

**TOWN OF LEBANON
ANNUAL TOWN MEETING – MAY 1, 2023
MINUTES**

The annual town meeting of the electors and those qualified to vote at the town meetings of the Town of Lebanon was held on Monday, May 1, 2023, at Lyman Memorial High School Auditorium, 917 Exeter Road. Audience: 110

First Selectman Kevin Cwikla called the meeting to order at 7:32 PM.

The meeting was opened with the Pledge of Allegiance.

First Selectman Kevin Cwikla called for the nomination of a Moderator.

Moved by Betsy McComber, seconded by Phil Johnson to appoint Diane Malozzi as Moderator.

First Selectman Cwikla called for other nominations for Moderator. There were no other nominations. Voice vote called. There were no objections. Motion passed.

Moderator Malozzi reviewed Town Meeting rules and protocol.

Moved by Betsy McComber seconded by Meghan Scott to wave the reading of the call of the Annual Town Meeting dated May 1, 2023. Voice vote called – Motion passed unanimously.

1. Moderator Malozzi asked for a motion to bring the Item 1 to the floor as published, “Consider and act upon approving the 2023-24 Fiscal Year Capital Improvement Program (CIP) as proposed by the Board of Selectmen.”

Moved by Phil Johnson, seconded by Meghan Scott, to bring Item 1 to the floor. Voice vote called. Motion passed unanimously.

First Selectman Kevin Cwikla spoke to the question as follows: The Town is required each year to submit a Capital Improvement Plan (CIP) to the State to qualify for Local and State Capital Improvements (LOCIP). This does not impact the budget or obligate us to do any project, but the town is required to have a plan in place.

Moderator Malozzi opened the floor to questions/comments.

Sheree Swenson, Leonard Bridge Road: What is included and where is the location in Project #5?

First Selectman Kevin Cwikla: We put in this request for DPW that is ongoing. We are looking at multiple locations. These are numbers for a placeholder for LOCIP.

Eileen Weinstein, 533 Goshen Hill Road: The Hazardous Tree Removal/Trimming, Project #4; What are the projected miles? Who oversees the project and how often will the project be monitored? Feel healthy and young trees are being removed along with hazardous or dying trees.

Moderator Malozzi stated these are a list of future projects. If the plan is not approved tonight, the town will not receive funds. Questions/comments can be addressed later and there will be public hearings for any projects that are brought forward. To receive LOCIP funds, this plan must be submitted.

Moderator Malozzi asked if there are any further questions/comments. There we no further questions/comments.

Moderator Malozzi called the question “Consider and act upon approving the 2023-24 Fiscal Year Capital Improvement Program (CIP) as proposed by the Board of Selectmen.”

Voice vote called with one (1) nay. Motion passed. *A copy of the Fiscal Year 2023-24 Capital Improvement Program follows these minutes.*

2. Moderator Malozzi asked for a motion to bring Item 2 to the floor as published, “Consider and act upon adopting an Ordinance Authorizing the Tax Collector to Retain Excess Payments Less Than Five Dollars.”

Moved by Fran Malozzi, seconded by Kevin Cwikla, to bring Item 2 to the floor. Voice vote called. There were no objections. Motion passed.

First Selectman Kevin Cwikla spoke to the questions as follows: The Tax Collector presented this ordinance to the Board of Selectmen proposing it be brought to Town Meeting. This ordinance will waive the requirement to mail out tax refunds that are five dollars or less due to the costs of issuing these small refunds.

Moderator Malozzi opened the floor the questions/comments. There we no questions/comments.

Moderator Malozzi called the question: “Consider and act upon adopting an Ordinance Authorizing the Tax Collector to Retain Excess Payments Less Than Five Dollars.”

Voice vote called. Motion passed unanimously. *A copy of the Ordinance follows the minutes.*

3. Moderator Malozzi asked for a motion to bring the Item 3 to the floor as published, “Consider and act upon adopting a Revised Ordinance Providing a Revised Fee Schedule for Building Permit Fees.”

Moved by Liz Charron, seconded by Meghan Scott, to bring Item 3 to the floor. Vote called. Motion passed unanimously.

Jason Nowosad, Building Official, spoke to the question as follows: Fees have not been adjusted since 2016. The current permit fees are lower than average in our region, and the proposed fee increases will align Lebanon with towns similar in size. The amount per thousand will increase from \$12.00 to \$15.00. Some towns are charging \$18.00 or \$20.00 per thousand.

Moderator Malozzi opened the floor to questions/comments.
There were no questions/comments.

Moderator Malozzi called the question “Consider and act upon adopting a Revised Ordinance Providing a Revised Fee Schedule for Building Permit Fees.”

Voice vote called. Motion passed with one (1) nay. *A copy of the Revised Ordinance follows these minutes.*

4. Moderator Malozzi asked for a motion to bring the Item 4 to the floor as published, “Consider and act upon adopting a Revised Ordinance Providing a Revised Fee Schedule for Transfer Station Fees.”

Moved by Kevin Cwikla seconded by Bob Nejako, to bring Item 4 to the floor. Voice vote called. Motion passed unanimously.

Solid Waste Commission Chair Ryk Nelson, spoke to the question as follows: The Transfer Station fees have not increased in about ten to twelve years. Casella/Willi-Waste has increased fees significantly. On the Revised Fee Schedule, there are five fees that increased. One is the basic household garbage from \$1.00 for 15-gallon bag to \$2.00. The proposed increases are small, but necessary for funding the Transfer Station.

Moderator Malozzi opened the floor to questions/comments.

Sheree Swenson, Leonard Bridge Road: Asked for explanation on plastic recyclables.

Ryk Nelson, Solid Waste Commission member stated there is a list of recyclables on the fee schedule. There have been issues in the past where people mix non-recyclable material with recyclables. When this happens, the entire load gets put into the trash, which drives up the cost for hauling trash. Ryk stated this revised fee schedule will become effective July 1, 2023.

Moderator Malozzi asked if there are any further questions/comments.
There we no further questions/comments.

Moderator Malozzi called the question “Consider and act upon adopting a Revised Ordinance Providing a Revised Fee Schedule for Transfer Station Fees.”

Voice vote called. Motion passed unanimously. *A copy of the Revised Ordinance follows these minutes.*

5. Moderator Malozzi asked for a motion to bring the Item 5 to the floor as published, “Consider and act upon approving the proposed 2023–24 Fiscal Year budget for the Town of Lebanon in the amount of twenty-eight million seven hundred forty-seven thousand two hundred forty-two dollars and no cents (\$28,747,242.00) for the General Town Government, Board of Education, Special Revenue Accounts and Capital Expenditures with Revenue Estimates of seven

million three hundred forty-one thousand four hundred eighty-one dollars and no cents (\$7,341,481.00) and the remainder to be raised by taxes with an estimated mil rate of 29.0 mils.”

Moved by Betsy McComber, seconded by Phil Johnson, to bring Item 5 to the floor. Voice vote called. Motion passed unanimously.

Board of Finance Chair Liz Charron spoke to the question as follows: The Board of Finance takes into account the current economic climate for households. This year, additional debt services for the library and roads/bridges are placed into the budget. The Board of Finance strives to maintain the current level of service in a fiscally responsible manner. It is always important to maintain and invest in the Town’s infrastructure. On the revenue side, it is projected to increase approximately \$320,000.00. The Board of Finance has put together the 2023-24 budget based on the Governor’s proposed budget. The State budget has not been approved. Revenue for Town services up \$218,275.00. Investment income increased \$145,000.00; Solid Waste increased \$70,000.00 but the increased contractual disposal costs will offset this figure. An increase of \$161,417.00 on the education side. ECS decreased \$228,805.00 from last year and out-of-town tuition increased \$390,222.00. There was a decrease in State miscellaneous revenue of \$60,122.00.

Board of Finance Vice Chair Meghan Scott spoke to the question as follows: The Town budget increased \$290,580.00. This is a 5.6% increase. Town, not school, positions have a 2.5% wage increase and several positions received market value adjustments. The cost of gasoline and heating is up significantly. The largest increases are in Solid Waste due to the contractual increase for disposal. The transfer station fee increases will help offset some of this increase. Medical insurance premiums have increased. State mandated municipal funding for the pension plan increased by 15% resulting in a \$40,311.00 increase. Library project and roads and bridges (debt services) bonded last year and are part of the budget for the next 15 years. On the capital portion of the budget, there are several considerations. To maintain town infrastructure, maintain critical assets and support, the goal is to fund \$1 million annually. The Town will continue to use lease-to-purchase options for Public Works. A few of the proposed capital projects included within the budget are a DPW Plow truck replacement; a police cruiser to replace one that is not police rated, and Fire Department Equipment and technology (“Jaws of Life”) for Rescue 106. The Board of Finance continues to support Education capital requests through SIP and Technology & Athletic accounts. An additional \$10,000.00 has been added to fund what is traditionally funded for technology upgrades. Closed projects in the amount of \$57,000.00 to fund efforts were reallocated to the budget.

Superintendent Andrew Gonzalez spoke to the Board of Education budget as follows:

The budget was prepared to align to LPS (Lebanon Public Schools) vision, strategic plan, and district goals. Driving factors for the budget are inflation, contractual increases, and resignations. The initial projection was 7.2% over this years’ approved town budget. The Board of Education knew this was not a number to be presented to the Board of Finance. The initial request included limited district initiatives and no proposed staffing increases. Looked at maintaining our current staffing and rolling those over and included unfunded mandates from the State. The Board of Education reviewed all potential savings including the reduction of one teacher (approximately \$60,000.00); several teachers took the Voluntary Early Retirement Incentive (\$120,000.00); insurance carrier change (\$143,000.00); after review of transportation trends, one bus was eliminated, and significant changes in Special Education tuition and transportation. After these

savings, the Superintendent proposed budget is 4.61% which reduced \$536,000.00 from the initial projection. Budget drivers that make up the largest portion, and are hard to manage, are salaries and benefits, contractual/fixed services, and transportation costs. Inflation drives these increases and makes it difficult to run a business and school. Utilities are up almost \$120,000.00; facility management/contractual services up \$78,000; employee benefits up over \$220,000.00; staff salaries \$206,000.00 on the non-certified side; and \$300,000.00 on the certified side. The only item taken out was transportation services by eliminating bus.

Special Education Services, the district can provide education in-district to our limited learners. Unfortunately, because we do not have the bandwidth, there are some students we are unable to provide education in-district. The average cost of outplacement tuition for Special Education is about \$83,000.00 and the average cost of transportation for outplacement is over \$20,000.00. We offer support classrooms in-district to place most of our limited learners in-district. The potential savings for those learners who may have been outplaced without these programs are over \$1 million in tuition and over \$300,000.00 for transportation.

The high school staff and Principal Apicelli have worked hard to recruit learners to our high school and the change in enrollment played a big part in the tuition revenue of \$1.3 million.

The Board of Finance continues to approve Capital requests for Information Technology, Facilities and Athletics. Hardware devices are maturing and need replacing. There are enhancements to athletic fields and facilities. Buildings are aging and there are several projects that need to be completed. The Board of Finance has approved significantly higher than previous requests. The Board of Education adopted a 4.61% increase, and the Board of Finance has proposed a 4.32% increase. This budget is reasonable, but a little below average compared to other towns in the state.

Board of Finance Chair Liz Charron spoke to the question as follows: The Board of Education did a great job pulling their budget together. The proposed Board of Finance budget is about \$60,000 less than the request. Several large budgets, DPW and the Library, were reduced to keep the mil rate down. Budget is \$885,000.00 increase over previous year. The proposed budget increases the mil rate to 29.0 which is an increase of .5 mil. This means for every \$100,000.00 of assessed value, taxes increase \$50.00 annually.

A copy of the Board of Finance and Board of Education presentations follows these minutes.

Moderator Malozzi opened the floor to questions/comments.

Mark Matkovich, Beaumont Highway: We need to figure out how to fully fund education technology every year. Catching up becomes more difficult and we need to figure out how to fully fund education and technology.

Kelly Lawer, Olenick Road: Thanked the Board of Education, Board of Finance and Board of Selectmen for working and communicating to come up with a fiscally responsible budget.

Sheree Swenson, 53 Leonard Bridge Road: The budget is at an appropriate money level. Being fiscally responsible is to make investments in town infrastructure, repairs, and investments in the future of our children. Encourages the Board of Finance to fund all aspects of the town and at a higher level in coming years.

Moderator Malozzi asked if there are any further questions/comments.
There we no further questions/comments.

6. Moderator Malozzi called the question “Consider and act upon approving the proposed 2023–24 Fiscal Year budget for the Town of Lebanon in the amount of twenty-eight million seven hundred forty-seven thousand two hundred forty-two dollars and no cents (\$28,747,242.00) for the General Town Government, Board of Education, Special Revenue Accounts and Capital Expenditures with Revenue Estimates of seven million three hundred forty-one thousand four hundred eighty-one dollars and no cents (\$7,341,481.00) and the remainder to be raised by taxes with an estimated mil rate of 29.0 mils.”

Voice vote called. Motion passed with one (1) nay. *A copy of the FY 2023-24 budget follows these minutes.*

Moderator asked for hand motion to bring Item #6 to the floor: Motion by Fran Malozzi and seconded by Betsy McComber to bring item to floor.

Betsy thanked the volunteers in town who take the time to participate on boards and commissions. Betsy stated that it is public knowledge that the Board of Finance Chair, Liz Charron will not be running for another term on the Board of Finance this November. Betsy, on behalf the Board of Selectmen and those in the room, thanked Liz for all her time and work behind the scenes to make things happen. A plaque was presented to Liz from the Board of Selectmen acknowledging her years of dedication and time to the Town. Liz Charron accepted the plaque and thanked everyone. Liz stated it was an honor and pleasure and an educational experience. Diane Malozzi, Board of Finance Member and Moderator stated that Liz has been a great mentor since she has been on the Board of Finance.

7. Moderator Malozzi stated the Annual Town Meeting is the only meeting at which people can bring forward any comments or business proper before said meeting.

Jennifer Maddocks, Gates Farm Road: Would like to see a new playground in town. The playground should be at a different location and not at the school. This will allow another option within Town to bring your children.

Eileen Weinsteiger, 533 Goshen Hill Road: DPW is a need in this town. I encourage everyone to think about getting a DPW change. Either using the current place or slowly building. Needs to be done in a fiscally responsible manner. The DPW does deserve this, and we need something in this town.

Harold Nelson, Kingsley Road: Member of the Charter Revision Commission stated a draft proposal for the Charter revision is available on the website. Charter questions will appear on the November ballot and encourage everyone to review the draft proposal.

First Selectman Kevin Cwikla: Lebanon Life is not in business and using the town website is a great resource. Residents can sign up to receive news by going to the bottom of the first page and entering information. This is a terrific way to stay informed and sign up for boards and committees.

Sheree Swenson, Leonard Bridge Road: Agrees the Town needs another playground at a different location than the school. Requested the First Selectman to highly consider a waiver for non-profits

for constable services to be amountd in one (1) half-day of services per organization. The Town operates on volunteerism and these activities are largely for fundraising. The margin of money raised is small and the fee for Police services takes up a big chunk of the efforts. Getting a waiver in place will help to keep these events going.

Events/Programs for the Library and Recreation used to be held when the greater number of children were available. Library programs use to take place around 6 p.m. Library programs have almost entirely changed to daytime. Many times, targeted to homeschool families. Homeschool families should be included in the wider community. Using resources for the few families who choose not to participate in the wider community and school system or not to participate in evenings is straining resources. Recommends we stop doing that.

Kelly Lawer, Olenick Road: Biggest aspects of volunteerism is that it helps to keep a lower budget. Thanked the Volunteer Fire Department for their efforts, hours of training and they are a huge, important part of our community.

JoAnn Banulski, Goshen Hill Road: Concerned about the dirt on sides of roads and when public works cuts the grass too short. This causes wash outs during heavy storms.

Moderator Malozzi asked for a motion to adjourn the May 1, 2023 Annual Town Meeting.

Moved by Betsy McComber, seconded by Fran Malozzi to adjourn the May 1, 2023 Annual Town Meeting. Voice vote called and passed unanimously.

The meeting adjourned at 8:36 PM.

Respectfully submitted,



Mary Ellen Wiczorek, CCTC
Lebanon Town Clerk

CAPITAL IMPROVEMENT PROGRAM

2023 – 2024 (CIP)

To enable the town to apply for grants under the State of Connecticut Local Capital Improvement Program, the municipality must have an approved Capital Improvement Program. Below is a list of those items which are proper for that program.

- Project #1: Replace the culvert under Tobacco Street on Brousseous Brook with new pipe structure. Estimate includes design and construction costs.
Estimated cost: \$576,000 Project to be completed in 2023-2024
- Project #2: Paving and repairs to Town Green parking lot via West Town Street access
Estimated cost: \$200,000 Project to be completed in 2023-2024
- Project #3: Bogg Lane, Bush Hill Road recycling, resurfacing, and drainage improvements
Estimated Cost: \$750,000 Project to be completed in 2023-2024
- Project #4: Hazardous Tree Removal and Trimming for nonutility-related hazardous branches, limbs, and trees on municipal property or within a municipal right-of-way.
Estimated Cost: \$1,000,000 Project to be completed 2023-2025
- Project #5: Construct Public Works Facility in new location including vehicle and equipment storage, vehicle repair, salt/sand storage and office. Study Committee presently gathering design and cost estimates.
Estimated cost: \$5,000,000 Project to be initiated 2023-2025
- Project #6: Replace drainage on Mack Road West from #194 to Pease Brook and Pease Brook to Route 87 (Trumbull Highway).
Estimated cost: \$1,500,000 Project to be completed in 2025-2026
- Project #7: Leonard Bridge Road recycling, resurfacing, and drainage improvements
Estimated Cost: \$750,000 Project to be completed in 2024-2025



TOWN OF LEBANON

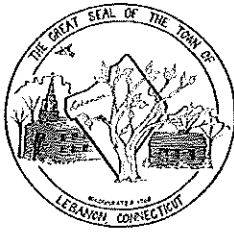
Ordinance Authorizing the Tax Collector to Retain Excess Payments Less Than Five Dollars

WHEREAS, CHAPTER 204, LOCAL LEVY AND COLLECTION OF TAXES, Section 12-129, authorizes the legislative body of a municipality to adopt an ordinance authorizing the Tax Collector to retain tax overpayments of less than five (\$5.00) dollars; and

WHEREAS, there is significant cost to the Town in processing said refunds including Board of Selectmen approvals, accounting, check processing and additional mailing costs.

BE IT ORDAINED by the electors of the Town of Lebanon that the Tax Collector is authorized to retain tax overpayments of less than five (\$5.00) dollars at a duly warned Town Meeting held on

This Ordinance shall take effect fifteen (15) days after publication in accordance with the General Statutes.



Town of Lebanon Building Department

579 Exeter Road, Lebanon, Connecticut 06249
(860) 642-6028, Fax (860) 642-2022
buildingdept@lebanontownhall.org

Ordinance For Municipal Building Permit Fees

BE IT ORDAINED by the electors of the Town of Lebanon at a duly warned Town Meeting to be held on 2023.

Minimum Permit Fee:	For all types of building permits	\$35.00
Building Permit:	New Residential, Commercial, Additions, Garages, Barns Value calculated using the most recent per square foot costs for labor and materials as published by the International Code Council/ Includes costs for trade permits, tradesmen required to file permits	
Pole Barns:	Pier or no Foundation, no floor, not including trades permits Value calculated at \$30.00 per square foot	
Trades:	Electrical, Plumbing, HVAC Fair Market Value for Labor and Materials	
Finishing Basement/ Bonus RM	Value Calculated at \$60.00 per square foot; not including trades permits	
Repairs/Renovations/ Replacement Windows	Fair Market Value for Labor and Materials	
Re-Roofing/Re-Siding	Value Calculated at \$400.00 per square (100 square feet)	
Pools	Fair Market Value for Labor and Materials (\$3,000.00 min.)	
Decks/Porches	Value Calculated at \$35.00 per square foot; not including trades permits	
Demolition Permit	Fair Market Value for Labor and Materials (\$3,000.00 min.)	

All fees calculated at \$15.00 per thousand dollars of Value, With Values calculated per the above Formulas. Valuations shall be subject to review per CT Building Code Section R109.3

Zoning Review	non-refundable	\$50.00
Building Permit Plan Review	non-refundable portion of all permits requiring plan review	\$150.00
State of CT Education Fee	Subject to change pursuant to the State of CT	\$0.26/ thousand dollars of value
State of CT Zoning Review Fee	Subject to change pursuant to the State of CT	\$60.00

This schedule shall rescind any prior fee schedule ordinance pertaining to Municipal Building Department Fees.

This Ordinance shall take effect fifteen (15) days after publication in accordance with General Statutes.

Dated at Lebanon, Connecticut this day of 2023.

LEBANON TRANSFER STATION SERVICES AND FEES

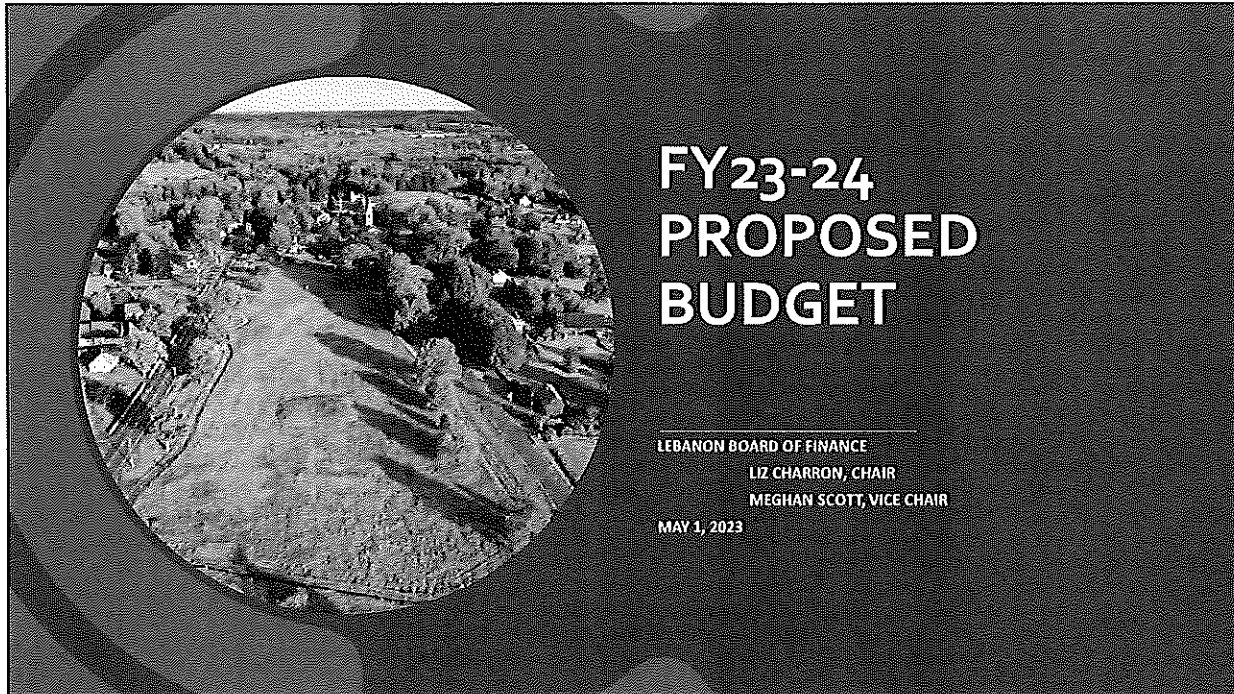
MATERIAL	USER FEES	DESCRIPTION OF MATERIALS AND REQUIREMENTS
Municipal Solid Waste	\$2 per 15 Gallons \$4 per 30 Gallons \$6 per 50 Gallons 5 cu yd max per day	Normal municipal waste only, no construction or demolition waste No pathological, medical or infectious waste, no animal carcasses No bulky wastes such as furniture No appliances, scrap metal, or tires.
Bulky Waste	\$20.00 per cubic yard 5 cu yd max per day	Construction and demolition waste Furniture, rugs, and carpets.
Sheetrock & Shingles	\$45.00 per cubic yard 5 cu yd max per day	Roofing, shingles and sheetrock
Cardboard (single stream)	No Charge	IN: Clean, flattened cardboard including corrugated cardboard boxes. Food and beverage cartons. Paperboard boxes used for packaging and gift boxes. OUT: No take out containers, boxes with liners, waxed or plastic coated cardboard, pizza boxes, ice cream containers, or food contaminated boxes. Do not tie with string or use plastic bags.
Mixed Paper (single stream)	No Charge	IN: Office paper, junk mail, envelopes, newsprint, magazines, paper bags OUT: No shredded paper, gift wrap, gift bags, tissue paper, paper plates or cups, napkins, tissues, paper towels or other contaminated papers. No metal coated, plastic coated, or wax coated paper
Co-mingled Containers Glass Metal Plastic (single stream)	No Charge	IN: Metal, glass and plastic beverage and food bottles, cans, and jars. Plastic food, beverage, and detergent containers marked #1 thru #7. Plastic one use cups (no straws or lids). Metal lids from cans and bottles. Aluminum foil and foil containers. Food grade aerosol containers. All rinsed and clean. OUT: NO BLACK PLASTIC. No Ceramic mugs and plates, drinking glasses, glass plates, non-food aerosol containers, foil tops from yogurt, paint cans, pots and pans, small scrap metal, spiral wound containers, loose bottle caps, plastic bowls/plates/utensils, prescription bottles, single use coffee containers, styrofoam cups/containers, water filters. No oil, antifreeze, or hazardous material containers. No plastic bags. No plastic toys, tableware, packaging, flower pots or other containers.
Scrap Metal	No Charge	All types of scrap metal including steel and aluminum. No gasoline tanks, gasoline cans, propane tanks or other compressed gas cylinders.
Used Motor Oil	No Charge	Used automobile crankcase oil only. Do not mix with any other substance.
Used Antifreeze	No Charge	Automotive antifreeze solutions only. Do not mix with any other substance
Lead Acid Batteries	No Charge	Automotive type batteries.
Light Ballast	\$1.00	Florescent light ballast in or out of fixtures.
Small Rechargeable Ni-Cad Batteries	No Charge	Rechargeable Ni-Cad batteries only
Leaves and Brush	\$5.00 per cu yd 5 cu yd max per day	Leaves and brush. No grass. No stumps. All brush must be less than 8 feet in length. No plastic bags allowed.
Tires	Passenger Vehicle - \$3 Truck Tires < 22" - \$15	Rubber tires with or without metal rims No Loader/Tractor Tires
Covered Electronics	No Charge	Televisions, Computers, Computer Monitors, Printers DVD & VCR players, Scanners, Fax machines, Copiers, Stereos, UPS
Appliances	\$10.00 \$5.00	Refrigerators, freezers, air conditioners, and dehumidifiers Microwave Ovens
Propane tanks	\$5.00	Empty tanks 20 LB and up. No tanks over 30 LB accepted.
Mattress, Box Springs	No Charge	Not wet, no bed bugs

Approved at Town Meeting: May 1, 2023 – Effective July 1, 2023

The Transfer Station is located at 171 Exeter Road, Route 207

Operating hours are 8:00 AM - 4:00 PM Wednesday & Saturday | Phone: 860-642-7901

Detailed Recycling Information Available at <https://www.lebanonct.gov/transfer-station>



1

BUDGET CONSIDERATIONS

Inflation impacts on household budgets

Cover our additional debt services – Library & Roads/Bridges

Maintain current level of service in a fiscally responsible manner

Continue to invest in and maintain the Town's critical infrastructure

2

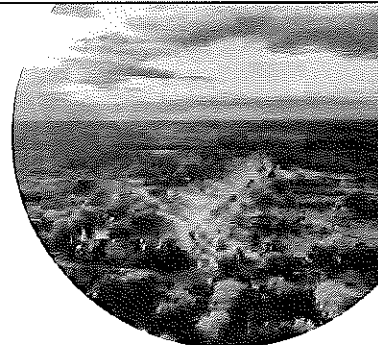
2

REVENUE

(+ \$319,570)

State has not approved budget yet

BOF numbers are based on the Governor's proposed budget



Town Services (+ \$218,275)

- o Investment income increased \$145,000 due to increased interest rates
 - o Note: This was increased by BOF following public hearing
- o Solid waste increased \$70,000 as fees increased to offset significant contractual increase in disposal costs

Education Related (+ \$161,417)

- o ECS decreased \$228,805 from previous year
- o Out-of-Town student tuition increased \$390,222

Misc. from State (- \$60,122)

3

3

TOWN GOVERNMENT BUDGET

(+ \$290,580)

Overall budget increased 5.6%

Salaries

- 2.5% raises for town positions (does not include school positions)
- Several positions received market value adjustments effective 7/1/2022

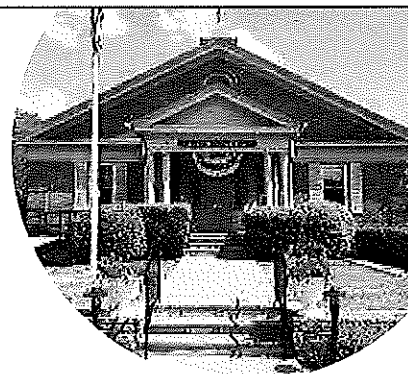
Cost of fuel up significantly (heating & gasoline)

Departments with largest increases:

- Solid waste (+\$78,354) – contractual increases for disposal
- Medical Insurance (+\$55,701) – premiums increased 14%
- Pension Plan (+\$40,311) – State mandate for municipal funding increased by 15%

Debt Services

- Library project and Roads and Bridges bonded last year for 15 years



4

4

CAPITAL CONSIDERATIONS

Goal is to fund \$1 million annually to maintain critical assets & support town-wide infrastructure projects in a fiscally responsible manner

Focus in upcoming fiscal year is to support most critical items

Utilizing lease-to-purchase options for Public Works requests to maximize funds

Support for BOE capital requests through SIP, Technology & Athletics accounts

5

5

PROPOSED CAPITAL PROJECTS

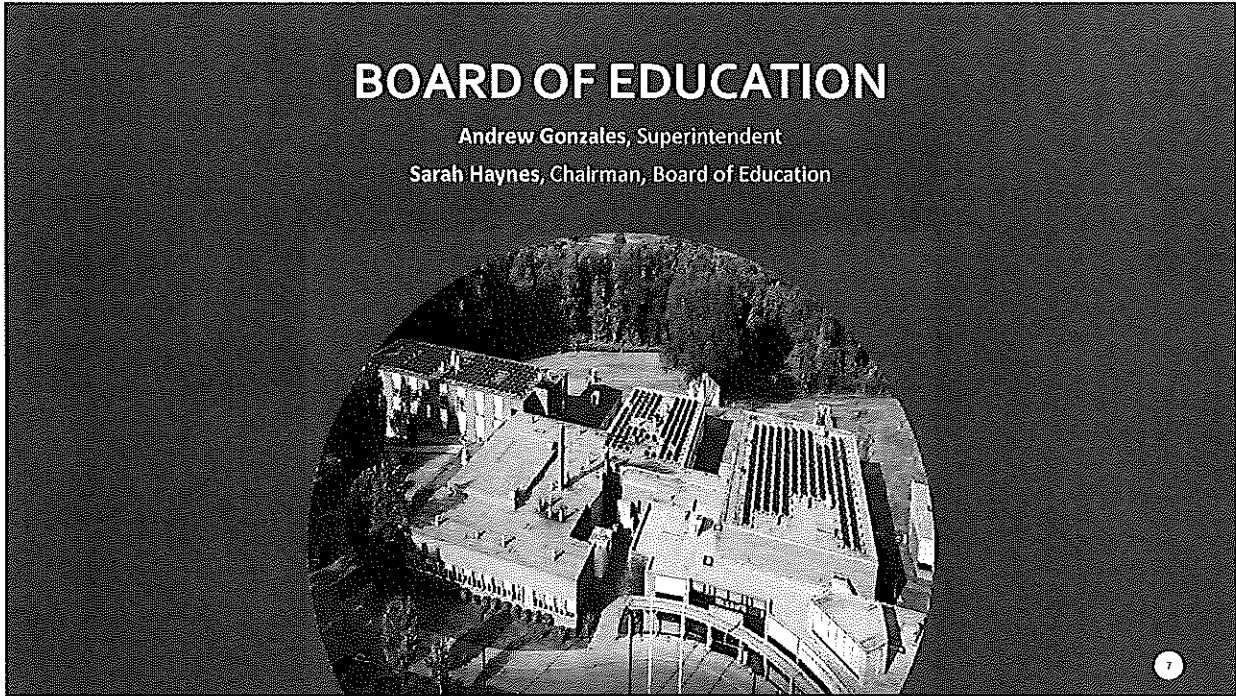
(\$1,274,967)

- | | |
|---|---|
| <input type="checkbox"/> Completion of Town Revaluation project (\$25,000) | <input type="checkbox"/> Police Cruiser (\$74,375) |
| <input type="checkbox"/> Road Paving (\$550,000) | <input type="checkbox"/> FD Rescue 106 Equipment (\$100,000) |
| <input type="checkbox"/> DPW Plow Truck Replacement (\$155,000) <ul style="list-style-type: none"> • Remainder of total cost – previous funds approved at town meeting | <input type="checkbox"/> FD Ladder Truck Lease Payment (\$64,926) <ul style="list-style-type: none"> • Final payment scheduled for January 2024 |
| <input type="checkbox"/> DPW Plow Replacement (\$81,500) <ul style="list-style-type: none"> • 33% of total cost | <input type="checkbox"/> BOE SIP, Technology & Athletics (\$230,000) <ul style="list-style-type: none"> • Additional funding for technology upgrades |
| <input type="checkbox"/> DPW Dump Truck Replacement (\$37,500) <ul style="list-style-type: none"> • 50% of total cost | |

Additional reallocation of approximately \$57,000 from closed projects to fund efforts in proposed budget

6

6



7

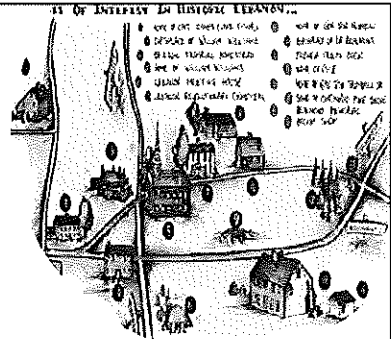
BOARD OF FINANCE COMMENTS

Appreciate & thank BOE developing a reasonable budget

BOF proposed budget is about \$60,000 less than request – increase of \$885,000 over previous year

As State budget is not finalized, the Education Cost Sharing (ECS) funding is not set

Goal of BOF is to maintain a reasonable mil rate - balance of funding and keeping town taxes attractive and livable for residents



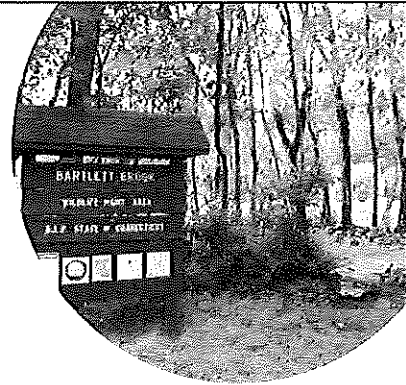
8

WHAT'S THE BOTTOM LINE?

Board of Finance proposed budget increases mil rate to 29.0

Translates to a .5 mil increase over previous year

For every \$100,000 of assessed value, taxes increase \$50 annually



Budget to be presented as part of annual town meeting Monday, May 1st

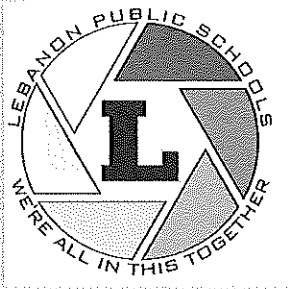
9



THANK YOU!

10

Lebanon Public Schools

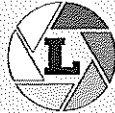


Lebanon Public Schools Board of Education



- Sarah Haynes, Chairperson
- Alexis Margerelli-Hussey, Vice-Chair
- Bruce Calef
- Brian Green
- John Konow
- Maureen McCall
- Nicole McGillicuddy
- Danelle Person
- Dawn Whitcher

Supplemental Budget Priorities



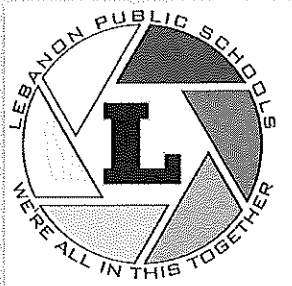
- **Transparency and Trust**- create and present a budget that is clear, accurate and detailed in order to promote the highest level of confidence in the Board of Education
- **Provide the Best**- Maintain high quality programming and operations at all levels while adjusting to meet current organizational demands
- **Strive for Excellence**- Continue important ongoing instructional improvements through high quality professional and curriculum development and invest in resources and tools to support the work of our educators and students
- **Fiscal Responsibility**- Ensure fiscal responsibility and seek opportunities to reduce overall operating costs

Considered the 2023-2024 Budget



- Aligned to LPS Vision, Strategic Plan & District Goals
- Responsive to current state and local budget challenges
 - Inflation
 - Contractual Increases
 - "The Great Resignation"
- We're All In This Together

Process



Building the Budget

Building Development



Leadership Meetings

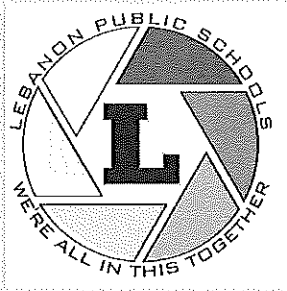


Staff and Community Sessions



Board of Education Deliberations





Year	Budget	\$ Increase	% Increase
2018-2019	\$19,178,937	\$125,000	0.66%
2019-2020	\$19,562,516	\$383,579	2.00%
2020-2021	\$19,662,516	\$100,000	0.51%
2021-2022	\$20,000,000	\$337,484	1.72%
2022-2023	20,500,000	\$500,000	2.5%

*5-Year Average of Percentage Increase- 1.48%



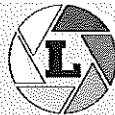
Initial Projection

2022-2023 Town Approved Budget	\$20,500,000
2023-2024 Initial Projection	\$21,981,852
Total Amount of Increase	\$1,481,852
Total Percentage Increase	7.2%

- The 7.2% is over this year's approved Town budget.
- For reference, the dollar amount represents a 3.3% increase to the BOE proposed budget from last year

Initial Projection

- ★ Limited district initiatives and no proposed staffing increases
- ★ Current staff, services and programs rolled over including all contractual increases
- ★ Includes necessary response to unfunded mandates
 - New Reading Assessments K-3
 - Phonics instruction requirements
 - New Legislation regarding professional development such as trauma informed practices, safety care training, increase in hours required for paraeducator training (from 12 to 18 hours)
 - Curricular requirements/Diversity Mandates- Native American, African American, Asian American Studies
 - Menstrual Products- in women's, all-gender and at least one men's bathroom



Administrative Support Services

- Staff reorganization- reduction of one teacher- **\$58,649**
 - VERIP- **\$119,500**
 - Change of carrier for insurance- **\$143,345** (included in initial projection)
- Increase 22-23 to 23-24 with Brown and Brown at 4.5% (could be lower but is capped at this number)
- would have been an increase of \$233,123 with 12% suggested placeholder from SPP (this was "conservative number" from group- this would be 1.1% of budget total increase)
- Transportation costs & services- one less bus in new contract- **\$78,202**
 - Changes in Special Education Tuition and Transportation- **\$424,580**
 - This figure is a moving target and subject to change

Voluntary Retirement Incentive Plan (VERIP)

Projected cost of tenured employees in 2023-24- \$743,964

YEAR 1 VERIP Plan Cost- \$81,000

RETIREE SAVINGS YEAR 1 VERIP- \$662,964

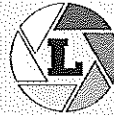
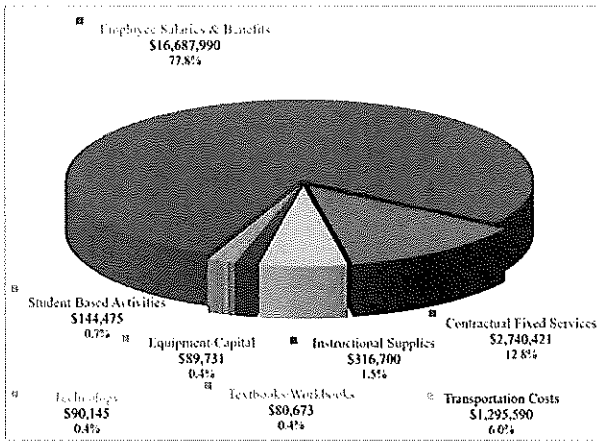
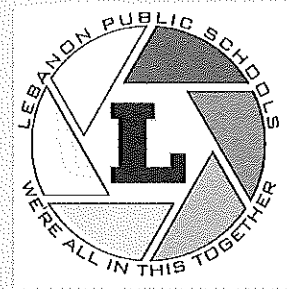
23-24 COST OF REPLACEMENT EMPLOYEES- \$543,465

Year 1 TOTAL VERIP NET SAVINGS (COST)- \$119,499

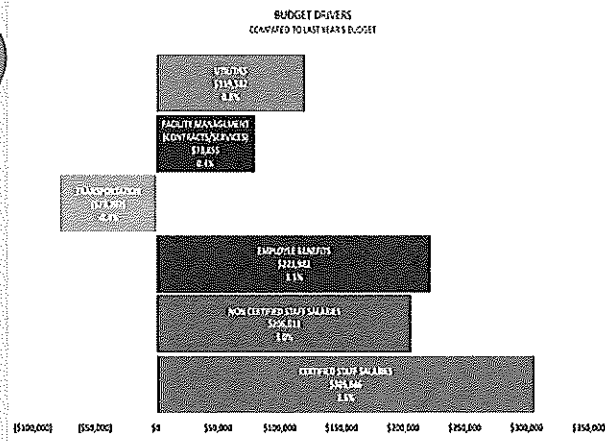
Supplemental Budget 2023-2024 Budget

2022-2023 Town Approved Budget	\$20,500,000
2023-2024 Superintendent Proposed Budget	\$21,445,725
Total Amount of Increase	\$945,725
Total Percentage Increase	4.61%

Budget Drivers



3 categories; Employee Salaries & Benefits, Contractual/Fixed Services and Transportation Costs equate to **96.6%** of budget



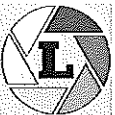
*Increase in contractual costs equates to 4.44% of the overall 72% increase
 **one less bus in contract extension with M & J
 ***Assuming a move from the State Partnership Plan to a Brown & Brown "Block" partnership

Labor Market

- "Connecticut's labor force has declined by 45,100 people since February, accounting for 41% of the New England region's losses. CBIA and Marcum's 2022 Survey of Connecticut Businesses . . . found that 85% of employers struggle to find and retain employees . . ."
 State's GDP Falls 4.7% in Second Quarter, CBIA (Oct. 2022)
- "A massive teacher shortage is gripping both Connecticut and the country. The Hartford Public Schools district is just one of many districts that have struggled with teacher shortages. Recently, it hired 15 bilingual teachers from Puerto Rico to try and address the program. The capitol city is still trying to fill about 230 teaching vacancies. Nationwide, there are more than 280,000 fewer public school teachers than before the COVID-19 pandemic."
 Districts struggle with teacher shortage ahead of start of school, WFSB (Aug. 2022)
- "The labor markets in both the state and the U.S. are in one of the tightest period in decades with more total job openings than unemployed workers for the better part of the past year . . . The increased pace of quits means that hiring must also accelerate just to maintain the same level of employment with growth requiring even more hiring . . ."
 Job Openings Growth and the Tight Labor Market in Connecticut, Mathew Krzyzek (June 2022)

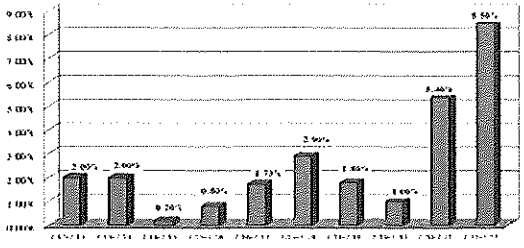
Staffing Challenges

- Over 40 resignations since last spring
- Reduced applicant pools
- Use of staffing agencies



Inflation

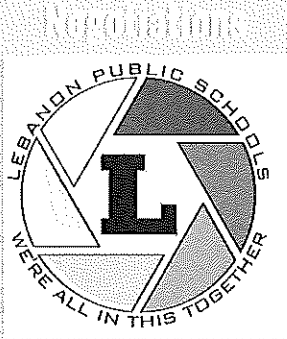
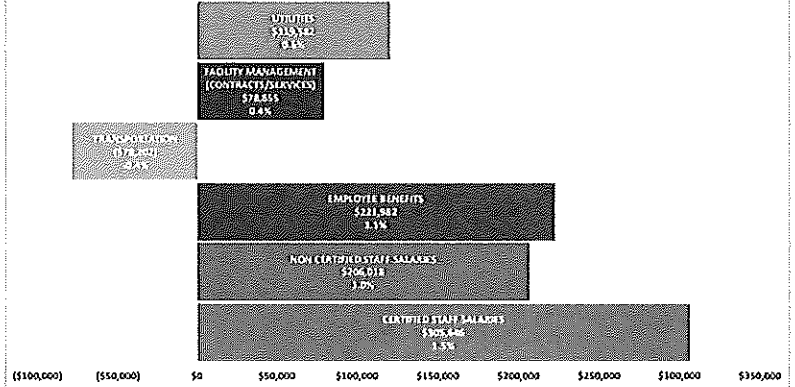
CONSUMER PRICE INDEX For All Urban Consumers By Fiscal Year



© Shipman & Goodwin LLP™ 2022. All rights reserved.



BUDGET DRIVERS COMPARED TO LAST YEAR'S BUDGET



2024 Contract Settlements

Year	Lebanon Administrators Association	CT Average	Lebanon Education Association	CT Average
2023-2024	3.5%	3.09%	4.86%	4.04%



Unaffiliated Negotiations



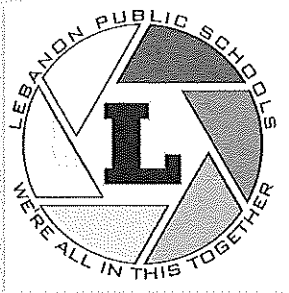
Year	Paraeducators	Secretaries	Custodians	Unaffiliated
2023-2024	Not yet settled	Not yet settled	2.5%	3%

Limited legal involvement to cut costs (savings realized this year)

*Attempts to restructure contracts to not have all settlements on same year

- Admin one year rollover
- Custodians & Secretaries 4 year contracts

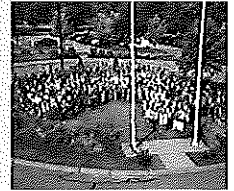
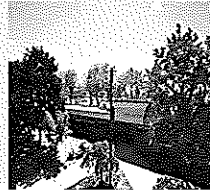
*Will have impact on future budgets



Historical Staff



# Certified Staff	111
# Total Staff	194
# Administrators	7
# Students	977



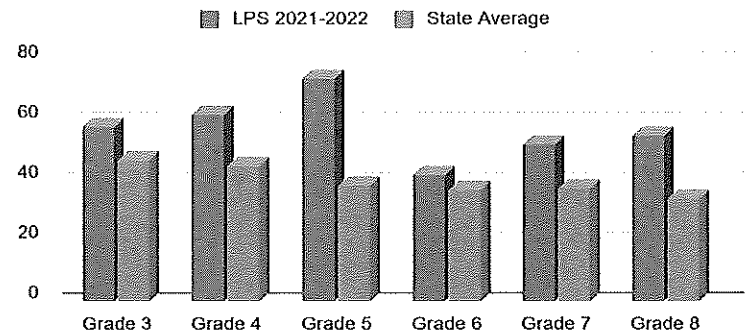
Historical Staff

Full Time Equivalent Staff (certified only) funded through operating budget

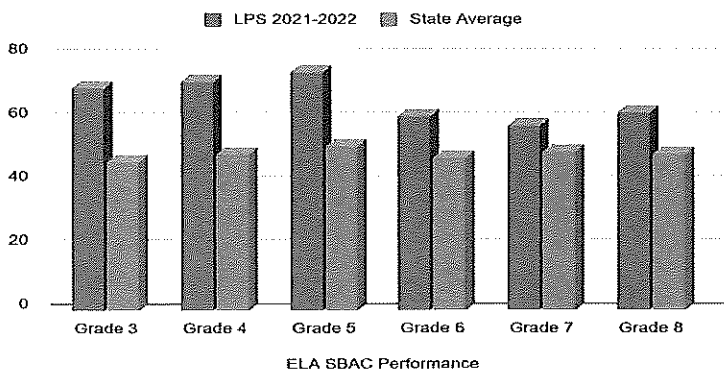
2018-19 - 118.2 FTE
(budget increase approved at \$125,000 or 0.66%)

2019-20 - 109.8 FTE
2020-21 - 111.2 FTE
2021-22 - 111.4 FTE
2022-23 - 111.6 FTE
2023-24 - 111.2 FTE

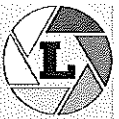
2021-2022 Math SBAC Performance % At or Above



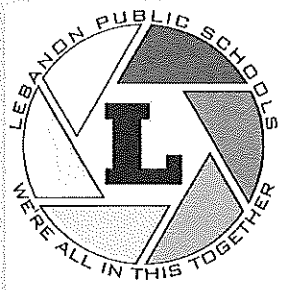
2021-2022 ELA SBAC Performance % At or Above



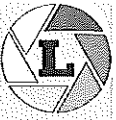
Data Highlights



- In 2021-2022, students in every tested grade performed above the state average in Math and English Language Arts on Smarter Balanced Assessment (% of students at or above grade level)
- Lebanon Public Schools showed signs of learning acceleration measured by academic growth- results demonstrate we are first in New London County in all subjects in comparing pre-to-post pandemic achievement
 - 5.1 in Math
 - 3.8 in Science
 - .6 in ELA
- Lebanon Middle School was second in New London County for English Language Arts & Science performance (as compared to 45 schools) and third for Math Performance



Historical Enrollment - Regular



School Year	Enrollment PK-12
2018-2019	1015- 1012
2019-2020	994- 995
2020-2021	975- 948
2021-2022	958/ 963
2022-2023	988/ 977

LEBANON STUDENTS ATTENDING TECH:

Tech School	2022-2023	2021-2022	2020-2021	2019-2020	2018-2019	2017-2018	2016-2017	2015-2016
Norwich Tech	37	42	28	23	27	22	25	27
Windham Tech	17	25	23	26	31	30	28	28
TOTAL Tech Enrollment	54	67	51	49	58	52	53	55

LEBANON STUDENTS ATTENDING A MAGNET SCHOOL:

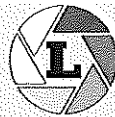
	2022-2023	2021-2022	2020-2021	2019-2020	2018-2019	2017-2018	2016-2017	2015-2016
Magnet Enrollment	14*	17	24	31	35	34	38	45

*awaiting final invoices

OUT OF TOWN STUDENTS ATTENDING LYMAN:

ASTE	2022-2023	2021-2022	2020-2021	2019-2020	2018-2019	2017-2018	2016-2017	2015-2016
Borrah	12	7	7	3	2	4	5	6
Colchester	15	14	9	13	17	18	21	16
Columbia	1	1	-	-	1	2	1	1
East Hampton	1							
Franklin	3	3	2	3	3	2	2	4
Region 8	13	9	12	15	10	8	11	6
Region 11	9	11	13	11	13	16	11	18
Salem	1	1	1	2	2	5	6	3
Sprague	3	2	3	2	2	1	1	3
Tolland	1	1						
TOTAL ASTE	59	49	47	49	50	56	58	57
Regular Ed	2022-2023	2021-2022	2020-2021	2019-2020	2018-2019	2017-2018	2016-2017	2015-2016
Borrah	21	9	4	3	1	N/A	N/A	N/A
Franklin	4	2	1	4	6	8	7	6
Sprague	7	4	1	2	-	3	N/A	N/A
TOTAL Reg Ed	32	15	9	9	7	11	7	6
TOTAL OUT OF TOWN STUDENTS	91	64	56	58	57	67	65	63

Historical Enrollment - 2020



Class Size

"The Board of Education subscribe to the philosophy that a reasonable class size must be maintained to provide quality education"



School Year	Enrollment Projection- PK-12
2022-2023	988/ 977
2023-2024	1001
2024-2025	1003
2025-2026	1005
2026-2027	1019

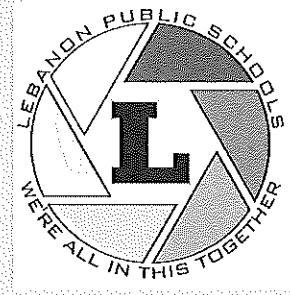


#CloseKID

- Community
- Relationships
- Social-Emotional Needs
- Multi-Tiered System of Supports



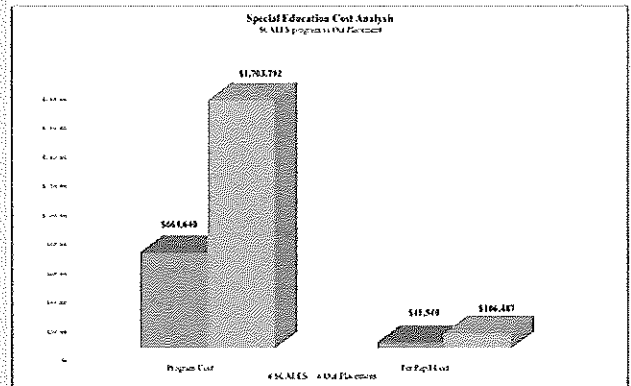
Special Education Services



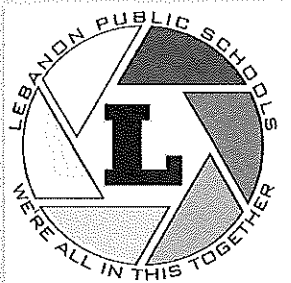
Special Education Snapshot

Total number of Lebanon students with IEPs <i>(based on October 1st numbers)</i>	104
Total number of IEPs from sending towns we implement:	28
Total number of IEPs case managed by LPS staff:	165
Total number of outplacements: LES-6 , LMS-3 , LMHS- 5	15
Average cost of outplacement tuition	\$83,769
Average cost of outplacement transportation	\$22,718
SCALES students in district:	16
Potential tuition savings: <i>(outplaced cost projected minus SCALES program cost) \$1,703,792 - \$554,640</i>	\$1,039,152
Potential transportation savings: <i>(average cost of transportation x 16 SCALES students)</i>	\$363,480

Special Education Cost Analysis
vs. SCALES program cost forecast



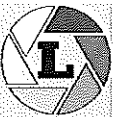
Revenue



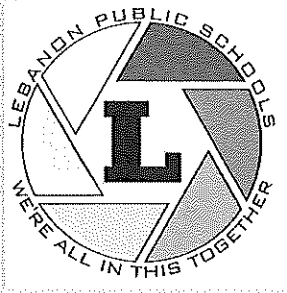
Total Projected Tuition Revenue

Sending School Tuition + Special Education Tuition + VoAg Tuition=
\$1,319,669

**Assuming a 2% increase to tuition rates*



Capital Requests



Facilities - SIP- Historical Requests

2017-18 - Approved \$100,000- requested \$260,500
 2018-19 - Approved \$90,000- requested \$610,000
 2019-20 - Approved \$100,000- requested - \$238,000
 2020-21 - Approved \$100,000- requested - \$198,000
 2021-22 - Approved \$100,000- requested - \$186,000

IT Capital Historical Requests

2017-18 - Approved \$90,000- requested \$100,000
 2018-19 - Approved \$80,000- requested \$90,000
 2019-20 - Approved \$90,000- requested \$90,000
 2020-21 - Approved \$90,000- requested \$100,000
 2021-22 - Approved \$90,000- requested \$100,000

Athletics Capital Historical Requests

2017-18 - Approved \$30,000- requested \$55,000
 2018-19 - Approved \$30,000- requested \$75,000
 2019-20 - Approved \$30,000- requested \$138,000
 2020-21 - Approved \$17,000- requested \$35,000
 2021-22 - Approved \$30,545- requested \$30,000



Board of Education Adopted 2023-2024 Budget

BOE Approved 2023-2024 Capital Program Requests

Information Technology	\$213,00
Facilities	\$338,000
Athletics	\$270,000



