

THESE MINUTES ARE SUBJECT TO APPROVAL BY BOARD OF FINANCE

The **Board of Finance** held a special meeting on Tuesday, February 26, 2013 in Council Chamber of the Newtown Municipal Center, 3 Primrose Street, Newtown, CT. John Kortze called the meeting to order at 7:00 pm.

PRESENT: John Kortze, Joseph Kearney, James Gaston, Jr., Richard Oparowski, Harry Waterbury and Carol Walsh.

ALSO PRESENT: First Selectman E. Patricia Llodra, Finance Director Robert Tait, various members of the Legislative Council, Board of Education Chair Debbie Leidlein and Vice Chair Laura Roche, Board of Education members Richard Gaines (8:00pm), Bill Hart, Keith Alexander and John Vorous, Superintendent Dr. Janet Robinson, Assistant Superintendent Dr. Linda Gejda and Business Director Ron Bienkowski, Police Commission Chair Paul Mangiafico, Police Commission member James Viadero, Police Captain Joe Rios, thirty + members of the public and three members of the press.

Mr. Kortze explained the Board of Education budget and school security will be discussed at this meeting. This budget year is unique in that the Board of Finance will have to add any additional costs relative to school security into the budget because it is not in either the town or school budget. The reason for that is that the security committee has not presented it yet. The goal is to address this.

VOTER COMMENTS: Michele Hankin, 16 Greenleaf Farms Road read a comment from Elda Smith, 12 Kaechele Drive, SH in support of the SRO program (Att. A). Ms. Hankin supports more security and SRO's and supports increasing the budget to cover the costs. Carla Barzetti, 16 Beaver Dam Road, wants armed guards at each school; security should be in the town budget.

Peter Rockland, 24 Merlins Lane, spoke as the president of the Board of Directors of the Frasier Woods School. There are 75 Newtown students attending Frasier Woods; he would like any consideration given to the public schools to transfer to the Frasier Woods School.

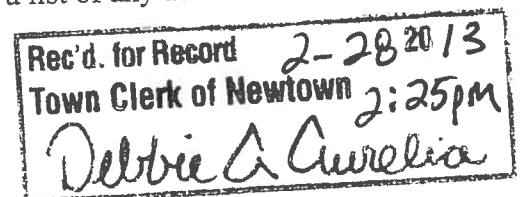
First Selectman Llodra spoke into response to comments about the shooter having gone to the high school prior to going to Sandy Hook School. She said there is nothing in the report that says the shooter went to the high school. It is important that people don't say this as if it were fact; there is no evidence that is true.

COMMUNICATION: none.

NEW BUSINESS:

Discussion and possible action:

1. Board of Education 2013-2014 Budget Presentation: Debbie Leidlein presented the Board of Education power point (Att. B) on the Board of Education budget of \$72,845,304. Twelve additional security guards are being requested. The major budget drivers were discussed (Att. C). Ms. Leidlein acknowledged this is a dramatic increase but the schools are facing a unique situation with regards to the economic challenges and mandates at both a state and federal level. The budget fulfills the boards budget and strategic goals and the mandates. Mr. Oparowski would like to see the initiatives prioritized and what increase is associated with each one. Mr. Waterbury asked for a list of any additional staff since



12/14 and what would be covered by the SERV grant. Dr. Gejda said that even staggered implementation of mandated programs would require a program to keep data. Ms. Leidlein confirmed the total cost of the teacher contract is 2.47%. First Selectman Llodra suggested the Board of Education fund items, such as technology, at a standard amount each year to avoid peaks and valleys. Mr. Bienkowski confirmed that there is a certain amount of money set aside for emergency projects, undesignated, for each school; \$250,000 was cut from the building and site projects, money designated for Sandy Hook was the first to go.

2. 2012-2013 Town of Newtown Budget: Mr. Mangiafico and Capt. Rios were present to discuss the police budget (Att. D) and school security. Mr. Mangiafico spoke about the salary of the Police Chief (Att. E). It is the opinion of the police commission that the three non-public schools should be included in security. It takes 9-12 months to put an officer on the street. Capt. Rios said there are PTSD issues, staffing fluctuates. The security committee looked at SRO's and it is the consensus of the committee there will be a recommendation for an SRO at each public school. Three private schools were invited to meetings as they want the same level of protection. First Selectman Llodra said not all private schools want an officer. She believes an SRO should be at each school but questions the need for eleven additional officers and the notion of extending public dollars to non-public institutions. Mr. Mangiafico said that we have to provide what is comfortable as a safety aspect for the kids but we cannot go overboard with the expenditure of more money. Regarding the size of the police force First Selectman Llodra believes the force is the right size to meet the public safety mandate. Mr. Mangiafico agrees, prior to 12/14 but is looking at the future. He believes if the decision is made to have an armed officer in each school and the absence, due to disability, continues there will be a need for eleven additional officers. Mr. Kortze respectfully requested that number be whittled down as the Board of Finance has to put a number in the budget to present to the council. The role and position of a K-4 SRO has to be created as that position does not exist; the current SRO training is one week. Capt. Rios said it would not be an obstacle to come up with that model. The SRO would work with a certified teacher. Our schools are safe but the presence of an officer is a deterrent. Security differs from an SRO. First Selectman Llodra asked that a ten month, school based officer position be created. Mr. Oparowski asked about having retired police officers for security. Capt. Rios explained that once an officer is not certified they become a new hire, have to go to the academy and receive the training a new officer would receive. Ms. Walsh asked about the coordination of the recommendation between the Board of Education, the Police Commission and the security commission. Mr. Mangiafico said the police commission has not had any conversation with the Board of Education; the Chief and Captain are members of the security committee. Capt. Rios said the discussion about security guards was primarily handled by the Board of Education through school personnel. Ms. Walsh said it would be helpful to understand how many officers vs. SRO's over what time period will be requested and the cost involved.

Richard Gaines was present to discuss the security committee and the draft report (Att. F). Jaime Rivera is leading the security committee. Mr. Kearney confirmed the committee has a recommendation for SRO's however the report is preliminary. If any of the undesignated funds are for security it may help in the decision making process. He would like to see options and priorities. First Selectman Llodra hopes that some security costs will also be covered by the SERV grant. Mr. Kearney said the board has always supported the police budget and believes the board would support, when it comes to disability, getting the force up to the recommended strength. Mr. Gaines said the committee acted on the recommendation that an SRO be assigned to all the elementary schools and a minimum of one full time security officer be

assigned to each of the schools on a permanent basis. There is no jurisdiction over non-public schools. The number of SRO/security discussion centered on having one SRO at a minimum. The discussion was also to have an armed police officer at the schools at all times. It may not be adequate if the officer is called someplace else or is out sick; there isn't a guarantee the forty five person force could cover the schools if an officer was out sick because of contractual minimum staffing requirements but it could be backfilled with overtime. First Selectman Llodra said that a regular officer should be trained as an SRO to be the backup officer in case an SRO is out. Ms. Walsh asked which is most critical to improving school security, infrastructure or personnel. Captain Rios said that there is not one means of protection, it is multi faceted. Mr. Gaines said the committee is waiting to hear from vendors and is unable to anticipate when the final report will be ready. First Selectman Llodra said that each of the grants have an element for reimbursement for expenses already borne from the 12/14 event and some forward funding that runs out. The town takes on the responsibility to continue to fund once the grant runs out. The town has no authority over the United Way funds. The transition team has appointed a Board of Directors for the funds. Mr. Kortze stressed that an amount has to be in the budget and asked the Board of Education, Police Commission, the security committee and the Board of Selectmen what the next step is. The security committee will attempt to prioritize and come back with an amount to be allocated; it's difficult without the grant process being complete. Ms. Leidlein said that Mr. Rivera would like an all day working session; it is difficult to make decisions without all the information. The Board of Selectmen core recommendation will be for the items that would end up in the Board of Selectmen budget. First Selectman Llodra can anticipate the recommendation would be to increase the police personnel by four to allow for SRO's at the elementary schools. Ms. Leidlein explained a security guard is unarmed and is there to make sure the facility is secure; an SRO is armed and includes duties that require classroom time and time spent with students. Mr. Capeci, Legislative Chair of the Legislative Council asked if we need, post 12/14, additional SRO's in classrooms or security to ensure that everybody in the schools are safe. Mr. Gaines said the SRO's are an integral part of the school and the community long term; the presentation at the security committee left everyone to believe having a SRO would be superior to having an armed officer in the hallways. An armed security guard is substantially less expensive than an SRO but the SRO has added benefits including being a highly trained sworn officer that can act accordingly. Mr. Mangiafico said there are advantages of having a contracted armed security guard, one of which is he only gets paid when school is in session. Mr. Kearney thinks if the town decides on security for public schools that the legal opinion to provide security for non-public schools can be changed. First Selectman Llodra questioned where the line will be drawn. Kathy Fetchick, member of the Legislative Council, believes people are looking for security and not necessarily the teaching aspects of the SRO; her perception is that people want to feel safe and secure. Robert Merola, member of the Legislative Council, is concerned about the long term burden to the tax payers. He would like to see ex troopers under contract. He asked that a sunset plan be considered; if we feel safer down the road, security may be able to be reduced. George Ferguson, Legislative Council member, asked for an analysis to determine how to restore the police force to the right size. He questioned if we are responding emotionally or if we believe there is a heightened threat of another event similar to 12/14 occurring again. First Selectman Llodra said that the psychological threat is that people feel upset and that compels a response. Ms. Leidlein said that the adults also have the right and need to be and to feel safe. Mr. Kortze asked all groups to work together toward collective thought and subsequent recommendation for a starting off point as this comes under the Selectmen budget. First Selectman said the critical piece is the police positions. Mr. Kortze asked for the list of what grants are being applied for.

Board of Finance
February 26, 2013

VOTER COMMENTS: **Laura Terry, 64 Robin Hill Road** understands the Board of Finance needs numbers. As a parent it is very important that the security committee gets their recommendations complete to include personnel and the security measures being taken to protect the children.

ANNOUNCEMENTS: none.

ADJOURNMENT: Having no further business the special Board of Finance meeting was adjourned at 10:13. The budget deliberations will continue on February 28, 2013.



Susan Marcinek, Clerk

- Att. A: E. Smith, voter comment
- Att. B: BOE (Superintendent) powerpoint, 1/15/13
- Att.C: BOE budget drivers
- Att. D: memo on police budget, P. Mangiafico
- Att. E: memo on police chief salary, P. Mangiafico
- Att. F: Safety & Security re: schools
- E-mail comments relative to budget/security

Elda Smith
12 Kaechele Drive
Sandy Hook

Good Evening,

This statement is to reiterate my position put forth last week in supporting SROs for Newtown's elementary schools.

I have no personal vested interest -- my children attend Newtown Middle School and High School. The elementary students of this town are entitled to the same benefits and support our older students receive through the SRO program and should not be denied because of their grade level. More importantly, there is both a need and benefit to this investment that parents and students will benefit from.

In reviewing the "To Protect and Educate" catalog submitted to this committee last week, (Page 22) additional SRO responsibilities and tasks could include:

- Meeting with school administration (principal, school psychologist, social worker, etc.) on a regular basis to exchange information to understand issues that may be motivating a student's behavior in order to work as a team to ensure effective and supportive responses.
- Working with school administrators to keep the school's emergency management plan updated.
- Scheduling emergency drills in conjunction with other local agencies.
- Instructing students about technology awareness – "Protecting Kids Online" program.
- Developing safety, skills-development and healthy lifestyle programs.
- Implementing a "Doing the Right Thing" program where educators select one or more students each month for lunch with the SRO in recognition of an accomplishment relating to safety, leadership skills, etc.

The SRO program at the elementary level is an untapped resource that would add significant value to our schools and community, as well as providing security for both ~~parents~~ and students.

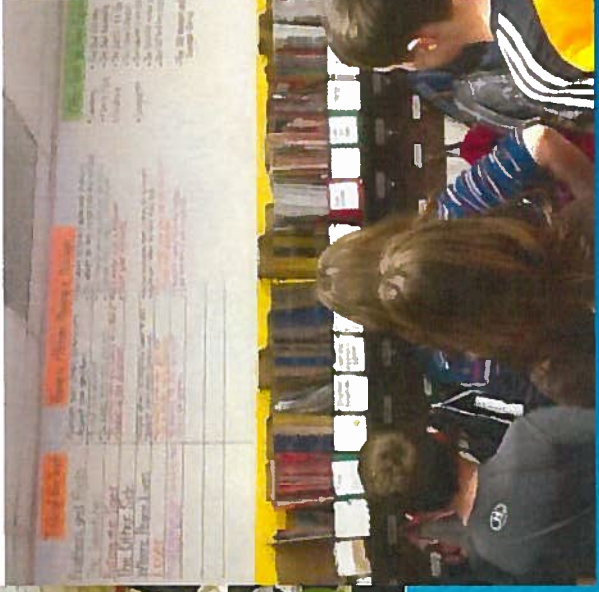
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Please add SRO funding into the municipal budget.

Thank you.

Newtown Public Schools

Superintendent's Proposed Estimate of Expenditures 2013-2014



Presented January 15, 2013

Our Role



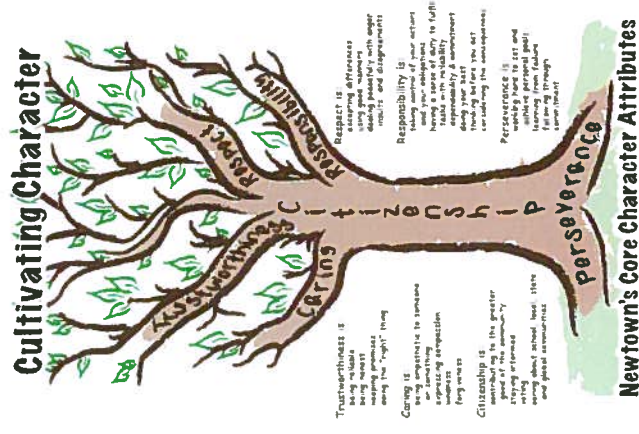
Our needs are based on a District Mission and an analysis of the strengths and weaknesses of our programs

Our Mission

The mission of the Newtown Public Schools, a partnership of students, families, Educators and community, is to **INSPIRE EACH STUDENT TO EXCEL** in attaining and applying the knowledge, skills and attributes that lead to personal success while becoming a contributing member of a dynamic global Community.

We accomplish this by creating an unparalleled learning environment characterized by:

- High expectations
- Quality instruction
- Continuous improvement
- Civic responsibility



Strategic Plan

Our Objectives



Revised April 28 & 29, 2011

- All students will develop and consistently demonstrate 21st century skills such as problem solving, critical and creative thinking, collaboration, and application of technology.
- All students will develop and consistently demonstrate the character attributes necessary for personal well-being and to be a contributing member of the community.
- Within 5 years, all students will perform at goal or above on all standardized tests.
- Each student will set and achieve personally challenging goals.
- We will ensure that each student has continuous access to personal information technology in order to empower students and staff to improve teaching and learning.

Highest Performing Sub-Group

Newtown Middle School



Newtown High School



Highest Progress

Middle Gate Elementary



Highest Overall Performance

Middle Gate Elementary



Reed Intermediate



Newtown Middle School





CAPT Scholars

Connecticut State Department of Education

Newtown High School received
89 recognition letters
for students who achieved at the
Advanced level on *all* of the CAPT
subtests. Only schools above us in
our DRG: Fairfield, Greenwich,
West Hartford, Region 5(Orange,
Woodbridge)

Out of 399 Graduating Students In 2012 There Were 1,202 College Acceptances

Highest Competitive Colleges		
	# of Acceptance	# of Acceptance
Barnard College	3	2
Boston College	8	5
Columbia University	1	2
Connecticut College	3	109
Cornell University	2	7
Duke University	2	2
Georgetown University	2	3
Lehigh University	4	



Our Graduation Rate Increase Rose

To
95.3% in 2012

vs.
94.6% In 2011

2012 CMT/CAPT DISTRICT REFERENCE GROUP (DRG) COMPARISON % AT/ABOVE GOAL

	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 10
Math	1	3	11	3	1	1	9
Reading	8	8	10	7	1	2*	10*
Writing	4	5	2*	5	2	2	8*
Science			13			3	5

*Tied with another District

We have achieved these results with one of the lowest per pupil expenditures in the state.

\$12,381 was the Net Per Pupil Expenditure per the State for 2011-12

Our State ranking for year 2011 was 144

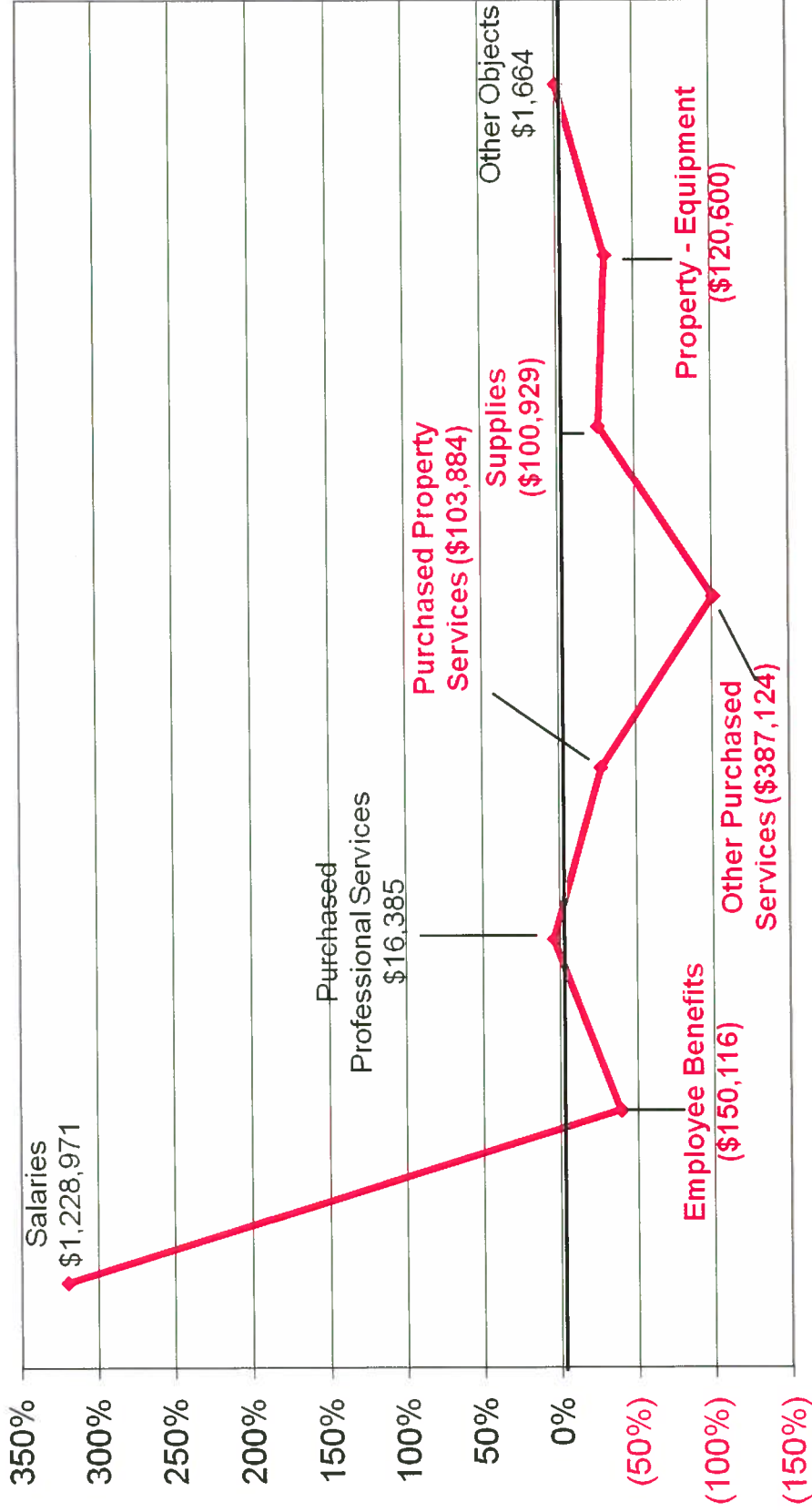


**We are one of the most
efficient school systems in
the State of Connecticut**



2012-2013 Budget

\$384,367 Budget Increase by Major Object



Enrollment

<u>As of October 1, 2011</u>	<u>As of October 1, 2012</u>
Elementary	1,605
Intermediate	819
Middle	893
High School	1,764
<u>Special Education</u>	
Pre-Kdg	45
Out-of-Town	30
Total	5,324
	Total
	5,156



But now for a new reality.....

Common Core State Standards (CCSS) and CT STANDARDS

Moving Beyond Awareness

Common Core State Standards

- Define the knowledge and skills students need for college and career
- Developed voluntarily and cooperatively by 45 states
- Provide clear, consistent standards in English language arts/Literacy and mathematics

Students Who are College and Career Ready In Reading, Writing, Speaking, Listening and Language

- ▶ They demonstrate independence
- ▶ They build strong content knowledge
- ▶ They respond to the varying demands of audience, task, purpose, and discipline
- ▶ They comprehend as well as critique
- ▶ They value evidence
- ▶ They use technology and digital media strategically and capably
- ▶ They come to understand other perspectives and cultures



Key Shifts

- Research (short projects)
- Marshaling arguments
- Academic vocabulary
- Evidence, evidence, evidence

Smarter Balanced Assessment 2015

- ▶ Computer Adaptive Model
- ▶ Testing “window” (up to 3 months)
- ▶ Grades 3-8 and 11
- ▶ Selected Response, Constructed Response, Technology-enhanced, Performance Assessments

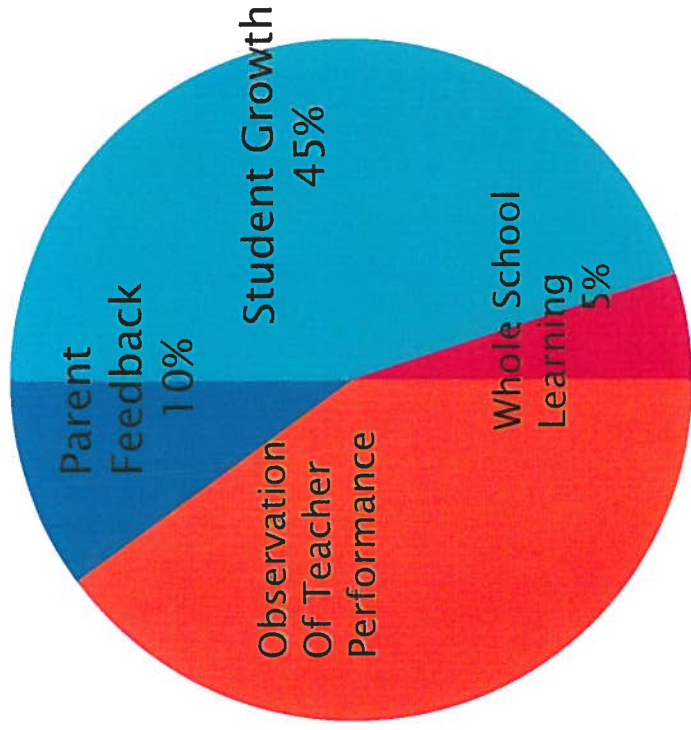


Newtown Public Schools Responds to CT Standards (CCSS)

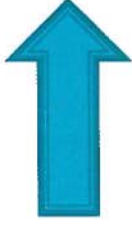
- ▶ **Curriculum and Resources**
- ▶ **Communication**
- ▶ **Professional Development**
- ▶ **Assessment**

Newtown Public Schools Responds to Educator Evaluation Legislations

Teacher Evaluation Components



Outcome rating



Practice rating



Annual Teacher Rating

Implications for Newtown Schools

COSTS

\$5,000

TeachScape
(Admin)

\$7,200

My Learning Plan
(Teacher goals & P.D. record)



Implications for Newtown Schools

NWEA

COSTS

K – 12 ELA & Math

K – 10 Science



\$ 78,000

Professional Development-2 days \$ 3,200/day

Total

\$ 84,400



Implications for Newtown Schools

CCSS

Professional Development (mostly in-house)

*Mathematics for K-5 program

*Readers Workshop K-8 (36 days) \$1,500/day
(\$75,000 in 2012-13 system)

Resources

- Classroom Libraries \$20,000
- New K-4 Mathematics \$54,000



DECEMBER 14, 2012



Board of Education Budget Goals for 2013-2014

- ▶ Adequate funding to meet the needs of our students and staff resulting from the events of December 14, 2012
- ▶ Newtown School District's Strategic Plan including Full Day Kindergarten
- ▶ Our Increased Graduation Requirements
- ▶ NEASC Accreditation Self-Study & Artifact Preparation
- ▶ Teacher Evaluation

Board of Education Budget Goals for 2013-2014 Con't...

- ▶ An Educational Infrastructure, including Professional Development, to support:
 - Maintenance of existing and expanding technology requirements (including BYOD*)
 - Mandated system requirements of Common Core State Standards (especially testing)
 - Implementation of recommended security measures that may exceed existing systems
 - Provisions for the new teacher evaluation plan

*BYOD – Bring Your Own Device – which depends upon adequate wireless bandwidth to be available within the school environment

Board of Education Budget Goals for 2013-2014 Con't...

Further, the Board of Education will provide increased communication regarding the budget (increases, decreases, and new initiatives) both within the budget documentation and across our school and town communities with an expectation that expanding the reach of communication will reduce the questions and concerns regarding the proposed Education Budget and, with understanding, aid in moving the budget through the referendum process.

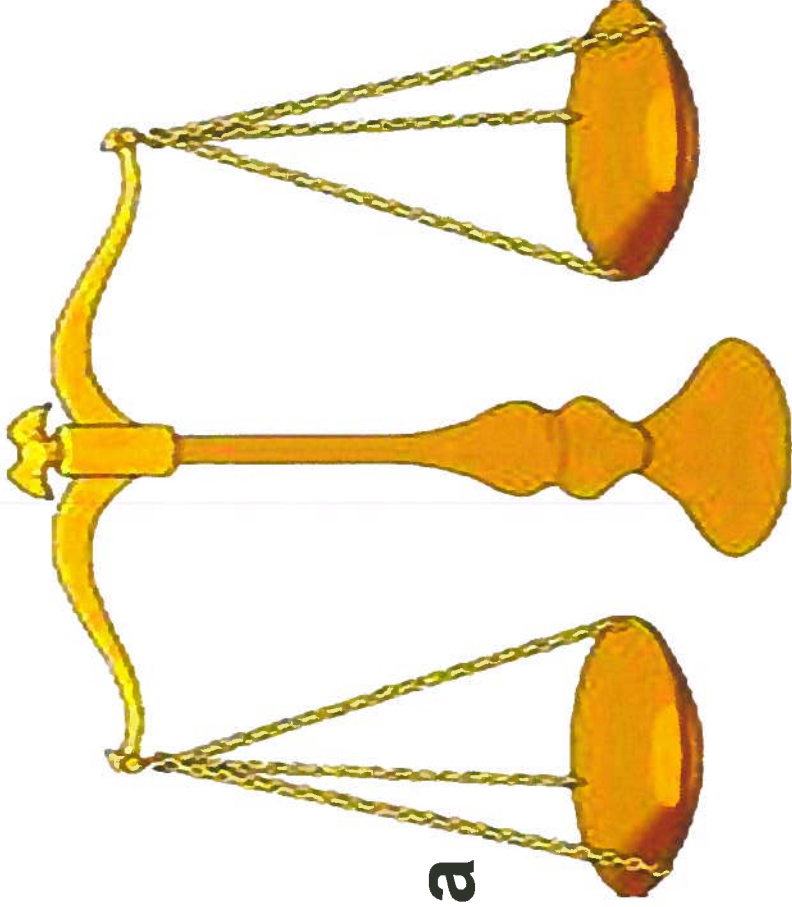
THE DRIVING QUESTION:



How do we meet these expectations in this current economic climate?



Newtown Must Balance:



**Reality of a
recession
economy**

**Mandates
&
Quality
Education
&
Safety**

Contractual Obligations 2013-2014

- ▶ **Teachers**
 - 1% general wage increase (no step)
 - 1.47% cost of 2012-13 mid year step movement

- ▶ **Administrators** 2.5%
- ▶ **Secretaries** 2.25%
- ▶ **Custodians** 2.25%
- ▶ **Educational Assistants** 2.25%
- ▶ **Nurses** 2.0%



INCREASES

- ▶ Projected Health Insurance trend is approximately **12%**
- ▶ Included in budget **4%**





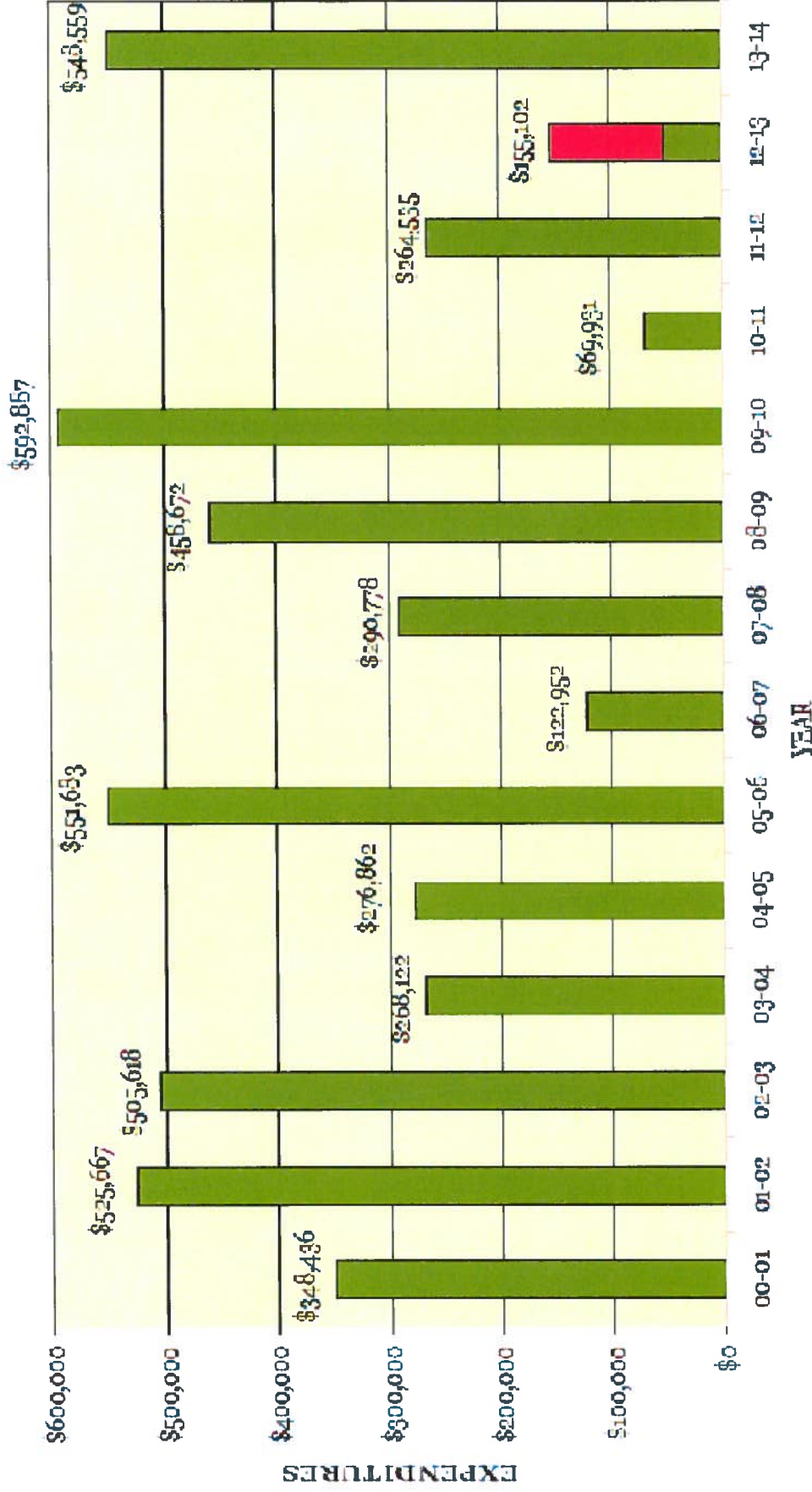
Energy Cost

	PROJECTED	INCREASE/ DECREASE	%
Electricity New Contract Dec. 2013	\$1,380,853	(\$36,910)	(2.6%)
Oil	\$667,585	\$50,462	8.2%
Diesel & Gasoline Fuel	\$566,020	\$1,001	0.2%
Propane & Natural Gas	\$351,772	(\$6,515)	(1.8%)



Technology Spending Over Time

TECHNOLOGY EQUIPMENT EXPENDITURES



Note: 2012-13 \$103,500 from Town capital and non-recurring fund. \$51,602 appropriated in BOE budget.

Technology Budget

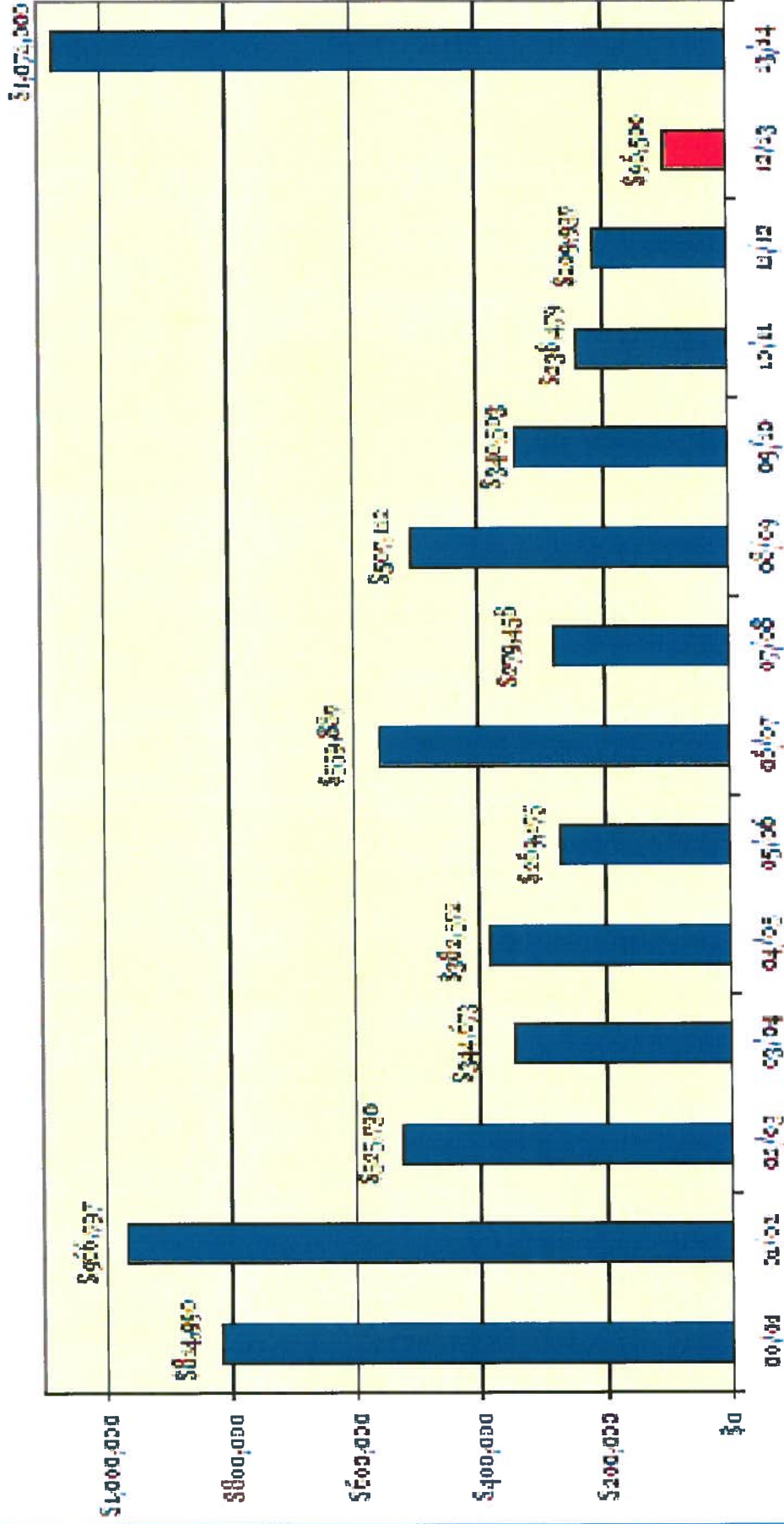
Object	2010-11 Expended	2011-12 Expended	2012-13 Budgeted	2012-13 Current	2013-14 Estimated	% Change
Tech. Staff	382,521	384,219	388,631	390,947	399,015	8,608
Clerical Salaries	43,430	43,283	44,125	45,263	45,279	16
Tech Coord, Stipends	26,280	26,280	26,280	26,280	26,280	0
Extra Work (Non-Certified)	14,664	13,020	13,770	13,770	13,770	0
Staff Training	14,614	15,413	15,200	15,200	15,200	0
Tech Service & Repairs	66,951	64,028	64,189	64,189	70,835	6,646
Contracted Services	138,733	148,077	154,803	154,803	154,803	650
Staff Mileage	8,343	4,467	7,700	7,700	7,700	0
Instructional Supplies	9,464	10,863	11,518	11,518	11,518	0
Office Supplies	1,807	1,554	1,880	1,880	1,880	0
Tech. Software	50,725	115,214	51,252	51,252	68,647	17,395
Equipment	69,931	264,535	51,602	51,602	548,559	496,957
Memberships	485	99	795	795	795	0
SUBTOTAL	827,948	1091,054	831,745	835,199	1364,931	529,732

Building and Site Maintenance Projects

• Hawley	\$ 57,500
• Sandy Hook @ Chalk Hill	\$ 95,000
• Middle Gate	\$173,000
• Head O'Meadow	\$105,000
• Reed Intermediate	\$ 30,000
• Newtown Middle School	\$148,500
• Newtown High School	\$410,000
• Systemwide	\$ 55,000
	<hr/>
• District Total	\$1,074,000

Newtown Public Schools

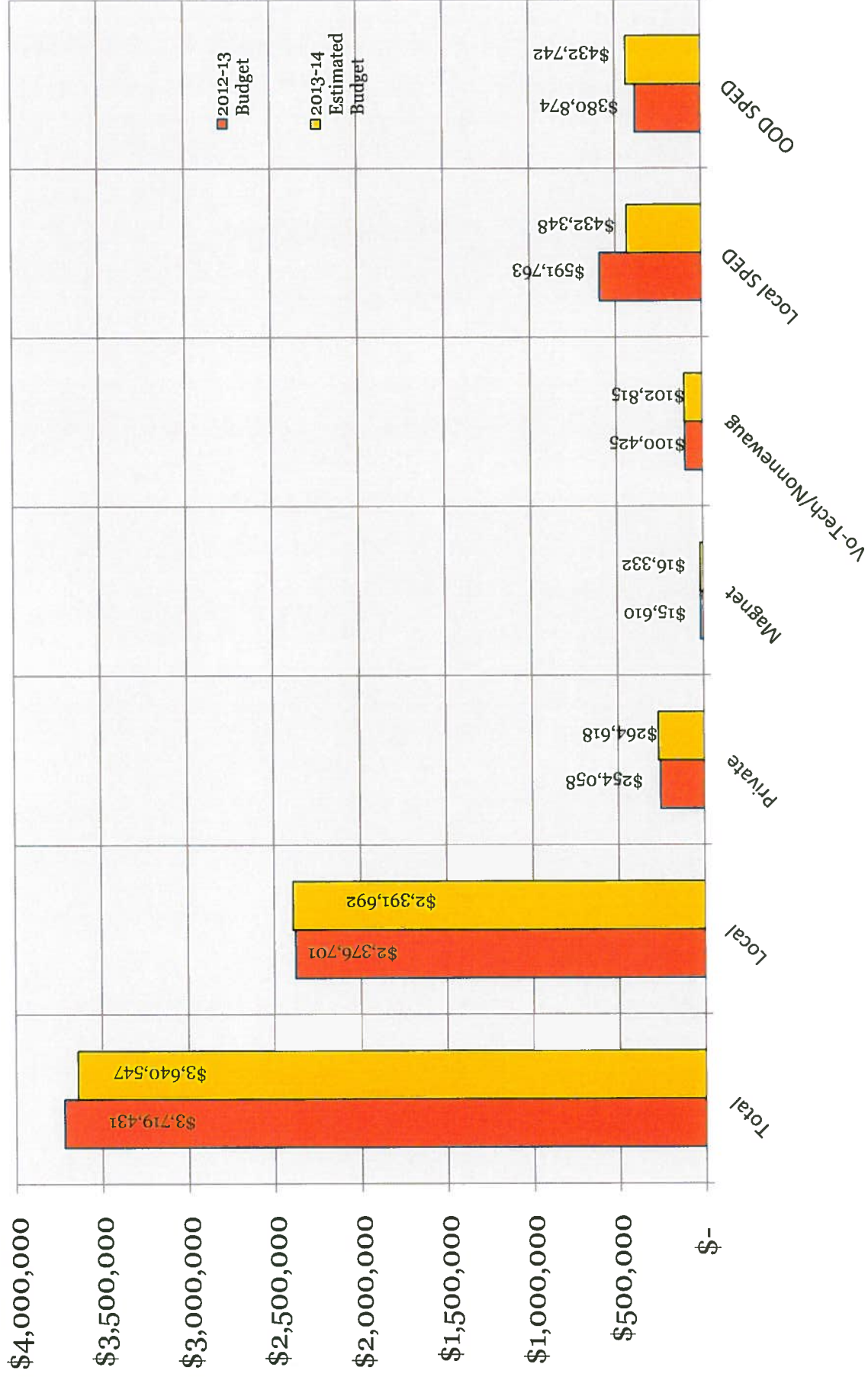
BUILDING & SITE MAINTENANCE PROJECTS



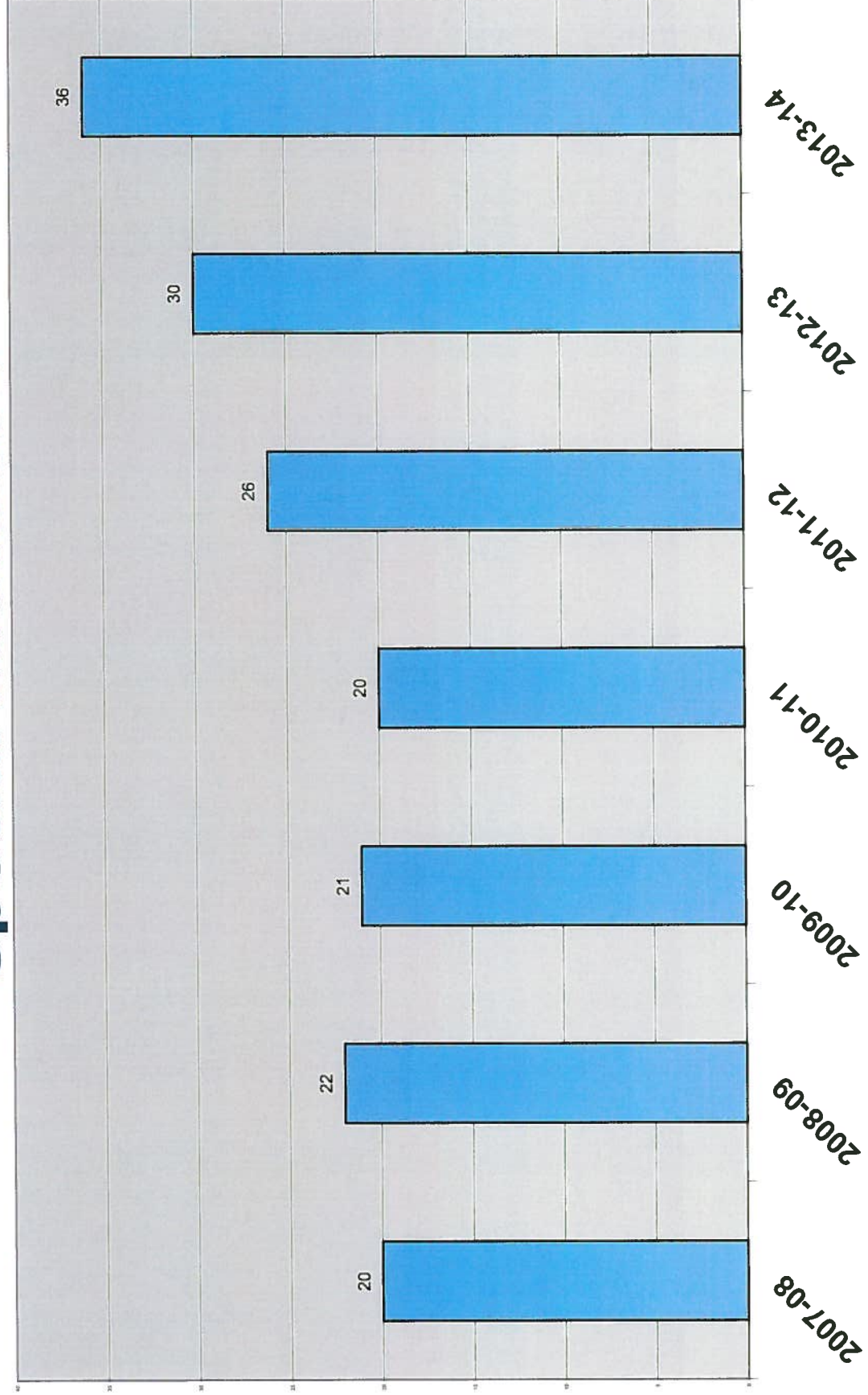
Note: 2022-23 amount from Town capital and not-recurring fund - Not included in other BCE budget totals in this functional category.

Newtown Public Schools

2012-13 Transportation Budget vs. 2013-14 Est. Budget



Out of District Placement in Special Education



INITIATIVES

- Full day Kindergarten
- Restore maintenance
- Restore TCO in Technology
- Restore Curriculum & Instruction to former levels
- CCSS
- Teacher Evaluations
- NEASC
- Security Needs

Reasons for the Growth of Full-day Kindergarten Programs

Rationale:

- ▶ Kindergarten teachers find it difficult to meet curriculum needs.
- ▶ Early childhood advocates are critical of highly structured half-day “academic” kindergarten (large-group instruction, desk work, segmented daily routines).
- ▶ Potential for more child-centered programs.



School Readiness

Full-day Kindergarten will increase the time spent with students allowing for:

- ▶ Less pressure to cover the content and more time to use a brain-based approach to teaching and learning, i.e., less whole group instruction, more time exploring and constructing one's knowledge. Teacher language less directive and more robust.
- ▶ More opportunities for students with areas of weakness to receive interventions and students with special needs to receive more services.



Best Start...Best Future

Full-Day vs. Half-Day Kindergarten

- ▶ Children who experience FDK as a whole-school program are advantaged in terms of their cognitive effort (.93 effect size in LA; .75 effect size in math).
- ▶ FDK teachers use the additional time with their students to broaden their social as well as their academic experiences.

“The Early Childhood Longitudinal Study–Kindergarten Cohort” (Lee et al, 2006)

Reminder: This year’s 1st graders will be first to take 2015 SBAC.

Full-Day Kindergarten Program: Implications for Newtown

- ▶ Newtown's Strategic Plan
 - student achievement and personal success
- ▶ Learning opportunities (grade 1 and beyond)
- ▶ Meeting Common Core State Standards
- ▶ Consistency in district programs
- ▶ Alignment with practice in similar towns
- ▶ Interest in Newtown as a place to live and raise children



Projected Cost For All Day Kindergarten

Salaries

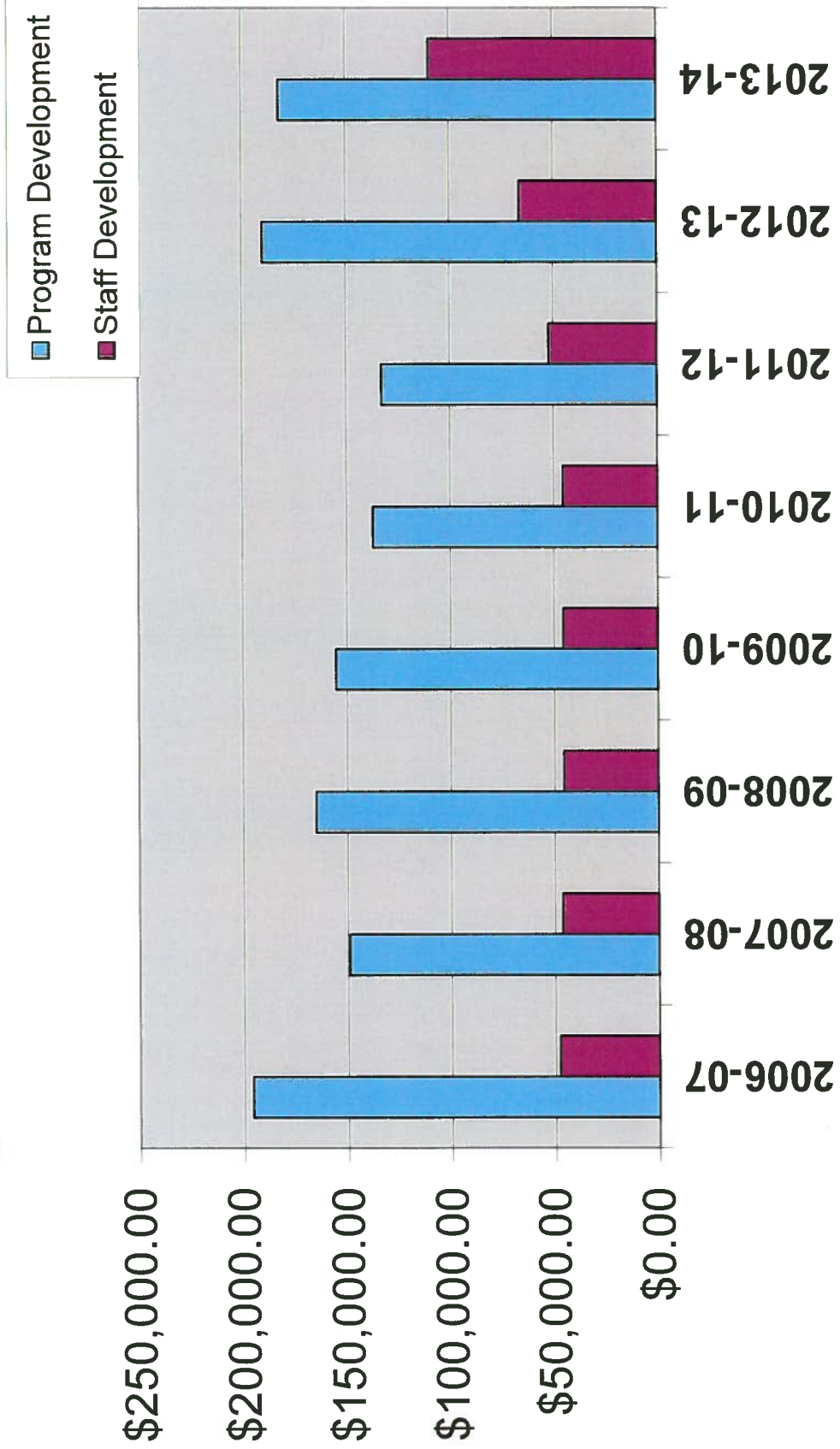
▶ 7 Teachers (based on Masters Step 6)	\$420,540
▶ 6 Educational Assistants (6Hr/Day)	<u>\$103,400</u>
▶ Total	\$523,940
▶ Classroom Furniture & Technology	\$ 17,951
▶ Transportation	(\$164,364)
▶ No mid-day Kindergarten runs	(\$ 32,738)
▶ Estimated fuel for mid-day runs	<u>(\$197,102)</u>
Net Cost	\$344,789

Enrollment Offsets Detail

Hawley	-0.50	Teacher – Classroom (Kindergarten)	(\$30,039)
	-0.43	Educational Assistants (Kindergarten 3 Hr/Day)	(\$7,386)
Middle Gate	-0.50	Teacher – Classroom (Kindergarten)	(\$30,039)
	-0.43	Educational Assistants (Kindergarten 3 Hr/Day)	(\$7,386)
Head O’Meadow	-0.50	Teacher – Classroom (Kindergarten)	(\$30,039)
	-0.43	Educational Assistants (Kindergarten 3 Hr/Day)	(\$7,386)
Sub Total	-2.79		(\$112,275)

**Effective All Day Kindergarten cost, assuming teacher reduction
with enrollment decline for half day program \$232,514**

Change in Program and Staff Development 2006-2014



Program and Staff Development Budget

COORDINATORS for PD committee	\$	6,611
TEAM mentors estimated and new teacher in service	\$	18,000
District curriculum meetings	\$	17,000
GATES district training for elementary teachers and identification of students	\$	4,000
PE K-12 curriculum revision	\$	2,000
Math and science curricula concept-based revision	\$	23,000
Language arts curriculum revision for Readers Workshop	\$	8,000
Professional development for new elementary math program	\$	12,000
K-12 Performance assessments	\$	7,000
District Presenters:	\$	10,000
Reading comprehension strategies, Power Teacher, Responsive Classroom		
Kindergarten curriculum refinement	\$	4,000
World language revisions:	\$	2,000
Applied arts: Video Tech. Class Curriculum	\$	2,000
Summer 2013: Readers workshop (\$25,000) Responsive Classroom (\$7,500)	\$	52,500
Teacher Evaluation Plan (\$12,500), NEASC (\$7,500)		
Revision of nurtury and culinary curricula	\$	4,000
Populating curriculum templates for Rubicon Atlas	\$	8,000
TEAM reflection paper reviewers	\$	2,000
TOTAL STAFF AND PROGRAM DEVELOPMENT	\$	182,111

Costs

Sandy Hook School at Monroe?



Security Costs

8 Additional Security Guards @ \$20,650 each

Total **\$165,200**



Superintendent's Requested Budget



6.54%



Percent of Budget Increases

▶ **9/10** **.43%**

▶ **10/11** **1.33%**

▶ **11/12** **1.16%**

▶ **12/13** **.57%**

▶ **13/14** **6.54%**



This Budget fulfills:

- Board Budget Goals
- Strategic Plan Goals
- Mandates



It's all about the students...



FISCAL POLICY AND TRENDS

MAJOR DRIVERS OF THE BUDGET

- **Salaries**
 - o Salaries comprise 63% of the total budget. Salaries and benefits combined equal 78% of the total budget.
 - o Salary increases range from 0% to 2.5%.
 - o Teachers received a salary step mid-way thru 2012-13; that has an effect on this budget which amounts to \$448,368.
 - o The teachers' salary increase of 1% for next year equals \$305,093.
 - o Twelve additional security personnel have been included at a cost of \$247,800
 - o Other union contracts will require an adjustment amounting to \$216,641
 - o High school staffing improvements, Guidance, AP, Math, NEASC & Coaching \$349,164

- **The addition of full day kindergarten**
 - o A Board goal and initiative for the last two budget years is integrated into this budget at a staffing cost of \$523,940, technology equipment of \$11,924 and classroom fixtures of \$6,027 offset by mid-day transportation reduction of \$164,364, combined with fuel for vehicles savings of \$32,738 for a net cost of \$344,789.

- **Building & grounds maintenance**
 - o A significant increase in building and site maintenance projects which have been deferred for many years and completely eliminated from the 2012-13 budget year. The amount included here is to make up for this year and get us back on track for the 2013-14 budget year, this has been an emphasized need by the Board. This amount after the Board of Education's reduction of \$250,000 on February 5, 2013 is \$824,000.

- **Special education**
 - o Additional funding is required for 11 additional out placements over the current year's budget amount for a net increase of \$342,801

- **Pupil Personnel**
 - o Includes an additional guidance counselor at the High School at a cost of \$63,290 and another \$29,913 to make the guidance director position 52 weeks.

- **Technology equipment**
 - o The increased funding included here within is \$496,957. This increase is above the \$51,602 current budget. \$103,500 has been set aside in the town capital and non-recurring fund for technology in the current fiscal year.

11 January, 2013

Mrs. E. Patricia Llodra (via email)
Mr. William Rodgers (via email)
Mr. James Gaston (via email)
Newtown Board of Selectmen

Dear Pat, Will and Jim:

I am writing to you as Chairman of the Newtown Board of Police Commissioners (the Commission) to present to you an overview and some highlights of the Commission's proposed and submitted 2013/2014 budget (the Proposal). This Proposal was developed and submitted prior to the 12/14/12 incident at Sandy Hook School. The reason for this writing is, as yet, the date for verbal presentation of the Proposal has not been set and in two days I am leaving for Europe for the balance of this month. If the date occurs while I am gone our Vice-Chairman, Commissioner Brian Budd, with, and to the degree possible, the rest of the Commission in addition to Chief Kehoe and Captain Rios will be in attendance to present our Proposal and field any questions regarding same. The generation of this Proposal was done in detail by the command staff, the Commission and with the presence and involvement of Officer Ruszczyk, President of our Police Union local # 3153 Council # 15, AFSCME, AFL-CIO. Our invitation to the local union to assist in developing the Proposal is perhaps a first but we feel that even though the Proposal is the sole responsibility of the Commission their input is important and they should play a role in its formulation for many reasons.

Let me say, at the outset, that our "starting point" in the development of the Proposal was a zero increase year over year because of the strenuous economic pressures we face as a Town, State and Nation. In spite of our efforts we were not able to achieve that for a number of reasons almost all of which are beyond our ability to control at our level and also because of prior legally negotiated agreements. Nevertheless, we have a Proposal that is very lean yet allocates our available monies in a sound, conservative and citizen-focused oriented manner.

I hope that you will indulge me in this written brief because, as you know, the written word is more time consuming than the spoken word.

In our public presentation I was going to make the opening and overview comments to you now being served by this note, Chief Kehoe is going to provide the detail regarding manpower and its associated costs and Captain Rios is going to address the issue of autos and their detail and costs. Of course all of us are available to you to expand and explain any part that we may be able to include information on in order for your Board to make the best determination of how we move forward.

To that end allow me to address some major segments on an overview basis.

You will see that we are requesting just slightly over \$6 million dollars. Of this amount 88.7% is composed of salaries and benefits. \$3,679,447 is for salaries and \$1,652,379 is for benefits. Salaries are for the most part mandated by our labor agreement negotiated by our First Selectman and approved by your Board which runs until 6/30/14 and calls for both modest general wage and step increases. Benefit costs to be budgeted are supplied to us by the Financial Director Robert Tate. Those benefit costs year over year have

increased by \$75,361. Benefit costs are 27.5% of our total request. Additionally, allow me respectfully to point out that in the last three years, because of our collective need to reduce our cost of government the Police Department has reduced three positions – two of which are sworn positions and one of which was a civilian position. In addition, I respectfully point out and remind you that our Proposal includes the cost of (currently) three School Resource Officers and also the school crossing guards as it has for years. In my opinion the cost of scheduled and continuing services is always better shown where it is being consumed; in this case the Board of Education budget. This amount is not insignificant. It is, in this proposal, approximately \$240,000 for the service which includes benefits and only at the pro-rated charge since the schools do not use the officers all year. The Proposal remains at the current number of sworn and civilian positions. Chief Kehoe will address this in further detail.

I would also like to point out that in addition to costs for our school system being absorbed by the Police Budget there are also costs being carried in the Police Proposal totaling approximately \$65,000 in “Account Services” which are costs associated with private security contracts at Fairfield Hills which were transferred to the Police Budget two years ago.

Police overtime increase of \$5,000 is related to increased wages. However, as pointed out above this is all pre 12/14/12.

Patrol cars are increasing year to year because in our agreed upon plan to replace three cars each year the manufacturer ceased offering the model we were using and we were forced to switch to an equally cost-effective but different auto from a different manufacturer which resulted in a slight cost increase and additional refitting costs because it was a different auto. Captain Rios will provide a more detailed explanation on this when he addresses autos.

Capital is increasing year to year by \$15,000 as a result of us being mandated to provide for the requirements of PA 11-174 - *An Act Concerning The Electronic Recording of Interrogations*.

In our proposal, the Commission, as it understands its mandate and responsibilities with respect to the employment of our Chief of Police in State Statutes and our Charter, budgeted an increase in our Chief's compensation. We did this after very careful thought and consideration and after making an exhaustive analysis several months ago of his compensation with comparisons to all Towns in CT with populations between 20,000 and 39,999 (twenty-five towns). The data was secured from the latest available data issued by the Connecticut Conference of Municipalities (CCM) and the Connecticut Economic Resource Center (CERC). We compared our Chief's compensation to other Chiefs on the basis of population (Newtown is at the exact median position), median household income (Newtown has the fifth highest), police chief's salary (Newtown's is the fourth lowest), Chief's salary per resident (Newtown is in the lower third), and Chief's salary as a percent of median household income (Newtown is the third lowest). The data and support for a correction is clear and compelling. We have reviewed our unanimous desire to correct this very significant under compensation with our First Selectman. This problem is also creating a domino salary compression impact on our second in command and his relationship to those under his command. Additionally, the Chief has received, very recently, a very high performance evaluation by the Commission at the level of the upper of four evaluation quadrants. The Commission also included in its evaluation the opinion

of our First Selectman who defined his performance as "excels." We most respectfully request The Board of Selectmen to recognize this is a need and not a "want" and grant our proposal which was for an increase to \$112,654 composed of two parts: a 1.9 % merit increase and a 7.8% salary adjustment. This amount is conservative based on the comparisons and he would still be below the median compensation of all the Chiefs in the group.

I have attempted to cover the general and most significant aspects of our Proposal to you. Naturally, face to face discussions and presentations are much more meaningful. However, since I may not be able to be present I wanted to express my thoughts on behalf of the Commission to you.

We, on the Commission, thank you for all your service – most especially in light of recent happenings. We also recognize that these recent occurrences could and very likely will require adjustments in proposed requests.

Sincerely and respectfully,

Paul J. Mangiafico
Chairman, Newtown Board of Police Commissioners.

CC. Brian Budd (via email)
Jim Viadero (via email)
Joel Faxon (via email)
Andy Sachs (via email)
Michael Kehoe (via email)
Joe Rios (via email)
Bob Tate (via email)

12 February, 2013

Mr. John Kortze (via email)
Chairman, Newtown Board of Finance

Mr. Jeff Capeci (via email)
Chairman, Newtown Legislative Council

Sub: Chief of Police Compensation

Gentlemen:

I write to you as Chairman of the Newtown Police Commission (The Commission) in our ardent desire that a significant and continuing inequity regarding the compensation of our Chief of Police can be alleviated by the actions of your respective Boards. To that end I appreciate your forwarding this communication to the members of your Boards. Attached to this letter is a submission of a recap dated 16 October, 2012 with accompanying data on towns and salaries in CT and also a letter dated 11 January, 2013 to the three members of our Board of Selectmen regarding the Police Department's 13/14 proposed budget. All the information I am attaching has been submitted to our Board of Selectmen (BoS) and also reviewed with them when our Police Budget proposal was presented to them. In addition, there have been discussions with our First Selectman regarding this issue. Unfortunately, this letter may be lengthy because of the need to fill you in on the background that has created this significant problem and I ask for your indulgence accordingly.

Our Police Chief is, and has been, for years, significantly under compensated. This can and has been clearly demonstrated with data and comparisons. It also has been acknowledged by our First Selectman. The compensation levels of our two highest ranking Police Commanders have not only been low but have also created serious compensation compression problems between them and the unionized work force.

We believe that this problem most likely started in October of 2008 when a previous First Selectman signed an Employment Agreement (The Agreement) between the Town and Chief Kehoe. The Commission believes, very strongly, that the terms of that agreement, as it pertains to the "Annual Salary," was not complied with by the Town which started the slide to the significant under-compensation we face today. So, in affect, we have had an almost five year progression of this problem. Additionally, because of internal budget difficulties in our Town in very recent years the problem became more pronounced. A reading of the attachments will allow you to see all this information and what our previous declarations and position has been with the BoS.

The Commission made, in October of last year, a very compressive review of salaries looked at from many different comparative viewpoints of Towns in CT of populations between 20,000 and 39,999 (see attached). The under-compensation of our Chief in any of the measures identified is significant and compelling.

The Commission, with due regard to many factors, including our ability to fund a correction and also the fairness to all the parties, concluded that as elected representatives of the people and also our obligations under the Statutes and our Charter, had to take a proactive approach to ending this continuing inequity. Accordingly we, in preparing our budget, planned a salary for the Chief of \$112,654 which has no corrective retroactivity in it. We had discussed our intentions with our First Selectman so that our rationale, motivation, and justification were all above board with no surprises directed toward anyone. Even with our recommendation the Chief's proposed salary was still on the low end and below the median compensation of all the Chiefs in the group. The Chief very recently received a very high performance evaluation from The Commission and also was evaluated by our First Selectman as "excels." Clearly, we have a high performer who has not been compensated even remotely fairly compared to his peers. I might add that all these actions and comments are pre 12/14/12 and in no way are driven by recent incidents in Town. In point of fact his performance in light of recent occurrences only support our request to you but are not in and of themselves the reason(s) for this request to your Boards.

The BoS has seen fit to budget an increase of the Chief's salary to \$108,399 which is \$4,255 less than our quite conservative recommendation. Under "normal" circumstances their action would be very acceptable. However, these are not "normal" circumstances and the Commission does not feel that the Chief should have to bear the loss of another \$4,255 in income and its impact on his pension for another year, at the minimum, when he has already been negatively impacted by the previously addressed failures over the last five years on his income and pension which are estimated at approximately \$10,000-\$12,000 – and which our recommendation does not recover for him.

Gentlemen, your Boards have the process and Charter power to alleviate this injustice and grant our strong, but respectful request, to increase the Chief's salary to our recommendation of \$12,654. In closing I say to you that aside from the legalities and comparisons of the situation you should grant our request because it is the right thing to do.

Most respectfully and sincerely,

Paul J. Mangiafico

CC: (All recipients via email)

Brian Budd
Jim Viadero
Joel Faxon
Andy Sachs

16 OCTOBER, 2012
NEWTOWN, CT POLICE CHIEF SALARY COMPARISONS

The attached Schedules A-F show data on CT Towns of populations between 20,000 and 39,999. Included are salaries paid to the Police Chiefs and Deputy Chiefs where available. The sources of the data are the Connecticut Conference of Municipalities (CCM) and the Connecticut Economic Resource Center (CERC). The Schedules B-F have been ranked in ascending order as shown by the respective columns.

Schedule B shows Newtown is the exact median town by population of the 25 towns listed.

Schedule C shows that Newtown's median household income (MHHI) of \$113,067 is 33.7% higher than the MHHI of North Haven's median \$84,553 and the fifth highest of the 25 towns listed.

On Schedule D the median Police Chief's salary of \$113,545 in Trumbull is 12.5% higher than Newtown's Police Chief.

On Schedule E Newtown's Police Chief's salary per resident is in the lower 1/3 of all Police Chiefs of the towns listed. In addition Newington is the median Police Chief's salary per resident at \$3.85 and Newington's Police Chief's salary at \$117,642 is 16.6% higher than Newtown's Police Chief's salary.

On Schedule F in order for the Newtown Police Chief's salary to be comparable to the median Police Chief's salary relationship to MHHI shown at North Haven then the Newtown Police Chief's salary should rise to \$143,595 which is a 42.3% increase in compensation.

These data clearly show that there is a wide and significant comparative problem with respect to Newtown's Police Chief's salary. It is being distributed to members of the Newtown Police Commission on a confidential basis to be used for discussion and in conjunction with the current performance evaluation process which the Commission is currently engaged in.

Paul Mangiafico
Chairman, Newtown Police Commission

Rank
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10/16/2012		CT MUNICIPALITY POPULATIONS 20,000 TO 39,999						
		POLICE COMMAND - SALARY COMPARISONS						
1	2	3	4	5	6	7		
MUNICIPALITY	2012 POPULATION	2012 \$ MHHI	\$ SALARY POL CHIEF	\$ SALARY DEP CHIEF	\$ CHIEF'S SAL/RESIDENT	% CHIEF'S SAL TO MHHI		
Bloomfield	20,472	70,705						
Branford	28,386	72,665	95,000	83,610	3.35	131		
Cheshire	29,326	111,416	105,473	96,111	3.59	96.7		
Darien	20,938	177,448	140,311	123,663	6.7	79.1		
Farmington	25,523	84,597	122,366	106,797	4.79	144		
Glastonbury	34,860	106,846	121,505	104,969	3.49	114		
Guilford	22,383	99,233	119,355	104,345	5.33	120		
Mansfield	26,835	66,896						
Naugatuck	32,030	62,550	94,171	89,690	2.94	151		
New London	28,879	44,619	110,725	97,850	3.83	248		
New Milford	28,273	87,640	108,000	79,800	3.82	123		
Newington	30,580	72,726	117,642		3.85	162		
Newtown	27,953	113,067	100,888	92,381	3.61	89		
North Haven	24,006	84,553	107,305	91,609	4.47	127		
Ridgefield	24,784	131,674	124,185	112,903	5.01	94		
Shelton	39,650	81,551	95,855		2.42	117		
Simsbury	23,438	114,670	115,520		4.93	101		
South Windsor	25,645	90,073	124,200	103,118	4.84	138		
Torrington	36,376	49,700	104,128	91,585	2.86	209		
Trumbull	36,244	104,227	113,545	104,748	3.13	109		
Vernon	29,665	65,248	108,956	97,742	3.67	167		
Westport	26,420	153,055	122,344	118,070	4.63	80		
Wethersfield	26,717	73,567	119,037		4.46	162		

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10/16/2012	CT MUNICIPALITY POPULATIONS 20,000 TO 39,999						
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Windham	25,428	42,092	101,400	90,501	3.99	241	
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Windsor	29,012	80,537	115,800	99,918	3.99	144	
Cheshire	29,326	111,416	105,473	96,111	3.59	96.7	
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Trumbull	36,244	104,227	113,545	104,748	3.13	109	

SCHED B

Torrington	36,376	49,700	104,128	91,585	2.86	209
Shelton	39,650	81,551	95,855		2.42	117
Footnotes						
Data in columns 2,4,5,6, from CCM						
Data in column 3 is median household income from CERC for 2012						
Trumbull has two Deputy Police Chiefs						

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CT MUNICIPALITY POPULATIONS 20,000 TO 39,999						
POLICE COMMAND - SALARY COMPARISONS						
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Simsbury	23,438	114,670	115,520		4.93	101
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SCHED D

Rank
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Rank SCHED E



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Trumbull	36,244	104,227	113,545	104,748	3.13	109		
Glastonbury	34,860	106,846	121,505	104,969	3.49	114		
Shelton	39,650	81,551	95,855		2.42	117		
Guilford	22,383	99,233	119,355	104,345	5.33	120		
New Milford	28,273	87,640	108,000	79,800	3.82	123		
North Haven	24,006	84,553	107,305	91,609	4.47	127		
Branford	28,386	72,665	95,000	83,610	3.35	131		
South Windsor	25,645	90,073	124,200	103,118	4.84	138		
Farmington	25,523	84,597	122,366	106,797	4.79	144		
Windsor	29,012	80,537	115,800	99,918	3.99	144		
Naugatuck	32,030	62,550	94,171	89,690	2.94	151		
Newington	30,580	72,726	117,642		3.85	162		
Wethersfield	26,717	73,567	119,037		4.46	162		
Vernon	29,665	65,248	108,956	97,742	3.67	167		
Torrington	36,376	49,700	104,128	91,585	2.86	209		
Windham	25,428	42,092	101,400	90,501	3.99	241		
New London	28,879	44,619	110,725	97,850	3.83	248		



TOWN OF NEWTOWN
BOARD OF POLICE COMMISSIONERS

MINUTES FROM THE BOARD OF POLICE COMMISSIONERS
SPECIAL MEETING HELD TUESDAY, FEBRUARY 7, 2013
IN THE DEPARTMENT OF POLICE SERVICES MEETING ROOM
3 MAIN STREET, NEWTOWN

**These minutes are not finalized until approved
At the next regularly scheduled meeting.*

Chairman Paul Mangiafico called the special meeting to order at 6 pm.

PRESENT: Brian Budd, James Viadero, Joel Faxon, Andrew Sachs, and Paul Mangiafico.

ABSENT: none

ALSO PRESENT: Police Chief Michael Kehoe, Police Captain Jose Rios, Police Union President Scott Ruszczyk, 1 members of the press, and 6 members of the public

**DISCUSSION AND POSSIBLE ACTION ON RECOMMENDATIONS FOR
INCREASED PUBLIC SAFETY REQUIREMENTS FOR THE NEWTOWN POLICE
DEPARTMENT RELATED TO RECENT PUBLIC SAFETY INCIDENTS AND ITS
IMPACT ON THE 13-14 FY BUDGET:**

Chairman Mangiafico reminded those in attendance that the Board of Police Commissioners finalized their prior to December 14. He noted that they can't change the budget because it has already been submitted. The Chairman indicated that the Board of Selectmen understood this. He added that they had advised the Board of Selectman and Legislative Council about what's coming down the road and the costs.

Chief Kehoe gave Board members a handout addressing the costs associated with hiring a new police officer, a civilian and costs for a new cruiser. He stated that they had determined the costs to hire a new officer and went over the length of time it would take.

The Chief informed the Board that the total process takes 9 to 12 months. He indicated that the hiring process alone takes 4 or 5 months, the academy is another 5 months, and then the training outside the academy takes another 3 to 4 months.

According to Chief Kehoe, even if the department were to hire an officer from another department the process would take two or three months - finding an officer who fits the community and the officer taking part in a 2 to 4 week training period.

The Chief told the Board that the department would not hire new SROs but rather a new hire would be hired to replace an officer that became an SRO.

Chairman Mangiafico noted that the Board does not have the authorization to say if they are going to place an officer in a School as an SRO, but rather must rely on a decision of the Board of Education and the Town. He added that they might elect to do something other than this.

Chief Kehoe indicated that if an individual is hired as an SRO they are basically a guest in the school and their roles there are greater than an officer. He added that the department needs to work with the school to do this.

Chairman Mangiafico reminded those in attendance that the discussion they were having was based on the assumption the Board of Education wants to expand the SRO program into the other schools.

Chief Kehoe added that he believes that is what the Board of Education did last Thursday.

Costs - According to Chief Kehoe, the starting salary of a new officer is \$81,204 which includes the costs estimated costs of FICA (\$3,880), Pension (\$8,113), Life Insurance (\$200), Medical (\$18,000) and LTD (\$225). He noted that additional estimated costs included a New Uniform (\$5,000), a Uniform Allowance (\$1,200), and Holiday Pay (\$4,000) bringing the overall estimated total costs of a new hire officer to \$91,404. Chief Kehoe noted that the recruitment costs are \$15,000 and the stipend for each School Resource Officer (SRO) is \$1,250.

Chief Kehoe stated that they are looking for grant money and money in kind to do that and suggested they were exploring all avenues.

Chairman Mangiafico reminded the fellow commissioners that they should not be concerned with where the money is coming from but rather with what is the right thing to do.

Commissioner Faxon asked that when an SRO is deployed at the school do they have a department vehicle and Chief Kehoe indicated that sometimes the vehicles are unmarked.

Commissioner Faxon asked the Chief what the expectation of the need was and if they could go to the school without a cruiser. Chief Kehoe said yes, but indicated he would rather they have a car so it is seen in the parking lot.

Commissioner Faxon agreed with the Chief that the full effect is for an SRO to have a marked car.

Chief Kehoe informed the Board that the \$33,600 cost for an additional police cruiser was based on the new Chevy. He noted that number was a conservative number as there were additional costs.

Commissioner Faxon stated that he had noticed that there were police cruisers marked and unmarked in Town from other towns and asked the Chief if Newtown was temporarily paying per diem for officers from other towns. Chief Kehoe told Commissioner Faxon that the department can no longer staff private duty jobs with the health issues and multiple jobs at the schools.

Commissioner Budd asked if they fulfilled all the schools needs, how many officers would be needed Monday through Friday. Chief Kehoe replied that was a good question and suggested that if there was one in every school 10 officers would be needed. He added that with current staffing they have a minimum of 6 to 7 on the road per day Monday through Friday.

According to the Chief, the Department is already challenged from losing 2 officers over the last several years plus those out on medical leaves, etc.

Captain Rios agreed indicating that what took place at Sandy Hook has been taxed by mental health issues, PTSD and other issues. He noted that they may have 2 officers out or as many as 7 which forces the rest of the department to pick up the slack. The Captain added that a lot of Over-Time is being incurred including OT at the schools.

Commissioner Faxon asked what the normal staffing levels were for a department in a town of their size. Captain Rios indicated that the FBI suggests there should be 2 to 2.4 officers per 1,000 residents. He noted that Newtown has 28,000 residents so they are looking at a minimum of 56 officers in all ranks. The Captain stated they currently have 45.

Commissioner Faxon asked if there were any recommendations in particular for optimal minimal staffing levels. Chief Kehoe noted that the average amount of officers per 1,000 for communities between 25,000 and 40,000 is 1.8 officers.

Commissioner Budd suggested that Newtown is well below that right now.

Chairman Mangiafico stated that they are understaffed no matter how you look at it.

Commissioner Faxon reminded those in attendance that the 45 officers were inclusive of the 5 to 7 officers who are out.

Captain Rios stated that they have already made a commitment to the school system with 3 SROs before the incident in Sandy Hook. He added that they are now asking to increase security and indicates they clearly have to respond to what their community needs.

Chairman Mangiafico reminded fellow Police Commissioners that when they look at providing SROs they have to look at non-public schools as well. He noted that they can recommend it but those schools don't have to accept it.

Chief Kehoe agreed and suggested that they meet with each of the Boards who make the decisions for those schools to see if their needs are for security or an SRO.

The Chief indicated that the SROs were a better option for the schools as opposed to a patrol officer because of their additional training and familiarity with the students and the teachers.

Chairman Mangiafico recommended that they need to include those non-public schools in their numbers and that they should treat all of the schools the same.

Captain Rios agreed and suggested the sentiment out there was that they want SROs and that they want the same protection as children in public schools.

Chairman Mangiafico asked fellow Board members what this meant in terms of numbers and suggested that should have 56 positions and they have 45 so they are short 11. He added that of those 11, 7 came out to be hired for the schools, which leaves them with a net gain of 4. The Chairman added that when they look at 5 or 6 officers not working they are back in the negative position again.

Union President Scott Rusczyk believes that in regards to SROs versus regular police officers, SROs are necessary to teach DARE classes where regular officers could provide the security needs.

Chief Kehoe suggests that at minimum they need to fill 6 positions - 3 in public schools and 3 in parochial/private schools. Chairman Mangiafico recommended that they ask for 7 positions - 4 in public schools and 3 in parochial/private schools.

Commissioner Budd reminded the board that based on the FBI's minimum of 2 officers per 1,000 residents, 56 needs to be the goal.

Chairman Mangiafico stated that the minimum number they should be requesting is 11 and Commissioner Faxon agreed.

Chief Kehoe reminded the Board that the SROs are at the schools only for school days and added that obviously they work more than that.

Chairman Mangiafico said that he could see the need for officers will expand and suggested that the schools may want a presence at all activities.

Commissioner Sachs noted that if they looked at the FBI's suggestion of 2.4 officers per 1,000 residents they would need closer to 67 to 68 officers.

Commissioner Budd said he thinks 56 is a good number suggesting that they can staff schools and have enough to conduct day to day business. He added that getting 11 officers trained and ready by this time next year is a monumental task.

Commissioner Faxon warned fellow commissioners that if they budget for the positions, there are some grants they can't acquire. He suggested that they budget for some positions and go to a government entity to ask for money for others.

Chairman Mangiafico stressed that they should be promoting what they believe is needed.

Commissioners all agreed that the number of positions needed is 11.

In regards to the needs of the Department, Commissioner Faxon stated that he thinks 11 is a very conservative request and that 11 doesn't even get back to December 13, 2012. The

Commissioner suggests they make the offer to the non-public schools and that by adding 11

officers they will get back to some level of sanity. He added that this will be a phased 12-15 month process.

Chairman Mangiafico told commissioners that they are not asking to change the budget. He indicated that the Police Department agrees on 11 positions and it that be done now, but noted that the cost of the 11 positions will come to over \$1 million.

The Chairman then asked about the cars for the SROs.

Chief Kehoe stated that the cars used for the schools can be utilized at other times and outfitted so they can be used for patrol. He stressed that they need to maximize the use of the cars for use inside and outside the schools. The Chief added that they need to look at a car for an SRO and every other detail they have.

Chairman Mangiafico addressed the fact that each cruiser costs approximately \$33,600 and questioned how many would be needed. Chief Kehoe indicated that for the 11 new positions they would need 3 or 4 more cars.

The Chairman noted that they need 11 officers and 4 cars; and then asked the Chief about the civilian positions needed.

Chief Kehoe noted that they had two out right now which creates a back log; and suggested that the Department can always use more civilian staff.

Commissioner Budd asked the Chief if they asked for the 1 civilian position back, that was cut, would it be sufficient, and Chief Kehoe said yes.

Chief Kehoe reminded the Board that if they increase the staff they must also increase the structure of the staff and do it methodically. He noted that the currently have volunteers coming in to help. The Chief added that the work load has increased; and the just the number of pistol permits alone have doubled over the last 5 years.

Chairman Mangiafico reminded the Board that they are now asking for 11 new police officers, 4 new vehicles and 1 civilian employee. He noted that these numbers could change in the future and could even go down.

Captain Rios reminded the Chairman that the numbers could also go up as some citizens are asking for 2 officers in each school.

Commissioner Faxon stated that he would be comfortable saying these numbers were a minimum.

Commissioner Sachs noted that this would be a \$120 annual household increase in taxes. He added that the Town has spoken on a large scale that they support it.

Chairman Mangiafico recommended that they make it known they don't know where the money is coming from. The Chairman asked Chief Kehoe to rework the sheet with the numbers and stated that he will write a letter to the Board of Selectmen, the Board of Finance, the Legislative Council, and send a copy to the Board of Education.

Commissioner Viadero moved to add 11 sworn personnel positions, 1 civilian position, and 4 vehicles, inclusive of all of the costs associated. Commissioner Faxon seconded and the motion was unanimously approved.

PUBLIC PARTICIPATION:

Cynthia Iaropoli, Equestrian Ridge, President of the Head O' Meadow PTA, said they voted in favor of having police in the school; and said she will fully support all measures by the police and security and will advocate passing budgets to do so.

Chairman Mangiafico told Mrs. Iaropoli that they were not changing the budget but rather submitting it as it was. He also informed her that the First Selectman was waiting for a recommendation from the Board.

Michelle Hankin, Greenleaf Farms Road, thanked Police Commissioners for their dedication and for doing a spectacular job. She told the Board that they were all in favor of armed officers in the

schools. Mrs. Hankin suggested that they were asking for 2 armed officers, minimum per school. She noted that as they go forward, she hopes they outline that the parents are behind the schools, the Police Department and the Town to do what they need to do. Mrs. Hankin suggested that this was a critical time to invest back into their Town. She told the Board to give them a fact sheet as to why they need their increases. Mrs. Hankin noted that the Board will have a huge increase on their line but suggested that the people will pay for it. She suggested that they do have some deficits but said it sounds like the Board can't be on the low end of staffing. Mrs. Hankin noted that the Union President had mentioned the armed officers vs. the SROs and asked the Board if they could clarify their goals.

Chief Kehoe told Mrs. Hankin that an officer would secure an entry point often temporarily whereas an SRO may occupy a position for awhile, would be in the classrooms, would get to know the kids and would be more integrated into the school.

Mrs. Hankin suggested they could have one of each and asked if the positions were fulltime. Commissioner Faxon stated that an SRO would be devoted to the school when in session and then have other duties. Chief Kehoe added that they would spend 75% of the time with the schools.

Chairman Mangiafico reminded Mrs. Hankin that the 3 SROs aren't covered by the schools now, but noted that regardless of where the money comes from residents still cover the costs.

Mrs. Hankin asked if there was a way of pulling officers out of retirement. Chief Kehoe said that anything was possible.

Commissioner Budd noted that if an individual is retired three years or more they have to go back to the PD and go through the training. He noted that out of 10, 1 to 3 will make it through background issue.

Dave Barzetti, Beaver Dam Road, told the Board that he has a 5-year old at Head O' Meadow School and agrees with getting officers in there. However, he questioned whether they could look at a private sector security company for less of a cost. Mr. Barzetti noted that people want guards for 180 days of the year and suggests that's really what parents want.

Chief Kehoe stated that an armed security guard is for safety alone; where as a police officer has a greater authority and can make an arrest, they can take action when others can't, they are well paid, and they are well trained.

Commissioner Budd told Mr. Barzetti that security contracts are often awarded to the lowest bidder and you usually get what you pay for. He added that with a security company they won't get the continuity of the having the same officer there every day. Commissioner Budd noted that with an SRO he will get to know the staff and who the parents are.

Commissioner Viadero said that he would opt towards a police officer with their training.

Commissioner Faxon agreed stating that they can't skimp on protection of our children.

Commissioner Sachs suggested that the quality of one well trained police officer might trump 2 well trained security officers.

Mr. Barzetti suggests that the security officers could be a back-up.

Commissioner Faxon questioned whether it may be different for an armed security guard to carry a gun in a school and suggested that laws might have to be changed to do that and he doesn't support that.

Edward Shanley, 7 Little Brook Lane, told Chief Kehoe that the Police Department is excellent and commended the commissioners who serve on the Board for nothing. Mr. Shanley said that they need to get voters out there and call the people. He added that they need to educate people and remind them they get what they pay for.

Chief Kehoe thanked Mr. Shanley for his kind words.

Jim Sullivan, Lincoln Road, asked the Board what the current coverage was at the Middle School and Reed Intermediate School.

Chief Kehoe informed Mr. Sullivan that the School Security Committee was looking at each individual school. He noted that each school poses different security problems and that they need to look at each one's needs as well as what personnel need to be put on site. The Chief noted that 3 SROs have already been embedded in the schools and suggests that they will become part of the overall security plan. Finding no other public participation, Chairman Mangiafico thanked the residents for coming out.

ADJOURNMENT: Commissioner Faxon moved to adjourn. Commissioner Sachs seconded the motion was unanimously approved at 7:38 pm.

Ted Swigart, Clerk

11 February, 2013

E. Pat Llodra Chairman, Board of Selectmen
J. Kortze Chairman, Board of Finance
J. Capeci Chairman, Legislative Council

Sub: Police Department Staffing – Post 12/14/12 (all recipients are via email)

Dear Chairs:

I write to each of you, as Chairman of the Police Commission, to give you advisory information that should be helpful in your near term deliberations on this subject. Please distribute same to your various Board members.

As you all know the tragic events of that fateful December day have had a dramatic impact on the way we think about and conduct our affairs as a Town. A Security Committee (The Committee) was formed to examine and determine what recommendations would be made to Town officials with respect to police presence at our schools, physical hardening of our facilities, new security procedures, new and additional electronic monitoring methods, etc., etc. The Committee has our highest ranking police officers as members in addition to many other members. Our First Selectman has wisely asked for a “comprehensive” report of recommendations for the Town authorities to consider as opposed to a “piecemeal” set of steps. The Committee’s final report has not been completed but we, the Police Commission (The Commission), have been advised that, clearly, increased police presence at all school facilities was being advanced and was going to be included in any final draft. In fact, increased police presence is already being provided on an ongoing basis by utilizing not only our own officers and cars but also by other towns for which we are paying a charge. This has created a huge increased workload that cannot be accommodated by present staffing levels. It is this understanding, that significantly increased police presence would be required at all schools, that led The Commission to schedule a meeting to discuss this impending expansion of police services once a final determination has been reached by your three respective groups. It is to that end that on the evening of 07 February we met and had a very comprehensive discussion of future needs using all information we had at our disposal.

As part of our analysis and discussion The Commission discussed, at length, current staffing levels, the Committee’s conclusion that one additional police officer be at every school facility, the need for cars for that expanded school assignment, the need to plan for police presence at the non-public schools in Town (three) should the Town authorities elect to offer that to them, the reductions in force (three) the department has absorbed in the past 2-3 years and its impact, the inability to work very extensive overtime hours on a very continuing basis, the significant reduction in the Town’s ability to accommodate private duty jobs and its concurrent negative impact on Town revenues, the current loss of police officers due to PTSD complications (six), the recommended staffing levels for police departments based on FBI data for Towns our size, 2-2.4, (all pre-12/14/12 data),

comparable CT town comparative data for staffing levels, current civilian staffing and the impact of losing one position in a recent budget cycle, the expert on-the-job opinion of our two highest ranking police commanders, etc. To say that our discussion was comprehensive and mindful of the costs involved would be an understatement. After due discussion The Commission concluded that in order to meet our policing obligations in light of the increased demand that appeared to becoming finalized we needed, at a minimum, eleven additional officers, one civilian employee and four additional cars. This sworn level would get us to the minimum FBI staffing level of 2 sworn positions per thousand of inhabitants. Bear in mind that we, The Commission, is not attempting to decide what The Committee's final recommendation should be or what decision your respective Boards will settle on but rather advise you of the impact and costs associated with complying to what appears to be headed our way.

Accordingly, we are attaching to this submission a very detailed cost estimate of adding eleven sworn positions, one civilian employee, stipends for six additional SRO's, and four additional cars. The total estimated annual cost is \$1,228,338.

This information, as previously stated, is advisory and is intended to assist your respective Boards in deciding on what course we take once a comprehensive recommendation is finalized and submitted to you.

Respectfully,

Paul J. Mangiafico
Chairman, Newtown Police Commission

CC: All with attachments

Michel Kehoe
Joe Rios
Brian Budd
Jim Viadero
Joel Faxon
Andy Sachs
Debbie Leidlein

HIRE SALARY NEW OFFICER	FICA	PENSION	LIFE INS.	MEDICAL	LTD	TOTAL
\$50,786	\$3,880*	\$8,113*	\$200*	\$18,000	\$225*	\$81,204
ADD: NEW UNIFORM	\$5,000*	UNIFORM ALLOWANCE	\$1,200	HOLIDAY PAY	\$4,000*	\$10,200
TOTAL PER NEW OFFICER						\$91,404*
				TIMES	11 OFFICERS	\$1,005,444*

STIPEND FOR EACH SRO		\$1,250
	TIMES POSSIBLE 6 SRO'S	\$7,500

HIRE NEW CIVILIAN	FICA	PENSION	LIFE	MEDICAL	LTD	TOTAL
\$41,125*	\$3,269*	\$3,200*	\$175*	\$18,000*	\$225*	\$65,994*

COST FOR EACH NEW CRUISER	\$33,600
TIMES 4 NEW CARS	\$134,400

RECRUITMENT *Estimated	COSTS	\$15,000
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TOTAL: \$1,005,444 + \$7,500 + \$65,994 + \$134,400 + \$15,000= **\$1,228,338**

From: PJM215@aol.com

Date: February 27, 2013, 5:52:13 PM EST

To: jkortze@mac.com, jkearney19@aol.com, harrison.waterbury@sbcglobal.net, roparowski@aol.com, james2785@sbcglobal.net, swimjim11@gmail.com

Cc: bbuddnrct@gmail.com, James.Viadero@Bridgeportct.gov, jfaxon@strattonfaxon.com, andy.sachs@cbmoves.com

Subject: Follow Up - Newtown Police Chief's Budgeted Salary

Good Afternoon John, Richard, Carol, James, Joe and Harry:

This note will follow up on your meeting of last night at the Municipal Center. As Chairman of the Newtown Police Commission, I write to you to again and further bring to your attention the issue with respect to Chief Kehoe's budgeted salary increase. As you know I touched on this very briefly last night only because the major thrust of your intended hearing was related to the pressing problems related to public school security issues. However, as you also know I did send on to all of you a letter and submission on this subject dated 12 February, 2013 with considerable detailed data attached for your perusal and consideration.

I and the other four members of the Police Commission, like all of you, were elected on a town wide basis to represent the people in all matters concerning our police department, its administration, its policies, its procedural controls, its short and long term objectives and all matters covered not only by the CT General Statutes but also our Town Charter. In short we are the voice of the people concerning these matters. We, unanimously and strongly feel, most respectfully, that our original budgeted salary for our Chief Law Enforcement Officer that was submitted in our original budget submission of #112,654 be granted instead of the proposed salary of #108,399 which is currently before you. All of the reasons and data to support this has been submitted to you and I will not go over them again at this time.

Rather, I on behalf of a unanimous Police Commission, appeal to your good judgement and sense of fair play to grant our request. Our Chief has performed admirably before and after the Sandy Hook incident and is reflected in his superior evaluation (even by the First Selectman). But our request and proposal, which predates 12/14/12, is related to the serious under compensation issues which have gone on for almost five years. Management has an absolute right and responsibility to demand good performance. It also has an absolute obligation to its employees to conduct its business with fairness and equity. Our recommendation and original proposal seeks no corrective retroactivity and is clearly conservative in that if granted will still put our Chief below the median salary of all Chiefs in the twenty-five Town analysis submitted to you.

Under our Charter, you have the power to make these corrective adjustments. We sincerely and respectfully ask you to do so not only because the Town failed in the past to live up to its legal obligations under the Employment Agreement signed on 28 October, 2008 (almost five years ago) and not only because the justification in the comparative analysis is clear and compelling but also because it is the right thing to do.

Respectfully,

Paul J Mangiafico
Chairman, Newtown Police Commission

for the Schools and Town of Newtown, CT

Since shortly after the events of December 14, 2012, the Newtown Board of Education has been working with the Police Departments of Newtown and Monroe, as well as the Monroe Board of Education, to emphasize and extend the safety and security of the students and all residents of the community. From the immediate response, the search and rescue and the lockdowns to the assignment of additional protection for the families of those most affected to the coordination of resources from neighboring towns to relocating school operations to a nearby school, these parties have worked in concert to increase the real and perceived safety and security in the community. The Security Committee was formed to recommend changes to the existing infrastructure be it physical, personnel, or procedural. The following represents areas of discussion within this committee but does not intend to represent recommendations from the committee – nor should it be considered all inclusive of areas under consideration for improvements. Some of these may require a level of secrecy to assure their effectiveness.

Beyond protecting the families of the victims, the most immediate, albeit temporary by design, change was the assignment of a minimum of two uniformed police officers at each of the town's schools. This move was made, in part, with the intent of keeping curiosity seekers, primarily from the media, away from our school students and staff. After evaluation, the Security Committee recommended that a School Resource Office (SRO), previously deployed at the Middle and High Schools, be assigned to all of the remaining schools. (The officer assigned to Reed is the town's Youth Officer and is frequently called away from the school.) These officers would be supplied by the town and require training beyond that which they received in order to become law enforcement officers. Further, the recommendation continued on to request a minimum of one full time Security Officer be assigned to each of the schools in the District on a permanent basis. The Board of Education immediately hired a number of former law enforcement, or related skill level, to fill this increased level of personnel and added eight (8) new Security Officers to the proposed budget for 2013 – 2014 to continue this level of security presence at the schools supplementing the requested SROs. The combination will provide a significant increase in physical threat prevention and counter measures as well as crisis management should it be required.

Another recommendation involved physical security of the building and a change to the procedures used to provide access to the school facilities. All school facility points of entry will remain secured at all times by the use of door locks or personnel to control access in order to prevent unauthorized persons from entering the buildings. This required a change in procedures and personnel and all Building Use request forms have been changed so that all groups wishing to use the facilities are made aware of this requirement. With the current budget request, discussed previously, it is the intent of the Board of Education to provide Security Officer coverage to the buildings for the equivalent of two shifts as the school buildings are used extensively after school hours. Large groups may be required to provide additional security if it is deemed necessary.

Two related recommendations arise from controlling access to the school buildings. First, locks on classroom and office doors may be changed to facilitate locking the doors from within the space (while

Safety and Security

for the Schools and Town of Newtown, CT

maintaining the capability for immediate egress) or these doors may remain locked at all times. Second, it was recognized that all facilities within the town should have a unified electronic access system so that law enforcement officers will have immediate access to ALL buildings within the town using a single fob. Currently, the police either have to wait for a 'key holder' (an authorized person with the appropriate key) to arrive at a building or physically force entry potentially damaging the facility in the process. This situation exists at our new Municipal Center which houses the Selectman's Office, the School District Central Office and other town offices.

Following discussions at the Security Committee, a proposal and related donation was accepted by the Board of Education to expand upon the electronic surveillance capabilities of the District and specifically at Chalk Hill School. A policy change preceded this to allow 'real time' monitoring of the videos to enable the District administration and law enforcement to monitor the approaches, entrances and corridors. There is an associated cost in future license renewals for the cameras, hardware and software in the District to contain and display the large amount of video produced by each school every day, as well as the hardware and software interface with law enforcement. The cameras and District hardware and software have been installed at the Chalk Hill School and the Monroe Police Department is implementing upgrades to their systems in order to link to these cameras. Similar upgrades will be required by the Newtown Police Department and in all Newtown schools.

The 'buzz in' systems used in the schools will be modified, where possible, to accommodate a full body view instead of head and shoulders only so that administrative personnel can assess a visitor more completely prior to releasing the door and permitting entrance to the building. Where the system cannot accommodate this, cameras will be installed or adjusted to provide this view which the aforementioned policy change now permits.

Related to this change to the 'buzz in' system are areas under review for a future recommendation. These include; alternatives to address penetration of the building by means of force, decreasing visibility into school entrances and classrooms or office areas, bollards or physical barriers in front of entrances to interfere with (if not prevent) vehicular penetration, adding 'sally port' entrances with a second 'buzz in' required after an identification check has been performed, and the use of a Raptor type of instant background check to assist in the identification check in the 'sally port'.

Communications plays a large role in providing Safety and Security for our schools and the community. Earlier this month, a cell phone system was installed at Head O' Meadow school to provide consistent, strong cell phone signal at this remote location and the replacement generator (required due to equipment failure of a machine long past its useful service life) was sized to provide emergency power to this and other security systems at the school. Completion of the Voice Over Internet Protocol (VOIP) telephony system, having been cut from previous budgets, is taking a high priority in the budget for next year. Additional recommendations regarding the intercom systems in the building which may include adding strobe lights to provide notifications on play areas or where high noise levels may exist, such as

Safety and Security

for the Schools and Town of Newtown, CT

cafeterias and auditoriums, are under consideration. A proposal and donation offer was received to enhance and / or replace the radio system used within the District with digital radios enabling communications to groups within the building (teachers, custodians, administration, etc), within the District, and possibly to the Police Department.

Finally, there are a number of 'soft' changes that are being made. First, there are Policy and Procedure changes, such as those previously mentioned, that are in process or have been implemented. Additionally, the District employees and volunteer as well as those who use the building will need training, instruction and guidance in how to implement the changes when they occur. The committee may recommend that ALL District employees receive Crisis Management training –some more intense than others – which will require funding for this professional development.

The last element of this discussion is also one of the most important. The Newtown School District is implementing the creation, training, and supplying of multiple Emergency Response Teams (ERTs) within each of the schools. These ERTs will be scattered throughout the building and carry a radio, flashlight, emergency kit and other materials with them in order to provide immediate assistance in the event of an emergency within the school whether it is a winter storm or a more significant event. They will be able to provide an immediate response and provide information to the 'first responders' as they are en route.

Other activities and areas are being explored as well as the need to reiterate Emergency Response Guidelines, practice the fire and lockdown drills, emphasize the importance of keeping the buildings secure (including prevention of 'tailgating') and encourage everyone that if you "See Something, Say Something". The Safety and Security of our schools and community is a joint effort for everyone.

February 6, 2013

Newtown Security Committee

The Newtown Public Schools, in cooperation with the Newtown Police Department, has established a Security Committee to address immediate and long-term goals associated with building safety, personnel training, physical security measures, and recommendations for district security policy. The committee consists of members from local law enforcement, district administration, building administration, information technology, facilities, security, parents, Newtown Federation of Teachers, educational assistants, teachers, Newtown private schools administrators and the Newtown Board of Education.

It is our belief that certified law enforcement officers placed within the educational environment of Newtown elementary and intermediate schools identify the foundational partnership between the Newtown Public Schools and the Newtown Police Department. The SRO is a vital member of a school faculty, enforcing school rules and following school procedures in a cooperative partnership between school, law enforcement agencies, and the community. This cooperation will allow the SRO to work closely with the school administration in order to provide a safe learning environment, law-related and safety education, and the expertise of a trained law enforcement officer on the campuses of our schools.

The school resource officer is involved in a variety of functions as a:

- Visible, active law enforcement figure on campus dealing with any law-related issues
- Classroom resource for instruction in safety programs, alcohol and drug prevention, and law related education
- Member of the faculty working cooperatively with school administration to address prevention or solve problems in the school community
- Resource for the students enabling them to be associated with a positive law enforcement figure in the school environment
- Resource for students, parents, and teachers for law-related concerns or questions
- Counseling resource in areas which may affect the educational environment

Although the goals of a school resource officer may be the same, the specific duties and responsibilities of each SRO may differ from school to school. An SRO is not a disciplinarian, but is capable of enforcing school policies and procedures along with the administration and staff. *The National Association of School Resource Officers* (NASRO) recognizes **The Triad Concept**, reflecting the philosophy of their school resource officer program that identifies three components of the SRO: Teacher/Guest Speaker; Informal Counselor; and Law Enforcement Officer. The Triad Concept clarifies the following roles:

The Triad Concept (NASRO)

Teacher/Guest Speaker:

- A member of the faculty supporting school rules and procedures
- Provider of law related education to students, parents, and staff
- Educational resource for classrooms, district groups, community organizations

Informal Counselor:

- Work within the context of knowledge, training, and the expertise of a law enforcement officer
- Work closely with the school's counselors, social workers, psychologists, nurses, teachers, and administrators
- Provide information on community services and the law to students, parents, and staff

Law Enforcement Officer:

- Armed
- Investigates crimes
- Coverage responsibility of school community
- Patrol car
- Visual deterrent
- Works and communicates with other law enforcement officers and agencies
- Liaison between the school and police community
- Positive role model

The Newtown Security Committee recognizes that an SRO is not a replacement for existing school security practices. School security involves an entire school community and the adherence to professional practices, procedures, and protocol. The SRO is to be utilized as a highly trained law enforcement professional and as such, a school resource officer can play the following role in an elementary and intermediate school in the Newtown district:

- Promote citizen awareness to ensure the peaceful operation of school related programs and build support/understanding of law enforcement with students
- Bridge the gap between law enforcement officers and students to increase healthy decision making and promote student safety
- When possible, attend school functions or extra-curricular events
- Be available for conferences with students, parents, and faculty members to inform or assist
- Collaborate with the school principal on safety and security issues
- Remain fully responsive to the chain of command of the Newtown Police Department
- Teach the value of our legal system and help students formulate an awareness of roles, authority, and justice
- Take a personal interest in students, their well-being, educational success, and their activities
- Teach crime prevention, safety, healthy decision making, and components of the legal system
- In collaboration with district pupil services, refer students and their families to the appropriate agencies for assistance when a need is determined

The Newtown Security Committee makes the following recommendation:

Place one school resource officer in each of the following schools within the Newtown Public School District:

1. Sandy Hook Elementary School
2. Hawley Elementary School
3. Head O' Meadow Elementary School
4. Middle Gate Elementary School
5. Reed Intermediate School

Because the officer placed in Reed Intermediate School is a Youth Officer for the township, this position's responsibilities often remove this officer from the school environment during the day to investigate or conduct routine responsibilities in the community that can be unrelated to school, but related to student-age youth. The Newtown Youth Officer manages all juvenile cases and investigates all juvenile sexual assaults. While this current officer is situated at Reed Intermediate School to teach the DARE curriculum, this officer may spend a large amount of time concentrating on investigations outside of school. This recommendation of **five** school resource officers is in addition to the two existing school resource officer positions currently posted at Newtown High School and Newtown Middle School. The cost of each law enforcement officer has been identified as \$85,960 by the finance department in cooperation with The Newtown Police Department. While this cost includes salary, medical coverage, insurance, pension, and social security, the potential costs of professional equipment, training, and a vehicle, can total an estimated \$128,000.00 per officer.

Newtown Security Committee

The Newtown Public Schools, in cooperation with the Newtown Police Department, has established a Security Committee to address immediate and long-term goals associated with building safety, personnel training, physical security measures, and recommendations for district security policy. The committee consists of members from local law enforcement, district administration, building administration, information technology, facilities, security, Newtown Federation of Teachers, educational assistants, teachers, and the Newtown Board of Education.

Members of the committee have visited each of the schools and have worked collaboratively with building principals to address immediate security needs. Procedures for emergency events, building access, and substitute teachers have been reviewed and updated to reflect increased levels of accountability and responsibility. As an example, all buildings already have a single controlled point of entry during the school day and this has been extended to include before and after the school day as well. Specific building access procedures for non-school groups have been distributed, updated expectations for parents and students will be sent home, and appropriate signage will be put in place.

Additional security personnel are being screened and selected so that at least one trained individual is at each school in the district. Newly hired security personnel will be trained internally before being deployed to their permanent post. As the additional personnel are activated, the presence of law enforcement officers at the buildings will be adjusted, resulting in the full-time presence of one police officer and at least one trained security officer at each building during regular school hours. This deployment is expected to take place shortly after the winter break.

Newtown Public Schools

Security Committee Members

Janet Robinson, NPS Superintendent	robinsonj@newtown.k12.ct.us
Linda Gejda, NPS Asst. Superintendent	gejdal@newtown.k12.ct.us
Richard Gaines, BOE Member	r.gaines.boe@charter.net
Charles Dumais, NHS Principal	dumaisc@newtown.k12.ct.us
Ron Bienkowski, District Financial Director	bienkowskir@newtown.k12.ct.us
Carmella Amodeo, District Director of Technology	amodeoc@newtown.k12.ct.us
Christopher Geissler, Middle Gate Elem. Principal	geisslerc@newtown.k12.ct.us
Jason Hiruo, NHS Asst. Principal	hiruoj@newtown.k12.ct.us
Tim McGuire, Reed Int. teacher	m McGuiret@newtown.k12.ct.us
Gino Faiella, NPS Director of facilities	faiellag@newtown.k12.ct.us
Michael Kehoe, Chief of Police NPD	michael.kehoe@newtown-ct.gov
Joe Rios, Captain of Police NPD	joe-rios@newtown-ct.gov
Paul Devine, Head Custodian NHS	devinep@newtown.k12.ct.us
Tom Kuroski, NPS President of Teachers Union	kuroskit@newtown.k12.ct.us
Peg McIntyre, IFPTE President	mcintyrep@newtown.k12.ct.us
Dan Shields, CHARWELLS Manager	Dan.Shields@compass-usa.com
Jaime Rivera, NHS Asst. Principal	riveraj@newtown.k12.ct.us
Mark Pompano, District Director of Security	pompanom@newtown.k12.ct.us
Diane Rockwell, HV Waldorf School	drockwell@waldorfct.org
Mary Malloney, St. Rose of Lima School	principal@stroseschool.com
Myriam Woods, Frasier Woods Montessori	mwoods@fraserwoods.com
Scott Sharlow, Town of Newtown IT Director	

INTRADEPARTMENTAL CORRESPONDENCE

January 16, 2013

TO: Dr. Janet Robinson, Superintendent, Newtown Public Schools

FROM: Mark Pompano, Director of Security, Newtown Public Schools

SUBJECT: **REQUEST FUNDING FOR SEVEN ADDITIONAL SECURITY OFFICERS**

Background & Justification

Due to the tragic events at Sandy Hook Elementary School on December 14, 2012, the Newtown Public Schools District Security Team has identified the need to staff a least one security officer in each of our public schools, and two additional security officers at Newtown High School.

The District Security Team currently consists of the Director of Security and three Security Officers, all of whom are based primarily at Newtown High School. The Newtown Police Department currently provides the District with three School Resource Officers (SRO) that are assigned to Newtown High School, Newtown Middle School, and Reed Intermediate School, respectively. Head O'Meadow Elementary School, Middle Gate Elementary School, and Hawley Elementary School have no security personnel assigned to their respective facility at the present time. It is important to note that the SRO's are not only uniformed police officers, but also first responders. As such, the SRO's oftentimes must leave their assigned school in order to handle police work of major importance, resulting, with the exception of the High School, in the Middle School and Reed Intermediate School having no security presence.

The District Security Team believes the presence of at least one security officer at each of our schools is vital to ensuring a safe and secure learning environment for all students, faculty, and staff members.

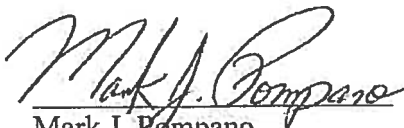
Management, Training, and Oversight

The seven newly employed security officers, as well as the three current security officers will report to, and operate under the supervision of the Director of Security (DOS). The DOS will be responsible to provide training to all new personnel as it relates to Security Operations, Board of Education policies, Federal and State Laws, and other educational requirements and procedures.

Anticipated Costs

Based on the current starting salary for District security personnel, it is anticipated that the total cost of funding the seven new security officer positions from February 1, 2013, through the remainder of the 2012/2013 School Year would be approximately \$80,000.00.

Respectfully Submitted:


Mark J. Pompano
Director of Security
Newtown Public Schools

NEWTOWN PUBLIC SCHOOLS
SECURITY DETAIL

<u>Name</u>	<u>School Assigned</u>	<u>Regular Work Hours</u>	<u>Start date</u>
Mark Pompano	Director of Security	6:30 am. – 3:00 pm.	
Tammy Fritzing	Newtown High School	6:30 am. – 1:30 pm.	
Thomas Conway	Newtown High School	7:00 am. – 2:00 pm.	
Edward Alicea	Newtown High School	8:15 am. – 3:15 pm.	
Carl Johnson	Newtown High School	11:00 am – 6:00 pm.	
Dan Cacace	Newtown High School	3:00 pm. – 10:00 pm.	
Bob Harrison	Newtown Middle School	7:00 am. – 2:00 pm.	
Miguel Rosario	Newtown Middle School	2:00pm - 9:00pm	
Joe Dimauro	Reed Intermediate School	9:30 am. – 4:30 pm.	
Ernie Vitarbo	Reed Intermediate School	2:00pm - 9:00pm	March 4 -11:00am
Joe Carlino	Hawley Elementary School	9:30 am. – 4:30 pm.	
Michael Kaylor	Head O'Meadow Elementary	9:30 am. – 4:30 pm.	
David Wannogat	Middle Gate Elementary School	9:30 am. – 4:30 pm.	
William Girard	BOE		
Drew Parsons	Substitute – Confirmed		
Joe Orsatti	Substitute – Not yet confirmed		
Jaime Rivera			
riveraj@newtown.k12.ct.us			
203-948-0733			
Mark Pompano			
pompano@newtown.k12.ct.us			
203-948-3341			

Newtown Public Schools Security Committee				
Recommendation	# Needed	Estimated Cost P/U	Total Cost	Justification
SRO	3	\$85,960.00	\$ 257,880.00	NPS does not have SRO Presence at the Elementary Schools
Security Guards	10	\$ 21,000.00	\$ 210,000.00	NHS is the only school with assigned Security Guards.
Digital Radios	150	\$ 580.00	\$ 87,000.00	NHS is the only school with Digital radios. Currently, There is no radio Intercommunication with all district stakeholders.
Duty Cell Phones	10	\$ 200.00	\$ 2,000.00	New Security Guards Duty Cell Phones
Voice IP Phone system	2 Schools	\$ 149,700.00	\$ 149,700.00	The Voice IP Cisco system has not been installed at Reed Intermediate and Newtown Middle School.
Golf Cart	2	\$ 5,500.00	\$ 11,000.00	Reed Intermediate and Newtown Middle School have large outside areas for student use. There is no quick SRO/Security access to our students.
Ready Packs for ERT	45	\$ 350.00	\$ 15,750.00	Each Building Emergency Response team will have a Ready pack with a Radio, Flashlight, Emergency Medical Kit, Blueprints and Emergency Contact Lists.
SRO/Security/Admin Training days	4	\$ 5,000.00	\$ 20,000.00	NASRO offers Local training where Instructors travel to school districts and train SRO's, Security Guards, Administrators, teachers and custodial staff on how to respond to Active Shooters and Other Crisis situations.
RF ID cards	1200	\$ 7.00	\$ 8,400.00	RF cards will not only be used for employee ID's but will grant access to buildings through the keyless FOB system.
			\$ 761,730.00	

PROJECT SERVE GRANT

FACILITY ITEMS RELATING TO SECURITY

1-Feb-13

ITEM	DESCRIPTION	ESTIMATED COSTS
FENCING	CHAINLINK FENCING IN KEY AREAS AT PLAYGROUND ENTRY POINTS	\$ 62,500.00
DOORS	LOCKSET REPLACEMENT, HARDWARE REPLACEMENT AND DOOR UPGRADES	\$ 700,000.00
WINDOW TREATMENTS	SECURITY FILM, DOOR SHADES, MIRROR FILM	\$ 200,000.00
SECURITY BLINDS	AT ENTRY AREAS TO COVER LARGE GLAS PANELS	\$ 250,000.00
BOLLARDS/BARRIERS	AT ENTRY AREAS TO BLOCK VEHICULAR BREACH INTO FACILITY	\$ 25,000.00
ADDITIONAL BURGLAR EQUIP	ADDITIONAL MOTION SENSORS THROUGH FACILITIES	\$ 30,000.00
LOCK DOWN STROBES	SIGNALING SYSTEM FOR STUDENTS AND STAFF WHO ARE IN THE PLAYGROUND AREAS	\$ 30,000.00

TOTAL FOR FACILITY ENHANCEMENT \$ 1,297,500.00

COMMENTS ON BUDGET/SECURITY

Date: February 21, 2013 6:04:56 PM EST

To: "swimjim11@gmail.com" <swimjim11@gmail.com>, "jkearney19@aol.com" <jkearney19@aol.com>, "jkortze@mac.com" <jkortze@mac.com>, "roparowski@aol.com" <roparowski@aol.com>, "james2785@sbcglobal.net" <james2785@sbcglobal.net>, "harrison.waterbury@sbcglobal.net" <harrison.waterbury@sbcglobal.net>

Subject: Board of Finance - Proposed Budget

Hello,

We're writing you today as we cannot make the meeting this evening; however, as taxpayers, we thought it's important to give you our opinion on the proposed budget.

We would like you to consider and/or recommend adding police officers and school resource officers for our schools. We would have no issues paying slightly higher taxes to accomodate this request. We feel that the current educational budget % increase is fair and needed especially with the low increases approved the last few years. We would even be in favor of a higher increase as long as it provided more services, like full day kindergarten (our kids are older and wouldn't need it but better schools is a good thing for our town). There are many things our schools need to provide the children with a top quality education. We think the BOE needs to focus more of their time on education matters. The constant bickering with the superintendent has to stop and their focus should be on the education of our children.

Thanks for your consideration,

Jeff and Mary Moccio

Date: February 21, 2013 5:22:21 PM EST

To: jkearney19@aol.com, jkortze@mac.com, roparowski@aol.com, james2785@sbcglobal.net, harrison.waterbury@sbcglobal.net

Subject: Newtown School Budget

Dear Members of the Board of Finance,

I am writing today as a parent and a teacher of the Newtown Public Schools to urge you to move forward the Board of Education budget as it currently stands. Please allow voters the chance to vote and to let the government know if they want any changes to the budget. Give our new bifurcated budget system to work.

I stand firmly behind the 6.25% budget increase, believing that this increase is absolutely necessary for our school system to make technology and maintainance improvements, meet the demands of the Common Core State Standards, and improve security measures.

Jenna Connors
26 Turkey Roost Road
Sandy Hook

Date: February 21, 2013 5:08:53 PM EST

To: swimjim11@gmail.com, jkearney19@aol.com, jkortze@mac.com, roparowski@aol.com, james2785@sbcglobal.net, harrison.waterbury@sbcglobal.net

Subject: Please protect the education budget.

I understand you are discussing the education budget tonight. I wish I could come to the meeting, but I am out of town on business. Please do not take any money away from the Board of Ed approved school budget.

Please support a budget that allows Newtown schools to be excellent. I feel like this is even more important after the events of December 14. We need:

- School Resource Officers placed at every school**
- Full-day kindergarten**
- All of the resources we need to align with the Common Core**
- Excellent schools**

We owe it to our children to give them the best education possible, and we owe it to our property owners to protect our declining real estate values with excellent schools, which as you know are the number one driver of real estate value and sales.

Thank you for reading this and thank you for all you do for Newtown.

Best regards,

Dory Bertsche

Date: February 21, 2013 5:07:34 PM EST

To: "swimjim11@gmail.com" <swimjim11@gmail.com>, "jkearney19@aol.com" <jkearney19@aol.com>, "jkortze@mac.com" <jkortze@mac.com>, "roparowski@aol.com" <roparowski@aol.com>, "james2785@sbcglobal.net" <james2785@sbcglobal.net>, "harrison.waterbury@sbcglobal.net" <harrison.waterbury@sbcglobal.net>

Subject: Board of Finance Meeting Tonight

Dear Board Members,

My husband and I have resided at 49 Bear Hills Rd, Newtown since 2007. We have a 5th grade daughter at Reed and a 1st grade son at Middle Gate.

We, like so many in town, have been closely impacted by the events of 12/14 because our son is the same age as the child victims. We know several of the families who lost children, and several others who survived at Sandy Hook that horrible day.

My son grew up with many of these kids through various playgroups, community organizations and sports teams throughout his short six years. When he is 17, he will be in the NHS graduating class that has 20 less classmates in it than it should. This event will always be a large part of our lives -likely until the day he graduates and this class of first graders has matriculated into the world beyond Newtown.

As concerned parents, we feel it is imperative for our community's short and long term healing process and safety, for the town to adopt whatever financial increases necessary to hire and sustain all the new police/security officials necessary to keep our schools safe. In addition we also feel strongly that each school should have all the financial resources necessary to hire and maintain at least one guidance counselor at all of the schools in Newtown. We believe that these additions must be added to the 2013-2014 budget and must be adopted for our community.

Please take our words into consideration as you assess the financial needs for our town and schools. The schools and the parents of Newtown are depending on you to make the right decisions for a better, safer Newtown.

Regards,
Amy & Bryan Heller

49 Bear Hills Rd
Newtown, CT

Date: February 21, 2013 3:37:12 PM EST

To: swimjim11@gmail.com, jkearney19@aol.com, jkortze@mac.com, roparowski@aol.com, james2785@sbcglobal.net, harrison.waterbury@sbcglobal.net

Subject: Budget Priorities

Dear Members of the Finance Committee,

I am writing to you because it is my understanding that you will be considering adding additional police officers to the town budget for the coming fiscal year to protect our schools. I would like to express my strong support for this. Having been in high school during the massacre at Columbine I am acutely aware of the fear and anxiety many of our students feel going to school post 12/14. I can only imagine how much worse it is for our children because this time it wasn't a school a couple thousand miles away, but a school they or their friends attended. In my own experience having an officer added to my school greatly helped my friends and I to deal with those feelings and to feel more secure. As a parent of an elementary student I can tell you that I would still not be able to drop my child off every morning if not for the police presence at our schools. While it is my absolute wish that we never have to deal with something like this in our town again, I just can't help but be afraid that we will. We need to take every reasonable precaution we can to protect our children. I believe that school resource officers in every school are a very reasonable precaution, and ask that you add money to the budget you have been presented to make this happen.

Thank you for your consideration,

Kristen Alesevich
16 Fieldstone Dr.
Newtown, CT
203-270-4123

Date: February 21, 2013 4:51:41 PM EST

To: JOHN KORTZE <jkortze@mac.com>, swimjim11@gmail.com, jkearney19@aol.com, roparowski@aol.com, james2785@sbcglobal.net, harrison.waterbury@sbcglobal.net

Subject: security in the schools

My understanding is that you will be hearing from parents who would like to see SROs, security officers and guidance counslors added to next year's budget.

I would like to provide a different view. I am a parent of three boys in the Newtown public schools. While I fully support adding counselors to the budget to address all of the ongoing issues that we are bound to have, I am not in favor of adding security personnel. I am all for making the schools as secure as possible. However, I do not necessarily want an increased budget for security personnel in our schools. First, there is evidence that their presence actually makes children feel less safe. Second, while I think it is important that we all FEEL safe, I think that it is more important to do what is necessary to BE safe. And third, the benefit is not likely to be worth the cost.

Data from U.S. Centers for Disease Control and Prevention indicate that the odds of a young person ages 5 to 18 being the victim of a homicide at school, on their way to school, or at a school-sponsored event is 1 in 2.5 million. That is, kids are relatively safe, with or without the officers. Children are more likely to die from influenza (1 death per 1 million, according to the CDC). In other words, it might be more worthwhile to spend our money hiring someone to clean doorknobs and bathrooms more frequently.

I don't mean to minimize the fear that parents have, and perhaps there is evidence that more armed personel provide a measurable increase in safety. Ultimately, though, this needs to be a thoughtful decision and not an emotional one.

Thank you for your consideration,

Michelle Ku
28 Platts Hill Rd
Newtown, CT

Date: February 21, 2013 3:33:37 PM EST

To: "swimjim11@gmail.com" <swimjim11@gmail.com>, "jkearney19@aol.com" <jkearney19@aol.com>, "jkortze@mac.com" <jkortze@mac.com>, "roparowski@aol.com" <roparowski@aol.com>, "james2785@sbcglobal.net" <james2785@sbcglobal.net>, "harrison.waterbury@sbcglobal.net" <harrison.waterbury@sbcglobal.net>

Subject: Tonight's Meeting

Hello,

I am unable to attend tonight's meeting, however, I would like to request that money be added to the budget for armed security personnel at all of our schools. I would also request that no funds be added for unarmed security personnel as I do not believe that they would provide any security should another shooter enter one of our school buildings. Money spent on unarmed security is wasteful and would be better spent on technology that secures the buildings.

Sincerely,

Donna Hoffman

Date: February 21, 2013 3:25:30 PM EST

To: swimjim11@gmail.com, jkearney19@aol.com, jkortze@mac.com, roparowski@aol.com, james2785@sbcglobal.net, harrison.waterbury@sbcglobal.net

Subject: support for town budget

Hello,

I would like to express my support for the town budget as it stands with a 6.25% increase. I would also like to express my support for the police commissioner's request of 11 additional Newtown officers.

Thank you for your time,

Claudia Sieber
7 Pinnacle Drive

Date: February 21, 2013 2:45:53 PM EST

To: "swimjim11@gmail.com" <swimjim11@gmail.com>, "jkearney19@aol.com" <jkearney19@aol.com>, "jkortze@mac.com" <jkortze@mac.com>, "roparowski@aol.com" <roparowski@aol.com>, "james2785@sbcglobal.net" <james2785@sbcglobal.net>, "harrison.waterbury@sbcglobal.net" <harrison.waterbury@sbcglobal.net>

Subject: proposed budget concerns

Dear Board of Finance members,

I am writing to request that funding for additional SROs/armed police officers is added to the town side of the budget by the Board of Finance. From what I understand, the additional SROs/armed police officers recommended by the Security Committee are not currently in either budget. I am aware that unarmed security guards have been included in the Board of Education's budget; however, I do not feel that this is adequately meeting the needs of our schools and community right now. Since the tragedy of 12/14, students, faculty, staff and parents have a much greater need to be reassured that our schools are safe and I do not feel that unarmed security guards will provide that reassurance. We need to provide the best protection we can to guarantee that anyone working, attending, or visiting any school in Newtown feels that sense of security so greatly needed at this time.

Also, I would like to urge the Board of Finance to not make any decreases to the proposed 6.25% budget increase by the Board of Education. We have put off necessary technology upgrades for far too long because of failing budgets year after year and now we must get "caught up" to where we should be. After 12/14, we now must take a much more serious look at ways to improve security at our schools and the money must be there to fund these necessary security measures and upgrades. The implementation of a full-day kinder program has been put on the back burner for far too long as well. Kindergarten teachers simply need to have the students for a full day in order to adequately cover the common core state standards that are now expected to be followed. It is ridiculous and completely NOT developmentally appropriate to expect Newtown kindergarteners to learn and do all which is expected of them when enrolled in a half-day program. Parents ARE rallying. We understand the needs of our town and our schools and we will do what we can to provide the town and the schools with the funds they need.

Thank you,

Karen Roszman
13 Stonewall Ridge
Newtown

Date: February 21, 2013 2:36:59 PM EST

To: "swimjim11@gmail.com" <swimjim11@gmail.com>, "jkearney19@aol.com" <jkearney19@aol.com>, "jkortze@mac.com" <jkortze@mac.com>, "roparowski@aol.com" <roparowski@aol.com>, "james2785@sbcglobal.net" <james2785@sbcglobal.net>, "harrison.waterbury@sbcglobal.net" <harrison.waterbury@sbcglobal.net>

Subject: BOF - a plea from a mother in town

Board of Finance,

Please consider adding the following to the town budget tonight.

We need **one security officer** and **one police officer** at the 4 elementary schools in town. It was typically thought that the officers were there to protect the kids from other kids. Obviously that is not our only concern after 12/14/12. The teachers and elementary school children deserve to be protected just as much as the older kids do.

We also need **one guidance counselor at every elementary school in Newtown**. This is something that has been lacking for many years. Now this isn't just a "nice to have" thing. This is a necessity after what our elementary kids have gone thru.

There is obviously money coming into town to support the community. But these things need to be in the Town Budget so that we don't have a lapse in time without necessary protection and support for our kids. Please help our town.

Thank you

Jennifer Avari
14 Silver Brook Lane
Newtown, CT 06470

Date: February 21, 2013 2:16:58 PM EST

To: swimjim11@gmail.com, jkearney19@aol.com, jkortze@mac.com, roparowski@aol.com, james2785@sbcglobal.net, harrison.waterbury@sbcglobal.net

Subject: Budget Meeting Tonight

To Members of the Board of Finance,

I am asking you to pass the budgets through to the voters intact. It seems to make sense to allow the voters to let the town government know where they want the budget to be rather than make guesses beforehand to make cuts that can not be put back. I ask you to let the new system work.

--

Thank you,
Pam Fagan

Date: February 22, 2013, 10:14:38 AM EST

To: jkortze@mac.com, swimjim11@gmail.com, jkearney19@aol.com, roparowski@aol.com, james2785@sbcglobal.net, harrison.waterbury@sbcglobal.net

Subject: Security at our Schools

Hi Everyone,

I just wanted to put my two cents in regarding police presence at the schools, and the cost associated with it. I am of course thrilled that they are at the schools currently, and I hope that they will remain for a while yet, but I also hope that it will not be indefinite. As horrific as 12-14 was, I don't want my kids to live in fear. Unfortunately the world we live in has changed. If this can happen here (in Newtown of all places) it truly can happen anywhere, and not just at school. We've seen that it can happen in a mall, it can happen in a movie theater, and it can happen at work. While I wish it would never happen at all, we can't stop going to these places because of fear and I don't want to send our kids the message that we are not safe unless there is an armed policeman nearby. That just isn't true. They need to know that these instances are rare and they need to see that we (as parents) are not afraid, otherwise we are letting the evil win.

There has to be a way to make our schools safe behind the scenes, something that isn't as blatant to the children as an armed guard. Maybe an elaborate alarm system that goes off the minute glass is broken, or better yet unbreakable glass. An armed policeman is a constant reminder that there is evil out there that they need protection from, and that's a reminder that I don't think our kids need (especially if they're ever expected to move forward from this). The only thing they should focus on is being a kid, and learning. I also don't believe that a police presence guarantees safety. The policeman is in the front of the school, someone could enter the back. He makes rounds, someone comes in while he's in the back of the school (some of our schools are rather large). He's in the school, and someone confronts the kids during recess. So what do we do? Put an armed guard everywhere and get rid of recess? Ban all outdoor sports? Where do we draw the line?

I do think we need added security at our schools, I would just rather the Town spend money on something that actually makes the kids safer and not just makes parents "feel" better. I respectfully request that we use money donated, or given to us through grants, to make our buildings themselves more secure and that if any money is added to the budget for security it is merely to maintain these systems (like a monthly security monitoring fee) and not for police presence.

Thank you!

Karen Kugler

29 Brookwood Drive

To the Board of Finance, town of Newtown

Re. School Resource Officers (SROs) at the school

Feb. 22 2013

Dear Mr. Kortze and members of the Board of Finance,

My youngest son is in 4th grade at SHS. We were fortunate that he came out safe and that he did not witness any of the tragedy. On the other hand, I know three families who lost a child and one of my own students lost his mother. Although I am, like all parents, concerned about the security of our schools, I am writing to express my disapproval of adding SROs at all the schools, including the elementary schools. I am especially troubled that each school would have two SROs, one of whom would be armed.

Many parents are scared of sending their kids at school. This is perfectly understandable given the amplitude of the tragedy. However, the cause of this fear is not that our schools are dangerous (they are not). The cause of the fear is the trauma that resulted from the tragedy. Adding SROs to the school will not help coping with the fear because it does not address the cause of the problem. Counseling and psychiatric care is the proper way to cope with trauma.

Parents, kids and the staff need to feel safe. In our case, in the short term, the *perception* of safety may be even more important than safety *per se*. However, experts in mental health do not favor the additions of armed guards in schools, especially elementary schools. Please read this recent article.

Having armed SROs in our schools sends a signal to children, parents, and to the staff that schools are dangerous places, thus slowing the healing process. We suffered a tragedy of unspeakable proportions, but this does not mean that our children are currently at risk. The crime rate in Newtown is very low. The odds of a similar event happening again in our schools are extremely low, close to none. We cannot base our public policies on events that have a 1 in a million chance of happening.

Satisfying the need to feel safe can be accomplished with simpler means. As a temporary measure (1 more year), I am in favor of having an unarmed guard controlling the access to the parking lots of the schools. I am in favor of investing in capital improvements to improve the physical security of all schools, as long as we don't go overboard (our schools are not prisons).

Finally, we will be paying for two SROs per school to do very little, if anything, all day long, for 180+ days per year, year after year. This is not a wise investment of our limited resources. SROs have a useful role in schools when their duties are integrated in the curriculum, as they are for grades 5-12 (ex. DARE). Our elementary curriculum does not include a role for a full time SRO; our curriculum for grades 5-12 does not require a second SRO per school.

Sincerely,

Pat Boily
19 Sunnyview Terrace, Sandy Hook

Date: February 24, 2013 4:02:38 PM EST

To: swimjim11@gmail.com, jkearney19@aol.com, roparowski@aol.com, james2785@sbcglobal.net, harrison.waterbury@sbcglobal.net, JOHN KORTZE <jkortze@mac.com>

Cc: jfaxon@strattonfaxon.com, pjm215@aol.com, andy.sachs@cbmoves.com, James Viadero <jimveel@aol.com>, Debbie Leidlein <boedebbie@gmail.com>, Laura Roche <lrocheboe@gmail.com>, codym.boe@gmail.com, whartboe@gmail.com, r.gaines.boe@charter.net, "Keith Alexander (BOE)" <kalexander.boe@gmail.com>, John Vouros <jnvboe@gmail.com>, Michael Kehoe <michael.kehoe@newtown-ct.gov>, joe.rios@newtown-ct.gov, dumaisc@newtown.k12.ct.us, Janet Robinson <robinsonj@newtown.k12.ct.us>, Linda Gejda <gejdal@newtown.k12.ct.us>, mcguiret@newtown.k12.ct.us, amodeoc@newtown.k12.ct.us, pompanom@newtown.k12.ct.us, hiruoj@newtown.k12.ct.us, Jaime Rivera <riveraj@newtown.k12.ct.us>, geisslerc@newtown.k12.ct.us, faiellag@newtown.k12.ct.us, r.gaines.boe@charter.net, george-ferguson@earthlink.net, jnewtownct@yahoo.com, lundquist.paul@gmail.com, merolal1c@sbcglobal.net, Kathryn Fetchick <kfetchick@charter.net>, danielthonan@gmail.com, Mary Ann Jacob <mjacob4404@charter.net>, dgw0315@yahoo.com, amaralpoggy@aol.com, Jeff Capeci <Jeff@theCapecis.com>, ppcarroll@charter.net, SuGrBrk@aol.com, Jim Gatson <okit@aol.com>, Pat Llodra <pat.llodra@newtown-ct.gov>, nkc@thchaudharyfamily.com

Subject: Request for SROs in the Elementary Schools

Dear Board of Finance,

I firmly believe that Security Resource Officers (SROs) for the elementary schools belong in the Town of Newtown Budget for the 2013-2014 fiscal year.

I realize that we cannot prevent another tragedy like 12/14, but we can better prepare ALL of our schools. Having an SRO in the school can deter an intruder, improve response time for the police to handle an intruder, or even stop the intruder themselves. The NHS, NMS and Reed already have SROs and so should the elementary schools.

I am still interested in other measures such as security systems, panic buttons and architecture improvements but these are one-time expenses. The SROs need to be in the budget, not in a SERV grant that will expire.

I understand Mrs. Llodra is concerned about what we will do with the SROs when school is not in session. As pointed out by a Board of Finance member, maybe there are other ways to employ an SRO. Please explore this.

I support your approach of looking at overall security measures, inviting the Newtown Security Committee and the Board of Police Commissioners to your next meeting, and requesting a list of grants and donations that will be used to offset any recommend security measures.

Please let me know what more I can do as a concerned parent to ensure that SROs for the elementary schools are added to the budget.

Thank you,
Laura Terry

Attached: Statement read to BOF at the Public Hearing on February 21, 2013

Statement I read to BOF at the Public Hearing on February 21, 2013:

Dear Board of Finance,

As a Newtown resident, taxpayer and most importantly a parent of three children in our Public Schools I am asking you to increase the Town of Newtown Budget for 2013-2014 fiscal year to include School Resource Officer's (SROs) at the elementary schools.

The events of 12/14 have forever changed my sense of security about sending my children to school. I understand that nothing can guarantee our safety, but that does not mean we shouldn't at least try. I expect us to learn from this and take common sense measures that will better prepare all of our schools so that next time a tragedy like this might be averted.

As the budget currently stands, next year, my 8th grader will attend Newtown Middle School and have an unarmed security guard manning the entrance and an armed SRO in the building. This makes me feel secure. My 6th grader will attend Reed Intermediate School and have an unarmed security guard manning the entrance and an armed SRO in the building. This makes me feel secure. My 1st Grader will attend Head O'Meadow Elementary School and ONLY have an unarmed security guard manning the entrance. This does NOT make me feel secure. I would like the same level of protection for my son, Joey.

I understand the budget implications of including the SRO's in the town budget. As a parent, I am willing to pay more taxes for this. Some in town may not agree and argue that we can't afford it. I would argue that we can't afford *not* to. We can't always control what happens to us, but we can control how we prepare ourselves for the future. Please help me protect my children.

Thank you,

Laura Terry (and Bruce Terry)

64 Robin Hill Road

Date: February 25, 2013, 10:05:37 AM EST

To: swimjim11@gmail.com, jkearney19@aol.com, roparowski@aol.com, james2785@sbcglobal.net, harrison.waterbury@sbcglobal.net, jkortze@mac.com, george-ferguson@earthlink.net, jgnewtownct@yahoo.com, lundquist.paul@gmail.com, merola11c@sbcglobal.net, kfetchick@charter.net, danielthonan@gmail.com, mjacob4404@charter.net, dgw0315@yahoo.com, amaralpoggy@aol.com, Jeff@theCapecis.com, ppcarroll@charter.net, nkc@thechaudharyfamily.com, jfaxon@strattonfaxon.com, pjm215@aol.com, andy.sachs@cbmoves.com, jimvee1@aol.com, pat.llodra@newtown-ct.gov, sugrBrk@aol.com, okit@aol.com, boedebbie@gmail.com, lrocheboe@gmail.com, codym.boe@gmail.com, whartboe@gmail.com, r.gaines.boe@charter.net, kalexander.boe@gmail.com, jnvboe@gmail.com, robinsonj@newtown.k12.ct.us, r.gaines.boe@charter.net, riveraj@newtown.k12.ct.us, pompanom@newtown.k12.ct.us, michael.kehoe@newtown-ct.gov, joe.rios@newtown-ct.gov, robinsonj@newtown.k12.ct.us, dumaisc@newtown.k12.ct.us, gejdal@newtown.k12.ct.us, mcguiret@newtown.k12.ct.us, amodeoc@newtown.k12.ct.us, hiruoj@newtown.k12.ct.us, geisslerc@newtown.k12.ct.us, faiellag@newtown.k12.ct.us

Subject: Support for SROs at HOM School

Dear Board of Finance,

As Newtown residents, we believe the safety and security of our children, teachers, and administrators is of utmost importance and essential to the health of our community.

Security Resource Officers/armed police officers (SROs), at the elementary schools are recommended by the Newtown Security Committee, requested by the Board of Education and requested by the Board of Police Commissioners. In addition, the HOM PTA unanimously voted for increased security measures, including SROs. And all Newtown Public School PTAs/PTSA support SROs at our elementary schools. Therefore, please consider this evidence of our community's strong support of SROs in our elementary schools.

We request that SROs for the elementary schools be included in the 2013-14 town budget.

Thank you for your time and consideration.

Sincerely,

Kirk and Tallie Linse
3 Kip Lane

Date: February 25, 2013, 10:16:04 AM EST

To: swimjim11@gmail.com, jkearney19@aol.com, roparowski@aol.com, james2785@sbcglobal.net, harrison.waterbury@sbcglobal.net, jkortze@mac.com, george-ferguson@earthlink.net, jgnewtownct@yahoo.com, lundquist.paul@gmail.com, merola1lc@sbcglobal.net, kfetchick@charter.net, danielthonan@gmail.com, mjacob4404@charter.net, dgw0315@yahoo.com, amaralpoggy@aol.com, Jeff@theCapecis.com, ppcarroll@charter.net, nkc@thechaudharyfamily.com, jfaxon@strattonfaxon.com, pjm215@aol.com, andy.sachs@cbmoves.com, jimvee1@aol.com, pat.llodra@newtown-ct.gov, sugrBrk@aol.com, okjt@aol.com, boedebbie@gmail.com, lrocheboe@gmail.com, codym.boe@gmail.com, whartboe@gmail.com, r.gaines.boe@charter.net, kalexander.boe@gmail.com, jnvboe@gmail.com, robinsonj@newtown.k12.ct.us, riveraj@newtown.k12.ct.us, pompanom@newtown.k12.ct.us, michael.kehoe@newtown-ct.gov, joe.rios@newtown-ct.gov, dumaisc@newtown.k12.ct.us, gejdal@newtown.k12.ct.us, mcguiret@newtown.k12.ct.us, amodeoc@newtown.k12.ct.us, hiruoj@newtown.k12.ct.us, geisslerc@newtown.k12.ct.us, faiellag@newtown.k12.ct.us

Subject: Support for SROs at HOM School Dear Board of Finance

As Newtown residents, we believe the safety and security of our children, teachers, and administrators is of utmost importance and essential to the health of our community.

Security Resource Officers/armed police officers (SROs), at the elementary schools are recommended by the Newtown Security Committee, requested by the Board of Education and requested by the Board of Police Commissioners. In addition, the HOM PTA unanimously voted for increased security measures, including SROs. And all Newtown Public School PTAs/PTSA support SROs at our elementary schools. Therefore, please consider this evidence of our community's strong support of SROs in our elementary schools.

We request that SROs for the elementary schools be included in the 2013-14 town budget.

Thank you for your time and consideration.

Sincerely,
Laura and Matthew Morgan

--

Matt Morgan
203-304-1571

Date: February 25, 2013, 11:50:06 AM EST

To: swimjim11@gmail.com, jkearney19@aol.com, roparowski@aol.com, james2785@sbcglobal.net, harrison.waterbury@sbcglobal.net, jkortze@mac.com, george-ferguson@earthlink.net, jgnewtownct@yahoo.com, lundquist.paul@gmail.com, merolal1c@sbcglobal.net, kfetchick@charter.net, danielthonan@gmail.com, mjacob4404@charter.net, dgw0315@yahoo.com, amaralpoggy@aol.com, Jeff@theCapecis.com, ppcarroll@charter.net, nkc@thechaudharyfamily.com, jfaxon@strattonfaxon.com, pjm215@aol.com, andy.sachs@cbmoves.com, jimveel@aol.com, pat.llodra@newtown-ct.gov, sugrBrk@aol.com, okjt@aol.com, boedebbie@gmail.com, lrocheboe@gmail.com, codym.boe@gmail.com, whartboe@gmail.com, r.gaines.boe@charter.net, kalexander.boe@gmail.com, invboe@gmail.com, Janet Robinson <robinsonj@newtown.k12.ct.us>, r.gaines.boe@charter.net, riveraj@newtown.k12.ct.us, pompanom@newtown.k12.ct.us, michael.kehoe@newtown-ct.gov, joe.rios@newtown-ct.gov, Janet Robinson <robinsonj@newtown.k12.ct.us>, dumaisc@newtown.k12.ct.us, gejdal@newtown.k12.ct.us, mcguiret@newtown.k12.ct.us, amodeoc@newtown.k12.ct.us, hiruoj@newtown.k12.ct.us, geisslerc@newtown.k12.ct.us, faiellag@newtown.k12.ct.us

Subject: Elementary School Security

Subject: SUPPORT FOR SRO'S AT HOM AND ALL NEWTOWN ELEMENTARY SCHOOLS

Dear Board of Finance,

As Newtown residents, we all believe the safety and security of our children, teachers, and administrators is of utmost importance and essential to the health and viability of our community.

Security Resource Officers/armed police officers (SROs), at the elementary schools are recommended by the Newtown Security Committee, requested by the Board of Education and requested by the Board of Police Commissioners. In addition, the HOM PTA unanimously voted for increased security measures, including SROs. And all Newtown Public School PTAs/PTSA support SROs at our elementary schools. Therefore, please consider this evidence of our community's strong support of SROs in our elementary schools.

We request that SROs for the elementary schools be included in the 2013-14 town budget, and going forward. SRO's are already in place at the High School, Middle School, and Reed Intermediate School. The elementary school children and staff deserve the same level of security that is provided to the other schools. A decision to purposely exclude the elementary schools from this security measure leaves the town negligent in the event of any future security incident. Please remember that you have been chosen and have the responsibility to make decisions reflective of the desires of the residents of Newtown. As a representative of Newtown, which clearly supports SRO's at all schools, your actions must reflect such support. Given this, you will be considered derelict in your duties if you choose to ignore the overwhelming support of SRO's at all schools. The town supports this security measure, and the town budget must reflect such support.

Thank you for your attention to this matter.

Regards,
Donna and Scott Lindsay
16 Cobblestone Lane
Newtown, CT 06470
(203) 426-8326

Date: February 25, 2013, 12:00:03 PM EST

To: "swimjim11@gmail.com" <swimjim11@gmail.com>, "jkearney19@aol.com" <jkearney19@aol.com>, "roparowski@aol.com" <roparowski@aol.com>, "james2785@sbcglobal.net" <james2785@sbcglobal.net>, "harrison.waterbury@sbcglobal.net" <harrison.waterbury@sbcglobal.net>, "jkortze@mac.com" <jkortze@mac.com>, "george-ferguson@earthlink.net" <george-ferguson@earthlink.net>, "jgnewtownct@yahoo.com" <jgnewtownct@yahoo.com>, "lundquist.paul@gmail.com" <lundquist.paul@gmail.com>, "merola1lc@sbcglobal.net" <merola1lc@sbcglobal.net>, "kfetchick@charter.net" <kfetchick@charter.net>, "danielthonan@gmail.com" <danielthonan@gmail.com>, "mjacob4404@charter.net" <mjacob4404@charter.net>, "dgw0315@yahoo.com" <dgw0315@yahoo.com>, "amaralpoggy@aol.com" <amaralpoggy@aol.com>, "Jeff@theCapecis.com" <Jeff@theCapecis.com>, "ppcarroll@charter.net" <ppcarroll@charter.net>, "nkc@thechaudharyfamily.com" <nkc@thechaudharyfamily.com>, "jfaxon@strattonfaxon.com" <jfaxon@strattonfaxon.com>, "pjm215@aol.com" <pjm215@aol.com>, "andy.sachs@cbmoves.com" <andy.sachs@cbmoves.com>, "jimveel@aol.com" <jimveel@aol.com>, "pat.llodra@newtown-ct.gov" <pat.llodra@newtown-ct.gov>, "sugrBrk@aol.com" <sugrBrk@aol.com>, "okjt@aol.com" <okjt@aol.com>, "boedebbie@gmail.com" <boedebbie@gmail.com>, "lrocheboe@gmail.com" <lrocheboe@gmail.com>, "codym.boe@gmail.com" <codym.boe@gmail.com>, "whartboe@gmail.com" <whartboe@gmail.com>, "r.gaines.boe@charter.net" <r.gaines.boe@charter.net>, "kalexander.boe@gmail.com" <kalexander.boe@gmail.com>, "jnvboe@gmail.com" <jnvboe@gmail.com>, "robinsonj@newtown.k12.ct.us" <robinsonj@newtown.k12.ct.us>, "r.gaines.boe@charter.net" <r.gaines.boe@charter.net>, "riveraj@newtown.k12.ct.us" <riveraj@newtown.k12.ct.us>, "pompanom@newtown.k12.ct.us" <pompanom@newtown.k12.ct.us>, "michael.kehoe@newtown-ct.gov" <michael.kehoe@newtown-ct.gov>, "joe.rios@newtown-ct.gov" <joe.rios@newtown-ct.gov>, "dumaisc@newtown.k12.ct.us" <dumaisc@newtown.k12.ct.us>, "gejdal@newtown.k12.ct.us" <gejdal@newtown.k12.ct.us>, "mcguiret@newtown.k12.ct.us" <mcguiret@newtown.k12.ct.us>, "amodeoc@newtown.k12.ct.us" <amodeoc@newtown.k12.ct.us>, "hiruoj@newtown.k12.ct.us" <hiruoj@newtown.k12.ct.us>, "geisslerc@newtown.k12.ct.us" <geisslerc@newtown.k12.ct.us>, "faiellag@newtown.k12.ct.us" <faiellag@newtown.k12.ct.us>

Subject: Security Resource Officers for Head of Meadow School

Dear Board of Finance,

It is my understanding that Security Resource Officers/armed police officers (SROs) have not been authorized for the elementary schools in the 2013-14 budget. It is also my understanding that SROs have been successfully utilized for many years at Newtown High School, Newtown Middle School and Reed Intermediate. **In light of the recent tragic events in Newtown at the Sandy Hook elementary school, I do not understand why this protection is not being extended to the elementary school students.** It is clear that all of our Newtown children deserve the same protection. I am asking that this protection be extended to our elementary schools.

As Newtown residents, we believe the safety and security of our children, teachers, and administrators is of utmost importance and essential to the health of our community. SROs at the elementary schools are recommended by the Newtown Security Committee, requested by the Board of Education and requested by the Board of Police Commissioners. In addition, the HOM PTA unanimously voted for increased security measures, including SROs. And all Newtown Public School PTAs/PTSA support SROs at our elementary schools. Therefore, please consider this evidence of our community's strong support of SROs in our elementary schools.

We request that SROs for the elementary schools be included in the 2013-14 town budget.

Thank you for your time and consideration.

Gioia Macey

Date: February 25, 2013, 1:12:13 PM EST

To: swimjim11@gmail.com, jkearney19@aol.com, roparowski@aol.com, james2785@sbcglobal.net, harrison.waterbury@sbcglobal.net, jkortze@mac.com, george-ferguson@earthlink.net, jgnewtownct@yahoo.com, lundquist.paul@gmail.com, merola1lc@sbcglobal.net, kfetchick@charter.net, danielthonan@gmail.com, mjacob4404@charter.net, dgw0315@yahoo.com, amaralpoggy@aol.com, Jeff@theCapecis.com, ppcarroll@charter.net, nkc@thechaudharyfamily.com, jfaxon@strattonfaxon.com, pjm215@aol.com, andy.sachs@cbmoves.com, jimvee1@aol.com, pat.llodra@newtown-ct.gov, sugrBrk@aol.com, okit@aol.com, boedebbie@gmail.com, lrocheboe@gmail.com, codym.boe@gmail.com, whartboe@gmail.com, r.gaines.boe@charter.net, kalexander.boe@gmail.com, jnvboe@gmail.com, robinsonj@newtown.k12.ct.us, riveraj@newtown.k12.ct.us, pompanom@newtown.k12.ct.us, michael.kehoe@newtown-ct.gov, joe.rios@newtown-ct.gov, dumaisc@newtown.k12.ct.us, gejdal@newtown.k12.ct.us, mcguiet@newtown.k12.ct.us, amodeoc@newtown.k12.ct.us, hiruoj@newtown.k12.ct.us, geisslerc@newtown.k12.ct.us, faiellag@newtown.k12.ct.us

Subject: SRO's in Elementary Schools

Dear Board of Finance,

As Newtown residents, we believe the **safety and security** of our children, teachers, and administrators is of utmost importance and essential to the health of our community.

Security Resource Officers/armed police officers (SROs), at the elementary schools are recommended by the Newtown Security Committee, requested by the Board of Education and requested by the Board of Police Commissioners. In addition, the HOM PTA unanimously voted for increased security measures, including SROs. And all Newtown Public School PTAs/PTSA support SROs at our elementary schools. Therefore, please consider this evidence of our community's strong support of SROs in our elementary schools.

We request that SROs for the elementary schools be included in the 2013-14 town budget.

Thank you for your time and consideration.

Sincerely,

Joe and Denise Sullivan

Date: February 25, 2013, 1:27:25 PM EST

To: "swimjim11@gmail.com" <swimjim11@gmail.com>, "jkearney19@aol.com" <jkearney19@aol.com>, "roparowski@aol.com" <roparowski@aol.com>, "james2785@sbcglobal.net" <james2785@sbcglobal.net>, "harrison.waterbury@sbcglobal.net" <harrison.waterbury@sbcglobal.net>, "jkortze@mac.com" <jkortze@mac.com>, "george-ferguson@earthlink.net" <george-ferguson@earthlink.net>, "jgnewtownct@yahoo.com" <jgnewtownct@yahoo.com>, "lundquist.paul@gmail.com" <lundquist.paul@gmail.com>, "merola11c@sbcglobal.net" <merola11c@sbcglobal.net>, "kfetchick@charter.net" <kfetchick@charter.net>, "danielthonan@gmail.com" <danielthonan@gmail.com>, "mjacob4404@charter.net" <mjacob4404@charter.net>, "dgw0315@yahoo.com" <dgw0315@yahoo.com>, "amaralpoggy@aol.com" <amaralpoggy@aol.com>, "Jeff@theCapecis.com" <Jeff@theCapecis.com>, "ppcarroll@charter.net" <ppcarroll@charter.net>, "nkc@thechaudharyfamily.com" <nkc@thechaudharyfamily.com>, "jfaxon@strattonfaxon.com" <jfaxon@strattonfaxon.com>, "pjm215@aol.com" <pjm215@aol.com>, "andy.sachs@cbmoves.com" <andy.sachs@cbmoves.com>, "jimveel@aol.com" <jimveel@aol.com>, "pat.llodra@newtown-ct.gov" <pat.llodra@newtown-ct.gov>, "sugrBrk@aol.com" <sugrBrk@aol.com>, "okjt@aol.com" <okjt@aol.com>, "boedebbie@gmail.com" <boedebbie@gmail.com>, "lrocheboe@gmail.com" <lrocheboe@gmail.com>, "codym.boe@gmail.com" <codym.boe@gmail.com>, "whartboe@gmail.com" <whartboe@gmail.com>, "r.gaines.boe@charter.net" <r.gaines.boe@charter.net>, "kalexander.boe@gmail.com" <kalexander.boe@gmail.com>, "jnvboe@gmail.com" <jnvboe@gmail.com>, "robinsonj@newtown.k12.ct.us" <robinsonj@newtown.k12.ct.us>, "r.gaines.boe@charter.net" <r.gaines.boe@charter.net>, "riveraj@newtown.k12.ct.us" <riveraj@newtown.k12.ct.us>, "pompanom@newtown.k12.ct.us" <pompanom@newtown.k12.ct.us>, "michael.kehoe@newtown-ct.gov" <michael.kehoe@newtown-ct.gov>, "joe.rios@newtown-ct.gov" <joe.rios@newtown-ct.gov>, "robinsonj@newtown.k12.ct.us" <robinsonj@newtown.k12.ct.us>, "dumaisc@newtown.k12.ct.us" <dumaisc@newtown.k12.ct.us>, "gejdal@newtown.k12.ct.us" <gejdal@newtown.k12.ct.us>, "mcguiret@newtown.k12.ct.us" <mcguiret@newtown.k12.ct.us>, "amodeoc@newtown.k12.ct.us" <amodeoc@newtown.k12.ct.us>, "hiruoj@newtown.k12.ct.us" <hiruoj@newtown.k12.ct.us>, "geisslerc@newtown.k12.ct.us" <geisslerc@newtown.k12.ct.us>, "faiellag@newtown.k12.ct.us" <faiellag@newtown.k12.ct.us>

Subject: Support for SROs at HOM School

Dear Board of Finance,

As Newtown residents, we believe the safety and security of our children, teachers, and administrators is of utmost importance and essential to the health of our community.

Security Resource Officers/armed police officers (SROs), at the elementary schools are recommended by the Newtown Security Committee, requested by the Board of Education and requested by the Board of Police Commissioners. In addition, the HOM PTA unanimously voted for increased security measures, including SROs. And all Newtown Public School PTAs/PTSA support SROs at our elementary schools. Therefore, please consider this evidence of our community's strong support of SROs in our elementary schools.

We request that SROs for the elementary schools be included in the 2013-14 town budget.

Also, on a more personal note, as a parent of a child who will be in Reed Intermediate next year, I support this effort for all the schools. After December, the only reason I was able to get my kids to go to school again is that their comfort level was support by the officers posted at each school. It also took almost two months to get them to sleep in their own rooms again. I support this effort not just for my own personal reasons, but because my children in the schools also agree.

Thank you for your time and consideration.

Sincerely,

Traci L. Gehm & Jason A. Gehm

Date: February 25, 2013, 3:24:50 PM EST

To: "swimjim11@gmail.com" <swimjim11@gmail.com>, "jkearney19@aol.com" <jkearney19@aol.com>, "roparowski@aol.com" <roparowski@aol.com>, "james2785@sbcglobal.net" <james2785@sbcglobal.net>, "harrison.waterbury@sbcglobal.net" <harrison.waterbury@sbcglobal.net>, "jkortze@mac.com" <jkortze@mac.com>, "george-ferguson@earthlink.net" <george-ferguson@earthlink.net>, "jgnewtownct@yahoo.com" <jgnewtownct@yahoo.com>, "lundquist.paul@gmail.com" <lundquist.paul@gmail.com>, "merola1lc@sbcglobal.net" <merola1lc@sbcglobal.net>, "kfetchick@charter.net" <kfetchick@charter.net>, "danielthonan@gmail.com" <danielthonan@gmail.com>, "mjacob4404@charter.net" <mjacob4404@charter.net>, "dgw0315@yahoo.com" <dgw0315@yahoo.com>, "amaralpoggy@aol.com" <amaralpoggy@aol.com>, "Jeff@theCapecis.com" <Jeff@theCapecis.com>, "ppcarroll@charter.net" <ppcarroll@charter.net>, "nkc@thechaudharyfamily.com" <nkc@thechaudharyfamily.com>, "jfaxon@strattonfaxon.com" <jfaxon@strattonfaxon.com>, "pjm215@aol.com" <pjm215@aol.com>, "andy.sachs@cbmoves.com" <andy.sachs@cbmoves.com>, "jimveel@aol.com" <jimveel@aol.com>, "pat.llodra@newtown-ct.gov" <pat.llodra@newtown-ct.gov>, "sugrBrk@aol.com" <sugrBrk@aol.com>, "okjt@aol.com" <okjt@aol.com>, "boedebbie@gmail.com" <boedebbie@gmail.com>, "lrocheboe@gmail.com" <lrocheboe@gmail.com>, "codym.boe@gmail.com" <codym.boe@gmail.com>, "whartboe@gmail.com" <whartboe@gmail.com>, "r.gaines.boe@charter.net" <r.gaines.boe@charter.net>, "kalexander.boe@gmail.com" <kalexander.boe@gmail.com>, "jnvboe@gmail.com" <jnvboe@gmail.com>, "robinsonj@newtown.k12.ct.us" <robinsonj@newtown.k12.ct.us>, "riveraj@newtown.k12.ct.us" <riveraj@newtown.k12.ct.us>, "pompanom@newtown.k12.ct.us" <pompanom@newtown.k12.ct.us>, "michael.kehoe@newtown-ct.gov" <michael.kehoe@newtown-ct.gov>, "joe.rios@newtown-ct.gov" <joe.rios@newtown-ct.gov>, "dumaisc@newtown.k12.ct.us" <dumaisc@newtown.k12.ct.us>, "gejdal@newtown.k12.ct.us" <gejdal@newtown.k12.ct.us>, "mcguiret@newtown.k12.ct.us" <mcguiret@newtown.k12.ct.us>, "amodeoc@newtown.k12.ct.us" <amodeoc@newtown.k12.ct.us>, "hiruoj@newtown.k12.ct.us" <hiruoj@newtown.k12.ct.us>, "geisslerc@newtown.k12.ct.us" <geisslerc@newtown.k12.ct.us>, "faiellag@newtown.k12.ct.us" <faiellag@newtown.k12.ct.us>

Subject: Support for SROs at HOM School

Dear Board of Finance,

As Newtown residents, we believe the safety and security of our children, teachers, and administrators is of utmost importance and essential to the health of our community.

Security Resource Officers/armed police officers (SROs), at the elementary schools are recommended by the Newtown Security Committee, requested by the Board of Education and requested by the Board of Police Commissioners. In addition, the HOM PTA unanimously voted for increased security measures, including SROs. And all Newtown Public School PTAs/PTSA support SROs at our elementary schools. Therefore, please consider this evidence of our community's strong support of SROs in our elementary schools.

We request that SROs for the elementary schools be included in the 2013-14 town budget.

Thank you for your time and consideration.

Sincerely,
Raymond & Jennifer Casagrande

Date: February 25, 2013, 5:55:35 PM EST

To: swimjim11@gmail.com, jkearney19@aol.com, roparowski@aol.com, james2785@sbcglobal.net, harrison.waterbury@sbcglobal.net, jkortze@mac.com, george-ferguson@earthlink.net, jgnewtownct@yahoo.com, lundquist.paul@gmail.com, merola1lc@sbcglobal.net, kfetchick@charter.net, danielthonan@gmail.com, mjacob4404@charter.net, dgw0315@yahoo.com, amaralpoggy@aol.com, Jeff@thecapecis.com, ppcarroll@charter.net, nkc@thechaudharyfamily.com, jfaxon@strattonfaxon.com, pjm215@aol.com, andy.sachs@cbmoves.com, jimvee1@aol.com, pat.llodra@newtown-ct.gov, sugrBrk@aol.com, okjt@aol.com, boedebbie@gmail.com, lrocheboe@gmail.com, codym.boe@gmail.com, whartboe@gmail.com, r.gaines.boe@charter.net, kalexander.boe@gmail.com, jnvboe@gmail.com, robinsonj@newtown.k12.ct.us, riveraj@newtown.k12.ct.us, pompanom@newtown.k12.ct.us, michael.kehoe@newtown-ct.gov, joe.rios@newtown-ct.gov, dumaisc@newtown.k12.ct.us, gejda@newtown.k12.ct.us, m McGuire@newtown.k12.ct.us, amodeoc@newtown.k12.ct.us, hiruoj@newtown.k12.ct.us, geisslerc@newtown.k12.ct.us, faiellag@newtown.k12.ct.us

Subject: SRO's in Elementary Schools

Dear Board of Finance,

As Newtown residents, we believe the safety and security of our children, teachers, and administrators is of utmost importance and essential to the health of our community.

Security Resource Officers/armed police officers (SROs), at the elementary schools are recommended by the Newtown Security Committee, requested by the Board of Education and requested by the Board of Police Commissioners. In addition, the HOM PTA unanimously voted for increased security measures, including SROs. And all Newtown Public School PTAs/PTSA support SROs at our elementary schools. Therefore, please consider this evidence of our community's strong support of SROs in our elementary schools.

We request that SROs for the elementary schools be included in the 2013-14 town budget.

Thank you for your time and consideration.

Sincerely,

John & Stacey Premus

From: Steven Alesevich <stevenalesevich@gmail.com>

Date: February 25, 2013, 5:35:39 PM EST

To: swimjim11@gmail.com, jkearney19@aol.com, roparowski@aol.com, james2785@sbcglobal.net, harrison.waterbury@sbcglobal.net, jkortze@mac.com, george-ferguson@earthlink.net, jgnewtownct@yahoo.com, lundquist.paul@gmail.com, merola11c@sbcglobal.net, kfetchick@charter.net, danielthonan@gmail.com, mjacob4404@charter.net, dgw0315@yahoo.com, amaralpoggy@aol.com, Jeff@theCapecis.com, ppcarroll@charter.net, nkc@thechaudharyfamily.com, jfaxon@strattonfaxon.com, pjm215@aol.com, andy.sachs@cbmoves.com, jimveel@aol.com, pat.llodra@newtown-ct.gov, sugrBrk@aol.com, okjt@aol.com, boedebbie@gmail.com, lrocheboe@gmail.com, codym.boe@gmail.com, whartboe@gmail.com, r.gaines.boe@charter.net, kalexander.boe@gmail.com, jnvboe@gmail.com, robinsonj@newtown.k12.ct.us, riveraj@newtown.k12.ct.us, pompanom@newtown.k12.ct.us, michael.kehoe@newtown-ct.gov, joe.rios@newtown-ct.gov, dumaisc@newtown.k12.ct.us, gejidal@newtown.k12.ct.us, mcguiret@newtown.k12.ct.us, amodeoc@newtown.k12.ct.us, hiruoj@newtown.k12.ct.us, geisslerc@newtown.k12.ct.us, faiellag@newtown.k12.ct.us

Subject: School Resource Officers

Dear committee members, board members, and council members,

First, thank you for your time and dedication to the community. Your hard work is truly appreciated.

As a parent of children both in and soon to be in the Newtown school system I am writing requesting your support to include funding for School Resource Officers in next years budget for each of the town's elementary schools. I understand this comes at a cost, but I believe the benefit of obtaining these assets far outweighs the expense.

In addition to myself, please consider the other people, commissions, and associations that also support this when making your final decision, evidence that the community is in support of this.

Thank you for your time.

Sincerely,

Steven Alesevich

From: Kylee Gioiele <Kylee.Gioiele@bwater.com>

Date: February 25, 2013 6:51:47 PM

To: "swimjim11@gmail.com" <swimjim11@gmail.com>, "jkearney19@aol.com" <jkearney19@aol.com>, "roparowski@aol.com" <roparowski@aol.com>, "james2785@sbcglobal.net" <james2785@sbcglobal.net>, "harrison.waterbury@sbcglobal.net" <harrison.waterbury@sbcglobal.net>, "jkortze@mac.com" <jkortze@mac.com>, "george-ferguson@earthlink.net" <george-ferguson@earthlink.net>, "jgnewtownct@yahoo.com" <jgnewtownct@yahoo.com>, "lundquist.paul@gmail.com" <lundquist.paul@gmail.com>, "merola11c@sbcglobal.net" <merola11c@sbcglobal.net>, "kfetchick@charter.net" <kfetchick@charter.net>, "danielthonan@gmail.com" <danielthonan@gmail.com>, "mjacob4404@charter.net" <mjacob4404@charter.net>, "dgw0315@yahoo.com" <dgw0315@yahoo.com>, "amaralpoggy@aol.com" <amaralpoggy@aol.com>, "Jeff@theCapecis.com" <Jeff@theCapecis.com>, "ppcarroll@charter.net" <ppcarroll@charter.net>, "nkc@thechaudharyfamily.com" <nkc@thechaudharyfamily.com>, "jfaxon@strattonfaxon.com" <jfaxon@strattonfaxon.com>, "pjm215@aol.com" <pjm215@aol.com>, "andy.sachs@cbmoves.com" <andy.sachs@cbmoves.com>, "jimveel@aol.com" <jimveel@aol.com>, "pat.llodra@newtown-ct.gov" <pat.llodra@newtown-ct.gov>, "sugrBrk@aol.com" <sugrBrk@aol.com>, "okjt@aol.com" <okjt@aol.com>, "boedebbie@gmail.com" <boedebbie@gmail.com>, "Irocheboe@gmail.com" <Irocheboe@gmail.com>, "codym.boe@gmail.com" <codym.boe@gmail.com>, "whartboe@gmail.com" <whartboe@gmail.com>, "r.gaines.boe@charter.net" <r.gaines.boe@charter.net>, "kalexander.boe@gmail.com" <kalexander.boe@gmail.com>, "jnvboe@gmail.com" <jnvboe@gmail.com>, "robinsonj@newtown.k12.ct.us" <robinsonj@newtown.k12.ct.us>, "r.gaines.boe@charter.net" <r.gaines.boe@charter.net>, "riveraj@newtown.k12.ct.us" <riveraj@newtown.k12.ct.us>, "pompanom@newtown.k12.ct.us" <pompanom@newtown.k12.ct.us>, "michael.kehoe@newtown-ct.gov" <michael.kehoe@newtown-ct.gov>, "joe.rios@newtown-ct.gov" <joe.rios@newtown-ct.gov>, "robinsonj@newtown.k12.ct.us" <robinsonj@newtown.k12.ct.us>, "dumaisc@newtown.k12.ct.us" <dumaisc@newtown.k12.ct.us>, "gejdal@newtown.k12.ct.us" <gejdal@newtown.k12.ct.us>, "mcguiret@newtown.k12.ct.us" <mcguiret@newtown.k12.ct.us>, "amodeoc@newtown.k12.ct.us" <amodeoc@newtown.k12.ct.us>, "hiruoj@newtown.k12.ct.us" <hiruoj@newtown.k12.ct.us>, "geisslerc@newtown.k12.ct.us" <geisslerc@newtown.k12.ct.us>, "faiellag@newtown.k12.ct.us" <faiellag@newtown.k12.ct.us>, "gioiele@charter.net" <gioiele@charter.net>

Subject: Support for SROs at HOM School

Dear Board of Finance,

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In addition, we also ask that you consider offsets in the budget to cover the cost of the increase for SROs. One particular offset could be to not move forward implementing a full day kindergarten program. As parents to a child that will be in kindergarten this fall, we would be amenable to continuing a half day program.

We request that SROs for the elementary schools be included in the 2013-14 town budget.

Thank you for your time and consideration.

Sincerely,

Kylee and Brian Gioiele

Date: February 25, 2013 6:42:48 PM

To: jkortze@mac.com

Subject: school security

Dear Mr. Kortze,

On December 14th I was in my first grade son's classroom when we went into lockdown. I experienced concern, fear for my neighbors, and a host of other emotions, when I started to realize what was going on. After lockdown was lifted, one of those neighbors asked me to bring her 4 year old home, his two siblings had been in the Sandy Hook School and were safe but upset. On that drive I had to stay calm, distract the kids, and try to explain why there were police and media in our neighborhood and what was going on without scaring the children or giving misinformation or too much information. The reason I am telling you this is to begin to illustrate, that on that day and the weeks following that day, my family has experienced the pain and sadness that all the residents of our town have experienced. Last year, I put a lot of thought and care into deciding whether to send my son to Sandy Hook or keep him at Fraser Woods. The choice I made to keep him at FWM, kept him out of harms way, but he has in no way escaped the loss of innocence or the pain of what has happened here. My family grieves with all of our friends and neighbors, I pay taxes in this town and my children deserve the same security that every child in the town deserves. So, if you decide that School Resource Officers are what we need, then please do not exclude my son from that decision. This is not a public verses private issue. Fraser Woods does not have the means to incur the cost of this on their own. Not only will my son be left without the security all of his friends in the neighborhood have, but a school in our town will have to cope with the diminishing numbers of students we will have, once potential families realize we are without. If the town provides security funding for the other schools, and not Fraser Woods, then our school and our students will be a more vulnerable target for potential future violence. At a time when our town is working to be united, this decision would be destructive and divisive to the unified community we are working to become.

Montessori is a peaceful and noncompetitive approach to education. We thrive without having to be better or worse, or to be praised for what we do, but we deserve for our community to be fair with us. Please don't leave my son and his classmates without the support and security you afford the rest of the town.

Thank you,
Eve Ackert

Date: February 25, 2013, 8:03:24 PM EST

To: swimjim11@gmail.com, jkearney19@aol.com, roparowski@aol.com, james2785@sbcglobal.net, harrison.waterbury@sbcglobal.net, jkortze@mac.com, george-ferguson@earthlink.net, jgnewtownct@yahoo.com, lundquist.paul@gmail.com, merola11c@sbcglobal.net, kfetchick@charter.net, danielthonan@gmail.com, mjacob4404@charter.net, dgw0315@yahoo.com, amaralpoggy@aol.com, Jeff@theCapecis.com, ppcarroll@charter.net, nkc@thechaudharyfamily.com, jfaxon@strattonfaxon.com, pjm215@aol.com, andy.sachs@cbmoves.com, jimveel@aol.com, pat.llodra@newtown-ct.gov, sugrBrk@aol.com, okjt@aol.com, boedebbie@gmail.com, lrocheboe@gmail.com, codym.boe@gmail.com, whartboe@gmail.com, r.gaines.boe@charter.net, kalexander.boe@gmail.com, jnvboe@gmail.com, robinsonj@newtown.k12.ct.us, r.gaines.boe@charter.net, riveraj@newtown.k12.ct.us, pompanom@newtown.k12.ct.us, michael.kehoe@newtown-ct.gov, joe.rios@newtown-ct.gov, robinsonj@newtown.k12.ct.us, dumaisc@newtown.k12.ct.us, gejdal@newtown.k12.ct.us, mcguires@newtown.k12.ct.us, amodeoc@newtown.k12.ct.us, hiruoj@newtown.k12.ct.us, geisslerc@newtown.k12.ct.us, faiellag@newtown.k12.ct.us

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We request that SROs for the elementary schools be included in the 2013-14 town budget.

Thank you for your time and consideration.

Sincerely,

Ron & Tammy Fenaroli

Date: February 25, 2013, 8:13:44 PM EST

To: jkortze@mac.com

Subject: Please protect all Newtown Children Equally

Hello. My name is Dave Ackert. I'm a resident of, and taxpayer in Newtown and I have a 1st grader at The Fraser Woods School. I am also the Founder of The Newtown Action Alliance, which as you may know, is working tirelessly to ensure that our community is remembered for the way we came together as a town to advocate for changes that result in a safer lives for all of our kids.

I understand that your committee will be making recommendations with regard to school safety officers to protect children in Newtown schools soon. I'm writing to make sure that whatever safety measures the town decides to puts into place are deployed consistently across all of the schools in town, public or private. Any decision the town makes to provide safety officers for some kids, and not others, will leave the others completely exposed, and would be destructive and divisive....the media would have a field day with such a controversial decision.

From a financial perspective, any decision to leave Newtown private schools unprotected, while the public schools get the protection, will result in significant reduction in the private schools' enrollment. This means an increase in enrollment at the public schools, resulting in an increase to the education budget. So why not just fund the SRO's for the private schools in the first place, and avoid the legal challenges, the media circus, and dividing a town that really needs to stay unified?

Finally, private School parents like me accept the fact that they have to pay the town taxes to fund public schools services that they do not consume. The least the town can do is provide the same safety and protective services for our kids, as they provide for the kids who's education we subsidize.

I hope we can count on you to recommend that the town protect all kids in town equally.

Thank you for your time, and your service.

Sincerely,

Dave Ackert

Founder, The Newtown Action Alliance

NewtownAction.org | PO Box 3321, Newtown CT 06490 | 203-491-0366

Date: February 25, 2013, 9:28:06 PM EST

To: "swimjim11@gmail.com" <swimjim11@gmail.com>, "jkearney19@aol.com" <jkearney19@aol.com>, "roparowski@aol.com" <roparowski@aol.com>, "james2785@sbcglobal.net" <james2785@sbcglobal.net>, "harrison.waterbury@sbcglobal.net" <harrison.waterbury@sbcglobal.net>, "jkortze@mac.com" <jkortze@mac.com>, "george-ferguson@earthlink.net" <george-ferguson@earthlink.net>, "jgnewtownct@yahoo.com" <jgnewtownct@yahoo.com>, "lundquist.paul@gmail.com" <lundquist.paul@gmail.com>, "merola1lc@sbcglobal.net" <merola1lc@sbcglobal.net>, "kfetchick@charter.net" <kfetchick@charter.net>, "danielthonan@gmail.com" <danielthonan@gmail.com>, "mjacob4404@charter.net" <mjacob4404@charter.net>, "dgv0315@yahoo.com" <dgv0315@yahoo.com>, "amaralpoggy@aol.com" <amaralpoggy@aol.com>, "Jeff@theCapecis.com" <Jeff@theCapecis.com>, "ppcarroll@charter.net" <ppcarroll@charter.net>, "nkc@thechaudharyfamily.com" <nkc@thechaudharyfamily.com>, "jfaxon@strattonfaxon.com" <jfaxon@strattonfaxon.com>, "pjm215@aol.com" <pjm215@aol.com>, "andy.sachs@cbmoves.com" <andy.sachs@cbmoves.com>, "jimveel@aol.com" <jimveel@aol.com>, "pat.llodra@newtown-ct.gov" <pat.llodra@newtown-ct.gov>, "sugrBrk@aol.com" <sugrBrk@aol.com>, "okjt@aol.com" <okjt@aol.com>, "boedebbie@gmail.com" <boedebbie@gmail.com>, "lrocheboe@gmail.com" <lrocheboe@gmail.com>, "codym.boe@gmail.com" <codym.boe@gmail.com>, "whartboe@gmail.com" <whartboe@gmail.com>, "r.gaines.boe@charter.net" <r.gaines.boe@charter.net>, "kalexander.boe@gmail.com" <kalexander.boe@gmail.com>, "jnvboe@gmail.com" <jnvboe@gmail.com>, "robinsonj@newtown.k12.ct.us" <robinsonj@newtown.k12.ct.us>, "r.gaines.boe@charter.net" <r.gaines.boe@charter.net>, "riveraj@newtown.k12.ct.us" <riveraj@newtown.k12.ct.us>, "pompanom@newtown.k12.ct.us" <pompanom@newtown.k12.ct.us>, "michael.kehoe@newtown-ct.gov" <michael.kehoe@newtown-ct.gov>, "joe.rios@newtown-ct.gov" <joe.rios@newtown-ct.gov>, "robinsonj@newtown.k12.ct.us" <robinsonj@newtown.k12.ct.us>, "dumaisc@newtown.k12.ct.us" <dumaisc@newtown.k12.ct.us>, "gejdal@newtown.k12.ct.us" <gejdal@newtown.k12.ct.us>, "mcguiret@newtown.k12.ct.us" <mcguiret@newtown.k12.ct.us>, "amodeoc@newtown.k12.ct.us" <amodeoc@newtown.k12.ct.us>, "hiruoj@newtown.k12.ct.us" <hiruoj@newtown.k12.ct.us>, "geisslerc@newtown.k12.ct.us" <geisslerc@newtown.k12.ct.us>, "faiellag@newtown.k12.ct.us" <faiellag@newtown.k12.ct.us>

Subject: Support for SROs at HOM School

Dear Board of Finance,

As Newtown residents, we believe the safety and security of our children, teachers, and administrators is of utmost importance and essential to the health of our community.

Security Resource Officers/armed police officers (SROs), at the elementary schools are recommended by the Newtown Security Committee, requested by the Board of Education and requested by the Board of Police Commissioners. In addition, the HOM PTA unanimously voted for increased security measures, including SROs. And all Newtown Public School PTAs/PTSA support SROs at our elementary schools. Therefore, please consider this evidence of our community's strong support of SROs in our elementary schools.

We request that SROs for the elementary schools be included in the 2013-14 town budget.

Thank you for your attention to this important matter.

Sincerely,
George and Nichole Marrazzo

Date: February 25, 2013, 9:42:39 PM EST

To: jkortze@mac.com

Subject: equal services for all schools

Hello Mr. Kortze,

I understand that tomorrow (Tuesday) the finance committee will be addressing and voting on whether or not SRO officers will be provided to town schools for next year 2013/2014. I also understand this is a very difficult situation for your committee as the costs are very high.

As a parent of a student that attends the Fraser Woods School I urge you to vote that independent schools in Newtown be considered and treated with the same care as the public schools. All children deserve the same treatment. If independent schools are denied the same security services as the public schools it will automatically make Independent schools a target. No school should ever be made a target.

Thank you for your time and dedication to Newtown.

Best Regards,

Patricia Gattinoni
3 Abbey Lane
Newtown, CT 06470

Date: February 25, 2013, 10:29:47 PM EST

To: "swimjim11@gmail.com" <swimjim11@gmail.com>, "jkearney19@aol.com" <jkearney19@aol.com>, "roparowski@aol.com" <roparowski@aol.com>, "james2785@sbcglobal.net" <james2785@sbcglobal.net>, "harrison.waterbury@sbcglobal.net" <harrison.waterbury@sbcglobal.net>, "jkortze@mac.com" <jkortze@mac.com>, "george-ferguson@earthlink.net" <george-ferguson@earthlink.net>, "jgnewtownct@yahoo.com" <jgnewtownct@yahoo.com>, "lundquist.paul@gmail.com" <lundquist.paul@gmail.com>, "merola1lc@sbcglobal.net" <merola1lc@sbcglobal.net>, "kfetchick@charter.net" <kfetchick@charter.net>, "danielthonan@gmail.com" <danielthonan@gmail.com>, "mjacob4404@charter.net" <mjacob4404@charter.net>, "dgw0315@yahoo.com" <dgw0315@yahoo.com>, "amaralpoggy@aol.com" <amaralpoggy@aol.com>, "Jeff@theCapecis.com" <Jeff@theCapecis.com>, "ppcarroll@charter.net" <ppcarroll@charter.net>, "nkc@thechaudharyfamily.com" <nkc@thechaudharyfamily.com>, "jfaxon@strattonfaxon.com" <jfaxon@strattonfaxon.com>, "pjm215@aol.com" <pjm215@aol.com>, "andy.sachs@cbmoves.com" <andy.sachs@cbmoves.com>, "jimveel@aol.com" <jimveel@aol.com>, "pat.llodra@newtown-ct.gov" <pat.llodra@newtown-ct.gov>, "sugrBrk@aol.com" <sugrBrk@aol.com>, "okjt@aol.com" <okjt@aol.com>, "boedebbie@gmail.com" <boedebbie@gmail.com>, "lrocheboe@gmail.com" <lrocheboe@gmail.com>, "codym.boe@gmail.com" <codym.boe@gmail.com>, "whartboe@gmail.com" <whartboe@gmail.com>, "r.gaines.boe@charter.net" <r.gaines.boe@charter.net>, "kalexander.boe@gmail.com" <kalexander.boe@gmail.com>, "jnvboe@gmail.com" <jnvboe@gmail.com>, "robinsonj@newtown.k12.ct.us" <robinsonj@newtown.k12.ct.us>, "r.gaines.boe@charter.net" <r.gaines.boe@charter.net>, "riveraj@newtown.k12.ct.us" <riveraj@newtown.k12.ct.us>, "pompanom@newtown.k12.ct.us" <pompanom@newtown.k12.ct.us>, "michael.kehoe@newtown-ct.gov" <michael.kehoe@newtown-ct.gov>, "joe.rios@newtown-ct.gov" <joe.rios@newtown-ct.gov>, "robinsonj@newtown.k12.ct.us" <robinsonj@newtown.k12.ct.us>, "dumaisc@newtown.k12.ct.us" <dumaisc@newtown.k12.ct.us>, "gejdal@newtown.k12.ct.us" <gejdal@newtown.k12.ct.us>, "mcguiret@newtown.k12.ct.us" <mcguiret@newtown.k12.ct.us>, "amodeoc@newtown.k12.ct.us" <amodeoc@newtown.k12.ct.us>, "hiruoj@newtown.k12.ct.us" <hiruoj@newtown.k12.ct.us>, "geisslerc@newtown.k12.ct.us" <geisslerc@newtown.k12.ct.us>, "faiellag@newtown.k12.ct.us" <faiellag@newtown.k12.ct.us>

Subject: HOM Security

Dear Board of Finance,

As Newtown parent, we believe the safety and security of our children, teachers, and administrators is of utmost importance and essential to the health of our community.

Security Resource Officers/armed police officers (SROs), at the elementary schools are recommended by the Newtown Security Committee, requested by the Board of Education and requested by the Board of Police Commissioners. In addition, the HOM PTA unanimously voted for increased security measures, including SROs. And all Newtown Public School PTAs/PTSA support SROs at our elementary schools. Therefore, please consider this evidence of our community's strong support of SROs in our elementary schools.

We request that SROs for the elementary schools be included in the 2013-14 town budget.

Thank you for your time and consideration.

Sincerely,

Susan & Terry Jackson

Date: February 26, 2013, 7:14:24 AM EST

To: swimjim11@gmail.com, jkearney19@aol.com, roparowski@aol.com, james2785@sbcglobal.net, harrison.waterbury@sbcglobal.net, [jkortze <jkortze@mac.com>](mailto:jkortze@mac.com), george-ferguson@earthlink.net, jgnewtownct@yahoo.com, lundquist.paul@gmail.com, merola11c@sbcglobal.net, [kathy Fetchick <kfetchick@charter.net>](mailto:kathy.Fetchick@charter.net), danielthonan@gmail.com, mjacob4404@charter.net, dgw0315@yahoo.com, amaralpoggy@aol.com, Jeff@theCapecis.com, ppcarroll@charter.net, nkc@thechaudharyfamily.com, jfaxon@strattonfaxon.com, pjm215@aol.com, andy.sachs@cbmoves.com, jimveel@aol.com, pat.llodra@newtown-ct.gov, sugrBrk@aol.com, okjt@aol.com, boedebbie@gmail.com, lrocheboe@gmail.com, codym.boe@gmail.com, whartboe@gmail.com, r.gaines.boe@charter.net, kalexander.boe@gmail.com, jnvboe@gmail.com, robinsonj@newtown.k12.ct.us, riveraj@newtown.k12.ct.us, pompanom@newtown.k12.ct.us, michael.kehoe@newtown-ct.gov, joe.rios@newtown-ct.gov, dumaisc@newtown.k12.ct.us, gejdal@newtown.k12.ct.us, mcguiret@newtown.k12.ct.us, amodeoc@newtown.k12.ct.us, hiruoj@newtown.k12.ct.us, geisslerc@newtown.k12.ct.us, faiellag@newtown.k12.ct.us

Subject: Support for SROs at HOM School

Dear Board of Finance,

As Newtown residents, we believe the safety and security of our children, teachers, and administrators is of utmost importance and essential to the health of our community.

Security Resource Officers/armed police officers (SROs), at the elementary schools are recommended by the Newtown Security Committee, requested by the Board of Education and requested by the Board of Police Commissioners. In addition, the HOM PTA unanimously voted for increased security measures, including SROs. And all Newtown Public School PTAs/PTSA support SROs at our elementary schools. Therefore, please consider this evidence of our community's strong support of SROs in our elementary schools.

We request that SROs for the elementary schools be included in the 2013-14 town budget.

Thank you for your time and consideration.

Sincerely,
Andrea & Jim Celentano

From: Myriam Woods
Date: February 25, 2013 9:38:55 PM EST
To: jkortze@mac.com
Cc: jkearney19@aol.com, roparowski@aol.com, swimjim11@gmail.com,
james2785@sbcglobal.net, harrison.waterbury@sbcglobal.net
Subject: School Security- FraserWoods Montessori

February 24, 2013

Dear Members of the Board of Finance,

I would like to say thank you again and share an immense appreciation on behalf of the parents, staff and children of the Fraser Woods Montessori School for all the security that the Newtown Police has provided us during the past month.

As you can imagine, all of our parents, and especially our teachers, continue to be gravely concerned with security.

The Fraser Woods Montessori School is a non-profit Newtown tradition for over 40 years with nearly 200 students aged 18 months to 14 years, with 60 families that are Newtown residents

As a Newtown resident, I know that the town is working on next year's budget and deciding if a Resource Police Officer will be allocated to all Newtown schools, including the elementary and private schools. I am writing to request that Fraser Woods Montessori School be provided the same level of security that will be provided to the Newtown Public schools for the upcoming school year. We are a non-profit school with limited financial resources and if the public schools receive a police presence and we don't it will place our children and staff in a very vulnerable position compared to the other schools in town. I am asking for your support in this matter. Please include Fraser Woods Montessori students when you plan for the safety of all children in Newtown.

I truly appreciate all your efforts and dedication during this very trying time for all of us in Newtown. Thank you in the name of the children, staff and parents from the Fraser Woods Montessori community.

I will be happy to answer any questions related to the school; you can reach me via email (mwoods@fraserwoods.com) or my cell phone (203-733-7888).

Sincerely,

Myriam Woods

Head of School

Fraser Woods Montessori School

Date: February 26, 2013 10:54:06 AM EST

To: jkortze@mac.com

Subject: School Security

Dear Mr Kortze I would like to be assured that ALL schools in Newtown receive the same level of security whether private or public

Thank You

Tim Byrne

Sandy Hook resident

From: Noelle D'Agostino

Date: February 26, 2013 9:35:45 AM EST

To: jkortze@mac.com

Subject: School Security Measures

Dear Mr. Kortze,

I am a parent of a four year old boy who attends Fraser Woods Montessori School here in Newtown. I ask you to please include security for Fraser Woods in any budget allocation for 2013-2014. I ask that all school children receive the same level of security.

Thank you for your attention to this matter and for all you are doing for our town.

Sincerely,

Noelle J. D'Agostino

10 Juniper Road

Newtown, CT 06470

Date: February 26, 2013, 1:54:34 PM EST

To: "jkortze@mac.com" <jkortze@mac.com>, "swimjim11@gmail.com" <swimjim11@gmail.com>, "james2785@sbcglobal.net" <james2785@sbcglobal.net>, "roparowski@aol.com" <roparowski@aol.com>, "harrison.waterbury@sbcglobal.net" <harrison.waterbury@sbcglobal.net>, "jkearney19@aol.com" <jkearney19@aol.com>

Subject: keep BOE budget

Dear Board of Finance Members,

I am writing as a taxpayer in Newtown and a parent of public school children. I want to urge you to put the BOE Budget before the voters AS IT CAME TO YOU. The Board of Education is elected to oversee public education in Newtown. Their budget comes to you after much reasoning and deliberation went into it. The items are NECESSARY and this budget recommendation was approved UNANIMOUSLY by the Board of Ed members that the voters elected. Please allow the system to work by sending this BOE budget to the voters AS IT CAME to YOU. Now that the budget vote is bi-furcated, please let the voters of Newtown have their full voice. Don't send us a compromised BOE budget.

Respectfully,

Amber Mason, 29 Taunton Ridge Road, Newtown

From: Cynthia Iaropoli

Date: February 26, 2013 10:14:16 AM EST

To: jkortze@mac.com, swimjim11@gmail.com, james2785@sbcglobal.net, roparowski@aol.com, harrison.waterbury@sbcglobal.net, jkearney19@aol.com

Subject: BOE Budget: let the voters decide

Dear Board of Finance Members, I am writing as a taxpayer in Newtown and a parent of 2 public school children. I want to urge you to put the BOE Budget before the voters AS IT CAME TO YOU. The Board of Education is elected to oversee public education in Newtown. Their budget comes to you after much reasoning and deliberation went into it. The items are NECESSARY and this budget recommendation was approved UNANIMOUSLY by the Board of Ed members that the voters elected. Please allow the system to work by sending this BOE budget to the voters AS IT CAME to YOU. Now that the budget vote is bi-furcated, please let the voters of Newtown have their full voice. Don't send us a compromised BOE budget.

Respectfully, Cynthia S. Iaropoli, 34 Equestrian Ridge, Newtown

Date: February 26, 2013 12:29:05 PM EST

To: "jkortze@mac.com, swimjim11@gmail.com, james2785@sbcglobal.net, roparowski@aol.com, harrison.waterbury@sbcglobal.net, jkearney19@aol.com"
<jkortze@mac.com>, "swimjim11@gmail.com" <swimjim11@gmail.com>,
"james2785@sbcglobal.net" <james2785@sbcglobal.net>, "roparowski@aol.com"
<roparowski@aol.com>, "harrison.waterbury@sbcglobal.net"
<harrison.waterbury@sbcglobal.net>

Subject: BOE Budget

Dear Board of Finance Members,

I am writing as a taxpayer in Newtown and a parent of public school children. I want to urge you to put the BOE Budget before the voters AS IT CAME TO YOU. The Board of Education is elected to oversee public education in Newtown. Their budget comes to you after much reasoning and deliberation went into it. The items are NECESSARY and this budget recommendation was approved UNANIMOUSLY by the Board of Ed members that the voters elected. Please allow the system to work by sending this BOE budget to the voters AS IT CAME to YOU. Now that the budget vote is bi-furcated, please let the voters of Newtown have their full voice. Don't send us a compromised BOE budget.

Respectfully,

Heather and John Kwap
11 Saw Mill Ridge Rd, Newtown

Date: February 27, 2013, 10:40:17 AM EST

To: "jkortze@mac.com" <jkortze@mac.com>, "swimjim11@gmail.com" <swimjim11@gmail.com>, "james2785@sbcglobal.net" <james2785@sbcglobal.net>, "roparowski@aol.com" <roparowski@aol.com>, "harrison.waterbury@sbcglobal.net" <harrison.waterbury@sbcglobal.net>, "jkearney19@aol.com" <jkearney19@aol.com>
Cc: "Newtownboe@newtown.k12.ct.us" <Newtownboe@newtown.k12.ct.us>
Subject: FW: BOE Budget: let the voters decide

Dear Board of Finance Members,

I want to urge you to put the BOE Budget before the voters AS IT CAME TO YOU. The Board of Education is elected to oversee public education in Newtown. Their budget comes to you after much reasoning and deliberation went into it. The items are NECESSARY and this budget recommendation was approved UNANIMOUSLY by the Board of Ed members that the voters elected. Please allow the system to work by sending this BOE budget to the voters AS IT CAME to YOU. Now that the budget vote is bi-furcated, please let the voters of Newtown have their full voice.

Don't send us a compromised BOE budget.

Respectfully,

Mark Kuligowski

Date: February 27, 2013, 10:29:29 AM EST

To: "Newtownboe@newtown.k12.ct.us" <Newtownboe@newtown.k12.ct.us>, "jkortze@mac.com" <jkortze@mac.com>, "swimjim11@gmail.com" <swimjim11@gmail.com>, "james2785@sbcglobal.net" <james2785@sbcglobal.net>, "roparowski@aol.com" <roparowski@aol.com>, "harrison.waterbury@sbcglobal.net" <harrison.waterbury@sbcglobal.net>, "jkearney19@aol.com" <jkearney19@aol.com>
Subject: BOE Budget Request

Dear Board of Finance Members,

I want to urge you to put the BOE Budget before the voters AS IT CAME TO YOU. The Board of Education is elected to oversee public education in Newtown. Their budget comes to you after much reasoning and deliberation went into it. The items are NECESSARY and this budget recommendation was approved UNANIMOUSLY by the Board of Ed members that the voters elected. Please allow the system to work by sending this BOE budget to the voters AS IT CAME to YOU. Now that the budget vote is bi-furcated, please let the voters of Newtown have their full voice. Don't send us a compromised BOE budget.

Respectfully,

Nancy Dunn
7 Harvest Common
Sandy Hook, CT 06482

>

Date: February 27, 2013, 10:40:13 AM EST

To: "jkortze@mac.com" <jkortze@mac.com>, "swimjim11@gmail.com" <swimjim11@gmail.com>, "james2785@sbcglobal.net" <james2785@sbcglobal.net>, "roparowski@aol.com" <roparowski@aol.com>, "harrison.waterbury@sbcglobal.net" <harrison.waterbury@sbcglobal.net>, "jkearney19@aol.com" <jkearney19@aol.com>, "Newtownboe@newtown.k12.ct.us" <Newtownboe@newtown.k12.ct.us>

Subject: BOE Budget

Dear Board of Finance Members,

I want to urge you to put the BOE Budget before the voters AS IT CAME TO YOU. The Board of Education is elected to oversee public education in Newtown. Their budget comes to you after much reasoning and deliberation went into it. The items are NECESSARY and this budget recommendation was approved UNANIMOUSLY by the Board of Ed members that the voters elected. Please allow the system to work by sending this BOE budget to the voters AS IT CAME to YOU. Now that the budget vote is bi-furcated, please let the voters of Newtown have their full voice. Don't send us a compromised BOE budget.

Respectfully,

Kimberly Haywood

Date: February 27, 2013, 10:54:03 AM EST

To: jkortze@mac.com, swimjim11@gmail.com, james2785@sbcglobal.net, roparowski@aol.com, harrison.waterbury@sbcglobal.net, jkearney19@aol.com, Newtownboe@newtown.k12.ct.us

Subject: Budget

Dear Members of the Board of Finance-

We are writing to inform you of our support for the Board of Education budget as it is. We respectfully request that you send the budget to us, the voters, untouched. These representatives have been elected to ensure that our schools are running smoothly. They have done their research, and have put forth a budget that we NEED. Please do not cut the budget before sending it to us.

Thank you.

Respectfully,

Richard and Christine Wilford
7 Watch Hill Drive
Sandy Hook, CT 06482

Date: February 27, 2013, 2:06:24 PM EST

To: "jkortze@mac.com, swimjim11@gmail.com, james2785@sbcglobal.net, roparowski@aol.com, harrison.waterbury@sbcglobal.net, jkearney19@aol.com"
<jkortze@mac.com>, "swimjim11@gmail.com" <swimjim11@gmail.com>,
"james2785@sbcglobal.net" <james2785@sbcglobal.net>, "roparowski@aol.com"
<roparowski@aol.com>, "harrison.waterbury@sbcglobal.net"
<harrison.waterbury@sbcglobal.net>

Subject: BOE BUDGET

Dear Board of Finance Members, I want to urge you to put the BOE Budget before the voters AS IT CAME TO YOU. The Board of Education is elected to oversee public education in Newtown. Their budget comes to you after much reasoning and deliberation went into it. The items are NECESSARY and this budget recommendation was approved UNANIMOUSLY by the Board of Ed members that the voters elected. Please allow the system to work by sending this BOE budget to the voters AS IT CAME TO YOU. Now that the budget vote is bi-furcated, please let the voters of Newtown have their full voice. Don't send us a compromised BOE budget.

Respectfully,
Nancy Pietrirazio

Date: February 27, 2013, 3:03:20 PM EST

To: jkortze@mac.com

Subject: Please Send The Budget To Voters Uncompromised

Dear Board of Finance Members,

I want to urge you to put the BOE Budget before the voters as you have received it.

The Board of Education is elected to oversee public education in Newtown. Their budget comes to you after much reasoning and deliberation went into it. The items are essential and this budget recommendation was approved unanimously by the Board of Ed members **that the voters elected.**

Please allow the system to work by sending this BOE budget to the voters, unaltered, as it came to you. Now that the budget vote is bi-furcated, please let the voters of Newtown have their full voice.

I urge you to not send us a compromised BOE budget.

Respectfully,

Fran Wong

Date: February 27, 2013, 10:53:29 AM EST

To: jkortze@mac.com, swimjim11@gmail.com, james2785@sbcglobal.net,
roparowski@aol.com, harrison.waterbury@sbcglobal.net, jkearney19@aol.com

Subject: Board of Education Budget

Dear Board of Finance Members –

I would like to urge you to put the BOE Budget before the voters AS IT CAME TO YOU. The Board of Education is elected to oversee public education in Newtown. Their budget comes to you after much reasoning and deliberation went into it. The items are NECESSARY and this budget recommendation was approved UNANIMOUSLY by the Board of Ed members that the voters elected. Please allow the system to work by sending this BOE budget to the voters AS IT CAME to YOU. Now that the budget vote is bi-furcated, please let the voters of Newtown have their full voice. Don't send us a compromised BOE budget.

Respectfully,

Victoria L Ricks
106 Boggs Hill Rd.
Newtown

Date: February 27, 2013, 10:42:34 AM EST

To: "jkortze@mac.com" <jkortze@mac.com>, "swimjim11@gmail.com" <swimjim11@gmail.com>, "james2785@sbcglobal.net" <james2785@sbcglobal.net>, "roparowski@aol.com" <roparowski@aol.com>, "harrison.waterbury@sbcglobal.net" <harrison.waterbury@sbcglobal.net>, "jkearney19@aol.com" <jkearney19@aol.com>, "Newtownboe@newtown.k12.ct.us" <Newtownboe@newtown.k12.ct.us>

Subject: BOE Budget

Dear Board of Finance Members

I want to urge you to put the BOE Budget before the voters AS IT CAME TO YOU. The Board of Education is elected to oversee public education in Newtown. Their budget comes to you after much reasoning and deliberation went into it. The items are NECESSARY and this budget recommendation was approved UNANIMOUSLY by the Board of Ed members that the voters elected. Please allow the system to work by sending this BOE budget to the voters AS IT CAME to YOU. Now that the budget vote is bi-furcated, please let the voters of Newtown have their full voice. Don't send us a compromised BOE budget.

Respectfully,

**Eileen Meeker
14 Cemetery Road**

Date: February 26, 2013 4:54:27 PM EST

To: swimjim11@gmail.com, jkearney19@aol.com, jkortze@mac.com, roparowski@aol.com, james2785@sbcglobal.net, harrison.waterbury@sbcglobal.net

Subject: Board of Finance Special Budget Meeting

I am a Sandy Hook parent of a second grader.

I do believe we need to address the absolute need in having an armed police officer in next year at Sandy Hook / Chalk Hill School.

We need to have a line item in the budget for coverage of our elementary schools by an armed police officer the same as what is done at the middle school and high school.

I may not be able to be at the meeting this evening but this is important to a lot of parents and if for any reason this is not on the budget docket then shame on all of you. Put it on!

Secondly, I have sent an extensive letter to the BOE demanding that we properly train our teachers in dealing with special needs children and spectrum disorders. We should have a line item for mental health training as well. I hope that at some point this is going to be properly addressed.

Sincerely,

Denise Buzy-Pucheu
President
DBP & Associates

Subject: Comments further to the 2/26/13 BOF Meeting

I want to say thank you to the Board of Finance for last night's meeting. It was great to hear commentary from varying groups on the proposed increased security measures at school. I am optimistic that the town will do the right thing to make our schools safer for Newtown's future ... the children, our children.

I would like to comment on a few items that were mentioned in last night's meeting. I would suggest that future meetings allow for public comment at the end of the meeting. It might cut down on the number of emails sent after the meeting. I will also ask that at future meetings all speakers at the microphone give their name as well as the Board they are representing ... for the benefit of those of us that do not know the faces of all of the varying Board members.

There is no doubt that we need to enhance security measures, most especially at our public elementary schools. A fully trained, background checked, sworn in, and armed Newtown Police Officer specifically assigned to his or her Newtown public school fits that bill perfectly. A paid, random, unknown armed security guard does NOT fit that bill. There was some debate as to whether or not the town should look into armed security guards or police officers in order to provide added security at the schools. I do not support hiring armed security guards, which do not come with the same training or background checks that a Sworn Newtown Police Officer would have. The potential of exposing our children to unknown, armed individuals that are hired at the whim of some outside corporation is unnerving to me. Our children deserve the best protection and that means Sworn Newtown Police Officers that are fully background checked and trained. I agree with the Officer's statement last night that "you get what you pay for".

Please do not make the mistake of handing the security of our children over to some outside company that would never be as invested in our town, or our children's security, as our local Police Department is.

Now that we have established that having armed Newtown Police Officers at each of the public schools is the right course of action for the best security ... A comment was made to "sunset" the added school Police Officers after a few years when everyone "feels more safe". With all due respect, this is a completely outdated and ridiculous concept. Unless guns are outlawed tomorrow, our schools will require security, permanently. Frankly this decision should have been considered back in 1999 when Columbine experienced their tragedy, but it took a horrific tragedy to make our town finally wake-up and smell the gun powder. Unfortunately, we live in a time when it seems any moron can walk into a gun shop, pass a mediocre background check and buy a military style weapon. I'm not even going to mention what can be purchased online.

December 14th forever changed the fabric and soul of our community. No one ever thought "IT" would happen here. There was no "heightened threat" on 12/14. When I woke up on 12/14, I felt safe. My children felt safe. We no longer feel that. To imply that we should eliminate enhanced security measures because nothing happens for a few years is ludicrous. Absent the town purchasing a magic crystal ball that tells the future, the new security measures are permanent. And, there is no denying that a Sworn, fully trained, armed Newtown Police Officer at each public school would most certainly be a deterrent to anyone considering committing a breach of security or act of violence against our children and/or educators.

Lastly, I do agree with Pat Llodra in that we are walking a "slippery slope" when considering

providing armed guards to the private schools in town. Where does one draw the line? We don't know because it cannot be drawn. Tax payer dollars should be spent on public services, not private. School security measures established by the town of Newtown and our elected officials and paid for with taxpayer dollars should apply to the town's public schools only. As a taxpayer of the town of Newtown, I know that my tax dollars have provided for an excellent, and hopefully safer school experience (assuming we implement Sworn Newtown Police Officers at EVERY public school). Those residents of the town of Newtown that choose to opt out of the town's public education system, should do so at their own dime. Private schools do not allow the town to cross their thresholds and dictate policy in other areas and I feel that those schools need to vet out and fund their own security measures. The Newtown families of the children that attend those private schools have every opportunity to avail themselves of the education and security measures provided in Newtown's public schools. Since my tax dollars do not allow my children to attend Newtown's private schools, then my tax dollars should not pay their expenses. I think you would find that most Newtown tax payers share my views on this matter.

Thank you for your time. And thank you for working together to make our town better for our children.

Regards,
Donna and Scott Lindsay
16 Cobblestone Lane
Newtown, CT
(203) 426-8326

Date: February 26, 2013, 8:51:41 PM EST

To: "swimjim11@gmail.com" <swimjim11@gmail.com>, "jkearney19@aol.com" <jkearney19@aol.com>, "jkortze@mac.com" <jkortze@mac.com>, "roparowski@aol.com" <roparowski@aol.com>, "james2785@sbcglobal.net" <james2785@sbcglobal.net>, "harrison.waterbury@sbcglobal.net" <harrison.waterbury@sbcglobal.net>

Subject: BOE Budget

Dear Board of Finance Members,

I am writing as a taxpayer in Newtown and a parent of public school children. I want to urge you to put the BOE Budget before the voters AS IT CAME TO YOU. The Board of Education is elected to oversee public education in Newtown. Their budget comes to you after much reasoning and deliberation went into it. The items are NECESSARY and this budget recommendation was approved UNANIMOUSLY by the Board of Ed members that the voters elected. Please allow the system to work by sending this BOE budget to the voters AS IT CAME TO YOU. Now that the budget vote is bi-furcated, please let the voters of Newtown have their full voice. Don't send us a compromised BOE budget.

Respectfully,

Lauren Abdulrahman
38 Brookwood Drive
Newtown, CT

Dear Board of Finance,

As a Newtown resident, I believe the safety and security of our children, teachers, educational assistants, behavioral therapists, occupational therapists, cafeteria staff, custodial staff, nurse staff, secretaries and administrators is of utmost importance and essential to the health of our community.

Security Resource Officers/armed police officers (SROs), at the elementary schools are recommended by the Newtown Security Committee, requested by the Board of Education and requested by the Board of Police Commissioners. It is my understanding that all Newtown Public School PTAs/PTSA support SROs at our elementary schools. Therefore, please consider this evidence of our community's strong support of SROs in our elementary schools.

I request that SROs for the elementary schools be included in the 2013-14 town budget.

Thank you for your time and consideration.

Sincerely,
Kristy Davenport

Hello Board of Finance,

I wanted to write to you in support of the school and town budgets. I would like to see an increase if possible so that we can support school and town services that have been cut in the past years. I also support SRO's at all schools. Please do not decrease the budgets this year.

Thank you,
Barbara Toomey

Subject: Subject: DO NOT REDUCE 2013 school security measures
Reply-To: George Marrazzo

Please consider this evidence of our strong support of increased school security measures to ensure the safety of our children, teachers, and administrators. I request that these include:

- *MAINTAINING current security measures (2 armed SROs per school) throughout the 2013 school year, especially as additional security measures (i.e. parent IDs, surveillance cameras, etc.) which are currently under consideration by the Newtown Security Committee are not yet in place*
- *A minimum of 2 armed SROs per school, in the 2013-14 budget*

We believe such measures are of utmost importance to the health of our community and commit to voting "yes" to pass budgets which include such measures in the public referendum.

Thank you for your time and consideration.

*Sincerely,
George and Nichole Marrazzo
Concerned Parents & Community Members*

Dear Board of Finance,

As Newtown residents, we believe the safety and security of our children, teachers, and administrators is of utmost importance and essential to the health of our community.

Security Resource Officers/armed police officers (SROs), at the elementary schools are recommended by the Newtown Security Committee, requested by the Board of Education and requested by the Board of Police Commissioners. In addition, the HOM PTA unanimously voted for increased security measures, including SROs. And all Newtown Public School PTAs/PTSA support SROs at our elementary schools. Therefore, please consider this evidence of our community's strong support of SROs in our elementary schools.

We request that SROs for the elementary schools be included in the 2013-14 town budget.

Thank you for your time and consideration.

Sincerely,

The Roth Family

Fellow Newtown parents,

I attended the Board of Finance meeting last night. The Board of Ed presented their proposed budget and I gained a new understanding of why we NEED a 6.7% increase over last year. In the past 3 years the Board of Finance has made cuts to the BOE budget BEFORE the voters even have a chance to vote on the budget. This has led to Newtown Public Schools falling behind in replacing outdated technology and preventive building maintenance. In addition, there are new mandated testing requirements and teacher evaluation requirements that will necessitate purchasing technology and software. It is also time to have FULL DAY Kindergarden. These, plus contractual obligations and new security personnel are the reason for the 6.7% increase.

This will only take a minute and the time to let your voice be heard is NOW. Don't wait until the BOF cuts the Education budget. The BOF will be taking action within the next week or two and after that, no changes can be made by BOE or BOS.

Now, since the Newtown Charter revision allows for us to vote separately on the Town (BOS) budget and the Education (BOE) budget, I am advocating for the BOF (Board of Finance) to send us (the voters) the BOE budget WITHOUT making any cuts. After all, the Board of Ed has been elected to oversee Public Education and has the best interest of our students in mind. The Board of Finance should NOT be making arbitrary cuts without allowing the voters to have a voice. If you agree, please email the Board of Finance and Board of Education. Feel free to copy and paste or change my message below. I've also included the email addresses to cut and paste for your convenience.

Thanks, Cynthia