

Town of Hebron Budget Referendum Exit Poll
(VOLUNTARY ONLY AND ALL RESPONSES ARE CONFIDENTIAL)

<u>How did you vote on the 2013-2014 Budget Referendum:</u>	Yes	No	No Response
Question 1: Town of Hebron Budget	283 56.83%	200 40.16%	15 3.01%
Question 2: CIP Budget	312 62.65%	167 33.53%	19 3.82%
Question 3: RHAM BOE Budget	273 54.82%	209 41.97%	16 3.21%

<u>Do you feel the 2013 - 2014 Budget is:</u>	Too Low	Acceptable	Too High	No Response
Town Government Operating Budget	26 5.22%	285 57.23%	167 33.53%	20 4.02%

(includes Fire Department, Parks & Recreation, Senior Center, Library, Public Works, CIP Cont. and Open Space)

If too HIGH please identify specific area:

If too LOW please identify specific area:

Hebron BOE	53 10.64%	209 41.97%	151 30.32%	85 17.07%
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If too HIGH please identify specific area:

If too LOW please identify specific area:

CIP Budget	19 3.82%	272 54.62%	102 20.48%	105 21.08%
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If too HIGH please identify specific area:

If too LOW please identify specific area:

RHAM BOE	29 5.82%	209 41.97%	169 33.94%	91 18.27%
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If too HIGH please identify specific area:

If too LOW please identify specific area:

Additional comments regarding this year's budget:

(Please give the elected boards as much feedback as possible - use reverse if necessary)

THANK YOU FOR YOUR INPUT

Tuesday, May 7, 2013

Exit Poll: 498 responses/1152 voters = 43 % response rate

TOWN OF HEBRON

BUDGET REFERENDUM EXIT POLL – MAY 7, 2013

Following is a summary of the responses to the questions posed in the May 7, 2013, Exit Poll:

Q. 4 Is the town budget too high, too low or acceptable?

Too High: School Budgets, Open Space, Salaries

Too Low: Open Space, Library, Roads

Q. 5 Is the Hebron BOE budget too high, too low or acceptable?

Too High: Administration, Salary & Benefits,
Enrollment decreasing while budget increasing?

Too Low: Librarian and Math Specialist positions

Q. 6 Is the CIP Budget too high, too low or acceptable?

Too High: Too many vehicles, increases in general

Too Low: --

Q. 7 Is the RHAM Budget too high, too low or acceptable?

Too High: Administration, Salary & Benefits, increases in general

Too Low: Athletic Field Maintenance

Q. 8 Additional comments regarding this year's budget?

General frustration with budget and tax increases. Economy in general. Mill rate too high.

Requests for Bifurcation.

Hebron and RHAM Education budget increases too high.

Don't fund Open Space. Fund more Open Space.

Appreciation for efforts and good budget, great town.

The responses provided to the questions were entered verbatim, including abbreviations, acronyms and misspellings. No comments were removed. Vulgar language was edited out from one exit poll respondent.

Question 1

How Did You Vote on the Town Government Budget

Yes

Of Responses 283 % Of Total Responses 56.83%

No

Of Responses 200 % Of Total Responses 40.16%

No Response

Of Responses 15 % Of Total Responses 3.01%

Total Responses 498

Question 2

How Did You Vote on the CIP Budget

Yes

Of Responses 312 % Of Total Responses 62.65%

No

Of Responses 167 % Of Total Responses 33.53%

No Response

Of Responses 19 % Of Total Responses 3.82%

Total Responses 498

Question 3

How Did You Vote on the RHAM BOE Budget

Yes

Of Responses 273 % Of Total Responses 54.82%

No

Of Responses 209 % Of Total Responses 41.97%

No Response

Of Responses 16 % Of Total Responses 3.21%

Total Responses 498

Question 4

Do you Feel the Town Government Budget is:

Too Low

# Of Responses	5.22%	% Of Total Responses	26
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Acceptable

# Of Responses	57.23%	% Of Total Responses	285
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Too High

# Of Responses	33.53%	% Of Total Responses	167
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No Response

# Of Responses	4.02%	% Of Total Responses	20
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Total Responses	498
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Question 4A

If Town Government Budget is too high please specify area

35	Administrative
36	CIP + Fire Dept.
50	School
58	Salary
59	Overhead (admin) costs are too high
74	Town Green - salaries - Give out more credit cards to thieves
77	Total discretionary spending
84	80% For Education in Budget?
88	ALL
100	Because of RHAM
103	Raises, Cadillac benefits
108	education library
119	town Government
126	I just think the town does not make common sense choices where and when to cut in general
131	Whatever "services" were restored in this budget that had been cut last year. Open spaces - while nice-to-have, this should not outweigh infrastructure maintenance, as well as safety/security for the town.
139	BOE & RHAM
147	Should not reduce if budget not passed. Should reduce Hebron school budget.
175	Payroll
177	Particularly Open Spaces We Can't Afford it righ now
182	RHAM & Hebron Bo of Ed!
197	I don't feel an increase of that much at this time

204	All, every PriVate sector company has cut supplies and manpower, government is expected to follow suit
208	RHAM too high, way too high. Open Space and Library and Public Works are acceptable.
212	All
229	FD + PR (Not Library)
232	CIP
234	school budget
240	feel like for the \$ I pay I don't get enough services
242	Hebron school teachers get an increase each year
245	Benchses!!! Along 66?!? Salaries
251	Everyone knows of unfunded mandates & fixed costs however we cannot continue to increase budgets & taxes each year. The economy is not improving for most of us. Decrease Town Hall support personnel & cross train all. Past experience with the building dept. suggests this would be a good dept. to reduce. Park & Rec - consider reducing mowing - would save man hours & equipment expense - Reduce mgr. vehicles use.
270	Open Space
279	CIP & Open Space
283	STOP REDUCING SERVICES
291	All
296	need to cut where hurts the least people
304	TOO ***ING HIGH YOU *****SUCKERS
316	Capital improvements
340	education/RHAM
342	No more tax increases
348	No open space next year! More to capital (CIP)
358	Why do we have full time Building director when neighboring towns have PT?
361	Town vehicles used full time building inspector for commuting

362	Open Space
363	schools/administration/total amount
384	no choice w/increase in costs
406	should be cutting back
413	Governments tax machine must be controlled my assessment went down last year yet my taxes were higher
427	Higher than area towns - get nothing
440	Open Space
461	Voted no because of Hebron BOE budget too high
463	I think that open spaces need to be cut and on a as needed basis
464	Administration in Gilead & Hebron El.
470	All - I did not get a raise and have to live on what I have been - Learn to budget
478	School Parking lot, To many Staff Salaries, Not Matching my Prioritys.
479	to much goes to schools
503	Open space, and cut across the Board - Shoot for no incese-no one is getting Raises Stop improvement for a few years - maintain save

Total Responses 57

Question 4B

If Town Government Budget is too low please specify area

24	We should spend on our school system and town
36	Road Maintenance & Public Works
124	open space fund, fire dept.
171	Cost are cut to bone and increases is due primaryily to salary contracts and health costs More money should be allotted to open space.
189	Need Facilities Manager for all of our buildings
195	Senior center, OPEN SPACE - Been underfunded for a decade
211	More \$ for Parks + Rec
213	So much has been cut out of schools + library - funding needs to be raised
230	Road, Street Lights
245	Schools schools schools
261	Parks + Rec, Library
336	ALL
380	Library
402	road improvement, CIP
416	LIBRARY, OPEN SPACE
456	I appreciate fiscal responsibility, but it feels like we are deferring maintenance and missing opportunities for investing in infrastructure.
489	ALL
504	Open space contribution is too low; add funds for wetlands enforcement + for planning assistance

Total Responses 18

Question 5

Do you Feel the Hebron BOE Budget is:

Too Low

Of Responses 53 % Of Total Responses 10.64%

Acceptable

Of Responses 209 % Of Total Responses 41.97%

Too High

Of Responses 151 % Of Total Responses 30.32%

No Response

Of Responses 85 % Of Total Responses 17.07%

Total Responses 498

Question 5A

If the Hebron BOE Budget is too high please specify area

25	Don't have kids
27	Cut foreign language at Hebron Elementary
36	Personnel Costs
42	ADMINISTRATIVE - COST TO SENIOR (TAXES) TO HIGH
50	School
57	(up arrow) budget but decrease in students enrolled
58	Salary
59	Admin costs are too high - cuts should be made there not to the areas that directly affect students
61	Administrative sal. Too high!
74	entire budget
75	% of student decline is much greater. Budget should decline as well. Would reduce paraprofessionals. Ratio is too high compared to certified staff
77	Total discretionary spending
81	We have fewer students, but the cost is higher. Why?
84	Cut Administration, (up) class size etc
86	Cut Administrators (Top heavy)
88	ALL
103	Cadillac benefits
106	Administrators
117	Education is underfunded in Hebron
121	SALARY & BENEFITS
122	Ditto

124	staffing - more positions need for lower class size
125	need to be below 0 % because of dropping enrollment
131	Administration - too many mandates esp. from State. I recognize that much of this is out of our direct control. However, as a taxpayer I feel stuck between the State of CT's attempts to improve education, versus our town's attempt, neither of which seem to help.
133	With a dropping population the budget should be lower. Staff cuts are necessary.
138	Unsure but costs seemed high
141	Have to live within means
147	Need to reduce Hebron school budget by 5 -10 % to reflect decrease in enrollment
152	less kids more \$
153	With lower enrollment budget needs to be decreased
154	* Can't reduce debt or int payment - Reduce other areas to equal increase in debt and interest
163	Why so much for legal fees 35,000 to 95,000? No idea funds? Why
167	too many administrators - why a Dif of Curriculum for Pre-Ke 6 system
175	Payroll
177	No specific area
178	Surplus should have been applied directly to budget '13
182	Salaries & Position
185	Too many superintendents/too many principals
188	200 Less kids and a increase?
195	What is wrong with the BOE budget: 148.5 admin, certified & non-certified = 5.85 per student Enrollment 2005 1,244/2013 869 - 375 fewer - 30% reduction Budget 2005 \$9,599,090/2013 \$12,005,923 - \$2,406,833 - 20% increase
197	With decreaseof enrollment why an increase.
199	Not understood
204	There is a lot of dead weight in the administration
208	Although < 1 % increase isn't bad, cuts in areas can be made; ie cell phone expense.

212	All
229	Curriculum specialists, All Day Kindergarten
232	In general too high
236	school
251	Board of Ed - reduce administration - enrollment continues to decline - Do we need full time principals or curriculum director & full time Super?
259	(Important!!!) (1) Uncomfortable w/budget written by Cruz (2) no need for full-time superintendent (only 850 kids)
261	All
269	RHAM
272	Too many administrators. Public not heard. Librarian shouldn't be cut
276	headed into the too high area
294	too many cuts
296	education is important, but need to cut back especially because enrollment will be dropping
304	SEE ABOVE YOU MOTHER ****ERS
313	Fewer students should = fewer \$\$
316	Administration costs
326	67 students down w/increase - doesn't fly
329	Administration salaries too high
330	all
340	all
342	No more tax increases
344	ALL
345	ALL of It
355	in enrollment + in staff, but in \$ why?

361	Administrators and teachers overpaid
363	all areas - too much padding
371	Too High
373	fringe benefits
380	Administration
382	full day kindergarte/ covering the cost of Ellie Cruz's indiscretions
398	ADMIN - DECLINING ENROLLMENT INCREASED BUDGET MAKES NO SENSE.
405	Contract w/union too high
406	should be cutting back
416	ADDMINISTRATION
418	SALIBRS/OVER HEAD
431	Student pop is dropping why not budget?
440	Admin.
445	Admin. And extra Math Specialist
454	Too much suspension, cost not enough Ed. Services for kids Declining enrollment, but still budget Hike.
464	Administration
470	Same as above
472	Don't need superintendent for 2 schools!
477	ADMINISTRATION COSTS
478	Salaries and Benefits are to High Administraton Staff Salaries are to high
479	To much goes to schools
483	Library
484	LESS KIDS, EMPLOYEES SHOULD PAY MORE, ALSO MORE MULTI-TASK

503

Salary Adjustments - 0% Like all other professions
Administration is out of control - they should have 0% Adjustment too -

Total Responses 91

Question 5B

If the Hebron BOE Budget is too low please specify area

- | | |
|-----|---|
| 15 | Would like to keep librarian position |
| 19 | We are still in need of improving technology infrastructure |
| 24 | good schools attract residents. Residents attract business |
| 111 | Librarian and math position needs to be put back in |
| 127 | They have already cut too much - cutting the librarian position is unacceptable |
| 129 | Increase money to support and maintain schools for children |
| 139 | Admin costs - declining student pop, increasing budget ?? |
| 183 | Substitute Teacher Pay |
| 209 | Please add in the Library Media Specialist. We were promised last year nothing would be altered due to full Day K yet the Library Program has been sacrificed. How will 1 librarian manage 900 students. I hope our new incoming Superintendent will add this back in. Thank you. |
| 213 | Arts, foreign language, technology |
| 221 | We should have two full time librarians and two math specialists. |
| 227 | All |
| 230 | Salary Increases |
| 240 | need more programs for our students |
| 247 | BOE increase is exceedingly small |
| 248 | We need to maintain ALL teachers; classroom & SPECIALS! |
| 263 | *Very disappointed with loss of GHS full time librarian would like to see that reinstated |
| 277 | School Needs More Money. For Teachers & School Readiness! Program |
| 292 | Math specialist, GHS C + E, Librarian |
| 381 | Need languages for children, more technology, |
| 396 | teacher/vs administration salaries |

- | | |
|-----|---|
| 446 | We need more help @ schools |
| 457 | keep cutting too many services |
| 458 | too low on capital improvements |
| 466 | OUR SCHOOL SYSTEM IS OUR ONLY TOWN ASSET. INVEST IN IT!! |
| 490 | Rising costs due to state cutting funds. Towns should support schools |
| 493 | worried still that the class sizes are getting too big |

Total Responses 27

Question 6

Do you Feel the CIP Budget is:

Too Low

# Of Responses	19	% of Total Responses	3.82%
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Acceptable

# Of Responses	272	% of Total Responses	54.62%
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Too High

# Of Responses	102	% of Total Responses	20.48%
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No Response

# Of Responses	105	% of Total Responses	21.08%
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Total Responses	498
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Question 6A

If the CIP Budget is too high please specify area

35	All areas
41	The town purchases too many new vehicles - This budget should be for actual capital improvements (eg. Schools , parking lot)
46	did not vote did not have info
74	entire budget
77	Total discretionary spending
83	We do not need a new police vehicle or wood chipper
84	Not in this Economy
88	ALL
103	benefits
153	Budget is always cut in favor of Board of Ed
175	OK
177	Can't afford CIP right now
195	Could be higher to fund infrastructure
197	I don't feel an increase of that much at this time
212	All
245	Benches!!! Along 66?!?
263	Unknown - didn't pay attention to it.
272	BOE should not be spending \$100,000 on bathrooms. Roads should be priority. Falling behind on road maintenance our road is 8 years over due for repaving
296	same as above
326	can't keep spending at this rate. Needs to be selective - roads first- trucks last
329	Need to make cuts - increases are too much every year

340	all
342	Too many wants - no more
344	ALL
361	Salaries and Benefits
363	total to much money
406	should be cutting back
412	NO FUNDS
461	Do not need any more open space
470	Same as above
478	To many things We do not need down the road Parking Lot
482	concern about necessity of spending
483	Park & rec., Public Works
503	Across Board

Total Responses 34

Question 6B

If the CIP Budget is too low please specify area

22 More CIP For "ALL Purpose" Sports Fields/Facilities.

292 More maintenance

304 **** YOU ALL

344 ALL

384 wish P&R could get more

402 see above

456 see above

Total Responses 7

Question 7

Do you Feel the RHAM BOE Budget is:

Too Low

# Of Responses	29	% Of Total Responses	5.82%
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Acceptable

# Of Responses	209	% Of Total Responses	41.97%
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Too High

# Of Responses	169	% Of Total Responses	33.94%
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No Response

# Of Responses	91	% Of Total Responses	18.27%
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Total Responses	498
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Question 7A

If the RHAM BOE Budget is too high please specify area

- | | |
|-----|---|
| 12 | Don't agree that Hebron pays more for RHAM all the time |
| 16 | We host the school why do we pay so much more |
| 36 | All areas |
| 39 | Have children that attend private high school not happy w/ quality of RHAM H.S education |
| 42 | SALARIES, ADMINISTRATIVE COST SENIOR TAXES TO HIGH |
| 44 | Too much waste - Don't need new phones - etc schools new |
| 50 | School |
| 57 | decrease in students but increase in budget |
| 58 | Salary |
| 59 | Same as BOE comment above |
| 72 | All other depts are under 3 % increase - they should be also |
| 74 | entire budget |
| 77 | Total discretionary spending |
| 84 | Cut Administration, (up) class size, charge to use school Bus. |
| 88 | ALL |
| 91 | Increase was too high |
| 107 | this is too high! I have tried to learn about this but I can't find much info. |
| 108 | salaries, insurance |
| 115 | % is too high + unacceptable - they offered retirement incentives yet didn't include the savings of the retirements vs. new hires in the budget be/c they didn't "know" who or how many retirees they had. Their attention to security + the grounds is deplorable - they need to allocate budget \$\$ to these items for maintenance upgrades + replacements |
| 121 | SALARY & BENEFITS |
| 122 | An increase over last year is unacceptable |

123	8% increase is just too high & Hebron absorbs most of this year after year same old thing
125	Too high. Need to find more cuts. 2 %
131	See HBOE comments
135	out of control spending!
138	I like future planning but need to try + reduce costs
139	Admin - let's get 1 super for all 3 towns for all schools
141	Why not reduce teaching staff every other business has done it
145	Favor more if a user the only fair way
152	less kids more \$?
154	* See above comment (Can't reduce debt or int payment - Reduce other areas to equal increase in debt and interest)
161	Troubling each year RHAM budget increases, while town + HBOE goes lower or flat
166	salary increases
167	Yes our enrollemnt s up - but why the remainder fo the increase Too High
175	Payroll
177	Student enrollment - is down, spending needs to be flat at most
179	Magnet school; year over year increase too high
182	Salaires & # of Position
185	Too many superintendents/principals
194	Teacher Benefits - also just overall tooo high
195	Must cut back on non-educational items
199	Not understood
204	Get rid of the overly paid out of style Superintendent that runs the dept
205	We only pay 1/3 of the cost & it is higher than the elementary schools?
208	Technology, cell phones

212	All
229	Curriculum Specialists, Admin.
237	if teachers are bad, get rid of them redo the contract rather than keep them for years
238	Do not understand it - simple as that
255	overall operating costs too high - too many constant increases
259	Why are we paying for sports
261	All
263	UNC
266	Salaries
272	3.5% is unconsionable. Can't afford the continued exportential increase
276	headed into the too high area
278	administration
287	overall percentage increase
296	people who are not rich are cutting back on everything, even food !!
304	THIS IS HEBRON NOT GLASTONBURY **** YOU ALL YOU SHOULD ROT IN ****. WATCH YOUR BACKS.
316	Administration costs
326	No issues - Hebron just has the majoirty of burden
329	Same as Hebron BOE Increases go to administration rather than students. Sports fees should be applied to equipment + facilities not general fund.
333	I can't say specifically but increasing trend in spend over last several years while Hebron/CIP is flat.
334	Addendum to previous comments
338	Seems high - Hebron BOE rises slowly - RHAM always has a larger increase. Why? Guess I just need to do more research before I come to vote.
340	all
342	No more tax increases

344	ALL
345	ALL of it
348	They are not as diligent on holding line on budget
357	Say Hebron is sending up more students for increase when we actually are not
361	Salaries and Benefits
363	Total too high all areas - too much padding
371	Too High - Don't agree with some programs we are spending money on.
373	Non-essentials and fringe benefits
377	Every year inflated even w/additional pupils
380	Administration
399	Enrollment down, budget up???
403	General personnel principal + asst principal
405	contract w/union too high
406	should be cutting back
412	WHO NEGOTIATES SAL & + BEN? DID U GET THE \$15K FROM ELEANOR?
416	ADMINISTRATION, FOOTBALL
431	Student population is dropping, why not budget?
440	Admin.
454	See above
470	Same as above
472	Don't need superintendent for RHAM H. W/3 towns votes from each would work
478	We are paying way to much considering how CT stacks up against other States Test Scores
479	To much goes to schools
484	Same as above

493 I don't feel the board tried to cut much; need to be more conservative + keep class sizes small

503 Administration - Same across the board

Total Responses 94

Question 7B

If the RHAM BOE Budget is too low please specify area

76	Athletic fields need help
171	See above (Costs are cut to bone and increases is due primaryily to salary contracts and health costs More money should be alloted to open space)
183	Subsitute Teacher Pay
213	Arts, foreign language, technology, guidance
227	All
349	Cut from budget - custodian to properly care for fields & school Athletic field improvements necessary
396	"Above" & extra curriculars shouldn't have to be pd for
436	More \$ for facilities. Need turf field.
446	We need better maintenance for fields & mx of grounds at RHAM. Current conditions are unexceptable.
456	see above. Plus, wish we expanded academic and electives - music, art.

Total Responses 10

Question 8

Additional comments regarding 13-14 budget

- 6 It's a doable budget. Everyone worked hard to make it affordable.
- 10 I still think the Town part & HBOE should be separate.
- 18 Get that charter rewritten so Bd of Ed of Hebron be separate!
- 19 People in the town don't seem to understand that decline in enrollment does not automatically mean school budget should be lower. Not one grade level is impacted so really can't cut teachers yet. Plus contracts are negotiated for 3 years. Town has to honor those contracts includes payment of overly generous insurance perks. BOE should look at perks carefully as they negotiate teacher contracts this summer.
- 26 Full Time Building official & cut for position
Park & Rec. Director Truck
- 27 I think the Spanish language program at elementary school could be cut. Marlborough cut theirs. Middle School + High School is time enough for foreign language
- 30 Cut back the TAX'S for Sr's Citizens
- 35 I am Tired of Taxation Without Fair Representation. Hebron pays over 56% of the RHAM Budget. We Shold Have 56% of the Vote. One Vote in Marlborough and Andover Should not Count As Much AS One Vote In Hebron. Please Fix This.
- 36 Ballot should be more bifurcated. Each item should be voted on separately
- 37 Couldn't Resoncile Q1 w/ Q3. Confusing. Consequently had to vote no - because Qs were confusing.
- 43 The wording on the ballot for Town Budget now included working for RHAM Education - it was very confusing and awkward, esp with a separate line item for RHAM total budget which is how we have always voted. Should be some type of explanation regarding the wording.
- 45 Keep up the good work!
- 51 Just go back from layoff. I have to lire within the means that have so should the town.
- 54 We Can't spend enough on Education.
- 56 Why do we need another Million dollars?!
The Town needs to make do With What they have like every one else does.
- 62 Difficult w the rvaluation but you need to spend the money to maintain the standard.
- 64 Schools are being asked to implement national common core standars and need the resources to do so?
- 69 11 students Per Teacher is redickulas

70	Need to find more efficient ways to spend limited resources
71	Taxes Are TOO HIGH ALREADY!! Keep budget flat as economy catches up to Expenses.
72	The state needs to stop the out of control spending and the passing of "feel good" laws their spending (state) affects our budget
74	cut 80 % then look for fat
80	Lots of people without jobs
85	I havent had a raise in 3 years - we need a break cut board of education budget
89	I wish there was a perfect answer to these questions. I hope that our elected officials can be trusted to work together to do the best w/ the money we give them.
92	Please support our students!!! Maintain curretn educational programs.
100	The RHAM budget should be a separate referendum + not included as part of the overall town budget
102	I work for RHAM and there's not much they can cut! Dr. Siminski did a good job.
113	More publicity about the budgets before vote so can vote intellectually.
117	Education is critical to house values ad quality of life to town-
119	mill rate of 33 is way too high
123	although I agreed w/ elementary BOE budget in #1 I could not support the RHAM budget - they need to be reigned in - the town buget itself is reasonable
126	I believe the choices that were made where to cut in the HBOE budget are terrible. I can not believe the BOE believes it is or to opeate one of our schools without a librarian - there are other more sensible areas that could have been cut. But to avoid further hurtful cuts I voted yes.
128	We all have to cut back, so does the Town. Student enrollment is down but the budget is up? We will have to do with less. Look again + cut til it shows a 0% increase. This is your job, do it. The well is running dry -

131 Budgeting has become a lesson in futility, be it our town, our state, or the federal level. It seems that every problem, issue, woe, misfortune or just plain "want" becomes the responsibility of one or all levels of government to fulfill. This puts all the Boards in a no-win situation. So, I appreciate the efforts of the Boards, but you operate in an over-constrained budget space. For example, I no longer understand the true scope of public education - is it the "3R's"? Is it to become the next point guard for the Celtics? Is it to become an entrepreneur? A wage-earner? A critical-thinker? A skilled problem-solver? As a manager at a high-tech engineering company, I see college graduates that can handily navigate a variety of electronic devices, but cannot solve technical, business, or human problems. So when "education" trumpets how "technology" will solve our problems in education, I cringe at the thought I look at how we try to tackle big issues, and I see too many qualitative and dogmatic statements - "this solution (pick one that's touted) will give our children world-class education." Sounds good, right? But what does it mean? To what are we using a statement like "world-class"? Then we confuse "correlation to causation" - "such-and-such a program (again, pick one) has a high correlation to avoiding welfare". Can we prove that said program truly causes avoidance of welfare? (By the way, this is a para-phrase of a statement made a few months ago in a local paper. I am not making this up.)

So I look at us, as adults, struggle with objective problem-solving, and wonder if we can teach our children what we cannot do ourselves. With respect to government as well, I ask the same question - what is its scope? Similar arguments and concerns as stated above regarding education, so I will not belabor this point.

In summary, I find it hard to point out specific items to "cut" as I no longer see the cause-and-effect relationships between money spent and quality of the outcomes. There's too much "noise" to distinguish any "signal". Our problems are systemic, as a nation. Our town's struggles are a microcosm of the bigger challenge. Thank you for reading...

Sincerely,
Brian Gracias

133 I also think the RHAM budget is too high, but I understand how much of it are unavoidable costs. Before you pay for extracurricular programs/expenses, make sure we pay for our curricular needs. Like music & the arts.

134 My Compliment to ALL of You for a well examined + prepared Budget

150 Can't really give specifics. But the amount of taxes we pay is getting over bearing - when will it be capped? Why not make do w/ what we have? We all cut back 0- the town can too

153 We need bifurcation - we need a choice - town budget would probably pass but school budget is always too high + therefore the town budget gets voted down.

156 School population is going down - be sensitive to this in future.

164 Clearly the BOE needs to be more accountable and attend to how the \$'s are spent + by whom

167 Hebron BOE is out of control. The administrators are overpaid for such a quiet system with a decreasing enrollment Taxes need to be under control - what we can pay.

173 RHAM BOE increases too high! 8% yoy is not acceptable considering several years into a continuing recession.

- 174 Taxes already very high: Town is business unfriendly. Look at all the houses for sale. 25 houses for sale within 1/2 mile of my house. Marlborough has 157 houses for sale w/ pop of 6,000 that could be 8 - 10 % of town!!!
- 176 you can do as you want after two years as I am moving.
- 177 Salaries are flat in the taxpayer base. Increasing spending and taxes makes no sense in this economy.
- 180 It's a smart investment to maintain services rather than letting things slide and having higher costs later. We need to learn from bad choices made in the past. When the student population is still rising it's important to continue existing services.
- 182 BOE members should also be teachers & should be required to teach classes.
- 183 A substitute must have a college degree yet is paid \$10.00/hr at RHAM and less for Hebron BOE.
- 191 Hoping this year's budget allows for Hebron Elementary parking expansion.
- 193 Getting to expensive to live here -
- 194 Good job
- 195 In that the Federal & State budgets and DEBT is high - Hebron best better control (HBOE & RHAM) expenses not associated w education
- 201 Good job!!
- 204 Cut back on spending including open space.
- 205 Money is tight everywhere for everyone. Do more with less!!!
- 208 RHAM - Because Hebron must pay the highest % for RHAM, Hebron's overall vote should be weighted and count for more than the overall vote from each of Marlborough + Andover.
- 209 The insurance savings for the Hebron BOE should have been returned to BOE to keep positions in rather than returned to town at the expense of our students (i.e. library). A 2.33 % increase would have been acceptable for the Hebron BOE when you look at Rham's increase
- 210 With the economy in this State so low higher taxes for the school do not put money in our pockets to feed & cloth our children.
- 212 Has anyone ever asked for concessions from employees?
- 216 With the enrollment at the elementary schools decreasing there should also be decrease in administration. One principal can do the job for the two schools with an asistant at both. Look at other towns and see jut how many kid prinicpals can be responsible for.
- 217 More explanation for public
- 221 I wish the insurance savings realized by the BOE could have been used to restore cut positions.
- 228 Have limited income and with everything else going up don't have money to spend.

- 235 Let's hope it's approved for Hebron
- 243 Lower the budgets
- 245 Increased taxes are part of increased services, but TASTEFUL (NOT Box stores) Retail would be nice. AND protect the 300 yr plus trees! We lost SO many thanks to CVS!
- 247 We need to recognize that our basic services must be maintained if we want our community is to grow. That includes fully funding schools and town maintenance
- 248 #1 SCHOOL PRIORITY HAS TO BE TEACHERS IN CLASSROOMS. REGARDLESS OF OTHER COSTS.
- 251 Bifurcate Town & BOE budgets. Reduce amount of town vehicles available for administrative use - pay them mileage instead.
- 256 Education is, again, too high!
- 259 Difficult times - trying to avoid foreclosure + bankruptcy.
- 260 Boards are doing a good job. I trust their judgement -
- 261 Tired of all the education cuts
- 262 Since Ellie Cruz's departure - I feel acting Superintendent has put trust & integrity back in this position for Hebron BOE. It was sorely lacking.
- 265 Consolodate the Elementary Schools into a total Regional Administration. 1 Super and 1 asst Super. Principals at the schools.
- 270 CT is 49th in income growth why are taxes increasing
- 272 Survey before vote goes to referendum
- 273 I Appreciated the Poster Boards in the Library
- 274 administrative costs too high
- 276 Education is great in this town, however, costs are escalating too quickly!
- 277 BOE - Hebron Needs larger Budget! More Resources -
- 281 My property tax has gone up 75 % in 10 years. My pension has gone up 0 %. When is enough enough!
- 282 We can't pay more taxes
- 284 Rham Budget should be separate
Hebron Budget should be separate
CIP Separate
Town separate

289	TAXES ARE TO HIGH ALL READY SLASH ALL REDUCE SPENDING
290	no more increases too high - operate within means furlough if you must.
295	Very low tax increase - This one should pass.
296	I believe it is not right to raise taxes so the affluent can have what they want. I'm in danger of not being able to keep my home. 65 years young + working full time still. Those that want extra services should pay for it. Be understanding for those strugglin financially. Do you want only rich people left in Hebron? I had no problem having dump hours cut last year. Can we come up with more creative soluations? Thank you for asking (smiley face)
298	One questions at a time
300	Thank you to all who give of their time to serve in our community
302	85% for teachers raise benefits - I haven't gotten a raise in 3yrs! And I worka lot more than 180 days! I think not!
306	SO ENROLLMENT FOR SCHOOL IS DOWN BUT EXPENSES ARE UP
307	For far too long the "money for the children" is used as a reason for increased spending with no or little thought to CONSERVATION or COST REDUCTION
309	support continued & increased funding for open space
310	Good education comes from good teachers, not throwing money at the system. + administration numbers. Said this the last time.
318	Being that we have maintained a balance and not raised anything last couple of years - I thought the decisions made this year appropriate
321	Thanks for having the Budget on the web
322	Property taxes are too high. I miss Massachussetts.
323	Would like to see Education budget separated from town budget
324	I'VE LIVED HERE 6 YRS AND DURING WORST RECESSION IN 75 YRS MY TAXES ARE UP NEARLY FIFTY PERCENT. RIDICULOUS. I'M MOVING IF SOMEONE BUYS MY HOUSE. I HATE THIS TOWN
329	How can we approve Union Contracts BEFORE we have a budget?
330	Budgets should reflect the economy The "Goose" is no longer providing golden eggs
334	I read somewhere that health insurance premium increases are due in part to the Health Care Reform Act. Obama said this would not happen. This needs to get back to our U.S. Reps + Senators.

- 341 Glad funding for open space is included/expanded
- 344 Don't want taxes any higher
- 346 We appreciate all the hard work our Hebron Board Members do for our community Thank you! The Morency's
- 348 Drop open space budget!!!
- 352 The buget was confusing about RHAM - in the first & last questions. What about bifurcation. It is a very good school system.
- 358 Also why do we provide the Parks & Rec a truck & he leaves near the RI border?
- 361 Why do we have full time building inspector who also moonlights in Columbia with a new car?
Why does Director Parks and Rec use a town vehicle to commute to Rhode Island on the Taxpayer.
Do all town employees consume alcohol @ lunch and return to work?
- 363 Bad economy - taxes driving older residents out of town - not fair if amount too high . - people's expenses go up - too many increases in taxes. Too many increases -
- 365 Keep the same amount as last year cut where nessarry
- 367 Taxes are too high in this town
- 368 Would like <1% (up arrow) in totat budget
- 369 Would like ability to vote separately on RHAM budget vs. total town budget. Hebron BOE did a great job of being transparent on student pop vs. spending. RHAM info not readiliy available. Why?
- 371 More common sense spending
- 373 Budgets should lower when residents average incomes become lower
- 375 There is better ways to do this - we can't live here anymore!
- 379 Town Budget should be broken down to include amount for Hebron Board of Ed.
- 380 IT'S TIME TO STOP ALLOWING LAWYERS, POLITICIANS AND CEO'S OF LARGE CORPORATIONS TO DECIDE HOW WE RUN OUR LOCAL SCHOOLS
IT'S TIIME TO STOP FIGHTING BACK AGAINST THE COMMON CORE STANDARDS WE KNOW WHAT'S BEST FOR OUR OWN KIDS. WE NEED TO TELL THEM (FED + STATE GOVT'S, AND THE PEOPLE WHO OWN THEM) TO KEEP THEIR \$ - WE NEED TO TAKE BACK CONTROL OF OUR OWN SCHOOLS, + CONTROL OVER THE FUTURES OF OUR OWN CHILDREN. READ UP, BECOME INFORMED. AND TAKE A STAND FOR OUR KIDS.
START WITH TRUTH IN AMERICAN EDUCATION. GOOGLE IT, READ UP, AND LET'S TAKE BACK OUR AUTONOMY!
- 382 I appreciate the transparency of the RHAM BOE, I do not however feel the same way about the Hebron BOE. In fact, if there was a vote of no confidence I certainly would partake. I had issues with her leadership when she was in the position and we continue to pay the price for her dishonesty (both in & out of the position) It is embarassing.

- 383 I am disgusted with the fiscal management regarding Ms. Cruz and the expenditures approval -
- 385 we deserve better!!
- 386 I would like to see zero increase in the Mill Rate
- 393 Education is the reason we moved to Hebron and is why we stay! It matters that we support education budgets and understand that the faculty and staff work much harder than given credit for -
- 398 WHY IT WON'T MATTER. BURY YOUR HEADS SOME MORE.
- 400 I am a supporter of money to support education & town service needs.
- 408 I think the town should not suggest spending a penny that they don't have, and should think about actually saving the taxpayer some money - before everyone moves out and the value of our property decreases more, given the high mill rate, and minimal services, with all support on the tax payer, with no commercial base
- 410 Households are cutting because of no raises and job lost - and so must the town - do not close the transfer station or library - they are for the working + greater good
- 412 HOW MANY RETIRED PEOPLE LIVE IN TOWN?
HIGHER TAXES HURTING PROP VALS?
GET SOME PROFESSIONAL PEOPLE IN ADMIN!
- 415 I wish I had known more about the proposed budget before I voted
- 423 I understand money is tight for all, but we need the services. I am particularly concerned with the education budgets, as standards are becoming increasingly higher competition for jobs will be intense. I would like our citizens to be prepared.
- 425 My income went down but my taxes keep going up. I am seriously considering moving from this state.
- 426 -consider regionalizing elementary schools to realize savings of multiple superintendents, special ed directors
-cost sharing for grounds maintenance w/ town Parks & Rec & schools & snow removal
unions contracts should not limit ability to create cost savings options.
- They (contracts) can be renegotiated rather than just shutting down the idea.
- 430 Hebron is an awesome town. Don't take it for granted!
- 434 Budgets affect quality of life, which in turn affect property values.
- 446 No more cuts - we need to fund these budget.
- 447 Increase open space budget.
- 449 no more cuts to education!

- 450 Main problem is taxes. I don't care where or how the money is spent but I don't want to see the mil rate increase.
- 452 I voted yes for RHAM but feel it needs to decrease. The increase due to the non levy portion is too high.
- 460 We have the worst athletic facilities at RHAM - an embarrassment
- 470 Learn to budget on what you have and stop asking for more...need I say more?
- 471 I voted "yes" as there's been too much taken out of our schools already. However, when you see 5 - 7 town workers standard around while 2 workers work, it's upsetting. Private industry doesn't put up with that poor work ethic and our tax payer dollars shouldn't go toward that.
- 475 Higher taxes would kill us.
- 478 I would like to see a budget cycle where the taxpayers ability to pay was the first and last line in the sand for a zero-increase budget. This year wage earners took a 2% hit when social security withholding returned to pre 2011 levels. Plus, the grand list increased all of 0.6% meaning, that the tax base is not growing. The effects of Federal sequestration is looming, and who knows what Hartford is going to do. It feels like we the taxpayers are considered a bottom-less, in exhaustible, carte-blanche ATM machine for everyone else to use for their purposes. How about a "just say no" Budget?
- If the budget is voted down, I sure hope the cuts will not be done in a venjfull way again to get the taxpayers back as the Seletman Said to me last year. "They did not partisipate in the process by telling us what they want so I want them to hurt, really make them pay" He said to me last year. Venjence is not a way to run a town I am ashamed to know him. It's easy find the days things are used least and close then or shorten the hours. Do your research first.
- 480 You mention RHAM BOE Budget in question #1 So why separate it in question #3 Very confusing. Put up a bigger VOTING sign in front!
- 486 JJUST PLAYING THE - "ASK FOR MORE THAN YOU NEED, TAKE AWAY SERVICES THAT WE REALLY NEED, THEN VOTE AGAIN" GAME
- 487 Everyone else has a 0 zero increase in budget. I have been here 13 years and it has never happened. Contracts need to be renegotiated. I haven't had a increase or raise riase in 3 years.
- 494 My company just put me on a "work share" program i.e. 32 hour week. You guys just don't get it.
- 498 Glad we're funding open space
- 503 Look - No one is getting Raises - if they even have a job. You should be in maintainence mode - Not building - Put projects on hold - give the town a break - maintain everything - when economy improves, the town can start improving again Like All Reasonable responsible Adults. If there is money you improve - no money you maintain. (Administration) is totally out of control - I say No increase for them in any area - maitainence.
Teachers have gotten 1-3% Saleries for All these years when they stopped giving non union people any Raise at All. Years They should not have an increase for a few years - Adjust Med. Insurance they should pay what we pay - we we shouldn't pay their wonderful health care Benefits.

Total Responses 153