

Annual Report
of
the
Town Officers
of the
TOWN OF UPTON

For the Year Ending December 31, 1999



Upton High School

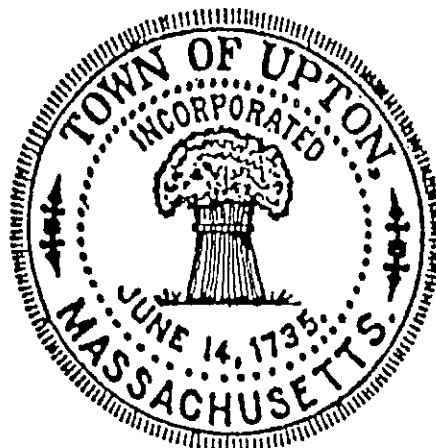
Gone But Not Forgotten

Upton High School was dedicated on September 23, 1897.
It was destroyed by fire on December 21, 1944.

The Memorial School now occupies the site.

Cover sketch by Carol Johnson Blomquist

ANNUAL REPORTS
OF THE
TOWN OFFICERS
OF THE
TOWN OF UPTON



for the
YEAR ENDING DECEMBER 31, 1999

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U.S. SENATORS

John F. Kerry of Boston

Edward M. Kennedy of Boston

CONGRESSMAN, THIRD DISTRICT

James McGovern

**STATE SENATOR, FIRST WORCESTER
AND MIDDLESEX DISTRICT**

Guy Glodis of Worcester

REPRESENTATIVE, EIGHTH MIDDLESEX DISTRICT

George N. Peterson, Jr. of Grafton

SHERIFF OF WORCESTER COUNTY

John M. Flynn of Worcester

COUNTY TREASURER

Michael J. Donoghue of Worcester

CLERKS OF COURT, WORCESTER COUNTY

Loring P. Lamoureux of Worcester

REGISTER OF PROBATE AND INSOLVENCY

Leonard P. Flynn of Shrewsbury

REGISTER OF DEEDS, WORCESTER COUNTY

Anthony J. Vigliotti of Worcester

DISTRICT ATTORNEY

John J. Conte of Worcester

TOWN OF UPTON

Incorporated June 14, 1735

1995-State Census (no longer conducted)	
1990-Federal Census	4,677
1985-State Census	4,260
1980-Federal Census	3,884
1975-State Census	3,777
1971-State Census	3,557
1970-Federal Census	3,484
1965-State Census	3,502
1960-Federal Census	3,127
1955-State Census	2,921
1950-Federal Census	2,656

“DOWN THROUGH THE YEARS”

1735 — Approximately 50 Families

1790	833	1860	1,986
1800	854	1870	1,989
1810	995	1880	2,203
1820	1,088	1890	1,878
1830	1,167	1900	1,937
1835	1,410	1930	2,026
1840	1,658	1940	2,249
1850	2,018		

Town Comprises 21.81 Square Miles

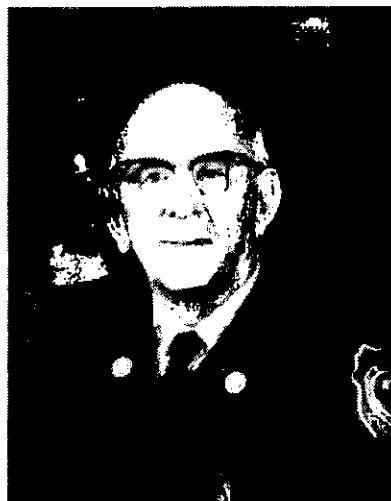
Land	13,853.3 acres	Water	104.7 acres
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Town Highways — 66.68 miles

Pratt Hill — approximately 595 ft. above mean sea level

To make the township of Upton, named for a village in Worcestershire, England, lands belonging to the Towns of Mendon, Uxbridge, Sutton and Hopkinton were set off by the General Court. First town meeting in the John Sadler house, Mendon Street, August 8, 1735.

IN MEMORIAM



George N. O. Poirier

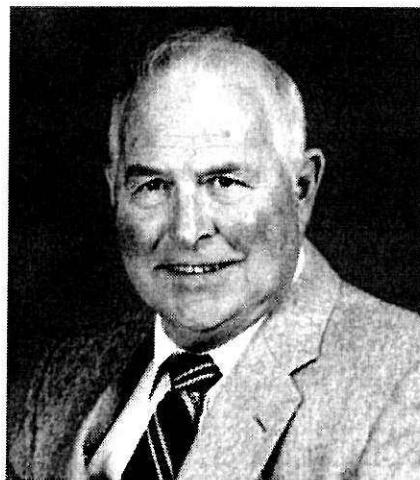
Upton Fire Chief - 37 years, 1931-1968, Fire Engineer - 41 years
Oversaw construction of Upton's new fire station in 1953
Memorial School Building Committee Member
Special Police Officer, Upton's First Building Inspector
Civil Defense Officer, Public Weigher, Cattle Inspector



Kathleen A. Kelly

Registrar of Voters - 1978-1999
Democratic Town Committee - 1976-1999
(Elected Member)

IN MEMORIAM



Richard F. Pond

Served on Upton's First Conservation Committee 1964-1967
Sewer/Water Commissioner 1965-1968
Part Time Police Officer 1965-1970



Joyce E. MacKenzie
Part Time Dispatcher 1984-1986

TOWN OFFICERS FOR 1999

MODERATOR

David C. Loeper Term expires 2000

TOWN CLERK

Martha R. Williams term Expires 2001

SELECTMEN

Alfred C. Holman term expires 2000
Robert J. Fleming term expires 2001
James R. Bates (resigned) term expires 2002

COLLECTOR-TREASURER

Kenneth W. Glowacki term expires 2000

ASSESSOR OF TAXES

Charles T. Marsden term expires 2000
Carl W. Porter, Sr. term expires 2000
Anthony W. Bonina term expires 2002

MENDON-UPTON REGIONAL SCHOOL DISTRICT COMMITTEE

Cecilia E. Henderson term expires 2000
Kenneth A. Wood term expires 2001
Cynthia Robertson term expires 2002

CEMETERY COMMISSION

Richard L. Randall term expires 2000
Robert R. Richard term expires 2001
William H. Sadler term expires 2002

PLANNING BOARD

Thomas C. Davidson term expires 2000
Raymond P. Smith term expires 2001
Paul W. Carey term expires 2002
Lawrence E. Hepinstall term expires 2003
Kenneth E. Picard term expires 2004

BOARD OF HEALTH

Edward C. St.Andre term expires 2000
Gail N. Snow term expires 2001
Americo J. Binaco term expires 2002

TRUSTEES OF PUBLIC LIBRARY

Laurie S. Wodin	term expires 2000
Katherine M. Stanton	term expires 2000
John Robertson, Jr.	term expires 2000
Doreen C. Chancellor	term expires 2001
Kathleen E. Kelley	term expires 2001
Rena M. Richard	term expires 2001
David M. Anderson	term expires 2002
Charlotte L. Carr	term expires 2002
George A. Klink	term expires 2002

RECREATION COMMISSION

Michael R. Rooney	term expires 2000
Kenneth A. Wood	term expires 2001
Joseph K. Poirier	term expires 2002

CONSTABLES (TERMS EXPIRE 2001)

Scott D. Garland	Erik M. Mager
Rodney B. Marchand	Richard D. Henderson, Sr.
Christos Stamopoulos	

UPTON HOUSING AUTHORITY

Carl R. Nickerson	term expires 2000
Mildred F. Morin	term expires 2001
William S. Evans	term expires 2003
Robert C. Humes	term expires 2004
Judith F. McGee (appointed by the Department of Communities and Development)	

FINANCE COMMITTEE (ELECTED MEMBERS)

Joan E. Shanahan	term expires 2000
Philip J. Wood, Jr.	term expires 2001
Penny P. Kelley	term expires 2002

APPOINTED BY THE BOARD OF SELECTMEN ADMINISTRATIVE ASSISTANT

Rose Marie Horton	term expires May, 2000 (retired)
James R. Bates	term expires October, 2002

CLERK TO BOARD OF SELECTMEN

Paula Deiana	term expires May, 2000
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TOWN COUNSEL

Stanley L. Weinberg

TOWN ACCOUNTANT

Robert A. Perkins

term expires May, 2000

CLERK TO TOWN ACCOUNTANT

Ann L. Perkins

term expires May, 2000

POLICE COMMISSIONERS

James R. Bates

Alfred C. Holman

Robert J. Fleming

term expires May, 2000

CHIEF OF POLICE

Thomas B. Stockwell

term expires June, 2002

POLICE SERGEANTS

Alan J. Cyr

Bruce D. Rivard

term expires May, 2002

term expires May, 2002

FULL TIME POLICE OFFICERS

Carl A. Ambrosino

Michael D. Benjamin

Michael J. Bradley, Jr.

Scott Hartwell

Michael F. Lupachini

Erik M. Mager

Lisa C. Vass

term expires May, 2000

term expires May, 2000

term expires May, 2000

term expires May, 2000 (resigned)

term expires May, 2000

term expires May, 2002

term expires May, 2002

PART-TIME POLICE OFFICERS

Lt. Rodney B. Marchand

Robert J. Miller

Kenneth Pedersen, Jr.

term expires May, 2000

term expires May, 2000

term expires May, 2000

**RESERVE POLICE OFFICERS
(TERMS EXPIRE MAY, 2000)**

Brian Kutcher

Douglas Tripp

Rocco Addeo

David M. Anderson

Jeffrey White

Dean Paine

**SPECIAL POLICE OFFICERS
(TERMS EXPIRE MAY, 2000)**

Aldo B. Consigli, Sr.

John Johnson

Michael Bradford, Sr.

John MacNaughton

**HONORARY SPECIAL POLICE OFFICERS
(TERMS EXPIRE MAY, 2000)**

Donald R. Keniston
Robert Coffin
Joanne Kinney
Bruno Regaini

Richard D. Stockwell
John LeBrun
Fred M. Hebb

Geraldine Linnell

**CROSSING GUARDS
(TERMS EXPIRE MAY, 2000)**

Diane Tiernan

**COMMUNICATIONS OFFICE
COMMUNICATIONS OFFICER**

Thomas B. Stockwell

term expires June, 2002

FULL-TIME COMMUNICATIONS OFFICERS

Linda M. Jones
Dustin Fitch
Dean Paine
Donna Fitch

term expires May, 2002
term expires May, 2001
term expires May, 2000
term expires May, 2000

PART TIME COMMUNICATIONS OFFICERS (terms expire May, 2000)

Rose Marie Horton
Amy Fredette

Paula Deiana

**BOARD OF FIRE ENGINEERS
Richard J. Henderson, Fire Chief**

Michael J. Marchand

Michael J. Bradford, Sr.

DIRECTOR, EMERGENCY MEDICAL SERVICE

Deborah S. LaRose

ASSISTANT DIRECTOR, EMERGENCY MEDICAL SERVICE

Jeffrey C. Young

PARKING CLERK WARRANT OFFICER

Carol A. Owczarzak

DOG OFFICER

Keith W. Fitzpatrick

DIRECTOR OF VETERANS' GRAVES

Richard L. Randall

DIRECTOR OF VETERANS' SERVICES

Robert J. Miller

FOREST FIRE WARDEN

Richard J. Henderson

INSPECTOR OF BUILDINGS

Patrick H. Roche

ASSISTANT INSPECTOR OF BUILDINGS	Maurice E. Capistran
EMERGENCY MANAGEMENT DIRECTOR	Richard J. Henderson
MEASURER OF WOOD, BARK AND LUMBER	Robert A. Page
DISABILITY AFFAIRS GRIEVANCE COORDINATOR	Anita Sundelin
CUSTODIAN OF TAX TITLE PROPERTIES	Kenneth W. Glowacki
GAS INSPECTOR	Walter A. Hopkins
ASSISTANT GAS INSPECTOR	Thomas E. French
OIL BURNER INSPECTOR	Richard J. Henderson
DIRECTOR (INSPECTOR) OF WIRING	Wayne S. Lapan
DELEGATE, CENTRAL MASS. REGIONAL PLANNING	Raymond P. Smith
ALTERNATE DELEGATE	James R. Bates, Jr.
SUPERINTENDENT OF PEST CONTROL	Donald R. Keniston
COUNTY ADVISORY BOARD MEMBER	James R. Bates
PUBLIC WEIGHTERS Jane Richard	Robert R. Richard
FINANCE COMMITTEE	
Alan L. Rosenfield	term expires 2000
Paul T. Flaherty	term expires 2000
Stephen M. Bern	term expires 2000
CONSERVATION COMMISSION	
Sandra Lajoie	term expires 2000
Francis Walleston	term expires 2001
Michael J. Seitz	term expires 2001
Christine Scott	term expires 2001
Michael Penko	term expires 2002
Jeffrey C. Young	term expires 2002

REGISTRAR OF VOTERS

George P. Kennedy (R), Chairman
Eleanor R. Broderick (D)
Kathleen E. Kelley (D) - Deceased
Susan A. Bonina (D)
Martha R. Williams, ex-officio, Clerk

term expires 2000
term expires 2001
term expires 1999
term expires 2002
term expires 2001

HISTORICAL COMMISSION

George P. Kennedy
Ashley M. Perkins
Stephen A. Minichiello
Kenneth W. Wood
Carolyn F. Blomquist
Barbara E. Burke

term expires 2000
term expires 2000
term expires 2001
term expires 2001
term expires 2002
term expires 2002

ASSOCIATE MEMBER, HISTORICAL COMMISSION

Russell Walker Wood

term expires 2000

ZONING APPEAL BOARD

John LeBrun
Stedman Briggs
Joseph D. Lurie

term expires 2000
term expires 2000
term expires 2002

ASSOCIATE MEMBER, ZONING APPEAL BOARD

Roger I. Bartlett

term expires 2000

COUNCIL FOR THE AGING (TERMS EXPIRE 2000)

Anita Sundelin, Director
Corey Nelson
Lorilee Morin
Gilbert A. Peck
Pam Smith

Lydia Fitton, Chairperson
Helen Sanborn
Elizabeth Evans
Barbara Baker
Joan Burrell

UPTON TECHNOLOGY COMMITTEE

Jeffrey C. Young
Robert Pray
David M. Anderson

William C. Young
Clint Moyer

TOWN HALL RENOVATION STUDY COMMITTEE

Patrick H. Roche
Maurice Capistran
Corey L. Nelson

Donald Moquin
Walter A. Hopkins
Kenneth E. Picard

CULTURAL COUNCIL

Lori A. Natterstad
Doreen C. Chancellor
Vanessa Majkut
Karen S. Mayzel
Maureen Porter

Linh T. Reilly
Amy Y. Docherty
Valerie V. Kara
Doreen Condry

CABLE TELEVISION ADVISORY COMMITTEE

Glenn Fowler
Robert Pray
David Bigelow

Eva P. Fowler
Jeffrey C. Young
Judy Young

AQUATIC WEED CONTROL COMMITTEE

Charles E. Pedersen
Francis L. Walleston

Gladys M. McKinstry
Pamela J. Foley

INSURANCE ADVISORY COMMITTEE

Rose Marie Horton

Regina B. Cunningham

PERSONNEL BOARD

Cheryl A. Bonina
Seema-Jayne Kenney
Alan D. Nasuti

term expires 2000
term expires 2001
term expires 2000

DISABILITY AFFAIRS COMMITTEE

Corey L. Nelson

Melinda M. Carneiro

DEVELOPMENT AND INDUSTRIAL COMMISSION

Harvey J. Trask
Robert G. Baker
David Sarkisian

Dennis Kelly
Henry Poirier, III

FIRE STATION BUILDING COMMITTEE

Robert J. Prentiss, Chairman
Lawrence E. Delgrego
Alan L. Rosenfield

Frank P. Braney
Lloyd L. Hamm, Jr.

TOWN HALL ROOF REPAIR PROJECT COMMITTEE

Patrick H. Roche
Maurice Capistran
James R. Bates

Donald Moquin
Kenneth E. Picard

DEPARTMENT OF PUBLIC WORKS

DIRECTOR	Robert J. Gilchrist (resigned)
SUPERVISOR OF HIGHWAYS	Michael J. Bradford, Sr.
TOWN BUILDING COMMITTEE FOR WASTEWATER TREATMENT PLANT UPGRADE AND EXPANSION PROJECT	Kevin Davis Daniel Fitzpatrick George Furst Walter A. Hopkins Robert H. Snow Leo L. Morin
WATER/SEWER SUPERINTENDENT	Leo L. Morin
CLERK, DEPARTMENT OF PUBLIC WORKS	Carol A. Peterson
TREE WARDEN	Donald R. Keniston

APPOINTED BY THE BOARD OF HEALTH

BOARD CLERK	Diane E. Tiernan
AGENT	Maxine Kogut
ANIMAL INSPECTOR	Charlotte Newell
BURIAL AGENT	Martha R. Williams
ASSISTANT BURIAL AGENT	Kenneth M. Pedersen, Jr.
FOOD INSPECTOR	Marsha Paine
PLUMBING INSPECTOR	Walter A. Hopkins
ASSISTANT PLUMBING INSPECTOR	Thomas E. French
TOWN PHYSICAN	John F. Hoell, M.D.
TOWN NURSE	Patricia Parent

**APPOINTED BY THE MODERATOR
FINANCE COMMITTEE**

Denis M. Horrigan	term expires 2000 (resigned)
Brian A. Johnson	term expires 2001
David M. Lunny	term expires 2002

WARRANT: FOR SPECIAL TOWN MEETING

March 23, 1999

WORCESTER, ss

To either of the Constables of the Town of Upton in the County of Worcester

GREETINGS:

IN THE NAME OF THE COMMONWEALTH OF MASSACHUSETTS, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in elections and in Town affairs, to meet at the TOWN HALL in said Upton on Tuesday, the twenty-third day of March 1999, at seven-thirty in the evening, then and there to act on the following articles:

ARTICLE 1: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow, pursuant to M.G.L., the sum of Four Hundred forty-six thousand dollars (\$446,000.00), or any other sum, for the financing and cost associated with the engineering, project management and construction for Priority I - "Water Systems Improvements" including: cleaning of West River St. Well, evaluation of the pumping capacity of the Town's two existing groundwater sources and exploration work for a new groundwater source, and initial water main replacements as recommended in the report entitled "Water Distribution System Study for Upton, Massachusetts" by Tata and Howard, Inc. dated October, 1998, a copy of which is available for inspection at the office of the Town Clerk, DPW Office and Town Library and as recommended by unanimous vote of the Water/Sewer Advisory Board at their December 1998 Meeting.

Further that the funds be expended for the following purposes:

\$180,000.00 for initial water main replacement and maintenance upgrades, \$146,000.00 for present system upgrade and improvements, and \$120,000.00 for groundwater exploration of new groundwater source.

Additionally, that the payback of the \$446,000.00 Bond Anticipation Note (B.A.N.) be completed in two years primarily from the following revenue sources: \$180,000.00 from a two year (4 payments) surcharge to the present water system users, \$146,000.00 from within the tax levy (general taxation) and \$120,000.00 from new connections to the water system within the next two years (48@\$2,500 per connection).

Also, the cost of the borrowing (interest) will be approximately \$16,000.00 for each of the two years and will be assessed to interest expense on the Assessors recap sheet, or, to take any other action relative thereto.

ARTICLE 2: To see if the Town will vote to amend the Town of Upton Zoning Bylaws by inserting a new Subsection I, in Section III, Entitled Open Space Preservation Subdivision as follows:

1. Open Space Preservation Subdivisions

1. Purpose

In order to:

- (a) Encourage the conservation of viable areas of open land valued for scenic beauty, agriculture area, and wildlife habitat,
- (b) Promote the preservation of geological, historical, and natural resources,
- (c) Promote the more sensitive siting of buildings and more efficient site planning,
- (d) Perpetuate the rural and village character of Upton, Single Res. D, and Agricultural Res. Districts within a Definitive Subdivision approved by the Planning Board on a Open Space Preservation lot having not less than the minimum requirements set forth in the table below. A building permit for an Open Space lot may not be issued until the open space has been set aside and preserved in perpetuity.

And further amend Section IV of the Zoning Bylaws of the Town of Upton by inserting the following lines in the Intensity Regulations Table:

District	Minimum lot dimension		Minimum Setback Requirements			Maximum Height of Building (c)	Max % Coverage	Minimum floor area
	Area in sq. ft(a)	Front in feet (b)	Front (feet)	Side (feet)	Rear (feet)			
Single Res. C Open Space lot (RC-OP)	24,000(g)	100	40	20	20	2 1/2	30	30
Single Res. D Open Space lot (RD-OP)	36,000(g)	105	40	20	20	2 1/2	30	30
Agricultural Res. Open Space lot (AR-OP)	40,000(g)	120	50	20	20	2 1/2	30	30

And to further amend the FOOTNOTES of Section IV by adding the following:

- (g) Open Space Preservation lots shall only be created upon the approval of a Definitive Subdivision Plan by the Planning Board. The total number of lots in an Open Space Preservation subdivision shall not exceed the number of lots in a standard subdivision as determined by the Planning Board.

or, to take any other action relative thereto.

ARTICLE 3: To see if the Town will vote to amend the Town of Upton's Zoning Bylaws by adding a new section XVI, a, b, c entitled PERSONAL WIRELESS SERVICE FACILITIES.

The purpose of which is as follows:

It the express purpose of this Bylaw to minimize the visual and environmental impacts of personal wireless service facilities. The Bylaw enables the review and approval of PERSONAL WIRELESS SERVICE FACILITIES, consistent with the provisions of Section 253 and 704 of the Federal Telecommunication Act of 1997. The Bylaw enables the review and approval of personal wireless service facilities by the Planning Board and Building Inspector through a Site Plan Review Process in keeping with existing Bylaws and historic development patterns. It sets standards which are intended to preserve the safety, character, appearance, property values natural resources and historic sites of the Town; mitigate any adverse visual effect through proper design, location and screening of structures; and to encourage co-location of antennas where feasible in order to minimize the total number of sites required.

THE FULL TEXT OF THIS NEW SECTION XVI, A, B, C PERSONAL WIRELESS SERVICE FACILITIES AMENDMENT TO THE TOWN'S ZONING BYLAWS IS AVAILABLE FOR INSPECTION AT THE OFFICE OF THE TOWN CLERK, BOARD OF SELECTMEN'S OFFICE AND TOWN LIBRARY.

or, to take any other action relative thereto.

ARTICLE 4: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of Nine thousand, Nine hundred dollars (\$9,900.00), or any other sum, to be used to purchase software licenses, a year's technical engineering support, and initial file set-up for 4 modules of an accounting package; which includes general ledger, treasurer receipts, treasurer disbursements, warrant's creation, said package to be used by the Town Accountant and Treasurer/Collector, or, to take any other action relative thereto.

ARTICLE 5: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of Eight Thousand Dollars (\$8,000.00), or any other sum, to the Department of Public Works Vehicle Maintenance Account, or, to take any other action relative thereto.

ARTICLE 6: To see if the Town will vote to transfer the sum of Three thousand five hundred dollars (\$3,500.00), or any other sum, from the Police Department Cruiser Gas Account to the Police Department General Expense Account, or, to take any other action relative thereto.

ARTICLE 7: To see if the Town will vote to transfer the sum of One thousand four hundred dollars (\$1,400.00), or any other sum, from the Police Department Educational Incentive Account, to the Police Department Building Maintenance Account, or, to take any other action relative thereto.

ARTICLE 8: To see if the Town will vote to transfer the sum of One Thousand one hundred and ten dollars (\$1,110.00), or any other sum, from the Communication Department Dispatcher's Educational Incentive Account, to the Police Department Building Maintenance Account, or, to take any other action relative thereto.

ARTICLE 9: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of Fifty six dollars and forty six cents (\$56.46), to the Fire Departments General Expense Account and the sum of One thousand two hundred and thirty-nine dollars (\$1,239.00), to the DPW General Expense Account. Said funds are to reimburse the General Expense Accounts of the Fire and DPW Departments from settlements received from the Town's Insurance Carrier on claims submitted by these Town Departments, or, to take any other action relative thereto.

ARTICLE 10: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of Seven thousand five hundred dollars (\$7,500.00), or any other sum, for the purpose of obtaining the services of a Consultant to review, research and recommend proposed actions to be taken based upon the Fire/EMS Needs Assessment Committees final report dated Feb. 22, 1999, said report submitted to the Town of Upton through the Board of Selectmen's office, or, to take any other action relative thereto.

ARTICLE 11: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of One Thousand nine hundred seventy-five dollars and seventy-five cents (\$1,975.75), or any other sum, to the Fire Department General Expense Account. The purpose of which is to reimburse this account from monies expended by the Fire Department in responding to and the cleaning up of two hazardous waste material spills as a result of accidents occurring within the past several months, or, to take any other action relative thereto.

ARTICLE 12: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of Six thousand five-hundred dollars (\$6,500.00), or any other sum, to the Town's Telephone Expense Account to fund this account for the remainder of FY99 as this account will be depleted by the end of March 1999, or, to take any other action relative thereto.

ARTICLE 13: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, the sum of Four thousand three hundred dollars (\$4,300.00), or any other sum, for the purpose of hiring/contracting specialists for moving, storing and replacing the Library Collection so that the carpeting can be replaced in the Knowlton Ristein Building, or, to take any other action relative thereto.

ARTICLE 14: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, the sum of One thousand five hundred dollars (\$1,500.00), or any other sum, to the DPW Overtime Account, to cover the costs of overtime labor for DPW employees to assist in moving furniture and shelving in the Library so that the carpeting can be replaced, or, to take any other action relative thereto.

ARTICLE 15: To see if the Town will vote to authorize the Board of Selectmen to execute a Traffic Control Agreement with the Commonwealth of Massachusetts Highway Department for the Pleasant St. Improvement Project, (FULL TEXT OF AGREEMENT IS AVAILABLE FOR REVIEW IN THE BOARD OF SELECTMEN'S OFFICE AND DPW OFFICE), or, to take any other action relative thereto.

ARTICLE 16: To see if the Town will vote to authorize the Board of Selectmen to execute a Preservation Restriction Agreement, for the Upton Town Hall, with the Commonwealth of Massachusetts by and through the Massachusetts Historical Commission, as a condition of the One hundred thousand dollar (\$100,000.00) matching grant from the Massachusetts Preservation Projects Fund for the Town Hall Roof Replacement Project, (FULL TEXT OF PRESERVATION RESTRICTION AGREEMENT IS AVAILABLE FOR REVIEW AT THE BOARD OF SELECTMEN'S OFFICE AND DPW OFFICE), or, to take any other action relative thereto.

And you are directed to serve this Warrant, by posting up attested copies thereof at Post Office, Town Library and Town Hall, in said Town 14 days at least before the time of holding said meeting.

HEREOF FAIL NOT, and make due return of this Warrant, with your doings thereon, to the Town Clerk, the time and place of meeting, as aforesaid.

Given under our hands this 2nd day of March in the year of our Lord One Thousand nine hundred and ninety-nine,

James R. Bates, Chairman
Alfred C. Holman
Robert J. Fleming
UPTON BOARD OF SELECTMEN

A true copy, Attest

Richard J. Henderson, Sr.
March 4, 1999

Worcester, ss.

Pursuant to the within Warrant, I have notified and warned the inhabitants of the Town of Upton by posting up attested copies of the same at the Town Hall Building, Library, and the Post Office at least 14 days before the date of the meeting, as within directed.

Richard J. Henderson, Sr.
March 4, 1999

PROCEEDINGS OF SPECIAL TOWN MEETING

March 23, 1999

The meeting was called to order by Moderator David C. Loeper with a quorum present. The call and constable's return were read by Moderator Loeper.

ARTICLE 1: Voted by 2/3rd majority that the town borrow as stated on the Warrant.

ARTICLE 2: Voted: That the town amend the Town of Upton Zoning By-laws by inserting a new sub-section I in Section III entitled Open Space Preservation Subdivision as it appears on the Warrant.

ARTICLE 3: Motion carried to amend the Town of Upton's Zoning By-laws by adding a new section entitled Personal Wireless Service Facilities as described on the Warrant.

ARTICLE 4: Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury the sum of \$9,900.00 to be used to purchase software licenses, a year's technical engineering support and initial file set-up for 4 modules of an accounting package, which includes general ledger, treasurer receipts, treasurer disbursements, warrant's creation, said package to be used by the Town Accountant and Treasurer-Collector.

ARTICLE 5: Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury the sum of \$8,000.00 to the Department of Public Works Vehicle Maintenance Account.

ARTICLE 6: Voted: Unanimously that the Town transfer the sum of \$3,500.00 from the Police Department Cruiser Gas Account to the Police Department General Expense Account.

ARTICLE 7: Voted: Unanimously that the Town transfer the sum of \$1,400.00 from the Police Department Educational Incentive Account to the Police Department Building Maintenance Account.

ARTICLE 8: Voted: Unanimously that the Town transfer the sum of \$1,110.00 from the Communication Department Dispatcher's Educational Incentive Account to the Police Department Building Maintenance Account.

ARTICLE 9: Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury the sum of \$56.46 to the Fire Department's General Expense Account and the sum of \$1,239.00 to the DPW General Expense Accounts of the Fire and DPW Departments from settlements received from the Town's Insurance Carrier on

claims submitted by these Town departments.

ARTICLE 10: Moved that the Town appropriate from available unappropriated funds in the Treasury, the sum of \$7,500.00 for the purpose of obtaining the services of a consultant to review, research and recommend proposed actions to be taken based upon the Fire/EMS Needs Assessment Committees final report dated February 22, 1999.

Moderator declared this motion carries.

ARTICLE 11: Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury the sum of \$1,975.75 to the Fire Department General Expense Account. The purpose of which is to reimburse this account from monies expended by the Fire Department in responding to and the cleaning up of two hazardous waste material spills as a result of accidents occurring within the past several months.

ARTICLE 12: Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury the sum of \$6,500.00 to the Town's Telephone Expense Account to fund this account for the remainder of FY99 as this account will be depleted by the end of March 1999.

ARTICLE 13: Voted: That the Town appropriate from available unappropriated funds in the Treasury the sum of \$4,300.00 for the purpose of hiring/contracting specialists for moving, storing and replacing the Library Collection so that the carpeting can be replaced in the Knowlton Ristein Building.

ARTICLE 14: Voted: Unanimously to pass-over this article.

ARTICLE 15: Voted: Unanimously that the Town authorize the Board of Selectmen to execute a Traffic Control Agreement with the Commonwealth of Massachusetts Highway Department for the Pleasant Street Improvement Project.

ARTICLE 16: Voted: That the Town authorize the Board of Selectmen to execute a Preservation Restriction Agreement for the Upton Town Hall with the Commonwealth of Massachusetts by and through the Massachusetts Historical Commission as a condition of the \$100,000.00 matching grant from the Massachusetts Preservation Projects Fund for the Town Hall Roof Replacement Project.

It was moved and seconded that this warrant be dissolved and that this meeting be adjourned. This meeting adjourned at 9:55 p.m.

Attest:

Martha R. Williams, CMC/CMMC
Town Clerk of Upton

WARRANT FOR ANNUAL TOWN MEETING

May 3, 1999

WORCESTER, ss.

To either of the Constables of the Town of Upton in the County of Worcester

GREETINGS:

IN THE NAME OF THE COMMONWEALTH OF MASSACHUSETTS, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in elections and in Town affairs, to meet at the TOWN HALL in Upton on Monday, the third day of May, 1999, at seven o'clock in the morning, then and there to act on the following articles:

ARTICLE 1: To choose necessary officers for the ensuing year, all to be voted for upon one ballot. The polls will be closed at 8:00 PM on the day of said meeting. The remaining articles in the warrant will be acted on at an adjourned meeting in the Town Hall, Saturday, May 8, 1999, punctually at 2:00 PM.

ARTICLE 2: To hear reports of all Town Officers and Appointed Committees, or, to take any other action relative thereto.

ARTICLE 3: To see if the Town will fix the salaries and compensation of all officers of the Town as provided by Chapter 41, Section 108, M.G.L. as amended, and to raise and appropriate, or transfer, such sums as may be necessary to defray expenses of the Town Departments for the ensuing year, or, to take any other action relative thereto.

ARTICLE 4: To see if the Town will vote to authorize the Town Treasurer, with approval of the Board of Selectmen, to borrow in anticipation of revenue for the fiscal year beginning July 1, 1999, in accordance with the provisions of M.G.L., Chapter 44, Section 4 and to issue a note or notes therefor payable within one year in accordance with M.G.L., Chapter 44, Section 17, or, to take any other action relative thereto.

ARTICLE 5: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or borrow, or transfer the sum of One Hundred thirty nine thousand, seven hundred-thirty dollars (\$139,730.00) or, any other sum in conformity with M.G.L. Chapter 32, Section 22(7)(ii) of the General Laws relative to the Pension, Expense, Worker's Compensation and Military Service Funds of the Worcester County Retirement System for the fiscal period which begins on July 1, 1999 through June 30, 2000, or, to take any other action relative thereto.

ARTICLE 6: To see if the Town will vote to amend the Town By-laws in Title 2, Municipal Government and Finance, Chapter 1, Town Meetings by adding the following:

SECTION 15: On matters requiring a two thirds (2/3) vote by statute a count need not be taken unless the vote so declared is immediately questioned by seven (7) or more voters as provided in Massachusetts General Laws, Chapter 39, Section 15, or, to take any other action relative thereto.

ARTICLE 7: To see if the Town will vote to approve the calling of a Special Town Election, by the Board of Selectmen, pursuant to MGL Chap. 59, Sec. 21c, for the purpose of a ballot question asking for a debt exclusion of Two hundred-sixteen thousand seven hundred and forty-six dollars (\$216,746.00), or any other sum, said amount being the difference between the Mendon-Upton Regional School District Committees FY2000 voted budget request, and the exclusionary portion amount over the minimum funding required by the Educational Reform Act of 1993, said sum of (\$216,746.00) to be applied to the Mendon-Upton School District FY2000 operating budget, or, to take any other action relative thereto.

ARTICLE 8: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of Twelve thousand three-hundred fifty eight dollars (\$12,358.00), or any other sum, for the purchase of thirteen (13) security cameras, (13) monitors and related audio & video control components. Said purchases are to replace present equipment, at the Upton Police and Communications Headquarters, that have continuous failures, or, to take any other action relative thereto.

ARTICLE 9: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of Twenty-nine Thousand four-hundred dollars (\$29,400.00), or any other sum, to be used for the first-year payment of a five-year lease-purchase agreement for a new front-end loader with quick-coupler and pallet forks and reversible plow attachment to replace the existing 1980 DPW front-end loader, in accordance with the 12 year DPW Vehicle and Equipment Capital Plan, or, to take any other action relative thereto.

ARTICLE 10: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of Twenty-six Thousand five-hundred dollars (\$26,500.00) or any other sum, to be used for the purchase of a new four-wheel drive utility vehicle, to replace the existing 1988 DPW 4-wheel drive vehicle, in accordance with the 12 year DPW Vehicle and Equipment Capital Plan, or, to take any other action relative thereto

ARTICLE 11: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of Fifty thousand dollars (\$50,000.00), or any other sum, to be used to replace the Town Hall Heating System, including removal and disposal of asbestos pipe insulation, or, to take any other action relative thereto.

ARTICLE 12: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer or borrow the sum of Three Thousand dollars (\$3,000.00), or any other sum, to be used to replace the tile floor in the lower level of the Town Hall including removal and disposal of asbestos tiles, or, to take any other action relative thereto.

ARTICLE 13: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of Three hundred dollars (\$300.00), or any other sum, equal to that received from the sale of lots and graves during the fiscal year beginning July 1, 1999, in accordance with M.G.L., Chapter 114, Section 15, to be used for cemetery oiling and grading, or, to take any other action relative thereto.

ARTICLE 14: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of five Thousand Dollars (\$5,000.00), or any other sum, for the Conservation Fund set up under Article 24 of the 1966 Annual Town Meeting, or to take any other action relative thereto.

ARTICLE 15: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of Six Thousand five hundred dollars (\$6,500.00) or any other sum, for a Fiscal Year 1999 audit of the accounts and financial records of the Town of Upton, or, to take any other action relative thereto.

ARTICLE 16: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of Three thousand dollars (\$3,000.00), or any other sum, for the pick-up and disposal of dead animals, on town roads and property, for FY2000, or, to take any other action relative thereto.

ARTICLE 17: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of Four thousand five hundred dollars (\$4,500.00), or any other sum, to be used for aquatic weed control in one or more of the following ponds: Taft Pond, Mill Pond, Pratt Pond, Lake Wildwood, or, to take any other action relative thereto.

ARTICLE 18: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of Eighteen thousand dollars (\$18,000.00), or any other sum, to be used for a reserve account for revaluation through the Board of Assessors, or, to take any other action relative thereto.

ARTICLE 19: To see if the Town will vote to establish a departmental revolving fund, recommended by the Board of Selectmen, for the Upton Historical Commission in accordance with M.G.L. Chap 44 Sec. 53E 1/2. The purpose of this fund shall be to restore and repair cemetery markers in the First Burying Ground on Grove St. and for Plaques to designate Historic Sites and Buildings. Receipts to this fund shall be monies donated by individuals, corporations and other organizations. The Historical Commission will give

approval to expend from this fund but at no time exceeding more than the available balance in said revolving fund, or, to take any other action relative thereto.

ARTICLE 20: To see if the Town will vote to establish and accept a fund known as the "Transition Account". Said account shall be used by the Town Selectmen for the purpose of funding the transition expenses of newly elected or appointed persons. Uses may include, but are not limited to auditing financial data, documenting procedures, clean up, document storage, department restructuring, hiring consultants/experts, hiring temporary help while a formal hiring process is being undertaken, or, to take any other action relative thereto.

ARTICLE 21: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of Five thousand dollars (\$5,000.00), or any other sum, to be applied to the Transition Account or, to take any other action relative thereto.

ARTICLE 22: To see if the Town will vote to accept the provisions of M.G.L. Chap 44, Sec 53E 1/2, to establish a revolving fund, as recommended by the Board of Selectmen, to receive firearms license fees and permit fees, and to authorize the Police Chief to expend money from such fund, to pay the state its portion of such fees and to use the balance for departmental expenditures, or, to take any other action relative thereto.

ARTICLE 23: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of Thirty-Five Thousand four-hundred dollars (\$35,400.00), or any other sum to be used for the purchase of a new 1-ton, four-wheel drive vehicle with service body and plow to replace an existing 1986 3/4-Ton, four wheel drive vehicle in the Water & Sewer Division, in accordance with the 12-year DPW vehicle and Equipment Capital Plan, or, to take any other action relative thereto.

ARTICLE 24: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of One thousand two hundred dollars (\$1,200.00), or any other sum, to fund The Technology Committees expenses that will be incurred for Internet Accounts, for daily operations within various departments. The reduced rate allows us to use an official town government domain name, or, to take any other action relative thereto.

ARTICLE 25: To see if the Town will vote to accept the provisions of M.G.L. 32A to provide for the continued Health insurance coverage cost for retired employees of the Town of Upton, or, to take any other action relative thereto.

ARTICLE 26: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of Twenty-Three Thousand five-hundred dollars (\$23,500.00), or any other sum, to be used for the

first-year payment of a five-year lease-purchase agreement for a new 5-Ton dump truck with front plow, wing plow, sander and liquid calcium chloride system to replace an existing DPW 5-Ton dump truck with plow and sander, in accordance with the 12 year DPW Vehicle and Equipment Capital Plan, or, to take any other action relative thereto.

ARTICLE 27: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of Seventeen Thousand Dollars (\$17,000.00), or any other sum, to be used for the purchase of a new high pressure trailer-mounted jet machine for use by the DPW Sewer Division for cleaning sewer mains and by the DPW Highway Division for cleaning drains, manholes and culverts, or, to take any other action relative thereto.

ARTICLE 28: To see if the Town will vote to borrow the sum of Two-Hundred Thirty-three thousand, Six-hundred fifty-five dollars (\$233,655.00), or any other sum, to be used for the construction, reconstruction and/or improvements of Town roads, said sum to be reimbursed by the Commonwealth under the provisions of MGL Chap. 90, Sec. 34, (Chap 11), or, to take any other action relative thereto.

ARTICLE 29: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer or borrow, the sum of Two-Hundred Eighty-eight Thousand dollars (\$288,000.00), or any other sum, to be used for the construction, reconstruction and/or improvements of Town roads, in addition to those scheduled for improvements under the Chapter 90 program, including the following:

Prospect Street (upper section), Wood Street, James Road, Mendon Street, Chestnut Street and East Street (extension), or, to take any other action relative thereto.

ARTICLE 30: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of Nine Thousand six-hundred dollars (\$9,600.00), or any other sum, to be used to replace the roof of the Ramsey Building, or, to take any other action relative thereto.

ARTICLE 31: To see if the Town will vote to amend the Town By-laws, Chapter 2, General Powers and Duties of Town Officers, Section 8, to change the limit on execution of contracts that extend beyond one year to be consistent with current state law by deleting the existing Section 8 and replacing it with the following:

“No board or officer shall make any contract on behalf of the Town unless said contract is consistent with M.G.L. Chapter 30B, Uniform Procurement Act, Section 12, Term of Contract”,

or, to take any other action relative thereto.

ARTICLE 32: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of Four Thousand eight-hundred dollars (\$4,800.00), or any other sum, to be used to install water meters in the Town Hall and Fire Station facilities or, to take any other action relative thereto.

ARTICLE 33: To see if the Town will vote to amend the Town By-laws, Title 2, Municipal Government and Finance, Chapter 14, Water Department Section 8, Water Use Restriction, by adding the following sentence to the end of Section 8.8, "Fines shall be recovered by indictment, or on complaint before the District Court, or by non-criminal disposition enforced by the Water & Sewer Superintendent or by the Director of Public Works in accordance with section 21D of Chapter 40 of the Massachusetts General Laws", or, to take any other action relative thereto.

ARTICLE 34: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow, the sum of One thousand five-hundred dollars (\$1,500.00), or any other sum, to purchase a photo copier for Upton Fire and EMS Departments, or, to take any other action relative thereto.

ARTICLE 35: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow, the sum of Four Thousand Dollars (\$4,000.00), or any other sum, to purchase two sets of "automatic drop down tire chains" for use on Engine 2 of the Upton Fire Department and Upton Ambulance (Med. 1) of the EMS Department, or, to take any other action relative thereto.

ARTICLE 36: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of Twenty-Seven Thousand seven-hundred dollars (\$27,700.00), or any other sum, to be used for the purchase of a new dump body with new hydraulics and a new liquid calcium storage and distribution system to replace deteriorated equipment on the existing 1985 DPW 10-wheel dump truck, or, to take any other action relative thereto.

ARTICLE 37: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow, the sum of One thousand five-hundred dollars (\$1,500.00), or any other sum, to purchase a new computer with monitor for use by the Upton Fire and EMS Departments, or, to take any other action relative thereto.

ARTICLE 38: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow, the sum of Six Thousand five-hundred dollars (\$6,500.00), or any other sum, for the purchase of two portable defibrillators for the Upton EMS Department, or, to take any other action relative thereto.

ARTICLE 39: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow, the sum of Thirty thousand dollars (\$30,000.00), or any other sum, for the purchase of personnel protective clothing for the Upton Fire Dept. Fire Personnel, or, to take any other action relative thereto.

ARTICLE 40: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of Forty-eight Thousand Two-hundred dollars (\$48,200.00), or any other sum, to be used to begin the repairs to the sewer collection system to correct problems with infiltration and inflow as identified in the March 1997 Report by Metcalf & Eddy entitled Sewer System Evaluation Survey, or, to take any other action relative thereto.

ARTICLE 41: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of Thirty Thousand dollars (\$30,000.00), or any other sum, for the purchase of a 4 wheel drive pick-up truck vehicle for use by the Upton Fire Dept., or, to take any other action relative thereto.

ARTICLE 42: To see if the Town will vote to establish a departmental revolving fund, as recommended by the Board of Selectmen, for the Upton Town Library in accordance with M.G.L. Chap 44 Sec 53E1/2. The purpose of this fund shall be to replace items lost by those who borrow library materials, to replace items used in activities for which a fee is paid and to purchase new books from used book sales. Receipts to this fund shall be monies paid by borrowers for lost materials or for overdue fines, by patrons using the copier and printing facilities and by purchasers of used library books. The Librarian, with the approval of the Library Board of Trustees, shall be authorized to expend from this fund but at no time exceeding more than the available balance in the revolving fund, or, to take any other action relative thereto.

ARTICLE 43: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of One Thousand Four hundred-twenty-five dollars (\$1,425.00), or any other sum, for the purchase of additional shelving for the children's area, additional shelving for the video and audio collections and seating for the adult area in the Upton Town Library, or, to take any other action relative thereto.

ARTICLE 44: To see if the Town will vote to accept a grant of up to Twenty thousand dollars (\$20,000.00), pursuant to M.G.L. Chap 78, Sec. 19, from the Massachusetts Public Library Construction Program, for the planning and design of a joint public library with the Town of Mendon, MA. Said monies to include related legal and engineering services. The monies will be held by the Upton Treasurer in a dedicated account until expenditures are authorized by the co-chairpersons of the Library Feasibility, Planning and Design Committee as required by 605 CMR 6.00, or, to take any other action relative thereto.

ARTICLE 45: To see if the Town will vote to authorize the Trustees of the Upton Town Library jointly with the Mendon Trustees of the Taft Public Library to apply to the Massachusetts Board of Library Commissioners for a grant of up to Twenty thousand dollars, (\$20,000.00), to plan and design a joint public library. A copy of the grant application is available for inspection at the Town Clerk's Office, Board of Selectmen's office and the Upton Town Library, or, to take any other action relative thereto.

ARTICLE 46: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the treasury, or transfer, or borrow the sum of Twelve Thousand Two hundred dollars (\$12,200.00), or any other sum, to upgrade the position of the Children's Librarian in the Upton Town Library to a Full-time position with related benefits under the Personnel Bylaws of the Town of Upton voted May 1996, and amended June, 1997, or, to take any other action relative thereto.

ARTICLE 47: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of Twenty-four Thousand dollars (\$24,000.00), or any other sum, pursuant to M.G.L. Chap 78, Sec. 19, for the planning and design of a joint public library with the Town of Mendon, MA. Said monies to include related legal and engineering services and are to be used jointly with equal matching funds from Mendon, MA., and grant monies from the Massachusetts Public Library Construction Program as required by 605 CMR 6.00, or, to take any other action relative thereto.

ARTICLE 48: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer or borrow, the sum of Ten thousand dollars (\$10,000.00), or any other sum to the Finance Committee Reserve Account, said amount to be expended in accordance with M.G.L. Chapter 40, Section 6, or, to take any other action relative thereto.

ARTICLE 49: To see if the Town will vote to accept Goss Pond Road, Brousseau Drive and Green Lane including the taking or acceptance of easements for drainage purposes, all as shown on the below-referred plan, roads and easements being constructed by the developer in accordance with the rules and regulations governing the subdivision of land in the Town of Upton, Massachusetts, and as further laid out on a plan entitled "Definitive Subdivisions Plan of 'Goss Pond Estates' Plan of Land in Upton, Massachusetts", dated June 1, 1989 with revisions, said plan recorded at the Worcester District Registry of Deeds in Plan Book #685, Pages 72,73,74 and approved by the Upton Planning Board on June 14, 1994. Acceptance is conditional upon the delivery to the Board of Selectmen a deed to the property involved and the recording, at the grantor's expense, of the deed at the Worcester Registry of Deeds. A copy of said plan being available for inspection at the office of the Town Clerk, or, to take any other action relative thereto.

and you are directed to serve this Warrant, by posting up attested copies thereof at Post Office, Town Library and Town Hall, in said Town 7 days at least before the time of holding said meeting.

HEREOF FAIL NOT, and make due return of this Warrant, with your doings thereon, to the Town Clerk, at the time and place of meeting, as aforesaid.

Given under our hands this 13th day of April in the year of our Lord One Thousand Nine hundred and ninety-nine.

James R. Bates, Chairman
Alfred C. Holman
Robert J. Fleming
UPTON BOARD OF SELECTMEN

A true copy,
Attest:

Erik M. Mager
4/26/99

Worcester, ss.

Pursuant to the within Warrant, I have notified and warned the inhabitants of the Town of Upton by posting up attested copies of the same at the Town Hall Building, Library, and Post Office at least 7 days before the date of the meeting as within directed.

Erik M. Mager
Constable of Upton

PROCEEDINGS OF ANNUAL TOWN ELECTION

May 3, 1999

The meeting was called to order with the reading of the Warrant by Clerk Barbara E. Burke. It was voted to dispense with the reading of the remaining articles on the Warrant until the Annual Adjourned Meeting, Saturday May 8, 1999 at 2:00 p.m.. The polls were declared open at 7:00 a.m. by Election Warden Richard Randall.

Ballot clerks on duty at the check-in table were Judith McGee and Rena Richard to be replaced by Joan Varney at 12 noon. Elizabeth Consigli and Nancy Kennedy were on duty at the check-out table. Deputy Warden Dorothy Francis was on duty at the ballot box to be relieved of duty at 1:30 by Janet Caton.

Tabulating the vote were Paula Leighton and William Young. Tellers reporting at 8:00 p.m. were Susan Bonina, Margaret Libbey, Joan Varney, Theresa Martin, Robert Snow, Kathleen Ramsey, Joan Shanahan, Marie Lamanuzzi, all Democrats; Richard Leighton, Elizabeth Crawford, Amy Docherty, all Republicans; and Madeline Gallagher, Martha Woodin, Gloria Nelson, Joy Foster, Mary Lapierre, all Unenrolled.

MODERATOR (for one year)

David C. Loeper, 18 Nelson Street (Candidate for re-election)	618
Blanks	101

SELECTMAN (for three years)

James R. Bates, 26 Williams Street (Candidate for re-election)	473
Blanks	246

ASSESSOR OF TAXES (for three years)

Anthony W. Bonina, 47 Warren Street (Candidate for re-election)	581
Blanks	138

MENDON-UPTON REGIONAL SCHOOL DISTRICT COMMITTEE

(for three years)

Cynthia Robertson, 59 Mechanic Street (Candidate for re-election)	559
Robert H. Giles, 47 Fowler Street	136
Blanks	24

CEMETERY COMMISSION (for three years)

William H. Sadler, 42 Williams Street (Candidate for re-election)	608
Blanks	111

BOARD OF HEALTH (for three years)

Americo J. Binaco, 43 Old Grafton Road	538
Blanks	181

RECREATION COMMISSION (for three years)	
Joseph K. Poirier, 57 Warren Street (Candidate for re-election)	576
Blanks	143
TRUSTEES OF PUBLIC LIBRARY (for three years)	
George A. Klink, 53 Warren Street (Candidate for re-election)	492
David M. Anderson, 93 Mechanic Street	450
Charlotte L. Carr, 20 Goss Pond Road	480
Blanks	735
PLANNING BOARD (for five years)	
Kenneth E. Picard, 47 Southboro Street	554
Blanks	165
PLANNING BOARD (for three years)	
Stedman F. Briggs, Jr., 24 James Road	294
Paul W. Carey, 6 Ephraim's Way	382
Blanks	43
UPTON HOUSING AUTHORITY (for five years)	
Robert C. Humes, 13 Mendon Street (Candidate for re-election)	582
Blanks	137
FINANCE COMMITTEE (for three years)	
Penny P. Kelley, 339 Westboro Street (Candidate for re-election)	441
Blanks	278

The total number of votes cast was 719. The results of the election were read by Election Clerk Burke at 9:40 p.m.. The used and unused ballots were sealed in separate containers and deposited in the Town vault.

Attest:

Martha R. Williams, CMC/CMMC
Town Clerk of Upton

PROCEEDINGS OF ANNUAL ADJOURNED TOWN MEETING May 8, 1999

The meeting was called to order by Moderator David C. Loeper with a quorum present. The call and constable's return was read by Moderator Loeper.

Selectman Chairman Alfred C. Holman called for a moment of silence for all town officers that have passed away during the past year.

Non-voters seated on the main floor were Eileen Vigliante, Milford Daily News; David Crisafulli, Superintendent of Schools; Stanley Weinberg, Town Counsel; Robert Gilchrist, DPW Director and Linda Burgess of the Milford Daily News.

During this meeting 146 voters were checked into the main hall by Nancy E. Kennedy and Barbara E. Burke.

ARTICLE 2: Voted: Unanimously that the Town accept reports of all Town Officers and Appointed Committees as printed in the 1998 Town Report with the exception of the Finance Committee Report which will be addressed in Article 3 of this Warrant.

ARTICLE 3: Voted: That the Town fix the salaries and compensation of all officers of the Town as provided by Chapter 41, Section 108, M.G.L. as amended, and appropriate such sums as may be necessary to defray expenses of the Town Departments for the ensuing year. I further move that the Town raise and appropriate by taxation all monies for items as recommended which have not been requested hold, and that all monies set in this article are for the fiscal year beginning July 1, 1999 and ending June 30, 2000.

Moderator:

Salary	\$97.00
Miscellaneous	60.00

Board of Selectmen:

Salaries:	Chairman	4,096.00
	Member 1	3,534.00
	Member 2	3,534.00
	Clerk	11,873.71
	Administrative Assistant	40,897.18
Expenses:	Administrative Assistant	1,250.00
	Telephone	26,500.00
	General Expenses	1,250.00
	Printing	10,000.00
		102,934.89

Accountant:			
Salary		14,273.00	
Clerk		4,935.00	
Miscellaneous		2,000.00	21,208.00
Building Inspector:			
Salaries:	Inspector	14,400.00	
	Clerk	3,336.75	
	Assistant Inspector	7,675.20	
Expenses		4,160.00	29,571.95
Conservation Commission:			
Expenses		450.00	450.00
Finance Committee:			
Expenses		350.00	350.00
Personnel Board:			
MMPA Membership		500.00	
Expenses		200.00	700.00
Registrars of Voters:			
Salaries:	Clerk	224.00	
	Members	456.00	
Expenses		3,000.00	3,680.00
Elections and Town Meetings:			
Expenses		4,000.00	4,000.00
Town Counsel:			
Retainer		50.00	
Expenses		9,950.00	10,000.00
Zoning Board of Appeals:			
Salary:	Clerk	1,811.35	
Expenses		250.00	\$2,061.35
Bonding Town Officers:			
Expenses		1,000.00	1,000.00
Municipal Buildings:			
Expenses		30,000.00	30,000.00

Board of Assessors:

Salaries:	Chairman	4,376.00
	Members	8,752.00
	Clerk	28,451.91
Expenses		5,000.00 46,579.91

Treasurer-Collector:

Salaries:	Treasurer-Collector	32,161.00
	Clerical 1	3,739.03
	Clerical 2	14,380.06
	Clerical 3	5,545.92
Tax Title foreclosure		5,000.00
Expenses		17,271.00 78,097.01

Town Clerk:

Salary:	Town Clerk	28,550.00
Clerical		3,224.76
Expense		2,000.00 33,774.76

Planning Board:

MA Regional Planning	881.00
Miscellaneous	500.00 1,381.00

Police Department:

Salaries:	Chief	61,063.32
	Sergeant 1	41,294.00
	Sergeant 2	41,294.00
	Patrol Officer 1	35,428.00
	Patrol Officer 2	35,428.00
	Patrol Officer 3	35,428.00
	Patrol Officer 4	35,428.00
	Patrol Officer 5	35,428.00
	Patrol Officer 6	35,428.00
	Over-time	81,804.00
Training		12,300.00
Employee Incentive Program		18,000.00
Cruiser		25,720.00
Cruiser Maintenance		8,850.00
Cruiser Gas		12,000.00
Clothing Allowance		5,850.00
General Expenses		19,400.00
Utilities		16,850.00
Building Maintenance		7,500.00 564,493.32

Communications:

Salaries:	Dispatcher 1	26,471.00
	Dispatcher 2	25,700.00
	Dispatcher 3	25,700.00
	Dispatcher 4	25,700.00
	Over-time	25,500.00
	Employee Incentive Program	5,100.00
	Dispatcher Clothing Full-time	1,800.00
	Dispatcher Clothing Part-time	300.00
	Dispatcher Training	2,124.00
	Radio Maintenance	2,000.00
	Computer Maintenance	4,500.00
		144,895.00

Fire Department:

Salaries:	Engineer 1/Chief	52,000.00
	Engineer 2/Clerk	6,861.53
	Engineer 3/Assistant Chief	6,570.93
	Assistant Chief #2	3,284.42
	Captain 1	3,098.59
	Captain 2	3,098.59
	Lieutenant 1	2,759.99
	Lieutenant 2	2,759.99
	Lieutenant 3	2,759.99
	Fireman stipend	45,000.00
	Fireman/EMT/Inspector	30,600.00
	Financial Assistant 1	11,357.00
	Fire Alarm Maintenance	1,000.00
	New Equipment	5,000.00
	General Expenses	10,500.00
	Vehicle Maintenance	7,500.00
	Computer/Copier Maintenance	1,200.00
	Building Maintenance	2,000.00
	Clothing Allowance	700.00
	Uniform Allowance	1,200.00
	Radio Maintenance	3,000.00
	Expenses - Forest Fire	3,500.00
	Fire Prevention	600.00
		206,351.03

Ambulance Service:

Salaries:	Director	\$2,934.89
	Assistant Director	2,068.95
	EMT Stipend	14,235.00
	EMT Training Compensation	9,976.00
	Training Officer	1,379.99
	Equipment Officer	1,289.69
	Maintenance Officer	1,289.69
	CPR Coordinator	690.00
	Medical Advisor	346.04
	Hourly Compensation	15,120.00
Ambulance Supplies		9,400.00
Ambulance Maintenance		1,000.00
Expenses		475.00
		60,205.25

Wire Inspector:

Salaries:	Wire Inspector	8,657.38
	Assistant Inspector	4,805.51
	Clerical	3,242.16
Expenses		3,025.00
		19,730.05

Gas Inspector:

Salary		2,692.04
		2,692.04

Board of Health:

Salaries:	Chairman	664.00
	Members	1,160.00
	Clerical	13,181.33
	Burial Agent	94.00
	Plumbing Inspector	6,717.02
	Food Inspector	1,900.05
	Agent	3,806.49
Perc Tests		7,500.00
Animal Inspector		532.45
Expenses		3,000.00
Demolition/Buildings		10.00
		38,565.34

Waste Removal:

Transportation		103,350.00
Disposal		110,000.00
Recycling Expense		16,000.00
Miscellaneous		27,876.00
		257,226.00

Health Services:

Salary:	Nurse	21,536.28
Expenses		2,400.00
		23,936.28

Dog Officer:

Salary	7,500.00
Kennel Rental	6,942.00
Transportation	1,400.00
Expenses	3,680.00
	19,522.00

Council on Aging:

Salaries:	Coordinator	32,179.00
	Secretary	11,318.03
	Outreach	12,827.47
	Green Thumb	9,224.80
Expenses		28,224.00
		93,773.30

Department of Public Works:

Salaries:	Director	55,996.34
	Clerical	26,831.00
	Highway Supervisor	39,979.91
	Employee Operator	30,032.00
	Driver/Laborer 1	26,153.87
	Driver/Laborer 2	26,153.87
	Chief Operator	41,793.21
	Treatment Plant Operator 2	32,533.99
	Treatment Plant Operator 3	26,496.00
	Employee Water/Sewer	31,537.44
	Wages/Salary Part-time	17,861.60
	Parks Supervisor	34,007.02
	DPW Over-time	20,000.00
	Summer Parks Emp.	3,840.00
	Custodian	22,237.00
	Vehicle Fuel	10,000.00
	Vehicle Maintenance/Repair	30,000.00
	General Highway Materials	5,000.00
	General DPW Expense	40,000.00
	Oil & Paving	32,000.00
	Snow Removal	110,000.00
	DPW Building Utilities	10,000.00
	DPW Building Maintenance	1,000.00
	Ramsey Building Maintenance	2,500.00
	Parks & Playground Maintenance	5,000.00
	Treatment Plant O & M	80,000.00

Toxicity Testing		12,000.00	
Water O & M		91,500.00	
Cemetery Maintenance		15,000.00	
Expenses - Forestry		10,000.00	
Radio Maintenance		500.00	
Pest Control		1,500.00	891,453.25
Cemetery Commission:			
Salaries:	Treasurer	282.00	
	Members	224.00	506.00
Veterans' Services:			
Salaries:	Veterans' Officer	\$4,612.00	
	Clerk	930.68	
Benefit Payments		5,000.00	
Expenses		750.00	11,292.68
Mendon-Upton Regional:			
Discretionary Funding		237,817.00	
1990 Debt Exclusion		475,776.00	
Capital Assessment		24,315.00	
Local Contribution		3,015,877.00	
Transportation		240,169.00	3,993,954.00
Blackstone Valley Regional:			
Capital Assessment		11,434.00	
Town Funded Operating Expense		148,713.00	160,147.00
Library:			
Salaries:	Librarian	34,780.23	
	Assistant	14,159.27	
	Children's Librarian	26,784.00	
Expenses		27,520.00	103,243.50
Recreation:			
Expenses		8,000.00	8,000.00
Disability Affairs Committee:			
Expenses		100.00	100.00
Capital Budget Committee:			
Expenses		10.00	10.00

Miscellaneous:

Insurance	215,000.00
Historical Commission	1,000.00
Memorial Day	1,500.00
Parking Ticket Warrant Officer	300.00
Dog License Expenses	100.00
Street Lighting	31,000.00
Unemployment Compensation Fund	4,000.00
Medicare - Payroll Tax	25,000.00
Medical Testing	3,500.00
	281,400.00

Maturing Debt:

Police Station Principal	100,000.00
Water/Sewer	113,331.00

213,331.00

Interest Paid:

Police Station	18,550.00
Miscellaneous	15,030.00

33,580.00

Total to be raised and appropriated by taxation \$7,494,352.91

ARTICLE 4: Voted: Unanimously that the Town authorize the Town Treasurer, with approval of the Board of Selectmen, to borrow in anticipation of revenue for the fiscal year beginning July 1, 1999 in accordance with the provisions of M.G.L., Chapter 44, Section 4, and to issue a note or notes therefore payable within one year in accordance with M.G.L., Chapter 44, Section 17.

ARTICLE 5: Voted: Unanimously that the Town raise and appropriate the sum of one hundred thirty nine thousand, seven hundred thirty dollars (\$139,730.00) in conformity with M.G.L., chapter 32, Section 22(7)(ii) of the General Laws relative to the Pension, Expense, Worker's Compensation and Military Service Funds of the Worcester County Retirement System for the fiscal period which begins on July 1, 1999 through June 30, 2000.

ARTICLE 6: Voted that the Town amend the Town By-laws in Title 2, Municipal Government and Finance, Chapter 1, Town Meetings by adding the following:

Section 15: On matters requiring a two-thirds (2/3) vote by statute a count need not be taken unless the vote so declared is immediately questioned by seven (7) or more voters as provided in Massachusetts General Laws, Chapter 39, Section 15.

ARTICLE 7: Voted that the Town approve the calling of a Special Town Election, by the Board of Selectmen, pursuant to M.G.L., Chapter 59, Section 21c, for the purpose of a ballot question asking for a debt exclusion of two hundred sixteen thousand seven hun-

dred forty-six dollars (\$216,746.00), said amount being the difference between the Mendon-Upton Regional School District Committee's FY2000 voted budget request and the exclusionary portion amount over the minimum funding required by the Educational Reform Act of 1993, said sum to be applied to the Mendon-Upton Regional School District FY2000 operating budget.

ARTICLE 8: Voted: Unanimously that the Town raise and appropriate the sum of twelve thousand three hundred fifty-eight dollars (\$12,358.00) for the purchase of thirteen (13) monitors and related audio and video control components. Said purchases are to replace present equipment at the Upton Police and Communications Headquarters that have continuous failures.

ARTICLE 9: Voted: Unanimously that the Town raise and appropriate the sum of twenty-nine thousand four hundred dollars (\$29,400.00) to be used for the first-year payment of a five-year lease purchase agreement for a new front-end loader with quick-coupler and pallet forks and reversible plow attachment to replace the existing 1980 DPW front-end loader, in accordance with the 12 year DPW Vehicle and Equipment Capital Plan.

ARTICLE 10: Moderator declared this motion lost.

ARTICLE 11: Voted: Unanimously that the Town vote to transfer from the Town's Stabilization Account, the sum of \$38,000.00 to be used to replace the Town Hall Heating System, including removal and disposal of asbestos pipe insulation.

ARTICLE 12: Voted: Unanimously that the Town transfer from Stabilization Account the sum of three thousand dollars (\$3,000.00) to be used to replace the tile floor in the lower level of the Town Hall including removal and disposal of asbestos tiles.

ARTICLE 13: Voted: Unanimously that the Town transfer from the Lots and Graves Account the sum of three hundred dollars (\$300.00) equal to that received from the sale of lots and graves during the fiscal year beginning July 1, 1999, in accordance with M.G.L., Chapter 114, Section 15, to be used for cemetery oiling and grading.

ARTICLE 14: Voted that the Town raise and appropriate the sum of one thousand dollars (\$1,000.00) for the Conservation Fund set up under Article 24 of the 1966 Annual Town Meeting.

ARTICLE 15: Voted: Unanimously that the Town raise and appropriate the sum of six thousand five hundred dollars (\$6,500.00) for a Fiscal Year 1999 audit of the accounts and financial records of the Town of Upton.

ARTICLE 16: Voted that the Town raise and appropriate the sum of three thousand dollars (\$3,000.00) for the pick-up and disposal of dead animals on town roads and property for FY2000.

ARTICLE 17: Moderator declared this motion lost.

ARTICLE 18: Voted: Unanimously that the Town raise and appropriate the sum of eleven thousand five hundred dollars (11,500.00) to be used for a reserve account for re-valuation through the Board of Assessors.

ARTICLE 19: Voted that the Town establish a departmental revolving fund recommended by the Board of Selectmen for the Upton Historical Commission in accordance with M.G.L., Chapter 44, Section 53E1/2. The purpose of this fund shall be to restore and repair cemetery markers in the First Burying Ground on Grove Street and for plaques to designate Historic Sites and Buildings. Receipts to this fund shall be monies donated by individuals, corporations and other organizations. The Historical Commission will give approval to expend from this fund but at no time exceeding more than the available balance in said revolving fund.

ARTICLE 20: Moderator declared this motion lost.

ARTICLE 21: Voted: Unanimously to pass-over this article.

ARTICLE 22: Voted that Town vote to accept the provisions of M.G.L., Chapter 44, Section 53 1/2 to establish a revolving fund as recommended by the Board of Selectmen to receive firearms license fees and permit fees, and to authorize the Police Chief to expend money from such fund to pay the state its portion of such fees and to use the balance for departmental expenditures.

ARTICLE 23: Voted: Unanimously to pass-over this article.

ARTICLE 24: Voted: Unanimously that the Town raise and appropriate the sum of one thousand two hundred dollars (\$1,200.00) for: (1) Reduced rate funding for internet access and email accounts for Town of Upton employees to conduct their job activities for the Town. (2) The hosting of the upton.ma.us internet domain name with a local Internet Service Provider for one year.

ARTICLE 25: Voted: Unanimously to pass-over this article.

ARTICLE 26: Moderator declared this motion lost.

ARTICLE 27: Voted: Unanimously to pass-over this article.

ARTICLE 28: Voted: Unanimously that the Town borrow the sum of two hundred thirty-three thousand six hundred fifty-five dollars (\$233,655.00) to be used for the construction, reconstruction and/or improvements of Town roads, said sum to be reimbursed by the Commonwealth under the provisions of M.G.L., Chapter 90, Section 34.

ARTICLE 29: Voted: Unanimously to pass-over this article.

ARTICLE 30: Voted: Unanimously that the Town transfer from the Stabilization Account, the sum of nine thousand six hundred dollars (\$9,600.00), to be used to replace the roof of the Ramsey Building.

ARTICLE 31: Voted: Unanimously that the Town amend the Town By-laws, Chapter 2, General Powers and Duties of Town Officers, Section 8, to change the limit on execution of contracts that extend beyond one year to be consistent with current state law by deleting the existing Section 8 and replacing it with the following:

"No board or officer shall make any contract on behalf of the Town unless said contract is consistent with M.G.L., Chapter 30B, Uniform Procurement Act, Section 12, Term of contract.

ARTICLE 32: Voted: Unanimously that the Town raise and appropriate the sum of four thousand eight hundred dollars (\$4,800.00), to be used to install water meters in the Town Hall and Fire Station facilities.

ARTICLE 33: Voted that the Town amend the Town By-laws, Title 2, Municipal Government and Finance, Chapter 14, Water Department Section 8, Water Use Restriction, by adding the following sentence to the end of Section 8.8, "Fines shall be recovered by indictment, or on complaint before the District Court, or by non-criminal disposition enforced by the Water/Sewer Superintendent, or by the Director of Public Works in accordance with Section 21D of Chapter 40 of the Massachusetts General Laws".

ARTICLE 34: Voted: Unanimously that the Town raise and appropriate the sum of one thousand five hundred dollars (\$1,500.00) to purchase a photo copier for Upton Fire and EMS Departments.

ARTICLE 35: Voted: Unanimously that the Town raise and appropriate the sum of four thousand dollars (\$4,000.00), to purchase two sets of "automatic drop down tire chains" for use on Engine 2 of the Upton Fire Department and Upton Ambulance (Med. 1) of the EMS Department.

ARTICLE 36: Voted: Unanimously to pass-over this article.

ARTICLE 37: Voted: Unanimously that the Town raise and appropriate the sum of one thousand five hundred dollars (\$1,500.00) to purchase a new computer with monitor for use by the Upton Fire and EMS Departments.

ARTICLE 38: Voted: Unanimously to pass-over this article.

ARTICLE 39: Voted: Unanimously that the Town transfer from the Stabilization Account, the sum of thirty thousand dollars (\$30,000.00) for the purchase of personnel protective clothing for the Upton Fire Department personnel.

ARTICLE 40: Voted: Unanimously to pass-over this article.

ARTICLE 41: Voted: Unanimously to pass-over this article.

ARTICLE 42: Voted that the Town establish a departmental revolving fund, as recommended by the Board of Selectmen, for the Upton Town Library in accordance with M.G.L., Chapter 44, Section 53E1/2. The purpose of this fund shall be to replace items lost by those who borrow library materials, to replace items used in activities for which a fee is paid and to purchase new books from used book sales. Receipts to this fund shall be monies paid by borrowers for lost materials or for overdue fines by patrons using the copier and printing facilities and by purchasers of used library books. The Librarian, with the approval of the Library Board of Trustees, shall be authorized to expend from this fund but at no time exceeding more than the available balance in the revolving fund.

ARTICLE 43: Voted: Unanimously that the Town raise and appropriate the sum of one thousand four hundred twenty-five dollars (\$1,425.00), for the purchase of additional shelving for the children's area, additional shelving for the video and audio collections and seating for the adult area in the Upton Town Library.

ARTICLE 44: Voted that the Town accept a grant of up to twenty thousand dollars (\$20,000.00), pursuant to M.G.L., Chapter 78, Section 19, from the Massachusetts Public Library Construction Program, for the planning and design of a joint public library with the Town of Mendon, MA. Said monies to include related legal and engineering services. The monies will be held by the Upton Treasurer in a dedicated account until expenditures are authorized by the co-chairpersons of the Library Feasibility, Planning and Design Committee as required by 605 CMR 6.00.

ARTICLE 45: Voted that the Town authorize the Trustees of the Upton Town Library jointly with the Mendon Trustees of the Taft Public Library to apply to the Massachusetts Board of Library Commissioners for a grant of up to twenty thousand dollars (\$20,000.00) to plan and design a joint public library. A copy of the grant application is available for inspection at the Town Clerk's office, Board of Selectmen's office and the Upton Town Library.

ARTICLE 46: Voted: Unanimously to pass-over this article.

ARTICLE 47: Voted that the Town raise and appropriate the sum of twenty thousand dollars (\$20,000.00) pursuant to M.G.L., Chapter 78, Section 19, for the planning and design of a joint public library with the Town of Mendon, MA. Said monies to include related legal and engineering services and are to be used jointly with equal matching funds from Mendon, MA., and grant monies from the Massachusetts Public Library Construction Program as required by 605 CMR 6.00.

ARTICLE 48: Voted: Unanimously that the Town raise and appropriate the sum of ten thousand dollars (\$10,000.00), to the Finance Committee Reserve Account, said amount to be expended in accordance with M.G.L., Chapter 40, Section 6.

ARTICLE 49: Voted: Unanimously that the Town accept Goss Pond Road, Brousseau Drive and Green Lane including the taking or acceptance of easements for drainage purposes, all as shown on the below-referred plan, roads and easements being constructed by the developer in accordance with the rules and regulations governing the subdivision of land in the Town of Upton, Massachusetts, and as further laid out on a plan entitled "Definitive Subdivision Plan of 'Goss Pond Estates' Plan of Land in Upton, Massachusetts", dated June 1, 1989 with revisions, said plan recorded at the Worcester District Registry of Deeds in Plan Book 685, Pages 72, 73, 74 and approved by the Upton Planning Board on June 14, 1994. Acceptance is conditional upon the delivery to the Board of Selectmen a deed to the property involved and the recording, at the grantor's expense, of the deed at the Worcester Registry of Deeds. A copy of said plan being available for inspection at the office of the Town Clerk.

It was moved and seconded to dissolve this warrant and that this meeting be adjourned.

Attest:

Martha R. Williams, CMC/CMMC

WARRANT FOR SPECIAL TOWN MEETING

June 21, 1999

Worcester, SS

To either of the Constables of the Town of Upton in the County of Worcester

Greetings:

In the Name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in elections and in Town affairs, to meet at the Town Hall in said Upton on Monday, the twenty-first day of June, 1999, at seven-thirty in the evening, then and there to act on the following articles:

ARTICLE 1: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of Six thousand eight hundred nineteen dollars and eighty-one cents (\$6,819.81), or any other sum, to be used for the repair of damages to the Upton Fire Station and Engine 2 or, to take any other action relative thereto.

ARTICLE 2: To see if the Town will vote to transfer the sum of Two thousand eight hundred dollars (\$2,800.00), from the FireFighter/EMT/Inspector Account to the Fire Departments Hourly Compensation Account, or, to take any other action relative thereto.

ARTICLE 3: To see if the Town will vote to transfer the sum of One thousand two hundred dollars (\$1,200.00) from the Financial Assistant I Account to the Fire Department General Expense Account, or, to take any other action relative thereto.

ARTICLE 4: To see if the Town will vote to transfer the sum of Nine hundred dollars (\$900.00) from the Assistant Chief #2 Account to the Fire Department Building Maintenance Account, or, to take any other action relative thereto.

ARTICLE 5: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer or borrow the sum of Seventy-three thousand one hundred eighty-nine dollars and eighty-five cents (\$73,189.85), or any other sum, to be applied to the Snow Removal Account, to fund the FY99 Snow Emergency Deficit balance, or, to take any other action relative thereto.

ARTICLE 6: To see if the Town will vote to transfer the sum of Three thousand five hundred dollars (\$3,500.00) from the Patrol Officer Number 6 Salary Account, to the Part-time and Overtime Account, or, to take any other action relative thereto.

ARTICLE 7: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of Four Thousand dollars (\$4,000.00), or any other sum, for Animal Control Services, or, to take any other action relative thereto.

ARTICLE 8: To see if the Town will vote to transfer the sum of Three thousand five hundred dollars (\$3,500.00), or any other sum, from the Waste Removal Recycling Expenses Account, to the Waste Removal Disposal Account, or, to take any other action relative thereto.

ARTICLE 9: To see if the Town will vote to transfer the sum of One Thousand dollars (\$1,000.00), or any other sum, from the Waste Removal Miscellaneous Account, to the Board of Health Perc Tests Account, or, to take any other action relative thereto.

ARTICLE 10: To see if the Town will vote to transfer the sum of Seven hundred fifty dollars (\$750.00), or any other sum, from the Treasurer-Collector Clerk 1 Account to the Treasurer-Collector Expense Account, or, to take any other action relative thereto.

ARTICLE 11: To see if the Town will vote to transfer the sum of Eight hundred dollars (\$800.00), or any other sum from the Treasurer-Collector Clerk 2 Account to the Treasurer-Collector Expense Account, or, to take any other action relative thereto.

ARTICLE 12: To see if the Town will vote to transfer the sum of Five hundred sixty-six dollars (\$566.00) from the Town Clerk's Clerical Account to the Town Clerk's Expense Account, or, to take any other action relative thereto.

ARTICLE 13: To see if the Town will vote to establish a revolving fund, with the approval of the Board of Selectmen, to be known as the Council on Aging Fund in accordance with M.G.L., Chapter 44, Sec. 53E1/2. The purpose of this fund will be to provide programming for the elderly of Upton as administered through the Senior Center Director and the Council on Aging. Monies to be deposited in this fund shall be monies donated for this purpose. The Director of the Upton Senior Center, with the approval of the Council on Aging shall be authorized to expend from this fund. Expenditures from this fund shall not exceed receipts into the fund in any given year, or, to take any other action relative thereto.

ARTICLE 14: To see if the Town will vote to transfer Six thousand five hundred dollars (\$6,500.00) from the Street Light Account into the Municipal Building Miscellaneous Account Line Item 84, or, to take any other action relative thereto.

ARTICLE 15: To see if the Town will vote to transfer Two thousand six hundred dollars (\$2,600.00) from the Printing Account into the Telephone Expense Account, or, to take any other action relative thereto.

ARTICLE 16: To see if the Town will vote to establish, with the approval of the Board of Selectmen, a new reserve account, to be known as the Pratt Pond Aquatic Weed Control Grant Account. This new account is a requirement by the State Agency that awarded the Town a Fifteen hundred dollar (\$1,500.00) grant for Pratt Pond, or, to take any other action relative thereto.

ARTICLE 17: To see if the Town will vote to transfer the sum of Fifteen hundred dollars (\$1,500.00) or any other sum, from the Aquatic Weed Control Account, (Article #6 Special Town Meeting - 11-24-98), to the Pratt Pond Aquatic Weed Control Grant Account, or, to take any other action relative thereto.

And you are directed to serve this Warrant, by posting up attested copies thereof at the Post Office, Town Library and Town Hall, in said Town 14 days, at least, before the time of holding said meeting.

Hereof fail not, and make due return of this Warrant, with your doings thereon, to the Town Clerk, at the time and place of meeting, as aforesaid.

Given under our hands this 1st day of June in the year of our Lord One Thousand nine hundred and ninety-nine.

Alfred Holman
Robert J. Fleming
James R. Bates
SELECTMEN OF UPTON

A true Copy. Attest:

Richard J. Henderson, Sr.,
Constable

Worcester, ss.

Upton, MA, June 4, 1999

Pursuant to the within Warrant, I have notified and warned the inhabitants of the Town of Upton by posting up attested copies of the same at the Town Hall, Library and Post Office at least 14 days before the date of the meeting, as within directed.

Richard J. Henderson, Sr.,
Constable of Upton

PROCEEDINGS OF SPECIAL TOWN MEETING

June 21, 1999

The meeting was called to order by Moderator David C. Loeper at 7:30 p.m. with a quorum present. The call and constable's return was read by Moderator Loeper.

Non-voters seated on the main floor were Eileen Ubillos of the Milford Daily News; Robert Gilchrist, Director, DPW; Jane Bigda of the Upton Town Crier.

ARTICLE 1: Voted: Unanimously that the Town transfer the sum of six thousand eight hundred nineteen dollars and eighty-one cents (\$6,819.81) from the Insurance Reimbursement Account to the Upton Fire Department to be used for the repair of damages to the Upton Fire Station and Engine #2.

ARTICLE 2: Voted: Unanimously that the Town transfer the sum of two thousand eight hundred dollars (\$2,800.00) from the Fire Fighter/EMT/Inspector Account to the Fire Department's Hourly Compensation Account.

ARTICLE 3. Voted: Unanimously that the Town transfer the sum of one thousand two hundred dollars (\$1,200.00) from the Financial Assistant 1 Account to the Fire Department General Expense Account.

ARTICLE 4: Voted: Unanimously that the Town transfer the sum of nine hundred dollars (\$900.00) from the Assistant Chief #2 Account to the Fire Department Building Maintenance Account.

ARTICLE 5: Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury, the sum of seventy-three thousand one hundred eighty-nine dollars and eighty-five cents (\$73,189.85) to be applied to the Snow Removal Account to fund the FY99 Snow Emergency Deficit balance.

ARTICLE 6: Voted: Unanimously that the Town transfer the sum of three thousand five hundred dollars (\$3,500.00) from the Patrol Officer Number 6 Salary Account to the Part-time and Overtime Account.

ARTICLE 7: Voted that the Town raise and appropriate the sum of four thousand dollars (\$4,000.00) for Animal Control Services for Fiscal Year 2000.

ARTICLE 8: Voted: Unanimously that the Town transfer the sum of three thousand five hundred dollars (\$3,500.00) from the Waste Removal Recycling Expenses Account to the Waste Removal Disposal Account.

ARTICLE 9: Voted: Unanimously that the Town transfer the sum of one thousand dollars (\$1,000.00) from the Waste Removal Miscellaneous Account to the Board of Health Perc tests Account.

ARTICLE 10: Voted: Unanimously that the Town transfer the sum of seven hundred fifty dollars (\$750.00) from the Treasurer-Collector Clerk 1 Account to the Treasurer-Collector Expense Account.

ARTICLE 11: Voted: Unanimously that the Town transfer the sum of eight hundred dollars (\$800.00) from the Treasurer-Collector Clerk 2 Account to the Treasurer-Collector Expense Account.

ARTICLE 12: Voted: Unanimously that the Town transfer the sum of five hundred sixty-six dollars (\$566.00) from the Town Clerk's Clerical Account to the Town Clerk's Expense Account.

ARTICLE 13: Voted: Unanimously that the Town establish a revolving fund, with the approval of the Board of Selectmen, to be known as the Council on Aging Fund in accordance with M.G.L., Chapter 44, Section 53E1/2. The purpose of this fund will be to provide programming for the elderly of Upton as administered through the Senior Center Director and the Council on Aging. Monies to be deposited in this fund shall be monies donated for this purpose. The Director of the Upton Senior Center, with the approval of the Council on Aging shall be authorized to expend from this fund. Expenditures from this fund shall not exceed receipts into the fund in any given year.

ARTICLE 14: Voted: Unanimously that the Town transfer six thousand five hundred dollars (\$6,500.00) from the Street Light Account to the Municipal Building Miscellaneous Account Line Item 84.

ARTICLE 15: Voted: Unanimously that the Town transfer two thousand six hundred dollars from the Printing Account to the Telephone Expense Account.

ARTICLE 16: Voted: Unanimously that the Town establish, with the approval of the Board of Selectmen, a new reserve account, to be known as the Pratt Pond Aquatic Weed Control Grant Account. This new account is a requirement by the State Agency that awarded the Town a fifteen hundred dollar grant for Pratt Pond.

ARTICLE 17: Voted: Unanimously that the Town transfer the sum of fifteen hundred dollars (\$1,500.00) from the Aquatic Weed Control Account (Article #6 Special Town Meeting, 11/24/98), to the Pratt Pond Aquatic Weed Control Account.

During this meeting 47 voters were checked into the main hall by Nancy E. Kennedy and Joan E. Varney.

It was moved and seconded to dissolve this warrant and to adjourn this meeting. This meeting adjourned at 8:10 p.m..

Attest:

Martha R. Williams, CMC/CMMC
Town Clerk of Upton

WARRANT FOR SPECIAL TOWN MEETING

September 13, 1999

Worcester, ss.

To either of the Constables of the Town of Upton in the County of Worcester

Greetings:

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in elections and in Town affairs to meet at the Town Hall in said Upton on Monday, the thirteenth day of September, 1999 next at seven-thirty in the evening, then and there to act on the following articles:

ARTICLE 1: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the treasury, or borrow, or transfer, pursuant to M.G.L., Chap. 59, Sec. 21C (i1/2) the sum of One Hundred eighty-nine thousand dollars (\$189,000.00), or any other sum, for the purpose of funding the purchase of the following capital equipment:

Four Wheel Drive Utility Pick-up Truck - Fire Dept.,
Four Wheel Drive Utility Vehicle - DPW,
Four Wheel Drive Utility Vehicle - Water/Sewer Div.,
Four Wheel Drive Utility Cruiser - Police Dept.,
Capital Repairs Dump Truck #28 - Highway Div.,
Five Ton Dump Truck (Lease/Purchase 1st year payment) - Highway Div.,

for the Fiscal Year beginning July First, Nineteen Hundred and Ninety-Nine. This appropriation is contingent upon passage of a Prop 2 1/2 (so-called) ballot question, or, to take any other action relative thereto.

ARTICLE 2: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the treasury, or borrow, or transfer, pursuant to M.G.L., Chap. 59, Sec. 21C (g) the sum of Two hundred sixteen thousand - seven hundred forty-six dollars (\$216,746.00) or any other sum, for the purpose of funding Upton's remaining portion of the Mendon-Upton Regional School District operational budget for the Fiscal Year beginning July First, Nineteen Hundred and Ninety-Nine. This appropriation is contingent upon passage of a Prop. 2 1/2 (so-called) ballot question, or, to take any other action relative thereto.

ARTICLE 3: To see if the Town will vote to accept M.G.L.A., 32B, Sec 9E - "Shall the Town, in addition to the payment of fifty percent of a premium for contributory group life, hospital, surgical, medical, dental and other health insurance for employees retired from the service of the Town, and their dependents, pay a subsidiary or additional rate?". By placing a ballot question on the next town election, or, to take any other action relative thereto.

And you are directed to serve this Warrant, by posting up attested copies thereof at the Post Office, Town Library and Town Hall, in said Town, 14 days, at least, before the time of holding said meeting.

Hereof Fail Not, and make due return of this Warrant, with your doings thereon, to the Town Clerk, at the time and place of meeting, as aforesaid.

Given under our hands this twenty-fourth day of August in the year of our Lord One thousand nine hundred and ninety-nine.

Alfred C. Holman
Robert J. Fleming
James R. Bates
SELECTMEN OF UPTON

A true copy Attest:

Richard J. Henderson, Sr.,
Constable

Worcester, ss.
Upton, August 25, 1999

Pursuant to the within Warrant, I have notified and warned the inhabitants of the Town of Upton by posting up attested copies of the same at the Town Hall, Library and Post Office at least 14 days before the date of the meeting, as within directed.

Richard J. Henderson, Sr.,
Constable of Upton

PROCEEDINGS OF SPECIAL TOWN MEETING

September 13, 1999

The meeting was called to order by Moderator David C. Loeper at 7:30 p.m. with a quorum present. The call and constable's return were read by Moderator Loeper.

Non-voters seated on the main floor were Town Counsel Stanley Weinberg and Robert Gilchrist, Director of the DPW.

During this meeting 66 voters were checked into the main hall by Barbara E. Burke and Madeline Gallagher.

ARTICLE 1: Voted: That the town raise and appropriate \$189,000.00 for the purpose of finding the purchase of the following capital equipment:

- Four Wheel Drive Utility Pick-up Truck - Fire Dept.
- Four Wheel Drive Utility Vehicle - DPW
- Four Wheel Drive Utility Vehicle - Water/Sewer Div.
- Four Wheel Drive Utility Cruiser - Police Dept.
- Capital Repairs Dump Truck #38 - Highway Div.
- Five Ton Dump Truck (Lease/Purchase 1st year payment) - Highway Div.

for the Fiscal year beginning July 1, 1999. This appropriation is contingent upon passage of a Prop. 2 1/2 (so-called) ballot question.

ARTICLE 2: Motioned that the Town raise and appropriate the sum of \$216,746.00 for the purpose of funding Upton's remaining portion of the Mendon-Upton Regional School District operational budget for the Fiscal year beginning July 1, 1999. The Moderator declared this motion lost.

ARTICLE 3: Voted: that the Town accept M.G.L.A., 32B, Sec. 9E - "Shall the Town, in addition to the payment of fifty percent of a premium for contributory group life, hospital, surgical, medical, dental and other health insurance for employees retired from the service of the town, and their dependents, pay a subsidiary or additional rate?"

The three articles above were voted as questions on the ballot for a Special Town Election held September 14, 1999. All questions were defeated.

It was moved and seconded that this warrant be dissolved and that this meeting be adjourned. This meeting adjourned at 9:00 p.m..

Attest:

Martha R. Williams, CMC/CMMC
Town Clerk of Upton

WARRANT FOR SPECIAL TOWN ELECTION

September 14, 1999

Worcester SS.

To either of the Constables of the Town of Upton in the County of Worcester

Greetings:

In the Name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in the elections and in Town affairs, to meet at the Town Hall on Tuesday, the fourteenth day of September next from 7:00 a.m. to 8:00 p.m. for the following purpose:

To cast their votes in the Special Town Election for Ballot questions, as follows:

Proposition 2 1/2 referenda questions; M.G.L. Chap 59.

Question 1 - Section 21C (i1/2) Question - Section 21C (g)

Question 3 - M.G.L.A. 32B, Sec 9E

1. Shall the Town of Upton be allowed to assess an additional \$189,000.00 in real estate and personal property taxes for the purpose of funding the purchase of the following Capital Equipment:

Four Wheel Drive Utility Pick-up Truck - Fire Dept.,
Four Wheel Drive Utility Vehicle - DPW,
Four Wheel Drive Utility Vehicle - Water/Sewer Div.,
Four Wheel Drive Utility Cruiser - Police Dept.,
Capital Repairs Dump Truck #28 - Highway Div.,
Five Ton Dump Truck (Lease/Purchase) - Highway Div.,

for the fiscal Year beginning July First, Nineteen Hundred and Ninety-Nine.

Yes _____

No _____

2. Shall the Town of Upton be allowed to assess an additional Two Hundred Sixteen Thousand Seven Hundred Forty-Six Dollars (\$216,746.00) in real estate and personal property taxes for the purpose of funding Upton's remaining portion of the Mendon-Upton Regional School District operational budget for the Fiscal Year beginning July First, Nineteen Hundred and Ninety-Nine.

Yes _____

No _____

3. Shall the Town accept M.G.L.A. 32B, Sec 9E - "Shall the Town, in addition to the payment of fifty percent of a premium for contributory group life, hospital, surgical, medical, dental and other health insurance for employees retired from the service of the Town, and their dependents, pay a subsidiary or additional rate?"

Yes _____

No _____

and you are directed to serve this Warrant, by posting up attested copies thereof at Post Office, Town Library and Town Hall, in said Town, 7 days at least before the time of holding said meeting.

Hereof Fail Not, and make due return of this Warrant, with your doings thereon, to the Town Clerk, at the time and place of meeting as aforesaid.

Given under our hands this sixteenth day of August in the year of our Lord, One Thousand Nine Hundred and Ninety-Nine.

Alfred C. Holman
Robert J. Fleming
James R. Bates
SELECTMEN OF UPTON

A true copy.
Attest:

Richard J. Henderson, Sr.,
Constable of Upton

Worcester, ss.

Upton, MA, August 25, 1999

Pursuant to the within Warrant, I have notified and warned the inhabitants of the Town of Upton by posting up attested copies of the same at the Town Hall, Library and the Post Office at least seven days before the date of the meeting, as within directed.

Richard J. Henderson, Sr.
Constable of Upton

PROCEEDINGS OF SPECIAL TOWN ELECTION

September 14, 1999

The meeting was called to order with the reading of the Warrant by Town Clerk Martha R. Williams. The polls were declared officially open at 7:00 a.m. by Warden Richard L. Randall.

Ballot clerks on duty at the check-in table were Judith McGee and Rena Richard. Elizabeth Consigli and Edna Furphy were on duty at the check-out table. Madeline Gallagher relieved Edna Furphy of duty at 5:00 p.m.. Deputy Warden Dorothy Francis was on duty at the ballot box to be relieved of duty at 1:30 p.m. by Janet Caton.

Tellers reporting at 8:00 p.m. were Susan Bonina, Kathleen Ramsey, Theresa Martin, Marie Lamanuzzi, all Democrats; Elizabeth Crawford, Republican; Donna Kempton, Madeline Gallagher, Mary Lapierre, all Unenrolled. William Young and Joan Shanahan tabulated the vote.

Question #1	Yes	124
	No	326
Question #2	Yes	123
	No	326
Question #3	Yes	151
	No	296

The total number of votes cast was 451. The results of the election were read by Election Clerk Barbara E. Burke at 8:50 p.m.. The used and unused ballots were sealed in separate containers and deposited in the Town Vault.

Attest:

Martha R. Williams, CMC/CMMC
Town Clerk of Upton

WARRANT FOR SPECIAL TOWN MEETING

November 30, 1999

WORCESTER, ss

To either of the Constables of the Town of Upton in the County of Worcester

GREETINGS:

IN THE NAME OF THE COMMONWEALTH OF MASSACHUSETTS, you are hereby directed to notify and warn the inhabitants of said town, qualified to vote in the elections and in Town affairs, to meet at the TOWN HALL in said Upton on Tuesday, the thirtieth day of November, 1999 next at seven-thirty in the evening, then and there to act on the following articles.

ARTICLE 1: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer or borrow, pursuant to M.G.L.Chap. 44, Sec. 6A, the sum of One Hundred Thousand Dollars (\$100,000.00), or any other sum, for the purpose of payment obligation for the Town Hall Roof Replacement and Repair Project, in anticipation of State Reimbursement, through the Mass. Historical Commission grant already approved and awarded by letter dated January 13, 1999, or, to take any other action relative thereto.

ARTICLE 2: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of Thirty-five Thousand Five hundred fifty-three dollars, (\$35,553.00), or any other sum, said amount agreed to under terms of collective bargaining agreement between the Town of Upton, and M.C.O.P., Local #162. Agreement signed October 19, 1999, or to take any other action relative thereto.

ARTICLE 3: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of Twenty thousand six-hundred and fifty dollars (\$20,650.00), or any other sum, to fund the position of an additional Full-time Patrol Officer for the Upton Police Department, or, to take any other action relative thereto.

ARTICLE 4: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of Thirty-three thousand Nine hundred-twelve dollars, (\$33,912.00), or any other sum, for the purchase of a Four Wheel Drive Utility Cruiser (marked) for the Upton Police Department, or, to take any other action relative thereto.

ARTICLE 5: To see if the Town will vote to amend Line Item #340 of Article 3 of the FY2000 Annual Budget, from Four-hundred-seventy-five thousand, seven hundred sev-

enty-six dollars (\$475,776.00), to Three hundred forty-three thousand seven hundred-forty five dollars (\$343,745.00), due to reimbursement adjustments from the Commonwealth, or to take any other action relative thereto.

ARTICLE 6: To see if the Town will vote pursuant to M.G.L. 40A Sec. 5, to amend the Upton Zoning By-Law, Sec. III, Subsection I, known as common driveways to Section III, Subsection J, known as common driveways, or, to take any other action relative thereto.

ARTICLE 7: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of Twenty-three thousand nine hundred dollars (\$23,900.00), or any other sum, as the first year payment of a five year lease-purchase of a new five ton dump truck with sander, front plow and wing plow for use by the Highway Division of Department of Public Works, or, to take any other action relative thereto.

ARTICLE 8: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of Thirty-five thousand eight hundred forty-two dollars (\$35,842.00), or any other sum, to purchase a new four-wheel drive one ton pickup truck with utility body and plow to replace an existing 1986 vehicle (vehicle number 33) of the Water-Sewer Division of the Department of Public Works, or, to take any other action relative thereto.

ARTICLE 9: To see if the Town will vote to accept a Forty-four thousand five-hundred eighty dollars (\$44,580.00), or any other sum, Wellhead Protection Grant from the DEP including:

\$9,800 to fund the expansion of the part-time Water & Sewer Operator position to a full-time position:

\$2,500.00 to fund the expansion of the responsibilities of the full-time Water & Sewer Operator position to include Wellhead protection and public education elements;

\$10,000 for surveying and engineering work to develop surveys of the existing water supply facilities and to prepare a Wellhead Protection ByLaw to present to the Town; and

\$22,280 for wetlands delineation, survey work and chain-link fence installation at the Glen Avenue pump station to provide additional protection of this existing water supply;

and to borrow the sum of Forty-Four thousand five-hundred eighty dollars (\$44,580.00); said funds to be reimbursed by the DEP under the Wellhead Protection Grant awarded to the Town of Upton, or, to take any other action relative thereto.

ARTICLE 10: To see if the Town will vote to approve the establishment of a Town Building Committee, to be appointed in conformance with Chapter 19, of the Town's General By-laws, for the purpose of researching improved access to the Town Hall and the Knowlton Risteen Buildings, and to be in compliance with the Americans with Disabilities Act, said committee to perform preliminary studies for this project and to make recommendations at a future Town Meeting, or, to take any other action relative thereto.

ARTICLE 11: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of One Hundred Thousand Dollars (\$100,000.00), or any other sum, to the Town's Stabilization Account, or, to take any other action relative thereto.

ARTICLE 12: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of Thirty-eight thousand dollars (\$38,000.00), or any other sum for the purchase of a new 1999 or 2000 pick-up truck to be used by the Fire Department. Vehicle is to be equipped with a 300 gallon water tank/pump/hose for use during brush fire season and an 8' snow plow to maintain the Fire Station during snow storms, or, to take any other action relative thereto.

ARTICLE 13: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of Fifty thousand dollars (\$50,000.00), or any other sum, for engineering study and preliminary design plans for construction of an addition and/or renovations of the Upton Fire Station. Said funds to be expended in accordance with the Town By-laws, Title 2, Chapter 19, Building Committee, or to take any other action relative thereto.

ARTICLE 14: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of One thousand dollars (\$1,000.00) or any sum, for the use by the Fire, EMS and Police Departments. Said funds to be used to formulate plans for upgrading the Fire, EMS and Police Communications systems, including new frequency coordination for additional frequencies and specifications for additional equipment, or, to take any other action relative thereto.

ARTICLE 15: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of Six thousand dollars (\$6,000.00), or any other sum, to be used for aquatic weed control in one or more of the following: Taft Pond, Mill Pond, Pratt Pond, or Lake Wildwood, or, to take any other action relative thereto.

ARTICLE 16: To see if the Town will vote to establish and accept a fund known as the "Town Owned Tax Title Auction Expense Account". Said account shall be used by the "Custodian of Tax Title Properties" for the purpose of selling Tax Titled properties owned by the Town. Uses may include, but are not limited to compensation for the "Custodian" retention of legal experts, hiring temporary help and perk testing, or to take any other action relative thereto.

ARTICLE 17: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of Five thousand dollars (\$5,000.00), or any other sum, to be applied to the "Town Owned Tax Title Auction Expense Account, or, to take any other action relative thereto.

ARTICLE 18: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of One thousand one-hundred seventy-one dollars (\$1,171.00), or any other sum, for the purchase of Twenty (20) "D" size Aluminum oxygen tanks for use by the Upton Emergency Medical Services, Police Department, and Fire Departments. These tanks are to replace the current rental tanks used by these departments, or, to take any other action relative thereto.

ARTICLE 19: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of One thousand three-hundred dollars (\$1,300.00), or any other sum for the purchase of a typewriter for the Town Clerk's office, or, to take any other action relative thereto.

ARTICLE 20: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of Three thousand four-hundred-fifty dollars (\$3,450.00), to supplement the sum voted for line item III, Town Clerk's Salary at the Annual Town Meeting on May 8, 1999, or, to take any other action relative thereto.

and you are directed to serve this Warrant, by posting up attested copies thereof at the Post Office, Town Library and Town Hall, in said Town, 14 days at least before the time of holding said meeting.

HEREOF FAIL NOT, and make do return of this warrant, with your doings thereon, to the Town Clerk, at the time and place of meeting, as aforesaid.

Given under our hands this ninth day of November in the year of our Lord One Thousand nine hundred and ninety-nine.

Alfred C. Holman
Robert J. Fleming
SELECTMEN OF UPTON

A true copy.
Attest:

Richard J. Henderson, Sr.,
Constable of Upton

Worcester, ss.

Upton, MA, November 19, 1999

Pursuant to the within Warrant, I have notified and warned the inhabitants of the Town of Upton by posting up attested copies of the same at the Town Hall Building, Library and the Post Office at least 14 days before the date of the meeting, as within directed.

Richard J. Henderson, Sr.,
Constable of Upton

PROCEEDINGS OF SPECIAL TOWN MEETING November 30, 1999

The meeting was called to order at 7:30 p.m., with a quorum present, by Moderator David C. Loeper. The call and constable's return was read by Moderator Loeper.

Non-voters seated in the main hall were Town Counsel Stanley Weinberg, Jane Bigda of the Upton Town Crier and Neal Rapp, Mendon member of the Regional School Committee.

A group of Boy Scouts were also seated in the main hall to observe the proceedings. They were Justin Rankins, Zack Jordan, James Lawrence, Andrew Gauthier, Walter Ramsey and Zachary Hart.

Barbara E. Burke and Nancy E. Kennedy checked the voters into the hall.

ARTICLE 1: Voted: Unanimously that the Town borrow, pursuant to M.G.L.Chap. 44, Sec. 6A, the sum of one hundred thousand dollars (\$100,000.00), or any other sum, for the purpose of payment obligation for the Town Hall Roof Replacement and Repair Project, in anticipation of State Reimbursement, through the Mass. Historical Commission grant already approved and awarded by letter dated January 13, 1999.

ARTICLE 2: Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury, the sum of thirty-five thousand five hundred fifty-three dollars, (\$35,553.00), or any other sum, said amount agreed to under terms of collective bargaining agreement between the Town of Upton, and M.C.O.P., Local #162. Agreement signed October 19, 1999.

ARTICLE 3: Voted: That the Town appropriate from available unappropriated funds in the Treasury the sum of twenty thousand six-hundred and fifty dollars (\$20,650.00), to fund the position of an additional Full-time Patrol Officer for the Upton Police Department.

ARTICLE 4: Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury, the sum of thirty-three thousand nine hundred-twelve dollars, (\$33,912.00), for the purchase of a Four Wheel Drive Utility Cruiser (marked) for the Upton Police Department.

ARTICLE 5: Voted: Unanimously that the Town amend Line Item #340 of Article 3 of the FY2000 Annual Budget, from four-hundred-seventy-five thousand, seven hundred seventy-six dollars (\$475,776.00), to three hundred forty-three thousand seven hundred forty five dollars (\$343,745.00), due to reimbursement adjustments from the Commonwealth.

ARTICLE 6: Voted: Unanimously that the Town, pursuant to M.G.L. 40A Sec. 5, amend the Upton Zoning By-Law, Sec. III, Subsection I, known as common driveways to Section III, Subsection J, known as common driveways.

ARTICLE 7: Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury, the sum of twenty-three thousand nine hundred dollars (\$23,900.00), or any other sum, as the first year payment of a five year lease-purchase of a new five ton dump truck with sander, front plow and wing plow for use by the Highway Division of Department of Public Works.

ARTICLE 8: Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury, the sum of thirty-five thousand eight hundred forty-two dollars (\$35,842.00), to purchase a new four-wheel drive one ton pickup truck with utility body and plow to replace an existing 1986 vehicle (vehicle number 33) of the Water-Sewer Division of the Department of Public Works.

ARTICLE 9: Voted: That the Town accept a forty-four thousand five-hundred eighty dollars (\$44,580.00), Wellhead Protection Grant from the DEP including:

\$9,800 to fund the expansion of the part-time Water & Sewer Operator position to a full-time position;

\$2,500.00 to fund the expansion of the responsibilities of the full-time Water & Sewer Operator position to include Wellhead protection and public education elements;

\$10,000 for surveying and engineering work to develop surveys of the existing water supply facilities and to prepare a Wellhead Protection ByLaw to present to the Town;

and \$22,280 for wetlands delineation, survey work and chain-link fence installation at the Glen Avenue pump station to provide additional protection of this existing water supply;

and to borrow the sum of forty-four thousand five-hundred eighty dollars (\$44,580.00); said funds to be reimbursed by the DEP under the Wellhead Protection Grant awarded to the Town of Upton.

ARTICLE 10: Voted: That the Town approve the establishment of a Town Building Committee, to be appointed in conformance with Chapter 19, of the Town's General By-laws, for the purpose of researching improved access to the Town Hall and the Knowlton Risteen Buildings, and to be in compliance with the Americans with Disabilities Act, said committee to perform preliminary studies for this project and to make recommendations at a future Town Meeting.

ARTICLE 11: Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury, the sum of one hundred thousand dollars (\$100,000.00), to the Town's Stabilization Account.

ARTICLE 12: Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury, the sum of thirty-eight thousand dollars (\$38,000.00), for the purchase of a new 1999 or 2000 pick-up truck to be used by the Fire Department. Vehicle is to be equipped with a 300 gallon water tank/pump/hose for use during brush fire season and an 8' snow plow to maintain the Fire Station during snow storms.

ARTICLE 13: Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury, the sum of Fifty thousand dollars (\$50,000.00), or any other sum, for engineering study and preliminary design plans for construction of an addition and/or renovations of the Upton Fire Station. Said funds to be expended in accordance with the Town By-laws, Title 2, Chapter 19, Building Committee.

ARTICLE 14: Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury, the sum of One thousand dollars (\$1,000.00) for use by the Fire, EMS and Police Departments. Said funds to be used to formulate plans for upgrading the Fire, EMS and Police Communications systems, including new frequency coordination for additional frequencies and specifications for additional equipment.

ARTICLE 15: Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury, the sum of Six thousand dollars (\$6,000.00), any other sum, to be used for aquatic weed control in one or more of the following: Taft Pond, Mill Pond, Pratt Pond, or Lake Wildwood.

ARTICLE 16: Voted: That the Town establish and accept a fund known as the "Town Owned Tax Title Auction Expense Account". Said account shall be used by the "Custodian

of Tax Title Properties" for the purpose of selling Tax Titled properties owned by the Town. Uses may include, but are not limited to compensation for the "Custodian" retention of legal experts, hiring temporary help and perk testing.

ARTICLE 17: Voted: That the Town appropriate from available unappropriated funds in the Treasury, the sum of five thousand dollars (\$5,000.00), or any other sum, to be applied to the "Town Owned Tax Title Auction Expense Account.

ARTICLE 18: Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury, the sum of one thousand one-hundred seventy-one dollars (\$1,171.00), for the purchase of Twenty (20) "D" size Aluminum oxygen tanks for use by the Upton Emergency Medical Services, Police Department, and Fire Departments. These tanks are to replace the current rental tanks used by these departments.

ARTICLE 19: Voted: That the Town appropriate from available unappropriated funds in the Treasury, the sum of One thousand three-hundred dollars (\$1,300.00), for the purchase of a memory typewriter (word processor) for the Town Clerk's office.

ARTICLE 20: The moderator declared this motion lost.

It was motioned and seconded to dissolve this warrant and that this meeting be dissolved. This meeting adjourned at 8:50 p.m.

Attest:

Martha R. Williams, CMC/CMMC
Town Clerk of Upton

BOARD OF SELECTMEN

1999 was a year of infrastructure upgrade and improvement action for the Town of Upton. In addition to the infrastructure, personnel were added to support the increased demand on the public safety departments. These improvements and additions are a result of the "Financial Team's" focused efforts in spending tax money on only those things that are needed to maintain the quality of life in the Town of Upton.

In January, the year began with the Financial Team constructing a FY 2000 budget and a warrant for the Annual Town Meeting. As a result of this process, it was determined that the increase of \$216,746 in the Mendon/Upton Regional School District's operating expense budget should be brought before the governing body to see if a Prop. 2 1/2 override question should be placed on a ballot as a question. This was approved at the town meeting, and a ballot question was brought before the voters on September 14, 1999 for an override of \$216,746 to fund the increase in the operating expense budget of the Mendon/Upton Regional School District and it was not approved. This process was a marked change in the school funding process and as the Mendon/Upton Regional School District's budget continues to increase, the Board believes that it is one of the ways that the town can fund these increases in the future without sacrificing town services to its citizens.

Personnel

The results of the first Classification and Compensation Update Study, as mandated by the town bylaws and overseen by the Personnel Committee, was completed. This process made several recommendations on compensation changes that were needed to bring town employees' compensation to a level comparable to those of other municipal employees in the Commonwealth. As a result of the study, a recommendation was brought to the town meeting which was voted on and passed, to support and incorporate the changes to the pay scales and grades of the town. Along with this action, this year all town employees were given formal performance reviews using a standardized form. This sets a process in place by which town employees can expect a standardized review every year. This will provide a mechanism that will allow department heads to reward employees with merit increases for performance that is above the norm.

In January 1999, a position was added to the Water/Sewer Division of the DPW as a result of the requirements of the Wastewater Treatment Plant Upgrade and Expansion Project.

By the actions of the Special Town Meeting on November 30, 1999, Article 3, the Police Department added a new full-time Patrol Officer. As the population of the town increases, the needs of the public services manpower also increases. This is a trend that will be seen in all of our town departments as time goes on.

Kristen Dirschel, Clerk to the Board of Selectmen, resigned to attend school full time. Because of that, the position was posted and Paula Deiana was appointed to the position of Clerk of the Board. The Board wishes to thank Kristen for her services in the time she was with us.

In July, Rose Marie Horton, Administrative Assistant to the Board of Selectmen, announced that at the end of the year she would be retiring. this started the process to find a replacement. The Board would like to thank Rose Marie for her far-reaching contributions to the Town of Upton in more than one department and for her years of service to the town. On November 19, 1999, the Town of Upton and its employees recognized Rose Marie at a retirement party in the Town Hall.

In September of 1999, James R. Bates resigned his position as Selectmen to the Town of Upton. Mr. Bates served the Town of Upton for more than 19 years as a Selectmen. The Board would like to thank Mr. Bates for his commitments and dedication to the office over the years he served.

As a result of our posting for the job of Administrative Assistant to the Board of Selectmen, James R. Bates was appointed to that position, continuing his service to the Town of Upton.

In October 1999, Robert Gilchrist resigned as DPW Director. The Board would like to thank Mr. Gilchrist for his services in the time he was with the Town of Upton. The Board of Selectmen has begun the process of seeking a replacement.

In December of 1999, Leo L. Morin retired after serving the Town of Upton for more than 29 years. Leo was the first full-time employee of the the Town's Water and Wastewater Facilities. The Board thanks Leo for his years of service and in recognition of that service; the Board named the new Wastewater Treatment Facility Operations building "The Leo L. Morin Operations Building."

Infrastructure

As a result of the actions of the voters at the Special Town Meeting March 23, 1999 the sum of \$446,000 was voted by a 2/3rd's majority of those present to move forward on a water systems improvement project, which included cleaning of the West River Street wells and evaluation of the pumping capacity of the town's two existing sources. Also included and still underway are exploration work for a third water source, and initial water main replacements as recommended in the report entitled "Water Distribution System Study for Upton, Massachusetts."

In September 1999, substantial completion was reached on the Wastewater Treatment Plant Upgrade and Expansion Project. This was a three year dedicated effort by the WWTF Upgrade and Expansion Committee/Building Committee. This project was completed under budget and ahead of schedule.

In November of 1999, the contract was awarded to Capeway Roofing Systems Inc. for a low bid of \$259,000 for the Town Hall Roof Repair project. This was funded in part by a grant of \$122,000 from the Massachusetts Historical Commission. The grant award was a result of protracted efforts of Robert Gilchrist, Rose Horton, Barbara Burke and James R. Bates. At the same time, the work was being completed on the Town Hall heating system and removal and disposal of asbestos tiles in the lower level of Town Hall. This was a result of the action at the Annual Town Meeting of May 3, 1999, Article 11.

As a result of the Special Town Meeting of November 30, 1999 and after several years of passing over because of budget constraints; the DPW, Fire Department, and Police Department were approved funds from free cash to procure several vehicles. These vehicles have been needed to maintain the services the citizens have come to expect. At that same meeting, it was voted to spend \$50,000 on the engineering study and preliminary design plans for construction of an addition and/or renovation of the Upton Fire Station. Also at the same meeting, Article 10 approved the establishment of a Town Building committee to research improving access to Town Hall and Knowlton Risteen Buildings to bring the town into further compliance with the Americans with Disabilities Act.

Looking Back

Two years ago the Board described long term capital needs:

- Water storage and increased water sources
- Repair of Town Hall Roof
- Improve ADA access to town buildings
- Upgrade town roadways
- Expand and upgrade the Town Fire Station

Today we have either completed or have started the following:

- Water Distribution System Study for Upton
- Complete Town Hall Roof Repair Project
- Started the process improving ADA access to town buildings
- Started the process of expanding and upgrading the Fire Station & EMS Facilities.

Looking Forward

The Town of Upton is growing. As it grows, the need for increased recreation facilities increases. Currently, the Board is researching several locations for just that use. It should be noted that this kind of activity is complex and will take time to complete. The Board, however, is moving forward in a direction to add to our recreation facilities.

Our roads are in need of updating and repair. This is an ongoing problem and funds must be identified to bring our roadways up to acceptable condition. Every year we delay in road repair, we fall behind \$250,000, as outlined in the "Local Pavement Management Study" making the process even more costly.

As the population increases, our schools will need more and more funds to operate. With this in mind, we must be creative and innovative in funding these additional operating expenses outside of our normal budget process.

Thanks

The Board would like to especially thank Rose Marie Horton, Paula Deiana, and James R. Bates for their tireless commitment to the Town of Upton. In addition, the Board would like to thank all the men and women who serve the Town of Upton unselfishly day in and day out, giving time and energies to serve the citizens of Upton. By that service, they make Upton a better place to live.

Respectfully Submitted,

UPTON BOARD OF SELECTMEN
Alfred C. Holman, Chairman
Robert J. Fleming

REPORTS OF THE TOWN ACCOUNTANT
COMBINED BALANCE SHEET
JUNE 30, 1999

	General Fund	Highway Fund	Special Revenue	Trust Funds
Assets				
Cash	\$1,918,126.44	\$177,358.17	\$48,934.14	\$1,407,344.47
Accounts Receivable				
Taxes - Personal Property				
1994	\$74.31			
1995	\$396.79			
1996	\$1,524.10			
1997	\$1,494.19			
1998	\$1,933.48			
1999	\$2,308.85			
Taxes - Real Estate				
1994	\$11.32			
1995	\$(941.55)			
1996	\$(1,505.60)			
1997	\$(4,306.96)			
1998	\$2,224.27			
1999	\$162,464.68			
Motor Vehicle Excise				
1994	\$2,444.31			
1995	\$2,265.15			
1996	\$5,288.35			
1997	\$5,697.91			
1998	\$5,963.69			
1999	\$25,807.93			
Tax Liens	\$105,458.16			
Sewer Liens	\$6,132.52			
Water Charges	\$13,299.10			
Sewer Charges	\$11,406.03			
Sewer Surcharge	\$7,674.09			
Provisions for Abatements				
1996	\$366.60			
1997	\$(22,418.48)			
1998	\$(17,721.97)			
1999	\$(20,951.43)			

	General Fund	Highway Fund	Special Revenue	Trust Funds
Assets				
Due From:				
General Funds				\$145,060.00
Trust Funds	\$105,345.43			
Government		\$141,333.04		
Amounts to be Provided for Payment of Bonds	\$446,000.00			
Bonds Authorized		\$233,655.00	\$200,000.00	
Total	\$2,765,861.71	\$552,346.21	\$248,934.14	\$1,552,404.47
Liabilities and Fund Balances				
Warrants Payable	\$475,218.87	\$85,036.21	\$7,144.40	
Payroll Withholdings		\$14,302.79		
Due To:				
General Fund				\$105,345.43
Government	\$1,165.99			
Trust Funds	\$145,060.00			
Contracts Payable		\$116,714.46		
Defered Revenue				
Property taxes	\$104,952.60			
Tax Liens	\$105,458.16			
Motor Vehicle Excise	\$47,467.34			
User Charges -				
Water/Sewer	\$32,379.22			
Utility Liens	\$6,132.52			
Bond Anticipation Notes Payable	\$446,000.00	\$233,655.00		
Fund Balance				
Designated Fund Balance	\$727,056.65		\$41,789.74	\$1,447,059.04
Designated for State Grants	\$1,500			
Undesignated Fund Balance	\$542,453.11			
Bonds Authorized (Unissued)		\$233,655.00	\$200,000.00	
Total	\$2,765,861.71	\$552,346.21	\$248,934.14	\$1,552,404.47

STATEMENT OF INDEBTEDNESS
JUNE 30, 1999

Purpose	Upton Police Headquarters
Original Issue Date	February 13, 1993
Original Bond Principal	\$1,000,000
Principal Retired FY94	\$100,000
Principal Retired FY95	\$100,000
Principal Retired FY96	\$100,000
Principal Retired FY97	\$100,000
Principal Retired FY98	\$100,000
Principal Retired FY99	\$100,000
Balance of Principal (6-30-99)	\$400,000

Purpose	Waste Water Treatment Facility
Original Issue Date	December 9, 1998
Original Bond Principal	\$4,653,146.61
Principal Retired FY99	\$0.00
Balance of Principal (6-30-99)	\$4,653,146.61

Purpose	Highway Maintenance (Chapter 90)
Original Issue Date	October 9, 1998
Original Bond Principal	\$233,655
Principal Retired FY99	\$0
Balance of Principal (6-30-99)	\$233,655

Purpose	Water System Improvements
Original Issue Date	April 20, 1999
Original Bond Principal	\$446,000
Principal Retired FY99	\$0
Balance of Principal (6-30-99)	\$446,000

GENERAL FUND REVENUE SUMMARY
JUNE 30, 1999

Personal Property Taxes	\$167,388
Real Estate Taxes	\$5,265,171
Tax Liens	\$47,730
Motor Vehicle Excise	\$565,840
Penalties and Interest — Property Taxes	\$28,762
Penalties and Interest — Excise	\$10,729
Penalties and Interest — Tax Liens	\$22,665
In Lieu of Taxes	\$52,767
Water Usage Charges	\$169,924

GENERAL FUND EXPENDITURES
JUNE 30, 1999

Other Water Charges	\$20,000
Sewer User Charges	\$154,238
Fees	\$56,894
Fees retained from tax collections	\$90
Rentals	\$3,000
Cemetery Burials	\$9,125
Ambulance Service	\$58,144
Sewer Surcharge	\$70,653
Alcoholic Beverage Licenses	\$8,525
Other Licenses and Permits	\$189,897
Revenues from State	\$626,174
Court Fines	\$5,408
Fines and Forfeitures	\$205
Earnings on Investments	\$38,486
Other Miscellaneous revenues	\$82
Bond revenue	\$4,574,322
Transfer from Special Review Funds	\$300
Transfer from Trust Funds	
 Total General Fund Revenue	 \$12,146,519

GENERAL FUND EXPENDITURES
JUNE 30, 1999

Town Meetings — Services and Supplies	\$4,446
Moderator — Personal Services	\$95
Selectmen — Personal Services	\$57,446
Selectmen — Services and Supplies	\$37,082
Finance Committee — Services and Supplies	\$335
Accountant — Personal Services	\$18,197
Accountant — Services and Supplies	\$6,829
Assessors — Personal Services	\$39,180
Assessors — Services and Supplies	\$5,995
Revaluation	\$24,489
Treasurer/Collector — Personal Services	\$51,589
Treasurer/Collector — Services and Supplies	\$16,390
Town Counsel	\$7,766
Personnel Board — Services and Supplies	\$8,409
Tax Title Foreclosures	\$3,994
Town Clerk — Personal Services	\$30,390
Town Clerk — Services and Supplies	\$2,648

Voter Registration — Personal Services	\$667
Voter Registration — Services and Supplies	\$2,652
Conservation Commission — Services and Supplies	\$19,565
Planning Board — Services and Supplies	\$1,332
Zoning Board — Personal Services	\$1,666
Zoning Board — Services and Supplies	\$192
Public Buildings — Personal Services	\$11,187
Public Buildings — Services and Supplies	\$32,955
Police — Personal Services	\$561,241
Police — Services and Supplies	\$79,037
Police — Capital	\$24,800
Fire — Personal Services	\$143,423
Fire — Services and Supplies	\$59,157
Fire — Capital	\$6,985
Ambulance Service	\$1,325
EMT — Personal Services	\$44,483
EMT — Services and Supplies	\$14,234
Building Inspector — Personal Services	\$21,860
Building Inspector — Services and Supplies	\$2,783
Wiring Inspector — Personal Services	\$15,902
Wiring Inspector — Services and Supplies	\$2,581
Gas Inspector — Personal Services	\$1,925
Dog Officer — Personal Services	\$1,771
Dog Officer — Services and Supplies	\$5,300
Forestry — Services and Supplies	\$15,478
Animal Disposal	\$3,000
DPW Administration — Personal Services	\$76,476
Highway Construction/Maint. — Personal Services	\$123,757
Highway Construction/Maint. — Services and Supplies	\$120,696
Highway Construction/Maint. — Capital	\$2,299
Snow/Ice Control	\$153,190
Street Lighting	\$23,976
Waste Collection/Disposal	\$246,196
Sewerage Collection/Disposal — Personal Services	\$76,278
Sewerage Collection/Disposal — Services and Supplies	\$61,598
Sewerage Collection/Disposal — Capital	\$4,140,444
Water Distribution — Personal Services	\$47,129
Water Distribution — Services and Supplies	\$133,234
Cemetery — Personal Services	\$12,147
Cemetery — Services and Supplies	\$7,690
Board of Health — Personal Services	\$26,129
Board of Health — Services and Supplies	\$9,759
Nursing Services — Personal Services	\$19,674
Nursing Services — Services and Supplies	\$1,632

Council on Aging — Personal Services	\$51,533
Council on Aging — Services and Supplies	\$19,669
Veterans Service — Personal Services	\$5,007
Veterans Service — Services and Supplies	\$35
Library — Personal Services	\$55,767
Library — Services and Supplies	\$22,721
Library — Capital	\$1,256
Beach Program — Personal Services	\$7,946
Parks — Personal Services	\$34,521
Parks — Services and Supplies	\$7,482
Historic Commission	\$846
Celebrations	\$1,000
Debt — Principal	\$245,867
Debt — Interest	\$23,950
Retirement Contributions	\$103,627
Unemployment	\$2,921
Health Insurance	\$142,056
Life Insurance	\$1,484
Medicare	\$20,485
Liability Insurance	\$66,160
Warrant Officer	\$62
Transfer to Trust Funds	\$141,000
Mendon-Upton Regional School — Operating Expense	\$3,438,590
Mendon-Upton Regional School — 1991 Debt Exclusion	\$69,840
Mendon-Upton Regional School — Miscoe Hill Bond	(\$9,308)
Mendon-Upton Regional School — Bond New School	\$419,610
Blackstone Valley Regional School — Operating Expense	\$24,189
Blackstone Valley Regional School — Capital Assessment	\$12,193
State Assessments	\$9,384
Total General Fund Expenditures	\$11,592,978

REPORT OF THE BOARD OF ASSESSORS

The Board of Assessors wishes to thank the people of Upton for their continued support. The current total assessment of all property within the town of Upton is \$459,446.900. This reflects 93% residential, 3% commercial, 1% industrial, and 3% personal property.

During 1999 two hundred and eighty-seven deed transfers were processed and new growth revenue amounted to \$132,499. The fiscal year 2000 tax rate has been set at \$12.41 per thousand dollars of valuation, representing an increase of 15 cents over the fiscal year 1999 tax rate. The fiscal 2000 tax rate includes three proposition 2 1/2 debt exclusions. These are repairs to the Nipmuc High School (voted May, 1990), New High School and Middle School renovations (voted December 1994) and a 50% portion of the wastewater treatment plant upgrade construction cost (voted June, 1997).

Tax Rate Breakdown for Fiscal Year 2000

Town Budget voted within proposition 2 1/2	\$11.44
Debt Exclusion repairs to Nipmuc High School	\$00.11
Debt Exclusion New High School & Building Renovations	\$00.64
Debt Exclusion Wastewater Treatment Plant Construction	\$00.22
Fiscal Year 2000 tax rate total	\$12.41

The board is especially appreciative of the cooperation within the entire financial team of Upton. Through the efforts of our assistant and the quick responses of the Accountant, Collector/Treasurer, Town Clerk, and the Board of Selectmen, the tax rate was approved by the Department of Revenue in a timely manner.

Please find below the recapitulation figures used when setting the tax rate for fiscal 2000.

Total Amount to be raised:	\$8,402,702.00
Total Estimated Receipts from other sources:	\$2,700,965.97
Total Taxes levied on property:	\$5,701,736.03

The board wishes to thank our assistant, Susan Bonina, for her continuous effort and outstanding dedication to the people of Upton throughout the year.

Respectfully submitted,

Charles T. Marsden, Chairman
Anthony W. Bonina
Carl W. Porter

REPORT OF THE UPTON CABLE ADVISORY COMMISSION

During the calendar year 1999, this commission has accomplished the following activities:

- Completed a survey of municipal departments to establish needs for the next ten years.
- Completed an ascertainment survey of public needs by publishing a one-page survey in the Town Crier. Response was light but informative.
- Completed review and approval for transfer of license from Greater Media to Charter.
- Completed review and approval for transfer of license from Media One to AT & T.
- Held a public ascertainment hearing to address results of the ascertainment survey, collect further public input and evaluate performance of the present operator.
- Developed a statement of Minimum Requirements for license renewal.
- Requested and received a Proposal for Review from the present operator, completed review by commission members.
- Held several public meetings as the committee to discuss and decide our issues and plan our strategy.
- Extended present license by mutual agreement between the Town of Upton and the Operator for 90 days.
- Began negotiations with the operator by discussing elements of the proposal for review we were not clear about, as a committee and requesting additional information needed by the committee to proceed.
- Sent the present proposal to council for review, advise and further input.
- During this year David Bigelow was appointed as member early in the year.

Our plan for 2000 is:

- Complete negotiations with the operator
- Sign a new contract by March 17, 2000

Respectfully submitted

by the Upton Cable Advisory Commission
David Bigelow, Member
Eva Fowler, Member
Glenn Fowler, Chairperson
Bob Pray, Member
Jeffrey Young, Member
Judy Young, Member, Secretary

REPORT OF THE CONSERVATION COMMISSION (INCLUDING THE OPEN SPACE SUBCOMMITTEE)

Conservation Commission:

The Commission continued to administer the Massachusetts Wetlands Protection Act. About twenty Orders of Conditions and fifteen Determinations of Applicability were issued. The Commission also issued four Enforcement Orders and informally resolved several minor violations of the Wetlands Protection Act. Certificates of Compliance were issued for six completed projects. Regular public meetings and numerous site inspections were held during the year.

The Conservation Commission, Planning Board, and the Board of Selectmen, together with corresponding Boards in Grafton and Hopkinton, nominated portions of the Miscoe Brook, Warren Brook, and Whitehall Reservoirs watersheds for state designations as an Area of Critical Environmental Concern. Review of the nomination by the Massachusetts Secretary of Environmental Affairs, including public information meetings and a public hearing, will occur in 2000.

The Town voted to add \$1,000 to Conservation Fund at the Annual Town Meeting. The fund currently has a balance of approximately 7,837.40.

The Commission noted with regret the resignation of Francis Walleston, and welcomed new member Chris Scott. Francis remains active as an Associate Member.

Open Space Subcommittee:

The Open Space Committee, chaired by Gene Bernat, held regular monthly meetings throughout the year. The subcommittee worked closely with the Planning Board to enact the flexible (open space) zoning bylaw and accompanying Planning Board regulations. The committee also worked to update the Town Open Space and Recreation Plan. The final plan will be complete by June of 2000. Several subcommittee members also helped prepare the Miscoe, Warren, Whitehall Watershed ACEC nomination.

Representing the town, the subcommittee worked to preserve a 100-acre parcel of Chapter 61 land located near the Mendon and Northbridge town lines. The owner notified the town that the land was being withdrawn from the Chapter 61 program, but did not provide a valid purchase price that could be matched by the town. Once valid offer is obtained, the town may exercise its legal option to purchase the land. Because a valid offer was lacking, the town withdrew an application to the Massachusetts Self-Help Program to

cost-share purchase of the land. Once the purchase price is established, the town may reapply for self-help funding to purchase the land.

The subcommittee continued its association with the Metacomet Land Trust, a private non-profit group that works to protect open space in central Massachusetts. Tony Dick served as Upton's representative on the Metacomet Board of Directors.

The committee published a newsletter concerning land preservation and development issues facing Upton. Member Bill Cilley continued to publish his well regarded Open Space Gazing column in the Town Crier.

Respectfully submitted,

Michael Penko, Chairperson
Sandra Lajoie
John Savello
Chris Scott, Treasurer
Mike Seitz
Jeff Young, Secretary
Francis Walleston, Associate Member

Additional information about the Wetlands Protection Act, Commission activities, Open Space Protection, and links to the other environmental organizations is maintained on the town web site (Upton.ma.us).

REPORT OF THE AQUATIC WEED CONTROL COMMITTEE

The Aquatic Weed Control Committee is a committee of the Conservation Commission. Its purpose is to assure that nuisance aquatic vegetation is controlled in the ponds of Upton. The committee has for many years, worked with Aquatic Control Technologies (ACT) OF Sutton, a Department of Environmental Management approved company, to assess and treat Pratt Pond, Lake Wildwood, Taft Pond and Mill Pond for nuisance weeds and vegetation.

Treatment is necessary for a number of reasons including the shallowness of the ponds, run off of phosphates and fertilizers which enhance vegetative growth and the introduction of new strains of weeds by various means (human and natural). If left untreated, our ponds would soon be overrun with unwanted weeds and nuisance vegetation which would hasten their eutrophication (aging) and detract from their recreational use such as swimming, boating, and fishing.

In 1999, the town budgeted \$4,500 for Pond maintenance. In addition, a grant was received from the Department of Environmental Management for \$1,500 to be used specifically for the maintenance of Pratt Pond (thanks to Jim Bates, Jr.). The full \$6,000 was expended for treatment of both Pratt and Taft ponds.

In 1998 at a special town meeting, \$15,000 was allocated for the treatment of Lake Wildwood, which had become overgrown with a particularly evasive weed names Cabumba. Cabumba seeds by vegetative fragmentation (a piece broken from the main plant will root) and a large portion of the Lake had been taken over by it. The \$15,000 was spent on a comprehensive treatment covering the whole lake. During a follow-up assessment conducted at the end of the summer, it was discovered that a portion of the lake at the inlet contained living weeds, probably due to the extremely dry summer. The vendor, ACT, has agreed to retreat Lake Wildwood during the 2000 season at no cost to the town.

During the follow-up assessment of Pratt Pond at the end of the summer, it was discovered that Cabumba had established itself in several locations. It will not be until spring 2000, that a clear assessment of the problem can be made and the cost of eradication determined. It is hoped that the \$6,000 budgeted for pond maintenance for 2000 will cover this problem.

It is important that the pond maintenance program be continued on an ongoing basis each year. \$6,000 will be needed to maintain our ponds in 2001. It is much more cost effective to maintain ponds on a regular basis than try to restore them after they have been fully taken over by nuisance vegetation.

Respectfully submitted,

Charles Pedersen, Chairman

REPORT OF THE COUNCIL ON AGING

This past year has been one of tremendous service and accomplishment for the Upton Council on Aging. In a particularly challenging year in elder services, the Upton COA and Senior Center staff distinguished themselves in the field, by rising to the challenge and providing award winning programming designed to both improve the quality of life for seniors in Upton, and to sustain it.

In October of 1999, the Upton Council on Aging was recognized by the State of Massachusetts Executive Office of Elder Affairs, for excellence in volunteer recruitment, when Secretary of Elder Affairs Lillian Glickman presented the COA with the ROSE (Resources Organized to Serve Elders) award. The ongoing beautification of the Senior Center grounds, at no cost to the town of Upton, attracted the attention of the EOEA due to the diverse nature of the volunteers recruited for the project, and the number of people involved. You can view the results at the Senior Center in the form of several lovely landscaped gardens. This is the second ROSE award earned by the Upton COA in three years (an unheard of occurrence). The first was given in 1996 for innovative programming.

The Upton Council on Aging made history when it was given The Community Partnership Award, created specifically to honor both the Upton COA and the Upton Salvation Army Service Unit for their joint efforts to provide a safety net for Upton elders without prescription drug benefits in the healthcare crisis of 1999. The Massachusetts Association of Councils on Aging and Senior Center Directors (MCOA) presented both organizations with the Community Partnership Award, citing the Upton Council Aging as a "model of excellence for Senior Centers in Massachusetts". Beginning in January of 1999, the Upton COA and Upton Salvation Army Service Unit developed the only program for senior in Massachusetts which offered help to those who could not afford to purchase their prescription medication due to changes in the delivery of healthcare to Medicare recipients in this state. Thanks to the hard work of many volunteers, and the generosity of Upton's townfolk, one dollar for every man, woman, and child in Upton was raised and spent to see Upton elders through a difficult time. The Upton Council on Aging would like to take this opportunity to express its gratitude to all those who made this project a success, through volunteering, or giving or both. Your support made all the difference.

In December of 1999 the Council on Aging was overwhelmed by the generous response of townfolk who contributed to the annual holiday gift and food drive. Thanks to you, 181 Upton residents received gifts and food and needed items at holiday time.

In 1999 volunteers worked an estimated 8375 hours on the Senior Center programs. The estimated dollar value of volunteer services at the Upton Senior Center for 1999 was \$61,394.00. 6803 congregate meals were served at the Senior Center, and 8276 Meals-On-Wheels were delivered to homebound or frail elders. 159 rides to medical appointments were provided to seniors by the COA, and 10,308 monthly newsletters were distributed, keeping seniors informed of activities and services available to them through the Senior Center. The COA provided social services, client support, group support, housing assis-

tance, health clinics, community education, and health benefits counseling to Upton residents. At the Senior Center elders enjoyed fitness instruction, holiday parties, recreational activities, socialization and intergenerational programs with scout groups, school groups and the public invited.

Ongoing programs at the Upton Senior Center include: Craft Classes, Bridge Parties, Bone Builder Beano, Heavenly Fusion rehearsals (to which seniors are invited to attend and listen), Bingo, film showings, Intergenerational Board Game Parties, Esquires big band rehearsals, the SERVE food program, AA meetings, and beginning in January of 2000, monthly Remnant Ministries low-cost grocery sales.

The Upton Council on Aging is the host agency (we take applications) for the South Middlesex Opportunity Council Fuel Assistance Program, the Good Neighbor Energy Fund Fuel Assistance Program, the Massachusetts Senior Pharmacy Program, Salvation Army Emergency Aid. We act as the gateway to the elder care network through comprehensive information and referral services.

The COA would like to recognize the contributions of Lorilee Morin, Dawn Hobill, and Ursula Hanford, who served as members of the COA, and retired from our board in 1999. We are grateful for a job well done.

The Council wishes to extend its gratitude to our hardworking staff, our wonderful volunteers, the Upton Board of Selectmen, the Friends of the Upton Elders, and the truly caring townspeople of Upton, without whose continued support many of our programs would not have been possible.

The following grants were obtained by the Upton Council on Aging in the 1999 Fiscal Year:

Executive Office of Elder Affairs Formula Grant	\$3,975.00
Upton Cultural Arts Council	\$500.00
Central Massachusetts Agency on Aging (In-Kind service) AIMM Grant	\$1,150.64

Respectfully submitted,

Anita Sundelin, Director
Lydia Fitton, Chairperson
Helen Sanborn, Vice Chairperson/Secretary
Pam Smith, Treasurer
Gil Peck
Liz Evans
Joan Burrell
Corey Nelson
Nancy Brill
Barbara Baker

REPORT OF THE UPTON CULTURAL COUNCIL

The Upton Cultural Council is pleased to be one of the cities and towns in Massachusetts to be allocated funds from the Massachusetts Cultural Council (MCC). The mission of the MCC and its local council partners is "to promote excellence, access, education and diversity in the arts, humanities and interpretive sciences, in order to improve the quality of life for all Massachusetts residents and to contribute to the economic vitality of our communities.

In addition, the Performing Arts Students Series (P.A.S.S.) Program is also administered by the Upton Cultural Council. The P.A.S.S. Program allows Massachusetts school children, grades K-12 to attend performing arts events. Private, public and parochial schools are eligible for funding; P.A.S.S. applicants may select events by any performing group listed in the P.A.S.S. roster.

PROCEDURES AND DEADLINES

A copy of the guideline handbook and P.A.S.S. Program are located in the Upton Town Library. Applications are available at the end of August and may be obtained at the Library, town hall, or from any Council member. The original and two copies of the completed application must be returned to the Council by October 15. All applications must be typed. Applications received after the deadline cannot be considered. All questions on the application must be answered. Proposals are evaluated on both artistic or humanistic quality and value to the community of Upton. AWARDS ARE MADE ON A REIMBURSEMENT BASIS.

FOR 2000 LCC GRANTS TOTALING APPROXIMATELY \$3,900 WERE AWARDED TO:

Mendon/Upton PTO, Miscoe Hill Elementary School

Bookhawk Program — David LeCam	\$600
The Cashore Marionettes	\$800

Upton Senior Center

Soprano Ruth Harcovitz	\$550
Holiday Sing Along — John Root	\$150

Broadway Youth Group — Anne Lowell

\$300

Blackstone Valley Arts Assoc.

Concerts on the canal	\$100
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NIPMUC Middle/High School

New England Aquarium — PASS Program	\$200
Higgins Armory Museum — PASS Program	\$200

Upton Public Library

Dr. Think — Man of Imagination	\$570
Science Enrichment — Elizabeth James, Ph.D.	\$230

Symphony Pro Musica

\$100

Thimble Pleasures Quilt Guild

\$100

COMMUNITY INPUT

The Council is actively seeking individuals who are interested in devoting time to developing the arts in our community. If you are interested in joining the council, please contact any member or seek application through the Board of Selectmen. The Council welcomes and encourages new ideas, which would enliven our town's cultural and artistic community.

The council is seeking and welcomes community input on how to better appropriate these funds. Please send all correspondence to Upton Arts Council, P.O. Box 162 Upton, MA.

Respectfully submitted,

Valerie Kara, Chairperson (529-4126)
Amy Docherty
Karen Mayzel
Lori Natterstad
Doreen Chancellor
Linh Reilly
Doreen Condry

DEPARTMENT OF PUBLIC WORKS

The Department of Public Works Highway Division hereby submits its annual report for the year ending December 31, 1999.

The winter of 1998-1999 produced only three somewhat significant snow events. The three storms of twelve inches, seven inches and ten inches occurred in February and March. The Department did, however, respond to a total of thirty-one events from the period of December to March. Most of these events were for ice conditions and these proved to be the most costly because of the amounts of materials used for these conditions. Most people do not realize that it costs more for an ice storm than it does for a snow storm. In a snow event we may only sand at the beginning and at the end of the storm. In an ice event we must continually sand the roads until the temperature rises or the precipitation ceases. With the limited amounts of snow some would say that we should have a surplus of money in the Snow Removal Account, but when the Department spends anywhere from five to twelve hours on an ice event the costs in material and man hours adds up faster than an ordinary snow event. Although it seemed to be a below average winter in the terms of snowfall, it was actually an average season. Total snowfall was in a range of 49 1/2" ~ 65" with a total of 206.5 hours for the thirty-one events. As of December 31, 1999 there has been no measurable snowfall for this winter season. If the trend continues the snow budget should be in great shape. We have, however, the months of February and March to contend with. These two months can turn things around radically.

Numerous road projects were completed over the course of the year accounting for a total of nearly six miles of road upgraded. In June All States Asphalt Company applied a chip seal to approximately 2.57 miles of road that had been leveled during the previous year. Chestnut Street from Mendon Street to Route 140, Oak Drive, Brookside Street, South Street and Crockett Road were all chip sealed. On Glenview Street approximately 0.4 miles of badly rutted roadway were reclaimed and repaved along with another 0.4 miles of roadway paved. There was also some drainage upgrade in an area where there is flooding in the winter. Ridge Road had approximately 0.5 miles of deteriorated roadway reclaimed and repaved along with an additional 0.5 miles of overlay with asphalt. In the area of number 57 Ridge Road a new catch basin was installed along with 300 feet of new drainage pipe to eliminate flooding of yards and driveways in this section of roadway. The next project was Grafton Road in the north end of town. The hill on this roadway had severely deteriorated and also had a severe icing problem in the winter. Some 0.5 miles of road were reclaimed and the entire 0.8 miles of road were repaved.

Two new catch basins were installed on the hill to intercept the heavy flow of water. The headwall at the culvert at the bottom of the roadway had deteriorated and was collapsing into the Warren Brook. Our own highway people along with an excavator supplied by W.W. Contractors of Upton dismantled the headwall and rebuilt it. Fowler Street from Mechanic Street to Mechanic Street, a distance of 0.8 miles, was completely reclaimed and repaved. A narrow section of roadway from the power lines to number 128 Fowler Street

was widened and improved the assistance of Davidson Excavating of Upton. Approximately \$175,000.00 was expended on the various projects and 100% of the expenditures was reimbursed by the Commonwealth under the Chapter 90 Program. We hope to continue the gradual upgrading of our roadways which is done primarily with the funds allotted to us under the Chapter 90 program. We were, however, dealt a blow by first the Federal Government which cut funding to the Commonwealth by some 40%. The Commonwealth, in turn, cut our funding by almost 66% which translates to a loss of approximately \$155,000.00 for us. We did receive an early Christmas present from the Commonwealth of an additional funding amount of \$77,000.00 which still leaves us short, but better off than we were.

The sign improvement program that was initiated last year in conjunction with the Upton Police Department to improve the safety in certain areas has worked very well. A sign inventory program has begun also where all of the signs in the Town will be recorded into a computer program. This will enable us to more accurately track missing signs and replace them without having to guess at what sign is missing, its location, type and size. The inventory is time consuming because we have over 100 streets in the Town and numerous signs on these streets. Each sign has to be recorded on a field inventory sheet and then recorded into the computer.

Several areas where drainage has been a problem in the past were cleaned and in some instances paved to improve drainage. Also some culverts were repaired or extended by our crew.

The Pleasant Street Project was begun finally in early November. The Massachusetts Highway Department issued the notice to proceed after the Governor signed a bond issue to allow the project to begin. As of the middle of December, A.F. Amorello and Sons of Worcester, the general contractor, has completed the drainage portion of the project from Maple Avenue to near number 166 Pleasant Street. There have been some delays with traffic flow, but this is only the beginning of the project. In the Spring Amorello will begin work on the road surface which entails reclaiming the entire length of the road from the Northbridge Town Line to the four-way intersection at Mendon and Pleasant Streets. Turning lanes and signal lights are going to be installed at Maple Avenue. There will be a new access for the Department of Public Works Facility at the intersection of Maple Avenue thus allowing us to more easily enter traffic during the rush hour periods. There will also be turning lanes for the new high school and possibly for the vocational school. The intersection of Mendon and Pleasant Street will also be reconfigured with turning lanes from Pleasant Street to Mendon Street. New drainage will be installed also for the full length of the Project. The scheduled completion date for the project is November 2000. Please bear with us for the duration of the project as the end result will be more than satisfactory to all.

The Department of Public Works continues reading its own water meters again this year with outstanding results. The meters were read by our own people wearing department uniforms and wearing department uniforms and wearing picture ID badges to identify them.

This procedure not only reduced the amount of time required to obtain the reading but it also allows the clerk to complete the bills in a more timely manner.

With the assistance and backing of the Townspeople at the November 26, 1999 Special Town Meeting, the town was able to acquire the necessary funds to replace some badly needed capital equipment to better perform the services that are requested of the Public Works Department. Hopefully, with the Town's blessing, we will be able to continue to upgrade equipment on an ongoing basis. Our requests are not for equipment that we would like to have, but equipment that we feel we need. We were able to purchase a much-needed five ton vehicle on a five year lease-purchase. It is felt that the impact on the Town is lessened by acquiring vehicles in this manner. If all goes well the vehicle will be ready for the next winter season.

We experienced some personnel changes again over the past year. The vacant equipment operator position was filled in January by the hiring of Mr. Gregg Granchelli of Northboro. Mr. Granchelli brings to us a varied amount of knowledge having owned and operated his own landscaping and construction business. October 29, 1999 was the last day of employment for Mr. Robert Gilchrist who left the Town of Upton to become the Town Engineer and Assistant Director of Public Works for the Town of Uxbridge. Among his most notable accomplishments was the refurbishing and upgrade of the waste water treatment plant on Maple Avenue. The project cost \$4.3 million dollars and with Mr. Gilchrist's guidance and diligence the project was completed ahead of time. We wish Bob good luck and best wishes in his new position.

We look forward to the year 2000 and continuing on with our established programs. I would like to commend the individuals who make up the Highway Division of the Public Works Department. They are Thomas Marchand, Steven Zaloga, Gregg Granchelli and Mrs. Carol Peterson. I would especially thank Mrs. Peterson who runs the Public Works Office, does the water and sewer billing, answers the telephone, greets the public, is the Clerk to the Wiring Inspector and the Clerk to the Conservation Commission for the countless hours she puts in for the Department and for doing an exceptional job in the performance of all her duties. I would also like to thank the various boards and commissions, elected and appointed officials and most of all you, the Townspeople, for your continued cooperation and support during the past year.

Respectfully submitted,

Michael J. Bradford
Highway Supervisor
Upton Department of Public Works

REPORT OF THE PARKS AND RECREATION DIVISION

The Parks and Recreation Division Supervisor, John Johnson would first like to thank the Board of Selectmen, townspeople and former DPW Director Robert Gilchrist for their continued support during the 1999 year.

1999 proved to be another very busy year for the Parks and Recreation Department. After many summers of excellent help, Kevin Henderson has graduated college and has pursued a new career. Thanks, Kevin and Good Luck! Brian Krauss has come on board with experience in lawn maintenance and has proven to be an asset to the department in the summer months.

Once again, the town owned dams were lowered and inspected for the annual weed control program. A problem was detected in the operation of the Mill Pond sluice gate. Divers from the Fire Department were brought in and removed an obstruction, allowing the continued operation of this dam.

Ongoing improvements continue with the fields and courts. New fencing was installed at the Kiwanis Beach basketball court. The Mendon-Upton Youth Soccer has started and enhanced a fertilizing program on the Kiwanis Beach Soccer field and the Upton Youth Group has worked on the infields to improve safety. Work has begun at the Kiwanis Beach softball field to extend the fence to regulation distance and to build an outdoor pavilion. The pavilion would be used for various group functions. A local group is looking into the feasibility of lights on the softball field to increase the number of games that can be played.

This year saw the Upton Men's Club get involved at the beach with the installation of a "snack shack" to benefit the patrons of the park.

The Upton playground continues to be a source of pride for us at the Park Department. With its use increasing, plans are in the works for additional play equipment and replacement of the ground safety cover.

I would like to thank all the summer lifeguards and gatekeepers. They all helped make the summer of '99 another fun and safe summer for all. Also, a special thanks to the Recreation Commissioners and the DPW Clerk, Carol Peterson, for all of their help and support.

Respectfully submitted,

John Johnson
Parks Supervisor

REPORT OF THE RECREATION COMMISSION

The Board of Park Commissioners would like to thank Mr. Johnson for his continued efforts to maintain and improve Parks Department Facilities throughout the town. Mr. Johnson has been very successful in maintaining our current facilities while preparing for future growth. We also want to thank Carol Peterson for all of her time and support.

The Board would like to wish Kevin Henderson good luck in his future endeavors. Kevin, a college student, had been working for the town for the past several years. He has done a fine job working with Mr. Johnson and taking on more responsibilities every year. The Board has been proud of the chance to give young adults an opportunity to not only make some money but more importantly to obtain some work experience. We hope the things they learn working through our programs will help them in their future endeavors.

In the coming years, we look forward to the expansion of the Kiwanis Beach softball field and the construction of an outdoor pavilion. The Board and Mr. Johnson, in particular, have worked with members of the community to garner as much assistance as we can. We hope that everyone's cooperation and assistance will add to our long-range plans while keeping cost to a minimum.

We feel our policy of working closely with organizations and individuals within the town have helped keep our bargain budgets. This year we had a good working relationship with the Upton Men's Club. The Men's Club were involved at the beach with the installation of a "Snack Shack" to benefit the patrons of the park. We look forward to working with them in the near future. We have also enjoyed a strong working relationship with our local Youth Clubs. The cooperation between all parties has led to the continued use of our limited playing fields.

Respectfully submitted,

Joseph K. Poirier, Chairman
Recreation Commission

REPORT OF THE WATER & SEWER DIVISION OF THE D.P.W.

The Water and Sewer Division has said fair well to Leo Morin at the end of 1999 after he had served the Town of Upton for 29 years. For his service and dedication to the town, the Board of Selectmen honored Leo by naming the New Operations Building, the Leo L. Morin Operations Building.

The Sewer Division continued to watch the progress of the Upgrade and Expansion of the Treatment Plant. The Staff has started to use the new facilities in May of 1999 and moved in to the new operations building in November of 1999. A total of 57 million gallons of wastewater was treated at the plant on Maple Avenue in 1999, and also 234,000 gallons of sludge was hauled out of the Treatment Plant.

The treatment operators would like to thank the Water & Sewer Advisory Board and liaison James R. Bates to the Board of Selectmen, for their efforts in helping to complete the upgrade and expansion project, and resolving issues that arise. A special thanks to Mr. Bob Snow, Chairman of the W.W.T.F. Building Committee.

The Water Division repaired and replaced a total of 18 water service leaks and installed 10 new water service connections in 1999. There were additional water mains added to the water system, a new water main was installed on West River Street and into the River Bend project. The West River Street well was cleaned and inspected in May of 1999. The water meter replacement program has replaced a total of 66 meters this year. The purpose of this program is to make water meter readings easier and more convenient for homeowners by replacing old inside meters with new inside and outside meters. This year, a total of 146 million gallons of water was pumped to the town. The Town had placed a water ban on all outside watering in 1999 and will look at the need for a water ban again in the spring of 2000.

The Water & Sewer Division has undergone some changes in the staff. Mr. Ronald SanSouci was appointed the new Water & Sewer Superintendent, Dan Bates was appointed Plant Operator, and Patrick McKinney went from part-time to a full-time position in the Water & Sewer Division. Lastly, Larry Bovaird remains as Plant Operator.

Respectfully submitted,

Ronald SanSouci,
Water & Sewer Superintendent

REPORT OF THE WATER AND SEWER ADVISORY BOARD

In prior years issues related to the town's sewers dominated the Board agendas. This year the committee moved forward on making recommendations related to the town's water supply. It is obvious from the long water moratoriums and the number of pipe breaks and the growth of the town that this area deserved the Boards full attention.

Major recommendations given to the town were the following areas needing improvement:

- Cleaning of the West River Water Supply Well;
- Determine the safe yield of the Glen Avenue Well;
- Replace failure prone Transite pipe;
- Install a new pump in the Glen Avenue Well;
- Begin exploring for a new well field.

The above projects are extremely important to the future of the town. During the last three years the town has had a water moratorium of various duration due to the inability of the water supply to meet demand. Members of the committee gave presentations at public meetings explaining the importance of these improvements. In the March Town Meeting the Board provided information that helped in the decision to fund the above recommendations. In June the Board supported the DPW Director in recommending to the Selectmen than an application for a Well Head Protection Grant be submitted to the Department of Environmental Protection. The goal of this matching grant was to upgrade two part time positions in the DPW Water and Sewer Section full time, the preparation of a Well Head Protection Plan, and the installation of fencing at the perimeter (Zone I) of the Glen Avenue Well Field. In November the Town was notified that the grant was approved. In November the Board voted to recommend that the Sewer Moratorium be lifted. This is an indication of how far the town has moved to address a long standing problem via the upgrading of Wastewater Treatment Plant.

In closing we wish to acknowledge the support of the town's people have provided over the last year. Major funding for the above new initiatives in water supply were supported at the Special and Annual Town Meeting. We also gratefully acknowledge the support of the Board of Selectmen with special thanks to James R. Bates who was very dedicated as the representative of the Board. Robert J. Gilchrist as DPW Director accomplished a great deal during the last year and resigned near the end of the year. He will be missed. The Board gratefully acknowledges the tireless work of Leo L. Morin a gentleman who inspired all members of the board for his selfless devotion to the town in his position as Water and Sewer Superintendent.

The Water and Sewer Advisory Board

George Furst, Chairman
Kevin Davis
Daniel Fitzpatrick
Walter Hopkins
Robert Snow

REPORT OF THE CEMETERY COMMISSION

The Commission of the Upton Cemeteries hereby submit the annual town report for the year ending June 30, 1999.

General Maintenance:

Appropriation:	\$13,500.00
Expenses:	
Labor:	\$11,650.94
Misc.	\$1,849.06

Balance: -0-

Interest from Perpetual Care Investment Account: \$5,242.25

Expenditures from Perpetual Care Investment Account:

Labor:	\$8,278.72
Misc.	\$1,622.19
Total:	\$9,900.91

Cemetery Income Transferred to Town Treasurer:

Receipts from:	
Burials	\$9,125.00
Perpetuals:	\$6,460.00
Sale of Lots:	\$1,370.00
Reg. Of Deeds	\$270.00
Total:	\$17,225.00

Commissioners
William H. Sadler, Chairman
Richard L. Randall, Clerk
Robert R. Richard, Member

REPORT OF THE DEVELOPMENT AND INDUSTRIAL COMMISSION

Industrial development in the Town of Upton is slow due to the lack of utilities (sewer and water) at the commercial industrial areas. However, a large motorcycle parts facility was established on Walker Drive in the past year.

Route 495 is being touted as the "Silicon Valley of the East" and as Upton is only five miles from this highway, it is only a matter of time before some industrial development will be generated by the proximity of this busy thoroughfare.

The Grafton and Upton Railroad is attempting to renew its trackage to Hopedale and would like to service facilities in Upton.

The committee will continue to monitor the progress and aid any industrial development in the town.

Respectfully submitted,

Attorney Harvey J. Trask
Chairman

REPORT OF THE FIRE DEPARTMENT

The Board of Fire Engineers hereby submits its annual report for the year ending December 31, 1999.

The year 1999 was an extremely active year for the Upton Fire Department. Last year was an all-time high call volume for us and the year 1999 was even more demanding and also very tragic for the area. We responded to a total of 361 emergencies. In an ongoing effort to upgrade the Department and the services provided the Department conducted at least two drills per month on various aspects and fundamentals of firefighting.

RESPONSES

The year started off with our first structure fire at 127 Chestnut Street, January 2, 1999 where the fireplace had been left going with the damper closed. Major damage was averted when the home alarm system notified the private central alarm office of the problem. Three days later on January 5 we received a call of a fully involved structure at 162 Milford Street. With the aid of six mutual aid departments the attached living quarters were saved from destruction. Mutual-aid tankers were required due to the remote location from the water system. The lost was total of \$150,000.00. Time spent at the scene amounted to over eight hours. The next major structure fire occurred in the center of the Town of Westboro where two downtown businesses were destroyed. Along with our department there were a total of twelve mutual aid towns that were successful in preventing the total devastation of Westboro Center. A total of seven hours was spent fighting this fire. In April our two large tankers were again summoned to the Town of Westboro at the Mass Pike Service Area for a reported fire in the Sbarro's Restaurant. Timely discovery and action prevented a major fire. We were called for mutual-aid next to the Town of Douglas where over one hundred acres of woodland were burned in a fire that started in the afternoon and continued well into the night. We were on the scene there for approximately seven hours along with over twelve towns from Massachusetts and Connecticut and the State Division of Forest Fire Suppression. Grafton was the scene of the next major fire. The Triano Brothers building behind Wyman-Gordan Company was totally destroyed in seven-hour battle. Six towns fought the fire along with Grafton Fire Department. The Town of Grafton again requested our assistance at a structure fire in the South Grafton section where a two-story duplex had caught fire. Due to the extremely high temperatures and humidity of the Grafton Department was in need of help. On June 12 the Department responded to a five acre, eight-hour brush fire in the Upton State Forest off the Westboro Road. Because of the extremely dry weather conditions help was required from the Town of Hopkinton and the State Forest Fire Division. This blaze rekindled because of dry conditions the following day and burned an additional acre of woodland. The total time to completely extinguish this fire was over four days. The Town of Hopedale was the next major fire to strike the area on July 14. A duplex at 58 Dutcher Street was totally destroyed in a fire that took over six hours to bring under control and extinguish. The mutual-aid response of over twelve hours was required to

control this fire and limit the damage to the building of origin. The date of August 3, 1999 will go down in the history of the Blackstone Valley as one of the largest, if not the largest, single conflagration. On that date the long abandoned Fisherville Mill Complex on Route 122A went up in flames. A rapid response by neighboring towns helped to contain the blaze to the one thousand feet long mill building. The fire began in the westerly end of the building and spread the entire one thousand feet length and five stories of height in approximately six minutes. The first arriving Grafton companies had to scramble for their lives because of the rapid extension of the flames and heat. Our department was initially engaged in the protection of dwellings in the Cross Street and Route 133A area. This was quite a task as every lawn and backyard on the street was on fire at some point as we were on the windward side of the fire. Our main suppression effort was to control and knock down these blazes in an effort with the Town of Grafton and the Town of Northbridge. Once the mill fire had died down to a point where we could move equipment to the front of the building our apparatus was repositioned to the front building where our one hundred foot aerial ladder directed water into the structure for another eight hours. A total of twenty-five towns aided in this suppression effort that also included fighting a large brush fire on King Street that had started from burning embers from the mill fire. Lastly on December 14 the department responded to a chimney fire at 43 Mechanic Street. Timely reporting by a passing DPW employee may have averted a major incident as the homeowner was unaware of a problem. Damage was confined to the chimney.

TRAINING

The Department conducted several training drills throughout the year. Training sessions were held at least twice a month. These drills covered many aspects of fire fighting including extrication, forcible entry, tactics and strategy, hose streams, SCBA training in simulated environments, water supply and personnel safety at fire scenes. Also initiated in conjunction with the District Seven fire chiefs was a training regimen for Firefighter I compliance. Each town within the District Seven fire chiefs was a training regimen for Firefighter I compliance. Each town within the district is responsible for different modules of the training unit and must supply the necessary instructors for the assigned module. The program is off to a slow start but we hope to accelerate in the spring when the weather conditions will allow outdoor drills. The department has also initiated the Incident Command System for all incidents. This system places the first-arriving officer in command of the incident. He remains in command until the incident escalates and a senior officer assumes command. This also provides a single commander for the incident and assigns other officers to various tasks such as water supply, fire suppressions, logistics and communications. The system has been widely accepted in the area with the exception of a limited number of towns not yet using it.

DEPARTMENT PROJECTS

Last year Fire/EMS Building Assessments Committee was formed to review the present condition of the existing station relative to the lack of space and adequate facilities for Fire

and EMS personnel. The Committee met on several occasions and formulated a needs assessment report that was formerly presented the Board of Selectmen and the Town. The next step was to hire a consultant to take this report and along with response data, mileage data and a list of space requirements and formulate a report to help decide the future needs of both department. Mr. Robert Barrs of Firescope, Incorporated was retained for this purpose. After completion of his assessments a written report was issued to the committee who, in turn, presented it to the Board of Selectmen. The next step is to hire an architect to design a building consistent with the report of the committee and the consultant. Monies were approved for this purpose at the November 30, 1999 Special Town Meeting. The first meeting will be conducted in January 2000. The Board of Engineers began the process of upgrading the Department's personnel protective gear. Much of our gear had begun to deteriorate to the point that it was no longer safe to wear for fire suppression. We had not purchased any new turn-out gear for over fifteen years. The Board enlisted the aid of the department officers and other interested personnel to search for and evaluate different types and styles of gear. The Board decided to go with the most up-to-date materials and liners. Securetex Company was chosen not only for the quality of garment but also Securetex had the Plymouth County Sheriff's Department Cooperative Bid. This enabled us to quickly order the needed gear without having to go out to bid. The new PPG arrived just before Christmas and was a welcome "present". The gear was immediately put into service and thus far has proved to be durable and comfortable to wear. Other projects include the evaluation of the present communication system for possible upgrade and revamping. Funds were also appropriated in November for this purpose.

PERSONNEL

During the past year we lost two retired members of our department. Retired Chief George N.O. Poirier passed away. George was a member of the fire department for forty-four years and served as the Town's Fire Chief for thirty-three of those years. During his time the fire station was built on Church Street, radios came into being and new fire fighting equipment was purchased. The days of the tin helmet and rubber coats in Chief Poirier's time have given way to the fully encapsulated firefighter of today. Mr. Richard Pond, also a retired firefighter for the Town, passed away. "Dick" served on the department for over eighteen years. To both, we as a department say, "Well Done". The most tragic loss to hit the area was the loss of six firefighters at the Worcester Cold Storage and Warehouse Fire on December 3, 1999. Many of us felt a deep sense of personal loss due to the fact that the fire service is a small, close-knit family. On December 9, 1999 twenty members of our department joined with approximately thirty thousand "brother" firefighters from not only the United States, but from all over the world for a memorial service in Worcester. The memorial service was the largest ever in the history of the United States. That day there were no career firefighters, call fire fighters or volunteer firefighters, there were just firefighters as one unit. The memorial service itself was very impressive. Speakers for the service included President William Clinton, Senator Edward Kennedy, Bishop Reilly of the Worcester Diocese, Governor Paul Cellucci, Mayor Raymond Mariano of Worcester and Chief Dennis Budd of the Worcester Fire Department. Also on hand were Vice President

Albert Gore, Archbishop Bernard Law, Senator John Kerry and Congressman James McGovern. The ceremony was very impressive and the one thing that stuck out in the minds of all those in attendance was the quiet. All along the procession route the only sound heard was the rhythm of the cadence as firefighters marched through the streets of Worcester in a three mile long procession. With fifteen thousand family, friends and firefighters present inside the Centrum Center, the only sound to be heard was that of the ventilation system. The most heart-wrenching portion of the ceremony was the playing of "Amazing Grace" by the combined Worcester and Boston Fire Gaelic Brigades with bagpipes and drums and the Worcester County Ecumenical Chorus and Ensemble. There was not a dry eye inside or outside of the Centrum. It was truly a fitting tribute to these six brave men who gave their lives for what they believed in, the saving of another human life. We feel very privileged to have been a small part of the overwhelming ceremony.

The Board of Fire Engineers would like to thank the officers and men of the Department, the Board of Selectmen, other various boards, commissions, committees, townspeople and, most of all, our families for their understanding, continued support and cooperation throughout the past year.

UPTON FIRE DEPARTMENT REPORT OF RESPONSES 1999

Total Fire Department Responses:	361
Structure Fires:	19
Includes:	
Building	09
Chimney	02
Appliances	06
Electrical	02
Grass & Brush:	17
Vehicle Fires:	09
Investigations:	45
Includes:	
Smoke Investigations	
Gas Leak/Odor	
False Alarms:	13
System Faults:	25
Includes:	
False Alarms Caused	
By System Malfunctions	
Hazardous Materials Incidents:	22
Includes:	
Fuel Spills	
Downed Wires	
Assist EMS Dept:	23
Includes:	
Ambulance On Another Call	
Extrications	
Rescues	

Assist DPW Dept:	05
Public Assistance:	18
Public Service	18
Includes: Parades	
Water Tank Assists	
Public Education Classes	
Water Emergencies:	04
Outside Fires:	05
Includes: Fires Other Than Grass & Brush	
Standby At Station:	04
Includes: Snow & Ice Storms	
Power Outages	
Training Sessions & Drills:	16
CO Detector Activations:	09
Mutual Aid Given:	32
Includes: Structure Fires @ Scene	
Brush Fires	
Station Coverage	
Assistance	
Alarm Activations:	56
Includes: Phone in From Central Office	
Smoke Detector No Fire	
Transformer Fires:	04
MVA's:	12
Propane Leaks:	01
Searches:	02
Life Flight Landings:	02
 Total Responses:	 361

MEMBERS OF THE UPTON FIRE DEPARTMENT 1999

Richard J. Henderson, Sr. Chief
Michael J. Bradford, Sr. Deputy Chief
Michael J. Marchand, Assistant Chief

Henry J. Poirier, III Captain	Richard T. Leighton, Captain
Keith D. Orrell, Lieutenant	Steven E. Zaloga, Lieutenant
Randy Addy, Private	Robert C. Allen, Private
Michael J. Bradford, Jr., Private	David Cialdea, Private
Christopher P. Dion, Private	Nader Hamed, Private
Daniel P. Henley, Private	Robert D. Henderson, Private
Edward Lavin, Private	Mark A. LaRose, Private
Daniel Lazarz, Private	Bonnie L. Lopez, Private
Robert J. Magliaccio, Private	Philip D. McClure, Private
Kenneth M. Pedersen, Jr. Private	Gary W. Shults, Private
Gary R. Shults, Private	Douglas K. Usher, Private
Daniel Bates, Auxiliary	Douglas Cook, Auxiliary
Steven J. Foye, Auxiliary	Matt Fryer, Auxiliary
Kevin McElreath, Auxiliary	Daniel Doucette, Auxiliary

EMERGENCY MEDICAL SERVICES DEPARTMENT

Re: The Department of Emergency Medical Services report for the year ending December 31, 1999.

Upton Emergency Medical Services responded to 425 EMS incidents this year.

Upton Emergency Medical Services currently maintains a staff of 23 Emergency Medical Technicians who provide BLS duty night coverage from 9 p.m. till 6 a.m., 365 days a year. We currently have two full-time E.M.T./Firefighters on duty at the fire station during the weekday days as well as an E.M.T. currently is working as a Clerk for the Fire Department part-time who is available to respond to emergencies during the day.

There have been some changes in the EMS Department this year, and I wish to thank the members of our department for their continued dedication and support. I would like to thank Hugh McDonald for his many years of service and wish him a healthy retirement.

The staff of the Upton Emergency Medical Services Department:

- Deborah LaRose - EMS Director
- Jeffrey Young - EMS Asst. Director
- Robert Migliaccio - Maintenance Officer
- Brian Kemp - Equipment Officer
- Barbara Harris - Training Officer
- Robert Allen
- Erin Cialdea
- Douglas Cook
- Steve Foye
- Scott Garland
- Nader Harned
- David Harrison
- Richard J. Henderson Sr.
- Richard Leighton
- Bonnie Lopez
- Daniel Lopez
- Mark Maljanian
- Kevin McElreath
- Patrick Sullivan
- Lisa Vass
- Maxwell Weinfuss
- Steve Zaloga - Trainee
- David Cialdea - Trainee - First Responder

Upton's Emergency Medical Services Department would like to thank the Town of Upton for their continued support. Also many thanks go out to the D.P.W., Police and Fire Departments for the help and support and teamwork they all have conveyed during the past year.

Updated information regarding the Upton EMS Department can be obtained from our pages on the Town's web site @ http://upton.ma.us/html/ems_department.html.

Respectfully Submitted,

Deborah LaRose-Director
Upton Emergency Medical Services

TOWN REPORT 1999

UPTON BOARD OF HEALTH

The Board of Health respectfully submits the following report for the year 1999. Board members were as follows; Chairman, Ed St. Andre; Member, Gail Snow; and Member, Rick Binaco. Due to the other commitments, board Member, James Kirby was unable to run again for position of member. The Board wishes to thank him for his services.

The following were also re-appointed to their positions:

Animal Inspector:	Charlotte Newell
Burial Agent:	Martha Williams
Assistant Burial Agent:	Kenneth Pederson
Plumbing Inspector:	Walter Hopkins
Assistant Plumbing Inspector:	Thomas French
Agent:	Maxine Kogut
Food Inspector:	Marsha Paine
Clerk:	Diane Tiernan
Town Nurse:	Patricia Parent
Town Physician:	Dr. John Hoell

The Board continues to conduct business throughout the year, relating to the public health. Residents of Upton contact the local Board of Health for several different reasons. Anyone constructing a new septic system on his or her property or is upgrading/repairing an existing system must first obtain a permit from the Board. The BOH agent oversees soil testing to determine the suitability for a septic system, and then the Board members will review a septic design for approval. The agent will also oversee the construction of the septic system as it is being installed.

In addition, the agent for the Board inspects new homes for occupancy, and investigates complaints of rental property.

The food inspector for the board inspects all of Upton's food establishments' bi-annually, assuring residents that the owners are being supervised to comply with Article X.

The local swimming areas; Lake Wildwood, Kiwanis Beach, and Taft Pond are all tested bi-monthly for coliform, during the summer swim season. High readings would be a cause to close the local beaches. During the summer of 1999, all local beaches tested within the safe limit.

The Upton Transfer Station has been running with little to no problems during the year. The recycling of newspaper and plastics has returned to the recycling center. The volunteers for the recycling center have shown a remarkable dedication to the town in helping to operate the recycling facility in an efficient and costly manner. Our deepest thanks to all of you.

The sale of the transfer station stickers help to defray the cost of rubbish disposal for Upton residents. Few realize just how costly and involved, disposal of residential trash is.

The rabies clinic was again held in the spring of 1999, at the Upton Fire Station. Residents may bring their cats and dogs to the clinic for the rabies vaccine. Licenses are also available at the time of the clinic.

The following permits were issued during 1999:

Food:	22
Plumbing:	132
Gas:	48
Garbage & Offal:	6
Installers:	27
Septic:	46
Perc & Deephole:	92
Massage Therapy:	4
Frozen Desserts:	1
Complaints:	42

Respectfully Submitted,

Upton Board of Health
Ed St. Andre
Gail Snow
Rick Binaco

UPTON HEALTH SERVICE TOWN REPORT 1999

In 1999, I have had the pleasure of meeting and caring for hundreds of Upton residents. The nursing service is remaining vital to those who utilize it. Managed care in the Health Care setting is "managing" to create an increased need for town nursing. When residents find it difficult to get answers from the system, they have turned to the nurse for support. When insurance companies feel a resident's nursing needs have ceased, yet the person is unsure, they call the town nurse. It is a pleasure to work in the nursing profession when the client, not the paperwork and red tape, can be the number one priority.

Blood pressure clinics have continues to Coach Road Apartments and the Senior Center, the last Monday of every month. Follow up visits or referrals are made for anyone found to be at high risk. Home visits for assessment of vital signs are common, and often prevent unnecessary trips to the doctor's office or clinics. Monitoring medication usage or misusage can prevent disasters, especially for our elderly.

As the Town nurse, promotion of proper immunizations and screening for diseases is important. As a vaccine Provider, I work closely with the Department of Public Health, Central Region, to insure vaccine is made available to our residents. This year, influenza vaccine was again difficult to come by. However, through begging and several trips to the Regional Office, Upton was able to obtain 200 doses of vaccine, which allowed us to provide protection to those residents at the highest risk of infection. The flu season has begun, and the phrase "everyone is sick", has been common place. Hopefully, the flu vaccine will ease the symptoms and shorten the duration of the illness. Remember, those at high risk can receive a Pneumococcal vaccine at the Board of Health office year round. Pneumonia is a common complication of many viruses and can be prevented in some cases. Tetanus boosters which should be obtained by adults every ten years are also available.

Tuberculosis screening remains imperative, as active TB is difficult to treat. Residents needing a PPD for employment, school, camp volunteerism or for any reason, can obtain the test through the Town Nurse. This year, Massachusetts again provided a limited number of Hepatitis B vaccine series for the purpose of protecting Public Employees at high risk.

In addition to screening for, or immunizing against disease, the Town Nurse is also responsible for the tracking and reporting of infectious diseases in our community. Upton has continued to maintain a low incidence of these illnesses in 1999. However, outbreaks in other parts of the state are monitored and our residents informed.

Referrals to and from local agencies such as Tri-Valley Elder Services or the VNA, helps to allow continuity of care in providing for the health needs of Upton residents.

The millennium will bring about changes for all. With elections coming, health care will again become a focus. The people of the town of Upton continue to provide for their residents health needs. Hopefully, more and more residents will take advantage of the services provided by the Health Service to keep this positive trend going.

Respectfully Submitted,

Patricia Parent

STATISTICS 1999

VISITS

Morbidity	1,300
Mental Health	102
Maternal/Child	7
Hospice/Bereavement	16
Reportable Diseases	9
Total Visits	1,434

CLINICS

Blood Pressure (24 clinics)	40 per month
School Immunization	30
PPD Tests	35
Flu Immunizations	200
Pneumococcal	3

Sincerely,

Patricia Parent, Town Nurse

REPORT OF THE UPTON HERITAGE HOMECOMING COMMITTEE

The weekend of September 17-19, 1999, we saw the heritage activities get off to a flying start with a stirring program of patriotic songs and selections celebrating "Constitution Day" at the Nipmuc Regional Middle/High School at 10:00 a.m.

"Johnny Patriot" led a procession of participants to the front of the stage with drummer Henry Morel, striking up the beat. The eighth grade band played our National Anthem. All those in attendance pledged allegiance to our flag, followed by the posting of the colors by a color guard made up of these members of the George L. Wood V.F.W. Post with the American Legion: Commander Lawrence Delgrego, John Saucier, Aldo Consigli, Sr., George Shepard and Robert Humes.

"Johnny Patriot" next introduced the guests, some of whom would later speak. The guest list included Lisa Brill, Upton's (LOYCA) Living Outstanding Young Citizen Award winner, Barbara Burke, Upton's Living Outstanding Citizen for 1999, Peter Confrey, Chairman of the Mendon Board of Selectmen, Jonathan Daigle, Aide of Senator Richard Moore, Mary Pat Gibbons, Aide to Senator James McGovern, Fire Chief Richard Henderson of Upton, Police Chief Thomas Stockwell of Upton, Alfred Holman, Chairman of the Upton Board of Selectmen, Spaulding Aldrich, Chairman of the Blackstone Valley Heritage Homecoming Committee, James Bates of the Upton Board of Selectmen, Keith Mitchell, Aide to Senator Guy Glodis, and Representative George Peterson of the Massachusetts Legislature.

"Johnny Patriot" continued by giving a brief history of the founding of Constitution Day in 1987 when we celebrated the 200th anniversary of its signing and the following year 1988, when we planted the Constitution Tree at Memorial School and began the longest, continuous school Constitution Day in the Commonwealth.

Morganne Ray, an eighth grade student, read an essay that she composed about the Constitution. This was followed by a message from Selectman Holman, Selectman Bates, Selectman Confrey and Selectman Bavosi.

Selectman Alfred Holman of Upton mentioned that his profession is editing a monthly newspaper. Selectman Holman said, "As a writer, I hope that someday some of my words will impress someone. Those fifty-five men who gathered in Philadelphia over 200 years ago wrote some significant words that still impress and effect us today".

Selectman Peter Confrey of Mendon spoke about the local history of our area. He noted, "You are lucky to have lived in this area, in a place that is rich in American history and helped to create the values we still honor today. Someday you will realize how lucky you are!"

Representative James McGovern sent a letter read by Mary Pat Gibbons in which he stated, "This is your 13th annual Constitution Day program, one of the longest celebrations in the Commonwealth. I am pleased to take part in the celebration of our Constitution, the living, breathing document that effects our lives each day."

State Representative George Peterson was the final speaker. He stated, "The U.S. Constitution was drawn up following many of the documents that governed Massachusetts, so our state had an important role in this document. When you grow older, you can play an important role in our government by voting and participating. That is the way to keep our country free."

Under the direction of Henry Morel, the eighth grade band played "America the Beautiful."

Aides Jonathan Daigle, Keith Mitchell, and Mary Pat Gibbons then brought the greeting of Senator Moore, Senator Glodis, and Senator McGovern.

Another musical selection, "Sing a Song of Peace" was beautifully rendered by the seventh grade chorus under the direction of Marsha Ledoux.

The final speaker was Representative George Peterson.

The eighth grade band and seventh grade chorus played "God Bless America," the recessional began to exit the auditorium and the stamp of approval was put on the program and another memory added to the Heritage of the town.

Three new additions were made to the Upton "Hall of Honor" this year.

George Dodd was elected the Outstanding Deceased Citizen. He was a committee member of Boy Scout Troop 136 for over twenty years. After his retirement from Lundgren & Jonaitis Dairy, he voluntarily gave his time sorting glass at the recycling center in his fundraising efforts to send boys to summer camp. He also volunteered at the Upton Senior Center as their #1 handy man repairing furniture, replacing light bulbs, and keeping an ancient piano in tune. He delivered Meals on Wheels to seniors, enabling them to remain independent at home. He was a member of the Franklin Chordsmen, Barbershop Quartet singers, and served as their Treasurer for many years. He and his wife, Terry, entertained at neighborhood nursing homes and Senior Centers. George quietly and humbly gave of himself in service to both the youth and senior citizens of Upton.

Barbara Burke, 81A Grove Street, was elected as the Living Outstanding Citizen. Since 1981, she has served as Chairman of the Historical Commission. She has been a member of the Heritage Homecoming Committee since its inception and served for two years as its Chairman, after being co-chairman through 1995. She was a Library Trustee from 1972-1981, and Chairperson from 1974-1981. She helped in preparing the successful

application for the Town Hall Grant in 1995. She has worked as an election official for many years. She was an elementary school librarian from 1963-1991. She is a member of the Heritage National Register. She was also a CCD Elementary Coordinator at Holy Angels Church from 1967-1975, an Eucharistic Minister for the past four years, and on the Church Council for eight years. All of these services, only show you how dedicated Barbara is to Upton.

This year's LOYCA winner (Living Outstanding Young Citizen Award) went to Lisa A. Brill, 11 Fiske Avenue. Lisa was a volunteer for the Upton Youth Club from 1995-1998, Freshman Class Vice-president, Mendon-Upton Soccer Volunteer, Hoby Youth Leadership representative, organized a fund-raiser for breast cancer and aids at the Mendon Country Fair, SADD member, National Honor Society, Volunteer Food Drive 1999, Student Advisory Council, Nipmuc State Delegate, varsity soccer, track and basketball manager.

Lisa has proven herself to be an effective leader among peers in many instances. She was the liaison between fellow students and the Senior Center, as she organized students into a volunteer force to help.

Lisa organized students to man the Salvation Service Unit Box for Medicine Campaign to decorate food boxes, write greeting cards, wrap gifts and to collect food for the Council on Aging holiday gift drive, to contribute their spare change during lunch break to purchase medicine for senior citizens, to make May baskets and fill them with flowers, fancy tea bags, candy, hand-written cards in an outreach project, to deliver holiday and birthday gifts to the Upton Nursing Center, to donate and deliver party favors from the After-Prom Party to the Senior Center.

The final activity of the Heritage week was a free concert in the Town Hall on Sunday, September 19, 1999 by the "Ragtime Rowdies," a toe-tapping band that played Ragtime and New Orleans Jazz music to the delight of a sparse crowd. They played every request made and featured a ninety year old banjo player whose nimble fingers never missed a note. The program was paid for in part by the Upton Cultural Council, the Massachusetts State Cultural Council, the local branch of Unibank, and a donation from the Friend's of Upton's Elders. Unfortunately, there might not be any concert in the coming year because of the lack of attendance.

Upton Heritage Homecoming Committee

Patricia Giles	Edward Furphy, Chairman
Shirley Kirby	William Young, Treasurer
Carl Paulson	Sabatella Machietta, Secretary
Alice Stefans	Robert Humes
Edith Shaugnessy	Judith McGee
Joan Claflin	Norman Sanders
	Mary Strachan

UPTON HISTORICAL COMMISSION REPORT FOR 1999

Our intent to place bronze markers on each of the former district schools is progressing having received permission from the following owners. District 1, the Grange; District 3, 122 Glenview Street; District 5, 94 Mendon Street; District 6, North Street. It is hoped that the remaining sites will be approved this coming year.

The Upton Center North District is continuing. We thank the Massachusetts Historical Commission for their assistance and funding. We will be holding another hearing with each of the building owners on School, Church, North Main, Nelson, and Warren Streets. Listing on the National Register will be the decision of the property owners, but should be of interest to all citizens.

The development called Warren Ridge will have the following names approved by the Planning Board, Chief Stockwell, Chief Henderson, and DPW Director Gilchrist. The Street entering from Warren Street will be Spruce Drive. The Street from Fiske Avenue is Laurel Lane.

The chairman has attended the annual meeting of Massachusetts Historical Commission at Clark University, and has met with members of Hopedale, Mendon, Uxbridge Commissions, and the Blackstone River Corridor Ranger, Chuck Arning on projects which involve all of this area.

The chairman worked with Kenneth Picard providing information both for the internet and the proposed Master Plan. This was the taken from the historic survey of the town done by Claire Dempsey in 1996.

During 1999, the Historical Room received visitors from five states inquiring about sites in Upton and family history. We have answered seventy-eight telephone calls and letters. We have continued our work with the sixth grade students and their teachers. And have spoken to members of cub scouts, girl scouts and boy scouts.

We look forward to a successful year of documenting our resources and informing new citizens and students of their heritage. We thank the Town Boards for their cooperation and the townspeople for their continued support.

UPTON HISTORICAL COMMISSION

Barbara E. Burke, Chairman
David Mackey, Clerk
Kenneth Wood
Stephen Minichiello

Carolyn Blomquist, Vice Chairman
Ashley Perkins, Treasurer
George Kennedy
Russell Wood, Associate Member

REPORT OF THE UPTON HOUSING AUTHORITY

FISCAL YEAR ENDING DECEMBER 31, 1999

The Upton Housing Authority's office is located at Coach Road Apartments, 4 Hartford Avenue in Upton. We are subsidized by the State of Massachusetts and receive funding directly from DHCD (Department of Housing and Community Development) located in Boston.

In November, 1999, the Upton Housing Authority turned 30 years old. We are now at the age when our plumbing and electrical fixtures need to be brought up to date. With this in mind, we began over year ago replacing heaters in each apartment with new efficient baseboard units. We should have them all replaced by June, 2000. This year we replaced five out of 12 of our water heaters, the oldest being 30 years old. We completed the conversion of manual defrosting refrigerators to frost free ones in each apartment and now are looking at replacing all of our stoves. As we look into the year 2000, we anticipate being able to paint exterior of each building, replace aging exterior storm doors, add gutters and replace windows as needed.

For the fifth straight year, the Upton Housing Authority was a recipient of the Safety Award from the Massachusetts National Association of Housing & Redevelopment Officials located in Boston.

Unfortunately, the Upton Housing Authority was not awarded any funds this year from the State for improvement in our parking. However, we will continue to pursue this effort until we can get some relief. We currently have two State subsidized programs:

- MRVP (Massachusetts Rental Voucher Program) - 9 subsidized family/elderly units located at the Upton Inn, at 135 Main Street, Upton.
- Program 667 - 40 subsidized elderly/disabled units located at Coach Road Apartments, 4 Hartford Avenue. Age limit is 60+ with a net income for a one-person household being \$31,700 and a two-person household of \$36,250. There is no asset limit but they are included when determining applicant eligibility.

Although there is a waiting list for both programs, local, non-residents and minorities are encouraged to apply.

Our Board of Commissioners consists of five members; four being elected by the Town of Upton and one being appointed by the Governor of Massachusetts. Monthly meetings are open to the public and are normally held on the second Wednesday of each month at 6:00 p.m. in the Community Room at Coach Road Apartments.

To apply for housing or if you would like to have more information, contact Barbara Marsden, Executive Director of the Upton Housing Authority. Normal office hours are Monday-Friday, 8:30-12:30.

Respectfully submitted,

Robert Humes, Chairman
Mildred Morin, Vice Chairman
Judith McGee, State Appointee
Carl Nickerson, Member
Bill Evans, Member
Barbara Marsden, Executive Director

REPORT OF THE INSPECTOR OF BUILDINGS

During 1999 the following permits were issued through the office of the Inspector of Buildings:

New Homes	41
Additions	35
Barns/Garages/Sheds	36
Decks/Porches/Pools	40
Roof/Re-roof/Siding/Repair	9
Renovations	33
Demolitions	2
Re-issues	4
Inspections	13

Turned over to Town Treasurer ~ \$48,121.16.

Respectfully submitted,

Patrick H. Roche
Inspector of Buildings

Inspector's Office Hours are:

Saturday from 9 a.m. to 12 noon.

REPORT OF THE LIBRARY DIRECTOR

The year 1999 holds particular significance for the Library for two reasons. First, this year marks the third consecutive year of increased growth in the town library's collections and patronage. Second, the year 1999 heralds a new beginning in our long-range plan for Library services.

In 1999, a total of 2,007 new materials were added to the Library's collection, closing out the year with a total holdings of 19,015 books, periodicals, video and audio tapes, and CD-ROMS. The Library circulated 30,901 items in 1999, a 20% increase over the 25,727 items that circulated from the Library in 1998. Participation and interest in Library sponsored programs also continued to grow in 1999. Throughout the year, 232 adults joined in monthly book discussion groups, or attended other Library sponsored events. A total of 635 pre-schoolers enjoyed the 22 story time activities held this year. One hundred and seventy-four children registered for the annual summer reading program held in July and August of 1999, and 586 children and their families attended the 19 events and activities integral to this program's success.

In 1996, the Trustees of the Town Library and I developed and began implementing a three year plan for the Library. In reviewing the goals and objectives incorporated in this plan, it is rewarding to note that we have achieved some milestones: the Library is now fully automated; our circulation and holdings of materials have increased and accurately reflect the mission of the Library; and, patronage and interest in Library services continues to grow and become a more crucial and vibrant aspect of our community. These tremendous successes would not have been realized without the dedication and invaluable support of the members of this community.

In 1999, we started working on our goal of expanding the Library's facility by investigating the possibility of a new joint public library with the Town of Mendon. The Library was awarded a \$20,000 planning and design grant from the Commonwealth. Voters in both Mendon and Upton showed invaluable support by matching the commonwealth's grant with \$20,000 appropriations from each town providing a two-town Feasibility, Planning and Design Committee with \$60,000 to conduct a study on the Joint Public Library Project. The purpose of the study is to identify a potential site, to procure a preliminary building design, and to draft a proposed agreement creating a joint public library district. The Committee anticipates bringing this entire proposal before the voters in Mendon and Upton in 2001.

As we stand on the threshold of a new millennium, it is with confident step that this Library greets a future that is committed to providing vital library services to our community.

Respectfully submitted,

Deborah P. Hersh
Director

REPORT OF THE LIBRARY BOARD OF TRUSTEES

The Upton Town Library Board of Trustees meets the first Monday of each month at 7:00 p.m. at the Upton Senior Center. When holidays or elections occur on that day, the meeting is held the second Monday of the month.

There was one change on the board. Betty O'Connell, who had served for three years, chose not to stand for re-election and was replaced in the May election by David Anderson. We thank Betty for her dedicated service to the Board. At the meeting, the following officers were elected:

Chairman	Rena Richard
Vice-Chairman	George Klink
Secretary	Charlotte Carr
Treasurer	Katie Kelley

In November, we accepted with regret the resignation of part-time Children's Librarian, Marita Metivier-Spencer. Since the Children's Librarian position has been upgraded to full-time, we are currently looking for a qualified individual to fill this position.

The Library was the grateful recipient of a donation of \$2,500 from Unibank. The money helped fund the summer reading program. A donation of \$1,000 from the Upton Men's Club underwrote the cost of the Children's special events which accompanied the summer reading program. The Friends of the Library donated the T-shirts given to all participants in the reading program. Additionally, since we are accredited library, we qualified for \$6,690 in state funds.

The Feasibility, Planning and Design Committee investigating the possibility of constructing a joint library with Mendon is working diligently. The Massachusetts Board of Library Commissioners awarded the Feasibility Committee a \$20,000 state grant to do this study contingent upon the approval of matching funds from each town at the annual town meetings. This effort was successful in both towns. The Committee has hired an attorney to help draft an agreement between the two towns and to review contracts. An architectural firm has been chosen to help with site selection and to prepare preliminary schematic drawings which can be brought before the voters of each town.

This is a long-term project addressing a pressing problem in both towns where libraries are inadequate to provide basic library services and are inaccessible to the handicapped. State funding for a joint library is much higher than for an individual town library and competition is less fierce. Reimbursement for construction costs is generally in the 60 - 70% range for a joint library versus 30 - 50% for an individual town library. The remainder of the cost is borne by the respective towns. There is a newsletter titled "Bookmarks" which is available at the library to keep townspeople apprised of our efforts.

The rug in the library has been replaced and an additional Internet computer has been installed. The Board deeply appreciates the support of the community for the Library. We want to thank the Friends of the Library, our reliable volunteers, the Upton Men's Club, Unibank, our Librarian, Deborah Hersh, and the Circulation Librarian, Donna Kempton, for their dedication and service to the Town of Upton.

Respectfully Submitted,

Rena Richard, Chairman
George Klink, Vice-Chairman
Charlotte Carr, Secretary
Katie Kelley, Treasurer
David Anderson
Doreen Chancellor
John Robertson
Katherine Stanton
Laurie Wodin

REPORT OF THE TOWN MODERATOR

This is the 1999 Annual Report of the Town Moderator:

It was again my privilege to preside at the adjourned annual town meeting on May 8 (reconvened May 17), 1999. Additionally, there were special town meetings on March 23, June 21, September 13, and November 30, 1999. Appointments made to the finance committee were David Lunny (1999-2002) and Kelley McElreath (1999-2000).

This year's annual meeting of the Massachusetts Moderators Association was again held at Old Sturbridge Village on November 5th for the second year in a row. The atmosphere that is created by having the meeting at this location helps to give the moderators perspective on how meetings were run in the past, how they are run today, and how they need to be run in the future. The topics that were on the top of the list for primary discussion included the appropriate dissemination of information on town meeting floor, the rapid changes in technology and how this affects the town meeting process, the scope of the motion with respect to the article, and the continuing affects of proposition 2 1/2 on the town meeting and governmental process.

Next, I would once again ask the Board of Selectmen to consider the possible use of the auditorium at the Nipmuc Regional Middle-High School for future town meetings. The facilities are clearly far superior to those that exist in town hall. If I can be of any help in the process of securing the use of the school auditorium then I would gladly offer my services to the Board.

Thanks again to all the individuals who help with the set up and running of the town meeting. Finally, a special thanks to all of the citizens of Upton that attend the town meetings. Citizen involvement continues to be the critical link that allows for the appropriate checks and balances that can occur in a community like Upton. Never give up that critical link because once it is given away, you may never be able to get it back!

Respectfully Submitted,

David C. Loeper

PERSONNEL BOARD

The Personnel Board continues to envision a supportive and equitable work environment for all employees of the Town of Upton. Working as a three member board it has been a tough year. The Board has continued its efforts in researching employment related legislation, participating in the Town's hiring process, and documenting Town policies and procedures.

During 1999, the Personnel Board has been involved in the hiring or promoting of the following positions:

Dispatcher	(three times)	Waste Water Treatment Operator
Patrolman	(twice)	Full-time Custodian
Water/Sewer Operator	(twice)	Clerk to the Board of Selectmen
Assistant EMS Director		Administrative Assistant to the Board of Selectmen

The following positions have also been reviewed based on submitted personnel requisition forms and are in the midst of the hiring process at the end of 1999:

DPW Director	Full-time Children's Librarian
COA Outreach Coordinator	Financial Assistant I (for Accountant's Office)
Town Accountant	

We also looked again at the classification for the Town Accountant and it was adjusted to a Grade level 12 prior to its posting.

Based on the completion in 1999 of a Classification and Compensation study of 12 comparable towns (Berlin, Blackstone, Boylston, Douglas, Grafton, Hopedale, Holliston, Hopkinton, Medway, Mendon, Millis, Sutton), we have new classification and compensation plans. As of the start of Fiscal Year 2000, they are:

Classification	Hourly Min	Hourly Max	Position Title
1	8.14	11.14	
2	8.87	12.15	Financial Assistant I Clerical Assistant I Custodian
3	9.58	13.12	
4	10.16	13.90	Clerical Assistant II Auxiliary Fireman Trainee Technician Driver/Laborer

Classification	Hourly Min	Hourly Max	Position Title
5	10.77	14.74	Financial Assistant III Food Inspector
6	10.98	15.03	Clerical Assistant IV Treatment Operator I Equipment Operator Financial Assistant IV Assessor's Assistant Librarian Assistant Financial Assistant II/EMT
7	11.20	15.33	Clerical Assistant V Dog Officer Fireman Dispatcher Water Treatment Operator I
8	11.99	16.41	Equipment Officer Maintenance Officer Animal Inspector Assistant Building Inspector Assistant Wiring Inspector Assistant Plumbing Inspector Outreach Coordinator
9	12.83	17.56	Nurse Director Veteran Services Supervisor of Parks/Asst. Hwy. Sup. Patrol Officer Gas Inspector Plumbing Inspector Wiring Inspector Firefighter/EMT Training Officer CPR Officer Assistant Officer Technician Lieutenant Health Agent Librarian I
10	13.73	18.78	Highway Supervisor Water/Sewer Supervisor Administrative Assistant II

Classification	Hourly Min	Hourly Max	Position Title
11	14.41	19.72	Building Inspector COA Director Captain Library Director
12	15.28	20.91	Sergeant Assistant Fire Chief Fire Engineer, T/C Fire Engineer, Deputy Fireman/Inspector/EMT Financial Director
13	16.19	22.16	
14	17.16	23.49	Accountant Police Lieutenant
15	18.19	24.90	EMS Director
16	19.29	26.39	DPW Director Fire Chief
17	20.44	27.98	Police Chief

Several policy changes for salary administration were also recommended and accepted as part of the 1999 Classification and Compensation survey. The first of these is an intention to red-line (not increase) salaries that are above the maximum of the range until the range is adjusted to be greater than the current salary. Another is to adjust the salary ranges on an annual basis. A new method for classifying positions within the Town of Upton was also accepted as part of the study results.

As of the writing of this report, the Personnel Board has recommended a 3% increase for the salary ranges, a 2% COLA increase for all employees, and a 2.5% merit pool for Fiscal Year 2001.

New positions were also added to the Town roster for a patrolman and a dispatcher. In addition, changes occurred in the custodial positions, the Children's Librarian, and one Water/Sewer Operator position.

We look forward to new membership in 2000. It is our hope that with additional membership we will be able to research and present to the Town additional programs and benefits that will raise Upton's appeal as an employer within the community and surrounding area.

Seema Kenney, Chairperson

Cheryl Bonina, Secretary
Alan Nasuti

REPORT OF THE PLANNING BOARD

In 1999, the Planning Board was again very active. Along with reviewing all subdivision applications, the Board sponsored both the telecommunications and open space Zoning Bylaw changes accepted by the Town in May.

Growth in Upton is expected to continue at the current rate for the next few years, with an anticipated 50-75 new lots annually.

Raymond P. Smith, Chairman

Upton Planning Board

REPORT OF THE REGISTRARS OF VOTERS

During 1999, the Registrars met several times to certify nomination papers and initiative petitions. Special sessions to register new voters were held prior to each election.

On January 1, 1999, there were 3,736 registered voters in Upton including 766 Democrats, 657 Republicans, 3 Libertarian, 4 Reform Party and 2,306 unenrolled voters.

In May of 1999, the Registrars of Voters were saddened at the death of long time registrar, Kathleen E. Kelly. Kathleen served faithfully for many years.

In June of 1999, the Board of Selectmen appointed Susan A. Bonina to the Board of Registrars.

During the year, many mail-in registrations were received and many new voters have registered at the Registry of Motor Vehicles.

At the end of 1999, there were 3,729 registered voters in Upton including 772 Democrats, 650 Republicans, 9 Libertarians, and 2,298 unenrolled voters.

Members of the Registrars are George P. Kennedy (R), Chairman; Eleanor R. Broderick (D), Susan A. Bonina (D) and Martha R. Williams (U).

Respectfully submitted,

Martha R. Williams, CMC/CMMC
Ex-Officio Clerk to Registrars

REPORT OF THE TOWN CLERK

Vital Statistics

During 1999 the following vital statistics records were recorded by the Town Clerk:

Births	118
Marriages	36
Deaths	38

Dog Licenses

During 1999 there were 565 dog licenses and 13 kennel licenses issued through the Town Clerk's office. The fee to license a male or female dog was \$20.00 and the fee for a neutered male or spayed female was \$10.00. A late fee of \$10.00 was charged for licenses issued after May 31.

Transferred to Town Treasurer	\$6,810.00
Late charges collected	350.00

Fisheries and Wildlife

During 1999 the Town Clerk issued 110 Fish and Wildlife licenses, plus 15 Archery Stamps, 7 Waterfowl Stamps, 13 Primitive Firearms Stamps, 81 Wildlands Conservation Stamps.

Issued: 51 Resident Fishing; 2 Resident Fishing Minor; 1 Resident Fishing Age 65-69; 13 Resident Fishing Handicapped; 1 Non-Resident Fishing (3 day); 6 Resident Citizen Hunting; 1 Resident Hunting 65-69; 19 Resident Citizen Sporting; 16 Resident Citizen Sporting over 70.

Paid to the Commonwealth of Massachusetts	\$2,633.75
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Permits, Certificates, Booklets, etc.

During 1999 the following were sold through the Town Clerk's office:

118	Birth Certificates	78	Street Lists
36	Marriage Certificates	11	Zoning Board of Appeals Hearings
62	Death Certificates	35	Zoning By-law Booklets
36	Marriage Intentions	5	Zoning Maps
4	Gasoline Storage Renewals	1	Raffle/Bazaar Permits

Recorded:	33 Business Certificates
	57 U.C.C. Filings

Funds transferred to the Town Treasurer \$4,160.00

Transfer Station Stickers

During 1999 5,702 Transfer Station Stickers were sold through the Town Clerk's office.

Funds transferred to the Town Treasurer \$5,596.00

Respectfully Submitted,

Martha R. Williams, CMC/CMMC

Town Clerk's Office Hours	Monday through Friday	11:30 a.m. to 4:30 p.m.
	Tuesday and Thursday	7:00 p.m. to 9:00 p.m.

REPORT OF THE POLICE & COMMUNICATION DEPARTMENTS

This past year has been one of positive change and growth for our Police and Communication Departments. Over the past several years, due to the Town's financial posture, our budget has been level funded, and in some cases reduced. This year, through the support and assistance from the Board of Selectmen, and Finance Committee, along with support from the Community, our budget was properly funded again. Our department received a much needed increase in funding for personnel, equipment, training, and maintenance. With the rapid growth of our community, this additional funding will enable our Police Department to maintain a proactive role toward law enforcement and community policing. We thank the Board of Selectmen, Finance Committee, and the Personnel Board for recognizing and addressing the needs of our public safety departments.

Funding for an additional Police Officer, and a four-wheel drive utility cruiser, was approved at the Special Town meeting held on November 30. The new Patrol Officer position will enable our department to maintain a two Officer minimum patrol coverage, and will increase our effectiveness on daytime traffic enforcement. The four-wheel drive cruiser will give our department the ability to gain access, and patrol remote areas such as the State forest, sandpits, and new construction sites. It will also serve to enhance our effectiveness during storms and other emergency situations. We expect this vehicle to be in service for the next ten years.

This year, our Police Department has received \$50,700.00 in State and Federal grant funding. This funding has allowed our department to continue our successful D.A.R.E. program for the ninth year, and maintain our community policing programs. In addition, a Federal grant award has provided the necessary funding to place an Officer in our school system on a full-time basis. Officer Carl Ambrosino was assigned to the position of School Resource Officer, and Scott Hartwell, was hired as a replacement to our patrol staff. The School Resource Officer has already proven to be invaluable, in building a trusting relationship between our Police department and the students. The School Resource Officer has implemented a school bus safety program, and has assisted the school administration in evaluating safety and security issues. We are committed to work diligently with the school administration with the goal of making our schools safer.

On December 16, of this year, seventeen Upton residents graduated from our first citizen's police academy. This program was made possible by a grant award from the Massachusetts Executive Office of Public Safety. Based on the many positive comments, and the enthusiasm displayed by the class members, we have already begun to plan for the second citizen's academy in the spring of 2000. In June we celebrated our tenth annual fishing derby. The members of the Police and Communication Departments and their families, enjoy this day as much as the kids, and look forward to next years derby.

We would like to express our sincere gratitude to several local businessmen, who made generous contributions to our Police Department this year. Kevin Meehan, of Imperial Chevrolet, donated a 1997 Chevrolet Blazer to our D.A.R.E. program, replacing our aging van. Attorney Harvey Trask, provided our department with the use of a parcel of his land on Milford Street, for a firearms qualification and training site. Robert Henderson Builders and Robert Kimball, of Kimball Sand Company, provided the necessary equipment and materials for the range construction.

On behalf of the Police and Communication Departments, I would like to thank all the Town Departments, Boards, and Committees for their support and assistance during this past year.

GRANT AWARDS RECEIVED FOR 1999

D.A.R.E.	\$9,700.00
Cops Fast	\$25,000.00
Community Policing	\$16,000.00
Total Grant Funds	\$50,700.00

PARTIAL BREAKDOWN OF CALLS FOR SERVICE 1999

Alarms	405
Animal Complaint	203
Assault & Battery	37
A & B Dang Weapon	4
Assist EMS Dept	324
Assist Fire Dept	210
Assist (General)	479
Arrests	206
Burglary/B & E	30
Criminal Complaint	143
Disorderly Conduct	22
Disturbances	125
Domestics	38
Drug Charges	40
Disabled Motor Vehicle	250
Intimidation	36
Kidnapping	1
Larceny	76
Liquor Law Violations	25
Motor Vehicle Violations	3,538
Motor Vehicle Accidents	203
Motor Vehicle Thefts	4
OUI Liquor/Drugs	69
Parking Violations	91
Protective Custody	32
Rape	1
Restraining Orders	48
Suspicious Motor Vehicle	298
Suspicious Person	95
Trespassing	24
Vandalism	81
Weapons Law Violation	21

Respectfully Submitted,

Thomas B. Stockwell
Chief of Police

REPORT OF THE DOG OFFICER

This past year, the number of dogs licensed was particularly low.

As you know, the Upton's leash law requires that all dogs be kept under constant control, leashed, or on your own property. Unfortunately, many residents seem to be under the impression that since their dogs are normally kept leashed or at home, they don't need to be licensed. This is untrue.

Yearly licensing is not only mandatory but also imperative for public safety reasons and the health and well being of your pet. It is always a good idea to provide your pet, both dogs and cats, with an additional ID tag including names, addresses, and any phone numbers where you can be reached, in case of emergency.

Licensing your dog each year shows that it is owned and also up to date on its shots, thereby reducing the risk of rabies or the transmission of other diseases. Most importantly, it enables us with the quick identification of beloved pets and their owners in case of loss or medical emergencies. With the owner's consent, we can provide any necessary medical care immediately. Without the owner's consent, any dog that is found injured can only be stabilized by a veterinarian for 24 hours or until the owner is found, (Mass General Law Chapter 140, Section 151B) possibly loosing valuable time or the chance to provide the necessary medical treatment when needed.

Please show you care by licensing and tagging your pets each year with identification.

Respectfully Submitted,

Keith Fitzpatrick
Upton Dog Officer

TREASURER/COLLECTOR'S REPORT

FISCAL YEAR END JUNE 30, 1999

Treasurer's Cash Account

Beginning Balance June 30, 1997	\$860,434.82
Receipts 1998	\$12,978,687.65
Interest 1998	\$38,671.52
Warrants 1998	\$11,733,375.24
Ending Balance June 30, 1998	\$2,144,418.75

TRUST FUNDS

Stabilization Fund

Beginning Balance June 30, 1998	90,521.92
Interest 1999	2,678.41
Added 1999	140,000.00
Ending Balance June 30, 1999	233,200.33

Law Enforcement Trust

Beginning Balance June 30, 1998	1,740.19
Interest 1999	11.00
Added 1999	1
Ending Balance June 30, 1999	1,751.19

George Knowlton Distress Fund

Beginning Balance 1998:	5,000.00
Principal Acc. Income	36,469.93
Interest 1999	1,227.03
Ending Balance June 30, 1999	42,696.96

Industrial Accident Fund

(Principal and Interest Combined)	
Beginning Balance June 30, 1998	6,719.30
Interest 1999	198.81
Ending Balance June 30, 1999	6,918.11

Charlotte Batchelor School Fund

Beginning Balance 1998: Principal	5,000.00
Acc. Income	12,302.52
Interest 1999	511.96
Ending Balance June 30, 1999	17,814.48

Schultz Library Fund

Beginning Balance 1998: Principal	2,000.00
Acc. Income	3,190.59
Interest 1999	153.58
Expended 1999	
Ending Balance June 30, 1999	-5,344.17

Knowlton School Fund

(Principal and Interest Combined)	
Beginning Balance June 30, 1998	95.52
Income 1999	2.83
Ending Balance June 30, 1999	98.35

Ristein Scholarship Fund

Original Principal: \$1,000.00	
(Principal and Interest Combined)	
Beginning Balance June 30, 1998	538.46
Income 1999	15.93
Ending Balance June 30, 1999	554.93

Carpenter Library Fund

Beginning Balance 1998: Principal	1,000.00
Acc. Income	2,734.56
Income 1999	110.50
Expended 1999	(1,212.17)
Ending Balance June 30, 1999	2,632.89

Charlotte Batchelor Library Fund

Beginning Balance 1998:	
Principal/Income Combined	5,313.73
Income 1999	157.23
Additions 1999	
Ending Balance June 30, 1999	5,470.96

Cemetery Perpetual Care Funds

Beginning Principal Balance June 30, 1998	127,458.04
Principal Added 1999	4,060.00
Principal Balance June 30, 1999	131,518.04
Acc. Interest Balance 1998	49,713.85
Income 1999	5,242.25
Expended 1999	(9,900.91)
Balance Accumulated Income	45,055.19
Ending Total June 30, 1999	176,573.23

Roy Johnson Library Fund

Beginning Balance 1998:	1,000.00
Principal Acc. Income	200.54
Interest 1999	35.52
Ending Balance June 30, 1999	1,236.06

William Knowlton Trust Fund

Beginning Balance 1998: Principal (invested in common stocks)	
Acc. Income/Interest	125,010.58
Income/Interest 1999	20,474.43
Expended 1999	(28,963.47)
Ending Balance June 30, 1999	116,521.54

Eliza Keith Library Fund

Beginning Balance 1998:	1,000.00
Principal Acc. Income	116.01
Additions 1999	
Income 1999	33.02
Expended 1999	
Ending Balance June 30, 1999	1,149.03

Charlotte Batchelor and George Knowlton Trust Fund

Beginning Balance 1998: Principal (Invested in Stocks and Bonds)	
Acc. Income	54,062.72
Income/Interest 1999	3,834.87
Ending Balance June 30, 1999	63,379.80

Lora Davee Dearth Memorial Fund

Beginning Balance 1998:	7,694.45
Principal Acc. Income	13,213.76
Income 1999	618.64
Expended 1999	(3,135.89)
Ending Balance June 30, 1999	18,390.96

Gary Bates Scholarship Fund

Beginning Balance 1998:	2,714.91
Principal and Interest combined	
Interest 1999	80.33
Ending Balance June 30, 1999	2,595.24

Conservation Fund

Beginning Balance 1998	6,211.57
Deposits 1999	1,000.00
Interest 1999	196.49
Ending Balance June 30, 1999	7,837.40

Ella Whitney Ristein Fund

Balances 1998: Principal (primarily invested in common stock)	
Principal on Deposit	41,079.55
Accumulated Income :	
Welfare (B)	306,539.14
Schools (C)	107,691.31
Improvements (D)	79,109.29
Income/Interest 1999	37,803.55
Expended and Adjustments 1999	
Welfare (B)	(3,431.18)
Schools (C)	(45,876.32)
Improvements (D)	(6,342.08)
Balances June 30, 1999	
Welfare (B)	319,913.45
School (C)	72,736.87
Improvements (D)	82,843.39

Newton Fund

Beginning Balance 1998:	
Principal	1,000.00
Acc. Income	623.01
Interest 1999	48.02
Ending Balance June 30, 1999	1,671.03

Ramsey Fund

Beginning Balance 1998: Principal	5,173.96
Interest 1999	153.09
Expended 1999	(200.00)
Ending Balance June 30, 1999	5,127.05

Goodrich Fund

Beginning Balance 1998: Principal	27,748.65
Interest 1999	821.04
Ending Balance June 30, 1999	28,569.69

Wilson Library Fund

Beginning Balance 1998: Principal	1,421.43
Interest 1999	76.08
Additions 1999	1,150.00
Expended 1999	(420.31)
Ending Balance June 30, 1999	2,227.20

Library Good Fortune Fund

Beginning Balance 1998: Principal	12,425.56
Interest 1999	447.84
Additions 1999	2,710.00
Expended 1999	(5,663.10)
Ending Balance June 30, 1999	9,920.30

Shraft/Armstrong Library Fund

Beginning Balance 1998: Principal	1,725.43
Addition 1999	
Interest 1999	28.11
Ending Balance June 30, 1999	1,753.54

Frost/Magnuson

Beginning Balance 1998	2,672.80
Additions	
Interest 1999	79.08
Ending Balance June 30, 1999	2,751.88

Interest/Fees Collected 1999

Interest/Demand fees from R.E. and P.P.	28,761.78
Interest/Demand fees from MVE	10,728.75
Interest/Demand fees from Tax Title	22,665.08
Treasurer/Collector fees	15,432.33

Respectfully Submitted,

Kenneth Glowacki
Treasurer/Collector

REPORT OF THE TREE WARDEN

1999 was a very windy year.

A visit by Hurricane Floyd early Thursday morning, September 16th and heavy winds and more calls for downed limbs and trees on Friday, September 17th kept the Tree Department and Department of Public Works busy until Saturday, September 18th. Also, Mass Electric was called to help with trees on live wires. Mr. Doug Tanner and his bucket truck were used to remove split trees on wires at 65 Main Street and Church Street near the Church parking lot. Many thanks to Doug for his help when Mass Electric was busy in other towns.

On Saturday, September 18th, with the help of a bucket truck, several weakened trees by the high winds were removed. With all crews working together, we made it through the hurricane and the heavy winds with little inconvenience to the public.

The Upton Tree Department had forty-eight (48) emergency calls during 1999. Most of the calls were for the removal of trees and limbs during and after the hurricane.

Twenty-eight (28) roadside stumps were removed during the year. Our ongoing program of removing dead wood and low hanging branches was accomplished with the assistance of a bucket truck.

I would like to thank Highway Supervisor Michael J. Bradford, John Johnson, and Massachusetts Electric Company, public officials and the townspeople of Upton for their assistance during 1999.

Respectfully submitted,

Donald R. Keniston
Tree Warden

REPORT OF THE UPTON TECHNOLOGY COMMITTEE

The primary goal of the Upton Technology Committee's (UTC) charter is to support, assist, advise, and make recommendation on matters concerning computer based technology for the government offices of the Town. The members of the committee are industry professionals with years of experience who volunteer their time and experience to help meet these goals.

RECENT ACCOMPLISHMENTS:

- The Upton Board of Selectmen now requires all Town employees, commissions, committees, boards, and departments to pass all proposed computer hardware or software purchases by the UTC for advance approval.
- Centralize administration and funding of Town government Internet access and usage. Allowed the town to enjoy a dramatic reduction in costs and sharing of resources.
- Upton Internet domain name (upton.ma.us) and Town government employees now have access to the Internet from their offices, and are able to communicate via email.
- UTC administered government operated Internet site at <http://upton.ma.us>. Site contains information about Upton government and community assets.
- Installation of a common Internet Browser software and email application on all government computer systems.
- Hardware and software installed for peer-to-peer local area networking in the Upton Town Hall and Fire Station buildings. All offices with computer systems in the same buildings are now able to connect and share data and resources.

FUTURE OBJECTIVES:

- Installation of enterprise administered virus protection software on all town computer systems.
- Installation of a common version of Microsoft Office on all government workstations.
- Expansion of the existing networking in the Town Hall to allow for network connection from the meeting hall floor.
- Plan and budget for installation and administration of a network server in the town government offices.
- Expansion of the town's computer network to include high-speed Wide-Area-Network connections in major government buildings and offices.
- Installation of workflow software such as Lotus Notes for use by town government offices.

Respectfully Submitted,

Upton Technology Committee
Jeffrey C. Young, Chairperson
Robert Pray, Secretary
David Anderson
Clint Moyer
William C. Young
Email: TechComUpton.ma.us

REPORT OF THE DIRECTOR OF VETERAN'S GRAVES

Eight (8) Veterans were buried in Upton cemeteries during year ending June, 1999.

World War Two Service:

U.S. Army	2
U.S. Navy	3
U.S. Air Force	1

Korean Conflict:

U.S. Army	1
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Vietnam Service:

U.S. Army	1
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A review of all cemeteries shows a total of 878 known veterans of all wars are buried in Upton.

With the assistance of Upton Veterans and Upton Scouts, 365 flags were placed on Veteran's graves at Lakeview Cemetery.

Respectfully Submitted,

Richard L. Randall
Director of Veteran's Graves

REPORT OF THE DEPARTMENT OF VETERAN'S SERVICES

The Department of Veteran's Services is in the process of computerizing our department. This equipment has and will assist us in keeping abreast of all current legislation, changes in the benefits, and the lines of communication will increase between all local, state and federal agencies.

The calls for services from our veteran's and or spouses have increased by 6% over last year. The calls for services range from the gathering of documentation, providing assistance, legislative work and obtaining services from other local, state and federal agencies.

The Department's goals for the upcoming year will include:

- a. the completion of our computerization project
- b. passage of legislation
- c. keeping up to date with the constant changes in benefits

The Internet has proven to be a great tool, the online services from the state and federal agencies assist this department by providing information, forms and the ability to reach out all other local, state, and federal veteran services.

I would like to thank all of our veterans for their help and as always, it is a pleasure to work with our Selectmen and all other town departments

Thank you,

Robert J. Miller
Director

REPORT OF THE ZONING BOARD OF APPEALS

The Upton Zoning Board of Appeals held nine (9) hearings during the year with the following results:

Variances:	1
Special Permits:	6
Continuance Hearings:	1
Withdrawals:	1

John F. Lebrun, Chairman
Joseph Lurie
Stedman Briggs
Ann Davidson, Clerk

ANNUAL REPORT OF THE MENDON-UPTON REGIONAL SCHOOL DISTRICT COMMITTEE

**FISCAL YEAR ENDING JUNE 30, 1999
CALENDAR YEAR ENDING DECEMBER 31, 1999**

TO THE CITIZENS OF MENDON AND UPTON

Superintendent of Schools

The 1999 calendar year brought a number of changes and challenges to the Mendon-Upton Regional School District. The largest single event which effected the District was the resignation of the Superintendent of Schools, David A. Crisafulli. Dr. Crisafulli had been Superintendent since July of 1984. In his fifteen years of service he led the District to academic prominence in the Blackstone Valley. A significant accomplishment was the construction of the Nipmuc Regional Middle/High School and the conversion of the old high school to the newly renovated Miscoe Hill Elementary School. The reorganization of the high school and the upgrading of curriculum and programs K-12 are other achievements of his administration. The Regional School District commends him for his professional leadership during years of challenge and increased expectations for the schools of Mendon-Upton.

The Mendon-Upton School Committee appointed Dr. Robert E. Couture as Interim Superintendent of Schools in September 1999. Dr. Couture is recently retired from the Dover-Sherborn Public Schools where he was Superintendent for fifteen years.

After accepting the resignation of Dr. Crisafulli, the School Committee contracted the services of the New England School Development Council (NESDEC) to conduct the search for a new superintendent. As the year ended the field of candidates had been narrowed to three finalists: Paul Daigle, Principal of Nipmuc Regional Middle/High School; Antonio Fernandes, Assistant Superintendent of the Northboro-Southboro School District; and, Dr. Mark Masterson, Assistant Superintendent of the Hampstead-Timberlane, New Hampshire, School Districts. The School Committee expects to appoint a new superintendent early in the year 2000 with transition to the position taking place in early springtime.

In 1999, the schools once again experienced a large (8%) increase in pupil enrollment. As a result, new staff and additional busses were required. The Upton kindergarten children formerly housed at Miscoe Hill were relocated to classrooms at the Memorial School. The continued enrollment growth will force the first grades to be relocated to Memorial and Clough Schools in September 2000.

The School Committee appointed Building Needs Committee studied school space needs throughout 1999. It is expected that specific proposals or building renovation and/or construction should be made to the School Committee, early in the year 2000.

While space for learning is limited throughout the District, it is important to emphasize that the quality of the educational experiences of our students has not suffered. The reports that follow give every citizen a glimpse of the excellent caliber of school life which exists in the Mendon-Upton Regional School District. As Interim Superintendent, I have been extremely impressed with the quality of the professionals and support staff who serve our students. We have been blessed by students who come to school motivated to learn, supported by families who have high expectations for them and the schools. This combination combined with strong leadership and the resources required for high quality instruction and learning will always produce excellent results. It has been a pleasure to lead a school-community that supports a climate for learning which can have a positive effect on every student who attends our schools.

Curriculum and Educational Technology

The mission of the Mendon-Upton Regional School District is to provide students with a complete and meaningful community-based education that maximizes intellectual potential, emphasizes cultural awareness and furnishes the requisite knowledge that our technically evolving society demands. During the past year the Mendon-Upton Regional School District took many steps to bring us closer to our goal of providing the highest quality of education in a kind and caring community that fosters a life-long love of learning.

The success of our students is due in part to a strong partnership between the communities of Mendon and Upton and the school district. Parents and community members are committed to the education and well being of the children of Mendon and Upton, as evidenced by the new Miscoe Hill playground that was completed this year with support from parent and community fund-raising activities.

One of the most important factors in providing children with superior educational experiences is the quality of the teaching and support staff. We are blessed with caring, dedicated and innovative teachers who work tirelessly to educated their students. A full 50% of the Mendon-Upton teaching staff has a Master's degree and that percentage is increasing with each passing year.

Because of increasing enrollments and retirements we hired 18 new teachers in 1999. With the support of two grants we have developed a comprehensive teacher induction and mentoring program to support and train new staff. Experienced teachers attended summer training to learn to better help and support new teachers and teachers who have changed grade levels or subject areas to ensure a high quality of instruction. As veteran teachers retire, mentoring aids in the retention of talented new staff. Effective Teaching workshops developed by our veteran staff have been provided on topics of interest to newer teachers.

The District has been very active in writing and receiving numerous private and state grants, bringing a total of \$457,284 in additional funds to our schools for specific programs and initiatives in Fiscal Year 1999.

FY99 grants are:

\$130,080	T.O.E.S.S. (Federal Special Education Entitlement)
\$20,128	Early Childhood Special Education
\$38,567	Health
\$7,454	Special Education Access to Curriculum Frameworks
\$4,803	Eisenhower Professional Development in Math and Science
\$1,971	PALMS (Math and Science)
\$9,121	Drug Free Schools
\$20,000	Goals 2000 Teacher Induction and Mentoring
\$25,785	Professional Development in Technology Integration
\$500	Tomorrow's Teachers Club
\$120,000	Foundation Reserve
\$35,000	Professional Development in Language Arts and History
\$2,000	CVS Volunteer Challenge
\$1,875	Safe Schools: Gay and Lesbian
\$40,000	Giive (Grants for Intel Involved Volunteers in Education) Program

With grant funding we purchased new computers for the Nipmuc and Miscoe computer labs and distributed the older, but still usable, computers into classroom "project pods" that enable teachers to more fully integrate technology into interdisciplinary projects. The Parent-Teacher Organization at Miscoe Hill Elementary School provided additional technology items including educational software, hardware peripherals and three large screen monitors that connect to computers for easier class viewing.

Mendon-Upton students receive comprehensive training in using technology to learn and communicate. We have developed technology performance indicators aligned with national and state standards. All students receive computer instruction beginning in grade 1 and by grade 8 they are fully conversant with using various technologies. Effective integration of technology into curricula occurs at every grade level with students tapping into electronic resources and creating multimedia presentations.

Teachers received training in utilizing computers and related technologies to increase student learning through a highly successful "coaching model". The technology coaches had gained proficiency in technology integration in an on-site Master's program offered through Fitchburg State College and offered before and after school formal instruction and daily informal support to their peers. Over 35 teachers also participated in the Summer Institute Developing Technology Enhanced Curricula developed and taught by internal staff.

Our technology-rich buildings have been opened up to the community via Community Computer Courses and free classes for seniors. We have also trained parent volunteers to assist in the computer labs or with technology-enhanced classroom projects. Moreover, two high school teachers have received intensive training in offering Virtual High School (VHS) courses. This enables five of our students this year and twenty next year to partici-

pate in VHS which offers over 100 courses taught on-line to students, greatly increasing course offerings and exposing students to distance learning.

Mendon-Upton students benefit from innovative programming and strong curricula as well as excellent instruction. We are in the process of examining all curricula to ascertain alignment to state standards. Fourth grade teachers worked during the summer to develop an Ancient World Civilizations curriculum that was implemented during the 1998-1999 school year. Elementary teachers are researching science programs and are developing a "hands-on", inquiry-based curriculum aligned to national and state standards.

Numerous teachers at all grade levels are working together on interdisciplinary or grade level teams, including one combined "team" at the elementary that has 50 students in a large classroom with two teachers who share responsibilities. A first grade teacher "looped" up to second grade with her students, giving them greater continuity and up to three months academic gain, according to the research. Middle and High School teachers continue to develop and refine their interdisciplinary, project-based curricula. This year, Middle School students will develop student portfolios that encourage goal-setting, reflection and self assessment. The High School portfolio process served as a model for the Middle School and will expand to utilize various technologies. The majority of teachers in the district also create professional portfolios as part of the evaluation process.

The theme of the Miscoe Elementary School when it opened was Miscoe Heroes Make a Difference which encouraged character development as well as social responsibility. Programs such as the Skills for Living health education curricula in the Middle School and the Lifetime Fitness and Wellness class at the High School level encourage good decision making and social responsibility. Through a focus on rigorous curricula and student-centered instruction, Mendon-Upton teachers endeavor to meet the needs of all students while preparing them to be productive and responsible citizens.

Pupil Personnel Services

Educational services to children with special needs are one of the main functions of the Pupil Personnel Services Department. Children are eligible for special education programs starting at age 3 to age 22 through a process referred to as a TEAM evaluation. A TEAM evaluation is made up of a series of assessments designed to determine (1) does the child have a disability (2) is the child making effective progress in regular education (3) is the child eligible for special education services. Children can have a disability, be making effective progress in regular education with accommodations, and not be eligible for special education services.

Special Education is defined as the need for specially designed instruction, which is a modification of: instruction; instructional level; content; and performance criteria. Specially designed instruction is a modification not regularly provided for students in the regular education program. Students in special education have an IEP - Individual Education Plan.

Mendon-Upton Regional School District provides the following programs: Integrated Preschool for 3 & 4 year olds; Resource Rooms at all grade levels; Language Based Classes (1-2-3), (4-5) & (6-7); Inclusion classes; Related services of Speech & Language Therapy, Occupational Therapy, Physical Therapy & Adaptive PE.

Our newest program for children with Pervasive Developmental Disorder was established in 1997. This specialized program provides children diagnosed with PDD with a very structured program of one to one discreet trials known as applied behavior analysis.

As of June 30, 1999, our district had 306 students on Individual Education Plans - 272 of the students were in our schools and 34 students were out of district. These figures represent 16% of the total school population. Although this percentage is under the state average, our philosophy is to move closer to the national average of approximately 12%.

In order to reach our objective, we will concentrate on two major goals for special education services: 1. Continue to support the established District Teacher Objective, "To develop an enhanced understanding of diverse ways of learning and to make use of strategies and technological tools designed to meet the educational needs of all of our students: (i.e. Differentiated Instruction) 2. Provide children eligible for special education services with free and appropriate public education in the least restrictive environment.

**Miscoe Hill Elementary School
Clough School
Memorial School**

Miscoe Hill is alive with excitement as teachers and students alike engage in serious work that results in rich and vital learning experiences for all. Basic skills are stressed through an integrated curriculum that is student-centered, experience-based, and language-rich.

The elementary schools currently have an enrollment of 1,150 students in prekindergarten through fifth grade, reflecting a continue rate of growth of 8%. To accommodate this increase, yet not reduce class size, four additional homerooms in grades one, three, four and five were added to Miscoe Hill and our kindergarteners attended Memorial or Clough Schools in their hometowns. In preparation for the return of classes to our satellite schools, new carpeting, lighting and blackboards as well as fresh paint and blinds are being installed where needed. We extend a sincere thank you to Eagle Scout Matthew Cook who painted the classroom wing at Clough School as his community service project.

We are pleased to welcome Mary Vaccaro as Dean of Students for the intermediate grades and Kate O'Malley as Dean of Students for the primary grades. When former assistant principal Nancy Thompson accepted the central office position of Director of Curriculum and Technology formerly held by Dan LeClerc, the assistant principal's position was

restructured to become Deans of Students. The resulting administrative reorganization provided an opportunity to develop a team approach to managing a complex elementary school with an increasing student population housed in three facilities. The school is organized into three teams, K-1, 2-3, and 4-5, each led by a Head Teacher working directly with a Dean of Students to address discipline and procedural issues. These teams provide a positive approach by dividing the day-to-day workings of a large school to a smaller scale.

Our elementary school strongly supports the belief that "All students should read, write, and converse in at least one language in addition to English." [Massachusetts Common Core of Learning] When students learn more than one language, doors are opened to new ways of thinking and doing. Recognizing that the best time to begin second language instruction is before the age of ten the highly successful Spanish Immersion Program has been expanded to include first grade as well as kindergarten. The first thing visitors to these classrooms notice are the children actively involved in using the language. In addition to an optional Spanish Immersion program, all first graders participate in weekly Spanish classes that allow them to communicate and interact with one another and the teacher about topics close to the self, the home, and the school.

Mendon-Upton's new Integrated Arts Program for kindergarten and first grade has been a model for other communities. The program offers an integrated program of music, art, movement and literature that focuses on a common theme.

The assessment study committee completed the revision of the elementary report card to reflect the standards in the Massachusetts Curriculum Frameworks. In addition, a task force is developing a process by which elementary students and teachers use portfolios as an assessment tool.

At the elementary level there are varied opportunities for student enrichment. Under the leadership of Henry Morel, Marcia Ledoux and Dick Auger, the majority of fifth graders are involved in instrumental music lessons and beginner band. Approximately one third of our students participate in the after school enrichment program that offers a wide array of classes each quarter. The Odyssey of the Mind program, which develops critical thinking through creative problem solving, continues to grow, this year quadrupling the number of participants. The annual student variety show and choral performances provide additional opportunities for students to showcase their talents.

Significant parent involvement is part of almost every successful school. The level of parental participation in the elementary school is exceptionally high. In addition to the traditional fund-raising role and field trip chaperones, parents serve on task forces, tutor students, and volunteer in classrooms and the library. We are grateful to our parents for the generous donation of new playground equipment for our youngsters.

The community thanks recent elementary retirees, Paula Pearlman, Naomi Howarth, and Elaine Porter, for their years of service and commitment to the students of Mendon and Upton.

NIPMUC REGIONAL MIDDLE/HIGH SCHOOL

I. Introduction

Nipmuc Regional Middle/High School opened to students in November 1997. The three-story structure accommodates 920 students in grades 6-12. The school is divided into two sections: one for the middle school and one for the high school, with shared core facilities. The design of the building is traditional New England with pitched rooflines and some contemporary elements.

This building was featured in the June 1999 edition of School Planning & Management Magazine. This publication noted that the school is closely linked to the community. "The design recalls the industrial mills and farming history of two rural Massachusetts towns. Unlike the concrete, fortress-like schools of the 60's and 70's, the new facility inspires a sense of community and individual responsibility." The instructional spaces complement the new technology required to support learning in the 21st century.

The high school is a model for long block instruction. The 90-minute block of teaching time allowed us to continue to expand our curriculum and develop innovative approaches to instruction and learning. The Nipmuc program has been recognized nationally and numerous schools have visited to learn more about our block model and methods of instruction. Additionally, several of our staff members have presented instructional seminars in Massachusetts and around New England regarding teaching in the long block.

II. Curriculum

The development of sound curriculum that enhances school programs and provides opportunities for student growth is of paramount importance to the creation of a positive school climate. Consequently, we continue to examine our curriculum by adding and deleting courses. We have added the following courses to the high school curriculum this past year: Interactive Mathematics, Women's Studies, Speech and Debate, Advanced Placement Art, Economics, Web Page Development, Sports Games, and College Accounting with credit granted by both Nipmuc and Nichols College. We are excited about the introduction of the Virtual High School to our students and staff at Nipmuc.

The Virtual High School (VHS) is a cooperative project, funded by a Technology Challenge Grant from the U.S. Department of Education and involves 200 high schools from around the United States. This is the first year that Nipmuc is a member of the network. Internet-based courses will be offered to students at a pre-college level and will provide a low-cost means of augmenting the current curriculum. All VHS teachers complete a graduate-level Net course to learn how to develop and deliver high quality courses over the Internet. In exchange for teaching a Net course, schools in the VHS cooperative can enroll students in any VHS Net course being offered by other participating schools.

Through participation in the Virtual High School, students at Nipmuc will acquire the skills needed to succeed in an increasingly technological world. The Virtual High School will assist our students to become independent lifelong learners who are able to locate and process information from a variety of sources.

The middle school is dedicated to the individual needs of students through interdisciplinary team teaching and project-based learning. We continue to align the middle school curriculum with the state frameworks in the areas of English Language Arts, Science and Technology, Mathematics, History and Social Studies.

The 7th grade team has developed an "excursion program" which brings students to various education sites in New England. The program has become an integral part of the curriculum. All trips pre and post activities that are part of the daily teaching format. In an effort to assist all middle school students with their organizational skills the PTO has provided each student in grades 6-8 with an agenda book. This book serves as a daily planner for homework, long-term assignments and as a communication tool between school and home.

III. New Staff

Nipmuc Regional Middle/High School welcomed five new full time staff members for the 1999 school year.

Erin Campbell comes to Nipmuc after completing the Master of Arts in Teaching program at Boston University. Ms. Campbell, who did her undergraduate work at James Madison University, is a new addition to the eighth grade team where she teaches science, math and civics.

John Clements, another Boston University product, joins the high school staff as an English instructor. He was a finalist for the Ansin Intercultural Research Award for his design of an English curriculum project focused on tolerance and diversity in the urban classroom.

Beth Gervais is a new member of the sixth grade team. Ms. Gervais, a recent graduate of Worcester State College, served as a long-term substitute in Sutton last spring at the fifth grade level. While at Worcester State, she was a member of the Kappa Delta Pi Honor Society, as well as, Treasurer of the Psi Chi Honor Society.

Jill Nadeau joined our high school World Language Department, teaching both Spanish and French. She recently completed a master's program in French language and culture at Simmons College. Ms. Nadeau did her undergraduate work at the University of Massachusetts at Boston where she graduated *summa cum laude*. She has also studied at the Institut Catholique in Paris, France.

Patrick Allen is a full-time staff member of the physical education department serving both the middle and high schools. Mr. Allen is a graduate of Springfield College and Nipmuc Regional High School. He has a strong background in strength and conditioning as well as health education.

Carl Ambrosino of the Upton Police Department began with the school this year as the School Safety Officer. Officer Ambrosino spends 2 1/2 days a week at Nipmuc meeting with students, staff and administration and helping to develop a positive rapport between the school community and the UPD. This position is funded by a grant.

IV. Retirees

Three Nipmuc teachers retired after many faithful years to the district, Allan Byrne, Cynthia Donatelli and Martha Miles. Mr. Byrne served the district as guidance counselor, assistant principal and physical education instructor. Mrs. Donatelli began her career teaching kindergarten and later moved to the high school to teach computer technology. Mrs. Miles was a teacher of mathematics.

V. Volunteerism

Student volunteerism continues to play a prominent role in the lives of our students. Five seniors and a teacher adviser attended Camp Sunshine in Maine. Camp Sunshine is a retreat for children with life-threatening diseases. The camp provides a vacation experience not only for the children but also for all members of their families. The junior class participated in an annual coat drive to aid the residents of the Pine Street Inn of Boston. Over 1,600 coats were brought to the homeless shelter. Additionally, students in the marketing classes collected numerous toys in the annual Toys for Tots Drive.

Under the direction of the Middle School Student Council, funds were raised for the families of the Worcester firefighters who lost their lives. Students also participated in a food drive at Thanksgiving to benefit the Salvation Army and the Milford food pantry. The National Honor Society also held a food drive in the spring throughout both communities to benefit the Milford food pantry.

Over 1900 Christmas ornaments were made by students in the middle school and donated to the Hasbro Giving Tree in Providence. For each handmade ornament, Hasbro provides a toy for needy children.

Congratulations are extended to student Patrick Quirk for being chosen as the winner of the Cathy Donahue award for community service and leadership. The Upton Heritage Committee recognized Nipmuc senior, Lisa Brill as Junior Citizen of the Year for her leadership and volunteerism.

VI. The Arts

The arts continue to flourish and grow at Nipmuc. We believe that the arts are an integral part of a student's curriculum. During this past year, the Nipmuc Arts Society sponsored several studio nights that were open to the community as well as an evening coffee house. Senior Art students donated their artwork to the school, several to become part of a permanent art gallery at Nipmuc. The traveling art show, designed to raise funds for the art program, was placed in eight area businesses throughout the year. The art program culminated in a middle/high school art extravaganza held in the evening and open to the public in the gym. This show featured original works by students in grades 6-12. The festival of arts week included not only the art show, but also a pops concert and a drama production. Throughout the year, the bands and choruses held multiple seasonal musical performances.

Our bands marched in numerous parades that contributed to community spirit. At the Worcester St. Patrick's Day Parade the Nipmuc Band placed first. In competition, the high school band and chorus each received an excellent rating at the New York City Music Festival. Students received individual honors throughout the year including being named to the Central District Music Festival, All State Chorus and the Southern New England Honor Band. The middle school band and chorus received gold medals at their competition in New Hampshire.

VII. Community Involvement

The new facility continued to be utilized by numerous community groups for events and meetings. The Wellness Center was open five evenings a week, staffed by student and faculty volunteers. Additionally, aerobics, yoga, dance, stress reduction, adult basketball and volleyball were also offered. Senior citizens from Mendon and Upton participated in a hands on Internet course coordinated by the Mendon and Upton Senior Centers. The program was taught by the high school computer instructor with assistance from students. The Summer Academy of the Arts allowed community members and students the opportunity to take part in a variety of activities including photography, ceramics, and painting.

VII. Athletics

Nipmuc Regional's athletic program continued to have great success during 1999. The girls' basketball team started the year off with a Dual Valley Conference Championship, their first since 1990. The girls' hoop squad concluded with an impressive 17-5 mark and an appearance in the quarterfinal round of the Central Massachusetts Tournament. The boys also finished another successful campaign appearing in both the Clark and Central Massachusetts Tournaments.

In the spring, our girls continued their successful year with a DVC Softball crown. Our varsity softball squad posted a 13-1 mark in league play as they won their second

straight softball title and qualified for the Central Massachusetts Tournament. Our boys were nearly as impressive on the baseball diamond, posting a 12-2 league mark and making an appearance in the Central Massachusetts Tournament.

In the fall, our girls pulled their biggest surprise of the year winning their first ever DVC Field hockey Championship and qualifying for the Central Massachusetts Tournament. It was our school's first field hockey championship since 1964. Both our girls' and boys' soccer teams also finished with Central Massachusetts Tournament appearances, capping a successful season. We look forward to the continue success of all of our teams in the new millennium.

IX. Leadership/Awards

In January, the National Honor Society (NHS) inducted 31 new members based on character, scholarship, leadership and service. The inductees were introduced by the NHS president, Hillary Robbins, and were presented their certificates by Principal Paul Daigle and the NHS advisor, Pamela Kyrka. The keynote speaker was Dr. Beverly Ferrucci, a former math instructor at Nipmuc Regional High School.

Sophomore, Bethany Carchedi, was selected to represent NRHS at the Hugh O'Brian Youth Foundation Leadership Seminar at Bay Path College. This conference is sponsored by the Upton Woman's Club.

The Daughters of the American Revolution (DAR) chose the following middle school students as winners of the American History essay contest: Jessica Lavin, Kristina Cleverdon, and Amy D'Orazio. Additionally, senior Patrick Quirk was named the DAR good citizen award reflecting the qualities dependability, leadership, service and patriotism.

The Massachusetts Secondary Schools Administrator's Association (MSSAA) named Paul Daigle "Principal of the Year." In presenting the award, the MSSAA cited Daigle as a "truly gifted innovator, a highly effective school leader and a visionary of regional and national repute."

Nipmuc Regional hosted to foreign exchange students: Rachel Quadros from Brazil and Thomas Szekely from Hungary. The school believes that exchange students provide our school community with an element of diversity and cultural awareness.

National Public Radio featured Nipmuc Regional High School twice during the past school year. The focus of the first segment was on Block Scheduling and the concept of Flex Time. The second segment spoke to the declining use of the chalkboard as a tool for instruction as different types of technology replace the old.

After the first round of the Massachusetts Comprehensive Assessment System (MCAS), the school district ranked 31st out of 208 K-12 districts.

Most importantly, Nipmuc continues to provide a safe, nurturing environment supported by an active community, by teachers who are willing to take risks to improve teaching and learning, where administrators are willing to support and encourage that risk taking as well as sharing leadership roles and where students are always the focus.

Respectfully Submitted,

School Committee

Cynthia Robertson, Chairman

Jay Byer, Vice-Chairman

Kenneth Wood, Secretary

Donna R. Cote, Treasurer

Cecelia Henderson

Neal J. Rapp

Administration

Dr. Robert E. Couture, Superintendent

Paul D. Daigle,

Principal, Nipmuc Regional Middle/High School

Janet E. Goodrich, Principal, Miscoe Hill Elementary

Maryellen L. Gray, Dir of Pupil Personnel Services

Nancy Thompson,

Dir. of Curriculum and Technology

DISTRICT DIRECTORY — YEAR ENDING JUNE 30, 1999

SCHOOL COMMITTEE

Cynthia Robertson, Chairman	Term expires 2002
Jay Byer, Vice-Chairman	Term expires 2001
Kenneth Wood, Secretary	Term expires 2001
Donna R. Cote, Treasurer	Term expires 2002
Cecelia Henderson	Term expires 2000
Neal J. Rapp	Term expires 2000

SUPERINTENDENT OF SCHOOLS

TELEPHONE: 634-1585, 150 NORTH AVE. PO BOX 5, MENDON, MA 01756

David A. Crisafulli Ed.D	Superintendent (until October 1999)	\$96,456
Joseph Kogut, Jr.	Assistant Treasurer	\$42,516
Kimberly A. Belland	Accountant	\$35,910
Kathleen A. Ramsey	Superintendent's Clerk	\$27,607

NIPMUC MIDDLE/HIGH SCHOOL

TELEPHONE: 528-2130, 90 PLEASANT ST., UPTON, MA 01568

Paul D. Daigle	Director of Education	\$75,111
Joan Scribner	Asst. Principal	\$55,640
Patrick Larkin	Dean of Students	\$35,676
Nancy Thompson	Director of Curriculum	\$60,640
Helene Wagner	Secretary	\$26,728
Anne Marie Malisz	Secretary	\$18,504
Deborah A. Linehan	Secretary	\$18,257
Denise Farrell	Secretary	\$6,400

MISCOE HILL ELEMENTARY SCHOOL

TELEPHONE: 634-1590, 148 NORTH AVE., MENDON, MA 01756

Janet E. Goodrich	Principal	\$69,458
Kate O'Malley	Dean of Students	\$32,982
Mary Vaccaro	Dean of Students	\$45,139
Ruth P. O'Grady	Secretary	\$18,182
Cynthia L. Mc Devitt	Secretary	\$14,970

HENRY P. CLOUGH SCHOOL

TELEPHONE: 634-1580, 10 NORTH AVE., MENDON, MA 01756

MEMORIAL SCHOOL

TELEPHONE: 529-1082, 69 MAIN ST., UPTON, MA 01568

Janet E. Goodrich	Principal
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PUPIL PERSONNEL SERVICES**TELEPHONE: 529-2144**

Maryellen L. Gray	Director of Pupil Personnel	\$72,381
Carolyn A. Barrows	Secretary	\$26,728

SCHOOL CALENDAR 1998-1999**FALL TERM, TEN WEEKS**

Term began September 1, 1998	Labor Day	Monday, September 1, 1998
Term ended November 6, 1998	Columbus Day	Monday, October 12, 1998

WINTER TERM, ELEVEN WEEKS

Term began November 9, 1998	Veteran's Day	Wednesday, Nov. 11, 1998
Term ended January 15, 1999	Thanksgiving	Thurs/Fri, Nov. 26-27, 1998
	Christmas	Friday, Dec. 25, 1998

SPRING TERM, TEN WEEKS

Term began January 18, 1999	New Year's Day	Friday, Jan. 1, 1999
Term ended April 16, 1999	Martin Luther King Day	Monday, January 18, 1999

SUMMER TERM, TEN WEEKS

Term began April 19, 1999	Good Friday	Friday, April 2, 1999
Term ended June 15, 1999	Memorial Day	Monday, May 30, 1999

GUIDANCE DEPT — NIPMUC TELEPHONE 529-2140

Stephen C. Gressak	Counselor	\$52,199
Katherine A. Ducat	Counselor	\$44,315
Allan J. Byrne	Counselor	\$53,415
Katherine W. Clarke	Counselor	\$53,415
Bernadette F. Curtis	Computer Administrator	\$26,728
Bonnie Laudon	Psychologist	\$20,640
Ona S. Moore	Secretary	\$18,669

GUIDANCE DEPT — MISCOE HILL ELEMENTARY**TELEPHONE 634-1589**

Donna M. Mattson	Counselor	\$52,199
Kathy A. Guertin	Psychologist	\$38,197

HEALTH SERVICES**TELEPHONE: MISCOE 634-15 , NIPMUC 529-2143**

Julie Meyers, MD	School Physician	
John P. Cocciaelli, MD	School Physician	
JoAnn Krause, RN	School Nurse-Nipmuc Memorial	\$40,452
Nancy C. Robbins	Health Assistant	\$15,372
Caroline M. Smith, RN	School Nurse — Miscoe, Clough	\$34,739
Cecilia Stienstra, RN	School Nurse — Miscoe, Clough	\$34,739

FACULTY — HENRY P. CLOUGH SCHOOL

Patricia Hansen	Kindergarten	\$49,213
Beverly Ann Hart	Kindergarten	\$53,415
Judith A. Mullen	Kindergarten Aide	\$12,349
Cindy L. Stakus	Kindergarten Aide	\$6,175

FACULTY — MEMORIAL SCHOOL

Wanda B. Monroe	Preschool	\$33,870
Kathy Patacchiola	Preschool	\$28,981
Joanne Belhumeur	Preschool Aide	\$11,209
Patricia Bulock	Preschool Aide	\$12,349
Ellen F. Holmes	Preschool Aide	\$12,349
Lana M. Laczka	Preschool Aide	\$5,605
Shelia McCormick	Preschool Aide	\$12,349
Heidi Woods	Preschool Aide	\$12,349

MISCOE HILL ELEMENTARY SCHOOL

Charlotte J. Allen-Smith	Speech Pathologist	\$46,676
Veronica C. Ariel	Speech Pathologist	\$47,843
Mary E. Barrows	Grade 2	\$27,675
Peter E. Baszner	Resource Room	\$47,843
Michaele P. Beauchemin	Grade 2	\$41,482
Arlene M. Belmore	COTA	\$22,487
Alice Begin	Grade 3	\$26,369
Joan F. Burrell	Grade 1	\$45,139
Patricia E. Carnegie	Language Development	\$35,394
Martha Chambliss	STAR Aide	\$19,764
Anne Costello	STAR	\$38,435
Kathryn A. Craib	Grade 4	\$43,423
Ruth A. Danforth	Grade 1	\$47,843
Laura Downie	SPED Tutor	\$12,349
Jennifer A. Erickson	General Aide	\$26,369
Anita L. Espanet	Grade 3	\$43,423
Diane M. Evans	Grade 1	\$43,423
Cora Ferrucci	STAR Aide	\$21,228

Harriett A. Fougere	Grade 4	\$43,423
Janice E. Gallagher	Grade 2	\$31,596
Matthew S. Genaway	Grade 5	\$27,675
Lisa Gogolinski	Grade 5	\$34,463
Martha S. Grady	Grade 3	\$42,423
Catherine J. Grimes	Art	\$43,423
Dorothy A. Hackenson	SPED Aide	\$5,605
Mary N. Hastings	Grade 3	\$41,439
Maria L. Herrick	Grade 3	\$27,675
Naomi A. Howarth	Grade 2	\$49,213
Anne W. Hyder	Computer Tech/Teacher	\$29,556
Patricia Karnila	Kindergarten	\$38,981
Timothy P. Kearnan	Grade 2	\$27,675
Nicole A. Kelleher	Grade 4	\$31,596
Laurel Kent	SPED Aide	\$5,605
Sandra M. Lajoie	Learning Disabilities	\$43,423
Paula MacConnell	Technology	\$34,433
Jan Maglione	Librarian	\$26,369
Daniel L. Malloy	Grade 5	\$52,199
Kristen J. Matthes	Grade 4	\$28,981
Heidi E. McCluskey	SPED Aide Language	\$12,349
Linda J. McDonnell	Tutor	\$18,035
Karen G. McDonough	Grade 4	\$38,435
Nancy M. McIsaac	Grade 1	\$30,124
Marie E. McManus	Grade 5	\$32,982
Robert A. Nigro	Physical Education	\$43,423
Todd M. Nigro	ABA Tech	\$18,300
Dianne E. Nydam	Grade 5	\$45,139
Helen A. O'Neill	Vision Services	\$33,870
Michaela M. O'Neill	Tutor	\$18,035
Kristin Otin	Music	\$27,675
Paula S. Pearlman	Grade 4	\$43,423
Sandra Petrie	STAR Aide	\$11,209
Paula M. Piggott	Grade 1	\$43,423
Kim Pike	Integrated Art	\$26,369
Johnna Poitras	STAR	\$27,675
Elaine M. Porter	Grade 2	\$43,423
Dianne C. Pulkkinen	SPED Aide Language	\$11,209
Brenda L. Quinlan	Grade 2	\$36,435
Sandra N. Ray	Grade 2	\$43,423
Lucia Rodriguez	Kindergarten Aide	\$6,175
Suzette M. Ruby	Learning Disabilities	\$53,415
Joan E. Siska	SPED Aide	\$10,000
Lise M. Smith	Language Development	\$47,843

Pamela J. Smith	Kindergarten Aide	\$11,209
Susan B. Stager	Vision Services	\$45,139
Danielle Steiger	STAR Aide	\$19,764
Maria A. Stanley	Kindergarten Aide	\$11,550
Joel R. Warten	Grade 1	\$27,675
Carolyn H. Wright	Grade 3	\$46,139

FACULTY — NIPMUC MIDDLE/HIGH SCHOOL

Priscilla S. Arbuckle	Resource Room	\$49,213
Richard A. Auger	Music Coordinator	\$45,139
Bradley J. Austin	Grade 8	\$43,423
Jill M. Baszner	Learning Disabilities	\$43,423
Aimee S. Bel	English/History	\$28,981
Betsy Bertrand	Grade 6	\$38,882
Jane M. Bodnar	Physical Education	\$43,423
Laurie C. Borek	Health Education	\$43,423
Patricia Bongiorno	Science	\$35,394
Donna Brown	Media Center Aide	\$5,605
Debra Callahan	Resource Room	\$12,349
Kevin M. Campbell	Art	\$28,981
Katherine A. Carlos	Grade 7	\$30,124
Lynne B. Caron	Grade 6	\$45,139
William A. Cilley	Science	\$47,843
Michael J. Clements	English	\$43,423
Howard W. Cohen	Social Studies	\$28,115
June A. Cook	Grade 7	\$35,942
Arthur R. Courtman	History	\$53,415
Karen Culberson	Science	\$42,364
Lisa L. D'Elia	Grade 8	\$33,870
Patricia DiAntonio	Grade 6	\$43,423
Cynthia N. Donatelli	Computer	\$47,843
John V. Frederick	Grade 8	\$34,463
John N. Grady	Grade 7	\$43,423
Richard M. Grady	Grade 6	\$47,843
Diane B. Grant	Grade 8	\$45,139
James H. Grant	Social Studies	\$43,423
Maribeth Grant	Vision Services	\$47,843
Michael J. Guglietti	Resource Room	\$33,870
Tricia E. Hill	World Language	\$28,981
Aime Jay Hughes	Computer	\$30,124
F. Andrew King	Resource Room	\$43,423
Pamela S. Kyrka	English	\$37,905
Rachel A. Lawrence	Resource Room	\$30,968
William D. Leaver	Grade 7	\$43,423

Marsha Ledoux	Music	\$26,369
Dorothy A. LeMarbre	Resource Room	\$12,349
Carol L. Lipscomb	Resource Room	\$11,209
Michael E. Maloney	Science/Math	\$27,675
William R. McInnis	Physical Education	\$42,364
Michele M. McRoberts	Art	\$47,843
Lynne S. Mercier	Mathematics	\$28,369
William Milligan	Grade 6	\$52,199
Martha S. Miles	Mathematics	\$45,139
Henry P. Morel	Band Director	\$52,199
Barry P. Murphy	Grade 8	\$52,199
Arlene M. Murray	World Languages	\$43,423
Frederick G. Oldfield III	Resource Room	\$46,676
Johanne D. Oliveri	Learning Disabilities	\$49,213
Carl M. Olson III	History	\$45,139
Christine H. Page	Mathematics	\$38,882
Paul N. Papadonis	Art	\$49,213
Wayne R. Phipps	English	\$43,423
Karen A. Presbrey	Resource Room	\$38,435
Kathleen A. Rhodes	Grade 7	\$43,423
Pamela J. Rivers	World Language	\$35,394
Judith A. Shea	Computer/Business	\$34,463
Kathleen A. Shea	Science	\$39,961
Cherylann Silva	Mathematics	\$47,843
Dorothy H. Smith	Librarian	\$53,415
Robert W. Smith, Jr.	History	\$52,199
Louise M. Villa	Grade 8	\$43,423
Jean C. Warden	Mathematics	\$53,415
Janice Weatherbee	Grade 7	\$43,423
Linda S. Wilde	English	\$53,415

CUSTODIANS — HENRY P. CLOUGH SCHOOL

Phil Rinehart \$6,332

CUSTODIANS — MEMORIAL SCHOOL

Charles J. Vaccaro \$7,228

CUSTODIANS — MISCOE HILL ELEMENTARY SCHOOL

Francis J. Burke	\$33,176
Doug Coburn	\$10,961
Richard B. Gentili	\$24,960
Robert MacDonald	\$20,883
Todd Palazini	\$21,923

CUSTODIANS — NIPMUC MIDDLE/HIGH SCHOOL

Kenneth H. Choiniere - Director of Grounds and Maintenance	\$39,000
Richard P. Carlson	\$29,889
Richard Cuthbertson	\$25,417
Steven Gavigan	\$21,923
Marc W. King	\$24,148
Daniel E. Roche	\$8,216
Ken Saucier	\$23,920
John J. Willinski	\$24,273

CAFETERIA — NIPMUC MIDDLE/HIGH SCHOOL

Anne W. Crisafulli - Food Service Coordinator	\$35,310
Sherry Burten	\$10.23/hr
Carole A. DiDonato	\$10.53/hr
Barbara M. Gentilli	\$10.23/hr
William E. Hackenson	\$9.37/hr
Karen A. Herrick	\$10.23/hr
Mary Jo Langell	\$10.23/hr
Barbara Nyborn	\$10.89/hr
Susan H. Vandervalk	\$10.39/hr

CAFETERIA — MISCOE HILL ELEMENTARY SCHOOL

Charlene A. Doe, Manager	\$14,683
Mary Ann Erickson	\$10.89/hr
Rose M. Grady	\$10.23/hr
Antionette M. Nelson	\$10.23/hr

**MENDON-UPTON REGIONAL SCHOOL DISTRICT
BALANCE SHEET AS OF JUNE 30, 1999**

	General Fund	Special Revenue Funds	Capital Projects Fund	Trust & Agency Funds	General Long-Term Obligations Group	Combined Totals (Memo) Only
Assets:						
Cash & Cash Equivalents	\$734,344	\$203,328	\$101,516	\$158,836		\$1,198,024
Accounts Receivable - other	\$23,697					\$23,697
Prepaid Expenses	\$57,042					\$57,042
Amount to be provided for Retirement of Long-Term Obligations					\$24,051,587	\$24,051,587
Total Assets	\$815,083	\$203,328	\$101,516	\$158,836	\$24,051,587	\$25,330,350
Liabilities & Fund Balances:						
Liabilities:						
Accs. Payable & Accrued Expenses	\$135,252		\$30,120			\$165,372
Retainage			\$90,588			\$90,588
Due to Student Groups				\$69,658		\$69,658
Accrued Sick Pay Benefits					\$281,587	\$281,587
Bonds Payable					\$23,770,000	\$23,770,000
Total Liabilities	\$135,252	\$0	\$120,708	\$69,658	\$24,051,587	\$24,377,205

Fund Balances:

Reserved for Endowments				\$66,078		\$66,078
Reserved for Encumbrances	\$202,259					\$202,259
Reserved for Expenditures	\$300,000					\$300,000
Unreserved:						
Designated			(\$19,192)			(\$19,192)
Undesignated	\$177,572	\$203,328		\$23,100		\$404,000
Total Fund Balances	\$679,831	\$203,328	(\$19,192)	\$89,178	\$0	\$953,145
Total Liabilities and Fund Balances	\$815,083	\$203,328	\$101,516	\$158,836	\$24,051,587	\$25,330,350

MENDON-UPTON REGIONAL SCHOOL DISTRICT ENROLLMENT AS OF OCT 1, 1999

Distribution of school attending children, residents of the Town of Mendon and the Town of Upton as of October 1, 1997, 98, 99

ACTUAL ENROLLMENT - OCTOBER 1, 1999

GRADE	PRE-SCHOOL	CHOIC OUT	SPED OUT	VOC OUT	STUDENTS IN DISTRICT BUILDINGS												DISTRICT TOTAL	PERCENT	
					K	1	2	3	4	5	6	7	8	9	10	11	12		
MENDON	13	24	14	5	85	92	79	77	92	85	80	79	68	63	58	50	42	982	982/1923= 51.07%
UPTON	15	26	20	2	94	96	92	100	78	83	64	67	68	38	54	33	37	941	941/1923= 48.93%
CHOICE IN					2	3	8	4	4	4	10	10	16	15	16	9	18	119	
MISC.																		1	
CHOICE OUT																		1	
TOTALS	28	50	34	7	181	191	179	181	174	172	154	156	152	116	128	92	98	2043	

ACTUAL ENROLLMENT - OCTOBER 1, 1998

GRADE	PRE-SCHOOL	CHOIC OUT	SPED OUT	VOC OUT	STUDENTS IN DISTRICT BUILDINGS												DISTRICT TOTAL	PERCENT	
					K	1	2	3	4	5	6	7	8	9	10	11	12		
MENDON	16	24	16	6	86	73	71	89	80	78	77	64	66	56	52	46	44	920	920/1791= 51.37%
UPTON	12	26	14	1	86	88	101	68	76	63	68	69	52	49	41	42	41	871	871/1791= 48.63%
CHOICE IN					6	10	6	3	2	5	3	9	9	11	10	12	8	94	
MISC.																		1	
CHOICE OUT																		3	
TOTALS	28	50	30	7	178	171	178	160	158	146	149	142	127	116	103	101	94	1888	

ACTUAL ENROLLMENT - OCTOBER 1, 1997

GRADE	PRE-SCHOOL	CHOIC OUT	SPED OUT	VOC OUT	STUDENTS IN DISTRICT BUILDINGS												DISTRICT TOTAL	PERCENT	
					K	1	2	3	4	5	6	7	8	9	10	11	12		
MENDON	13	25	13	7	71	68	77	76	79	74	61	61	64	49	49	44	41	847	847/1665 50.87%
UPTON	14	38	13	3	81	98	66	77	59	64	63	46	62	40	37	48	47	818	818/1665 49.13%
CHOICE IN					3	10	9	8	5	2	7	6	6	3	3	5	3	70	
MISC.																		1	
CHOICE OUT																		2	
TOTALS	27	63	26	10	155	176	152	161	143	140	131	113	132	92	90	97	92	1737	

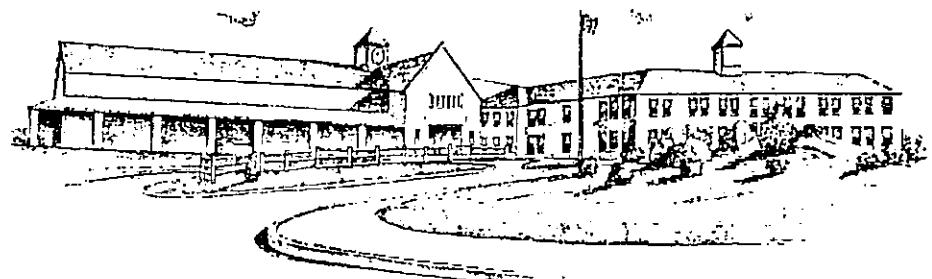
1999-2000 ENROLLMENT BY SCHOOLS

	MENDON	UPTON	CHOIC	OTHER	TOTAL
CLOUGH	72	1	2	0	75
MEMORIAL	0	81	0	0	81
MISCOE	438	461	23	0	922
NIPMUC M	227	199	36	0	462
NIPMUC H	213	162	58	1	434
SPED/VOC	19	22	-	-	41
PRESCH	13	15	-	-	28
TOTALS	982	941	119	1	2043

1998-1999 ENROLLMENT BY SCHOOLS

	MENDON	UPTON	CHOICE	OTHER	TOTAL
CLOUGH	59	1	3	0	63
MISCOE	418	481	29	0	928
NIPMUC M	207	189	21	1	418
NIPMUC H	198	173	41	2	414
SPED/VOC	22	15	-	-	37
PRESCHOOL	16	12	-	-	28
TOTALS	920	871	94	3	1888

Thirty-ninth Annual Commencement Exercises



Mendon-Upton Regional School District
NIPMUC REGIONAL HIGH SCHOOL
Upton, Massachusetts

High School Gymnasium
Saturday, June 5, 1999
10 a.m.

Nipmuc Regional High School — Class of 1999
Thirty-ninth Annual Commencement Exercises
Saturday, June 5, 1999

	Ball, Anthony Ryan	Hart, Hannah Leigh
	Barss, Kristen Anne	Hennessey, Jill Ann
*	Baxter, Elizabeth Dunne	Kane, Peter James
	Belliveau, David Jonathan	Kelley, Michael Jeffrey
*	Benzie, Maria	*
	Bishoff, Kira Jane	Kelly, Erin Catherine
	Boucher, Amanda Leigh	*
	Brown, Corrin James	Lapierre, Collete Anne
	Carlson, Kevin Robert	*
	Carlson, Liesl Desiree	Lapsley, Sarah Elizabeth
	Cieply, Michelle Elise	Laronga, Mark Phillips
	Confrey, Patrick Michael	Laucis, April Harmony
*	Cote, Jessica Elizabeth	*
*	Curtis, Michelle Ann	Leutert, Rebecca Jean
	Daigle, Stephen Michael	*
*	DaSilva, Jessica Joyce	Linehan, Erin Michelle
*	DeLuca, Susan Gene	Lowell, Christopher Paul
	Donahue, Amy Lynn	Mackin, Christine Frances
	Donahue, Mark Thomas	*
	Donnelly, Sean David	McCue, Kyla Jean
	Dudley, Joseph Edward	*
*	Edstrom, Kristin Jennifer	McKenzie, R. J. Scott
	Flanagan, Kevin Michael	McLaughlin, Jennifer Lynn
*	Foley, Jacqueline Ann	McNelly, Jason Allan
	Fowler, Christopher Damon	Mendes, Augusto Rodrigues
	Gallagher, Adam James	*
*	Gallagher, Ryan Patrick	Moore, Ann Marie
	Gauthier, Colleen Marie	Moroney, Crystal Lee
	Gelb, Daniel Robert	Morrical, Jennifer Marie
*	Gibbons, Jericho Jean	Muello, Faith Margaret
	Goodson, Michelle Lee	Nasralla, Heba Fayed
	Gormley, Sean Michael	O'Connell, Shane P.
	Gormley, Shannon Lee	O'Neil, Brian R.
	Gosselin, Sara Marie	Peterson, Nicole Elizabeth
*	Grady, Jessica Ann	*
*	Grady, Kelly Irene	Peterson, Tenley Dodge
*	Grover, Jason Michael	Pomeroy, Eoin Ryan
	Handley, Tracey Lee	Pond, Jessey Lynn
		Portanova III, Michael Anthony
*		*
		Quirk, Patrick William
*		*
		Robbins, Hillary Elizabeth
		Roche, Daniel Edward
		Rush, Nicholas Matthew
		Russo, Joseph Michael
		Sabatinelli, Stephanie J.
		Sarkisian, Kaitlin Marie
		Scott, Bryan Douglas

* Denotes National Honor Society

- * Singer, Megan Urban
- Smith, Rachael Ellen
- Stamopoulos, Stergiani Stela
- * Stanley, Bradford John
- Steckley, Andrea Maria
- * Sterry, Anne Patia
- Szekely, Thomas
- * Talbot, Jennifer Lynn
- Teachout, Robert Martin
- Tiernan, Sarah Lynn
- Tran, Johnny
- Tyks, Jonathan Luke
- Vaughan, Sarah Catherine
- Wadsworth, James Michael
- Wilkinson, Timothy Michael
- Williams, Lucan Alan

* Denotes National Honor Society

PROGRAM

* Processional	High School Band
* National Anthem	All Present
Address of Welcome	Ryan P. Gallagher, Senior Class President
Essay	Jennifer L. Talbot
	“Education”
Musical Selection	Elizabeth D. Baxter, Accompanied by Marsha I. Ledoux
	“Meadowlark”, (The Baker’s Wife), Stephen Schwartz
Essay	Rebecca J. Leutert
	“Reflection”
Musical Selection	Maria Benzie, accompanied by Marsha I. Ledoux
	“Climb Every Mountain”
	(The Sound of Music), Richard Rodgers & Oscar Hammerstein
Essay	Patrick W. Quirk
	“Goodbye”
Musical Selection	High School Band
	“Celebration and Dance”, James Swearingen
Essay	Hillary E. Robbins and Anne P. Sterry
	“Class Motto”
Remarks	Dr. David A. Crisafulli Superintendent of Schools
	Presentation of Awards
	Paul D. Daigle Principal
	Presentation of Diplomas
	Donna R. Cote School Committee
* Recessional	High School Band
	Director of the High School Band — Henry P. Morel Marshal — Brad H. Phylis, Junior Class President
* Audience Standing	

**Nipmuc Regional High School Graduation
Scholarship Recipients
Class of 1999**

The American Legion School Award, The Roger L. Wood Post #355 of Mendon	Ryan Gallagher
Upton Grange Scholarship	Ann Marie Moore
United Parish of Upton Scholarships	Erin Linehan, Jessey Pond
Nipmuc Student Council Scholarships	Anne Sterry, Jessica Grady
The Greater Milford Chamber of Commerce	Patrick Quirk
Upton Men's Softball League Award	Ann Marie Moore
Nipmuc Arts Society Scholarships	Kira Bishoff, Susan DeLuca, Kevin Flanagan
The Regional Times-School Newspaper Award	Nicole Peterson
Upton Youth Club Awards	Ann Marie Moore, Patrick Quirk
The Marc Galipeau Memorial Scholarships	Jessey Pond
St. Michael's Catholic Women's Club Scholarships	David Belliveau, Joseph Dudley
Mendon-Upton Music Boosters Scholarships	Kevin Carlson, Susan DeLuca, Patrick Quirk
Gary Bates Memorial Scholarship	Collete Lapierre
Nipmuc Warriors Club	Anne Sterry, Jason Grover
George G. and Ruth R. Newton Scholarship	Faith Muello
Ernest W. Ramsey Scholarship	Nicole Peterson
Eben T. and Alice M. Hall, and son Robert Edward Scholarship	Kevin Carlson
Upton Police Union Local 162	Maria Benzie, James Wadsworth

Mendon-Upton Soccer Club Program	Hillary Robbins, Jason Grover, Patrick Quirk
Chadd Ghelli Memorial Scholarships	Jessica Grady, Stephen Daigle
Mendon Firefighters Awards	Susan DeLuca, Jonathan Tyks
Larry C. Niro Memorial Citizenship Award	Megan Singer
Mendon Police Association	Kelly Grady, Jonathan Tyks
Massachusetts Elks	David Belliveau
Oliver Ashton Post #343 American Legion Northbridge	James Wadsworth
The Mendon Selectmen Good Citizenship Scholarships	Megan Singer, David Belliveau
The Mendon Selectmen Government Scholarship	Hillary Robbins
Mendon-Upton Music Boosters	Tim Wilkinson
Wilho Frigard Memorial Scholarship	Anne Sterry
Johnna Gould Bradley Memorial Scholarship	Hillary Robbins
Mendon Country Gift Barn	Sarah Lapsley, David Belliveau
The Andrew Sala Memorial Scholarship	Hillary Robbins, Patrick Quirk
Mendon Lion's Club	Susan DeLuca, David Belliveau
Roy O. Johnson Memorial Scholarship	Jessica Grady
James M. Varney Memorial Scholarship	Jonathan Tyks
Deborah L. Beltrami Memorial Scholarship	Tim Wilkinson
Upton Woman's Club	Kristin Edstrom, David Belliveau
Milford Rotary Club Unibank for Savings	Rebecca Leutert Erin Linehan
Milford Federal Savings and Loan Association	Hillary Robbins

Hopkinton Women's Club	Bradford Stanley
Elks National Foundation	David Belliveau
Shelley D. Vincent Memorial Scholarship- Milford National Bank and Trust Company	Patrick Quirk
Raymond E. Fenoff Memorial Scholarship	Michelle Curtis
Matthew Mantoni Memorial Scholarship	Jessica DaSilva
First Unitarian Society of Upton	Collete Lapierre
Upton Men's Club	Ann Marie Moore, Patrick Quirk
The Henry P. Clough Memorial Awards	Hillary Robbins, Erin Linehan, Elizabeth Baxter
The Ella B. Risteen Scholarships	Nicole Peterson, Collete Lapierre Patrick Quirk, Erin Linehan, Jacqueline Foley, Anne Sterry, Hannah Hart, Kristin Edstrom, Ann Marie Moore

The Mendon-Upton Regional Teacher's Association Awards (MURTA):

Grace Hutchinson Memorial Scholarship	Jessica Cote
MURTA Scholarship	Rebecca Leutert
Son or daughter of a member of the Mendon- Upton Regional Teacher's Association	Michelle Curtis
Janet C. Stockwell Memorial Scholarship	Kelly Grady
Janet A. Porter Memorial Scholarships	Ann Marie Moore, Patrick Quirk

REPORT OF THE BLACKSTONE VALLEY VOCATIONAL REGIONAL SCHOOL DISTRICT

FROM THE SUPERINTENDENT-DIRECTOR:

During the 1998-99 school year, the Blackstone Valley Vocational Regional School District culminated a five-year crusade to re-establish itself as the preeminent workforce preparation delivery system in the region. This rebuilding process, necessitated by decades of conservative fiscal management which, unfortunately, left campus facilities outdated and in disrepair, was supported overwhelmingly by stakeholders in the District who recognized the need to protect their investment in career education for the region.

With strong School Committee and district-wide taxpayer support, the system has upgraded training technology to industry standards, made building repairs and renovations to create an optimal learning environment, and continued its impressive momentum propelling a cohesive system-wide improvement campaign.

With its newly regained stature, the Valley Tech staff and students seized the opportunity created by an explosion of media attention on education to make a real difference in the public perception of vocational technical education. As education has made front page news more than at any time in recent memory, Valley Tech has promoted the message that vocational technical education is a quality option for all students in the Blackstone Valley. Not only does vocational technical education provide a gateway to the regional workforce for the career-oriented student, but it offers unlimited opportunities for the academically-inclined student as well.

In the forefront of educational reform with innovative teaching methods and trendsetting management, Valley Tech has altered the image of vocational technical education by example. In FY99, the system's concerted effort to improve student learning proved to be both daring in design and meticulous in implementation while efficiently and cost-effectively serving the future workforce needs of the region.

The report which follows provides a sampling of initiatives characterizing a proactive response over the past year to a widespread appeal for greater accountability in education. In an environment of constant challenge and excitement, the Valley Tech system seeks to answer the call for a better prepared, more technically oriented workforce with a system reflecting academic and vocational technical excellence, a healthy student body, modern technology, exemplary citizenship and initiative, and a business-minded leadership approach.

**Dr. Michael F. Fitzpatrick
Superintendent-Director**

ACADEMIC AND VOCATIONAL TECHNICAL EXCELLENCE

Eagerly awaited results of the 1998 MCAS administration showed overall performance by our students to be among the best for vocational technical systems in the state. This can be attributed to a firm Curriculum Frameworks connection developed over the course of the multi-year, system-wide effort to improve student learning and achievement. A science challenge academy which operated on Saturdays and the advancement of study skills across the curriculum were two significant new initiatives aimed at continuing to improve student performance on these high-stakes exams.

Valley Tech received a Silver Performance Award and Pacesetter Site designation from the High School That Work program of the Georgia-based Southern Regional Educational Board. These distinguished the system as a top performing school to serve as a model of educational excellence for educators from across the country. Once again, district-wide recognition of the system's attainment was evidenced by over 400 applicants for 1999-2000 admission. Two hundred and nineteen new freshmen were accepted for enrollment after an extensive selection process which has been expanded to include personal interviews with prospective students.

Valley Tech students captured four first-place awards in the state VICA competition and went on to earn a bronze medal in heating, ventilation and air-conditioning and a silver medal in food and beverage service competitions at the national 1999 Skills USA Championships. The Robotics team paired up with another Massachusetts voc-tech school to secure a sixth-place finish in the FIRST Robotics Competition at Epcot Center in Florida in April. Numerous other awards were earned by students participating in competitions showcasing skills in automotive technology, graphic arts, office technology and other trade areas.

A HEALTHY STUDENT BODY

Focusing on general student well-being, a crisis team of teachers, counselors and administrators was created to develop policies and programs relating to school security issues. The system's pro-active approach to maintaining a healthy student body included an emphasis on respect across the curriculum, the incorporation of teen dating violence prevention measures into the health curriculum, and an expanded athletic program to promote equal opportunities for women. Approval and budget consideration were also given for a new football program starting at the junior varsity level in 1999.

The Valley Tech Adolescent Wellness Center was established with support from the Fallon HealthCare System and Milford-Whitinsville Regional Hospital. The Commonwealth's first rural school-based adolescent wellness center will offer students access to preventive and diagnostic medical care during school hours. Parental permission will be required for students to be seen at the center, scheduled to open October 1, 1999.

MODERN TECHNOLOGY

In recognition of the way technology is rapidly and dramatically changing the face and character of the modern-day workplace, a Technology Director was added to the Valley Tech leadership team and a number of technological initiatives were introduced. These include:

- receipt of an EdLink Grant award from Bell Atlantic to establish an Internet site for student electronic portfolios and communication between students, teachers and parents;
- E-rate program discounts on telecommunications charges;
- enrollment in CLASP, the Curriculum Library Alignment and Sharing Project, which provides a database of student MCAS results to assist teachers in responding to individual student needs and aligning lesson plans to the state Frameworks;
- participation in J@zzchool, an interactive teleconferencing music enrichment program;
- acceptance into the national Virtual High School Program to enable students to enroll in courses offered over the Internet.
- a new web-based student data system linked directly to the Department of Education;
- new technology guidelines established for the student handbook; and
- a second applied technology laboratory built to assist with the integration of technology into instructional areas. Students gained experience and saved the school district thousands of dollars by completing all of the construction, rewiring the room and building the computers.

Business office computer hardware and software were upgraded to ensure Y2K compliance and a smooth transition into the 21st century.

EXEMPLARY CITIZENSHIP & INITIATIVE

A large number of community service projects were completed by vocational technical shops, affording work experience and promoting civic awareness for students while providing cost-effective solutions for district municipalities. Peer mediation training for students and staff and an increased array of extracurricular activities also promoted community service and good citizenship.

The fourth annual Superintendent's Dinner in April was a most successful fund-raising initiative. Aimed at supporting endeavors which maximize learning opportunities, the Valley Tech Educational Foundation was also created to provide additional resources to the system at no additional cost to the taxpayers.

BUSINESS-MINDED LEADERSHIP

The District School Committee and the Valley Tech Teachers' Association negotiated a new three-year contract which included a ground-breaking performance awards clause. This innovative program, which will give teachers salary bonus in FY2001 for proven student improvement on MCAS, received widespread media coverage and attracted the attention of educational leaders nationwide. Performance contracting has also been instituted with administrators and support staff.

The FY99 total operating budget for the district was \$8,816,605. The Net School Spending requirement of the district was \$7,844,595. This sum was funded through Chapter 70 Aid of \$5,162,943 and Minimum Contribution requirements from the thirteen (13) member towns totaling \$2,596,193. In the operation portion of the budget - but outside DOE net school spending areas - the district had a budget of \$538,604 for transportation, \$100,000 for acquisition of fixed assets, and an obligation of \$145,000 for retiree medical coverage. In addition to their state-required Minimum Contributions, the member towns supported the school's operating budget with shared assessments for operations, student transportation, asset acquisition, and retiree medical. Funds received from the state for regional student transportation amounted to \$409,779. The district's debt obligation for FY99 was \$307,500. This was funded by an assessment allotted among the member towns in accordance with the District Agreement.

Valley Tech enhanced its programs, made the most of the taxpayers' investment in the system, and supplemented its budget with external resource acquisition, aggressive grant pursuit, and cost-effective maintenance and improvements using student and staff expertise. Grant funds totaling \$502,955 allowed for quality initiatives at not cost to the district, as follows:

• School to Work	\$111,625
• Title I Distribution	27,686
• SPED 94-142	110,080
• Essential Skills	2,056
• Perkins Occ. Ed	118,504
• Eisenhower Teacher Training	2,796
• SPED Curriculum Frameworks	3,816
• Title VI	1,960
• Safe and Drug Free Schools	4,334
• PALMS II	1,540
• Perkins/High Schools that work	20,000

• Technical Training and Profess. Development	13,200
• Health Protection	\$19,743
• Teen Dating Violence Prevention	5,809
• Bell Atlantic Telecommunications	7,800
• BVCC Machine Technology	2,500
• BVCC Career and Technology Exploration	2,500
• Academic Support Services	14,506
• BVCC Tech Prep	2,000
• Substance Free Teens	500
• Connecting Activities (Fiscal Agent Award)	25,000
• School to Work Heritage Partners (Fiscal Agent Award)	5,000

The system's annual fiscal audit, conducted by Robert Ercolini & Co., again showed all financial statements to present fairly the financial position of the district and to conform with generally accepted accounting principles. As of June 30, 1998, the district's Unreserved Fund balance, at \$114,436, was significantly less than the state-allowed 5% or \$458,706.

With a strong of support from citizens recognizing the worth of a quality vocational technical education, the district's FY2000 budget was unanimously approved by the 13 member towns during annual town meetings.

As part of an investigation of expansion possibilities, school officials began a series of research activities making optimal use of resources available through professional organizations. A venture capital campaign was launched to secure pledges of support by business and industry leaders who recognize that their continued prosperity will depend upon the system's ability to provide an increased number of technically skilled workers for the regional workforce. To date, several prominent employers in the Blackstone Valley have indicated their willingness to supplement taxpayer support for a future facility expansion with donations of \$5,000 or more.

The Blackstone Valley Vocational Regional School District is governed by a 13-member board, with 1 member representing each community in the district. Each member, elected district-wide, serves a four-year term which will expire December 31, 2002. New members elected to the board during the past year were John C. Lavin III of Douglas, Michael D. Peterson of Mendon, and Daniel L. Baker of Uxbridge. Appreciation is extended to Charles E. Randor of Douglas, John J. Knox of Mendon, and James Ebbeling of Uxbridge for their dedicated service to the district.

Respectfully submitted,

Jay P. Hanratty, Chairman, Millbury
E. Kevin Harvey, Vice-Chairman, Bellingham
Diane M. Paradis, Secretary, Grafton
Matthew C. Krajewski, Blackstone
John C. Lavin, III, Douglas
Everett A. Young, Hopedale
Michael D. Peterson, Mendon
Arthur E. Morin, Jr., Milford
Gerald M. Finn, Millville
Edward B. Postma, Northbridge
Mitchell A. Intinarelli, Sutton
Robert H. Snow, Upton
Daniel L. Baker, Uxbridge
Dr. Michael F. Fitzpatrick, Superintendent-Director

Upton Residents Graduating with the Valley Tech Class of 1999

Glenn J. Despres
Meaghan M. Lawrence

Nicholas J. Mastroianni
Kevin P. McKay

David J. Rose, Jr.
Jeffery B. Taylor

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TOWN DIRECTORY EMERGENCY

Police	911
Fire.....	911
Ambulance	911

Selectmen (Meeting each Tuesday Evening 7:30 p.m..	529-6901
Administrative Assistant	
(Monday-Friday 8:00 a.m.-5:00 p.m.)	529-6901
Town Clerk (Monday-Friday 11:30 a.m.-4:30 p.m. and	
Tuesday and Thursday Evenings 7:00 p.m.-9:00 p.m.)	529-3565
Assessors (Monday-Friday 7:30 a.m.-3:30 p.m. and	
Tuesday Evening 6:30 p.m.-8:30 p.m.	529-1002
Building Inspector (Saturday 9:00 a.m.-12 Noon)	529-3565
Emergency Management Director	529-3421
Collector/Treasurer (Monday-Thursday 9:00 a.m.-4:00 p.m.	
and Tuesday Evening 4:00 p.m.-6:00 p.m.)	529-3737
Community Counseling Center of Blackstone Valley	473-6723
Council on Aging Drop-In-Center.....	529-4558 & 529-4559
Dog Officer.....	529-3095
Fire Department Business	529-3421
Health Board (Monday-Friday 9:00 a.m.-1:00 p.m. and	
Meeting on 2nd and 4th Thursday Evenings 7:30 p.m.)	529-6813
Housing Authority (Monday-Friday 9:00 a.m.-1:00 p.m. and	
Meeting on 1st Thursday at 6:00 p.m.)	529-3293
Library (Monday 2:00 p.m.-6:00 p.m., Tuesday 2:00 p.m.-8:00 p.m.	
Wednesday & Thursday 10:00 a.m.-8:00 p.m., Friday 10:00 a.m.-4:00 p.m.,	
Saturday 10:00 a.m.-4:00 p.m, Closed Saturdays July & August)	529-6272
Nursing and Health Service	529-3110
Parks and Recreation Building (Summers Only)	529-3232
Plumbing Inspector	529-6296
Police Department Business	529-3200
Department of Public Works	529-3067
Riverside Community Care	529-7000 & 478-0820
Superintendent of Schools	634-1585
Town Accountant	529-9031
Tree Warden	529-6247
Veterans' Agent	529-6191
Waste Water Treatment Plant	529-3612 & 529-3993
Water Department	529-3993
Water Department Emergencies	529-3200
Wiring Inspector	529-3067