as a whole. She shared some of her background information. She grew up in northern British Columbia and her neighborhood was a diverse melting pot of different cultures – black, brown, and white and everyone respected each other's differences. In Canada, they work hard to create equity and inclusion for everyone. She moved to CT and believes it is one of the least diverse places she has ever lived. The declaration of statements about racism shows that more diverse knowledge and education is needed for everyone. They need a better understanding rather than finger pointing. They need to sit together, have constructive talks that respect each other rather than saying that someone does not understand where another is coming from without having a conversation. Ms. Forsythe noted that there are ramifications when one starts declaring crises related to race. Certain races will be put at a priority over other races which can have greater impacts on health. She cited the example of the COVID vaccine in Canada. The Native American population has been prioritized above other populations and this has been difficult. Everyone should have access to the vaccine, and it is difficult when one says that race is more important than age or someone's job. Everyone should be treated equally and equity and inclusion is looking at everyone equally. In regard to equality within health measures, things are being done to understand this. Ms. Forsythe cited an executive order signed by President Biden on January 20<sup>th</sup> regarding advancing racial equity and support for underserved communities through the federal government. Millions of dollars are being spent to help understand how they can create more racial equity and equality and support for individuals. This should be discussed and celebrated. It is going to have a far greater reach than long-winded arguments at a town council meeting where words do not mean as much as the actions of the federal government. People sometimes care more about being right than about helping each other. She explained that last year, as a Girl Scout troop leader, she held a full day event on equity and inclusion. It was more focused on disability but she works to help people become better and to support each other. She finds it disheartening that there is little of that today and hopes they can work together to improve the community, country, and world. It can only be done if they do it with each other and not fight amongst themselves. Racism is wrong and perhaps maybe some need more education to understand that racism does exist and that children and adults are affected by it.
- Mr. Schenher commented on his support of striking the 2 proclamations on the agenda. He found Mr. Luba's thoughts on the impropriety of these proclamations highly persuading and agrees that this is not the correct way to create town policy. That said, he denounced any and all forms of violence as means of political end and detests all forms of bigotry and strives for equal treatment of all regardless of race, creed, sexual orientation, or gender. He looks forward to further discussions on these topics as the years continue and hopefully, they can make a real impact on the town.
- Mr. Jones asked if there is a list of events that are allowed to be posted on the Town Green and if there could be alignment for recognitions also explicitly listed within the proclamation policy. For example, if someone could post signage for Black History Month on the Green, would that mean that they would also endorse a proclamation for the request similar to the LGBTQ Pride Month signage anticipated for this year due to the change in policy. Does this also reflect in how they establish proclamations in the community? Ms. Nuccio responded that she believes that in regard to the Green Policy, it is anything that is a presidential proclamation. Mr. Rosen confirmed this was adopted on September 8, 2020 and cited the policy. The in-house policy refers to the presidential proclamation list. Mr. Jones asked if would be reasonable for them to discuss aligning the Proclamation Request Policy with the Green Policy. Ms. Nuccio asked Mr. Jones to send her more information on this.

15. **PUBLIC LISTED PARTICIPATION** *(on any subject within the jurisdiction of the Town Council)*  
*(3 minute limit)*

Marilee Beebe commented on the agenda item regarding vacancies on boards and commissions. She was on the town website looking for the vacancies notice. Previously, there was a statement posted that in order to serve on a board or commission that one had to be a registered voter. She asked if that statement is still posted. Ms. Beebe commented that one does not have to be a registered voter to serve on a board or commission. She does not believe the Charter requires that. She was the co-chair on the Charter Revision Committee in 2018 and believes they purposefully would

not have required that someone has to be a registered voter to be able to provide service to the town but will research this and e-mail it to the Council for a discussion.

Annelise Cyr commented that this was overall a disappointing meeting. She heard people say racism does exist but there was denial about the effects it has on children and the people of the community. To her, this is painful to hear. She had a friend over who is a person of color and he listened to the entire meeting and said it was crazy to hear white people talk about racism and discredit the effect it has on people of color. They heard person after person discrediting how it effects people physically, emotionally, mentally, and spiritually their whole life and being day in and day out. White people do not have a right to discredit the reality of racism and how it effects people of color. Ms. Cyr commented that she is "blown away" by all of them. Her heart is pounding and she is hurting. She thinks about raising her child in this town and worries for him in the future. She explained that many times in town he has been accused of things that have not been true. She worries that when he is a teenager and accused of something and comes across a cop and he admits to something he has not done, which happens time and again, what happens when it comes to law enforcement in town? What happens when he gets pulled over in town? Ms. Cyr commented that they had a conversation at the dinner table about what to do if he, as a black male, gets into a fight at school which many boys do in high school. These conversations do not happen at a white dinner table. They happen at her dinner table because she has a black son and needs to figure out the right advice to give him. His safety is at risk and she has to have conversations about what to do if he is pulled over. She added that the Council has heard all of this and she is frustrated because everyone here has discredited what it might feel like to be black in town. Ms. Cyr commented that one cannot say that the situations her son has been through have not affected his mental health. It is not normal for a 10-year old boy to want to move out of his town because he does not feel welcome and is uncomfortable. He wants to feel at home and be somewhere with people of his own race. She added that people need to step out of their own shoes – it is all they have to do because they do not have to live the life of a person of color or be discriminated against. They do not have to experience racism because they are white. She added that she has not either because she is white. Her son, and others in town have to experience it. She commented that she is frustrated and asked that people take a moment to think about others besides themselves.

16. **ADJOURNMENT**

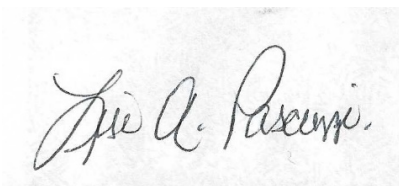
Mr. Jones motioned to adjourn the meeting at 10:06 PM

Mr. Luba seconded the motion.

A roll call vote was taken.

Motion passed unanimously.

Respectfully submitted by,

A handwritten signature in cursive script, reading "Lisa A. Pascuzzi", written in dark ink on a light-colored, slightly textured background.

---

Lisa Pascuzzi  
Town Council Clerk

---

Town Council Chair