



2024 Annual Report

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2024



TOWN OF UPTON

CENSUS

2024	Town Census	8478	1980	Federal Census	3884
2023	Town Census	8358	1970	Federal Census	3484
2022	Town Census	8268	1960	Federal Census	3127
2021	Town Census	8000	1950	Federal Census	2656
2020	Town Census	7702	1940	Federal Census	2249
2019	Town Census	7828	1930	Federal Census	2026
2018	Town Census	7728	1900	Federal Census	1937
2017	Town Census	7737	1890	Federal Census	1878
2016	Town Census	7613	1880	Federal Census	2203
2015	Town Census	7399	1870	Federal Census	1989
2014	Town Census	7431	1860	Federal Census	1986
2013	Town Census	7418	1850	Federal Census	2018
2012	Town Census	7360	1840	Federal Census	1658
2011	Town Census	7342	1835	Federal Census	1410
2010	Town Census	7366	1830	Federal Census	1167
2010	Town Census	7542	1820	Federal Census	1088
2000	Town Census	6369	1810	Federal Census	955
2000	Federal Census	5642	1800	Federal Census	854
1990	Federal Census	4677	1790	Federal Census	833

Incorporated June 14, 1735 - Approximately 50 Families

Town Comprises 21.81 Square Miles

Land - 13,853.3 acres

Water 104.7 - acres

Town Highways - 74 miles

Pratt Hill is 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 was August 8, 1735.

MASSACHUSETTS OFFICIALS

U.S. SENATORS

Edward Markey

Elizabeth Warren

CONGRESSMAN 2nd DISTRICT

James McGovern

STATE SENATOR, SECOND WORCESTER& HAMPDEN DISTRICT

Ryan Fattman

REPRESENTATIVE, NINTH WORCESTER DISTRICT

David K. Muradian, Jr.

SHERIFF OF WORCESTER COUNTY

Lewis Evangelidis

CHAIRMAN & CEO WORCESTER REGIONAL RETIREMENT

Kevin P. Blanchette

CLERK MAGISTRATE WORCESTER COUNTY SUPERIOR COURT

Dennis P. McManus

REGISTER OF PROBATE AND INSOLVENCY

Stephanie K. Fattman

REGISTER OF DEEDS, WORCESTER COUNTY

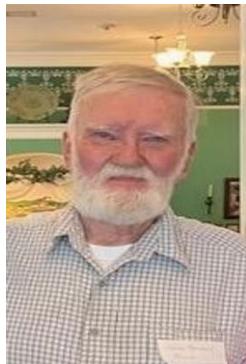
Kathryn A. Toomey, Registrar

DISTRICT ATTORNEY, WORCESTER COUNTY

Joseph D. Early Jr.

IN MEMORIAM

The Town Report of 2024 recognizes the following individuals who served the Town of Upton with commitment and distinction.



Stedman "Ted" Briggs, Jr

June 23, 1942 ~ September 26, 2024

Board of Health & Zoning Board of Appeals



Aldo Consigli

June 7, 1947 ~ July 15, 2024

Select Board



Hugh MacDonald, Jr
October 13, 1945 ~ June 28, 2024
Fire/EMS; Police Dispatch



Josephine McLaughlin
July 13, 1930 ~ March 27, 2024
Council for Aging



Robert Snow

May 5, 1932 ~ December 23, 2024

*Conservation Committee & Water/Sewer Commission
Water/Wastewater Advisory Board*



Richard E. Weiser

March 28, 1940 ~ July 20, 2024

Open Space Committee



Grace Garland Wadsworth
April 13, 1925 ~ January 16, 2024
Council on Aging

TOWN OFFICERS

ELECTED

BLACKSTONE VALLEY REGIONAL SCHOOL COMMITTEE

Tyler Bartlett	term expires 2026
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BOARD OF ASSESSORS OF TAXES

William A. Bonina	term expires 2027
Valerie Leonardo	term expires 2026
Bill Taylor	term expires 2025

BOARD OF HEALTH

Stedman Briggs (<i>Deceased</i>)	term expires 2025
Laura Hebb	term expires 2027
Farrell Jolly	term expires 2025
Quinn Parks	term expires 2026

SELECT BOARD

Laura Hebb	term expires 2026
Brett A. Simas	term expires 2027
Maureen L. Dwinnell	term expires 2025

CEMETERY COMMISSION

Glenn H. Fowler	term expires 2025
Alfred Palladini	term expires 2026
Mildred Galeone	term expires 2027

COMMISSIONER OF TRUST FUNDS

Robert Fleming	term expires 2025
Stephen A. Matellian	term expires 2026
Lynn Haggerty	term expires 2027

CONSTABLES

Thomas Birdsey	term expires 2025
Steven P. Driver	term expires 2025
Matthew Gordon	term expires 2025
Valentine Komarovskiy	term expires 2025
Michael G. Moran	term expires 2025

FINANCE COMMITTEE

Stephen Bern (<i>Moderator</i>)	term expires 2025
Shawn Craig (<i>Select Board</i>)	term expires 2027
Nicholas Ensko (<i>Moderator</i>)	term expires 2025
Paul T. Flaherty (<i>Select Board</i>)	term expires 2027
Richard McGuire (<i>Elected</i>)	term expires 2026

CAPITAL BUDGET COMMITTEE (APPOINTED)

Appointed by the Select Board

Lynn Hagerty	term expires 2025
Daniel Lazarz	term expires 2027
Krystyn Moen	term expires 2026
Justin Pollard	term expires 2026

Appointed by the Finance Committee

Nick Ensko term expires 2025

Appointed by the Planning Board

Katherine Robertson term expires 2025

MENDON-UPTON REGIONAL SCHOOL DISTRICT COMMITTEE

Matthew R. Hagen term expires 2025

James M. Forkey term expires 2026

Vikki Ludwigson term expires 2027

MODERATOR

David C. Loeper term expires 2025

PLANNING BOARD

Thomas C. Davidson term expires 2025

Katherine Robertson term expires 2026

Margaret Carroll term expires 2027

Kenneth Raye term expires 2028

William Taylor term expires 2029

Charles DiGloria, Associate Member term expires 2026

PUBLIC LIBRARY TRUSTEES

Lauren Fobes term expires 2025

Judith Katz-Goodman term expires 2025

Tamosin Johnson-Hellegers term expires 2025

Debra Amorelli term expires 2026

Charlotte L. Carr	term expires 2026
Joseph K. Poirier	term expires 2026
Alycia R Phylis	term expires 2027
Maureen Porter	term expires 2027
Laurie Wodin	term expires 2027

RECREATION COMMISSION

Richard Porter Jr.	term expires 2025
Laura J. Monachino	term expires 2026
Christopher Murphy	term expires 2027

UPTON HOUSING AUTHORITY

Brittany Besler (<i>Elected</i>)	term expires 2026
Brandy Capistran (<i>State Appointee</i>)	term expires 2026
Linda Jones (<i>Select Board Appointee</i>)	term expires 2025
Richard Provost (<i>Tenant Appointee</i>)	term expires 2026
Charlene L. Williams (<i>Elected</i>)	term expires 2025

SELECT BOARD APPOINTMENTS

AFFORDABLE HOUSING TRUST

Jeannie Brooks	term expires 2025
Maureen Dwinnell (<i>Select Board</i>)	term expires 2025
Brian Gallagher	term expires 2025
Gina Geraci	term expires 2025
Kathy Robertson	term expires 2026

COMMUNITY PRESERVATION COMMITTEE

Appointed by the Select Board

Brittany Besler	term expires 2025
Brian Gallagher	term expires 2027

Appointed by the Conservation Commission

Christine Scott	term expires 2025
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Appointed by the Historical Commission

Russell Wood	term expires 2025
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Appointed by the Housing Authority vacant

Appointed by the Open Space Committee

Mike Penko	term expires 2025
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Appointed by the Planning Board

Katherine Robertson	term expires 2025
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Appointed by the Recreation Commission

Rick Porter	term expired 2025
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CONSERVATION COMMISSION

Tom Jango	term expires 2025
Sandra Lajoie	term expires 2025
Marcella Stasa	term expires 2025
David Szczebak (<i>Resigned</i>)	term expires 2025
Michael Penko	term expires 2026
Christine Scott	term expires 2026
Alan Miano	term expires 2027

LAND STEWARDSHIP COMMITTEE (*subcommittee of Conservation*)

Scott J. Heim	term expires 2025
Libba Moore	term expires 2025
Mary Overholt	term expires 2025
Michael Penko	term expires 2025
Eric Reustle	term expires 2025
Marcella Stasa	term expires 2025
William Taylor (<i>resigned</i>)	term expires 2025

OPEN SPACE COMMITTEE (*subcommittee of Conservation*)

Tom Dodd	term expires 2025
Kiara Huntress	term expires 2025
Cheryl MacIndoe	term expires 2025
Alan Miano	term expires 2025
Mike Penko	term expires 2025

Christine Scott	term expires 2025
William Taylor	term expires 2025

COUNCIL ON AGING

Myra Bigelow	term expires 2025
Maggie Ohman	term expires 2025
Linda Sanders	term expires 2025
Laura Fantini	term expires 2026
Karen Glowacki	term expires 2026
Richard Provost	term expires 2026
Robert Fleming	term expires 2027
Cheryl Henderson	term expires 2027
Sue Perry	term expires 2027

CULTURAL COUNCIL

Kate Baden	term expires 2026
Jennifer Conrad	term expires 2026
Shelly Glassman	term expires 2026
Robin Jokela	term expires 2026
Marie Kitchen	term expires 2027

CUSTODIAN OF TAX TITLE PROPERTIES

Jessica Gomez, Treasurer/Collector	term expires 2025
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DISABILITY COMMISSION

Christine Scott	term expires 2027
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DPW BUILDING COMMITTEE (*Term to expire upon the completion of the building project or the dissolution of the committee by the Select Board*)

Paul Flaherty
John Johnson
Daniel Lazarz
Andy Leonard
Jonathan Moen
David O'Brien
John Westerling

ECONOMIC DEVELOPMENT COMMITTEE

Eugene Bernat	term expires 2025
David Brooks	term expires 2025
Pierre Cote	term expires 2025
Julie Joncas	term expires 2025
Craig Weinfuss	term expires 2025

FOREST FIRE WARDEN

Michael Marchand, Fire Chief	term expires 2025
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GREEN COMMUNITY DESIGNATION COMMITTEE

Robert Jordan	term expires 2025
Phil Kazlauskas	term expires 2025
Dominique Ross	term expires 2025
Bill Taylor	term expires 2025

HISTORICAL COMMISSION

Donna Kempton	term expires 2025
Patrick Rosendale	term expires 2025
Craig Weinfuss	term expires 2025
Russell W. Wood	term expires 2025
Edward Phillips	term expires 2026
Katherine Worsham	term expires 2026
Joan Burrell	term expires 2027

LAKES, PONDS & STREAMS COMMITTEE

David Connors	term expires 2025
Sally Kent	term expires 2025
Mike Penko	term expires 2025
Gary Strichartz	term expires 2025
Bill Taylor	term expires 2025
Laurie Wodin	term expires 2025

MOSQUITO CONTROL BOARD

Alisa Bernat	term expires 2025
Gavin Jones	term expires 2025
Chris Scott	term expires 2025
Marcella Stasa	term expires 2025

MUNICIPAL COMMUNITY CENTER BUILDING COMMITTEE

Paul Flaherty	disbanded Dec 2024
Dee Hakala	disbanded Dec 2024
Mike Howell	disbanded Dec 024
Justin Pollard	disbanded Dec 2024
Steve Rakitin	disbanded Dec 2024
Don Spargo	disbanded Dec 2024

OTHER POST EMPLOYMENT TRUST COMMISSIONERS

Kenny Costa, Town Accountant	term expires 2025
Jessica Gomez, Treasurer/Collector	term expires 2026
Laura Hebb (<i>Select Board</i>)	term expires 2025

PERSONNEL BOARD

Michelle Rivers	term expires 2025
John Westerling	term expires 2025
Scott van Raalten	term expires 2026
Janice Gallagher	term expires 2027
Marcia Kasilowski	term expires 2027

RECORDS ACCESS OFFICER

Nicholas Palmieri, Police Chief	term expires 2025
M. Denise Smith, Town Clerk	term expires 2025

REGISTRAR OF VOTERS

M. Denise Smith, Town Clerk	Ex-Officio Clerk
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Amy Bonina (U) term expires 2025

Cynthia Robertson (D) term expires 2025

TECHNOLOGY COMMITTEE

David Brooks term expires 2025

John Daly term expires 2025

David Lane term expires 2025

Steve Rakitin term expires 2025

TREE WARDEN

Dennis E. Westgate, DPW Director term expires 2025

TRENCH PERMITTING AUTHORITY

Jonathan Atchue, Bldg. Inspector term expires 2025

TOWN COUNSEL

KP LAW term expires 2025

TOWN MANAGER

Joseph Laydon Contractual

VETERANS' SERVICES/ VETERANS' GRAVES

Patrick Morris term expires 2025

ZONING APPEAL BOARD

Bill Andrews term expires 2025

Michael Gelb term expires 2025

Robert Butler term expires 2026

Robert Humes	term expires 2026
Eric Reustle	term expires 2027

TOWN MANAGER APPOINTMENTS

OFFICE OF THE TOWN MANAGER

Joseph Laydon, Town Manager
Susan Brouwer, Executive Assistant
Paul Norton, Cable Access Assistant

ELDER AND SOCIAL SERVICES (ESS)

Margaret Gundersen, Director (*resigned*)
Tania Papparazzo, Director
Nicole Snifnagle, Department Specialist
Katelyn San Clemente, Social Services Coordinator

FINANCE DEPARTMENT

Kenny Costa, Director of Finance, Town Accountant
Jessica Gomez, Treasurer Collector Patricia Marvelle
Patricia Marvelle, Assistant Treasurer Collector
Joy Foster, Department Specialist
Valerie Leonardo, Principal Assessor

FIRE & EMS DEPARTMENT

Michael Marchand, Operational Fire Chief
Michael J. Bradley, Jr., Interim Public Safety Director

Barbara Harris, Department Coordinator

Daniel Lazarz, Captain

Doug Cook, Fire Lieutenant (Acting)

Fire Lieutenant	Bonnie Lopez
Fire Lieutenant	Shaun Marchand
Career Firefighter	James Earle EMT-P
Career Firefighter	Blake Montequin EMT-P
Career Firefighter	Thomas Norton EMT-P
Career Firefighter	Timothy Wagner
Call Firefighter	Anthony Cervassi
Call Firefighter	Joshua Crosby
Call Firefighter	Gwen Costello EMT-B
Call Firefighter	Seth Grill EMT-B
Call Firefighter	Nader Hamed
Call Firefighter	James Hill
Call Firefighter	Matthew Kerr
Call Firefighter	Jonathan Moen
Call Firefighter	Davide Moreira
Call Firefighter	Scott Rivers
Call Firefighter	Charles Roche EMT-B
Call Firefighter	Peter Schrafft EMT-P
Call Firefighter	Dennis Shea EMT-B
Call Firefighter	Conner Shults EMT-B
Call Firefighter	Gary Shults

Call Firefighter	Jacob Snow
Call Firefighter	Scott Young
Call EMT	Lindsay Brochu EMT-B
Call EMT	Barbara Harris EMT-B
Call EMT	Patrick Hazard EMT-B
Call EMT	Mark Maljanian EMT-B
Per Diem Paramedic	Richard Golden
Per Diem Paramedic	Kason Fark
Reserve Firefighter	David Cialdea
Reserve Firefighter	Seth Grill

HUMAN RESOURCES

Sandra Hakala, Human Resource Director

LAND USE & INSPECTIONAL SERVICES (Luis)

Michael Antonellis Land Use & Inspectional Services Director

Helena Pitner, LUIS Administrator

Amy Bonina, LUIS Administrator (Resigned)

Mary Overholt Conservation Administrator

John Atchue, Building Commissioner

Patrick H. Roche, Building Commissioner (Retired)

Stephen Johnson, Local Inspector (Resigned)

Thomas E. French , Plumbing & Gas Inspector

Kenneth Salsman, Assistant Plumbing & Gas Inspector

John Poirier, Wiring Inspector

David Stanley, Assistant Wiring Inspector

POLICE & COMMUNICATIONS DEPARTMENT

Michael J. Bradley, Jr., Chief of Police (*Retired August 2024*)

Interim Police Chief Peter McGowan (August 2024-Jan 2025)

Michael D. Benjamin, Police Lieutenant

Paula Deiana, Department Coordinator

Police Sergeant Paul Mansfield

Police Sergeant Matthew R. Rankins

Police Sergeant Jay Deiana

Detective John Bergstrom

Patrol Officer Cameron Be

Patrol Officer Ian Boroczky

Patrol Officer Ryan Connor

Patrol Officer Cory Fugster

Patrol Officer: Bianca Naloms

Patrol Officer Ciara O'Connor

Patrol Officer **Isaiah R. Roxon**

Patrol Officer **Javier Valdivieso**

Reserve Officer Carl Ambrosine

Reserve Officer Alan Gyr

Reserve Officer Michael

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Reserve Officer	Lisa C. Vass
Communications Officer	Gwen Costello
Communications Officer	Victoria Gallagher
Communications Officer	Michael Manning
Communications Officer	Kyle McEniry
Communications Officer	Jessica Negrotti
Communications Officer	Julia Patzer
Communications Officer	Nicole Vandervolk
Communications Officer	Ashley Whitmore

PUBLIC WORKS DEPARTMENT

Dennis Westgate, DPW Director	
William Taylor, Department Coordinator	
Custodian	Paul Marchand
Supervisor of Highways/Parks	John Johnson
Asst, Supervisor of Highways/Parks	Gary Harper
Heavy Equipment Operator	Scott Chamberlain
Heavy Equipment Operator	Michael Cowen
Heavy Equipment Operator	Neil Gallagher
Heavy Equipment Operator	Timothy Rick
Heavy Equipment Operator	Dylan Orchard
Mechanic/HEO	Travis Acciavatti
Supervisor Water/Wastewater	Edward DelaMotte
W/WW Operator	Todd Broberg

W/WW Operator	Mathew Kerr
W/WW Operator	Shane Nogler
W/WW Operator	Scott Rivers

TOWN CLERK

Denise Smith, Town Clerk

Kathleen Bern, Assistant Town Clerk

VETERANS' SERVICES

Patrick Morris, Director

WARRANTS & PROCEEDINGS

PRESIDENTIAL PREFERENCE PRIMARIES WARRANT / 05 MARCH 2024

COMMONWEALTH OF MASSACHUSETTS

WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH
Worcester SS.

To the Constables of the Town of Upton

GREETINGS:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said city or town who are qualified to vote in Primaries to vote at Nipmuc Regional High School Gymnasium, 90 Pleasant St on TUESDAY, THE FIFTH DAY OF MARCH 2024, from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the Presidential Primaries for the candidates of political parties for the following offices:

PRESIDENTIAL PREFERENCE . . . FOR THIS COMMONWEALTH

STATE COMMITTEE MAN . . . SENATORIAL DISTRICT

STATE COMMITTEE WOMAN . . SENATORIAL DISTRICT

TOWN COMMITTEE UPTON

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 20th day of February 2024.

UPTON SELECT BOARD

PROCEEDINGS OF PRESIDENTIAL PRIMARY ELECTION / 05 MARCH 2024

Polls were declared open at 7:00 am at Nipmuc Regional HS, 90 Pleasant St. Seema Kenney, Warden, and the following Precinct Clerks were present for the entirety of the election: Precinct 1-Megan Ronzio; Precinct 2-Lauren Montenegro and Precinct 3-Lynn Gruber. Throughout the day, Election clerks on duty at the check-in tables were: Precinct 1 Bill Andrews and Kathy Lane; Precinct 2 Karen Varney and Joan Scribner; and Precinct 3 Ed Phillips and Mary Bradford. The following Election clerks were at check-out and monitoring the tabulators throughout the day: Precinct 1 Agnita Knott and Karen Kearns; Precinct 2 Seema Kenny, Lauren Montenegro and Kathy Ramsey; and Precinct 3 Paul Flaherty and Wendy Moran.

At 8:00 pm the polls were declared closed. All Early Voting ballots returned by mail, Dropbox or by hand by 8:00 pm were processed at Town Hall then delivered to the precincts for check-in and depositing into the tabulators. By 8:45 pm the results of the election were printed from each of the three DS200 Vote tabulation machines. Total votes cast by party: Democratic 896 votes (P1 - 325; P2 - 302 and P3 - 269; Republican 1165 votes (P1 - 369; P2 - 395 and P3 - 401); and Libertarian 13 votes (P1 - 3; P2 - 6 and P3 - 4).

The following are the results of the election:

Democratic Preference	Presidential	Precinct One	Precinct Two	Precinct Three	Total
Dean Phillips	16	13	16		45
Joseph R. Biden	263	258	210		731
Marianne Williamson	11	13	12		36
No Preference	28	10	26		64
Write-In All Others	4	6	3		13
Blanks	3	2	2		7
	Total	325	302	269	896
State Committee Man					

Thomas Trull Klebart	231	236	186	653
Write-In All Others	3	2	2	7
Blanks	91	64	81	236
Total	325	302	269	896
State Committee Woman				
Lisa A. Mosczynski	248	248	187	683
Write-In All Others	0	1	0	1
Blanks	77	53	82	212
Total	325	302	269	896
Town Committee (20)				
Write-In All Others	7	27	8	42
Blank	6493	6013	5372	17878
Total	6500	6040	5380	17920
Republican Presidential Preference	Precinct One	Precinct Two	Precinct Three	Total
Chris Christie	7	6	4	17
Ryan Binkley	0	0	1	1
Vivek Ramaswamy	2	1	1	4
Asa Hutchinson	0	0	0	0
Donald J. Trump	175	219	204	598
Ron DeSantis	0	1	2	3
Nikki Haley	177	164	183	524
No Preference	4	2	5	11
Write-In All Others	2	0	1	3
Blanks	2	2	0	4
Total	369	395	401	1165

State Committee Man				
Ryan Chamberland	195	226	225	646
Michael W. Young	87	87	84	258
Write-In All Others	1	1	1	3
Blanks	86	81	91	258
Total	369	395	401	1165
State Committee Woman				
Janet E. Garon	78	87	88	253
Elizabeth S. L. Groot	198	219	213	630
Write-In All Others	1	2	3	6
Blanks	92	87	97	276
Total	369	395	401	1165
Town Committee (35)				
Write-In All Others	6	29	16	51
Blanks	12909	13796	14019	40724
Total	12915	13825	14035	40775
Libertarian Presidential	Precinct One	Precinct Two	Precinct Three	Total
Jacob George Hornberger	0	1	1	2
Michael D. Rectenwald	1	0	0	1
Chase Russell Oliver	0	1	0	1
Michael Ter Maat	0	0	1	1
Lars Damian Mapstead	0	0	0	0
No Preference	1	2	2	5
Write-In All Others	1	1	0	2
Blanks	0	1	0	1

Total	3	6	4	13
State Committee Man				
Write-In All Others	0	3	0	3
Blanks	3	3	4	10
Total	3	6	4	13
State Committee Woman				
Write-In All Others	0	3	2	5
Blanks	3	3	2	8
Total	3	6	4	13
Town Committee (10)				
Write-In	0	0	0	0
Blanks	30	60	40	130
Total	30	60	40	130

The total number of ballots voted was **2,074** out of **6,523** registered voters (including 675 inactive) which represents a **32% turnout**. Of the 2,074 voted ballots, 1052 were voted in person on election day (51%) and 1022 were early voted ballots (49%). Early voted ballots include 6 absentee ballots, 903 vote by mail ballots and 113 in-person early voted ballots. Denise Smith, Town Clerk read the unofficial results of the election at 8:50 pm. The used and unused ballots were sealed in separate containers and deposited in the town vault at 9:30 pm.

Attest:

M. Denise Smith, Town Clerk

ANNUAL TOWN MEETING WARRANT / 02 MAY 2024

Worcester, SS

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 said Nipmuc Regional High School, 90 Pleasant Street, Upton, MA on Thursday, May 2, 2024 punctually at Seven o'clock in the evening, to act on the Articles in the warrant.

ARTICLE 1: REPORTS OF TOWN OFFICERS AND APPOINTED COMMITTEES

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

Explanation/Submitted by: Town Reports/Select Board

ARTICLE 2: PRIOR YEAR BILLS

To see if the Town will vote to transfer from available funds a sum of monies to pay unpaid bills from prior fiscal years, or to take any other action relative thereto.

Explanation/Submitted by: Prior Year Bills (FY 2022), (4/5th vote required) /Select Board

ARTICLE 3: FY 2025 ANNUAL TOWN OPERATING BUDGET

To see if the Town will vote to fix the salaries and compensation of all officers of the Town as provided by M.G.L. Chapter 41, §108, and to raise and appropriate or transfer from available funds¹, such sums as may be necessary to defray expenses of the Town Departments for FY2025, or to take any other action relative thereto.

¹ Note that this warrant uses the words “transfer from available funds” to refer to transfers from Free Cash (previously described as “appropriate from available unappropriated funds in the Town Treasury”) and/or transfers from appropriations made at prior Town Meetings (previously described as “transfer”).

Explanation/Submitted by: Annual Town Operating Budget/Select Board

ARTICLE 4: FY 2025 WATER ENTERPRISE FUND

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to operate the Water Enterprise Fund as set forth below for FY 2025, or to take any other action relative thereto.

That the following sums be appropriated for the Water Enterprise Fund:

Wages & Salaries	\$367,302
Expenses	\$363,707
Capital Outlay	-0-
Debt	\$233,534
<u>Extra/Unforeseen</u>	<u>\$50,000</u>
Total	\$1,014,543

And that \$1,014,543 be raised for such purposes as follows:

Department receipts	\$897,776
Retained Earnings	-0-
*Tax Levy	\$116,767

^{*(NOTE: As raised and appropriated under Article 3)}

Explanation/ Submitted by: Annual budget for Water Enterprise Fund/Select Board

ARTICLE 5: FY 2025 WASTEWATER ENTERPRISE FUND

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to operate the Wastewater Enterprise Fund as set forth below for FY 2025, or to take any other action relative thereto.

That the following sums be appropriated for the Wastewater Enterprise Fund:

Wage & Salaries	\$358,297
Expenses	\$350,194
Capital Outlay	-0-
Debt	\$17,820
<u>Extra/Unforeseen</u>	<u>\$30,000</u>
Total	\$756,311

And that **\$756,311** be raised for such purposes as follows:

Department receipts \$ 756,311

Explanation/Submitted by: Annual budget for Wastewater Enterprise Fund/Select Board

ARTICLE 6: FY 2025 REVOLVING FUNDS SPENDING LIMITS

To see if the Town will vote to establish an annual spending limit for FY 2025 for the “Upton Community Center Revolving Fund,” and to approve annual spending limits for FY 2025 for all other revolving funds, established in Chapter 36, Section 36-14, of the General Bylaws, in accordance with G.L. Chapter 44, §53E ½, and for the Treasurer/Collector Tax Title Revolving Fund, in accordance with M.G.L. Chapter 60, §15B, with such expenditure limits to be applicable for each fiscal year until such time as Town Meeting votes, prior to July 1 in any year, to increase the same for the ensuing fiscal year; provided, however, that at the request of the entity authorized to expend such funds, the Select Board, with the approval of the Finance Committee, may increase

such limit, for that fiscal year only, all as set forth below, or to take any other action relative thereto:

Authorized Revolving Funds (G.L. c.44, §53E ½)	Fiscal Year Expenditure Limit
Upton Community Center Revolving Fund	\$15,000
Board of Health "Curbside Waste and Recycling Fund"	\$15,000
Board of Health "Title V Fund"	\$15,000
Conservation Commission "Wetlands Revolving Fund"	\$20,000
Conservation Commission "Storm Water By- Law Fund"	\$7,000
Elder & Social Service Programming	\$10,000
Land Stewardship Committee "Community Garden Fund"	\$2,000
Land Stewardship Committee "Land Stewardship Fund"	\$10,000
Town Library Fund	\$6,000
Recreation Commission	\$270,000
Treasurer/Collector Tax Title	\$15,000

Explanation/Submitted by: To approve spending limits for the various town revolving funds, to be applicable from year to year unless later changed by Town Meeting/Select Board

ARTICLE 7: FY 2025 UPTON CABLE FUND

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for PEG Access and Cable Related Fund as set forth below for FY 2025, or to take any other action relative thereto.

That the following sums to be appropriated for the Peg Access and Cable Related Fund:

Wage & Salaries	\$44,000
Expenses	\$ 3,200
Capital Outlay	\$20,000
<u>Extra/Unforeseen</u>	<u>\$10,000</u>
Total	\$77,200

And that **\$77,200** to be raised for such purposes as follows:

Department receipts	\$77,200
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Explanation/Submitted by: In November 2019, the town voted to accept the provisions of General Laws Chapter 44, Section 53F 3/4, establishing a special revenue fund known as the PEG Access and Cable Related Fund in order to reserve cable franchise fees and other cable related revenues for appropriation by Town Meeting to support PEG access services and oversight and renewal of the cable franchise agreement. The appropriation request covered part-time cable employee, capital expenses related to the operation of cable access services, and capital improvements to town facilities and meeting rooms to support production and transmission of government meetings, functions, and programming. / Select Board

ARTICLE 8: TRANSFER TO STABILIZATION FUND

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of One Hundred Sixty Thousand dollars (\$160,000), or any other sum, into the Stabilization Fund, or to take any other action relative thereto.

Explanation/Submitted by: The Government Finance Officers Association recommends that municipalities maintain a stabilization account equal to or

greater than two to three months of its operating expense or a minimum of 10%; bond ratings agencies review these ratios as a measure of financial strength; the Stabilization Account may be used for any legal purpose, including to maintain level services during difficult economic times or to serve as a funding source for important capital projects. The Town has met the 10% minimum that is required. /Finance Committee

ARTICLE 9: TRANSFER TO CAPITAL STABILIZATION FUND

To see if the Town will vote to vote to raise and appropriate or transfer from available funds the sum of Three Hundred Thousand dollars (\$300,000) to be deposited in the Town Capital Acquisition/Capital Improvement Stabilization Fund established by Article 41 of the May 5, 2005 Annual Town Meeting for the purpose of funding any capital-related project, or pieces of capital equipment, or debt service payment related thereto; said fund as authorized by M.G.L. c.40, §5B, or to take any other action relative thereto.

Explanation/Submitted by: The Town of Upton Financial Policies recommends an annual appropriation to the capital stabilization fund so that over time it achieves a target balance sufficient to cover the Town's cash outlay for capital. To meet that policy and to plan for the current economic environment, \$300,000 from the Undesignated Fund Balance will be added this year. With the passage of this article, the balance in this fund is estimated to be \$505,783.85 as of June 30, 2024. The Town's bond rating is based in part on maintaining a healthy balance in this and other reserve accounts, as well as for adhering to its financial policies. /Finance Committee

ARTICLE 10: TRANSFER TO OTHER POST-EMPLOYMENT BENEFITS (OPEB)

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of One Hundred Thousand dollars (\$100,000.00), or any other sum, to the Other Post-Employment Benefits Liability Trust Fund established under Article 42 of the 2011 Annual Town Meeting, to meet the

Town's obligations under the Government Accounting Standards Board (GASB) Statement 74 & 75 to fund the Town's future obligations for the cost of other post-employment benefits identified by the GASB 74 & 75 Report, or to take any other action relative thereto.

Explanation/Submitted by: To add monies to the trust fund created to meet the Town's future OPEB obligations/ Select Board

ARTICLE 11: CHAPTER 90 ACCEPTANCE

To see if the Town will vote to accept and expend such sum or sums of money allotted or to be allotted to the Town from the Commonwealth of Massachusetts under the provisions of M.G.L. Chapter 90 or under any other state roadway reimbursement programs for FY 2024, and to authorize the Select Board to enter into a contract or contracts with the Massachusetts Department of Transportation Highway Division for such purposes; and further, to authorize the Treasurer with the approval of the Select Board, to borrow in anticipation of 100% reimbursement of said amounts, or to take any other action relative thereto.

Explanation/Submitted by: Annual Road repair appropriation from the State /Select Board

ARTICLE 12: ROAD CONSTRUCTION APPROPRIATION

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow, the sum of Six Hundred Thousand dollars (\$600,000), or, any other sum, to be used for the construction and/or improvement of Town Roads to supplement those provided for under the Commonwealth of Massachusetts M.G.L. Chapter 90 Program, including all expenses incidental and related, or to take any other action relative thereto.

Explanation/Submitted by: To provide for supplemental funding to address road repairs as called for in the Town's pavement management plan. The Town Manager anticipates funding this amount through a combination of free cash and the general fund. /Select Board

ARTICLE 13: FY 2024 SNOW AND ICE DEFICIT APPROPRIATION

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of One Hundred Twenty-Five Thousand dollars (\$125,000), or any other sum, to fund the snow and ice deficit for FY 2024, or to take any other action relative thereto.

Explanation/Submitted by: This article is to fund additional costs for the removal of snow and ice in Upton/ Select Board

ARTICLE 14: CONSERVATION FUND ADDITIONAL FUNDING

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Five Thousand dollars (\$5,000), or any other sum, to supplement the Town's "Conservation Fund", or to take any other action relative thereto.

Explanation/Submitted by: To provide additional funding for the Town's Conservation Fund /Conservation Commission.

ARTICLE 15 A: COMMUNITY PRESERVATION FUND RESERVE ACCOUNTS

To see if the Town will vote to transfer from the undesignated fund balance of the Community Preservation Fund the following sums to the specified Community Preservation Fund reserve accounts to meet the requirements of M.G.L. Chapter 44B, §6, for FY24:

- Historic Resources Account \$102,080
- Open Space Account \$102,080
- Community Housing Account \$102,080

and to place any remaining FY2024 CPA Trust Fund matching revenues in a so-called “FY2024 Undesignated Budgeted Reserve”, or to take any other action relative thereto.

Explanation/Submitted by: The article requests the transfer of 10% of local and CPA trust fund revenues to the three reserve accounts as required by law. Anticipated local revenue is \$793,163 and CPA trust fund matching grant is \$227,637 for a total of \$1,020,800. We request that \$102,080 be transferred to the Open Space, Historic Preservation and Affordable Housing Reserve Accounts and that the remainder stay in the undesignated fund/Community Preservation Committee.

ARTICLE 15 B: COMMUNITY PRESERVATION ADMINISTRATIVE BUDGET

To see if the Town will vote to act on the report of the Community Preservation Committee on the FY 2025 community preservation budget, and to appropriate the sum of Twenty-Five Thousand dollars (\$25,000), or any other sum, from the Community Preservation Fund FY 2025 estimated annual revenues to the Community Preservation Committee Administrative Expense Account for all necessary and proper administrative expenses of the Committee for FY 2025, or to take any other action relative thereto.

Explanation/Submitted by: To transfer an amount from estimated annual revenues for the administrative and operating costs of the Community Preservation Committee for FY 2025. /Community Preservation Committee.

ARTICLE 15 C: COMMUNITY PRESERVATION TOWN HALL RENOVATION BONDS

To see if the Town will vote to transfer the total sum of Two Hundred Sixty-Six Thousand and Eight Hundred Forty-One dollars (\$266,841) from the Community Preservation Fund to meet the eleventh-year payment of debt

service owed on the General Obligation Town Hall Renovation Bonds, or to take any other action relative thereto.

Explanation/Submitted by: To make the eleventh-year principal and interest payments (with 9 years remaining) on the Town Hall bonds, to be paid from CPA monies consistent with the Town's vote to authorize the project / Community Preservation Committee.

ARTICLE 16: CPC – ACQUISITION OF LAKE WILDWOOD LAND

To see if the Town will vote to authorize the Select Board to acquire by gift, purchase, eminent domain or otherwise for conservation and passive recreation purposes the fee interest in 47 acres, more or less, located off Dairy Drive, and described on Upton Assessors Map 014, Parcels 015, 019, and 021, and Map 019, Parcel 095.01, and Grafton Assessors Map 119, Parcel 0002, to be held in the care and custody of the Upton Conservation Commission in accordance with G.L. c.40, §8C, and for the preservation of such land or interests therein, that said Conservation Commission be authorized to accept grants, donations, and/or reimbursements from any entity that may provide funding for the acquisition and/or activities falling within the scope and intent of this article; and to execute, with approval of the Town Manager, all such agreements as may be necessary on the part of the Town to effect such acquisition and/or such reimbursement; and, as may be necessary, to authorize the Select Board to convey a conservation restriction in such property to Sudbury Valley Trustees or other qualified entity in accordance with G.L. c. 44B, §12(a); and as funding therefor, to raise and appropriate, transfer from available funds, including the Community Preservation Fund, the sum of Two Hundred and Ninety Thousand dollars (\$ 290,000) and for the costs and expenses associated with the acquisition, or to take any other action relative thereto.

Explanation/Submitted by: The purpose of this article is to permanently protect 47 acres of land which are currently privately owned. This land has approximately 4000 ft. of undeveloped shoreline on Lake Wildwood, and is near protected open space owned by the Towns of Grafton and Upton, the Grafton Land Trust, and the Touchstone Community School. The property is primarily forested and contains Core BioMap habitat, rare species habitat mapped by the MA Natural Heritage and Endangered Species Program, and trails informally used by the public. Parcels 119-0002 and 019-095.01 are adjacent to the Grafton and Upton Railroad. / Conservation Commission.

ARTICLE 17: CPC ACQUISITION OF LAND OFF MECHANIC STREET

To see if the Town will vote to transfer from Community Preservation Act revenues the sum of Twelve Thousand Five Hundred dollars (\$12,500) to the Open Space Committee for survey, engineering, Conservation Restriction baseline report, and legal costs associated with the acquisition of approximately 15 acres on Mechanic Street, the easterly section of an approximately 22-acre parcel located on Mechanic Street, being Upton Assessors Map 14, Parcel 71, which will be acquired for conservation and passive recreation purposes, or to take any other action relative thereto.

Explanation/Submitted by: The purpose of this article is to pay costs associated with the acquisition of approximately 15 acres of the 22-acre parcel on Mechanic Street described as Upton Assessors Map 14, Parcel 71 for conservation and passive recreation purposes. The funds for the purchase of the parcel will be provided by a local land trust. Acquisition of the open space will allow for the extension of a public trail along Warren Book and protect an old mill dam. / Open Space Committee.

ARTICLE 18: BVT DEBT AUTHORIZATION

To see if the Town will vote to approve the \$10,000,000.00 borrowing authorized by the Blackstone Valley Vocational Regional School District

("District") School Committee on February 15, 2024, and amended by its actions of March 14, 2024, for the purpose of paying costs of roof reconstruction and the replacement to energy efficient rooftop HVAC units at the Blackstone Valley Regional Vocational Technical High School, located at 65 Pleasant Street, Upton, MA, including the payment of all costs incidental or related thereto (the "Project"), which proposed repair project would materially extend the useful life of the school and preserve an asset that otherwise is capable of supporting the required educational program, and for which the District may be eligible for a school construction grant from the Massachusetts School Building Authority ("MSBA"), said amount to be expended at the direction of the Blackstone Valley Regional Vocational School Committee; with the understanding that the MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any Project costs the District incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the District and its member municipalities, and that any grant that the District may receive from the MSBA for the Project shall not exceed the lesser of (1) the MSBA-determined percentage of eligible, approved Project costs, or (2) the total maximum grant amount determined by the MSBA; and provided that the Town's approval of the borrowing is contingent upon the District's ability to secure grant approval from the MSBA; and provided further, however, that the approval of the District's borrowing by this vote shall be subject to and contingent upon an affirmative vote of the Town to exempt its allocable share of the amounts required for the payment of interest and principal on said borrowing from the limitations on taxes imposed by M.G.L. 59, Section 21C (Proposition 2 ½); and that the amount of borrowing authorized by the District shall be reduced by any grant amount set forth in the Project Funding Agreement that may be executed between the District and the MSBA, or take any other action relative thereto.

Explanation/Submitted by: Our regional vocational technical system rarely seeks support for debt projects and has not sought a bond for some twenty years. With the recent reopening of the Commonwealth's Massachusetts School Building Authority's Accelerated Repair program, BVT wishes to enable its thirteen municipalities to secure eligibility under the state's reimbursement program. In addition, the District shall pursue various energy reimbursement grant to further reduce debt obligation. A preliminary step in this process includes authorization by local town action for the District for bond approval. Upton would be responsible for 7.2% of the borrowing with the remaining 92.8% owned by the other 12 towns in our partnership. The anticipated bond would fully cover repairs to BVT's roof and the associated HVAC units which protect the delicate technical equipment in place at the school. Actual bond exposure would be reduced via payments received by the Commonwealth and other rebate style sources. The debt would only be utilized and be limited for the purpose identified. This is a rare opportunity to protect your vocational technical facility. / Select Board

ARTICLE 19: FISKE AVENUE RECONSTRUCTION

To see if the Town will vote to raise and appropriate, appropriate transfer from available funds, or borrow the sum of Five Hundred Thousand dollars (\$500,000), to be used for the permitting, bid document preparation, and construction costs associated with the reconstruction of Fiske Avenue; including construction oversight and all costs incidental and related, or to take any other action relative thereto.

Explanation/Submitted by: The Town recently completed the water main replacement project on Fiske Ave and is preparing to complete the reconstruction of the roadway. Engineering for the project was previously funded through ARPA. The requested appropriation would cover permitting, procurement, and construction costs associated with the reconstruction of the roadway, including sidewalks, drainage, construction oversight and as-

built drawings. The Town is seeking this funding in addition to existing Chapter 90 funds reserved for this project. / Select Board

ARTICLE 20: HIGHWAY DEPARTMENT 1-TON TRUCK REPLACEMENT

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of One Hundred Fifty Thousand dollars (\$150,000), or any other sum, to purchase a replacement 1-ton dump truck with plow and sander for the Highway Division, including all costs incidental and related, or to take any other action relative thereto.

Explanation/Submitted by: The Department of Public Works is respectfully requesting \$150,000 funding at this year's Annual Town Meeting for the replacement of a 1-ton dump truck with a plow & sander. Currently, the Highway Division utilizes two (2) 1-ton dump trucks, both purchased in 2011. These trucks receive the most amount of use of any equipment or truck in the Highway Division. One of the trucks was approved for replacement at last year's town meeting and is expected to arrive by the spring of 2024. The other truck is also a 2011 Chevrolet Silverado, with 111,481 miles. The replacement truck will be one of equal size and capabilities, include a snowplow, and insert sander. The current truck will be disposed of by auction or trade-in, whichever brings the most value to the Town. / Select Board

ARTICLE 21: WATER/SEWER DEPARTMENT 1-TON TRUCK

To see if the Town will vote to transfer the sum of Seventy Five Thousand dollars (\$75,000), or any other sum, from Water Retained Earnings and seventy Five Thousand dollar (\$75,000) or any other sum, from Wastewater Retained Earnings for a total of One Hundred Fifty Thousand dollars (\$150,000), or any other sum, for the purpose of purchasing a service truck for the Water and Wastewater Divisions, including all costs incidental and related, or to take any other action relative thereto.

Explanation/Submitted by: The Department of Public Works is respectively requesting \$150,000 funding from the Water and Wastewater Division's Retained Earnings in equal parts at this year's Annual Town Meeting. The purpose of the funding is to purchase a service truck specifically equipped to accommodate mobile maintenance and repairs to the Town's 33 miles of water lines, 14 miles of gravity sewer and force mains, 2 water storage tanks, 3 water pump/treatment stations, 4 sewer pump stations, and 2 water booster stations. In addition, the truck will be capable of assisting the Highway Division with snow & ice operations. / Select Board.

ARTICLE 22: POLICE DEPARTMENT VEHICLE REPLACEMENT

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Sixty-Five Thousand dollars (\$65,000), or any other sum, to purchase a replacement patrol cruiser for the police department, or to take any other action relative thereto.

Explanation/Submitted by: The Police Department is requesting the replacement of a police vehicle in addition to the line-item budget replacement to continue with our replacement plan of a second vehicle every other year. / Select Board

ARTICLE 23: FIRE DEPARTMENT – ENGINE 1 REFURBISHMENT

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of One Hundred Thousand dollars (\$100,000), or any other sum, for the refurbishment of Engine 1, including all costs incidental and related , or to take any other action relative thereto.

Explanation/Submitted by: The requested appropriation would allow for the refurbishment of Engine 1, which will extend the life of the vehicle 7 to 10 years. / Select Board

ARTICLE 24: MESSAGE BOARD REPLACEMENT

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Forty-One Thousand dollars (\$41,000), or any other sum, for the replacement of two emergency message boards, including all costs incidental and related, or to take any other action relative thereto.

Explanation/Submitted by: The three message boards that are deployed across town have reached the end of their useful life. Replacement parts are difficult to source, and the hardware continues to deteriorate. The Emergency Management Department proposes to purchase (2) two new message boards under the state bid process at a cost of \$20,458 per unit. The Water Department will be purchasing the third board. The message boards are used to notify residents of emergency situations, road hazards, water emergencies, as well as town events. / Select Board.

ARTICLE 25: KIWANIS BEACH SAND REPLENISHMENT

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow, the sum of Forty-Five Thousand dollars (\$45,000), or any other sum, for the replenishment of beach sand at Kiwanis Beach, including all costs incidental and related, or to take any other action relative thereto.

Explanation/Submitted by: The requested appropriation would allow the DPW to replenish sand at Kiwanis Beach, including related tasks necessary to improve the condition of the beach. / Select Board

ARTICLE 26: BOARD OF ASSESSOR RECERTIFICATION

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Ten Thousand dollars (\$10,000), or any other sum, for use by the Board of Assessors for recertification work required to comply with state law; including all costs incidental and related, or to take any other action relative thereto.

Explanation/Submitted by: The requested appropriation would allow the Board of Assessors to carry out its on-going statutory responsibilities to re-evaluate Town properties. /Board of Assessors.

ARTICLE 27: FEASIBILITY STUDY FOR BURIAL OF UTILITIES IN UPTON CENTER

To see if the Town will vote to transfer from available funds, the sum of Twenty-five Thousand dollars (\$25,000), or, any other sum, to be used to engage an engineering consultant to examine and determine the feasibility of burying utility lines within Upton Center, including all expenses incidental and related thereto; or take any other action related thereto.

Explanation/Submitted by: This article seeks funding to allow the town to study and determine the feasibility of burying the utilities within Upton Center. The Route 140 TIP Project that will reconstruct the Grove Street/ Main Street/ North Main Street/ Milford Road Intersection represents a unique opportunity to examine burial of utilities and improve the character of Upton Center. /Select Board.

ARTICLE 28: RAISE DEMAND FEES

To see if the Town will vote to authorize the Select Board to set and adjust the fee charged for each written demand issued by the Collector, not to exceed the limit set by Massachusetts General Law Chapter 60, Section 15, or to take any other action relative thereto.

Explanation/Submitted by: Massachusetts General Law Chapter 60, Section 15, allows for each written demand to be assessed a fee of "not more than \$30". Upton's current demand fee is \$5.00. With this Article, the collected demand fee will be consistent with that allowed by Mass General Law. / Select Board.

ARTICLE 29: Post Construction Stormwater Management Regulations

To see if the Town will vote to revise Chapter 242 Division 1: General Bylaws entitled Stormwater Management and Chapter 325 Division 4: Conservation Commission entitled Stormwater Regulations to bring them into compliance with requirements of the 2016 MS4 Permit to enact a post construction stormwater management regulations that are at least as stringent as the requirements set forth in the 2016 MS4 Permit, a copy of which is filed with the Town Clerk, or to take any other action relative thereto.

Explanation/Submitted by: To enact post construction stormwater requirements as required by the Town's Municipal Separate Storm Sewer System (MS4) permit. / Select Board

ARTICLE 30: ACCEPTANCE OF AZALEA LANE

To see if the Town will vote to accept as a public way the roadway known as Azalea Lane, as heretofore laid out by the Select Board and shown on a plan of land entitled "Easement Plan Azalea Lane 'J.R. Estates' Upton, Mass.," dated April 28, 2021, prepared by Guerriere & Halnon, Inc., and on file with the Town Clerk, and authorize the Select Board to acquire, by gift, purchase, and/or eminent domain, the fee to and/or easements in Azalea Lane for all purposes for which public ways are used in the Town of Upton and any drainage, utility and/or other easements related thereto, or to take any other action relative thereto.

Explanation/Submitted by: To accept Azalea Lane as a public way as recommended by the Upton Planning Board. / Select Board

ARTICLE 31: INCLUSIONARY ZONING BYLAW

To see if the Town will vote to amend the Town of Upton Zoning By-laws by adding a new Section 300-7.7 Inclusion of Affordable Housing as follows, or to take any other action relative thereto:

§ 300-7.7 – Inclusion of Affordable Housing

A. Purpose and intent. The purpose and intent of this zoning bylaw is to promote the inclusion of affordable housing as part of the development of housing overall in the Town of Upton. This is also known as Inclusionary Zoning. More specifically:

(1) The purpose of these provisions is to encourage a greater diversity of housing and the development of new or renovated housing that is affordable to eligible low- and moderate-income households in perpetuity or so long as allowed by law. At a minimum, affordable housing produced through this regulation shall be in compliance with the requirements set forth in MGL c. 40B, § 20 through 23 (as the same may be amended from time to time).

(2) It is intended that the Affordable Housing Units (AHU's) that result from the application of this bylaw be considered as Local Action Units (LAU's), in compliance with the requirements for the same as specified by the Executive Office of Housing and Livable Communities (EOHLC) or successor state agency or regulations.

(3) The LAU's created by this bylaw are intended to add to the town's Subsidized Housing Inventory (SHI) and contribute to local efforts to meet the state's requirement for affordable housing levels. Accordingly, these units must meet EOHLC's Local Incentive Program (LIP) criteria to be suitable for inclusion and counted in the Town's SHI.

(4) The application of these affordable housing provisions is intended to consider other important zoning objectives, such as those given in section 300-1.1 Purpose of these Zoning By-laws Specifically, to encourage the most appropriate use of land throughout the Town, to preserve the cultural, historical and agricultural heritage of the community, to increase the amenities of the Town, and to reduce the hazard from fire by regulating the location and use of buildings and the area of open space around them, all as authorized by, but not limited to, the provisions of the Zoning Act, MGL c. 40A, as amended, Section 2A of 1975 Mass. Acts 808, and by Article 89 of the Amendments to the Constitution of the Commonwealth of Massachusetts.

B. Applicability. In all zoning districts, including overlay districts, the Inclusionary Zoning provisions of this section shall apply to the following uses:

- (1) Division of land. This section shall apply to the division of contiguous land held in single or common ownership into six (6) or more residential lots.
- (2) Multiple dwelling units. This bylaw shall apply to the construction of six (6) or more dwelling units, whether on one or more contiguous parcels, alteration, expansion, reconstruction, or change of existing residential or non-residential space.
- (3) Senior Housing Community. Senior Housing Communities pursuant to section 300-7.4 of this zoning bylaw shall be subject to the provisions of Section 300-7.7 herein.
- (4) Planned Village Developments. Planned Village Development pursuant to section 300-6.4 of this zoning bylaw shall be subject to the provisions of Section 300-7.7 herein.
- (5) The provisions of Subsection B (2) above shall apply to the construction of six (6) or more dwelling units on individual lots if said six or more lots are held in single or common ownership.
- (6) To prevent segmentation of projects designed to avoid the requirements of this bylaw, parcels held in single or common ownership and which are subsequently divided into six (6) or more lots shall also be subject to this bylaw.
- (7) To address the possible segmentation of projects over time, any construction that results in a net increase of six (6) or more dwelling units measured over a 36-month period shall be subject to this bylaw, that 10-year period is measured from the date of the issuance of the first Certificate of Occupancy .
- (8) If the Special Permit Granting Authority (SPGA) determines that an applicant has established surrogate or subsidiary entities to avoid the requirements of this §B, then an Inclusionary Housing Special Permit shall be denied.

C. Inclusionary housing special permit. Pursuant to MGL c. 40A, § 9, the development of any project set forth in subsection B above shall require the grant of an Inclusionary Housing Special Permit (IHSP) from the Planning Board SPGA. The Special Permit shall be granted if the proposal meets the requirements of this bylaw.

D. Provision of affordable housing. As a condition for approval of a special permit, the applicant shall contribute to the local inventory of affordable housing by providing at least the number of AHU's specified below, which must be eligible for inclusion in the Town's SHI.

(1) For developments of six (6) to nine (9) ownership or rental units, at least one (1) unit of the total proposed dwelling units shall be affordable.

(2) For development of ten (10) to nineteen (19) ownership or rental units, at least two (2) units of the total proposed dwelling units shall be affordable.

(3) For development of twenty (20) to twenty-nine (29) ownership or rental units, at least three (3) units of the total proposed dwelling units shall be affordable

(4) For development of thirty (30) to forty-four (44) ownership or rental units, at least twelve and a half percent (12.5%) of the total proposed dwelling units shall be affordable.

(5) For development of forty-five (45) or more ownership or rental units, at least fifteen (15%) of the total proposed dwelling units shall be affordable.

(6) The following schedule is provided for allocating affordable units given a particular range of total lots in a subdivision or total units in a multi-family development.

Total Units	Minimum Affordable Units
6 to 9	1
10 to 19	2
20 to 29	3
30 to 44	12.5%
45 and greater	15%

(7) For the calculation of AHU's per §§ D(1) through D(6), fractions of one-half ($\frac{1}{2}$, 0.5) dwelling unit or more shall be rounded up to the nearest whole number, while lesser fractions shall be rounded down a fractional unit. For example, a proposed development of:

50 housing units (15% minimum) would require 7.5 affordable units, rounded up to 8 units (16%)

35 housing units (12.5% minimum) would require 4.375 affordable units, rounded down to 4 total affordable units (11.4%)

E. Preservation of affordability.

(1) All ownership developments shall be subject to a permanent affordable housing restriction and/or regulatory agreement, ensuring that the AHUs shall remain affordable in perpetuity, or so long as allowed by law, and each affordable unit shall be conveyed subject to a deed rider acceptable to and approved by the Town and EOHLC and granting the Town such rights as may be required to ensure that said AHU's remain affordable in perpetuity and be counted toward the Upton Subsidized Housing Inventory. In addition, no certificate of occupancy permit shall be granted for any home-ownership development containing affordable home-ownership units prior to the recording of the affordable housing restriction and/or regulatory agreement at the Registry of Deeds, as the SPGA shall deem appropriate.

(2) All multi-family rental developments with affordable housing units shall be subject to a regulatory agreement, ensuring that the AHUs shall remain affordable in perpetuity, or so long as allowed by law. Said regulatory agreement shall be approved by the Town and EOHLC. In addition, no certificate of occupancy permit shall be granted for any multi-family rental developments containing affordable home-ownership units prior to the recording of the regulatory agreement at the Registry of Deeds, as the SPGA shall deem appropriate.

(4) In the event that any rental unit is converted to a condominium ownership unit, the condominium unit shall be restricted in perpetuity as per §§ E(1) and

E(2) above to ensure that it remains affordable to income-eligible households as prior to the condominium conversion.

(5) The Upton Affordable Housing Trust or its agent or designee shall monitor, oversee, and administer the details for all re-sale or re-lease of any affordable units in the Town.

F. Timing of construction for affordable units.

(1) The construction of affordable units shall be commensurate with the construction of market rate units per the schedule in §§ D(1) through D(7) above. Should projects be built in phases, each phase shall contain the same proportion of affordable units to market rate units as the overall development.

(2) The building permit for the last-market rate unit shall not be issued until all affordable units have been constructed, unless an alternate construction schedule has been approved by the SPGA.

G. Siting of affordable units. The affordable units created under this bylaw shall be proportionally distributed throughout the proposed project, in terms of location, size, and type.

(1) Affordable units shall be provided within the development that requires the affordable units unless the requirements of this section are satisfied through a payment-in-lieu of providing affordable units.

(2) Their siting shall be integrated within the development along with the locations of the other dwellings, rather than segregated or concentrated in one area.

(3) The AHUs shall not be situated in less desirable locations than market-rate units and shall, on average, be no less accessible to public amenities such as transportation, recreation or open spaces, and shopping or other businesses.

(4) The location of each and every AHU shall be identified on the site plans and approved by the Planning Board pursuant to Section 300-9.4 of the Zoning Bylaw. In the case of multi-family dwellings, the locations of affordable units shall be identified on the building floor plans for each and every structure of this type and approved by the SPGA.

H. Minimum design and construction standards. The exterior appearance of the affordable units shall be compatible with and essentially indistinguishable from the other units in the development. The AHUs shall be designed with similar features and built with comparable quality materials with respect to the market-rate dwellings built.

I. Minimum lot size. The average lot size for affordable home units shall be comparable to those of their market-rate counterparts within the development.

J. Payment-in-lieu-of-units. As an alternative to the requirements of Subsection D and to the extent allowed by law, an applicant may provide a payment to the Upton Affordable Housing Trust ("AHT") to be used for the production of affordable housing in lieu of constructing ownership units within the proposed development.

(1) Payment-in-lieu-of-units ("PILU"). The applicant for development subject to this bylaw may choose a payment in lieu of the construction or provision of affordable ownership units to the AHT at the sole discretion of the SPGA. The fees shall be paid in increments prior to the issuance of a building permit for each and every unit, or otherwise at the sole discretion of the SPGA.

(2) Calculation of PILU. The fee of an affordable ownership unit shall be equal to eighty (80%) of the average listing price of comparable market-rate units of the same bedroom count within the proposed development. The SPGA shall make the final determination of the PILU. .

(3) PILU's are not applicable to affordable rental units. All rental units proposed within a multi-family development must be constructed and dedicated as affordable pursuant to 300-7.7 J (5).

(4) The incremental payments shall be equal to: the PILU as calculated for a single ownership unit in Subsection [K\(2\)](#) multiplied by the total number of affordable ownership units subject to PILU, divided by the total number of ownership units in the subject development. For example, a proposed development of 15 ownership units requires two affordable units per Subsection [E](#). If the projected average sales price of each unit is \$500,000, the

total amount of the PILUs is \$400,000 multiplied by two units, i.e., \$800,000. The incremental cost is \$800,000 divided by 15 units, i.e., \$53,333 per unit.

(5) Timing of payment before issuance of building permits. Payment shall be received by AHT prior to issuance of building permit for each unit to be constructed.

(6) Revised calculation before issuance of building permits. The PILU calculation shall be confirmed with current market rates for the proposed development within sixty (60) days prior to issuance of building permit.

(7) Creation of affordable units. PILU's made to AHT in accordance with this section shall be used only for purposes of providing affordable housing for low- or moderate-income households. Using these payments, affordable housing may be provided through a variety of means, including but not limited to the provision of favorable financing terms, subsidized prices for purchase of sites, additional affordable units within existing or proposed developments, and other initiatives allowed under the Municipal Affordable Housing Trust Fund Law (MGL c.44. § 55C).

(8) If the AHT has been dissolved or is otherwise no longer in existence as of the time the application has been stamped received by the Town Clerk, then PILU's are to be paid to the Town and held in escrow for affordable housing production. Funds in escrow shall be transferred commensurate to the AHT upon its re-establishment.

K. Combining construction with payment-in-lieu-of units. A combination of construction of dwelling units and payment of fee-in-lieu of-units may be combined by the applicant to meet a single project's requirement if granted approval by the SPGA.

L. Local preference. To the maximum extent permitted by law, including the regulations of EOHLC, any IHSP granted hereunder shall include a condition that a preference for Upton residents, Town of Upton employees, employees of schools and businesses located within Upton, and families of students attending schools within Upton shall be included as part of the lottery and marketing plan for the affordable units.

M. Marketing plan for affordable units. Applicants creating affordable units under this bylaw are required to select qualified homebuyers or renters via lottery under an Affirmative Fair Housing Marketing Plan prepared and submitted by the applicant and approved by EOHLIC and the SPGA. This Plan shall include a description of the lottery or other process to be used for selecting buyers. The plan shall be in conformance with federal and state fair housing laws in effect on the date of the special permit or other permit application with the Town of Upton. No building permit for a development subject to the Upton Inclusionary Zoning Bylaw shall be issued unless the SPGA has determined that the applicant's affirmative marketing plan complies with this requirement. The affirmative marketing costs for the affordable housing units shall be the responsibility of the applicant. The applicant shall also submit the affirmative marketing and resident selection plan for review by the AHT.

N. Related fees. The SPGA is authorized to retain professional consultants to advise the SPGA on any and all aspects of the application, the project's compliance with this bylaw, and to determine whether AHUs authorized by an IHSP will be included in the Town's SHI. The SPGA may require the applicant to pay reasonable costs to be incurred by the SPGA for the employment of outside consultants pursuant to SPGA regulations, as authorized by G.L. c. 44, § 53G.

O. Conflict with other bylaws. The provisions of this bylaw shall be considered supplemental of existing zoning by-laws. To the extent that a conflict exists between this section and others, the more restrictive section, or provisions therein, shall apply.

P. Severability. If any provision of this section is held invalid by a court of competent jurisdiction, the remainder of this section shall not be affected thereby. The invalidity of any section or sections or parts of any section or sections of this bylaw shall not affect the validity of the remainder of the Upton Inclusionary Zoning bylaw.

Explanation/Submitted by: This Zoning Bylaw Amendment seeks to create a provision for Inclusionary Zoning by adding Section 300-7.7 Inclusion of Affordable Housing. Inclusionary zoning is a regulatory mechanism which requires all development of a certain size and number of dwelling units to provide a percentage of all dwelling units as dedicated affordable housing which may be added to the Town's Subsidized Housing Inventory. (2/3rds vote required)/ Planning Board.

ARTICLE 32: SOLAR OVERLAY DISTRICT BYLAW

To see if the Town will vote to amend the Town of Upton Zoning By-laws and Zoning Map of Upton, Massachusetts by adding a Solar Overlay District to the Zoning Map, by amending Zoning By-laws Sections 300-2.1 and 300-3.1 and by adding a new Section 300-6.8 Solar Overlay District to the Zoning By-laws as follows p; or take any action other relative thereto:

Zoning Map Amendment

Amend the Zoning Map of Upton, Massachusetts, referenced in Section 300-2.2 of the Zoning By-laws, to add the Solar Overlay District as shown on the Map entitled "Solar Overlay District" dated March 11, 2024 and on file with the Town Clerk.

Amend Section 300-2.1 by adding the following

J. Overlay District – Solar Overlay District

Amend Section 300-3.1 Table of Principal Uses as follows with new language indicated by underline

38 _____ Large-scale ground-mounted solar photovoltaic installations with rated nameplate capacity of 250 kW DC to 500 kW DC and that occupy from 40,000 square feet to 80,000 square feet of surface area (see § 300-6.6 for additional regulations) (see Note 10) (see Section 300-6.8 for the use in the Solar Overlay District)

39 Large-scale ground-mounted solar photovoltaic installations with rated nameplate capacity greater than 500 kW DC or that occupy more than 80,000 square feet of surface area (see § 300-6.6 for additional regulations) (see Note 10) (see Section 300-6.8 for the use in the Solar Overlay District)

Add a new Section 300-6.8 as follows

Section 300-6.8 Solar Overlay District

Purpose.

The purpose of this bylaw is to promote the creation of new large-scale ground-mounted solar photovoltaic installations by providing standards for the placement, design, construction, operation, monitoring, modification, and removal of such installations that address public safety and minimize impacts on scenic, natural, and historic resources and to provide adequate financial assurance for the eventual decommissioning of such installations.

(2) The provisions set forth in this section shall apply to the construction, operation, and/or repair of large-scale ground-mounted solar photovoltaic installations.

Definitions. Where not expressly defined herein, terms used in this section shall be interpreted as defined and consistent with the provisions of Section 300-6.6 Large Scale Ground Mounted Solar Photovoltaic Installations (LGSPI).
Establishment of District. There is hereby in the Town of Upton one Solar Overlay District, the boundaries of which are shown on the Zoning Map on file with the Town Clerk.

Applicability.

All uses allowed by right or by special permit in the underlying zoning district shall be allowed by right in the Solar Overlay District and, in such case, shall be subject to provisions of these By-laws that are applicable to the underlying district.

All Large-Scale Ground Mounted Solar Photovoltaic Installations (LGSPI) proposed in the Solar Overlay District, shall be subject to the requirements

and provisions of Section 300-6.6 Large Scale Ground Mounted Solar Photovoltaic Installations (LGSPI).

Large-scale ground-mounted solar photovoltaic installations with rated nameplate capacity of 250 kW DC or that occupy more than 40,000 square feet of surface area (see § 300-6.6 for additional regulations) shall be allowed by Special Permit in the Solar Overlay District.”

Severability. The provisions of this bylaw are severable. If any provision, paragraph, sentence, or clause of this bylaw or the application thereof to any person, establishment, or circumstances shall be held invalid, such invalidity shall not affect the other provisions or application of this bylaw.

Explanation/Submitted by: This Zoning Bylaw Amendment seeks to create a new zoning overlay district to allow for the location of Large-Scale Ground-Mounted Solar Photovoltaic Installations (LGSPI) within the boundaries of the district by Special Permit (“PB”) issued by the Planning Board. Currently, LGSPI are allowed as-of-right and by Special Permit in the Commercial and Industrial (CI) district. (2/3rds vote required)/ Planning Board.

ARTICLE 33: AMEND ZONING BYLAW SECTION 300-3.1 TABLE OF PRINCIPAL USES WITHIN THE UPTON CENTER BUSINESS DISTRICT (UCBD)

To see if the Town will vote to amend the Zoning By-laws, Section 300-3.1 Table of Principle, note #9; with additions indicated by underline and deletions indicated by strikethrough, or to take any other action relative thereto:

Section 300-3.1 Table of Principle Uses

9) Only the following retail businesses are allowed by right: book, stationery or news store, cigar store, drug store, delicatessen, dry goods or variety store, florist or gift shop, fruit or grocery store, hardware store, jewelry store, meat

market, music store, or wearing apparel store, art galleries, and other similar retail businesses. In addition, the following retail business establishments are allowed in the UCBD by special permit: liquor store, ~~music store~~, artist live/work spaces, ~~art galleries, and other similar retail businesses~~.

Explanation/Submitted by: This zoning bylaw amendment proposes to change music stores and other similar retail businesses from being permitted with the issuance of a special permit to a by-right use. (2/3rds vote required)/ Planning Board.

ARTICLE 34: AMEND ZONING BYLAWS FOR PERSONAL WIRELESS FACILITIES

To see if the Town will vote to amend Section 300-10.1 Definitions, 300-3.1 Table of Principle Uses, and Section 300-6.2 Personal Wireless Service Facility, respectively. The bylaw amendment seeks to change terminology of the Section Title for 300-6.2 currently titled Wireless Data Transfer Facility; Add new definitions relative to new uses identified within Section 300-6.2 per this amendment; and add new uses identified in Section 300-6.2 within the Table of Principle Uses, most notably the introduction of “small wireless facility” as a use, which will be required to obtain a Special Permit, with a copy of said amendments on file with the Town Clerk, or to take any other action relative thereto:

Explanation/Submitted by: These zoning bylaw amendments proposes to amend section of the zoning bylaws to address personal wireless facilities. (2/3rds vote required)/ Planning Board.

And you are directed to serve this Warrant, by posting up attested copies thereof at the U.S. Post Office, Town Library, and Town Hall, in said Town fourteen days (14) 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 Second (2nd) day of April in the year of our lord
Two Thousand Twenty-four.

UPTON SELECT BOARD

PROCEEDINGS OF ANNUAL TOWN MEETING / 02 MAY 2024

Called to order at 7 pm by Moderator David Loeper.

Kathleen Bern and Amy Bonina checked in 163 voters to the meeting which was held in the auditorium at Nipmuc Regional Middle/High School. The necessary quorum of 40 voters was exceeded.

The Pledge of Allegiance was recited. A moment of silence was held in honor of members of the community who passed away this past year.

Accepted guests were: Dennis Westgate, DPW Director; Michael Fitzpatrick, Superintendent BVT; Joseph Laydon, Town Manager; Brian Maser & Stephen Johnson of KP Law, Town Counsel; Michael Antonellis, Director of Land Use & Inspectional Services; Jessica Gomez, Treasurer/ Collector; Maureen Cohen, Superintendent MURSD; Matthew Bachtold, Library Director; Matthew Fear, resident; Anthony Steel, Asst. Superintendent BVT; James Willitts, resident; Kenny Costa, Finance Director; Paul Marchand, Town Employee; Grace Brownell, Town Employee; Jay Byer, MURSD; and Tania Paparazzo, Director of Elder & Social Services.

Moderator David Loeper detailed procedures and protocols for the Town Meeting.

Consent Calendar: Upon motion of David Loeper, it was moved the Town vote by unanimous consent the following Articles that have not been requested “hold”; those (consent calendar) Articles being: 1, 4, 5, 6, 7, 10, 11, 14, 15A, 15C, and 26.

Moderator declared the motion passed by unanimous consent

Reports of Town Officers and Appointed Committees

ARTICLE 1: Unanimous consent, the Town voted to approve Article 1 and accept reports of all Town Officers and Appointed Committees.

Prior Years Bills

ARTICLE 2: Upon motion of Brett Simas, it was moved the Town vote to transfer the sum of \$1,078.42 from Free Cash to pay unpaid bills from the Fiscal Year 2021 and 2023 as follows: RetroFit Technologies in the amount of \$756.00; Net-Tel-One in the amount of \$63.00; Health Equity in the amount of \$114.34; and WB Mason in the amount of \$145.08.

Favorable recommendation by the Finance Committee
Moderator declared the motion passed unanimously

FY2025 Annual Town Operating Budget

ARTICLE 3: Upon motion of Paul Flaherty, it was moved the Town vote to fix the salaries and compensation of all officers of the Town as provided by M.G.L. Chapter 41, Section 108, as amended, and to raise and appropriate \$28,634,283 to defray expenses of the Town Departments for the ensuing year, as set forth in items identified as "Total Budget to be Voted" within the document entitled "Finance Committee Report, Town of Upton, Massachusetts, Fiscal Year 2025 Budget Recommendation" and not requested "hold", and as amended, if applicable, by vote of Town Meeting for those items requested "hold".

Favorable recommendation by the Finance Committee

The following line items were held:

- 122—Select Board Wages
- 152—Personnel - Human Resources Wages
- 210—Police Wages
- 210—Police Utilities
- 292—Animal Control Wages
- 292—Animal Control Expenses

Moderator declared the motion passed unanimously EXCEPT for held line items

Upon motion of Paul Flaherty, it was moved to raise and appropriate the sum of \$224,154 for line item 122—Select Board Wages

Favorable recommendation by Finance Committee
Moderator declared the motion passed by majority

Upon discussion of line item 152—Personnel - Human Resources Wages a motion was made by Steve Rakitin to reduce the line item to \$0 (zero dollars). Additional discussion was held.

Upon motion of David Loeper, it was moved to close the discussion and move the question

Moderator declared the motion passed by 2/3 majority

Upon prior motion of Steve Rakitin, it was moved to reduce line item 152—Personnel - Human Resources Wages to \$0 (zero dollars)

Moderator declared the motion lost

Upon motion of Paul Flaherty, it was moved to raise and appropriate the sum of \$105,500 for line item 152—Personnel - Human Resources Wages

Moderator declared vote was too close to determine, a standing vote was called

Upon standing vote, the Moderator declared the motion passed by majority

Upon motion of Michael Bradley, it was moved to raise and appropriate the sum of \$1,826,211 for line item 210—Police Wages

Favorable recommendation by the Finance Committee
Moderator declared the motion passed by majority

Upon motion of Paul Flaherty, it was moved to raise and appropriate the sum of \$45,000 for line item 210—Police Utilities

Favorable recommendation by the Finance Committee

Moderator declared the motion passed by majority

Upon motion of Paul Flaherty, it was moved to raise and appropriate the sum of \$25, 390 for line item 292—Animal Control Wages; and to raise and appropriate the sum of \$3,700 for line item 292—Animal Control Expenses

Favorable recommendation by the Finance Committee

Moderator declared the motion passed by majority

FY2025 Water Enterprise Fund

ARTICLE 4: Unanimous consent, the Town voted to approve Article 4 as set forth in the warrant, raising and appropriating the total sum of \$1,014,543 to operate the Water Enterprise Fund for FY 2025.

That the following sums be appropriated for the Water Enterprise Fund:

Wages & Salaries	\$367,302
Expenses	\$363,707
Capital Outlay	- 0 -
Debt	\$233,534
<u>Extra/Unforeseen</u>	<u>\$50,000</u>
Total	\$1,014,543

And that **\$1,014,543** be raised for such purposes as follows:

Department receipts \$897,776

Retained Earnings -0-

*Tax Levy \$116,767

*(NOTE: As raised and appropriated under Article 3)

FY2025 Wastewater Enterprise Fund

ARTICLE 5: Unanimous consent, the Town vote to approve Article 5 as set forth in the warrant, raising and appropriating the total sum of \$756,311 to operate the Wastewater Enterprise Fund for FY 2025.

That the following sums be appropriated for the Wastewater Enterprise Fund:

Wage & Salaries	\$358,297
Expenses	\$350,194
Capital Outlay	-0-
Debt	\$17,820
Extra/Unforeseen	\$30,000
Total	\$756,311

And that **\$756,311** be raised for such purposes as follows:

Department receipts \$ 756,311

FY2024 Revolving Funds Spending Limits

ARTICLE 6: Unanimous consent, the Town voted to approve Article 6 as set forth in the warrant, establishing annual spending limits for FY 2025 for revolving funds established in § 36-14 of the General Bylaws and for the Treasurer/Collector Tax Title Revolving Fund, with such expenditure limits to be applicable for each fiscal year until such time as Town Meeting votes otherwise.

Printed in Warrant:

Authorized Revolving Funds (G.L. c.44, §53E ½)	Fiscal Year Expenditure Limit
Upton Community Center Revolving Fund	\$15,000
Board of Health “Curbside Waste and Recycling Fund”	\$15,000
Board of Health “Title V Fund”	\$15,000

Conservation Commission "Wetlands Revolving Fund"	\$20,000
Conservation Commission "Storm Water By- Law Fund"	\$7,000
Elder & Social Service Programming	\$10,000
Land Stewardship Committee "Community Garden Fund"	\$2,000
Land Stewardship Committee "Land Stewardship Fund"	\$10,000
Town Library Fund	\$6,000
Recreation Commission	\$270,000
Treasurer/Collector Tax Title	\$15,000

FY2025 Upton Cable Fund

ARTICLE 7: Unanimous consent, I move that the Town vote to approve Article 7 as set forth in the warrant, raising and appropriating the total sum of \$77,200 to operate the PEG Access and Cable Related Fund for FY2025.

That the following sums to be appropriated for the Peg Access and Cable Related Fund:

Wage & Salaries	\$44,000
Expenses	\$ 3,200
Capital Outlay	\$20,000
Extra/Unforeseen	\$10,000
Total	\$77,200

And that **\$77,200** to be raised for such purposes as follows:

Department receipts \$77,200

Transfer to Stabilization Fund

ARTICLE 8: Upon motion of Laura Hebb, it was moved that the Town vote to transfer from Free Cash the sum of One Hundred and Sixty Thousand dollars (\$160,000) into the General Stabilization Account.

Favorable recommendation from Finance Committee
Moderator declared the motion passed unanimously

Transfer to Capital Stabilization Fund

ARTICLE 9: Upon motion of Laura Hebb, it was moved that the Town vote to transfer from Free Cash the sum of Three Hundred Thousand dollars (\$300,000) into the Capital Stabilization Account.

Favorable recommendation from Finance Committee
Moderator declared the motion passed unanimously

Transfer to Other Post-Employment Benefits (OPEB)

ARTICLE 10: Unanimous consent, the Town voted to transfer from Free Cash the sum of One Hundred Thousand dollars (\$100,000) into the Other Post-Employment Benefits Liability Trust Fund.

Chapter 90 Acceptance

ARTICLE 11: Unanimous consent, the Town voted to approve Article 11 as set forth in the warrant, providing for the acceptance and expenditure of so-called Chapter 90 funds.

Road Construction Appropriation

ARTICLE 12: Upon motion of Brett Simas, it was moved that the Town vote to raise and appropriate the sum of One Hundred Thousand dollars (\$100,000) and transfer from Free Cash the sum of Five Hundred Thousand dollars (\$500,000) for a total of Six Hundred Thousand dollars (\$600,000) to be used for the construction and/or improvement of Town Roads to

supplement those provided for under the Commonwealth of Massachusetts M.G.L. Chapter 90 Program, including all expenses incidental and related.

Favorable recommendation from Finance Committee

Moderator declared the motion passed unanimously

FY2024 Snow & Ice Deficit Appropriation

ARTICLE 13: Upon motion of Laura Hebb, it was moved that the Town vote to pass over Article 13.

Moderator declared the motion passed unanimously

Conservation Fund Additional Funding

ARTICLE 14: Unanimous consent, the Town voted to transfer from Free Cash the sum of Five Thousand dollars (\$5,000), to supplement the Town's "Conservation Fund".

Community Preservation Fund Reserve Account

ARTICLE 15 A: Unanimous consent, the Town voted to transfer from the fund balance of the Community Preservation Fund the following sums to the specified Community Preservation Fund reserve accounts to meet the requirements of M.G.L. Chapter 44B, §6, for FY24:

- Historic Resources Account - \$102,080
- Open Space Account - \$102,080
- Community Housing Account - \$102,080

and to place any remaining FY2024 CPA Trust Fund matching revenues in a so-called "FY2024 Undesignated Budgeted Reserve."

Community Preservation Administrative Budget

ARTICLE 15 B: Upon motion of Paul Carey, it was moved that the Town vote to act on the report of the Community Preservation Committee on the FY 2025 community preservation budget and appropriate the sum of \$25,000 from the Community Preservation Fund FY 2025 estimated annual revenues to the Community Preservation Committee Administrative Expense Account for all necessary and proper administrative expenses of the Committee for FY 2025.

Favorable recommendation from Finance Committee

Favorable recommendation from CPC

Moderator declared the motion passed unanimously

Community Preservation Town Hall Renovation Bonds

ARTICLE 15 C: Unanimous consent, the Town voted to transfer the sum of Two Hundred Sixty-Six Thousand and Eight Hundred Forty-One dollars (\$266,841) from the Community Preservation Fund, Undesignated Account to meet the tenth-year payment of debt service owed on the General Obligation Town Hall Renovation Bonds.

CPC – ACQUISITION OF LAKE WILDWOOD LAND

ARTICLE 16: Upon motion of Bill Taylor, it was moved that the Town vote to pass over Article 16.

Moderator declared the motion passed unanimously

CPC ACQUISITION OF LAND OFF MECHANIC STREET

ARTICLE 17: Upon motion of Bill Taylor, it was moved that the Town vote to transfer from the Community Preservation Act Open Space Reserve Account the sum of Twelve Thousand Five Hundred dollars (\$12,500) to the Open Space Committee for survey, engineering, Conservation Restriction baseline report, and legal costs associated with the acquisition of approximately 15 acres on Mechanic Street, the easterly section of an approximately 22-acre

parcel located on Mechanic Street, being Upton Assessors Map 14, Parcel 71, which will be acquired for conservation and passive recreation purposes.

Favorable recommendation from Finance Committee

Favorable recommendation from CPC

Moderator declared the motion passed by majority

BVT Debt Authorization

ARTICLE 18: Upon motion of Brett Simas, it was moved that the Town vote to approve the \$10,000,000.00 borrowing authorized by the Blackstone Valley Vocational Regional School District (“District”) School Committee on February 15, 2024, and amended by its actions of March 14, 2024, for the purpose of paying costs of roof reconstruction and the replacement to energy efficient rooftop HVAC units at the Blackstone Valley Regional Vocational Technical High School, located at 65 Pleasant Street, Upton, MA, including the payment of all costs incidental or related thereto (the “Project”), which proposed repair project would materially extend the useful life of the school and preserve an asset that otherwise is capable of supporting the required educational program, and for which the District may be eligible for a school construction grant from the Massachusetts School Building Authority (“MSBA”), said amount to be expended at the direction of the Blackstone Valley Regional Vocational School Committee; with the understanding that the MSBA’s grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any Project costs the District incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the District and its member municipalities, and that any grant that the District may receive from the MSBA for the Project shall not exceed the lesser of (1) the MSBA-determined percentage of eligible, approved Project costs, or (2) the total maximum grant amount determined by the MSBA; and provided that the Town’s approval of the borrowing is contingent upon the District’s ability to secure grant approval from the MSBA; and provided further, however, that the approval of the District’s borrowing by this vote shall be subject to and contingent upon an affirmative vote of the Town to exempt its allocable

share of the amounts required for the payment of interest and principal on said borrowing from the limitations on taxes imposed by M.G.L. 59, Section 21C (Proposition 2 ½); and that the amount of borrowing authorized by the District shall be reduced by any grant amount set forth in the Project Funding Agreement that may be executed between the District and the MSBA.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

Fiske Avenue Reconstruction

ARTICLE 19: Upon motion of Laura Hebb, it was moved that the Town vote to transfer from Free Cash the sum of Five Hundred Thousand dollars (\$500,000) to be used for the permitting, bid document preparation, and construction costs associated with the reconstruction of Fiske Avenue; including construction oversight and all costs incidental and related.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

Highway Department 1-Ton Truck Replacement

ARTICLE 20: Upon motion of Laura Hebb, it was moved that the Town vote to transfer from Free Cash the sum of One Hundred Fifty Thousand dollars (\$150,000) to purchase a replacement 1-ton dump truck with plow and sander for the Highway Division, including all costs incidental and related.

Favorable recommendation from Finance Committee

Favorable recommendation from Capital Budget Committee

Moderator declared the motion passed unanimously

Water/Sewer Department 1-Ton Truck

ARTICLE 21: Upon motion of Laura Hebb, it was moved that the Town vote to transfer the sum of Seventy-Five Thousand dollars (\$75,000) from Water Retained Earnings and Seventy-Five Thousand dollar (\$75,000) from

Wastewater Retained Earnings, for a total of One Hundred Fifty Thousand dollars (\$150,000), for the purpose of purchasing a service truck for the Water and Wastewater Divisions, including all costs incidental and related.

Favorable recommendation from Finance Committee

Favorable recommendation from Capital Budget Committee

Moderator declared the motion passed unanimously

POLICE DEPARTMENT VEHICLE REPLACEMENT

ARTICLE 22: Upon motion of Michael Bradley, it was moved that the Town vote to transfer from Free Cash the sum of Sixty-Five Thousand dollars (\$65,000) to purchase a replacement patrol cruiser for the police department, including all costs incidental and related.

Favorable recommendation from Finance Committee

Favorable recommendation from Capital Budget Committee

Moderator declared the motion passed by majority

FIRE DEPARTMENT – ENGINE 1 REFURBISHMENT

ARTICLE 23: Upon motion of Michael Bradley, it was moved that the Town vote to transfer from Free Cash the sum of One Hundred Thousand dollars (\$100,000) for the refurbishment of Engine 1, including all costs incidental and related.

Favorable recommendation from Finance Committee

Favorable recommendation from Capital Budget Committee

Moderator declared the motion passed by majority

MESSAGE BOARD REPLACEMENT

ARTICLE 24: Upon motion of Michael Bradley, it was moved that the Town vote to transfer from Free Cash the sum of Forty-One Thousand dollars

(\$41,000) for the replacement of two emergency message boards, including all costs incidental and related.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

KIWANIS BEACH SAND REPLENISHMENT

ARTICLE 25: Upon motion of Brett Simas, it was moved that the Town vote to transfer from Free Cash the sum of Forty-Five Thousand dollars (\$45,000) for the replenishment of beach sand at Kiwanis Beach, including all costs incidental and related.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

BOARD OF ASSESSOR RECERTIFICATION

ARTICLE 26: Unanimous consent, the Town voted to raise and appropriate the sum of Ten Thousand dollars (\$10,000) for use by the Board of Assessors for recertification work required to comply with state law; including all costs incidental and related.

Feasibility Study for Burial of Utilities in Upton center

ARTICLE 27: Upon motion of Paul Flaherty, it was moved that the Town vote to pass over Article 27.

Moderator declared the motion lost

Upon motion of Laura Hebb, it was moved that the Town vote to transfer from Free Cash the sum of Twenty-five Thousand dollars (\$25,000) to be used to engage an engineering consultant to examine and determine the feasibility of burying utility lines within Upton Center, including all costs incidental and related.

Unfavorable recommendation from Finance Committee

Moderator declared the motion passed by majority

RAISE DEMAND FEES

ARTICLE 28: Upon motion of Laura Hebb, it was moved that the Town vote to authorize the Select Board to set and adjust the fee charged for each written demand issued by the Collector, not to exceed the limit set by Massachusetts General Law Chapter 60, Section 15 as set forth in the warrant.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

Post Construction Stormwater Management Regulations

ARTICLE 29: Upon motion of Mary Overholt, it was moved that the Town vote to amend the Town of Upton's Stormwater Bylaws, as filed with the Town Clerk, and as reproduced in the handout entitled "Article 29 – STORMWATER BYLAW AMENDMENTS.

Moderator declared the motion passed by majority

Acceptance of Azalea Lane

ARTICLE 30: Upon motion of Brett Simas, it was moved that the Town vote to accept as a public way the roadway known as Azalea Lane, as heretofore laid out by the Select Board and shown on a plan of land entitled "Easement Plan Azalea Lane 'J.R. Estates' Upton, Mass.," dated April 28, 2021, prepared by Guerriere & Halnon, Inc., and on file with the Town Clerk, and authorize the Select Board to acquire, by gift, purchase, and/or eminent domain, the fee to and/or easements in Azalea Lane for all purposes for which public ways are used in the Town of Upton and any drainage, utility and/or other easements related thereto, as printed in the warrant.

Favorable recommendation from the Planning Board

Moderator declared the motion passed unanimously

INCLUSIONARY ZONING BYLAW

ARTICLE 31: Upon motion of Kathy Robertson, it was moved that the Town vote to amend the Town of Upton Zoning By-laws by adding a new Section 300-7.7 Inclusion of Affordable Housing as printed in the warrant.

Moderator declared the motion passed by 2/3 majority

SOLAR OVERLAY DISTRICT BYLAW

ARTICLE 32: Upon motion of Margaret Carroll, it was moved that the Town vote to amend the Town of Upton Zoning By-laws and Zoning Map of Upton, Massachusetts by adding a Solar Overlay District to the Zoning Map, by amending Zoning By-laws Sections 300-2.1 and 300-3.1 and by adding a new Section 300-6.8 Solar Overlay District to the Zoning By-laws, as printed in the warrant.

Moderator declared the motion passed by 2/3 majority

AMEND ZONING BYLAW SECTION 300-3.1 TABLE OF PRINCIPAL USES WITHIN THE UPTON CENTER BUSINESS DISTRICT (UCBD)

ARTICLE 33: Upon motion of Kathy Robertson, it was moved that the Town vote to amend the Town of Upton Zoning By-laws, Section 300-3.1 Table of Principle, note #9; with additions indicated by underline and deletions indicated by strikethrough, as printed in the warrant.

Moderator declared the motion passed by 2/3 majority

AMEND ZONING BYLAWS FOR PERSONAL WIRELESS FACILITIES

ARTICLE 34: Upon motion of Kathy Robertson, it was moved the Town vote to pass over Article 34.

Moderator declared the motion passed unanimously

Upon motion of Katherine Robertson, it was moved to dissolve the warrant and adjourn the Annual Town Meeting at 9:44 pm.

Moderator declared the motion passed unanimously

A True Copy.

Attest: M. Denise Smith, Town Clerk

ANNUAL TOWN ELECTION WARRANT / 07 MAY 2024

Worcester SS.

To the Constables of the Town of Upton

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 to vote at Nipmuc Regional High School Gymnasium, in Upton on Tuesday, the seventh day of May 2024 from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the Annual Town Election for the candidates for the following offices:

Moderator for 1 year

Select Board for 3 years

Assessor of Taxes for 3 years

Cemetery Commission for 3 years

Board of Health for 3 years

Mendon-Upton Regional School Committee for 3 years

Planning Board for 5 years

Trustees of the Public Library (3) for 3 years

Trustees of the Public Library for 1 year

Recreation Commissioner for 3 years

Board of Commissioners of Trust Funds for 3 years

Upton Housing Authority for 3 years

Question 1: Shall the Town of Upton be allowed to exempt from the provisions of Proposition 2½, so-called, the amounts required to pay for the Town's allocable share of the bond issued by the Blackstone Valley Vocational Regional School District for roof reconstruction and the replacement to energy efficient rooftop HVAC units at the Blackstone Valley Regional Vocational Technical High School located at 65 Pleasant Street, Upton, MA including the payment of all cost's incidental or related?

YES NO

And you are directed to serve this Warrant, by posting up attested copies thereof at the U.S. Post Office, Community Center/Library and Town Hall, in said Town seven days (7) 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 16th day of April in the year of our lord two thousand twenty-four.

UPTON SELECT BOARD

PROCEEDINGS OF THE ANNUAL TOWN ELECTION / 07 MAY 2024

Seema J. Kenney, Warden, declared the polls open at 7:00 am at Nipmuc Regional High School. Megan Ronzio was the Precinct Clerk for precinct one (P1), Lauren Montenegro Precinct Clerk for precinct two (P2) and Lynn Gruber Precinct Clerk for precinct 3 (P3). Election clerks on duty throughout the day: P1 Check-in: William Andrews & Kathy Lane; Check-out: Agnita Knott & Karen Kearns P2 Check-in: Karen Varney & Robyn Sharp; Check-out: Joan Burrell & Kathy Ramsey P3 Check-in: Ed Phillips & Joan Scribner; Check-out: Paul Flaherty & Joyce Moroney.

At 8:00 pm the Warden declared the polls closed. All mail ballots received at town hall by 8:00 pm were delivered to the polls for processing. Upon processing these ballots the tabulators were closed out and results of the election were printed from each of the three DS200 tabulation machines. There were 941 votes cast (including twelve hand-counted ballot). Precinct one – 356; Precinct two – 311; and Precinct three - 274.

The following are the results of the election:

**Indicates Incumbent

Moderator (1 yr)

**David C. Loeper, 18 Nelson St	801
Blanks	129
Write In - Other	11

Selectmen (3 yrs)

**Brett Adam Simas, 7 Barbaras Path	489
Marcia A. Kasilowski, 10 Whitney Ln	412
Blanks	39
Write In – Other	1

Assessors of Taxes (3 yrs)

**William A. Bonina, 44 Plain St	786
Blanks	152
Write In – Other	3

Cemetery Commission (3 yrs)

Mildred Galeone, 92 Ridge Rd	761
Blanks	176
Write In – Other	4

Board of Health (3 yrs)

**Laura J. Hebb, 38 Grove St	786
Blanks	148
Write In – Other	7

Mendon Upton Regional School Committee (3 yrs)

**Vikki L. Ludwigson, 9 Josiah Dr	740
Blanks	195
Write In – Other	6

Planning Board (5 yrs)

James R. Bates, Jr 14 William St	396
William W. Taylor, 211 North St	420
Blanks	121
Write In – All Others	4

Trustees of the Public Library (vote 3 for 3 yrs)

** Alycia R Phylis, 11 Christian Hill Rd	699
** Laurie S. Wodin	707
Maureen B. Porter	723
Blanks	688
Write In - Other	6

Trustees of the Public Library (vote 1 for 1 yr)

Lauren Catherine Fobes	742
Blanks	189
Write In - Other	10

Recreation Commission (3 yrs)

Christopher K. Murphy, 7 Warren St	745
Blanks	192
Write In - Other	4

Board of Commissioner of Trust Funds (3 yrs)

Write-in Lyn Haggerty, 10 Cider Mill Ln	57
Blanks	845
Write In – Other	39

Housing Authority (3 yrs)

No winner declared/tied write-in counts	
Blanks	922
Write In – Other	19

Question 1

YES	517
NO	312
Blanks	112

The total number of ballots voted was **941** out of 6,540 registered voters (including 505 inactive) representing a **14.4%** turnout. This included 428 (45.5%) in person and 513 (54.5) mail (early/absentee) ballots. Seema Kenney read the unofficial results of the election at 8:50 pm. The used and unused ballots were sealed in separate containers and returned to the Town Hall at 9:30 pm.

Attest: M. Denise Smith, Town Clerk

STATE PRIMARY ELECTION WARRANT / 03 SEPTEMBER 2024

COMMONWEALTH OF MASSACHUSETTS

WILLIAM FRANCIS GALVIN, SECRETARY OF THE COMMONWEALTH

Worcester SS.

To the Constables of the Town of Upton

GREETINGS:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said city or town who are qualified to vote in Primaries to vote at Nipmuc Regional High School Gymnasium. On TUESDAY, THE THIRD DAY OF SEPTEMBER, 2024, from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the State Primaries for the candidates of political parties for the following offices:

SENATOR IN CONGRESS	FOR THIS COMMONWEALTH
REPRESENTATIVE IN CONGRESS	SECOND DISTRICT
COUNCILLOR	SEVENTH DISTRICT
SENATOR IN GENERAL COURT	WORCESTER & HAMPDEN DISTRICT
REPRESENTATIVE IN GENERAL COURT	NINTH WORCESTER DISTRICT
CLERK OF COURTS	WORCESTER COUNTY
REGISTER OF DEEDS	WORCESTER DISTRICT

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 6th day of August, 2024.

UPTON SELECT BOARD

PROCEEDINGS OF STATE PRIMARY ELECTION / 03 SEPTEMBER 2024

Polls were declared open at 7:00 am at Nipmuc Regional HS, 90 Pleasant St.

Seema Kenney, Election Warden, and the following Precinct Clerks were present for the entirety of the election: Precinct 1-Megan Ronzio; Precinct 2-Lauren Montenegro and Precinct 3-Lynn Gruber. Throughout the day, Election clerks on duty at the check-in tables were: Precinct 1 Bill Andrews and Kathy Lane; Precinct 2 Karen Varney and Joan Scribner; and Precinct 3 Ed Phillips and Joan Scribner. The following Election clerks were at check-out and monitoring the tabulators throughout the day: Precinct 1 Agnita Knott and Karen Kearns; Precinct 2 Joan Burrell and Kathy Ramsey; and Precinct 3 Paul Flaherty and Joyce Moroney.

At 8:00 pm the polls were declared closed. Early Voted ballots returned by mail, drop box or by hand by 8:00 pm were processed at Town Hall then delivered to the precincts for check-in and depositing into the tabulators. Results of Early Voted ballots that were deposited in the tabulators during the Advanced Processing sessions at town hall were printed from the spare DS200 Tabulator at 8:00 pm and combined with the Election Day results. The total number of ballots voted was **1,037**. Total votes cast by party: Democratic 647 votes (P1 - 244; P2 - 217 and P3 - 186; Republican 387 votes (P1 - 124; P2 - 143 and P3 - 120); and Libertarian 3 votes (P1 - 1; P2 - 1 and P3 - 1).

The following are the results of the election:

DEMOCRATIC					
Senator in Congress		Prec 1	Prec 2	Prec 3	Total
Elizabeth Ann Warren		231	208	171	610
Write-in		3	1	3	7
Blanks		10	8	12	30
	Total	244	217	186	647

Rep. in Congress				
James P. McGovern	236	212	174	622
Write-in	0	1	0	1
Blanks	8	4	12	24
Total	244	217	186	647
Councilor				
Paul M. DePalo	222	203	159	584
Write-in	0	2	1	3
Blanks	22	12	26	60
Total	244	217	186	647
Senator in General Court				
Anthony JM Allard	216	198	161	575
Write-in	1	2	1	4
Blank	27	17	24	68
Total	244	217	186	647
Rep. in General Court				
Write-in	47	38	30	115
Blank	197	179	156	532
Total	244	217	186	647
Clerk of Courts				
Dennis P. McManus	215	205	159	579
Write-in	2	2	1	5
Blank	27	10	26	63
Total	244	217	186	647

Register of Deeds				
Kathryn A. Toomey	218	207	164	589
Write-in	0	1	2	3
Blank	26	9	20	55
Total	244	217	186	647
REPUBLICAN				
Senator in Congress	Prec 1	Prec 2	Prec 3	Total
Robert J. Antonellis	34	44	36	114
Ian Cain	11	13	10	34
John Deaton	73	83	69	225
Write-in	2	0	0	2
Blanks	4	3	5	12
Total	124	143	120	387
Rep. in Congress				
Write-in	7	8	12	27
Blanks	117	135	108	360
Total	124	143	120	387
Councilor				
Andrew J. Couture	98	101	100	299
Write-in	1	2	0	3
Blanks	25	40	20	85
Total	124	143	120	387
Senator in General Court				
Ryan C. Fattman	105	126	113	344

Write-in	1	1	1	3
Blank	18	16	6	40
Total	124	143	120	387
Rep. in General Court				
David Kent Muradian Jr	105	124	111	340
Write-in	1	1	2	4
Blank	18	18	7	43
Total	124	143	120	387
Clerk of Courts				
Write-in	5	4	9	18
Blank	119	139	111	369
Total	124	143	120	387
Register of Deeds				
Write-in	5	3	12	20
Blank	119	140	108	367
	124	143	120	387
Total				
LIBERTARIAN				
Senator in Congress	Prec 1	Prec 2	Prec 3	Total
Write-in	1	0	0	1
Blanks	0	1	1	2
Total	1	1	1	3
Rep. in Congress				
Write-in	1	0	0	1

Blanks	0	1	1	2
Total	1	1	1	3
Councilor				
Write-in	1	0	0	1
Blanks	0	1	1	2
Total	1	1	1	3
Senator in General Court				
Write-in	1	0	0	1
Blank	0	1	1	2
Total	1	1	1	3
Rep. in General Court				
Write-in	1	0	0	1
Blank	0	1	1	2
Total	1	1	1	3
Clerk of Courts				
Write-in	1	0	0	1
Blank	0	1	1	2
Total	1	1	1	3
Register of Deeds				
Write-in	1	0	0	1
Blank	0	1	1	2
Total	1	1	1	3

Seema Kenney, Election Warden, read the unofficial results of the election at 8:50 pm. The total number of ballots voted was **1,037** out of 6,677 registered voters (including inactive voters) which represents a **15.53% turnout**.

Of the 1,037 voted ballots:

301 voted in-person on election day (29%)

736 early voted ballots (71%); early voted ballots include 4 absentee ballots, 700 vote by mail ballots and 32 in-person early voted ballots.

Of the 1,037 voted ballots:

Democratic – 647 (62%)

Republican – 387 (37%)

Libertarian – 3 (0.29%)

The used and unused ballots were sealed in separate containers and deposited in the Town Clerk's vault at 9:30 pm.

Attest:

M. Denise Smith, Town Clerk

STATE ELECTION WARRANT / 05 NOVEMBER 2024

COMMONWEALTH OF MASSACHUSETTS

WILLIAM FRANCIS GALVIN, SECRETARY OF THE COMMONWEALTH

Worcester SS.

To the Constables of the Town of Upton

GREETINGS:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said city or town who are qualified to vote in Elections to vote at Nipmuc Regional High School Gymnasium on **TUESDAY, THE FIFTH DAY OF NOVEMBER, 2024**, from **7:00 A.M. TO 8:00 P.M.** for the following purpose:

To cast their votes in the State Election for the candidates for the following offices:

ELECTORS OF PRESIDENT AND VICE PRESIDENT FOR THE UNITED STATES

SENATOR IN CONGRESS.....FOR THIS COMMONWEALTH

REPRESENTATIVE IN CONGRESSSECOND DISTRICT

COUNCILLOR.....SEVENTH DISTRICT

SENATOR IN GENERAL COURT..... WORCESTER & HAMPDEN DISTRICT

REPRESENTATIVE IN GENERAL COURT NINTH DISTRICT

CLERK OF COURTS WORCESTER COUNTY

REGISTER OF DEEDS..... WORCESTER DISTRICT

QUESTION 1: Law Proposed by Initiative Petition

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 1, 2024?

SUMMARY

This proposed law would specify that the State auditor has the authority to audit the legislature.

A YES VOTE would specify that the State auditor has the authority to audit the legislature.

A NO VOTE would make no change in the law relative to the State Auditor's authority.

QUESTION 2: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 1, 2024?

SUMMARY

This proposed law would eliminate the requirement that a student pass the Massachusetts Comprehensive Assessment System (MCAS) tests (or other statewide or district-wide assessments) in mathematics, science and technology, and English in order to receive a high school diploma. Instead, in order for a student to receive a high school diploma, the proposed law would require the student to complete coursework certified by the student's district as demonstrating mastery of the competencies contained in the state academic standards in mathematics, science and technology, and English, as well as any additional areas determined by the Board of Elementary and Secondary Education.

A YES VOTE would eliminate the requirement that students pass the Massachusetts Comprehensive Assessment System (MCAS) in order to graduate high school but still require students to complete coursework that meets state standards.

A NO VOTE would make no change in the law relative to the requirement that a student pass the MCAS in order to graduate high school.

QUESTION 3: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 1, 2024?

SUMMARY

The proposed law would provide Transportation Network Drivers (“Drivers”) with the right to form unions (“Driver Organizations”) to collectively bargain with Transportation Network Companies (“Companies”)-which are companies that use a digital network to connect riders to drivers for pre-arranged transportation-to create negotiated recommendations concerning wages, benefits and terms and conditions of work. Drivers would not be required to engage in any union activities. Companies would be allowed to form multi-Company associations to represent them when negotiating with Driver Organizations. The state would supervise the labor activities permitted by the proposed law and would have responsibility for approving or disapproving the negotiated recommendations. The proposed law would define certain activities by a Company or a Driver Organization to be unfair work practices. The proposed law would establish a hearing process for the state Employment Relations Board (“Board”) to follow when a Company or Driver Organization is charged with an unfair work practice. The proposed law would permit the Board to take action, including awarding compensation to adversely affected Drivers, if it found that an unfair work practice had been committed. The proposed law would provide for an appeal of a Board decision to the state Appeals Court. This proposed law also would establish a procedure for determining which Drivers are Active Drivers, meaning that they completed more than the median number of rides in the previous six months. The proposed law would establish procedures for the Board to determine that a Driver Organization has signed authorizations from at least

five percent of Active Drivers, entitling the Driver Organization to a list of Active Drivers; to designate a Driver Organization as the exclusive bargaining representative for all Drivers based on signed authorizations from at least twenty-five percent of Active Drivers; to resolve disputes over exclusive bargaining status, including through elections; and to decertify a Driver Organization from exclusive bargaining status. A Driver Organization that has been designated the exclusive bargaining representative would have the exclusive right to represent the Drivers and to receive voluntary membership dues deductions. Once the Board determined that a Driver Organization was the exclusive bargaining representative for all Drivers, the Companies would be required to bargain with that Driver Organization concerning wages, benefits and terms and conditions of work. Once the Driver Organization and Companies reached agreement on wages, benefits, and the terms and conditions of work, that agreement would be voted upon by all Drivers who has completed at least 100 trips the previous quarter. If approved by a majority of votes cast, the recommendations would be submitted to the state Secretary of Labor for approval and if approved, would be effective for three years. The proposed law would establish procedures for the mediation and arbitration if the Driver Organization and Companies failed to reach agreement within a certain period of time. An arbitrator would consider factors set forth in the proposed law, including whether the wages of Drivers would be enough so that Drivers would not need to rely upon any public benefits. The proposed law also sets out procedures for the Secretary of Labor's review and approval of recommendations negotiated by a Driver Organization and the Companies and for judicial review of the Secretary's decision. The proposed law states that neither its provisions, an agreement nor a determination by the Secretary would be able to lessen labor standards established by other laws. If there were any conflict between the proposed law and existing Massachusetts labor relations law, the proposed law would prevail. The Board would make rules and regulations as appropriate to

effectuate the proposed law. The proposed law states that, if any of its parts were declared invalid, the other parts would stay in effect.

A YES VOTE would provide transportation network drivers the option to form unions to collectively bargain with transportation network companies regarding wages, benefits, and terms and conditions of work

A NO VOTE would make no change in the law relative to the ability of transportation network drivers to form unions.

QUESTION 4: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 1, 2024?

SUMMARY

This proposed law would allow persons aged 21 and older to grow, possess, and use certain natural psychedelic substances in certain circumstances. The psychedelic substances allowed would be two substances found in mushrooms (psilocybin and psilocyn) and three substances found in plants (dimethyltryptamine, mescaline, and ibogaine). These substances could be purchased at an approved location for use under the supervision of a licensed facilitator. This proposed law would otherwise prohibit any retail sale of natural psychedelic substances. This proposed law would also provide for the regulation and taxation of these psychedelic substances. This proposed law would license and regulate facilities offering supervised use of these psychedelic substances and provide for the taxation of proceeds from those facilities' sales of psychedelic substances. It would also allow persons aged 21 and older to grow these psychedelic substances in a 12-foot by 12-foot area at their home and use these psychedelic substances at their home. This proposed law would authorize persons aged 21 or older to possess up to one gram of psilocybin, one gram of psilocyn, one gram of dimethyltryptamine, 18

grams of mescaline, and 30 grams of ibogaine (“personal use amount”), in addition to whatever they might grow at their home, and to give away up to the personal use amount to a person aged 21 or over. This proposed law would create a Natural Psychedelic Substances Commission of five members appointed by the Governor, Attorney General, and Treasurer which would administer the law governing the use and distribution of these psychedelic substances. The Commission would adopt regulations governing licensing qualifications, security, recordkeeping, education and training, health and safety requirements, testing, and age verification. This proposed law would also create a Natural Psychedelic Substances Advisory Board of 20 members appointed by the Governor, Attorney General, and Treasurer which would study and make recommendations to the Commission on the regulation and taxation of these psychedelic substances. This proposed law would allow cities and towns to reasonably restrict the time, place, and manner of the operation of licensed facilities offering psychedelic substances, but cities and towns could not ban those facilities or their provision of these substances. The proceeds of sales of psychedelic substances at licensed facilities would be subject to the state sales tax and an additional excise tax of 15 percent. In addition, a city or town could impose a separate tax of up to two percent. Revenue received from the additional state excise tax, license application fees, and civil penalties for violations of this proposed law would be deposited in a Natural Psychedelic Substances Regulation Fund and would be used, subject to appropriation, for administration of this proposed law. Using the psychedelic substances as permitted by this proposed law could not be a basis to deny a person medical care or public assistance, impose discipline by a professional licensing board, or enter adverse orders in child custody cases absent clear and convincing evidence that the activities created an unreasonable danger to the safety of a minor child. This proposed law would not affect existing laws regarding the operation of motor vehicles while under the influence, or the ability of employers to enforce workplace policies restricting the consumption of these psychedelic substances by employees.

This proposed law would allow property owners to prohibit the use, display, growing, processing, or sale of these psychedelic substances on their premises. State and local governments could continue to restrict the possession and use of these psychedelic substances in public buildings or at schools. This proposed law would take effect on December 15, 2024.

A YES VOTE would allow persons over age 21 to use certain natural psychedelic substances under licensed supervision and to grow and possess limited quantities of those substances in their home and would create a commission to regulate those substances.

A NO VOTE would make no change in the law regarding natural psychedelic substances.

QUESTION 5: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 1, 2024?

SUMMARY

The proposed law would gradually increase the minimum hourly wage an employer must pay a tipped worker, over the course of five years, on the following schedule:

To 64% of the state minimum wage on January 1, 2025;
To 73% of the state minimum wage on January 1, 2026;
To 82% of the state minimum wage on January 1, 2027;
To 91% of the state minimum wage on January 1, 2028; and
To 100% of the state minimum wage on January 1, 2029

The proposed law would require employers to continue to pay tipped workers the difference between the state minimum wage and the total amount a

tipped worker receives in hourly wages plus tips through the end of 2028. The proposed law would also permit employers to calculate this difference over the entire weekly or bi-weekly payroll period. The requirement to pay this difference would cease when the required hourly wage for tipped workers would become 100% of the state minimum wage on January 1, 2029.

Under the proposed law, if an employer pays its workers an hourly wage that is at least the state minimum wage, the employer would be permitted to administer a “tip pool” that combines all the tips given by customers to tipped workers and distributes them among all the workers, including non-tipped workers.

A YES VOTE would increase the minimum hourly wage an employer must pay a tipped worker to the full state minimum wage implemented over five years, at which point employers could pool all tips and distribute them to all non-management workers.

A NO VOTE would make no change in the law governing tip pooling or the minimum wage for tipped workers.

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 15th day of October, 2024.

UPTON SELECT BOARD

PROCEEDINGS OF STATE ELECTION / 05 NOVEMBER 2024

Polls were declared open at 7:00 am at Nipmuc Regional HS, 90 Pleasant St.

Seema Kenney, Election Warden, and the following Precinct Clerks were present for the entirety of the election: Precinct 1-Megan Ronzio; Precinct 2-Lauren Montenegro and Precinct 3-Lynn Gruber. Throughout the day, Election clerks on duty at the check-in tables were: Precinct 1: Bill Andrews and Kathy Lane; Precinct 2: Karen Varney and Robyn Sharp; and Precinct 3: Ed Phillips and Joan Scribner. The following Election clerks were at check-out and monitoring the tabulators throughout the day: Precinct 1: Agnita Knott and Karen Kearns; Precinct 2: Joan Burrell and Kathy Ramsey; and Precinct 3: Paul Flaherty and Mike Gilronan.

At 8:00 pm Seema Kenney declared the polls were closed. Early Voted ballots returned by mail, drop box or by hand by 8:00 pm were processed at Town Hall then delivered to the precincts for check-in and depositing into the tabulators. Results of Early Voted ballots (Mail ballots and In-Person early voting ballots) that were deposited in the tabulators during the Advanced Processing sessions at town hall were printed from the spare DS200 Tabulator at 8:00 pm and combined with the Election Day results. Seema Kenney, Election Warden, read the unofficial results of the election at 8:45 pm.

Results from all hand-counted ballots and ballots received by the statutory deadlines were added to the election day and advanced processed results. The total number of ballots cast in the State Election was **5,479**, out of 6773 registered voters (including inactive voters) which represents an **81% turnout**.

Of the **5479** voted :

2604 Voted In-person on election day (48%)

2860 Advanced Processed Early Voted ballots (52%);

Early Voted ballots include: 1692 Vote by Mail ballots (59%) and 1168 In-person Early Voted ballots (41%)

15 Post Tabulated ballots (<1%)

The following are the final results of the election:

	Candidates	Prec 1	Prec 2	Prec 3	TOTAL
Pres & Vice Pres	Ayyadurai & Ellis	15	6	8	29
	De La Cruz & Garcia	4	1	3	8
	Harris & Walz	1134	1038	914	3086
	Oliver & Ter Maat	17	6	8	31
	Stein & Caballero-Roca	14	18	17	49
	Trump & Vance	657	821	714	2192
	Write Ins	12	14	10	36
	Blanks	17	17	14	48
	Total	1870	1921	1688	5479
Senator in Congress	Elizabeth Ann Warren	1036	958	828	2822
	John Deaton	782	922	819	2523
	Write Ins	2	2	2	6
	Blanks	50	39	39	128
	Total	1870	1921	1688	5479
Rep in Congress	James P. McGovern	1137	1122	958	3217
	Cornelius Shea	607	678	614	1899
	Write Ins	4	3	2	9
	Blanks	122	118	114	354
	Total	1870	1921	1688	5479
Councilor	Paul M. DePalo	1063	1015	888	2966
	Andrew J. Couture	654	762	675	2091
	Write Ins	2	2	0	4
	Blanks	151	142	125	418
	Total	1870	1921	1688	5479

Senator General Court	Ryan C. Fattman	984	1093	951	3028
	Anthony JM Allard	760	703	643	2106
	Write Ins	1	6	0	7
	Blanks	125	119	94	338
	Total	1870	1921	1688	5479
Rep General Court	David K Muradian, Jr	1355	1400	1220	3975
	Write Ins	27	29	27	83
	Blanks	488	492	441	1421
	Total	1870	1921	1688	5479
Clerk of Courts	Dennis P. McManus	1366	1314	1183	3863
	Write Ins	36	46	37	119
	Blanks	468	561	468	1497
	Total	1870	1921	1688	5479
Register of Deeds	Kathryn A. Toomey	1336	1273	1132	3741
	Write Ins	27	34	37	98
	Blanks	507	614	519	1640
	Total	1870	1921	1688	5479
Question 1	Yes	1250	1283	1124	3657
	No	502	515	453	1470
	Blanks	118	123	111	352
	Total	1870	1921	1688	5479
Question 2	Yes	1071	1017	945	3033
	No	762	863	702	2327
	Blanks	37	41	41	119
	Total	1870	1921	1688	5479
Question 3	Yes	880	855	708	2443
	No	907	969	889	2765
	Blanks	83	97	91	271
	Total	1870	1921	1688	5479
Question 4	Yes	782	738	686	2206

	No	1042	1132	932	3106
	Blanks	46	51	70	167
	Total	1870	1921	1688	5479
Question 5	Yes	559	508	423	1490
	No	1262	1354	1199	3815
	Blanks	49	59	66	174
	Total	1870	1921	1688	5479

All materials, including the used and unused ballots which were sealed in separate containers, were returned to town hall and deposited in the Town Clerk's vault at 9:00pm.

Attest:

M. Denise Smith, Town Clerk

SPECIAL TOWN MEETING WARRANT / 12 NOVEMBER 2024

Worcester SS

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 said Nipmuc Regional High School, 90 Pleasant Street, Upton, MA on Tuesday, November 12, 2024 punctually at Seven o'clock in the evening, to act on the Articles in the warrant.

ARTICLE 1: PRIOR YEAR BILLS

To see if the Town will vote to appropriate the sum of Fifty Dollars and Zero Cents (\$50.00) from the Police Department's FY 2025 Appropriation Police Expense Account to pay a FY2023 bill from T-Mobile and to appropriate the sum of Seventy-Nine Dollars and Eighty-Two Cents (\$79.82) from the Management Information Systems' FY 2025 Appropriation Management Information Systems Expense Account to pay prior year bills from FY 2017 through FY2023, or take any other action related thereto.

Explanation/ Submitted by: Prior Year Bills from FY 2023 for T-Mobile and from FY 2017 through FY 2023 for Verizon Enterprise, (9/10th vote required) /Select Board

ARTICLE 2: AMEND FY 2025 OPERATING BUDGET AND WATER/WASTEWATER ENTERPRISE FUNDS FOR COLLECTIVE BARGAINING AGREEMENTS

To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds, the sum of Ninety-Six Thousand Three Hundred and Ten dollars and Zero Cents (\$96,310.00) to fund and implement the cost items of the first fiscal year of the collective bargaining agreements between the Town of Upton and DPW Unions, or, to take any other action related thereto.

Explanation/ Submitted by: To fund the cost items in the first fiscal year of the DPW Unions collective bargaining agreements /Select Board

ARTICLE 3: AMEND FY 2025 OPERATING BUDGET

To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds, the sum of Forty-Five Thousand Four Hundred Thirty-Two Dollars and Zero Cents (\$45,432.00) to fund the approved compensation plan for various non-union municipal employees for FY 2025, or take any other action related thereto.

Explanation/ Submitted by: To fund the cost to implement the approved Classification and Compensation Plan for non-union employees. / Select Board

ARTICLE 4: FUNDING FOR STREETLIGHT CONVERSION

To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds, the sum of Three Thousand Seven Hundred Ninety-Six dollars and Three Cents (\$3,796.03), or any other sum, to be used as the Town's match in the purchase and conversion of streetlights to LED fixtures, including all expenses incidental and related thereto, or take any other action related thereto.

Explanation/ Submitted by: Article 4 seeks authorization from Town Meeting to fund the Town's match for the purchase and conversion of streetlights. The Town submitted a grant application through the Green Communities Program for \$126,402 to purchase and convert streetlights owned by National Grid. The Town is responsible for matching funds in the amount of \$3,796.03. The Town's purchase will allow for a savings of approximately \$16,210 annually. /Select Board

ARTICLE 5: FUNDING FOR RADIO SYSTEM INFRASTRUCTURE UPGRADES

To see if the Town will vote raise and appropriate, borrow, or transfer from available funds, the sum of One Hundred and Fourteen Thousand Five Hundred and Eighty-Two Dollars and Zero Cents (\$114,582.00), or any other sum, to upgrade the department's radio system infrastructure by replacing current repeaters and installing repeaters at two new sites (Pearl

Street Water Tank Tower and Hopedale Water Tank Tower, including all expenses incidental and related thereto, or take any other action related thereto.

Explanation/ Submitted by: The Town submitted a FY 25 State 911 Development Grant in the amount of \$554,047 to upgrade the department's radio system infrastructure by replacing current repeaters and installing repeaters at two new sites (Pearl Street Water Tank Tower and Hopedale Water Tank Tower). The installation of these towers will greatly improve radio transmissions within the dispatch coverage area and allow for future expansion. The Town received a grant approval in the amount of \$439,465 and the Town is seeking \$114,582 to secure full funding for this project. /Select Board

ARTICLE 6: WITHDRAWN (FUNDING FOR POLCIE STATION CAMERA SYSTEM

ARTICLE 7: FUNDING FOR POLICE DEPARTMENT DRONE

To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds, the sum of Ten Thousand Nine Hundred Fifty-Three Dollars and Zero Cents (\$10,953.00), or any other sum, to be used to purchase and equip a replacement drone system to be used by the Upton Police Department, including all expenses incidental and related thereto, or take any other action related thereto.

Explanation/ Submitted by: Article 7 requests funding to upgrade the Police Department's public safety drone. The existing unit is susceptible to radio interference and weather and water instability. The existing drone will be retained as a backup device. /Select Board.

ARTICLE 8: FUNDING FOR ENGINE 3 VALVE REPAIRS

To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds, the sum of Nineteen Thousand Four Hundred Fifty-One Dollars and Zero Cents (\$19,451.00), or any other sum, to be used to replace non-serviceable control valves and related parts on the Upton Fire

Department's Engine 3, including all expenses incidental and related thereto, or take any other action related thereto.

Explanation/ Submitted by: Engine 3 is a 1996 international 4x4 brush structural pumper that is a front-line apparatus for all brush fires, with an added role as the department's primary pumper for rural water supply. Two out five control valves are out of service. The valve electric modules are no longer available new and hard to locate. The cost of repairs would have a significant impact on the department's ability to maintain its aging fleet if the funds were taken from the existing vehicle maintenance budget. /Select Board.

ARTICLE 9: AMENDMENT TO 2018 STM ARTICLE 7 FOR FIRE STATION ROOF REPAIRS TO CONDUCT FLOORING AND OTHER IMPROVEMENTS

To see if the Town will vote to amend Article 7 from the November 13, 2018 Special Town Meeting which authorized funding for roof repairs at the Upton Fire Station and to use the sum of Twenty Six Thousand Three Hundred Seventy-Five Dollars and Zero Cents (\$26,375.00) of the remaining funds for repairing flooring in the first floor lobby and to install UV protective film to eliminate UV damage to the lobby, office space, EOC and back stairway, including all expenses incidental and related thereto, or take any other action related thereto.

Explanation/ Submitted by: Article 9 seeks to transfer left over monies in the 2018 Roof Repair article to address two needed building repairs at the fire station. The station built in 2004 has had an ongoing problem with UV damage from sunlight around the main lobby and rear stair well to the flooring and the historical Niagara pumper from the 1860 era. The window treatment will reduce UV damage, and we hope to help reduce energy cost. The first-floor main lobby hallways and day room floors require replacement due to UV damage and high traffic use. The article request includes the installation of UV protective film to windows and the installation of heavy-duty commercial flooring. /Select Board.

ARTICLE 10: RESURFACING AND RECONFIGURATION OF TOWN HALL PARKING LOT

To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds the sum of One Hundred Thousand and Zero Cents (\$100,000.00) to fund the resurfacing and reconfiguration of the Town Hall Parking Lot, including all expenses incidental and related, or take any other action related thereto.

Explanation/Submitted by: Article 10 seeks funding to reconfigure and resurface the Town Hall Parking Lot. The Town has been working to finalize plans to reconfigure the Town Hall Parking Lot since 2019. With the completion of the Parklet Project which was funded through an earmark received by the Town in 2021, Town officials have completed the design for the 4-parking lot. The project will reconfigure the parking lot to add six (6) additional parking spaces and improve access to handicap parking spaces. /Select Board

ARTICLE 11: FUNDING FOR COMMUNITY MESSAGE BOARD

To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds, the sum of Forty-Seven Thousand Three Hundred and Forty-Seven Dollars and Zero Cents (\$47,347.00), or any other sum, to be used for refurbishment and/or installation of a new community message board with LED panel, including all expenses incidental and related thereto, or take any other action related thereto.

Explanation/ Submitted by: Article 11 proposes to appropriate funds to refurbish and/or replace the existing community message board with a new LED display to allow for messages and events of the community to be remotely changed. /Select Board.

ARTICLE 12: FUNDING FOR OPERATION AND MAINTENANCE PLANS FOR WASTEWATER FACILITIES

To see if the Town will vote to transfer the sum of Ninety-Five Thousand Dollars and Zero Cents (\$95,000.00), or any other sum, from Wastewater Retained Earnings, for the purpose of complying with the DEP's requirements

in the latest NPDES permit associated with updating the Upton Wastewater Treatment Plant's Operation & Maintenance Manual and developing a Capacity Management Operations Manual for the entire system including all infrastructure and pump stations, including all costs incidental and related thereto, or to take any other action related thereto.

Explanation/ Submitted by: The Town is required to meet several new requirements, in accordance with the Town's recently issued NPDES permit, which regulates the Town's wastewater infrastructure. The first requirement is to update the Operations and Maintenance Manual for the Wastewater Treatment Plant (WWTP), which was developed in the late 1990s and amended in 2015. The update will reflect the current procedures and equipment at the WWTP that have changed since the last update as well as reflect any changes in standards and regulations for the operation of WWTPs since the last update. The second requirement is to develop an Operations and Maintenance Manual for the Town's wastewater collection system, including all the sewer pipes and pump stations. This second manual is a new requirement and will include information on regular maintenance activities, monitoring requirements, recommended staffing levels, and other associated standards and regulations for safe operation of the collection system. Also included will be an update to the system, collections map and GIS updates to the existing map with any recent changes and updates to pipe materials, locations, and conditions. /Select Board.

ARTICLE 13: FUNDING FOR MILFORD STREET WATER/WASTEWATER DESIGN

To see if the Town will vote to transfer the sum of Thirty One Thousand Dollars and Zero Cents (\$31,000.00), or any other sum, from Water Retained Earnings and transfer the sum of Thirty One Thousand Dollars and Zero Cents (\$31,000.00), or any other sum, from Wastewater 5 Retained Earnings, for a total of Sixty Two Thousand Dollars and Zero Cents (\$62,000.00), or any other sum, for the purpose of funding the remaining design, permitting, costs, and fees associated with the expansion of water and wastewater infrastructure on

Milford Street, including all costs incidental and related thereto, or to take any other action related thereto.

Explanation/ Submitted by: The original contract with Tighe & Bond received funding from a grant for \$275,000. At that time, the precise location of a needed pump station was undetermined and therefore, could not be included in the original design contract. In addition, negotiations with MassDOT for the permits and fees were unknown until the design reached 75%. The grant amount was sufficient to bring the water/wastewater project design to 90%. The amendment to the contract for \$62,000 will cover all remaining design costs associated with the pump station, bringing the design to 100%, as well as additional negotiations with

MassDOT, MassDOT permit fees, and providing a bid-ready project. /Select Board.

ARTICLE 14: FUNDING FOR LANDSCAPE DESIGN SERVICES FOR ROUTE 140/ MAIN STREET TIP PROJECT

To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds, the sum of Twenty-Three Thousand Dollars and Zero Cents (\$23,000.00), or any other sum, to be used to retain professional services for lighting and streetscape design in support of the ongoing design of improvements along Route 140 in Upton, including all expenses incidental and related thereto, or take any other action related thereto.

Explanation/ Submitted by: Article 14 requests funding for the Town to retain professional services for lighting and streetscape design in support of the ongoing design of improvements along Route 140 associated with the Rt 140 TIP Project. /Select Board.

ARTICLE 15: FUNDING FOR COMPOSTING PROGRAM

To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds, the sum of One Thousand Five Hundred Dollars and Zero Cents (\$1,500.00), or any other sum, for the purpose of printing and mailing a townwide notice of the pilot composting program, including all expenses incidental and related thereto, or take any other action related thereto.

Explanation/ Submitted by: The Green Designation Committee is requesting funds to support a townwide mailing to all residents with information about the pilot composting program with Black Earth Composting. The mailer will include key information about the program and ways for residents to express interest in participating. This pilot program was voted on and approved by The Board of Health on March 18, 2024. / Green Designation Committee.

ARTICLE 16: ACCEPTANCE OF DONATION FROM HARVEY J TRASK TRUST

To see if the Town will vote to authorize the Select Board to accept, on behalf of the Town of Upton, a monetary donation from the Harvey J Trask Trust to be used in accordance with the Harvey J Trask Trust Agreement Clause Eleventh, or take any other action related thereto.

Explanation/ Submitted by: The Town of Upton was informed that the Harvey J Trask Trust seeks to donate \$1,526,462.32 as of September 1, 2024, to the Town of Upton. The Trust Agreement specified that up to \$250,000 may be used for general municipal purposes, but not for balancing an annual budget or covering deficits, and that the proceeds from the remaining funds are to be used for the “beautification of the Town.” The Trust Agreement states that proceeds are to be used for but not limited to the “general cleaning, repair and maintenance of public places in the Town of Upton, but also to be used to install landscaping, ornamental shrubberies, flower gardens, winter and Christmas decorations and if appropriate, to acquire land and easements which will support my stated benefit which support the purpose to beautify the public areas in the Town of Upton for the benefit of the Inhabitants of the Town.” The Trust Agreement required Town Meeting approval for the acceptance of the gift. / Select Board.

ARTICLE 17: DISCONTINUANCE OF PORTION OF STODDARD STREET

To see if the Town will vote, pursuant to G.L. c. 82, §21, to discontinue as a Town way a portion of the roadway known as Stoddard Street, being an approximately 16' by 61' parcel of land, shown as “Discontinuance Area,” containing approximately 1,002 sq. ft on a plan entitled “Discontinuance Plan of A Portion of Stoddard St. Upton MA,” dated August 29, 2024, prepared by HS&T Group, Inc., a copy of which is on file with the Town Clerk, and to

transfer the care, custody and control of said discontinued portion from the Select Board for public way purposes to the Select Board for general municipal purposes and/or for the purpose of conveyance, and further to authorize the Select Board to convey and/or release all the Town's right, title and interest in said discontinued portion of Stoddard Street on such terms and conditions, and for such consideration, as the Select Board deems appropriate, and to execute any and all documents to carry out the purposes of this article, or take any other action related thereto.

Explanation/ Submitted by: Article 17 proposes to discontinue a rectangular piece of Stoddard Street adjacent to the front yard of 12 Stoddard Street and to convey said parcel to the owners of the property. The property owners of 12 Stoddard will be responsible for all costs associated with the discontinuation and conveyance. / Select Board.

ARTICLE 18: CONVEYANCE OF EASEMENTS AT CROCKETT ROAD FOR UTILITIES

To authorize the Select Board to grant and convey easements, for the purpose of locating a portion or portions of utilities, including, without limitation, Title 5 compliant subsurface septic systems, water supply systems and electric facilities, across a public way known as Crockett Road, on such terms and conditions as the Select Board deems appropriate, and further to authorize the Select Board to enter into such agreements and execute such documents and instruments as may be necessary to effectuate the purposes of this article, or to take any other action related thereto.

Explanation/ Submitted by: Article 18 proposes to grant the Select Board the ability to grant and convey easements across Crockett Road for installing septic systems, water supply systems and electric facilities. / Select Board.

ARTICLE 19: CHANGE CEMETERY COMMISSION FROM ELECTED TO APPOINTED

To see if the Town will vote, pursuant to the provisions of G.L. c. 41, § 1B, to make the elected position of Cemetery Commissioner an appointed position

of Cemetery Commissioner, and further, to authorize the Select Board to provide for the appointment of such office for a term not to exceed three years, unless otherwise provided by law; provided, however, that any such change be subject to approval by the voters of the Town at the next Annual Town Election in accordance with the provisions of G.L. c. 41, § 1B, and provided that this vote be taken at least sixty (60) days prior to said Annual Town Election, or to take any other action related thereto.

Explanation/ Submitted by: Article 19 seeks to change the Cemetery Commission from an elected board to an appointed board. Pursuant to G.L. c. 41, § 1B, in addition to Town Meeting Approval, the change must also be approved as a ballot question, which will be placed on the 2025 Annual Town Election ballot. / Select Board.

ARTICLE 20: PETITION GENERAL COURT TO AMEND UPTON TOWN MANAGER ACT

To see if the Town will authorize the Select Board to petition the General Court for special legislation amending Chapter 391 of the Acts of 2008 entitled "An Act Establishing the Office of Town Manager in the Town of Upton" as amended by Chapter 250 of the Acts of 2020, in the form of the proposed special act as set forth in the document dated September 26, 2024 containing the full text of Article 20 which is filed with the Town Clerk; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Select Board approve amendments to the bill before enactment by the General Court, and provided further that the Select Board is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition, or take any other action related thereto.

Explanation/ Submitted by: In December 2023, the Select Board voted to establish a Town Manager Act Review Committee to conduct a review of the Act. The Act provides that it shall be reviewed every five years. The Review Committee recommended a series of amendments

addressing procurement, the reporting by staff of elected boards to the Town Manager, and other organizational changes. The text of the Town Manager Review Committee's recommendations is available at the offices of the Town Manager and Town Clerk. / Select Board.

ARTICLE 21: AMEND COMMUNITY PRESERVATION COMMITTEE MEMBERSHIP

To see if the Town will vote to amend Division I, Part I, Chapter 18, Section §18-1 of the General Bylaws of the Town of Upton, as provided below, with additions indicated by underline and deletions indicated by ~~strikethrough~~, or take any other action related thereto.

§ 18-1. Establishment.

There is hereby established in the Town of Upton a Community Preservation Committee, consisting of up to nine voting members pursuant to MGL c. 44B. A. The composition of the Committee, the appointment authority and the term of office for the Committee members shall be as follows:

- (1) One member of the Conservation Commission as designated by the Commission for a term of three years.
- (2) One member of the Historical Commission as designated by the Commission for a term of three years.
- (3) One member of the Planning Board as designated by the Board for a term of three years.
- (4) One member of the Recreation Commission as designated by the Commission for an initial term of one year and thereafter for a term of three years.
- (5) One member of the Housing Authority as designated by the Authority for an initial term of two years and thereafter for a term of three years.
- (6) One member of the Open Space Committee as designated by the Committee for an initial term of one year and thereafter for a term of three years.
- (7) One member of the Affordable Housing Trust as designated by the Trust for a term of three years.

(78) ~~Three Two~~ members to be appointed by the Select Board, one member to be appointed for a term of one year and thereafter for a term of three years and one member to be appointed for a term of one year and thereafter for a term of three years ~~and one member to be appointed for a term of three years~~.

Explanation/ Submitted by: The Community Preservation Committee (CPC) is requesting modifications to the Town of Upton CPA Bylaw (Section 18-1). The modifications would allow the Affordable Housing Trust to appoint a member to the CPC and reduce the number of Select Board appointees from three (3) to two (2). The maximum number of CPC voting members would remain set at nine (9). / Community Preservation Committee.

ARTICLE 22: AUTHORIZE THE USE AND AMEND GENERAL BYLAW CHAPTER 100 TOWN MEETINGS AND ELECTIONS FOR THE USE OF ELECTRONIC TABULATORS AT TOWN MEETING

To see if the Town will vote to approve the tabulation of votes at future Town Meetings utilizing electronic voting devices and amend Section 100-11 entitled "Determination of vote" as provided below, with additions indicated by underline and deletions indicated by ~~strikethrough~~, or take any other action related thereto.

§ 100-11 Determination of vote.

Town Meeting shall utilize electronic tabulations and electronic devices to tabulate Town Meeting votes. If electronic tabulation is not available or votes by Town Meeting not to be used, the determination of vote shall be as follows.
When a question is put, the sense of the meeting shall be determined by the voices thereon, and the Moderator shall declare the vote as it appears to him. If the Moderator is unable to decide the vote of the article or matter by sound of the voices, he shall determine the vote by ordering a show of hands or standing vote and may appoint tellers to make and return the count. A roll call shall be ordered by the Moderator if 20 members shall by rising to their places favor such motion. A ballot vote shall be taken at a regular or special Town Meeting when a motion is made and seconded by seven voters and is carried by a majority vote.

Explanation/ Submitted by: Article 22 proposes to authorize the use of electronic voting devices at future town meetings and to amend the Section 100-11 entitled “Determination of vote” to approve the use of electronic for the determination of Town Meeting Votes. This topic was previously before the November 5, 2019 Special Town Meeting and was tabled. / Select Board.

ARTICLE 23: FUND THE USE OF ELECTRONIC TABULATORS AT TOWN MEETING

To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds, the sum of Twenty-One Thousand Dollars and Zero Cents (\$21,000.00), or any other sum, to purchase electronic voting equipment, software, and any related expenses; or take any other action related thereto.

Explanation/ Submitted by: Article 23 proposes to fund the purchase of electronic voting equipment, software and related expenses, contingent on passage of Article 22. / Select Board.

ARTICLE 24: ZONING BYLAW - SMALL CELL ZONING BYLAW

To see if the Town will vote to amend the Town of Upton Zoning By-laws Section 300-10.1 Definitions, 300-3.1 Table of Principal Uses, 300-3.2 Accessory uses and structures, and Section 300-6.2 Wireless Data Transfer Facilities to regulate small wireless facilities and make

related changes , with additions indicated by underline and deletions indicated by strike through and to authorize the Town Clerk to make any necessary non-substantive corrections including renumbering to incorporate these changes into the Zoning By-laws, all as set forth

on the document dated September 26, 2024 containing the full text of Article 24 which is filed with the Town Clerk, or take any other action relative thereto.

Explanation/ Submitted by: Article 24 proposes to amend the Section Title for 300-6.2 entitled Wireless Data Transfer Facility; Add new definitions relative to new uses identified within Sec. 300-6.2 per this amendment; and add new uses identified in Sec. 3000-6.2 within the list of accessory uses and structures, most notably the introduction of “small wireless facility” as a use

or structure, which will be required to obtain a Special Permit. / Planning Board.

ARTICLE 25: ZONING BYLAW – MBTA COMMUNITIES

To see if the Town will vote to amend the Zoning Map of Upton, Massachusetts to add the proposed “MCMOD (MBTA) District”, being an overlay district, and to amend the Town of Upton Zoning By-laws Section 300-2.1 Establishment, Section 300-2.2 Map and Section 300-5.10.B (parking) and to add a new Section 300-8.2 MBTA Communities Multifamily Overlay District (MCMOD) and to authorize the Town Clerk to make any necessary non-substantive corrections including renumbering to incorporate these changes into the Zoning By-laws and Zoning Map, all as set forth on the document dated September 26, 2024 containing the full text of Article 25 and the proposed map which is filed with the Town Clerk, or take any other action relative thereto.

Explanation/ Submitted by: In January of 2021 the state passed the MBTA Communities Law which requires all cities and towns classified as “MBTA Communities” under the law to adopt zoning that allows for multi-family dwelling units as a by-right use. The Attorney General’s office has taken the position that compliance with the new law is not optional. The proposed district is limited to about 14 acres and will comply to the minimum density requirement issued by the state at 15 dwelling units per acre. The proposed district will be located on a stretch about 2,300 linear feet along Milford Street (A/K/A Route 140) partially located on a site that has already been approved for dense housing. / Planning Board.

ARTICLE 26: G.L. C. 40A, § 3A (MBTA ZONING) USES PERMITTED BY SPECIAL PERMIT AMENDMENT

To see if the Town will vote to amend the new Section 300-8.2 MBTA Communities Multifamily Overlay District (MCMOD) by inserting a new subsection 300-8.2D (3) as shown below in underline, and to authorize the Town Clerk to make any necessary non-substantive corrections, including renumbering to incorporate these changes into the Zoning By-laws, or take any other action related thereto;

Section 300-8.2. MBTA Communities Multifamily Overlay District (MCMOD)

D. Permitted Uses.

(3) Uses Permitted by a Special Permit. The following uses and accessory uses are allowed by Special Permit and subject to the requirements of the MCMOD district:

- a. Uses that are allowed by Special Permit within the Upton Center Business District (UCBD) pursuant to section 300-3.1.
- b. Where a use may be allowed within the UCBD district by Special Permit, but is not otherwise allowed in the underlying zoning district, the standards of the UCBD district shall be applied.

Explanation/ Submitted by: This proposed section to the MCMOD would allow for uses which are allowed by Special Permit within the Upton Center Business District (UCBD) zone to also be allowed by Special Permit within the proposed MCMOD zone. The purpose of this amendment is to keep consistency regarding the availability of commercial uses across both districts since they are both mixed-use, allowing for both commercial and residential uses. / Planning Board.

ARTICLE 27: ZONING BYLAW AMENDMENT – SECTION 300-7.6 ACCESSORY DWELLING UNITS

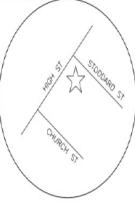
To see if the Town will vote to amend the Town of Upton Zoning-Bylaws, Section 300-7.6 Accessory Apartments and Section 300-10.1 Definitions , with additions indicated by underline and deletions indicated by strikethrough, and to authorize the Town Clerk to make any necessary non-substantive corrections including renumbering to incorporate these changes into the Zoning By-laws, all as set forth on the document dated September 26, 2024 containing the full text of Article 27 which is filed with the Town Clerk, or take any other action relative thereto.

Explanation/ Submitted by: In August 2024 the Governor's office signed into law the Affordable Homes Act. A part of the legislative package MGL 40A, the Zoning Act, was amended to make Accessory Dwelling Units allowable by-right across the State. The proposed zoning bylaw amendment seeks to update the existing rules surrounding Accessory Dwelling Units, currently

referred to as “accessory apartments,” by changing the language to reflect the changes made to MGL 40A, such that the Town is in compliance with state law. / Planning Board.

Article 17 Exhibit – Discontinuance of a Portion of Stoddard Road

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or review PDF Complete products



LOTUS MAP
NTS

PLAN REFERENCE(S):
169-24

DEED REFERENCE(S):
70183-326, 68781-329

ASSESSOR REFERENCE(S):
15-139

SCALE 1" = 30'

UPTON

PLANNING BOARD
APPROVAL UNDER THE SUBDIVISION
CONTROL LAW IS NOT REQUIRED

A MAJORITY VOTE
DATE: _____

PLANNING BOARD ENDORSEMENT IS NOT
A DETERMINATION AS TO CONFORMANCE
WITH THE ZONING BY-LAW



THIS PLAN HAS BEEN
PREPARED IN CONFORMITY WITH THE RULES
AND REGULATIONS OF THE REGISTERS OF DEEDS
OF THE COMMONWEALTH OF MASSACHUSETTS

hs&t group, inc.
PROFESSIONAL ENGINEERS AND SURVEYORS
12 STODDARD STREET, SUITE 100
WORCESTER, MASSACHUSETTS 01608-1719
PHONE: 508-751-4444 FAX: 508-751-4445
E-MAIL: WORCESTER@HSANDT.COM

**DISCONTINUANCE PLAN OF
A PORTION OF STODDARD ST UPON MA**

APPLICANT(S)/OWNER(S):
12 STODDARD STREET REALTY TRUST
24 HILL STREET, MARLBOROUGH, MA

DATE: 08-29-14 COMPT: 047 FIELD: #1

SCALE: 1"=30' CAD: DUT. CO. RS: 668-5

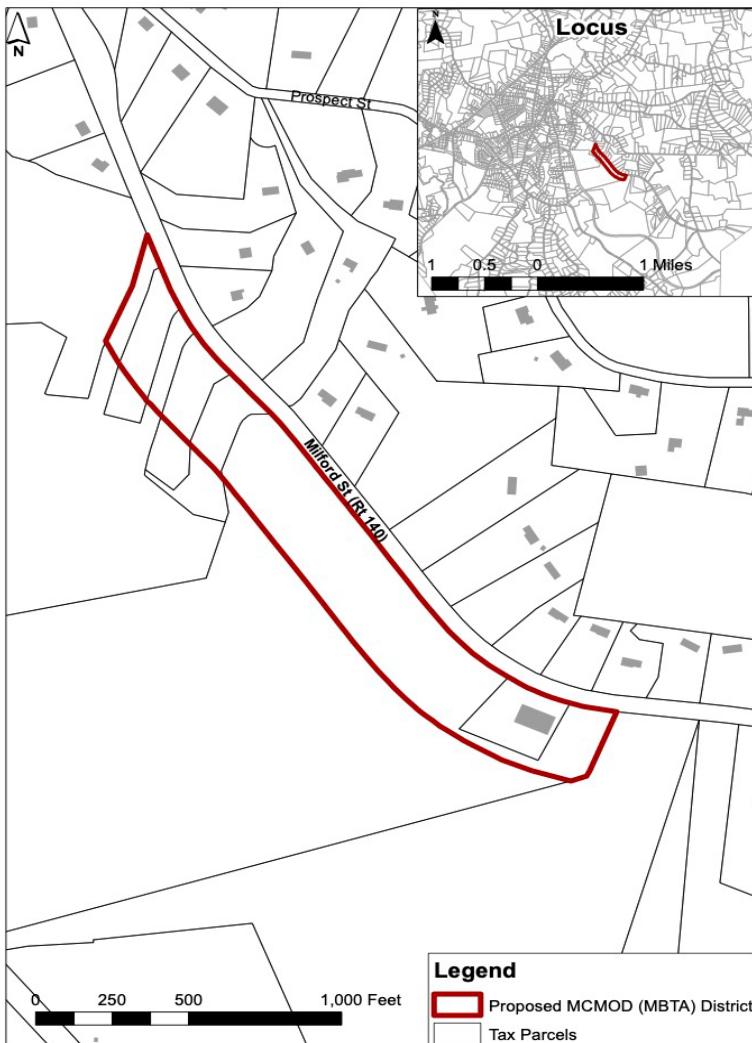
ZONE: SRA REV'D: STODDARD

JB NUMBER: 7726 DIRECT NUMBER: 1

DRAWING NUMBER: 1

Article 25 Exhibit – MBTA Zoning Map

MBTA Zoning Compliance



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 Fifteenth (15th) day of October in the year of our lord Two Thousand Twenty-Four.

UPTON SELECT BOARD

PROCEEDINGS OF SPECIAL TOWN MEETING / 12 NOVEMBER 2024

The meeting was called to order at 7:00 pm by Town Clerk M. Denise Smith. Ms. Smith explained that Moderator David Loeper would not be present for this meeting. Ms. Smith further explained that pursuant to G.L. c. 39, § 14 in the Moderators absence a Temporary Moderator would need to be approved to preside over the meeting.

Ms. Smith stated that the warrant had been properly posted and that the quorum of 40 voters had been exceeded. Kathleen Bern, Lyn Haggerty and Amy Bonina checked in 149 voters.

Accept guests present were: Joseph Laydon, Town Manager; Dawn Anderson, Grafton Town Moderator, Dennis Westgate, DPW Director; Sue Brouwer, Executive Assistant to the Town Manager; Michael Antonellis, Land Use & Inspectional Services Director; Jared Collins, KP Law (Town Counsel); Jessica Gomez, Collector/Treasurer; Kenny Costa, Finance Director; Matthew Bachtold, Library Director; Colleen Roy, Grafton; Anita Sandberg; Peter McGowan, Interim Police Chief; Tanya Paparazzo, Elder & Social Services Director. Paul Marchand, Bill Boardman and Tom Kelly were also present.

Ms. Smith stated that Dawn Anderson, the Grafton Town Moderator, had graciously offered to perform the duties of the Moderator for this meeting. Ms. Smith asked for the nomination of Dawn Anderson to act as Temporary Moderator for the purposes of this meeting. A motion was made to nominate Dawn Anderson, and it was seconded. No additional nominations were made. Upon no other nominations or objections Ms. Smith declared that Dawn Anderson was the sole nominee for Temporary Moderator. She then called for a motion to authorize the Chair of the Select Board to cast one ballot to elect Dawn Anderson. Motion was moved and seconded. Ms. Smith called for a vote on the motion that the Chair of the Select Board cast one ballot using a green card for a yes vote and a red card for a no vote. Motion was approved and Laura Hebb, Select Board Chair, cast one ballot to elect Dawn Anderson as Temporary Town Moderator for the purpose of this meeting. Denise Smith, Town Clerk, thanked Ms. Anderson and administered the Oath of Office. The meeting was then turned over to Ms. Anderson.

Select Board Chair Laura Hebb led the audience in the Pledge of Allegiance.

Upon check-in each voter was provided with a green card & a red card. The Moderator explained that a green card is in-favor and red card is opposed to a motion.

ARTICLE 1: PRIOR YEAR BILLS

Upon motion of Laura Hebb, it was moved the Town vote to appropriate the sum of Fifty Dollars and Zero Cents (\$50.00) from the Police Department's FY 2025 Appropriation Police Expense Account to pay a FY 2023 bill from T-Mobile and to appropriate the sum of Seventy-Nine Dollars and Eighty-Two Cents (\$79.82) from the Management Information Systems' FY 2025 Appropriation Management Information Systems Expense Account to pay prior year bills from FY 2017 through FY2023.

Moderator declared 9/10th majority required

Favorable recommendation from Finance Committee

Moderator declared the motion passed by required 9/10th majority

ARTICLE 2: AMEND FY2025 OPERATING BUDGET AND WATER/WASTEWATER ENTERPRISE FUNDS FOR COLLECTIVE BARGAINING AGREEMENTS

Upon motion of Laura Hebb, it was moved the Town vote to fund and implement the cost items for the first fiscal years of the collective bargaining agreements the Town has with Teamsters Local 170, such agreements for a term beginning July 1, 2024, and ending on June 30, 2027, by appropriating the total of amount of Ninety-Six Thousand Three Hundred Ten Dollars and Zero Cents (\$96,310.00), as follows:

transfer the sum of \$20,000 from FY 2025 Appropriation Personnel – Wages Account (0100-152-5100-5110) to DPW Parks Forestry & Cemetery budget appropriated under Article 3 of the May 2, 2024, Annual Town Meeting;

raise and appropriate the sum of \$3,374 to the DPW Parks Forestry & Cemetery budget appropriated under Article 3 of the May 2, 2024, Annual Town Meeting;

raise and appropriate the sum of \$1,617.00 to the Town Public Buildings budget appropriated under Article 3 of the May 2, 2024, Annual Town Meeting;

raise and appropriate the sum of \$38,590 to the Department of Public Works budget appropriated under Article 3 of the May 2, 2024, Annual Town Meeting;

raise and appropriate the sum of \$750 to the Department of Public Works Highway Construction Maintenance budget appropriated under Article 3 of the May 2, 2024, Annual Town Meeting;

increase the Water Enterprise budget voted under Article 4 of the May 2, 2024, Annual Town Meeting by \$16,395, which shall be funded by water retained earnings; and

increase the Wastewater Enterprise Budget voted under Article 5 of the May 2, 2024, Annual Town Meeting by \$15,584, which shall be funded by wastewater retained earnings.

Favorable recommendation from Finance Committee
Moderator declared the motion passed by majority

ARTICLE 3: AMEND FY2025 OPERATING BUDGET

Upon motion of Laura Hebb, it was moved the Town vote to raise and appropriate the sum of Forty-Five Thousand Four Hundred Thirty-Two Dollars and Zero Cents (\$45,432.00) to fund the approved compensation plan for various non-union municipal employees for FY 2025.

Favorable recommendation from Finance Committee
Moderator declared the motion passed by majority

ARTICLE 4: FUNDING FOR STREET LIGHT CONVERSION

Upon motion of Maureen Dwinnell, it was moved the Town vote to raise and appropriate the sum of Three Thousand Seven Hundred Ninety-Six dollars and Three Cents (\$3,796.03) to be used as the Town's match in the purchase and

conversion of streetlights to LED fixtures, including all expenses incidental and related thereto.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

ARTICLE 5: FUNDING FOR RADIO SYSTEM INFRASTRUCTURE UPGRADES

Upon motion of Maureen Dwinnell, it was moved the Town vote to transfer the sum of One Hundred and Fourteen Thousand Five Hundred and Eighty-Two Dollars and Zero Cents (\$114,582.00) from Free Cash to upgrade the Police Department's radio system infrastructure by replacing current repeaters and installing repeaters at two new sites (Pearl Street Water Tank Tower and Hopedale Water Tank Tower), including all expenses incidental and related thereto.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

ARTICLE 6: FUNDING FOR POLICE STATION CAMERA SYSTEM - WITHDRAWN

ARTICLE 7: FUNDING FOR POLICE DEPARTMENT DRONE

Upon motion of Maureen Dwinnell, it was moved the Town vote to transfer the sum of Ten Thousand Nine Hundred Fifty-Three Dollars and Zero Cents (\$10,953.00) from Free Cash to be used to purchase and equip a replacement drone system to be used by the Upton Police Department, including all expenses incidental and related thereto.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

ARTICLE 8: FUNDING FOR ENGINE 3 VALVE REPAIRS

Upon motion of Brett Simas, it was moved the Town vote to transfer the sum of Nineteen Thousand Four Hundred Fifty-One Dollars and Zero Cents (\$19,451.00) from Free Cash to be used to replace non-serviceable control valves and related parts on the Upton Fire Department's Engine 3, including all expenses incidental and related thereto.

Favorable recommendation from Finance Committee
Moderator declared the motion passed by majority

ARTICLE 9: AMENDMENT TO 2018 STM ARTICLE 7 FOR FIRE STATION ROOF REPAIRS TO CONDUCT FLOORING AND OTHER IMPROVEMENTS

Upon motion of Brett Simas, it was moved the Town vote to amend the vote taken under Article 7 of the November 13, 2018 Special Town Meeting, which authorized funding for roof repairs at the Upton Fire Station, to use the sum of Twenty Six Thousand Three Hundred Seventy-Five Dollars and Zero Cents (\$26,375.00) of the remaining funds to repair flooring in the first floor lobby and to install UV protective film to eliminate UV damage to the lobby, office space, EOC and back stairway, including all expenses incidental and related thereto.

Favorable recommendation from Finance Committee
Moderator declared the motion passed by majority

ARTICLE 10: RESURFACING AND RECONFIGURATION OF TOWN HALL PARKING LOT

Upon motion of Brett Simas, it was moved the Town vote to transfer the sum of One Hundred Thousand Dollars and Zero Cents (\$100,000.00) from Free Cash to fund the resurfacing and reconfiguration of the Town Hall Parking Lot, including all expenses incidental and related thereto.

Favorable recommendation from Finance Committee
Moderator declared the motion passed by majority

ARTICLE 11: FUNDING FOR COMMUNITY MESSAGE BOARD

Upon motion of Laura Hebb, it was moved the Town vote to transfer the sum of Forty-Seven Thousand Three Hundred and Forty-Seven Dollars and Zero Cents (\$47,347.00) from Free Cash to be used for refurbishment and/or installation of a new community message board with LED panel, including all expenses incidental and related thereto.

Favorable recommendation from Finance Committee
Moderator declared the motion was defeated by the required majority

ARTICLE 12: FUNDING FOR OPERATION AND MAINTENANCE PLANS FOR WASTEWATER FACILITIES

Upon motion of Laura Hebb, it was moved the Town vote to transfer the sum of Ninety-Five Thousand Dollars and Zero Cents (\$95,000.00) from Wastewater Retained Earnings, for the purpose of complying with the DEP's requirements in the latest NPDES permit associated with updating the Upton Wastewater Treatment Plant's Operation & Maintenance Manual and developing a Capacity Management Operations Manual for the entire system including all infrastructure and pump stations, including all costs incidental and related thereto.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

ARTICLE 13: FUNDING FOR MILFORD STREET WATER/WASTEWATER DESIGN

Upon motion of Maureen Dwinnell, it was moved the Town vote to transfer the sum of Thirty One Thousand Dollars and Zero Cents (\$31,000.00) from Water Retained Earnings and transfer the sum of Thirty One Thousand Dollars and Zero Cents (\$31,000.00) from Wastewater Retained Earnings, for a total of Sixty Two Thousand Dollars and Zero Cents (\$62,000.00) for the purpose of funding the remaining design, permitting, costs, and fees associated with the expansion of water and wastewater infrastructure on Milford Street, including all costs incidental and related thereto.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

ARTICLE 14: FUNDING FOR LANDSCAPE DESIGN SERVICES FOR ROUTE 140/MAIN STREET TIP PROJECT

Upon motion of Maureen Dwinnell, it was moved the Town vote to transfer the sum of Twenty-Three Thousand Dollars and Zero Cents (\$23,000.00) from Free Cash to be used to retain professional services for lighting and streetscape design in support of the ongoing design of improvements along Route 140 in Upton, including all expenses incidental and related thereto.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

ARTICLE 15: FUNDING FOR COMPOSTING PROGRAM

Upon motion of Dominique Ross, it was moved the Town vote to raise and appropriate the sum of One Thousand Five Hundred Dollars and Zero Cents (\$1,500.00) for the purpose of printing and mailing a townwide notice of the pilot composting program, including all expenses incidental and related thereto.

Favorable recommendation from Finance Committee

Moderator called for standing vote as card vote was too close to call

Moderator declared the motion passed by majority: YES – 86 NO --40

ARTICLE 16: ACCEPTANCE OF DONATION FROM HARVEY J TRASK TRUST

Upon motion of Maureen Dwinnell, it was moved the Town vote to authorize the Select Board to accept, on behalf of the Town of Upton, a monetary donation from the Harvey J Trask Trust to be used in accordance with the Harvey J Trask Trust Agreement Clause Eleventh.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

ARTICLE 17: DISCONTINUANCE OF PORTION OF STODDARD STREET

Upon motion of Maureen Dwinnell, it was moved the Town vote to approve Article 17 as printed in the warrant.

Text from warrant:

To see if the Town will vote, pursuant to G.L. c. 82, §21, to discontinue as a Town way a portion of the roadway known as Stoddard Street, being an approximately 16' by 61' parcel of land, shown as "Discontinuance Area," containing approximately 1,002 sq. ft on a plan entitled "Discontinuance Plan of A Portion of Stoddard St. Upton MA," dated August 29, 2024, prepared by HS&T Group, Inc., a copy of which is on file with the Town Clerk, and to transfer the care, custody and control of said discontinued portion from the Select Board for public way purposes to the Select Board for general municipal purposes and/or for the purpose of conveyance, and further to authorize the Select Board to convey and/or release all the Town's right, title and interest in said discontinued portion of Stoddard Street on such terms and conditions, and for such consideration, as the Select Board deems appropriate, and to execute

any and all documents to carry out the purposes of this article, or take any other action related thereto.

Moderator declared the motion passed by majority

ARTICLE 18: CONVEYANCE OF EASEMENTS AT CROCKETT ROAD FOR UTILITIES

Upon motion of Brett Simas, it was moved the Town vote to authorize the Select Board to grant and convey easements, for the purpose of locating a portion or portions of utilities, including, without limitation, Title 5 compliant subsurface septic systems, water supply systems and electric facilities, across a public way known as Crockett Road, on such terms and conditions as the Select Board deems appropriate, and further to authorize the Select Board to enter into such agreements and execute such documents and instruments as may be necessary to effectuate the purposes of this article.

Moderator declared the motion passed by majority

ARTICLE 19: CHANGE CEMETERY COMMISSION FROM ELECTED TO APPOINTED

Upon motion of Brett Simas, it was moved the Town vote, pursuant to the provisions of G.L. c. 41, § 1B, to make the elected position of Cemetery Commissioner an appointed position of Cemetery Commissioner, and further, to authorize the Select Board to provide for the appointment of such office for a term not to exceed three years, unless otherwise provided by law; provided, however, that any such change be subject to approval by the voters of the Town at the next Annual Town Election in accordance with the provisions of G.L. c. 41, § 1B, and provided that this vote be taken at least sixty (60) days prior to said Annual Town Election.

Moderator declared the motion passed by majority

ARTICLE 20: PETITION GENERAL COURT TO AMEND UPTON TOWN MANAGER ACT

Upon motion of Brett Simas, it was moved the Town authorize the Select Board to petition the General Court for special legislation amending Chapter

391 of the Acts of 2008 entitled "An Act Establishing the Office of Town Manager in the Town of Upton" as amended by Chapter 250 of the Acts of 2020, in the form of the proposed special act as set forth in the document dated September 26, 2024 containing the full text of Article 20 which is filed with the Town Clerk; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Select Board approve amendments to the bill before enactment by the General Court, and provided further that the Select Board is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition.

Moderator declared the motion passed by majority

**ARTICLE 21: AMEND COMMUNITY PRESERVATION COMMITTEE
MEMBERSHIP**

Upon motion of Rick Porter, it was moved the Town vote to approve Article 21 as printed in the warrant.

Text from warrant:

To see if the Town will vote to amend Division I, Part I, Chapter 18, Section §18-1 of the General Bylaws of the Town of Upton, as provided below, with additions indicated by underline and deletions indicated by ~~strikethrough~~, or take any other action related thereto.

§ 18-1. Establishment.

There is hereby established in the Town of Upton a Community Preservation Committee, consisting of up to nine voting members pursuant to MGL c. 44B.

A. The composition of the Committee, the appointment authority and the term of office for the Committee members shall be as follows:

(1) One member of the Conservation Commission as designated by the Commission for a term of three years.

(2) One member of the Historical Commission as designated by the Commission for a term of three years.

(3) One member of the Planning Board as designated by the Board for a term of three years.

(4) One member of the Recreation Commission as designated by the Commission for an initial term of one year and thereafter for a term of three years.

(5) One member of the Housing Authority as designated by the Authority for an initial term of two years and thereafter for a term of three years.

(6) One member of the Open Space Committee as designated by the Committee for an initial term of one year and thereafter for a term of three years.

(7) One member of the Affordable Housing Trust as designated by the Trust for a term of three years.

~~(78) Three Two members to be appointed by the Select Board, one member to be appointed for a term of one year and thereafter for a term of three years and one member to be appointed for a term of one year and thereafter for a term of three years and one member to be appointed for a term of three years.~~

Moderator declared the motion passed by majority

ARTICLE 22: AUTHORIZE THE USE AND AMEND GENERAL BYLAW CHAPTER 100 TOWN MEETINGS AND ELECTIONS FOR THE USE OF ELECTRONIC TABULATORS AT TOWN MEETING

Upon motion of Laura Hebb, it was moved the Town vote to approve Article 22 as printed in the warrant.

Text from warrant:

To see if the Town will vote to approve the tabulation of votes at future Town Meetings utilizing electronic voting devices and amend Section 100-11 entitled "Determination of vote" as provided below, with additions indicated by underline and deletions indicated by ~~strikethrough~~, or take any other action related thereto.

§100-11 Determination of vote.

Town Meeting shall utilize electronic tabulations and electronic devices to tabulate Town Meeting votes. If electronic tabulation is not available or votes by Town Meeting not to be used, the determination of vote shall be as follows.
When a question is put, the sense of the meeting shall be determined by the voices thereon, and the Moderator shall declare the vote as it appears to him.

If the Moderator is unable to decide the vote of the article or matter by sound of the voices, he shall determine the vote by ordering a show of hands or standing vote and may appoint tellers to make and return the count. A roll call shall be ordered by the Moderator if 20 members shall by rising to their places favor such motion. A ballot vote shall be taken at a regular or special Town Meeting when a motion is made and seconded by seven voters and is carried by a majority vote.

Upon Motion of Bill Andrews, it was moved to question

Moderator declared that a 2/3 majority is required

Moderator declared the motion passed by required 2/3 majority

Moderator declared the motion passed by majority

ARTICLE 23: FUND THE USE OF ELECTRONIC TABULATORS AT TOWN MEETING

Upon motion of Laura Hebb, it was moved the Town vote to pass over Article 23.

Moderator declared the motion passed by majority

ARTICLE 24: ZONING BYLAW – SMALL CELL ZONING BYLAW

Upon motion of Margaret Carroll, it was moved the Town vote to amend the Town of Upton Zoning By-laws, by amending the Town of Upton Zoning By-laws Section 300-10.1 Definitions, 300-3.1 Table of Principal Uses, 300-3.2 Accessory uses and structures, and Section 300-6.2 Wireless Data Transfer Facilities to regulate small wireless facilities and make related changes , with additions indicated by underline and deletions indicated by strike through and to authorize the Town Clerk to make any necessary non-substantive corrections including renumbering to incorporate these changes into the Zoning By-laws, as printed in the Article 24 handout provided at Town Meeting.

Moderator declared the motion passed by required 2/3 majority

ARTICLE 25: ZONING BYLAW – MBTA COMMUNITIES

Upon motion of Kathy Robertson, it was moved the Town vote to amend the Town of Upton Zoning By-laws by amending the Zoning Map of Upton, Massachusetts, to add the proposed “MCMOD (MBTA) District,” being an overlay district, and to amend the Town of Upton Zoning By-laws Section 300-2.1 Establishment, Section 300-2.2 Map and Section 300-5.10.B (parking) and to add a new Section 300-8.2 MBTA Communities Multifamily Overlay District (MCMOD), to add a new Section K before Severability within said new Section 300-8.2 to read as follows:

K. Building Cap. The maximum number of dwelling units permitted to be constructed within the MCMOD is two hundred fifteen (215) dwelling units. This number reflects the minimum density requirement of fifteen (15) dwelling units per acre within the approximately 14.3-acre district.
and to authorize the Town Clerk to make any necessary non-substantive corrections including renumbering to incorporate these changes into the Zoning By-laws and Zoning Map, as printed in the Article 24 handout provided at Town Meeting.

Upon Motion of William Andrews, it was moved to question
Moderator declared that a 2/3 majority is required
Moderator declared the motion passed by required 2/3 majority

Moderator declared the motion passed by 2/3 majority

ARTICLE 26: G.L. c. 40A § 3A (MBTA ZONING) USES PERMITTED BY SPECIAL PERMIT AMENDMENT

Upon motion of Kathy Robertson, it was moved the Town vote to pass over Article 26.

Moderator declared the motion passed by majority

ARTICLE 27: ZONING BYLAW AMENDMENT – SECTION 300-7.6 ACCESSORY DWELLING UNITS

Upon motion of Kathy Robertson, it was moved the Town vote to amend the Town of Upton Zoning By-laws, by amending the Town of Upton Zoning-

Bylaws, Section 300-7.6 Accessory Apartments and Section 300-10.1 Definitions, with additions indicated by underline and deletions indicated by strikethrough, and to authorize the Town Clerk to make any necessary non-substantive corrections including renumbering to incorporate these changes into the Zoning By-laws, as printed in the Article 24 handout provided at Town Meeting.

Moderator declared the motion passed by 2/3 majority

Upon motion of Kathy Robertson, it was moved to dissolve the warrant and adjourn the Special Town Meeting at 9:08 PM.

Motion passed unanimously

A True Copy.

Attest: M. Denise Smith Town Clerk

TOWN OFFICERS & COMMITTEE REPORTS

SELECT BOARD / TOWN MANAGER

The Town of Upton continued to see change in 2024. Several new employees joined the Town following the retirement of long-serving staff. The Town also advanced various projects and initiatives to support the community and its residents.

In the 2024 Annual Election, Brett Simas was reelected to the Select Board for a third term after a contested race. Laura Hebb assumed the role of Chair, succeeding Maureen Dwinnell.

The Town's long serving Building Inspector Patrick Roche retired in June after working for the Town for 47 years. Local Inspector Stephen Johnson also resigned. The Town hired Ronald DeSantis as Interim Building Commissioner and hired Jon Atchue in the fall as the Town's new Building Official. The Department of Land Use and Inspectional Services saw other staffing changes, including the hiring of Helena Pitner as Department Administrator.

Chief Michael Bradley retired in August after 30 years of service, with the last 16 years serving as Chief. The Town hired retired Chief Peter McGowan to be the Town's Interim Police Chief while the Town began the selection process to replace Chief Bradley. The Town retained the services of Public Safety Consultants to assist in the search process. A Police Chief Screening Committee was formed by the Town Manager to assist in selecting the new Chief. The Committee met from September through December with the Town Manager presenting Nicholas Palmieri for appointment at the Select Board's January 7, 2025 meeting. Chief Palmieri will be recognized by many residents since he previously served in Upton from 2005 through 2017

The Department of Elder and Social Services saw leadership changes with Tania Paparazzo joining as Director. New initiatives, including the Silver Alert Program and Scam Alert, as well as expanded exercise programs, increased participation at the Senior Center. Additionally, the Tri-Valley Meals on Wheels program transitioned to the Upton Community Center, enhancing service delivery to seniors.

In August, the Town launched its Community Choice Power Supply Program, providing residents with stable, affordable energy and incorporating renewable sources. This two-year program, which replaced National Grid with Direct Energy as the supplier, offers residents cost savings and flexibility.

The Town made progress on grant-funded projects, including design work for the \$3.62M HousingWorks Grant to extend infrastructure along Milford Street and redevelopment planning for Holy Angels and adjacent lots.

The Town held the Annual Town Meeting on May 2, 2024 and Special Town Meeting on November 12, 2024. Notable articles approved included the funding for painting of Holy Angels and the Risteen Building, funding of electronic voting devices, funding of design services for the Rt 140 TIP Project, acceptance of a \$1.5M donation from the Harvey J Trask Trust, and amendments to the Town Manager's Act. Town Meeting also adopted a number of zoning bylaws and amendments including the adoption of a MBTA Communities Bylaw, amendments to the Solar Facilities Bylaw, adoption of an inclusionary zoning bylaw, amendments to the Accessory Dwelling Unit bylaw, and amendments to the Town's wireless bylaw.

In closing, the Select Board would like to recognize and thank the Departments, Boards, and Committees for their commitment to continually evaluate service needs and financial requests in our promise to maintain an affordable community for our taxpayers. As a result of this ongoing process, the Town has certified Free Cash each of the last three years over \$3,000,000 with Free Cash being certified in the Fall of 2024 at \$4,187,711, which has allowed the Town to continue to invest in the capital improvement program without having to borrow and incur unnecessary interest costs. The Select Board and Finance Committee's "Financial Policy" has been the guiding framework that has positioned the Town into another AA+ Bond Rating and put it into its best financial position in history. The Select Board has committed to staying the course to meet the needs of this growing community and ensure these limited tax dollars are used most appropriately.

Respectfully submitted,

Laura J. Hebb, Chair

Maureen A. Dwinnell, Member

Brett A. Simas, Member

Joseph Laydon, Town Manager

AFFORDABLE HOUSING TRUST

A report was not submitted.

ANIMAL CONTROL OFFICER

In 2024, the Animal Control Officer responded to 683 calls and handled 451 incidents involving domestic and wildlife animals.

The following actions were taken:

- 19 quarantines were issued
- 32 violations were reported
- 0 dangerous dog hearings were conducted

Additional activities included:

- 163 barn inspections completed
- 3 dog kennel licenses issued.
- 721 licensed dogs in Upton, with approximately 260 unlicensed dogs identified
- 16 problem beavers successfully trapped

Respectfully submitted,

Mike Moran, Upton ACO

ASSESSORS

The Board of Assessors is pleased to announce that the Department of Revenue (DOR) approved Upton's FY2024 tax rate of \$13.68 per \$1,000 of assessed value. This is a decrease of \$0.19 per thousand over the FY2023 tax rate of \$13.87. The DOR also approved the FY2024 assessed value of the real and personal property in Upton of \$1,832,686,871, a 5.17% increase over the FY2023 assessed value of \$1,742,540,839. The increase includes new growth and changes in the assessed value of existing property.

Upton has a single tax rate for all property classes. The FY2024 assessed value of real and personal property consists of 95.07% residential, 1.50% commercial, .82% industrial real property, and 2.61% personal property.

The FY2024 tax rate is based on the amount raised through the property tax levy to fund the FY2024 budget and other financial expenditures approved at Town Meetings. For FY2024, this is \$25,071,156 after local revenues are accounted for.

Upton property tax bills are paid quarterly (due on Aug 1st, Nov 1st, Feb 1st, May 1st). The first two payments are considered *Preliminary* bills as they are due before the new tax rate and assessed value are set and are based on the FY2023 tax rate and assessed value. The second two payments are *Actual* bills and are based on the actual FY2024 tax rate and assessed value. As such, the Preliminary payments that are due on August 1st and November 1st may be greater than or less than the Actual payments that are due on February 1st and May 1st. All payments include the 3% Community Preservation Act (CPA) surcharge voted in 2004.

The FY2024 tax rate of \$13.68 also includes five previously approved debt exclusions. The exclusions account for \$.55, or 4.01%, of the \$13.68 tax rate.

Tax Rate Components	Amount	Matures
Tax Rate within Prop 2 1/2	\$13.13	
<u>Debt Exclusions:</u>		
Memorial School	\$0.16	2024
Miscoe Hill Middle School	\$0.04	2024
Blackstone Valley Tech	\$0.01	2025
Third Water Source	\$0.06	2033
Community Center	\$0.28	2047

If you have any questions about the tax rate, property assessment, abatements, or exemptions, contact the Assessors: by telephone at 508-529-1002, or email at boa@uptonma.gov.

The Assessor's office is open during Town Hall business hours. The Board of Assessors meet regularly so please check the website for meeting dates. Lastly, we are available by appointment.

If you need any information about **paying** the tax bill, please contact the Treasurer/Collectors office by phone at 508-529-3737 or visit the website.

Respectfully submitted,

Bill Taylor

Valerie Leonardo

BOARD OF HEALTH

The Board of Health respectfully submits the following report for the year 2024. In the beginning of the year Board members were as follows; Chairman, Laura Hebb; Member, Stedman (Ted) Briggs; and Member, Quinn Parks. In May, the Board re-organized and Quinn Parks was appointed as Chairman.

Regrettably, during the fall of 2024, Ted Briggs passed away. His dedication to several town boards throughout the years is admirable and his service was a benefit to us all; his presence will be greatly missed. In November of 2024, the Board, along with the Selectmen, appointed Farrell Jolly to fill the vacancy, who we look forward to working with.

The following were also appointed/re-appointed to their positions:

Animal Control Officer	Mike Moran
Burial Agent	Denise Smith
Assistant Burial Agent	Andrew Pickering
Housing Agents	Patricia Parent
	Stacy Mitchell
	Colleen Strapponi
	Dominique James
Title 5 Agents	Lenny Izzo
	Paul McKeon

Food Inspectors	Ray Gauthier
	Stacy Mitchell
	Colleen Strapponi
	Dominique James
Asst. Public Health Supervisor	Diane Tiernan
Town Nurse	Patricia Parent
Town Physician	Dr. Jeff Lukas

During the year 2024, BOH staff conducted routine barn, septic, food, and housing inspections. Complaints pertaining to housing, animals, restaurants, trash and other similar health concerns were addressed by the board members and its staff.

The Board meets monthly to address any public health issues and to review septic designs and permit applications.

Food inspections were completed by our food inspectors on all food establishments in town. These inspections are completed bi-annually with follow up inspections of any establishment with violations. Inspections indicated the establishments are clean and operational with only minor violations. These inspection reports are available to view at the Board of Health office.

During the end of 2024, the BOH adopted Mobile Food regulations due to the large increase in requests for food trucks/mobile units in town. These regulations will help the Board to enforce public health safety to anyone visiting these units.

The local swimming area, Kiwanis Beach, is tested on a weekly basis for coliform during the summer swim season as required by Massachusetts state laws. Testing this year stayed within the required parameters for safe swimming, and the local beach remained open throughout the summer.

The BOH along with the group, “Sustainable Upton” received a grant for 10 air quality monitors that have now been placed throughout the town with the

help of our technical staff. These monitors offer daily readings of air quality, allowing residents to be aware of any potential health concerns, specifically those who may have sensitivities to air pollution. The general public can access the readings of these monitors by logging onto: <https://map.purpleair.com> to determine the air quality on any given day.

The Board of Health continues to work with the Blackstone Valley Partnership for Public Health, who offer professional services to eight area towns including Upton and is funded by grants through the MA Public Health. These highly utilized services include assisting BOH personnel with food inspections, complaints, housing inspections, administration and community health advocating.

Whether it is blood pressure monitoring, medication assist and review, flu vaccines or investigating an infectious disease, the town nurse has continued to serve individuals and the community as a whole in 2024. There is a vast array of reportable diseases in Massachusetts and a list of those seen in Upton this year is at the end of this report. It has become increasingly important to partner with infection specialists and our neighboring town nurses to share trend information and prevention strategies that work. Our Blackstone Valley Public Health Partnership has been invaluable for this purpose.

Infectious/Communicable diseases:

Tickborne:

-Lyme disease	37
-Borrelia miyamotoi:	1
-HGA (Human Granulocytic Anaplasmosis)	4
Campylobacteriosis	3
Salmonellosis	1
Pertussis	2
Calicivirus	1
Influenza	33
COVID	130
Other	6

The following permits were issued under the BOH during 2024:

Food	81
Garbage & Offal	11
Tobacco Permits	8
Installers	32
Wel:	9
Septic permits	30
Perc & Deep Hole	21
Dumpster	15
Trash Bags Sold	151,500
Complaints Received	14

Respectfully submitted,
Quinn Parks, Chairman
Laura Hebb
Farrell Jolly
Trish Parent, RN

CAPITAL BUDGET COMMITTEE

A report was not submitted.

CEMETERY COMMISSION

Financials Ending 6/30/2024

Revenue:

Sale of Lots	\$ 10,775.00
Perpetual Care	\$ 18,250.00
Open and Close Graves	\$ <u>35,200.00</u>
Total:	\$ 64,225.00

As recorded by the Commissioners

Expenses:

Sundry Expenses	\$ 28,256.25
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Salaries	<u>\$ 1,750.00</u>
Total:	\$ 30,006.25
Ledger Balance:	
Non-Expendable - Perpetual Care	\$579,559.91
Change In Value	<u>\$ 66,469.19</u>
Ending Total:	\$646,029.10
Exp. Balance - Perpetual Care	\$ 95,961.98

The Commissioners thank DPW staff for excellent support of our needs by timely response to commissioner requests for various services such as grave open/close, snow plowing, grass mowing, leaf removal, collection of tired adornments, pavement and maintenance etc. We are particularly pleased to have a key member of the DPW staff working with us to identify locations for burials when funerals are planned.

During the summer, all lot pins in section 2 were replaced. Now there is just one sequence from 1 to 123. Sections 1, 3 and 5 have also been reviewed and updated with consistent pin locations and assignments in prior years.

This year Bob Pray chose not to run for re-election. The remaining Commissioners thank him for his many years of service. Mildred Galeone entered her name on the ballot and won the vacant position on the Commission. She has been especially helpful with management of our standardized agenda and minutes effort.

As activity picked up in section 40 it became apparent there are several documentation errors in the records we have received from prior commissions. We have found this area is composed of at least three and possibly four smaller sections each being identified with numbered pegs which we believe are all placed in the north west corner of the lot they are intended to identify. Unfortunately, there are exceptions based on recent observations. The current commission is now working to correct the placement of corner pegs where appropriate and match what we find on the

ground to the records we keep. When possible we are also attempting to gain assistance from family members in resolving some of the issues uncovered.

The town voted to approve up to \$200,000.00 to fund professional and administrative services to support the migration of existing physical and electronic records to a new package of cemetery management software and to include the reconciliation of records with physical burial locations. Several viable vendors have now been identified. Presentations are planned for next year.

Respectfully submitted,

Glenn Fowler, Chair

Frederick Palladini

Mildred Galeone, Member

COMMUNITY PRESERVATION COMMITTEE

Watershed Conservation Area trail bridge (Land Stewardship Committee).

Central Massachusetts Regional Planning (CMRP) was awarded a contract for the creation of a town Community Preservation Act Plan. The plan was funded by a Special Town Meeting approved article in 2023. As part of this effort, the CPC and CMRP hosted a listening session in October, 2024. The plan is expected to be completed in 2025.

Paul Carey resigned as a member and chair of the CPC in May. Paul had represented the Planning Board on the CPC since the committee's inception in 2003. Joan Scribner also resigned in May after seven years of service. Paul and Joan's congeniality and leadership was valued by all and is missed. New members appointed to the CPC in 2024 were Katherine Robertson (Planning Board Representative) and Brin Gallagher (Select Board Representative).

Grace Brownell provided administrative support to the CPC before resigning from her position with the town in May. The CPC thanks Grace for her excellent support.

The CPC would also like to thank Mike Antonellis (Town Planner and Director of Land Use and Inspectional Services), Denise Smith (Town Clerk), Kenny Costa (Town Treasurer), Joe Laydon (Town Manager) and others for their help and cooperation administering the town's Community Preservation Act program.

Respectfully submitted,

Mike Penko, Chair

Rick Porter, Vice-Chair

Britanny Besler

Brian Gallagher

Katherine Roberston

Christine Scott

Russell Wood

CONSERVATION COMMISSION

The Commission administered the Massachusetts Wetlands Protection Act, the Town Wetland Protection Bylaws, and the Town Stormwater Bylaw. Regular public meetings were generally conducted bi-weekly and numerous site inspections were held by the Conservation Administrator. Meetings were held remotely and hybrid. Many sites were reviewed and approved for building permit application signoffs by the Conservation Commission Administrator. Major projects that were reviewed and permitted included Governors Landing Sewer, Grove St. Bridge Repairs, and 47 Main St. 40B project. Projects under construction monitored by the Commission in 2024 included: Preserve at Dean Pond subdivision, and Cobbler's Creek Senior housing. Upton Ridge received its certificate of Compliance. Three enforcement orders were issued. The Commission resolved several other violations of the Wetland Protection Act and/or the Town Wetland Bylaw.

Department Specialist Grace Brownell left for another job in Rhode Island in August. She has been greatly missed. She kept the minutes and finances, website and many other details up to date effortlessly. As of yet this position is still open.

Commission member David Szczebak stepped down this fall because of time constraints. The Board greatly appreciated his support and specifically his help with GIS and mapping. David served on the Board for a total of three years.

The Board transitioned to hybrid meetings in April. The board had been meeting virtually since the beginning of COVID in 2020.

The Open Space Committee is a subcommittee of the Conservation Commission. See the Open Space report for more details of their activities.

The Land Stewardship Committee (LSC) filed a NOI for the installation of a parking lot and trail bridges at the District 9 Schoolhouse property on Mechanic St. Work on building the trail infrastructure has been moving steadily along in conjunction with Sudbury Valley Trustees. The parking lot has been constructed and trails laid out. Some of the stream crossings are almost complete as well. See the Land Stewardship report for more details.

Decisions/Actions issued by the Commission:

Order of Conditions (OOC) issued = 19

Determinations = 17

Order of Resource Area Delineation (ORAD) =1

Certificate of Compliance = 7

Order of Conditions Extension = 4

Enforcement Orders = 3

Emergency Certifications = 0

Erosion Control Permits = 3

Stormwater Management Permits = 0

Amended Orders of Conditions = 2

Minor Modifications to plans for OOC = 0

In April, the Conservation Commission held a public hearing for the proposed updates to the Town of Upton Stormwater Management Bylaw Chapter 242 Sections 1-17 and Regulations Chapter 325 Sect. 1-7. This proposed replacement of the existing bylaw is required to come into compliance with

the state MS4 permit. The new bylaw and regulations were approved at the May Town Meeting.

Beaver control activities in town have been undertaken by the Animal Control Officer. (See separate report).

The Commission has been monitoring Pratt Pond Ice-Out as an indicator of climate change since 2010. Pratt Pond Ice out is defined as first day in winter or spring when no ice is visible in the pond from a vantage point near the intersection of School Street and North Main Street. In 2024, the pond was ice free on Jan 1 and intermittently until February 29 when the final ice-out occurred. Ice-In, defined as first day in fall or winter when Pratt Pond is entirely ice covered from a vantage point near the intersection of School Street and North Main Street, occurred on December 14.

General

Office: Town Hall, Room 201

Hours: Monday, Wednesday, & Thursday: 8:00 AM- 4:00 PM;

Tuesday: 8:00 AM-6:00 PM

Phone number: (508)-529-6286 or (508)-529-1010

E-Mail: concomm@uptonma.gov, or moverholt@uptonma.gov

The Conservation Commission meetings are held on the second and fourth Wednesday each month at 7:00 pm; meetings are hybrid; in person and via Zoom.

We would like to thank the various Town Boards, Commissions, Departments, and the citizens of Upton for their continued cooperation, participation and support during the year.

Respectfully submitted,

Christine Scott, Chairperson

Sandra Lajoie, Treasurer

Alan Miano, Member

Mary Overholt, Conservation Administrator

Mike Penko, Vice-Chairperson

Thomas Jango, Member

Marcella Stasa, Member

ELDER AND SOCIAL SERVICES (ESS)

The **Department of Elder and Social Services (ESS)**, along with the Council on Aging, is pleased to submit its annual report for the year ending December 31, 2024. The ESS department is committed to safeguarding the rights of older adults, empowering them to live independently, and ensuring the preservation of their dignity as they age. It offers vital support to low-income and disabled families, fosters positive intergenerational connections, and serves as a vibrant hub for recreation, fitness, transportation, and essential resources.

In May 2023, the Senior Center transitioned to the newly constructed, state-of-the-art Community Center. Throughout 2024, the center focused on creating a warm, welcoming atmosphere for all visitors. This was achieved by expanding program offerings and introducing inclusive, diverse, and educational events to appeal to seniors of all backgrounds and interests.

Additionally, Tri-Valley's Meals on Wheels (MOW) program relocated its operations to the new center on January 2, 2024. Since then, Tri-Valley has worked closely with Senior Center staff to provide MOW deliveries and specially scheduled congregate meals, further enhancing the services available to the senior community.

This year has been one of growth, collaboration, and dedication to enriching the lives of older adults and all residents in our town. We look forward to continuing to serve our community in the years to come.

Council on Aging

The ESS department is grateful for the ongoing support and guidance from our Council on Aging. We would like to recognize and thank past Chair Laurie Fantini for her dedication to serving the board and center. We would also like to thank past board members Margaret Watson and Elizabeth Consigli for their time and dedication. Lastly, we recognize those board members who are no longer with us Grace Garland Wadsworth (April 13, 1925 – January 16, 2024) and Josephine T. McLaughlin (July 13, 1930 – March 27, 2024). Your legacy will be carried on here at the center for years to come.

The Upton Senior Center

The Upton Center is open Monday through Friday, from 9:00 am to 4:00 pm. As the central hub for aging services, the Center serves as a gateway for information and resources that help residents maintain their health, dignity, and independence. Currently, the Town of Upton is home to 2,429 individuals aged 60 and over. This number is expected to grow steadily in the coming years. In response, our center is committed to developing and expanding programs to meet the evolving needs of this increasing population.

Programs and Services

In calendar year 2024, the ESS Department recorded more than 7,863 program sign-ins from 2,107 unique individuals, reflecting an impressive 49% increase in attendance. Additionally, the department successfully enrolled 118 new participants throughout the year. Programs and services offered by the Upton Elder and Social Services Department included, but were not limited to:

Weekly Programs	Monthly Programs	Special Events for 2024
Strength and Stretch	Memory Café*	Be Mine Breakfast
Zumba*	Lunch Trip	The Beat Generation: Musical Review (<i>sponsored by Upton Cultural Council</i>)
Seated Exercise	Mindful Meditation	Hip Hop Chair Dance (<i>sponsored by Upton Cultural Council</i>)
Tai Chi	Crafts	Volunteer Appreciation Luncheon
Dance Fusion	Senior Dinners (<i>sponsored by Upton Men's Club</i>)	St Patrick's Day Luncheon
Chair Yoga	Coffee and	Fenway Opening Day Luncheon
Bingo	Conversation with	Intergenerational Tea
Grief Support Group *	Town Manager	Grandparents' Day
Women's Support Group *	Nutrition	Luncheon/Intergenerational Game Day
Mahjong/Learn	Trivia	Pastel Class (<i>sponsored by Upton Cultural Council</i>)
Mahjong *	Blood Pressure	Upton Police Spaghetti and Meatball Supper
Pitch *	Checks	Ice Cream Truck Social (<i>sponsored by Upton Fire and EMS Association</i>)
Scrabble *	Podiatry	Trip to Tower Hill Botanical Garden
Hand and Foot	Birthday Bash	Flower Arranging with Petal and Crumb
Shopping Trips	Drop-In Tech Support *	Halloween Musical Bingo
	Memorial School Pen Pal Program	

		<p>Veteran's Day Breakfast Thanksgiving Luncheon Holiday Music (<i>Upton Grange, Nipmuc HS, Miscoe Hill Middle School</i>) Holiday Celebration with Generations Barbershop Quartet</p>
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*Denotes new program for 2024

In addition to the above, we offer educational programs, special congregate meals, intergenerational programs in conjunction with the library, and other social activities designed to appeal to a wide range of audiences. Our collaborative efforts with community agencies, including the District Attorney's Office, Office of Consumer Affairs, Registry of Deeds, and Probate Court Office allowed us to offer several educational programs surrounding scams and consumer safety. Additionally, partnerships with the Alzheimer's Association, Blackstone Valley Partnership for Public Health, Milford Regional Medical Center, and local legal experts enabled us to provide comprehensive educational programming on a balanced budget.

The ESS Department also partners with AARP to offer free tax filing for Upton residents, with a priority placed on assisted seniors. In 2024, AARP's volunteer tax preparers helped 78 Upton residents with their tax filings, ensuring they received expert assistance without any financial burden.

Outreach/Social Services

The Elder and Social Services Department is dedicated to supporting residents of Upton through a wide range of services. Our department serves as a reliable resource for information and referrals related to state and federal programs such as fuel assistance, SNAP food stamps, state and federal housing, Medicare and MassHealth. Local resources are available for transportation, meals on wheels, food pantry support, holiday assistance and more. The staff of the ESS department is committed to providing information and resources to individuals and their families through intakes both in person or by phone and through home visits with residents who may need extra support. Information and support are also available for family and caregivers for those navigating Alzheimer's disease and dementia. Additionally, we strive to protect the rights of elders to live independently and work closely with local

elder service agencies to place home care referrals as well as support ongoing education for residents and their families regarding long-term care planning. Our department also encourages active participation through programs, clubs and activities to promote social engagement within the Upton community. Congratulations to our Outreach Coordinator, Katie San Clemente, who welcomed her son in November 2024. Despite being away for three months on maternity leave, Katie made a significant impact, logging 1,000 points of contact with residents of all ages for calendar year 2024. This is a 10% increase in points of contact from the previous year.

Food pantry

The Upton Community Center Food Pantry opened its doors in October 2023. In 2024, the UCC Food Pantry logged 305 visits from Upton residents in need. With the kindness and generosity of donations from the community, the UCC Food Pantry was able to alleviate the stress of food insecurity for many Upton residents.

This year we are especially thankful to the following local groups who came together to support the food pantry and Upton residents in need:

Blackstone Valley Regional Technical HS	Upton VFW
ERA Key Realty	Upton Fire and EMS Association
Fit Life in Leggings	Upton Bloomer Girls
St. Gabriel's Church	Worcester County Sheriff's Office

Nutritional Program

The ESS Department partners with Tri-Valley Elder Services and serves as a location for preparing Meals on Wheels for daily delivery. In 2024, more than 30 residents in the Upton community received home-delivered meals. Approximately 6,240 meals were served throughout the year by the Meals on Wheels team. Tri-Valley also assists with providing specially scheduled congregate meals throughout the year, a service we hope to expand in the coming year.

Personnel

The Upton Center experienced key staff changes at the beginning of 2024, but despite these transitions, it continued to provide the consistent services and programs that are highly valued by our senior population. Barbara Connelly served as interim director through February 2024, after which Tania Paparazzo was appointed as the new director. Nicole Stifnagle, our Department Specialist, not only stepped in during the director transition but also took on additional responsibilities while Outreach Coordinator Katelyn San Clemente was on maternity leave. Nicole expertly oversaw all department operations, always maintaining a positive attitude.

We would also like to extend a special thank you to temporary employee Karen Varney and volunteer Deb Saulen, who provided much-needed assistance during the staff shortage. Despite the challenges of transitioning to a new director and managing staff changes, the department remained steadfast in its commitment to providing quality service to the community.

In another staffing change, van driver David Loeper resigned in September of 2024. Since that time, drivers Bruce Mitchell and Ed Ferrelli have seamlessly stepped in to cover transportation needs, ensuring the continued smooth operation of this essential service. A third van driver will be added to the team in 2025.

Throughout the year, the staff participated in several professional development training courses to enhance the safety and quality of services provided to residents. These trainings included CPR, Defensive Driving, Passenger Assistance, Disability Awareness, Mental Health First Aid and ServSafe. In addition, the full-time staff attended the MCOA Annual Conference, where they participated in a variety of educational sessions focused on improving programming and support for seniors. These opportunities enable staff to gain valuable knowledge and skills, ensuring continued excellence in serving the community.

Transportation

The Center's van offers essential transportation for our community, providing access to medical appointments, pharmacies, shopping trips, entertainment, and services at the Community Center, as well as running other errands. This service is provided at a nominal cost to Upton residents. The availability of the senior van has proven to be invaluable in helping our older and disabled populations maintain their independence and dignity. We understand the emotional impact of surrendering a driver's license and strive to ease this process with compassionate and caring drivers.

In 2024, the UCC van provided 1,691 rides (calculated as one-way trips), marking an impressive 103% increase from the previous year. We are also pleased to announce that funding for a new handicap-accessible minivan has been approved, and we anticipate its purchase in January 2025. This new vehicle will allow us to expand our capacity to serve Upton residents more efficiently, ensuring continued support for the transportation needs of our aging population. As our community continues to age, it is reassuring to know that there is reliable alternative transportation to maintain independence.

Senior Tax Work-Off Abatement Program

The Senior Tax Work-Off Abatement Program is administered by the Council on Aging office, with support from the Assessors' Office, Treasurer/Collector, and Human Resources. For the FY25 tax year program, there were 31 participants who collectively worked a total of 2,231 hours. This program fosters a mutually beneficial partnership between seniors with applicable skills and town offices that require additional assistance. Seniors contribute their time and expertise by working in various Town Departments, completing a range of tasks in exchange for a property tax abatement, with a maximum of \$2,000. This initiative not only supports the town's operations but also helps seniors reduce their property tax burden while remaining engaged in the community.

Executive Office on Aging Formula Grant

This grant plays a critical role in supporting our community by covering part of the wages for our Department Specialist. Additionally, it helps fund a

variety of social, educational, and fitness programming, as well as essential supplies.

In 2024, the grant also contributed to the moving and repair of the beloved senior center piano. This investment allowed us to offer even more musical programming for our seniors. This grant is vital in meeting some of the department's needs that the operational budget cannot fully address. We are deeply grateful for the ongoing support of our State Governor and State Legislators for their commitment to the state formula, which helps all Massachusetts Councils on Aging continue to provide valuable services and programming for senior residents.

Acknowledgements

The Department of Elder and Social Services has been able to provide essential support to our residents thanks to the overwhelming generosity of numerous community organizations, businesses and individuals. We are deeply grateful for the contributions from the Upton Bloomer Girls, the Upton Police Department, the Upton Fire Department, the Upton Fire and EMS Association, St. Gabriel's Church, the Upton Men's Club, Unibank, State Representative David Muradian, and the many individuals who have generously donated to the Center. These gifts allow us to assist residents in crisis or facing difficult circumstances throughout the year and help us continue providing programming and support at the Center.

We also wish to acknowledge the countless volunteers who dedicate their time and energy to serving Upton's seniors and disabled residents. Each one is invaluable, and their efforts are truly appreciated. Your support makes a world of difference, and we are truly grateful.

The department thanks the Select Board, Town Administrator Joe Laydon, the Finance Committee, the Building Committee and Town employees for their assistance, cooperation, and support.

The COA and ESS Director would like to extend their heartfelt thanks to the staff of the department for their kindness and compassion in caring for our residents. Their unwavering dedication to excellence is evident every day.

Despite staffing shortages and transitions, they continued to ensure that our seniors and residents feel welcome, cared for, and heard. We are immensely proud of the work they do, and the Town is truly fortunate to have them as dedicated advocates for our community. As we move into 2025, the Center is eager to broaden its impact and reach more members of our community. Our primary goal is to enhance and evolve our offerings to ensure they are inclusive and accessible, benefiting not only older adults but all residents. We are committed to raising awareness about the services we provide and will continue to offer a diverse array of programs aimed at promoting both physical and mental wellness. Through these efforts, we strive to create an environment where older adults can thrive, enjoy a fulfilling lifestyle, and feel empowered to engage fully with all aspects of life.

Council on Aging

Myra Bigelow, Chair	Robert Flemming
Laurie Fantini, Vice Chair	Karen Glowacki
Linda Sanders, Secretary	Cheryl Henderson
Suzanne Perry	Maggie Ohman
Richard Provost	

Department of Elder and Social Services Full Time Staff

Tania Paparazzo, Director, Elder and Social Services

Katelyn San Clemente, Social Services Coordinator

Nicole Stifnagle, Department Specialist

Part Time Staff

Ed Ferrelli, Van Driver

David Loeper, Van Driver (*resigned*)

Steve Lotterman, Volunteer SHINE Counselor

Bruce Mitchell, Van Driver

Albert Vautour, Elder Nutrition Meal Site Manager (Tri-Valley)

Respectfully submitted,

Tania Paparazzo, Elder and Social Services Director

CULTURAL COUNCIL

The Upton Cultural Council (UCC) respectfully submits the following report for the year 2024.

Mission Statement:

The UCC is a town council (members are appointed by the Select Board) that awards grants to local performers, schools, and organizations that bring cultural events and programming to Upton and the local area, serving approximately 8,000 citizens. We pursue this mission through a combination of grant programs, partnerships, and services for nonprofit cultural organizations, schools, communities and individual artists. Our goal is to promote the appreciation of the arts, humanities, and interpretive sciences in Upton with a focus on diverse, inclusive, and accessible programming. We strive to reach as many of Upton's demographic groups as possible. Council funds are not used to substitute for or replace existing publicly funded programs.

The UCC distributes grant monies awarded to it through the Massachusetts Cultural Council's Local Cultural Council (LCC) Program. The LCC Program is the largest grassroots cultural funding network in the nation, supporting thousands of community-based projects in the arts, humanities, and sciences annually and promoting rich cultural experiences. Each year, local councils award more than \$2 million in grants to more than 5,000 cultural programs statewide.

In addition, the UCC engages in its own fundraising in order to support additional local programming. Fundraising in 2024 included the sale of items with the Town of Upton sign (stamped tile coasters created by Megan Ronzio, pint glasses, and tea towels), with sales taking place at Heritage Day, the United Parish Church holiday fair, and through social media. The UCC also raffled off a gift basket at Heritage Day that included Town of Upton items and snacks. The UCC thanks the Upton Historical Society for providing a Heritage Day table at no charge to the UCC.

The UCC is excited to bring these opportunities to our town and to be able to elevate and enrich the cultural life and experience of local residents. By

funding these programs, we are supporting local artists, schools, and Town organizations, as well as promoting a sense of community. We think that no matter what your interests are, there's sure to be something for every citizen.

Shelley Glassman, our Social Media Coordinator, continues to update our social media accounts on Facebook, Instagram, and Twitter to stay in contact with the community and share updates in real-time. The UCC is also required to survey the community in order to obtain feedback on programming for our citizens. We are also directly connected to the Massachusetts Cultural Council on Facebook: <http://www.massculturalcouncil.org/>.

2024 UCC Grants

The UCC received \$7,500.00 in MCC funding for 2024, and grants awarded by the UCC for 2024, with all programming open to the public and no charge to participants:

- Upton Town Library: The Whalemobile: \$626.00
- BVT Holiday/Winter Art Show: \$500.00
- The “Beat Generation” - A Cultural Review of the 1950s Through Music: \$500.00
- Luminaries in the Library: \$900.00 (presented by Cathy Taylor, Upton resident)
- She Grooves - Using Our Voices for Positive Change (held at Hopkinton Center for the Arts): \$279.00
- Pastel Painting Group Class - Edouard Manet Inspired “Flowers in a Crystal Vase”: \$695.00
- Memorial School: Sheryl Faye Presents Historical Women - Helen Keller: \$935.00
- Miscoe Hill School: Chariot of the Sun (presentation introducing students to the heroes, gods, goddesses, and monsters of Greek mythology): \$885.00
- Senior Center: Hip Hop Chair Dance for Seniors: \$280.00
- Generations of Jazz (produced by Bob Nicoll, Upton resident): \$600.00
- Flutissimo for the 2024 Thimble Pleasures Quilt Guild Show: \$300.00

- Art Adventures (art class series presented by Lauren Scheuer, Upton resident): \$1,000.00

This year, and in conjunction with both MCC and UCC criteria, the UCC gave priority to:

- Applicants that had secured a local venue or had the capacity to conduct virtual presentations.
- Projects that promoted access to, and appreciation of, the arts, humanities and interpretive sciences in the town of Upton.
- Ability to address the diverse cultural needs of underserved populations or support diverse forms of cultural activities.
- How well the program met our local priorities. community support and involvement.
- Evidence of positive track record and dedication of the applicant.
- New applicants and innovative proposals.
- Applicants will not be discriminated against on the basis of race, sex, religion, creed, color, national origin, disability or age.

The Upton Cultural Council welcomes new members to join us in bringing culture to our community, as well accepting input from the community as to cultural programming that citizens would like brought to Upton.

Respectfully submitted,

Jennifer Conrad, Chair

Robin Jokela, Treasurer

Kate Baden, Recording Secretary

Marie Kitchen, Member

Shelley Glassman, Social Media Coordinator

DISABILITY COMMISSION

A report was not submitted. The Disability Committee did not meet in 2024.

DEPARTMENT OF PUBLIC WORKS

The Department of Public Works enhances the quality of life and provides uninterrupted, effective, and efficient municipal services to the residents of Upton. Our Divisions include Water, Wastewater, Highway, Parks/Forestry/Cemetery, and Facilities. These Divisions work together as one cohesive Public Works Department to meet the many needs of the community, improve infrastructure, and advance town projects. The Department consists of nineteen full-time employees including a Director, one Department Coordinator, one Department Specialist, two Superintendents, one Parks/Forestry/Cemetery Foreman, one Highway Foreman, one Mechanic, one Water/Wastewater Foreman, four Water/Wastewater Operators, four Truck Driver/Heavy Equipment Operators, one Building Custodian, and one Parks/Forestry/Cemetery Laborer. The Department also employs four seasonal employees.

The Department of Public Works hereby respectfully submits its Annual Report for the year ending December 31, 2024.

HIGHWAY DIVISION

Mission Statement

The mission of the Highway Division is to maintain and preserve the Town's Public Way infrastructure, which includes paved streets, sidewalks, street signs, traffic signals, dams, and storm drainage systems, and to restore and improve core services to the public. The Division also maintains access for emergency vehicles on many Unaccepted Roads. Consisting of a Superintendent, , Foreman, Mechanic, and three Truck Driver/Heavy Equipment Operators, the Division is responsible for maintaining approximately seventy-one miles of accepted roadways, multiple dams, culverts, bridges, guardrails, street signs, traffic signals, drainage easements, and snow & ice operations.

The winter of 2023 – 2024 continued to bring unusually warm weather with less events than last year but with slightly higher snowfall amounts. The temperatures were favorable for sleet, freezing rain, and snow accumulation. The DPW responded to 11 events throughout the season. Total snowfall

accumulation equaled 22.5 inches in comparison to the 17.5 inches received the prior winter. The Highway Division worked tirelessly in their effort to keep the roads and sidewalks safe and clear for motorists, pedestrians, and emergency vehicles. Other completed projects by the Highway Division include:

Roadway repair (patched) various locations throughout Town.

Painted stop bars and crosswalks throughout the Town.

Continued partnership with National Grid for hazard trees removal on all public ways.

Cleaned and reshaped drainage swales throughout Town.

Conducted extensive roadside brush cutting, to provide safe sight distance for motorists, cyclists, and pedestrians.

Tested and disposed of approximately 100 yards of catch basin and street sweeping debris.

Submitted annual MS4 report in accordance with the Town's NPDES permit.

Swept 75 miles of roadway.

Cleaned 858 catch basins.

Replaced asphalt berms at various locations.

Addressed beaver issues at various locations.

Responded to numerous roadside washouts during the rainy season.

Replaced various types of street and traffic signs throughout Town.

The Town's Road Management Program received funding and the following roads received reconstruction:

Pleasant St. from Mendon St. – RT 140 – 2,200 feet.

Mendon St. from Pleasant St. to Grove St. – 4,650 feet.

Taft St. from Elm St. to East St. – 11,733 feet.

Pleasant St. from Maple St. to the Town line – 9,400 feet.

This was a total of approximately 5.3 miles of roadway.

Other notable items the Highway Division completed this past year:

Assisted the Parks/Forestry/Cemetery and Water/Wastewater Divisions.

Repaired/replaced 25 catch basins and manhole structures.

Repaired roadway deficiencies at various locations throughout Town.

Performed road and drainage repairs as needed and/or request by residents.

Cleaned several large culverts.

Removed numerous dangerous trees throughout the Town.
Renovated the detention basin on Stage Coach Lane.
Removed and rebuilt approximately 10 driveway aprons.
Rebuilt the access road to Pratt Hill Water Tank.
Assisted in the construction of the Community Center Playground.
Mowed the former Trask property on Mendon Street

The DPW continues to work with National Grid in an aggressive hazardous tree removal program.

I would like to thank John Johnson, Highway Superintendent, and his team in the Highway Division, as well as Department Coordinator, Bill Taylor, for their hard work and dedication throughout the year.

PARKS, FORESTRY, & CEMETERY DIVISION

Mission Statement

The Mission of the Parks/Forestry/Cemetery Division is to provide safe, aesthetically pleasing and functional recreational areas including our cemeteries, which enhance the community's current and future needs; to plant, maintain, and manage public shade trees along the Town's Public Ways and public areas while maintaining public safety, aesthetic quality, and value of the Community's Urban Forest. Consisting of a Foreman with a pesticide license, one Truck Driver/Heavy Equipment Operator, one Laborer, and four part-time seasonal employees, the Division is responsible for maintaining forty-eight acres including athletic fields and cemeteries. The Division also maintains the grounds at several Town buildings and green spaces throughout the Town.

The Parks, Cemetery and Forestry Divisions maintains 48 acres of Town owned property at Kiwanis Beach, Leland Field, West River athletic field; as well as the four Town cemeteries; First Cemetery located on Grove Street, Lakeview located on North Main Street, Bradish Cemetery located on Westboro Road at North Street, and Maplewood Cemetery located on Maple Street. In addition to these locations, the Division also maintains the grounds at Town

Hall, Library, Town Common, Police & Fire Stations, Heritage Park, Wildwood Park, and street islands located throughout Town.

Other tasks performed by the Parks Division includes the following:

Performed routine maintenance of irrigation systems at all municipal sites.

Continued the Invasive Aquatic Species Program.

Annual spring and fall cleanup.

Brush clearing and chipping.

Mow, fertilize, lime, aeration, over seeding, and application of compost top dressing on all fields throughout the growing season.

Dam maintenance and monitoring of water levels throughout the year.

Shrub and tree trimming.

Soil analysis.

Town beach water quality – sampling and maintenance, performed weekly.

Pesticide and herbicide applications.

Fencing, yard, and wall repairs as needed.

Playground equipment, safety inspections, and maintenance.

Collect trash in the 25 barrels located throughout Town, performed weekly.

Annual installation and removal of docks at Kiwanis Beach.

Refinished picnic tables and trash barrels.

Submission of Annual Report to the Massachusetts Department of Agricultural Resources for the application of pesticides and herbicides.

Repaired fencing at the Kiwanis Beach tennis courts.

Assisted the Highway Division with snow & ice operations, tree removal throughout town, and beaver dam removals.

Conducted repairs to Kiwanis Beach docks.

Assisted with the replanting of the Kiwanis Soccer Field.

Submission of Annual Report to the Massachusetts Department of Agricultural Resources for the application of pesticides and herbicides.

Replaced backboards and nets at Kiwanis Beach.

Assisted the Highway Division with snow & ice operations, tree removal throughout town, and beaver dam removals.

Power washed Kiwanis Beach Buildings.

Conducted repairs to Kiwanis Beach docks.

Tasks performed at the Town cemeteries include:

Application of Grub control in needed locations.
Extensive brush trimming throughout all Town cemeteries.
Extensive loaming and seeding.
11 full burials.
23 cremations.
Installation of 8 footstones and/or Veteran's markers.

Tasks performed within the Forestry Division include:

Removal of dozens of dead, diseased, and hazardous trees throughout Town.
Additional days of tree work related to storm damage.
Removal of several tree stumps through a stump-grinding process.
I would like to thank Gary Harper, Parks/Cemetery/Forestry Foreman, and his small but dedicated staff, for their hard work and commitment throughout the year.

WASTE WATER DIVISION

Mission Statement

The mission of the Wastewater Division, through cooperative teamwork, is to protect the environment by minimizing health/pollution risks, while effectively meeting the stringent criteria imposed by the U.S. Environmental Protection Agency and the MA Division of Environmental Protection regulations and permits. The Division optimizes process control and long-term infrastructure integrity through a strategically planned and coordinated inspection, analysis, preventive maintenance, and scheduled replacement program. All of which are performed in a professional cost-effective manner with emphasis on serving the needs of the Wastewater Customer, with minimal financial impact. Consisting of a Wastewater/Water Superintendent, one Water/Wastewater Foreman, and four licensed and cross trained Operators who are shared with the Water Division, the Wastewater Division is responsible for maintaining and improving approximately fourteen miles of gravity and force sewer main, a Wastewater Treatment Facility and four pump stations.

The Water and Wastewater Division utilized in-house staff for several projects, resulting in savings for the Town and its ratepayers. The Department

continues to perform the repairs, upgrades, and planning necessary for economically updating its aging infrastructure and assets.

Completed DEP inspection requirements for the treatment facility.

Prepared quarterly wastewater invoices.

Repaired various manhole structures around town.

Continued to update and maintain the SCADA system to maintain compliance with the DEP and EPA.

Staff continue to refurbish and maintain older equipment to utilize less electricity, water, and other resources.

Continue training staff on safety focused maintenance.

Repaired and/or replaced various pumps.

Reported sanitary sewer overflows due to heavy inflows from record-breaking rainfall.

Continued with the DEP mandated PFAS sampling.

Continue sending staff for additional educational classes to both maintain their current licensees as well as increase their knowledge and experience in an ever-changing industry.

Presented the Board of Selectmen with the annual rate structure.

WATER DIVISION

Mission Statement

The mission of the Water Division is to provide the highest quality drinking water and fire protection at the lowest possible cost. The goal of the Division is to be recognized by the townspeople as an effective and efficient operation within the Town Government. The Water Division operates on the principles of craftsmanship and integrity. We are constantly seeking new and creative ways to improve the quality of the water and the efficiency of the operation. Consisting of a Water/Wastewater Superintendent, one Water/Wastewater Foreman, two Cross Connection/Backflow Prevention Inspectors/Operators shared with Wastewater, and two licensed Operator's also shared with the Wastewater Division. The Water Division is responsible for approximately thirty-three miles of water line, two water tanks with a combined 1.5-million-gallon capacity, three pump stations/treatment facilities, and two booster

stations. The Division distributes approximately one hundred thirty million gallons annually.

Repaired water main breaks on Pleasant Street & Milford Street.

Prepare quarterly water invoices.

Completed the annual spring and fall Hydrant-Flushing Program as well as our annual Leak Detection Program.

Replace and/or repaired various hydrants throughout town.

Presented the Board of Selectmen with the Town's annual rate structure.

Exercised and cleaned all water gate valves within the system.

Continue training staff on safety focused maintenance.

Continue sending staff for additional educational classes to both maintain their current licensees as well as increase their knowledge and experience in an ever-changing industry.

Water/Wastewater Performance

The Water Division pumped and treated 132.98 million gallons of water from three well fields this year in accordance with federal, state, and local regulations and safety requirements.

The Wastewater Division treated and discharged 113.15 million gallons of wastewater.

Processed and disposed of 45.37 dry tons of waste sludge.

Staff responded to 32 after-hour water and wastewater calls.

I would like to thank Matthew Kerr, Water/Wastewater Foreman, for assuming additional responsibilities in the absence of the Superintendent. I would also like to thank the Water/Wastewater staff, as well as Department Coordinator, Bill Taylor, for all their hard work and dedication throughout the year.

FACILITY MAINTENANCE DIVISION

Mission Statement

The mission of the Facility Maintenance Division is to deliver effective and efficient support through safe work practices, annual cleaning and preventative maintenance contracts, and to preserve public properties in a

manner that provides a safe and comfortable environment for all town employees and residents. Responsibilities of the Facilities Maintenance Division include but are not limited to; custodial and cleaning services, preventative maintenance and repair of HVAC, electrical and plumbing systems, and interior/exterior aesthetic maintenance.

The Facility Maintenance Division employs a single custodian and utilizes outside cleaning and maintenance services. The Division is responsible for Town Hall, Risteen Building, Community Center, DPW and Holy Angles. The Division also provides support to the Police and Fire Departments.

Some of the responsibilities of the Facility Maintenance Division include:

Changing HVAC filters every 3-6 months.

Maintaining facility HVAC parameters and schedules.

Maintaining lighting fixtures and schedules.

Maintaining security alarm systems and schedules.

Maintaining facility drains and plumbing.

Annual fire extinguisher inspections and Certifications.

Annual elevator inspections and Certifications.

Maintaining facility generators.

Annual kitchen exhaust vent maintenance and Certification.

Grease trap and Water/Oil Separator maintenance and reporting.

Gutter maintenance.

Fire suppression system maintenance.

Facility interior repairs, painting, and cleaning.

Facility exterior repairs, maintenance, and protection.

Annual boiler and pressure vessel inspections and Certifications.

Ordering and maintaining facility-cleaning and operating supplies.

Trash and recycling collection.

Maintaining walkways and entrances during snowstorms.

Setting up accommodations for special functions.

Weekend and evening custodial coverage for facility rental events.

I would like to thank Paul Marchand for all his hard work and dedication throughout the year.

Respectfully submitted,

Dennis E. Westgate Jr

Director of Public Works

DPW BUILDING COMMITTEE

On June 21, 2022, under the General By-laws, Ch. 12 Section 1, the Select Board, Town Moderator, and Director of Public Works, each having one vote for a total of three votes, appointed a building committee, dissolving the DPW Feasibility Committee, for a term to expire upon the completion of the building project or the dissolution of the committee by the Select Board.

ECONOMIC DEVELOPMENT COMMITTEE

A report was not submitted.

FINANCE DEPARTMENT

TOWN ACCOUNTANT

Combined Balance Sheet- All Fund Types and Account Group

FY24 Encumbrances Summary

Debt - FY14 ATM 5/9/2013 A9 Town Hall Renovations	2,062.18
FC STM FY17 11/15/2016 A17 TC Tax Title -Rem. Contents from 28 Hartford Ave	2,320.00
FC STM FY18 11/14/2017 A6 DPW TIP Required Easements	51,300.00
FC STM FY18 11/14/2017 A7 DPW - Hire Consultant for TIP Project	25,000.00
FC STM FY19 11/13/2018 A6 Building - Police Station Roof & HVAC Improvements	90,627.39
STM FY19 11/13/2018 A7 Building - Fire Station Roof Design & Repair	45,221.76
STM FY19 11/13/2018 A16 DPW Feasibility Study	12,500.00
FC ATM FY19 05/02/2019 A18 BOS - Brooks Street Survey & Record Land	5,000.00
FC ATM FY20 06/23/2020 A13 BOA - Recertification Work	4,760.95
FC ATM FY20 06/23/2020 A15 BOA - Utility Appraiser	4,000.00
FC STM FY21 11/10/2020 A1 BOS - Purchase 0 Grove St & Environmental Remediation	17,143.81
FC STM FY22 11/02/2021 A5 DPW Facility Schematic Design Services	235,000.00
FC STM FY22 11/02/2021 A10 Clerk - Record Consolidating at Town Hall	321.00
FC STM FY22 11/02/2021 A13 BOA - Interim Year Property Valuation & Quinquennial Update & Certification	23,585.00
FC STM FY22 11/02/2021 A16 DPW - Ten Wheel Dump Truck With Snowplow/Spreader	293,875.00
FC ATM FY22 05/05/2022 A17 DPW - Grove St Bridge Design & Engineering	133,156.52
FC ATM FY22 05/05/2022 A14 IT - Replace Town Hall Server	35,085.88
ATM FY23 05/05/2022 A9 DPW - Town Roads Construction and Improvements	211,893.64
ATM FY23 05/05/2022 A13 BOA - Recertification Year Property Valuation Work	10,000.00
FC ATM FY23 05/04/2023 A13 DPW - Town Roads Construction and Improvements	180,000.00
FC ATM FY23 05/04/2023 A20 Historical Commission - Preserve Historical Infrastructure of Town	25,000.00
FC ATM FY23 05/04/2023 A22 Police - Repair Concrete Ramp at Police Station	50,000.00
FC ATM FY23 05/04/2023 A23 DPW - Professional Emergency Management Peer Review Services for GURR	25,000.00
FC ATM FY23 05/04/2023 A24 DPW - Dump Truck Replacement	125,000.00
FC ATM FY23 05/04/2023 A32 BOS/TM - Classification and Compensation Plan Review and Update	15,995.00
ATM FY24 05/04/2023 A13 DPW - Town Roads Construction and Improvements	100,000.00
ATM FY24 05/04/2023 A31 BOA - Recertification Year Property Valuation Work	10,000.00
FC STM FY24 11/7/2023 A3 BOS-Purchase 41 Milford Street	57,600.00
FC STM FY24 11/7/2023 A4 BOS-Purchase 8 Grove Street	3,800.00
FC STM FY24 11/7/2023 A5 DPW-Cemetery Professional and Admin Services	114,000.00
FC STM FY24 11/7/2023 A6 Police - Purchase Four Solar Powered Speed Radar Signs	14,920.04
FC STM FY24 11/7/2023 A7 DPW-Engineering Studies to Mitigate Speeding on Local Roads	42,000.00
FC STM FY24 11/7/2023 A8-1 DPW-Holy Angels Exterior Maintenance	62,150.00
FC STM FY24 11/7/2023 A8-2 DPW-Risteen Building Exterior Maintenance	47,850.00
FC ATM FY24 05/02/2024 A12 DPW - Town Roads Construction and Improvements	500,000.00
FC ATM FY24 05/02/2024 A19 DPW - Reconstruction of Fiske Ave	500,000.00
FC ATM FY24 05/02/2024 A20 DPW - 1-Ton Dump Truck-Plow & Sander	150,000.00
FC ATM FY24 05/02/2024 A22 Police - Purchase Replacement Patrol Cruiser	65,000.00
FC ATM FY24 05/02/2024 A23 Fire-EMS -Refurbishment of Engine 1	100,000.00
FC ATM FY24 05/02/2024 A24 Police - Replacement of 2 Emergency Message Boards	41,000.00
FC ATM FY24 05/02/2024 A25 DPW - Replenishment of sand at Kiwanis Beach	45,000.00
FC ATM FY24 05/02/2024 A27 DPW - Feasibility Study - Burying Utility Lines	25,000.00

Total \$3,502,168.17

FY24 General Fund Expense Summary

Town Meetings	Elections	22,935.49	Land Use & Inspectional Services - Wages	183,456.93	Library Expense	72,938.79
Moderator Salary		500.00	Land Use & Inspectional Services - Expense	19,184.39	Recreation - Salaries	1,750.00
Moderator Expense		100.00	Emergency Management - Expense	3,000.00	Recreation - Beach	34,327.96
Selectmen-Wages		360,646.60	Emergency Mgmt - Reverse 911 System	6,499.10	Recreation - Misc Exp. Beach Programs	5,700.00
Selectmen - Salaries		1,750.00	Animal Control - Wages	20,063.11	Recreation - Site Improvements	0.00
Selectmen Expense		2,164.14	Animal Control - Kennel Rental	0.00	Historical Commission Expense	0.00
Town Manager Expense		1,753.25	Animal Control Expense	2,526.35	Long Term Principal	460,500.00
Land Use and Inspectional Services Expense		5,000.00	DPW Parks Forestry & Cem - Wages	187,531.63	Long Term Interest	314,994.76
Town Manager Misc. Expense		52,686.74	DPW Parks - Lawn Maintenance	24,974.49	Air Pollution Control	2,674.00
Finance Committee Expense		1,312.50	DPW Parks Forestry & Cemetery - Aquatic Weed C	13,000.00	Boston Metro District	58,912.00
Finance Committee Reserve		0.00	DPW Parks - Forestry Expense	47,000.00	RMV Surchage	3,740.00
Finance Department - Wages		300,819.24	DPW Parks - Training	1,500.00	Worc. Regional Retirement Pension Fund	903,111.43
Finance Department - Assessors - Salaries		1,750.00	DPW Parks - General Expense	5,171.98	Unemployment Compensation Fund	8,435.80
Finance Department - Accounting and Auditing Services		19,500.00	DPW Parks Forestry & Cem - Vehicle Fuel	2,133.56	Medicare	83,540.33
Finance Department/Town Accountant - GASB 74/75 Cor		3,500.00	DPW Parks Forestry & Cem - Veh. Maint. Repair	0.00	Bond Town Officers	1,150.00
Finance Department/Town Accountant Expense		1,291.16	DPW Parks - Clothing Allowance	1,328.46	Insurance	1,150,363.01
Finance Department/Treasurer-Collector Expenses		36,432.32	MURSD - Salaries	500.00	Trust Fund Committee - Salaries	1,750.00
Finance Department/Assessors Expense		41,547.81	BVT - Salaries	500.00	Other Financing Uses Transfers Out	684,470.00
Capital Budget Committee Expense		0.00	Mendon-Upton Operating Expense	13,720,701.00	ATM FY14 5/09/13 A15 Classification and Compensation Plan Review	2,875.00
Town Counsel Expense		80,018.22	Mendon-Upton Debt Exclusions	370,896.00	FC STM FY17 11/15/2016 A8 DPW Purchase Various Roadway Signs	150.00
Personnel - Wages		0.00	Blackstone Valley Operating Expense	1,557,040.00	FC STM FY18 11/14/2017 A6 DPW TIP Required Easements	600.00
Personnel Committee Expense		146.00	Blackstone Valley Capital Assessment	13,722.00	FC STM FY21 11/10/2020 A1 BOS - Purchase 0 Grove St & Environmental Remediation	2,455.00
Human Resources Expenses		15,974.25	Norfolk Aggie Operating Expense	158,620.70	FC ATM FY21 05/08/2021 A23 BOS - Canada Geese Management Program for Kiwanis Beach	3,400.00
Tax Title Auction Expense		0.00	DPW - Wages	514,972.65	FC ATM FY21 05/08/2021 A26 Building - Library ADA accessibility	24,069.00
Tax Title Foreclosures		4,570.75	DPW Consultant	0.00	FC STM FY22 11/02/2021 A4 Police - Purchase 10 Bullet-Proof Vests	955.00
Management Information Systems - Expense		185,185.07	DPW Building Utilities	21,149.68	FC ATM FY22 05/05/2022 A17 DPW - Grove St Bridge Design & Engineering	26,843.48
Town Clerk - Wages		101,393.48	DPW Building Maintenance	5,227.87	FC ATM FY22 05/05/2022 A17 IT - Replace Town Hall Server	24,914.12
Town Clerk Expense		5,750.30	DPW - Contracted Services	29,508.00	FC ATM FY22 05/05/2022 A15 Fire-EMS - Purchase Ambulance	11,167.25
Registrar of Voters Expense		4,641.65	DPW - Animal Disposal Services	0.00	ATM FY23 05/05/2022 A9 DPW - Town Roads Construction and Improvements	24,514.73
Conservation Comm - Clerk Wages		42,063.34	DPW - Stormwater Management Plan	63,784.92	FC STM FY23 11/01/2022 A4 Police - Purchase Replacement Cruiser	54,092.30
Conservation Commission Expense		7,957.93	DPW - Training	1,780.00	FC STM FY23 11/01/2022 A6 Fire - Purchase Replacement Vehicle	727.21
Beaver Control		1,500.00	DPW Expense	22,210.15	FC STM FY23 11/01/2022 A7 Fire - Purch & Install ProCare Power Pro AutoLoad Loader Stretcher for	66,230.00
Planning Board - Salaries		2,750.00	DPW Vehicle Fuel	30,851.50	FC ATM FY23 05/04/2023 A25 DPW - Replacement Vehicle for DPW Director	57,958.68
Planning Board Wages		22,903.84	DPW Vehicle Maintenance	53,398.07	FC ATM FY23 05/04/2023 A26 DPW - Purchase Roadside Mowing Tractor	150,000.00
Regional Planner		2,467.12	DPW - Highway Material	17,900.27	FC ATM FY23 05/04/2023 A27 DPW - Purch. Of Mower for Parks/Forestry/Cemetery Division	10,366.49
Planning Board Expense		1,317.42	DPW - Oiling Paving	8,006.60	FC ATM FY23 05/04/2023 A30 Land Use - Purch. Large Scanner/Plotter	23,045.00
Housing Authority - Salaries		1,750.00	DPW - Clothing Allowance	3,195.74	FC ATM FY23 05/04/2023 A32 BOS/TM - Classification and Compensation Plan Review and Update	24,005.00
Town Bldg. Wages		59,485.57	Snow Removal	183,735.47	FC STM FY24 11/7/2023 A1 Unpaid Bills from Prior Fiscal Year	2,034.86
Town Bldg. Expense		175,231.14	Waste Removal - Disposal	119,787.98	FC STM FY24 11/7/2023 A6 Police - Purchase Four Solar Powered Speed Radar Signs	12,079.96
Police Wages		1,686,594.14	Waste Removal - Curbside Services	545,000.00	FC STM FY24 11/7/2023 A7 DPW - Engineering Studies to Mitigate Speeding on Local Roads	8,000.00
Police Utilities		36,191.39	Cemetery Commission - Salaries	1,750.00	FC ATM FY24 05/02/2024 A2 Unpaid Bills from Prior Fiscal Year	1,078.42
Police Building Maintenance		34,200.00	Cemetery Maintenance	20,257.21	Total Expenditures	\$27,969,954.22
Police Training		17,597.00	Health Board - Wages	66,578.14		
Police Expense		28,382.56	Health Board - Salaries	1,750.00		
Police Cruiser Gas		32,264.95	Health Board - Food Inspections	900.00		
Police Cruiser Maintenance		11,837.04	Demolition of Buildings	0.00		
Police Clothing Allowance		18,866.74	Board of Health Expense	3,393.05		
Police Capital - New Cruiser		55,000.00	Health Board - Trash Bags	31,997.65		
Fire/EMS Dept - Wages		1,006,346.54	Beaver Management	2,194.89		
Fire/EMS Dept. - Utilities		30,761.02	Nurse Wages	39,911.45		
Fire/EMS Dept. - Ambulance Billing Services		10,356.01	Nurse Wags - Blackstone IMA	7,948.27		
Fire/EMS Dept. - Bldg Maintenance		27,986.13	Health Service Expense	1,712.23		
Fire/EMS Dept. - Training		30,604.98	Elder & Social Services/COA - Wages	156,122.63		
Fire/EMS Dept. Expense		35,617.85	Elder & Social Services/COA - Building Maintenan	539.85		
Fire/EMS Dept. - Ambulance Service - Licensing & Certi		2,282.05	Elder & Social Services/COA - Expense	31,898.71		
Fire/EMS Dept. - Ambulance Service Supplies		38,000.00	Veterans Service - Wages	11,259.45		
Fire/EMS Dept. - Paramedics Expense		1,150.00	Veterans Service Expense	68.55		
Fire/EMS Dept. Vehicle Fuel		16,039.32	Veterans Benefits	15,315.67		
Fire/EMS Dept. Vehicle Maint.		46,689.45	Library-Wages	267,758.55		
Fire/EMS Dept. Clothing Allowance		14,516.59	Library - Salaries	3,750.00		
Fire/EMS Dept. New Equipment		33,997.13	Library - Postage Expense	992.20		

FY24 Parks Revolving Summary

Beginning Balance 07/01/2023	\$	10,998.93
Revenue	\$	19,424.64
Expenses	\$	16,730.47
Ending Balance 06/30/2024	\$	13,693.10

FY24 General Fund Revenue Summary

Personal Property	\$	673,066
Real Estate	\$	24,550,784
Tax Liens	\$	180,855
Motor Vehicle Excise	\$	1,617,350
Penalties and Interest	\$	135,619
Fees	\$	231,921
Other Department Revenues	\$	669,497
Licenses and Permits	\$	336,981
State - Cherry Sheet	\$	1,044,645
Fines & Forfeits	\$	10,448
Misc. Revenues	\$	14,332
Investment Income	\$	429,036
Total General Fund Revenue	\$	29,894,534

Enterprise Funds Summary

WATER ENTERPRISE

<u>Revenue</u>	
Interest	5,684.35
Water Usage Charges	857,355.07
Water Liens	51,514.20
Connection Fees	27,471.88
Misc. Revenue	7,307.62
Other Financing Sources - Transfers In	119,470.00
Total	1,068,803.12

WASTEWATER ENTERPRISE

<u>Revenue</u>	
Interest	5,824.59
Connection Fees	65,000.00
Waste Water Charges	911,006.47
Waste Water Liens	66,240.15
Misc. Revenue	720.00
Other Financing Sources - Transfers In	0.00
Total	1,048,791.21

Expenses

General Labor	213,197.88
Worcester City Retirement Pension Fund	45,778.00
Water Expenses	393,869.82
Capital Outlay	61,262.50
Debt Service Expenses	372,749.75
Total	1,086,857.95

Expenses

General Labor	213,198.32
Worcester City Retirement Pension Fund	45,778.00
Wastewater Expenses	331,543.07
Capital Outlay	7,600.00
Debt Service Expenses	18,369.00
Total	616,488.39

FY24 Revolving Funds

FUND	Balance Forward	Current Year	Current Year	Funds Available	Expenditure	Exceeded
	7/1/2023	Other Receipts	Expenditures	6/30/2024	Limit	Expenditure Limit
RECREATION REVOLVING	\$ 163,416.90	\$ 223,549.01	\$ 227,731.42	\$ 159,234.49	\$ 270,000.00	\$ -
LIBRARY REVOLVING	\$ 312.82	\$ 916.69	\$ 1,309.37	\$ (79.86)	\$ 6,000.00	\$ -
ESS-COA REVOLVING	\$ 17,134.88	\$ 12,505.96	\$ 28,079.67	\$ 1,561.17	\$ 10,000.00	\$ 18,079.67
UPTON WETLAND BYLAW FEE REVOLVING	\$ 42,357.29	\$ 12,717.50	\$ 1,499.04	\$ 53,575.75	\$ 20,000.00	\$ -
BOH BULK ITEM REVOLVING	\$ 84,237.45	\$ 4,911.00	\$ 446.25	\$ 88,702.20	\$ 15,000.00	\$ -
STORM WATER BY-LAW FUND - CON. COMM.	\$ 3,415.00	\$ 200.00	\$ -	\$ 3,615.00	\$ 7,000.00	\$ -
COMMUNITY GARDEN FUND	\$ 796.52	\$ 300.00	\$ 791.36	\$ 305.16	\$ 2,000.00	\$ -
LAND STEWARDSHIP REVOLVING	\$ 13,162.87	\$ -	\$ 3,832.45	\$ 9,330.42	\$ 10,000.00	\$ -
TAX TITLE COLLECTION REVOLVING FUND	\$ 9,508.83	\$ 2,780.70	\$ 10,779.94	\$ 1,509.59	\$ 15,000.00	\$ -
BOH - TITLE V REVOLVING FUND	\$ 27,261.60	\$ 6,625.00	\$ 10,190.00	\$ 23,696.60	\$ 15,000.00	\$ -
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	<u>\$ 361,604.16</u>	<u>\$ 264,505.86</u>	<u>\$ 284,659.50</u>	<u>\$ 341,450.52</u>		

Respectfully submitted,

Kenny Costa

Finance Director/Town Accountant

TREASURER/COLLECTOR

The office of the Treasurer/Collector has a multitude of responsibilities and is committed to achieving a high standard of service to the taxpayers and municipal employees of Upton. The systems/procedures in place follow MCTA best practices and represent the most cost-efficient use of staff & resources available.

The Treasurer/Collector's office handles a wide variety of duties which include the collection, reconciliation and reporting of all Real Estate, Personal Property and Motor Vehicle Excise taxes, as well as water and sewer charges, and other various municipal fees. The office also receives in State/Federal revenue including state-aid and grant funds awarded to the town. Municipal Lien Certificates are prepared upon request, and all outstanding accounts are monitored regularly to ensure legal collection efforts are pursued in a timely manner.

The Treasurer/Collector is the custodian of all town funds, which must be deposited, invested, and dispersed in accordance with Massachusetts General Laws. The office is also responsible for the processing of weekly payroll and is accountable for the collection of employees' withholdings and benefit premiums due for both active and retired employees of the Town.

I would like to thank the dedicated staff of the Treasurer/Collector's office for their hard work and commitment to excellence over the past year!

Respectfully submitted,

Jessica Gomez

Treasurer/Collector

2024 PAYROLL - CALENDAR YEAR

Last Name	First Name	Department	Total Gross	Earnings	Overtime	Detail
Acciavatti	Travis	DPW	\$83,175.13	\$75,681.92	\$7,493.21	
Acker	Carolyn	Recreation	\$5,409.13	\$5,409.13		
Ambrosino	Carl	Police	\$1,620.00	\$0.00		\$1,620.00
Amorelli	Debra	Library Trustee	\$1,250.00	\$1,250.00		
Andrews	William	Elections	\$420.00	\$420.00		
Antonellis	Michael	Bldg Insp	\$98,504.83	\$98,504.83		
Atchue	Jonathan	Bldg Insp	\$11,162.95	\$11,162.95		
Austin	Micaela	Library	\$53,632.28	\$53,632.28		
Bachtold	Matthew	Library	\$86,993.19	\$86,993.19		
Bandstra	Aidan	Recreation	\$2,738.63	\$2,738.63		
Barry	Lisa	Police	\$116.48	\$116.48		
Bartlett	Tyler	Education	\$500.00	\$500.00		
Bell	Raymond	Police	\$1,010.00	\$0.00		\$1,010.00
Benjamin	Michael	Police	\$207,489.86	\$134,274.61	\$63,377.75	\$9,837.50
Bergstrom	John	Police	\$129,926.39	\$92,799.77	\$21,360.12	\$15,766.50
Bern	Kathleen	Town Clerk	\$27,739.35	\$27,739.35		
Bern	Cameron	Police	\$49,014.58	\$45,421.59	\$668.99	\$2,924.00
Besler	Brittany	Housing	\$750.00	\$750.00		
Bhardwaj	Ekakshar	Recreation	\$3,805.27	\$3,805.27		
Bonina	Amy	Bldg Insp	\$38,653.96	\$38,609.29	\$44.67	
Bonina	William	Assessors	\$500.00	\$500.00		
Boroczky	Ian	Police	\$30,554.71	\$30,554.71		
Boyko	Jayce	Recreation	\$2,363.76	\$2,363.76		
Bradford	Mary	Elections	\$105.00	\$105.00		
Bradley	Michael	Police/Fire Dept	\$254,977.07	\$254,647.07		\$330.00
Brault	Betty	Senior	\$730.59	\$730.59		
Briggs	Stedman	Senior	\$1,580.67	\$1,580.67		
Broberg	Todd	Water	\$56,790.64	\$50,258.80	\$6,531.84	
Brochu	Lindsey	Ambulance	\$4,882.96	\$4,882.96		
Broderick	Lisa	Senior	\$528.92	\$528.92		
Brouwer	Susan	Select Board	\$24,519.81	\$24,519.81		
Brown	Scott	DPW	\$6,305.68	\$6,305.68		
Brown	Caroline	Recreation	\$2,813.27	\$2,813.27		
Brownell	Grace	Conservation	\$31,407.29	\$31,407.29		
Burrell	Joan	Elections	\$570.00	\$570.00		
Butler	Brady	DPW	\$7,080.00	\$7,080.00		
Caponera	Michael	Senior	\$2,029.43	\$2,029.43		
Carey	Paul	Planning Bd	\$500.00	\$500.00		
Carr	Charlotte	Library Trustee	\$500.00	\$500.00		

2024 PAYROLL - CALENDAR YEAR

Last Name	First Name	Department	Total Gross	Earnings	Overtime	Detail
Carroll	Margaret	Planning Bd	\$500.00	\$500.00		
Carroll	Samantha	Recreation	\$2,106.02	\$2,106.02		
Casey	Chris	Recreation	\$3,509.13	\$3,509.13		
Cervassi Sr.	Anthony	Ambulance	\$6,606.95	\$6,606.95		
Chamberlain	Scott	DPW	\$61,269.85	\$56,456.28	\$4,813.57	
Charpenier	Jesiah	DPW	\$480.00	\$480.00		
Cherubino	Maria	Recreation	\$70,234.23	\$70,234.23		
Chiaradonna	Max	Recreation	\$2,592.00	\$2,592.00		
Christensen	Alissa	Recreation	\$4,514.82	\$4,514.82		
Cialdea	David	Ambulance	\$532.66	\$532.66		
Ciccone	Anthony	Police	\$1,800.00	\$0.00		\$1,800.00
Clare	Tyler	Recreation	\$4,095.00	\$4,095.00		
Connors	Ryan	Police	\$108,673.13	\$76,120.81	\$20,179.82	\$12,372.50
Cook	Douglas	Ambulance	\$8,276.12	\$8,276.12		
Corbin	Amelia	Recreation	\$3,460.39	\$3,460.39		
Costa	Kenny	Finance Department	\$60,845.26	\$60,845.26		
Costello	Gwyneth	Dispatchers	\$6,329.42	\$5,710.67		\$618.75
Costello	Michael	Dispatchers	\$6,386.50	\$6,386.50		
Cowen	Michael	DPW	\$61,876.05	\$56,881.28	\$4,994.77	
Crosby	Joshua	Ambulance	\$689.52	\$689.52		
Cyr	Alan	Police	\$43,422.00	\$0.00		\$43,422.00
Davidson	Thomas	Planning Bd	\$500.00	\$500.00		
Dean	Jeffrey	Police	\$5,030.00	\$0.00		\$5,030.00
Deering	Carolyn	Senior	\$2,029.43	\$2,029.43		
Deiana	Paula	Police	\$71,258.82	\$62,535.84	\$8,722.98	
Deiana	Jay	Police	\$145,079.39	\$98,569.62	\$29,342.27	\$17,167.50
Dela Motte Jr	Edward	Water	\$54,716.97	\$45,867.67	\$8,849.30	
Desantis	Ronald	Bldg Insp	\$13,980.00	\$13,980.00		
DiBartolo	Rose	Senior	\$456.62	\$456.62		
DiGregorio	Barbara	Senior	\$261.03	\$261.03		
Dunlavey	Philip	Police	\$5,022.00	\$0.00		\$5,022.00
Dupre	Rachel	Recreation	\$6,027.00	\$6,027.00		
Dwinnell	Maureen	Select Board	\$750.00	\$750.00		
Earle Jr.	James	Fire Dept	\$70,954.72	\$68,582.86	\$2,371.86	
Eugster	Corey	Police	\$114,902.66	\$91,184.18	\$14,763.48	\$8,955.00
Fark	Kason	Ambulance	\$4,420.16	\$4,420.16		
Fedor	Michael	Recreation	\$4,879.90	\$4,879.90		
Ferrandino	Julia	Recreation	\$3,128.00	\$3,128.00		
Ferrelli	Edward	COA	\$4,412.78	\$4,412.78		
Fleming	Robert	Trust Fund	\$750.00	\$750.00		

2024 PAYROLL - CALENDAR YEAR

Last Name	First Name	Department	Total Gross	Earnings	Overtime	Detail
Forkey	James	Education	\$500.00	\$500.00		
Foster	Marjorie	Finance Department	\$24,779.51	\$24,779.51		
Fountain	Kayleigh	Recreation	\$2,325.01	\$2,325.01		
Fowler	Glenn	Cemetery	\$500.00	\$500.00		
Fransen	Adam	Recreation	\$4,241.28	\$4,241.28		
Fraser	Joseph	Recreation	\$1,636.00	\$1,636.00		
French	Thomas	Bldg Insp	\$18,095.88	\$18,095.88		
Frink	William	Ambulance	\$668.84	\$668.84		
Furbush	Amelia	Library	\$10,201.88	\$10,201.88		
Gallagher	Victoria	Dispatchers	\$375.73	\$375.73		
Gallagher	R Neil	DPW	\$71,676.64	\$64,413.12	\$7,263.52	
Giancola	Jacob	Recreation	\$2,773.90	\$2,773.90		
Giardini	Jacob	Recreation	\$3,762.64	\$3,762.64		
Gilronan	Michael	Elections	\$150.00	\$150.00		
Giovannella	Michael	Police	\$1,380.63	\$0.00		\$1,380.63
Glowacki	Kenneth	Trust Fund	\$500.00	\$500.00		
Golden	Richard	Ambulance	\$4,631.97	\$4,631.97		
Gomez	Jessica	Finance Department	\$89,292.39	\$89,292.39		
Gonet	Joseph	Police	\$240.00	\$0.00		\$240.00
Grisanti	Massimo	Recreation	\$2,159.63	\$2,159.63		
Gruber	Lynn	Elections	\$1,551.00	\$1,551.00		
Gundersen	Margaret	COA	\$1,545.17	\$1,545.17		
Haggerty	Lyn	Senior	\$487.06	\$487.06		
Hakala	Sandra	HR	\$106,039.16	\$106,039.16		
Halnon	Tyler	DPW	\$6,330.00	\$6,330.00		
Hamed	Nader	Ambulance	\$1,994.62	\$1,994.62		
Harper	Gary	DPW	\$88,688.49	\$81,220.84	\$7,467.65	
Harris	Barbara	Fire Dept	\$78,340.20	\$67,396.31	\$10,621.39	\$322.50
Hazard	Patrick	Ambulance	\$532.24	\$532.24		
Hebb	Laura	Select Board	\$1,250.00	\$1,250.00		
Henderson	Cheryl	Senior	\$2,029.43	\$2,029.43		
Hill	James	Ambulance	\$4,380.60	\$4,380.60		
Johnson	Stephen	Bldg Insp	\$17,994.52	\$17,994.52		
Johnson	John	DPW	\$116,651.38	\$94,533.60	\$22,117.78	
Johnson	Ryan	Recreation	\$2,662.14	\$2,662.14		
Johnson Hellegers	Tamosin	Library Trustee	\$500.00	\$500.00		
Joseph	Benjamin	Recreation	\$3,266.27	\$3,266.27		
Kara	Emily	Library	\$16,777.00	\$16,777.00		
Katz	Judith	Library Trustee	\$500.00	\$500.00		

2024 PAYROLL - CALENDAR YEAR

Last Name	First Name	Department	Total Gross	Earnings	Overtime	Detail
Kaye-Kuter	Mandi	Recreation	\$2,875.27	\$2,875.27		
Kaye-Kuter	Lila	Recreation	\$2,929.52	\$2,929.52		
Kearns	Karen	Senior	\$3,034.43	\$3,034.43		
Kennedy	Richard	Housing	\$500.00	\$500.00		
Kenney	Seema-Jayne	Senior	\$1,892.00	\$1,892.00		
Kerr	Matthew	Water	\$113,811.52	\$92,065.04	\$21,746.48	
Kick	Michelle	Library	\$5,158.38	\$5,158.38		
Knott	Agnita	Elections	\$1,155.00	\$1,155.00		
Labonte	Max	Recreation	\$1,486.00	\$1,486.00		
Landry	Craig	Police	\$5,314.50	\$0.00		\$5,314.50
Lane	Kathleen	Elections	\$420.00	\$420.00		
Lapan	Betsey	Senior	\$977.93	\$977.93		
Laydon	Joseph	Town Manager	\$173,391.15	\$173,391.15		
Lazarz	Jason	Recreation	\$6,688.50	\$6,688.50		
Lazarz	Daniel	Ambulance	\$8,581.52	\$8,581.52		
Leonardo	Valerie	Finance Department	\$83,489.59	\$83,489.59		
Leurini	George	Police	\$570.00	\$0.00		\$570.00
Lima	Ricardo	Police	\$6,810.00	\$0.00		\$6,810.00
Loeper	David	COA	\$7,218.64	\$7,218.64		
Lopez	Bonnie	Fire Dept	\$108,350.13	\$83,385.18	\$24,384.03	\$580.92
Loschiavo	Alec	Recreation	\$3,592.88	\$3,592.88		
Lupachini	Michael	Police	\$7,155.51	\$1,686.01		\$5,469.50
Lynn	Patricia	Senior	\$1,079.41	\$1,079.41		
Lynn	Barry	Senior	\$136.99	\$136.99		
MacDonald	Kylie	Recreation	\$3,836.64	\$3,836.64		
Mager	Erik	Police	\$893.75	\$0.00		\$893.75
Maljanian	Mark	Ambulance	\$1,601.24	\$1,601.24		
Mandelenakis	Ava	Recreation	\$3,540.00	\$3,540.00		
Manning	Michael	Dispatchers	\$39,583.52	\$29,795.79	\$3,457.73	\$6,330.00
Mansfield	Paul	Police	\$221,803.12	\$108,697.01	\$67,630.36	\$45,475.75
Marchand	Shaun	Fire Dept	\$94,558.51	\$81,319.72	\$13,238.79	
Marchand	Paul	Custodian	\$58,421.49	\$55,758.40	\$2,663.09	
Marchand	Michael	Fire Dept	\$98,821.40	\$98,821.40		
Marino	Michael	Police	\$3,000.00	\$0.00		\$3,000.00
Martin	Melinda	Library	\$13,857.01	\$13,857.01		
Marvelle	Patricia	Finance Department	\$59,217.67	\$59,071.76	\$145.91	
Matellian	Stephen	Trust Fund	\$500.00	\$500.00		
Mathieu	Grace	Recreation	\$4,146.78	\$4,146.78		
McEniry	Kyle	Dispatchers	\$58,956.12	\$45,738.79	\$8,986.58	\$4,230.75

2024 PAYROLL - CALENDAR YEAR

Last Name	First Name	Department	Total Gross	Earnings	Overtime	Detail
McGowan	Erika	Library	\$19,064.29	\$19,064.29		
McGowan	Peter	Police	\$42,500.00	\$42,500.00		
Mckibbin	Alexandra	Recreation	\$1,352.50	\$1,352.50		
McShane	Evan	Recreation	\$3,247.26	\$3,247.26		
Merian	David	Police	\$1,141.25	\$0.00		\$1,141.25
Merrill	Ava	Recreation	\$1,151.25	\$1,151.25		
Merusi	Sandra	Senior	\$2,029.43	\$2,029.43		
Metcalf	Travis	Ambulance	\$1,469.24	\$1,469.24		
Michaud	Ryan	DPW	\$21,551.29	\$21,269.77	\$281.52	
Miller	Alex	Senior	\$1,609.59	\$1,609.59		
Miller	Travis	Recreation	\$3,914.63	\$3,914.63		
Mitchell	Bruce	COA	\$20,972.97	\$20,972.97		
Moen	Jonathan	Ambulance	\$1,809.04	\$1,809.04		
Monachino	Lora	Recreation	\$500.00	\$500.00		
Montenegro	Lauren	Elections	\$1,047.75	\$1,047.75		
Montequin	Blake	Fire Dept	\$144,309.00	\$91,913.52	\$52,064.80	\$330.68
Moran	Michael	Dog Officer	\$28,624.79	\$23,205.16	\$5,419.63	
Moran	Wendy	Elections	\$420.00	\$420.00		
Moreira	Davide	Ambulance	\$7,769.24	\$7,769.24		
Moroney	Joyce	Elections	\$210.00	\$210.00		
Morris	Patrick	Veterans Agent	\$11,425.66	\$11,425.66		
Mullins	Abigail	Recreation	\$2,123.51	\$2,123.51		
Murphy	LeeAnn	Library	\$57,627.32	\$57,627.32		
Nagda	Kaitlin	Recreation	\$1,466.25	\$1,466.25		
Negrotti	Jessica	Dispatchers	\$72,766.09	\$70,233.38	\$2,532.71	
Neils	Shane	Recreation	\$916.53	\$916.53		
Nelson	Bianca	Police	\$75,137.11	\$72,051.85	\$1,885.26	\$1,200.00
Niane	Marie	Recreation	\$2,976.00	\$2,976.00		
Nichols	Keith	Police	\$7,293.13	\$480.00		\$6,813.13
Nicholson	Logan	Recreation	\$3,906.03	\$3,906.03		
Nogler	Shane	Water	\$49,446.13	\$48,309.80	\$1,136.33	
Norton	Paul	Cable	\$12,785.09	\$12,785.09		
Norton	Thomas	Fire Dept	\$152,424.62	\$92,887.96	\$59,536.66	
Norton	Lily	Recreation	\$1,905.00	\$1,905.00		
O'Connor	Ciara	Police	\$33,154.69	\$33,154.69		
O'Donnell	Benjamin	Police	\$1,360.00	\$0.00		\$1,360.00
O'Reilly	Liam	Recreation	\$2,932.00	\$2,932.00		
Orchard	Dylan	DPW	\$62,663.19	\$57,241.16	\$5,422.03	
Ouillette	John	Police	\$646.00	\$0.00		\$646.00

2024 PAYROLL - CALENDAR YEAR

Last Name	First Name	Department	Total Gross	Earnings	Overtime	Detail
Overholt	Mary	Conservation	\$31,824.86	\$31,824.86		
Palladini	Alfred	Cemetery	\$500.00	\$500.00		
Paparazzo	Tania	COA	\$66,749.66	\$66,749.66		
Parks	Quinn	BOH	\$500.00	\$500.00		
Patzer	Julia	Dispatchers	\$73,628.95	\$60,452.47	\$11,286.48	\$1,890.00
Pfeiffer	Susan	Library	\$8,646.82	\$8,646.82		
Phillips	Edward	Senior	\$800.63	\$800.63		
Pighetti-Parent	Patricia	Nursing Serv	\$49,460.50	\$49,460.50		
Pinguil-Agualema	Katherine	Recreation	\$1,338.75	\$1,338.75		
Pisano	Ashley	Recreation	\$4,166.80	\$4,166.80		
Pitner	Helena	Bldg Insp	\$19,905.08	\$19,905.08		
Poirier	Joseph	Library Trustee	\$500.00	\$500.00		
Poirier Jr.	John	Bldg Insp	\$21,890.88	\$21,890.88		
Porter	Maureen	Senior	\$1,643.84	\$1,643.84		
Porter	Richard	Recreation	\$750.00	\$750.00		
Poxon	Isaiah	Police	\$131,508.49	\$102,007.17	\$14,498.57	\$15,002.75
Pray	Robert	Cemetery	\$750.00	\$750.00		
Prophet	Andrew	Recreation	\$3,398.39	\$3,398.39		
Pyne	Tyler	Dispatchers	\$3,259.52	\$3,259.52		
Rakitin	Steven	Senior	\$593.61	\$593.61		
Ramsey	Kathleen	Elections	\$660.00	\$660.00		
Rankins	Matthew	Police	\$165,900.83	\$107,780.05	\$38,178.78	\$19,942.00
Raye	Kenneth	Planning Bd	\$500.00	\$500.00		
Reale	Steven	Police	\$5,456.25	\$206.25		\$5,250.00
Reyes	Abigail	Recreation	\$3,107.77	\$3,107.77		
Richard	Van	Recreation	\$1,462.50	\$1,462.50		
Richie	Jackson	Recreation	\$3,663.81	\$3,663.81		
Richie	Owen	Recreation	\$1,252.50	\$1,252.50		
Rick	Timothy	DPW	\$64,734.34	\$59,201.20	\$5,533.14	
Rivard	Bruce	Police	\$33,930.00	\$0.00		\$33,930.00
Rivers	Scott	Water	\$92,091.31	\$73,186.24	\$18,905.07	
Roberts	Donna	Senior	\$1,750.38	\$1,750.38		
Robertson	Katherine	Planning Bd	\$750.00	\$750.00		
Roche	Patrick	Bldg Insp	\$17,738.82	\$17,738.82		
Roche	Charles	Ambulance	\$3,821.84	\$3,821.84		
Ronzio	Megan	Elections	\$1,047.75	\$1,047.75		
Ronzio	Nick	Recreation	\$3,095.65	\$3,095.65		
Ropiak	John	Police	\$1,566.00	\$0.00		\$1,566.00
Roy	Nancy	Senior	\$1,754.19	\$1,754.19		

2024 PAYROLL - CALENDAR YEAR

Last Name	First Name	Department	Total Gross	Earnings	Overtime	Detail
Salsman	Kenneth	Bldg Insp	\$4,097.34	\$4,097.34		
San Clemente	Katelyn	COA	\$55,574.88	\$55,574.88		
Sanders	Linda	Senior	\$1,076.86	\$1,076.86		
Schechter	Dana	Recreation	\$2,378.51	\$2,378.51		
Scheuer	Lauren	Library	\$14,387.79	\$14,387.79		
Schrafft	Peter	Ambulance	\$4,327.49	\$4,327.49		
Scribner	Joan	Elections	\$420.00	\$420.00		
Sharp	Robyn	Elections	\$360.00	\$360.00		
Shea	Dennis	Ambulance	\$9,733.18	\$9,410.68		\$322.50
Shults	Conner	Ambulance	\$13,752.62	\$13,752.62		
Shults	Gary	Ambulance	\$5,563.40	\$5,563.40		
Sicurella	Gabriel	Recreation	\$5,008.50	\$5,008.50		
Simas	Brett	Select Board	\$500.00	\$500.00		
Smith	Mary	Town Clerk	\$81,915.38	\$81,915.38		
Snow	Jacob	Ambulance	\$5,006.50	\$5,006.50		
Spargo	William	Recreation	\$3,680.82	\$3,680.82		
Stanley	David	Bldg Insp	\$8,672.34	\$8,672.34		
Stevens	Diane	Senior	\$1,050.23	\$1,050.23		
Stifnagle	Nicole	COA	\$47,424.71	\$47,424.71		
Taylor	William	DPW	\$57,410.38	\$56,122.12	\$1,288.26	
Tiernan	Diane	BOH	\$68,048.24	\$67,800.96	\$247.28	
Torku	Karis	Recreation	\$3,236.95	\$3,236.95		
Turner	Arianna	Recreation	\$2,216.52	\$2,216.52		
Valdivieso	Javier	Police	\$123,791.82	\$97,213.76	\$11,418.06	\$15,160.00
Vandervalk	Nicole	Dispatchers	\$1,197.36	\$1,197.36		
Varney	Karen	Senior	\$7,161.64	\$7,161.64		
Viscomi	Hunter	Recreation	\$1,262.00	\$1,262.00		
Wagner	Timothy	Fire Dept	\$103,425.78	\$88,515.12	\$13,208.53	\$1,702.13
Walker	Caitlin	Recreation	\$2,812.90	\$2,812.90		
Warchol	Walter	Police	\$5,720.00	\$0.00		\$5,720.00
Wenc	Erich	Police	\$412.00	\$0.00		\$412.00
Westgate	Dennis	DPW	\$170,209.19	\$170,209.19		
Whitmore	Ashley	Dispatchers	\$76,884.06	\$62,829.07	\$14,054.99	
Williams	Charlene	Housing	\$500.00	\$500.00		
Wodin	Laurie	Library Trustee	\$500.00	\$500.00		
Wojdag	Diane	Senior	\$2,259.42	\$2,259.42		
Young	Regina	Library	\$1,438.27	\$1,438.27		
Young	Scott	Ambulance	\$3,369.94	\$3,369.94		
Young	Lilia	Recreation	\$2,650.51	\$2,650.51		

Fiscal Year End June 30, 2024

TREASURER'S YEAR-END CASH REPORT SUMMARY

Cash and Checks in Office	\$0.00
Non-Interest Bearing Checking Accounts	\$46,248.39
Interest Bearing Checking Accounts	\$65,900.13
Liquid Investments	\$17,890,495.10
Term Investments	\$2,170,255.74
Trust Funds	\$11,223,439.88
Total Cash and Investments 6/30/24	\$31,396,339.24

DEBT

	Outstanding July 1, 2023	New Debt Issued	Retirements	Outstanding June 30, 2024	Fiscal Year Ending Term
Long Term Debt - Inside the Debt Limit					
Town Hall Renovation	\$ 2,920,000.00	\$ -	\$ 250,000.00	\$ 2,670,000.00	2034
Fire Rescue Pumper Truck	\$ 289,000.00	\$ -	\$ 73,000.00	\$ 216,000.00	2047
New Community Center	\$ 10,075,000.00	\$ -	\$ 370,000.00	\$ 9,705,000.00	2047
Long Term Debt - Outside the Debt Limit					
Water Line	\$ 372,020.00	\$ -	\$ 72,840.00	\$ 299,180.00	2047
Pump Station	\$ 77,220.00	\$ -	\$ 14,880.00	\$ 62,340.00	2047
3rd Water	\$ 1,895,000.00	\$ -	\$ 180,000.00	\$ 1,715,000.00	2034
Water Mains - Hartford Ave	\$ 876,760.00	\$ -	\$ 49,280.00	\$ 827,480.00	2047
TOTAL Long Term Debt	\$ 16,505,000.00	\$ -	\$ 1,010,000.00	\$ 15,495,000.00	
Short Term Debt - No Activity/Outstanding During FY24					
TOTAL Short Term Debt	\$ -	\$ -	\$ -	\$ -	
GRAND TOTAL All Debt	\$ 16,505,000.00	\$ -	\$ 1,010,000.00	\$ 15,495,000.00	

Authorized and Unissued Debt

Purpose	Date of Vote	Article Number	Amount	Issued / Retired / Rescined	Unissued 6/30/2023
			Authorized	Rescined	6/30/2023
Chapter 90 Roads	05/10/12	9	\$ 319,629.00	\$ -	\$ 319,629.00
Chapter 90 Roads	05/05/11	13	\$ 320,049.00	\$ -	\$ 320,049.00
Chapter 90 Roads	05/07/10	17	\$ 239,024.00	\$ -	\$ 239,024.00
Grove St Bridge Project	11/01/22	11	\$ 1,330,000.00	\$ -	\$ 1,330,000.00
TOTAL Authorized and Unissued Debt					\$ 2,208,702.00

Outstanding Receivables as of June 30, 2024

Personal Property Taxes	47,523.54
Real Estate Taxes	281,378.56
Motor Vehicle Excise	222,843.28
Tax Liens/Tax Title	629,602.26
Tax Foreclosures/Tax Possessions	354,741.03
Community Preservation Act	16,312.39
User Charges Receivables - Water	88,246.70
User Charges Receivables - Sewer	115,978.86

Respectfully submitted,
 Jessica L. Gomez
 Treasurer/Collector

FIRE AND EMERGENCY MEDICAL SERVICES (EMS)

Inspectional Services & Permits

Inspections.....	152
Burning Permits	294

Fire Response

Reported Fires	39
Rescue and EMS Incident	55
Hazardous Condition	36
Good Intent Call.....	28
False Alarm	109
Service Call.....	43
Mutual Aid Given.....	12
Mutual Aid Received	20

EMS Calls for Service

BLS Transports.....	241
ALS Transports.....	315
Refusals, lift assists	195

ALS members placed 193 IVs, performed 160 twelve lead ECGs, and gave 146 medications. 85% of transports were to Milford Regional Medical Center and 13% were to UMass University in Worcester. The most common complaint was falls, followed by general illness, difficulty breathing, and chest pain.

EMS Training:

Winter Emergencies

Department members reviewed hypothermia signs and symptoms, CO poisoning, and croup. Providers were trained on diagnostics and interventions including different methods of body temperature reading and CO detection utilizing our RAD 57 and Life Pak 15 devices.

SAM Splints

The department purchased new SAM splints for immobilizing extremity injuries, replacing outdated technology that we had been using. These new splints are custom moldable to each individual injury, and department members trained on how to properly form and apply them.

Protocol Update Course

Each year, the Office of Emergency Medical Services updates prehospital protocols utilized by EMT and Paramedic providers. March is traditionally reserved for mandatory protocol updates. This update allowed for new medications to be utilized by EMT basics, as well as increased doses for paramedics under the pain control protocol.

Safe Stretcher Operations

In conjunction with the protocol update, we held our annual stretcher safety review. The department trained on the safe utilization of the auto-load stretchers. Additionally, providers reviewed safe lifting techniques.

Firefighter Down CPR

Due to the nature of the gear worn by firefighters, performing CPR on a downed firefighter presents unique challenges. We hosted a guest lecturer to practice techniques developed to address these challenges as well as to practice the “pit-crew” approach to CPR that is becoming the new standard.

Environmental Emergencies

Following the winter emergencies class held over the winter, the department trained on environmental emergencies related to the fairer months. Subjects discussed included hyperthermia and its various forms; hypothermia which, despite the hot days, is still a concern even in the summer; water emergencies including drowning and diving injuries; and bites and stings by various native animals and insects.

Paramedic/Basic Interface

The Town of Upton Fire Department utilizes two levels of providers to staff ambulances: Paramedic and EMT-Basic. The paramedic–basic interface

reviews overlapping scopes of practice between the two certifications and how to seamlessly work as a team to provide advanced life support care.

Elder Protective Services

The department hosted another guest lecturer this from Tri-Valley Elder Services as well as from the Town's Elder and Social Services department. These guests presented on the responsibilities of department members as mandated reporters regarding elder abuse and neglect, plus the resources availability and procedures for obtaining assistance for those elders.

Active Shooter and Hostile Event Response (ASHER)

As a result of events across the country, the State instituted a new training standard that EMTs of all levels must meet every two years. Members trained on how EMS and the Fire service fit into a multi-agency response to these events, plus how to treat patients in a mass casualty scenario including the use of tourniquets, chest seals, needle decompression, hemostatic dressings, and other Tactical Emergency Casualty Care

National Continued Competency Program

Every two years, every EMT and Paramedic is required to go through a "refresher" course in order to maintain their license. This is an in-depth course spanning a minimum of 20 hours across 4 days for EMTs and 30 hours across 6 days for Paramedics. Topics included airway management, ventilation, end-tidal capnography, coronary disease, stroke detection and treatment, congestive heart failure, cardiac arrest for adults and pediatrics, post-cardiac arrest care, major trauma care, hemorrhage control, cerebrospinal injuries, neurological disorders and seizures, endocrine disorders and diabetes emergencies, immunological diseases, infectious disease, obstetric emergencies, medication administration including pain management, triage and MCI, safety and PPE, and more. Providers also received specialized training on department-specific equipment including the Life Pak 15, LUCAS CPR device, McGrath laryngoscope, and Sapphire IV pump.

Miscellaneous

In addition to the above courses held in-house, department members have been busy attending required M&M rounds, training for Nero's Law, as well as required American Heart Association trainings, including Basic Life Support, Advanced Cardiac Life Support, and Pediatric Advanced Life Support. The Upton Fire Department remains committed in 2025 to providing training to members that will keep them on the cutting edge of updated medicine, new protocols, and advances in technology in an effort to provide the best advanced care available to the residents of Upton.

Fire Training:

Water Rescue-Donning and Doffing Water Rescue Suits, Boat Operations

Tower Ladder Operations- Tower Placement and Deployment at High Hazard Buildings in Town

Ground Ladders- Deployment of Ground and Roof Ladders- 1 Firefighter and 2 Firefighter Deployment

Live Fire Training- 2 Live Fire Trainings. Drills occurred in the Training Trailer at the Station. Worked on Search and Rescue of Victims and Extinguishing Fires

Vehicle Extrication- Jaws of Life

Vehicle Stabilization- Using Struts and Cribbing to Stabilize Vehicles

Active Shooter Training

Ice Rescue- Rescue Sled Deployment, Donning and Doffing Rescue Suits

Hazmat- Identifying unknown materials from Placards on Vehicles using Emergency Response Guide (ERG)

Search and Rescue- searching for victims in low visibility and removing victim from buildings

Tanker Operations- Use of Tankers to Haul Water to a Fire scene. Use of Engine to Draft from Taft Pond to Fill Tankers

Drafting from Water Cisterns- Shoemaker Ln and Claflin Farm Rd

Tabletop exercise with our regional partners focused on the hazards associated with the Grafton Upton Railroad.

Grants:

The Upton Fire – EMS and Emergency Management Departments received the following grants:

- **FY23 Emergency Management Performance Grant \$3,000.00**

Funding was provided by the Massachusetts Emergency Management Agency to purchase equipment associated with emergency planning.

- **FY23 Firefighter Safety Equipment Grant \$15,499.47**

Funding was provided by the Massachusetts Department of Fire Services to purchase firefighter safety equipment.

- **VFA Grant: \$3,000.00**

Funding provided by DCR for the Volunteer Fire Assistance (VFA) Program to purchase forest fire safety and response equipment.

Personnel:

We are proud to announce that Firefighters Shaun Marchand and Timothy Wanger have completed their paramedic training and passed the licensing examination. Their dedication and hard work not only enhance their professional skills but also significantly strengthen the capabilities of Upton Fire & EMS. This achievement reflects our ongoing commitment to providing the highest level of emergency medical services to our community. Congratulations to Shaun and Timothy on this important milestone in their careers.

Fire Prevention:

Our Fire Prevention Officer has been working with the Senior Center and Schools to educate on Fire Safety and Awareness. We continue to provide 5-gallon buckets of sand and ice melt that seniors can put out during winter storms and can get them refilled when needed.

Fire Protection:

- Sprinkler Trailer Demonstration during Heritage Day

- Work with Code Enforcement with inspection and compliance issues with various buildings in Communities.
- Continuous work with installation of Sprinklers in Residential Structures
- Continued education with schools and elderly

Conclusion:

The Upton Fire-EMS Department provides fire, rescue, and EMS services to the Town of Upton. The Department employs 9 full-time personnel which includes a Fire Chief, 4 EMT-Paramedics and 3 EMT-Basics and the Financial Administrator to the Department. The Department's operation is overseen by the Public Safety Director. The Department also employs 26 Call Firefighters and EMTs. Call firefighters and EMTs undergo in-house training to prepare them to attend the Call-Volunteer Recruit Firefighter training program provided by the Massachusetts Firefighting Academy. Once complete, recruits will be certified to the level of Firefighter I/II as outlined by the NFPA standard 1001.

The Department operates 2 ambulances, 3 engines, 1 tower/ladder truck, 2 tanker/tender trucks, 2 brush units and 2 support vehicles. The Department is fully committed to providing the best possible fire, rescue, and EMS services to the citizens and visitors of the Town of Upton through special events, community/business partnerships and social media.

The Upton Office of Emergency Management is responsible for coordinating with state and federal authorities to protect the public during disasters and emergencies. We also help develop plans for effective response to all hazards, train emergency personnel, provide information to families and residents, and assist in recovery from disaster.

Upton belongs to a Regional Emergency Planning Committee, one of the few certified by the state of Massachusetts, representing a cross-section of expertise, who have volunteered to coordinate emergency resources.

The agency is responsible for 2 roadside message boards, an emergency response trailer and a road barricade trailer. The agency also provides the coordination of the Town's emergency notification system and dedicated

cable channel. These systems notify residents of emergent/important information using all means of communication.

Respectfully submitted,

Chief Michael J. Bradley, Jr., Public Safety Director

Chief Michael J. Marchand, Fire Chief

GREEN DESIGNATION COMMITTEE

Summary

In 2024, the Committee, with the help of the Central Massachusetts Regional Planning Commission, completed the fiscal year 2024 annual report to the Green Communities Division. The annual report confirms the town's compliance with the five Green Communities designation criteria: progress towards meeting the goal of reducing energy use by 20% over five years, purchasing fuel-efficient non-exempt vehicles, ensuring homes and certain commercial buildings are built in compliance with the stretch energy code, and permitting by right large-scale ground-mounted solar photovoltaic systems within a year. The annual report was submitted timely and approved by the Green Communities Division.

Streetlight LED Project

In November, the town was awarded a \$126,402 Green Communities grant to purchase and install 312 LED streetlights, which will replace National Grid's high-pressure sodium streetlights. In connection with the conversion, the town will purchase National Grid's streetlights. The \$3,796 needed to purchase National Grid's streetlights was approved at the November Special Town Meeting.

The LED streetlights will use about 65% less electricity than the high-pressure sodium streetlights. In addition, the town will no longer pay the \$33,000 annual facility charge for the streetlights. These savings will be offset by the cost to maintain the LED streetlights. National Grid's delivery charge for customer-owned streetlights is also about \$.05 greater than the delivery charge for National Grid-owned streetlights. We estimate that the annual

savings will be between \$20,000 and \$30,000. The conversion should be completed by the fall of 2025.

Food Waste Composting

The Committee continued to work on bringing a food waste composting program to Upton. The Committee has been working with Black Earth Composting, which runs curb-side pickup programs in surrounding communities. Black Earth Composting needs 50 Upton residents to sign up for curb-side pickup to make it feasible to run a program in Upton. The Committee submitted an article to the November Special Town Meeting for \$1,500 for a town-wide mailer describing the Black Earth Composting program. Town Meeting approved the article. In 2025, the Committee will use the mailer and other social media to make residents aware of the Black Earth Composting program. The Committee believes there is enough interest in a composting program to meet Black Earth Composting's minimum sign up requirements.

Respectfully submitted,

Robert Jordan

Phil Kazlauskas

Dominique Ross, Secretary

William Taylor, Chair

HISTORICAL COMMISSION

The Historical Commission is proud to highlight the following accomplishments and efforts throughout the past year. These activities reflect our ongoing commitment to preserving Upton's heritage, advancing historical projects, and ensuring that Upton's history is maintained for future generations.

Demolition Approvals

The Historical Commission granted a number of demolition permits for properties in need of reconstruction or repurposing:

27 James Rd: Demo permit approved for the construction of a 40B project.

33 Milford Street: Demo permit granted *after the fact*. The house was destroyed by a prior owner who bought it to restore it and after significant damage sold it to a new owner,

93 Crocket Rd: Demo permit approved to rebuild a lakeside cabin.

12 Stoddard Street: Demo permit granted *after the fact*. The house was destroyed by its new owner.

We worked with the Assessor's Office and Building and Inspectional Services to ensure that they notify our Commission of any historical buildings slated for demolition, allowing the Commission to review and provide input before any decisions are made.

The Commission also discussed the importance of ensuring that all historical buildings are properly documented before demolition, including taking photographs and architectural drawings, to preserve their historical significance.

Heritage Park Ownership and Maintenance

The Historical Commission addressed a citizen inquiry regarding the ownership and maintenance of Heritage Park. After conducting research, we provided the following summary to Joseph Laydon:

The Historical Commission was originally the creator of the Park, under that charge of the former chairwoman Barbara Burke. She took the lead in forming the vision for the Park. Once the Park was created, the Metacomet Land Trust (<https://metacometlandtrust.org/>) placed a preservation restriction on the park, but the work that Marcella mentioned in her previous email is consistent, and in no way intrudes upon the preservation restriction that has been established for the Park. So, the agreement of ownership is between the MLT and the Select Board as grantor and grantee. This agreement was established when the town voted to purchase the Park from the Historical Commission. However, when the town purchased the Park, the Select Board stated that they still wanted the Historical Commission to maintain low level approvals of the Park (because they were the original creators of the Park), which is why the Heritage Park submission form appears on the Historical Commission website,

but also requires the Town Manager's final approval, through the Select Board, as the town maintains ownership of the Park.

The Historical Commission stated last night that they would like to continue this arrangement into the future. Essentially, a request for use of the Park would come before the Historical Commission, the Historical Commission would vet the request, discuss whether this is an acceptable use of the Park, then the Historical Commission would submit their conclusion, with any appropriate notes and explanatory text of the request, to the Town Manager for final approval.

We confirmed that this ownership agreement and an approval process will continue moving forward.

Upton State Forest Interpretive Plan

We assisted members of the Friends of Upton State Forest, Ellen Arnold and Bill Taylor, in creating an interpretive plan for the forest. Ellen and Bill arranged a meeting with Matt Villamaino and Kristin Karl-Carnahan from DCR CCC Program Committee to develop an Interpretive Plan, which has been successfully completed.

Heritage Park Sign Restoration

The Historical Commission finalized the restoration of the Heritage Park sign. The sign, made of structural foam, was replicated by students at Blackstone Valley Tech (BVT) to mirror the original pine version, hand-carved and hand-painted.

Upton's 300th Anniversary Planning

Efforts begun the prior year continued in planning Upton's 300th anniversary celebration.

Historic Building Painting

After the approval at town meeting to raise funds to paint the Knowlton Risteen and Holy Angels Church buildings, the Commission worked to determine the paint colors that should be used. Paint chips were removed from the Holy Angels building and sent to John Canning Co. in Connecticut

who determined the buildings original c1850 colors. Since the Knowlton Risteen building was sided with aluminum in the 1970s, we chose colors from a Benjamin Moore historical colors chart. All colors were presented to the Select Board who unanimously approved them for the two buildings. The DPW oversaw the painting of the Knowlton Risteen while Holy Angels was delayed due to lead paint concerns, the painting of which is expected to proceed in the Spring of 2025.

Holy Angels Church - Storm Glass Window Replacement

We oversaw the replacement of storm glass windows at the Holy Angels Church, completed by Paulson Glass Co., to preserve the stained-glass windows on the front of the building.

Grange Building Restoration

The Commission assisted the Upton Grange with a comprehensive restoration of their building, formerly Upton Center School #1, built about 1850. Funds were raised from the Upton CPA as well as a grant from the Massachusetts Historical Commission totaling \$183k. Additionally the Grange raised about \$30k. A major restoration was overseen by Ed Phillips which included:

Restoring all exterior surfaces and architectural features including moldings and tablature. Sills, damaged by termites were restored, a bathroom rebuilt, and all exterior surfaces were painted using the original colors, determined by an analysis of the original colors from paint chips removed from the building. The roof was shingled, the front entrance flooring replaced, the driveway paved, and the complete building was insulated by a contractor from Mass Save.

TIP Project Planning

In collaboration with Joseph Laydon and Mike Antonellis, the Historical Commission discussed improvements to light fixtures for an upcoming TIP (Transportation Improvement Plan) project.

Heritage Day Engagement

The Historical Commission hosted a table during Heritage Day, engaging with over 70 Upton residents on historical preservation topics and raising awareness about local history.

Social Media Outreach

The Historical Commission continued to update and engage the community through its social media accounts, especially on Facebook, where we shared updates and important historical preservation news.

Mass DOT Inquiry on Stone Wall

The Historical Commission was contacted by Mass DOT regarding the historical significance of a stone wall along Route 140. After reviewing the request, we confirmed that the wall could be dismantled for road construction, as long as it was reassembled in a similar manner once the work was complete.

Mendon Historical Commission Collaboration

We met with the Mendon Historical Commission to learn about their process for creating a Historic District Committee and a Local Historic District. Hopefully this conversation will be instrumental we develop plans to establish our own committee and Local Historic District.

The Historical Commission reviewed the possibility of reintroducing a Local (not National) Historic District Warrant Article that was previously attempted in the 1990s. This article aims to protect and preserve historical buildings in Upton's downtown area.

Bunting Request for Town-Owned Buildings

The Historical Commission discussed a request from the Historical Society for bunting to be displayed on town-owned buildings, exploring options for honoring Upton's historical heritage during events. We hope to implement this plan before next Memorial Day.

First/South Cemetery Preservation Efforts and closure of North and South Cemeteries

The Historical Commission voted to allocate funds for GPS gravestone mapping at South Cemetery, a.k.a. First Cemetery off of Grove Street. We also began discussions on the possibility of replacing several broken and damaged stones with "replica" stones. Work on this will proceed in the new year.

We have proposed a warrant article for discussion with the Select Board, the Town Manager, the DPW and the Cemetery Commission to close two historic cemeteries. The article is based off of an original 1981 article that closed the South Cemetery (First Cemetery). The proposed article reads as follows:

ARTICLE 18: To see if the Town will vote:

To declare North cemetery, a.k.a., Bradish cemetery, and Second cemetery, a.k.a. Pine Grove cemetery, as nonfunctional and Historical Monuments; to include as part of North cemetery the pathway to the cemetery; to transfer the responsibility and upkeep of North cemetery, a.k.a. Bradish cemetery, and the pathway, and Second cemetery, a.k.a. Pine Grove cemetery, to the Historical Commission; or - to take any other action relative thereto.

Purpose: The purpose of this article is to declare these two historic cemeteries closed from all future burials and to allow the Historical Commission to develop plans for future restoration work to include maintenance of the grounds, restoration, repair, and possible replacement of headstones requiring attention to proceed.

West Upton Preservation Discussion

The Historical Commission discussed the importance of preserving historical buildings in West Upton as part of the town's Visioning Process in collaboration with the EDC's work with Dodson and Flinker.

Cloud Storage Implementation

To better manage and protect important historical records, the Historical Commission successfully implemented cloud storage for storing documents related to the Commission's work.

This year has been one of substantial progress and preservation efforts. The Historical Commission remains committed to supporting Upton's history, preserving its landmarks, and working closely with town officials and community members to protect our shared heritage. We look forward to continuing our work in 2025 and beyond.

Respectively submitted,

Craig Weinfuss – Chair

Joan Burrell, Treasurer

Donna Kempton

Russell Wood

Edward W. Phillips, Secretary

Patrick Rosendale, Social Media

Katherine Worsham, Co-Chair

UPTON HOUSING AUTHORITY (UHA)

Background: The Upton Housing Authority (UHA) provides safe, secure housing for elderly and disabled low-income individuals. It is funded by the Executive Office of Housing and Livable Communities (EOHLC), which supports its operations, modernization efforts, and regulatory administration.

Mission: To promote responsible, dignified living for residents, support their self-sufficiency, uphold fiscal and ethical responsibility, and maintain public trust in operations and staff.

Board of Commissioners: Brittany Besler (Chairperson), Brandy Capistran (Vice Chairperson/State Appointee), Richard Provost (Tenant Member), Charlene Williams, Linda Jones

Board Meetings:

Schedule: Second Wednesday of each month at 5:00 PM

Location: Community Room, Coach Road Apartments, 4 Hartford Ave N., Upton, MA 01568

Meetings follow M.G.L. chapter 39, section 2B (Open Meeting Law). Notices are posted at the Town Hall, Housing Authority website, and Community Room.

Programs and Housing Details:

Units: 40 one-bedroom units for elderly and disabled residents at Coach Road Apartments

Management: The Upton Housing Authority has a contract agreement with Northbridge Housing Authority for the period of FY 2024-2027.

Eligibility: Applicants must be 60+ years old or disabled.

Preference may be given to Upton residents or workers.

Income limits for state public housing: 1 - person: \$65,550;

2 - persons: \$74,900; 3 - persons: \$84,250

Local Resident Rule: 760 CMR (5) Applicants must reside or work in Upton at the time of application and determination. Temporary stays do not qualify unless prior domicile was in Upton.

Office Information:

Location: 4 Hartford Ave N., Upton, MA 01568

Phone: (508) 529-3293 (Main) | *Emergency:* (508) 529-3293 x3

Hours: Tuesday/Thursday: 8:00 AM - 3:00 PM

Monday/Wednesday/Friday: By appointment

Housing Applications: Anyone interested in applying for housing may call (508) 529-3293 or visit during office hours, or you may apply online at www.uptonha.org or [State Housing Application](http://StateHousingApplication)

Achievements in 2024:

1. ARPA-funded fire alarm system replacement
2. \$149,504.75 Accessible Path per MAAB Order
3. \$26,750 Parking Lot study
4. \$10,000 for bathroom vent repairs
5. Grant for adding a Resident Service Coordinator

Goals:

1. Expand affordable housing
2. Enhance energy efficiency
3. Modernize units
4. Uphold commitment to affordability

Acknowledgments: UHA extends its gratitude to all town agencies for their ongoing support.

Respectfully submitted,

Brett R. Lambert, Executive Director

HUMAN RESOURCES

In 2024, the town manager proposed creating a dedicated human resources department transitioning the part-time HR Director to a full-time role. The Select Board supported this to address the increasing complexity of HR functions and prioritize employee well-being. This need, initially underscored during the COVID-19 pandemic, highlighted the importance of a full-time HR Director to manage critical tasks effectively.

With a full-time HR Director, the town has improved employee support by streamlining processes like recruitment, onboarding, and training. The onboarding portal now enables new hires to complete paperwork seamlessly, while harassment training, offered at no cost through the town's insurance provider, ensures compliance. Supervisors are also informed of additional insurer-provided training. Tools like *EmployeeForward* empowers staff to update personal information independently, and collaboration with the treasurer/collector has optimized payroll resources. These efforts have enhanced efficiency and effectiveness across the organization.

To address staffing challenges and prepare for retirements, the HR department implemented the Classification and Compensation Plan, ensuring fair pay based on skills and experience. Proposed updates to the sick, vacation, and compensatory time off policies further demonstrate the town's commitment to supporting employees.

The work landscape has undergone significant changes in recent years. The shift to remote and hybrid work has emphasized the need for robust HR policies to maintain engagement, productivity, and well-being. The town has adapted by prioritizing health protocols, workplace safety, flexibility, and mental health support to meet evolving employee expectations.

These efforts position the town to meet current workforce demands and future challenges. By focusing on progressive HR initiatives, the town reaffirms its commitment to fostering a sustainable workplace that values its employees.

Respectfully submitted,
Sandra J. Hakala
Director of Human Resources

LAKES, PONDS AND STREAMS COMMITTEE

The major activity of 2024 by the Lakes, Ponds, and Streams (LPS) Committee was a pilot survey of Pratt Pond. The initial assessment was conducted by TRC Company of East Providence, RI, in 2022. This year, the pilot study was carried out by LPS members and is intended to be used as a model for assessing the health of most of the 18 lakes and ponds in Upton.

Measurements were taken monthly from June through November, assessing the temperature and dissolved oxygen at depths ranging from 3 to 13 feet at four different locations on Pratt Pond. Water samples were collected at various depths near the center of the pond and sent to external laboratories for quantitative assays of total aquatic mass and the number and identities of various algal species. On occasion, toxic algae, such as cyanobacteria, which appear as bright blue-green blobs or films on the pond surface, were detected. Many ponds in Massachusetts, including Lake Wildwood, experienced such cyanobacterial blooms this summer, events that usually persist for 2-3 weeks. Concentrations of phosphorus, nitrogen, and iron were also targeted for testing. The cost of the chemical and algal assays was covered by funds provided via the Community Preservation Act.

The committee has also begun an informal assessment of fish catches, with a reporting form to be posted on the LPS page of Upton's Town website. Data on species and numbers of catches will be collected from fishermen near the boat launch ramp and the cemetery shoreline.

LPS interacts with the Board of Health, the Board of Recreation, the Conservation Commission, and the Department of Public Works on topics of common interest.

In the coming years, the survey will be broadened to include other ponds in Upton and expanded to assess fish and other wildlife. The LPS committee also

hopes to engage students at Nipmuc High School in these analyses as part of a collaborative educational venture, with potential participation in active data collection in Spring 2025.

The present LPS membership includes Dave Connors, Sally Kent, Mike Penko, Bill Taylor, Laurie Wodin, and Gary Strichartz (ex officio). Previous members were Deb Amorelli, Charles Pedersen (briefly), and the late Ed Bergmann. For 2025, the committee is seeking two new members. Interested individuals should contact Dave Connors (dconnors@elrya.net), who will take over as Chairman in January.

Respectfully submitted,
Gary Strichartz

LAND STEWARDSHIP COMMITTEE

The Land Stewardship Committee (LSC) manages 1,013 acres and more than 20 miles of trails on town owned open space and conservation areas. Activities in 2024 are summarized below:

Center Brook Conservation Area: Town officials continued talks with the owners of 2 Dogwood Drive and the developer of the Crosswinds Subdivision (Eastland Partners) to resolve long standing trail easement issues.

District 9 Schoolhouse Conservation Area: The purchase of 94 acres off Mechanic Street provided an opportunity to develop new trails that connect the Robertson Family Conservation Area and Stefans Farm Open Space. The Sudbury Valley Trustees (SVT) will hold the conservation restriction on the property and has the lead in its management as described in a Memorandum of Understanding (MOU) between SVT and the Conservation Commission. Proposed trails were flagged by the LSC and approved by the SVT in 2023. The 1.7-mile trail system was established by SVT staff and volunteers in 2024. SVT also funded the construction of a parking area located off Mechanic Street, installed a kiosk and roadside signs, and prepared a trail map and brochure. The LSC prepared permit applications and designed and constructed a small wetland replication area near the parking area to compensate for wetland

impacts caused by boardwalks at the Robertson Family Conservation Area and District 9. SVT and the Conservation Commission funded the construction of two Fiberglass Reinforced Panel (FRP) stream crossings. The draft Conservation Restriction submitted to the Division of Conservation Services remains under review. SVT has begun work on the Baseline Documentation Report for the conservation restriction and has contributed approximately \$40,000 towards development of the trail system and parking area construction.

Henderson Family Conservation Area: Signage was installed to discourage off road motorcycles and ATVs.

Howarth Glen Conservation Area: Repairs were made to the Warren Brook boardwalk decking. Dry conditions allowed the field to be mowed using LSC funds for the first time in three years. Baltimore Checkerspot butterflies, which were abundant in the field a few years ago, were no longer present.

Peppercorn Hill Conservation Area: The Blackstone Valley Chapter of the New England Mountain Bike Association (BV NEMBA) and the LSC relocated a section of eroding trail. Color coded trail makers were installed elsewhere.

Pleasant Woods Conservation Area: One of several potential vernal pools on the property was visited in the spring and found to have spotted salamander egg masses. The LSC intends to collect information needed to certify the pool or pools next spring. The Conservation Commission noted a possible encroachment along the north side of the property. A survey is needed to confirm the encroachment.

Robertson Family Conservation Area: A trail bridge is planned to connect trails on either side of Warren Brook. Final engineered plans for the bridge were prepared by Tahawus Trails and a Right of Entry and Consent to Construction agreement signed by the Roberston family. The LSC applied for, but did not receive, a 2024 MassTrails grant to partially fund construction. All required permits to construct the trail bridge have been obtained. Construction will occur no earlier than the Fall of 2025.

Stefans Farm Open Space: Dry conditions allowed fields to be mowed by Greg Trussel (using LSC funds) for the first time in three years. Trails were

maintained and trail markers installed.

Stefans Farm Community Garden. The garden remains at full capacity and interest in gardening plots continues to increase. Plots at the community garden are available to Upton residents who have been asked to pay a participation fee to help defray costs. Fees are deposited in the Community Garden Revolving Fund. The cost of providing water to the garden comes out of this fund. In 2024 funds were also used to purchase a rechargeable lawn mower. Having running water on site has been greatly appreciated by the gardeners. Several hazelnuts were planted in the field near the parking lot in 2023 and most of the apples planted in 2021 have survived.

Warren Brook Watershed Conservation Area: The Grafton Road parking area was improved by grading and installation of a packed gravel surface. The 60-foot-long wetland boardwalk constructed in 2010 was rehabbed. Existing decking was covered with FRP's, geotextile, and a gravel surface. The gravel surface will be much safer for equestrian traffic than slippery pressure treated planks. The FRP boardwalk was funded using town meeting approved CPA funds and donations from the Baystate Trail Riders and NEMBA. Volunteers from the BW NEMBA and Baystate Trail Riders assisted with the installation. A new trail was flagged and cleared with assistance from the BW NEMBA. Tom Dodd continued his breeding bird surveys at young forest areas created during forestry operations several years ago.

Whitney Conservation Area: A new boardwalk was installed to cross a wet area east of Fivefork Farms. Volunteers mowed the trail on the west side of North Street along the Fivefork Farms field.

In addition to these activities, most trails were walked at least once by committee members and volunteers and numerous tree blowdowns were cleared using hand or chainsaws. Invasive species were controlled at Stefans Farm, Warren Brook Watershed Conservation Area, and Peppercorn Hill Conservation Areas.

The Sudbury Valley Trustees conducted routine yearly monitoring of the Fivefork Farms (formerly Sweet William Farm) Conservation Restriction.

Fivefork Farms agreed to stop depositing stone and other materials on historic stone walls. Additional conservation restriction monitoring was done by SVT at the Whitney Conservation Area and the three town owned Kelly parcels on Peppercorn Hill.

Volunteers and LSC members contributed an estimated 510 hours to construct and maintain trails, oversee the community garden, prepare trail maps, prepare permit applications, perform administrative work, and other management activities. Based on the 2024 Independent Sector report on the value of volunteer hours in Massachusetts, the contribution to the town by LSC volunteers is valued at \$20,900.

We would like to acknowledge and thank the following for their support: Laura Zimmer and Toby Teller (BV NEMBA), Greg Trussel (Plowman Landscaping), and Dan Stimson (SVT). We also wish to thank Bill Taylor, who resigned from the LSC in May 2024, for his many contributions to the protection and stewardship of Upton's conservation areas.

Thankfully, Bill remains active as a LSC volunteer.

Respectfully submitted

Marcella Stasa, Chair

Mike Penko-Secretary

Scott Heim Libba Moore

Mary Overholt

Eric Reustle

LAND USE AND INSPECTIONAL SERVICES (LUS)

INSPECTIONAL SERVICES:

Michael Antonellis

Land Use & Inspectional Services Director

Ronald DeSantis

Interim Building Commissioner / Zoning
Officer

Jon Atchue

Local Building Inspector

Thomas E. French

Plumbing & Gas Inspector

Kenneth Salsman	Assistant Plumbing & Gas Inspector
John G. Poirier, Jr.	Wiring Inspector
David A. Stanley	Assistant Wiring Inspector
Helena Pitner	Land Use & Inspectional Services Administrator
TBD	Assistant Planner

The past year continued to be an active one for the department. We saw a 9.99% decrease in the revenue of permits issued over the previous year and an 19.7% decrease in total permits pulled. This is partly due to the decrease in the post-covid building uptick, but mostly due to the completion of construction of all units for Upton Ridge, a 139 Unit Subdivision. Construction continued but was slower for the Preserve at Dean Pond, the Upton Community Center was completed and construction continued at Cobbler's Creek, a 55 and over development of 61 units. Currently there are several more subdivisions in the Zoning and Planning stages. It is anticipated that there will be a building permit issued for 47 Main Street, the proposed 60-unit Affordable Housing Project, in the spring of 2025.

PERMITS ISSUED:

Demolition	6
Minor Repairs	89
Solar	21
New Construction	15
Misc.	0
Residential Building	217
Sign	5
Solid Fuel	12
Temp Structure	7
Sheet Metal	54

BUILDING PERMITS ISSUED:

Demolition	6
Minor Repairs	125
Residential	217
Sheet Metal	54
Sign	5
Solid Fuel	12
Temporary Structure	7
Total	<hr/> 426

Commercial Building	13
Wiring Permits	332
Plumbing Permits	139
Gas Permits	137

REVENUES:

Residential & Commercial Building	
Permits	\$ 163,305.00
Fiscal Year	\$ 186,684.00
Wiring Permits	\$ 26,510.00
Fiscal Year	\$ 45,580.00
Plumbing & Gas Permits	\$ 29,675.00
Fiscal Year	\$ 26,495.00
Total Revenue Calendar Year	\$ 219,490.00
Total Revenue Fiscal Year	\$ 258,759.00

ZONING BOARD OF APPEALS

William Andrews	Chairman
Eric Reustle	Asst. Chairman
Robert Butler	Member
Michael Gelb	Member
Robert Humes	Member
Helena Pitner:	Department Administrator

<u>Variances</u>	8
<u>Special Permits</u>	13
<u>Administrative Appeals</u>	2

Three applications were “denied”. 33 Milford St was denied a Special Permit to increase the height of the proposed building for a single-family home. 49 West Main St withdrew a request for a Variance from lot area and frontage to split the land into 2 buildable lots. 95 Crockett Road was denied their petition to overturn the decision of the Building Commissioner to deem Short Term Rental a prohibited use.

The ZBA saw significantly less applications for Accessory Apartments down to two (2) in 2024 from eight (8) in 2023. In 2023 there were 8 applications for Accessory Apartment.

CODE ENFORCEMENT:

In 2024 the Land Use and Inspectional Services (Luis) Department began tracking complaints in its Violation Enforcement Log. While previous practice was to catalog complaints and resulting enforcement actions within building files and or separate enforcement files, the Luis department instituted a tracking system. The Enforcement Log is used to revisit all ongoing enforcement matters on a weekly basis and update the log based on any new action. This system ensures that violations will be kept up-to-date, to be checked regularly for compliance, and to follow up on any outstanding items.

In 2024 the LUIS department tracked a total of **19 current violations**. While some violations were of a building code nature the vast majority were zoning violations. That number does not include enforcement orders issued by the Conservation Commission. It is worth noting that many violations require a multi-faceted approach and includes inspection and continued attention by our building inspectors, Fire Department, Board of Health, Conservation Commission and Police Department.

Resulting from the pandemic beginning in 2020, there was a cultural shift which afforded many residents the ability to work from home. While this trajectory has slowed it has continued to impact the way residents interact with their town, which undoubtedly results in zoning complaints filed. That coupled with the increase in home values and home sale prices, the LUIS department continues to see a steady flow of complaints. As 2025 begins it shows no sign of slowing. Code Enforcement continues to occupy more time of our local inspectors and administrative staff. Each complaint will continue to be logged, inspected, and appropriately followed through with any required next steps.

DEPARTMENT SPOTLIGHT:

The LUIS Department saw significant changes in 2024. Amy Bonina (Department Administrator), Grace Brownell (Department Specialist), and Stephen Johnson (Local Inspector) all left the Town of Upton to pursue professional careers goals in different communities and companies. Additionally, Patrick Roche, complete 47 years with the Town of Upton as the Town's Building Commissioner. Mr. Roche retired in June 2024. Mr. Roche has had a substantial impact on the community and is thanked for his years of service to the Town. The Department has since hired new staff and continues to grow its professional status by looking to hire its first Assistant Planner.

GRANTS:

2024 was an exceptional year for grant awards. The LUIS department was able to secure funding for the following:

- \$10,000 From the Mass Housing Partnership 40B Technical Assistance Program, for legal consult throughout the Comprehensive Permit process of a proposed 68-unit apartment building
- \$30,000 From the Community Compact Grant Program for Technical Assistance in achieving compliance with MBTA Communities Act.
- \$50,000 From the Housing Choice Grant Program to conduct a feasibility analysis for redevelopment of Holy Angel's.
- \$3.6 M From the Housing Works/Mass Works Grant Program for the extension of Sewer and Water down Route 140 in conjunction with an approved 137-unit 55+ community.

2024 was a very busy year regarding grant administration. Notably, the Director of LUIS, Town Manager, DPW Director, Town Counsel, and consulting engineers have been working with the developer of Governor's landing to execute on an Agreement for funding to allow the construction of the extended Sewer and Water line. As of December 2024, the Town has gone out to bid for the construction of the extended lines.

In 2024 the LUIS department was able to complete expend the following grants in full:

- \$10,000 From the Mass Housing Partnership 40B Technical Assistance Program.
- \$30,000 From the Community Compact Grant Program for Technical Assistance.

Staff is still working to complete the \$50,000 grant from Housing Choice and is working with BSC Group as the consultant on that project through the Economic Development Committee (EDC). Additionally, staff is working to use \$125,000 of funds dedicated through the 2022 Earmarks for Economic Development with the Select Board and EDC.

As always, a special thank you goes out to all the Inspectors for their hard work, integrity and diligence when conducting their inspections. We commend them for their professionalism, attention to detail and ongoing professional development. With Safety Codes ever changing, it is crucial that

we interpret and enforce the various Codes to ensure the safety and well-being of our residents. LUIS had two new additions to our department.

Jonathan Atchue joined us in November as the local building inspector in addition to Ronald DeSantis joining the department in July as Interim Building Commissioner. Also, in August of 2024 the department was joined by the new LUIS administrator, Helena Pitner.

Many thanks to the Town Manager as well as the Board of Selectmen for their ongoing support of our department.

Finally, many thanks to all the various boards, committees, and commissions with whom we deal, as well as the admirable residents of Upton, for their input, collaboration and support.

Respectfully submitted,

Michael Antonellis

Town Planner / Director Land Use & Inspectional Services

LIBRARY DIRECTOR

2024 was the first full year of library services in the Upton Community Center. The library staff and patrons have adapted to the new building and are beginning to utilize its full potential.

The most appreciated new services are:

- Passport and photo services in a comfortable, private location
- Quiet study rooms, seating and workspaces
- Scanning, printing and faxing in the business center
- Conference room use by homeschooling groups, citizen advocacy groups, nonprofits and governmental entities
- Children's play area and access to the VFW Memorial playground

Children's Programs:

Our monthly schedule of children's programs is a result of collaboration between Children's and Young Adult Librarian Lee Ann Murphy, Adult

Librarian Micaela Austin, and in the second half of 2024, Children's Specialist Michelle Kick.

In 2024, our monthly schedule included: 8 sessions of preschool Storytime, 8 sessions of baby Storytime, 1 Saturday Storytime and 1 drop-in Storytime, 2 sessions of music and movement, 2 sessions of Lego Club and D&D Club, Kids' Book Club, Teen Book Club, a STEM event, movie nights and weekly teen-hangout.

Summer Reading:

186 children registered for the 2024 Summer Reading Program, 'Read, Renew, Repeat', ranging in age from 1 to 15. Significant funding for the program was donated by Unibank, Wegmans, Price Chopper, the Massachusetts Library System, and the Friends of the Upton Town Library.

Personnel:

Two long-serving employees of the library retired in 2024, passing their knowledge and experience along to new library assistants. Regina Young retired Feb 2, 2024 after 19 years of employment, and Sue Pfeiffer retired May 17, 2024 after 20 years.

Amelia Furbush joined the staff as a library assistant on April 27, and we added a new position of Children's Specialist, filled by Michelle Kick on August 23.

Revolving Fund:

The library is authorized by Town Meeting to maintain a revolving fund to purchase library items and materials. In FY2024, this fund started with \$610, received \$1,047 in income, expended \$1,309, and had an ending balance of \$348. The balance of the fund never exceeded \$6,000.

Passport Activity:

The library executed 345 passport applications in 2024, and during FY24, generated \$6,549 in revenue that was returned to the general fund.

Library Holdings:

The library has slowly increased our number of print books, and used our expanded space to re-organize our children's materials. Audio and video materials are still purchased, but at a lower volume. While downloadable materials are mostly provided by our consortium membership. This year we began purchasing supplemental eBook materials from the library budget.

Print Books – 22,746. Volumes of Periodicals – 54. Audio Materials – 958. Video Materials – 4,235. Downloadable materials – 240,856

Library Usage and annual change for FY2024:

Starting in December 2023, the library opened on Mondays, adding 502 hours to our annual total. We saw dramatic increases to number of visits, program attendance, and borrowing of items.

- 3,777 Upton residents are registered borrowers at the Upton Town Library (+7.9%)
- 35,160 visits were made to the library (+112%)
- 3,596 people attended programs (+40%)
- The library was open 2,598 hours (+24%)

Borrowing of physical items:

- Print Books: 48,670 (+47%)
- Volumes of Periodicals: 1,585 (+67%)
- Audio Materials: 1,514 (+99%)
- Video Materials: 4,524 (+19%)
- Downloads of electronic items: 15,476 (+16%)

Future: In 2025, the library's goal is to increase community use of the building and facilities, and to offer more variety of children's and teen programs.

Respectfully submitted,

Matthew R. Bachtold, Library Director

LIBRARY TRUSTEES

This year the Trustees focused on reaching out to and serving more members of the community. We continuously seek out new ideas and welcome input from everyone.

Expanded Programs and Services

During the year the library experienced steady growth in overall usage of the facility itself and program offerings.

Highlights include:

- Our hours of operation increased by 500 this year, including opening on Mondays. The library is now open six days a week.
- The number of people visiting the library increased by 112%.
- Total program attendance increased by 63%.
- Many of our programs are now developed, organized and staffed by Library employees, which reduces the cost of running a program.
- Hundreds of patrons visited the library to pick up *Take and Make Crafts*, which are free.
- The library offered more Storytime sessions, which increased the number of families we can serve.
- We partnered with the Library Speakers Consortium to offer access to a range of talks from bestselling authors and thought leaders. You can get more information on our website under the adult section.
- Usage of library rooms for community events and private functions continued to grow. Study Rooms were very popular.

Passport Applications and Photos

Passport services, which were suspended during the pandemic, re-launched in the fall. This is one of the most often-requested services at the library. And it is a financial benefit to the town, as all monies collected from passport services go back into the Town's general fund. Passport photo services are now offered by appointment only.

Library of Things

We continued the rollout of the *Library of Things*, which offers a variety of products that patrons can borrow and use free of charge. Current items include an air quality monitor, crochet kit, Bocce game, tennis kit, guided reading strips for Dyslexia, kill-a-watt electricity usage monitor, mini projector, webcam, portable CD player, and light pad for tracing.

Shared Parking Lot Update

Restriping of the parking lot was completed, with a new layout that includes two additional handicapped spaces and new traffic flow.

Outgoing Library Trustees

The Trustees wish to thank longtime Trustee and library advocate Bill Taylor and Dominique Fyfe Ross for their service to the library. Both will continue to serve the town in other capacities.

New Library Trustees

The Trustees welcomed Maureen Porter and Lauren Fobes to the Board in 2024. We thank them for their willingness to serve the Town.

Staff Updates

Regina Young, a Library Specialist for almost 19 years, retired in February

Sue Pfeiffer, a Library Specialist for more than 20 years, retired in May.

We thank both Regina and Sue for their dedication to the library.

Amelia Furbush joined the library in April as a Library Assistant.

We welcomed Michelle Kick as our new Children's Specialist in August. The library is now able to offer additional sessions of preschool and baby Storytimes. Michelle will also be working with the Children's Librarian to plan and develop new children's programs.

We also supplemented our staff with volunteers, who assisted us with some of the children's programs.

Friends of the Library

This past year the *Friends of the Upton Town Library* hosted two book sale events (spring and fall) and an ongoing book sale on the shelves near the library entrance. The group used funds generated from these fundraisers and donations to sponsor museum passes, the summer reading program launch and finale events, several library programs, and materials to support library activities.

In order to continue to be an important source of funding for the library, the organization is in need of new leadership moving into 2025. This year Tony Adcock served as treasurer and Lauren Scheuer filled in as clerk. Traci Higgins acted as both president and vice president of the group. But the Friends are seeking volunteers to take these leadership roles in the new year.

Respectfully submitted,

Debbie Amorelli, Chair

Joseph Poirier, Vice Chair

Charlotte Carr, Clerk

Lauren Fobes

Judith Katz

Tamosin Johnson-Hellegers

Alycia Phylis

Maureen Porter

Laurie Wodin

MODERATOR

It was my privilege to preside at the Annual Town Meeting on May 2th 2024. There was also a Special Town Meeting on November 12th; but because of a personal matter I was unable to moderate that particular meeting. The community was fortunate enough to have Dawn Anderson, Moderator from Grafton, be able to fill in for me at this meeting. Thank you Dawn!!! My appointments to the Finance Committee are Nicholas Ensko and Stephen Bern.

Some of the motions passed at the Annual Town Meeting included the purchase of equipment and vehicles for many town departments including the DPW, Police, and Fire Department. There were also changes to the towns Zoning and General By-Laws which included (but were not limited to) updates to demand fees, adding a solar overlay district, an inclusionary (Affordable

Housing) District, and changes to the Principle Uses for the Upton Center Business District (UCBD.)

At the Special Town Meeting a number of motions were passed addressing updates and repairs to various buildings and equipment within the Community, a trust fund acceptance, Zoning By-Law changes, a discontinuance and conveyance of easements on various roads, and a modification to the Town Manager Act in addition to changes in the makeup of various Boards and Commissions.

There was also a motion passed to modify the General By-Laws to allow for the purchase and use of Electronic Voting at future Town Meetings. A number of communities in the State have moved into this direction with regard to tabulating votes electronically, and Upton has chosen to be a part of that movement.

I wish to thank all the people who helped with the smooth running of the Town Meetings. The Town Clerk (and her staff), the Select Board/staff, NRHS, Upton Police, DPW, and the Town Nurse in addition to the Board of Health.

Most importantly I wish to thank all the citizens of Upton that attend the Town Meetings. This type of citizen involvement continues to be the critical link that allows for the appropriate checks and balances that must occur within our community, and within our country. However busy our lives may be, it is our right and our **responsibility** to be part of the governmental process.

Respectfully submitted,

David C. Loeper,

Town Moderator

MOSQUITO AND TICK CONTROL BOARD

The Mosquito and Tick Control Board (MTCB) has been actively engaged in public education efforts. We developed a website with the goal of updating

its content quarterly. Additionally, we conducted educational presentations at the Upton Library and Community Center.

This year, we expanded our focus to include tick-borne diseases. We researched and discussed the importance of bats in reducing mosquito populations and proposed the construction of bat boxes, a project to be undertaken by the Boy Scouts. We also proposed yard signs promoting pollinator gardens, with designs created by a local artist.

Our funding sources included the FUSF and the trust fund beautification account overseen by the Select Board. Upton was designated a moderate risk area due to a positive sample. We kept the Select Board informed about our activities by attending their meetings occasionally.

The MTCB remains committed to educating the public about mosquito management without the use of toxic chemicals.

Respectfully submitted,

Marcella Stasa, Chairperson

Alisa Bernat, Vice Chairperson

Christine Scott, Vice Chairperson

Gavin Jones, Secretary

Brett Simas, Select Board Representative

MUNICIPAL COMMUNITY CENTER BUILDING COMMITTEE

In 2024 the Community Center Building Committee met five times and achieved significant milestones. These include:

- New ramp located just outside the entrance to the Senior Center was added.
- Fencing around the emergency generator and the A/C compressor units
- Addressing numerous lighting and HVAC issues with the direct involvement of Dennis Westgate
- Resolving an issue with temperature control in the Kitchen during the warm summer months also with the assistance of Dennis Westgate

- A doorbell was installed for the Meals on Wheels drivers and a new outlet was installed in the wall next to the serving window
- The freezer was replaced again and appears to be functioning normally
- The VFW parking area has been seal coated
- Main parking area has been re-striped with several additional HP parking spaces added near the Senior Center entrance
- Fire lane markings and new signage have been installed
- Signs for HP parking spaces on VFW side have been permanently installed
- Exercise equipment has been relocated to Town Hall allowing the room to be used extensively for meetings and games
- Final payment has been made to Hutter
- On the Senior Center side, two toilets in the Ladies restroom have been raised and grab bars added to stalls
- Install mailbox

Remaining Funds in the Construction Account

Due to the committee's diligence, the building was completed under budget, leaving approximately \$481,387 in the Building Construction Account. The committee recommends establishing a Stabilization Account and adding a minimum of \$12,000 annually to address future needs. The playground poured-in-place surface only has a 10-year life and will likely need to be replaced in or around 2033. The funds could also be used to replace playground equipment as needed.

Summary

The usage of the Community Center this past year has surpassed all expectations. Not a day goes by when the parking lot is not mostly full. Our Chairman Jim Brochu would be proud of what we have accomplished.

Our Chairman, Jim Brochu, would be proud of our accomplishments. With the work of the Building Committee now complete, the committee voted to dissolve at the December 17th meeting.

Respectfully submitted,

James Brochu, Chair Emeritus

Paul Flaherty, Vice-chair

Steven Rakitin, Clerk

Dee Hakala

Mike Howell

Justin Pollard

Don Spargo

OTHER POST EMPLOYMENT BENEFITS (OPEB)

Massachusetts General Law Chapter 32B, Section 20 allows a town to set up a special trust fund, the Other Post-Employment Benefits (OPEB) Liability Trust Fund with the governmental unit's treasurer is the custodian of the fund. Investment of fund monies by the custodian must be consistent with the prudent person standard set forth in MGL 203C for private trust funds. Interest earned on the investment of fund monies belongs to the fund.

Given the foregoing:

- The Committee has received the OPEB actuarial valuation report for the date of June 30, 2024. Per GASB and the Town's schedule, that is the most recent evaluation date required. It was noted by the Committee that the overall unfunded liability has remained steady since the last valuation in 2023 and it is now just over \$6.4 million. The actuarial determined contribution has changed slightly from \$796,000 per year to over \$736,000. A new evaluation will be conducted for FY2025.
- The Committee had adopted an investment strategy of aggressive-moderate option that consisted 66% of Equity Securities and 34% of Fixed Income Securities.
- OPEB Trust fund balance at the end of FY2024 was \$1,513,970.

Respectfully submitted,

Kenny Costa, Finance

Director/Town Accountant

OPEN SPACE COMMITTEE

Summary

One of the two projects the Committee started in 2023, the preservation of 15 acres at the rear of a property on Mechanic Street, was not successful as the owner decided not to sell the land. The 15 acres straddle Warren Brook and abut protected land to the north and town land to the south. The other project, preserving 49.2 acres between the western shore of Lake Wildwood and the Grafton and Upton Railroad right-of-way is ongoing.

The Committee started working on two new projects in 2024. The preservation of some or all of 107 acres off Grafton's Fay Mountain Road (100 acres are in Upton) and the preservation of 6 acres on Mechanic Street that abut the Stefans Farm Open Space and the recently acquired District 9 Schoolhouse Conservation Area.

The Committee is also pleased to report that Metacomet Land Trust was awarded a \$220,400 grant in November to purchase a conservation restriction on the town's Forest Heights land, about 100 acres off North Street with frontage on North Street. The grant is a 50% reimbursement grant. The Metacomet Land Trust will raise the balance from other sources.

Fay Mountain Road Land

In 2024 The owners of the 106 acres off Grafton's Fay Mountain Road approached the Committee about the town's interest in preserving all or part of the property. Currently, the owners are proposing to sell either a conservation restriction or the fee interest in 66 acres at the rear of the property. The 66 acres abut the town's Forest Heights land, and would become part of an almost 600-acre assemblage of permanently protected land in the Miscoe, Warren and Whitehall Watersheds Area of Critical Environmental Concern (Warren Brook Watershed Conservation Area, Whitney Conservation Area, Bonner Natural Area, the Forest Heights land, and other unnamed parcels). The Open Space Committee is working with the Sudbury Valley Trustees on this project. The Trustees and the town are sharing the cost of an appraisal.

Mechanic Street Land

In 2024 the owner of about 6 acres on Mechanic Street approached the Committee about the town's interest in purchasing the land. The land abuts the town's Stefans Farm Open Space and the town's recently acquired District 9 Schoolhouse Conservation Area. The Committee is working with the Sudbury Valley Trustees on this opportunity, and the Trustees funded an appraisal. This project is on-going.

Respectfully submitted,

Bill Taylor, Chair

Tom Dodd

Kiara Huntress

Cheryl MacIndoe

Alan Miano

Mike Penko

PERSONNEL BOARD

The Personnel Board started the year with five members: Chairperson Scott van Raalten, Vice Chairperson Michelle Rivers, and members Marcia Kasilowski, John Westerling, and our newest member, Janice Gallagher.

This year, the Personnel Board collaborated with GovHR to conduct a comprehensive study and redesign of our Classification & Compensation Plan for all non-union, regular-status positions. The objectives of this study are to:

1. Establish uniform salary ranges based on job responsibilities and requirements
2. Ensure equal pay for equal work
3. Maintain employee compensation that is both internally equitable and externally competitive

In addition to evaluating the Classification & Compensation Plan, we reviewed several job descriptions and titles.

While reviewing the submitted FY25 Performance Evaluation and providing feedback to department heads, we continued to discuss retention and recruitment strategies to attract the best candidates.

The Board extends its gratitude to Town Manager Joseph Laydon and Sandra Hakala for their hard work and assistance throughout the year, and to the Select Board for their support.

Respectfully submitted,

Scott van Raalten, Chair

Michelle Rivers, Vice Chairperson

Janice Gallagher

Marcia Kasilowski

John Westerling

PLANNING BOARD

Throughout the calendar year 2024, the Planning Board reviewed or continued the review process of various subdivisions, special permits, and site plan approval applications. For the entirety of 2024, the Planning Board conducted its meetings and hearings on a hybrid model in person as well as remote.

With assistance from the Director of Land Use and Inspectional Services, other Town Boards & Committees, and the Central Massachusetts Regional Planning Commission (CMRPC), the board continued to implement items from Upton's Master Plan (adopted 2005) and to review and amend zoning bylaws and regulations as applicable.

In January of 2023, Michael Antonellis started as the Town Planner/Director for the Land Use and Inspectional Services Department. In March 2023, Grace Brownell joined as administrative staff. Grace has since moved on from that position to pursue professional advancement in another community.

Proposed Zoning Bylaw amendments

2024 was a productive year for Zoning Amendments. Much of the board's time was dedicated engaging the public regarding these amendments, reviewing drafts for Town Counsel's review, discussing policy as well as implications of the changes.

Annual Town Meeting May 2024

- 1) The Town passed an *Inclusionary Zoning bylaw*, Section 300-7.7 Inclusion of Affordable Housing, aimed to assist the town with achieving the mandated 10% affordable housing.
- 2) A new *Solar Overlay District* was adopted, Section 300-6.8 Solar Overlay District, located along about 80 acres off of South Street including former sand pits.
- 3) Updates were made to *Section 300-3.1, Table of Principle Uses*, by removing “art galleries, music stores and other similar retail business” from uses requiring a Special permit within the ECBD district, to uses allowed by-right within the district. This article was supported by the Economic Development Committee.

Special Town Meeting November 2024

- 1) The Town passed a bylaw to regulate Small Cell Wireless Facilities (otherwise known as 5G) by requiring Special Permits to establish the use. The Planning Board is working on regulations for the approval of Special Permits. Section 300-6.2.
- 2) In response to the Affordable Homes Act signed into law by the Governor in August of 2024 the Planning Board updated the existing Accessory Apartment bylaw to be consistent with the new state law which requires Accessory Dwelling Units (ADUs) to be allowed by-right. Section 300-7.6.
- 3) In response to the MBTA Communities ACT, MGL Chapter 40A Section 3A, the town designated approximately 14 acres of the General Business District along Milford Street to become the MCMOD (MBTA Communities Multifamily Overlay District) with a minimum of the required density of 15 dwelling units per acre. This proposal was passed at Town Meeting. Section 300-8.2.

Definitive Subdivision Plans reviewed/in progress:

- “Governor’s Landing” – An application for a 3-lot subdivision at the Governor’s Landing site was submitted to obtain a Zoning Freeze under the existing Bylaws as of March 2023.
- The Planning Board approved a 5-lot subdivision with a cul-de-sac located at 169 South Street.

Special Permits reviewed/in progress:

Large Lot Frontage Reduction:

- One application was received for 0 Mendon Street and the public hearing has been scheduled for January 2025.

Open Space Residential:

“The Preserve at Dean Pond”

14-lots located off Hopkinton Rd. on Claflin Farm Rd.; The subdivision was approved in 2020. Infrastructure work has been completed and houses are under construction with several completed & occupied. In November 2023 Stantec completed sidewalk and ramp inspections. Road acceptance is expected to take place for Annual Town Meeting 2025.

Senior Housing Residential Community:

- “Upton Ridge North & Upton Ridge South” - 139-unit (including ten (10) affordable units) Senior Housing Community located off Hartford Ave. South. As of December 2023, the last occupancy permits have been issued.
- “Cobbler’s Creek” - 59 single-family unit Senior Housing Community located off North St/Westboro Rd/Eames Ln. Upon review the Board approved the project in November 2021; site work & infrastructure has been started. The site is currently about halfway constructed and occupied.
- “Governor’s Landing” - A formal application was submitted in November 2021 for a 110-unit Senior Housing Community and 34-unit Townhouse Development to be located off Milford St. A public hearing has been opened and continued throughout 2022 to 2023. On September 12, 2023, the Board voted to approve the Plan as amended. The Town is actively in negotiations with the developer regarding the extension of Sewer and Water to the site and went out to bid for construction services in December 2024.

Site Plan Approval Applications reviewed/in progress:

- The board reviewed and approved a Site Plan application for Five Fork Farms at 153 North Street for the expansion of the existing parking lot.

- 232 Mendon St. – Hopedale Cardiology submitted a Site Plan for an expansion and addition of approximately 30-spaces to the existing parking lot. The public hearing was scheduled for January 2025.

Goals:

- Continued implementation of items from the Master Plan as well as the recently adopted Affordable Housing Production Plan (2023)
- Review and propose amendments to the Upton Zoning Bylaws as may be necessary.
- Review and amend the Rules & Regulations for various projects/applications as may be necessary.
- Attend workshops, seminars, and training sessions in order to keep up to date on information pertinent to the Planning Board.

General:

- Office is located in Town Hall, Room 201 Monday, Wednesday, & Thursday: 8:00 a.m.- 4:00p.m.; Tuesday: 8:00 a.m.-6:00p.m.; Friday 8:00 a.m. – 12:00 p.m.
- Phone number: (508) 529-0219 or (508)-603-0128
- E-Mail: planningboard@uptonma.gov or mantonellis@uptonma.gov

The Planning Board's meetings are held on the second and fourth Tuesday each month at 7:00 p.m.; meetings are held in-person and virtually.

We would like to thank the various Town Boards, Commissions, Departments, and the citizens of Upton for their continued cooperation, participation, and support during the year.

Respectfully Submitted,

Margaret Carroll, Chair

Kenneth Raye, Clerk

Katherine Robertson, Member

Thomas Davidson, Vice Chair

William Taylor, Treasurer

Charles DiGloria, Associate

POLICE AND COMMUNICATIONS DEPARTMENT

Calls for Service/Activity 2024

Abandoned 911 Call 319	Lockout House 14
Alarm 124	Lockout Motor Vehicle 30
Animal Complaint 92	Lost Animal 51
Animal Injured 21	Lost/Missing Person 10
Assault and Battery 2	Lost/Missing Property 68
Assist EMS 609	Loud Music Complaint 19
Assist Fire Department 207	Motor Vehicle Crash 195
Assist Other Agency 211	Motor Vehicle Violation 1797
Assist Other P.D. 408	Motor Vehicle Complaint 229
Assist with Traffic 39	Neighbor Dispute 15
ATV Complaint 6	Obstruction in Roadway 183
Breaking and Entering 10	Open Door 11
Building Check 1944	Parking Complaint/Violation 59
Car Seat Installation 40	Power Outage 54
Disabled Motor Vehicle 123	Restraining Order Viol 9
Disorderly Person 5	Restraining Order Issued 40
Disturbance 66	Serve Legal Process 77
Domestic Disturbance 15	Shots Fired 6
Extra Patrols Requested 27	Solicitation 75
Found Property 21	Suicidal Person 40
Fraud/Forgery 16	Suspicious Motor Vehicle 61
Fundraiser Scam 43	Suspicious Person 89
General Assistance 1447	Threats 26
Harassment Prevention Order 24	Traffic Enforcement 286
House Check 5	Trespassing 19
Hunter Complaint 5	Vandalism 12
Illegal Dumping 14	Water Leak 6
Larceny 34	Well-Being Check 120
911 Hopedale 1034	Wires Down 45

Offenses 2024		Offenses by Month	
Aggravated Assault	3	January.....	21
Simple Assault.....	17	February.....	13
Intimidation	10	March.....	26
Extortion	1	April.....	24
Theft from a Building	1	May	46
Theft from a Motor Vehicle	2	June.....	22
Burglary/B&E	2	July	40
All Other Larceny	3	August.....	18
Motor Vehicle Theft.....	3	September.....	38
Counterfeiting / Forgery	2	October	57
False Pretenses	5	November	15
Impersonation.....	23	December.....	15
Porn./Obscene Material.....	2		
Destruction of Property	10		
Trespass.....	6		
Drug Narcotic Violations	3		
Disorderly Conduct	3		
Driving Under the Influence.....	8		
Liquor Law Violations.....	3		
Arrests by Shift		Top Ten Offenses Charged	
Day Shift (8AM – 4PM).....	4	1. Criminal MV Violations	
Evening Shift (4PM-12AM).....	15	2. Impersonation	
Night Shift (12AM-8AM)	8	3. Simple Assault	
		4. Destruction of Property	
		5. Intimidation	
		6. Destruction of Property	
		7. OUI	
		8. Trespass	
		9. False Pretenses/ Fraud	
		10. Theft from a Building	
Arrests by Day of Week		Motor Vehicle Violations 2024	
Sunday	3	Arrests.....	10
Monday.....	5	Civil Violations.....	88
Tuesday.....	1	Criminal Complaint	66
Wednesday	5	Written Warning	350
Thursday	5	Verbal Warning	1349
Friday	1		
Saturday	6		

Top Ten Violations Cited	Pleasant Street..... 22
1. Speeding	School Street..... 2
2. Electronic Device	South Street..... 2
3. Marked Lane Violation	Walker Drive 1
4. Stop Sign/Red Light Violation	Warren Road..... 1
5. Equipment Violation	Warren Street 1
6. Inspection Violation	West Main Street..... 6
7. Unregistered MV	Westboro Road..... 11
8. License/Reg not in Possession	Williams Street..... 2
9. Number Plate Violation	Westboro Road 6
10. Susp/Rev License	Williams Street..... 1
MV Accidents by Location	Motor Vehicle Crashes by Day of Week
Over \$1,000 Damage	
Bradish Farm Road..... 1	Sunday 23
Chestnut Street..... 1	Monday..... 21
Christian Hill Road..... 2	Tuesday..... 24
Cider Mill Lane 1	Wednesday 14
Crockett Road 1	Thursday 31
East Street..... 11	Friday 33
Elm Street 2	Saturday..... 17
Ephraims Way 1	
Fiske Avenue 1	Top Five Driver Contributing Code for
Fiske Mill Road 4	Motor Vehicle Accidents
Glen Avenue..... 2	
Hartford Avenue North..... 10	1. Driver Inattention
Hartford Avenue South..... 3	2. Speed
High Street..... 7	3. Failure to Yield Right of Way
Hopkinton Road 12	4. Negligent Operation
Main Street 22	5. Maintain Lane
Maple Avenue..... 4	
Mechanic Street..... 3	Motor Vehicle Accident Injury Status
Mendon Street..... 12	
Milford Street 12	Incapacitating..... 6
North Main Street..... 4	Visible injury..... 18
North Street..... 4	Minor injury 13
Plain Street 1	No visible injury..... 293

Age and Gender Breakdown of Operators

	Male	Female	Total
<19	26	18	44
19-21	7	6	13
22-25	19	10	29
26-35	21	22	43
36-45	19	19	38
46-60	33	16	49
>60	27	19	46
Total	152	110	262

Training:

Full-Time Police Officers received the following mandatory in-service training:

- Firearms Training (Pistol and rifle qualification)
- C.P.R., First Responder Training, Nasal Naloxone Training and EPI Pen
- A.E.D. (Automatic External Defibrillator) Training
- Educational Incentive Program (EIP) Class Training (monthly)
- Policy Manual Testing (monthly)
- Defensive Tactics Training
- Conflict of Interest Law Training
- Legal Updates
- Reports and Testimony
- Officer Wellness
- OUI Refresher
- Police Reform and the POST Commission
- Rules of the Road
- Taser Training

In addition to the mandatory training, Officers received training in the following specialized areas:

- APCO EMD
- APCO PST-1
- DCJIS CJIS & NCIC training

- MPTC Sexual Assault Investigator Certification
- FEMA ICS-100
- FEMA ICS-200
- FBI CJIS NIBRS Training
- Dynamics of Domestic Violence
- Crisis Negotiations

Grants:

The Upton Police & Communications Departments received the following grants for 2024:

State 911 Regional PSAP Development Grant:

Funding was received by the Massachusetts State 911 Department to enhance and update equipment to bolster and strengthen our radio communication capabilities.

State 911 Department Support Grant:

Funding was provided by the Massachusetts State 911 Department for equipment purchases within the communication center and for wage reimbursement for 911 call takers.

911 Training Grant:

Funding was provided by the Massachusetts State 911 Department for E911 approved courses and overtime replacement costs for employees attending training.

MRS Traffic Safety Grant

Funding for traffic safety equipment and mobilizations to target traffic violations.

Community Policing & Special Programs:

The Upton Police Department continues to support the philosophy of community policing by offering the following programs:

- R.A.D. Program for Adults and Children
- Seniors Spaghetti Dinner

- Santa Claus Parade on Christmas Eve
- SRO (School Resource Officer)
- Massachusetts Police Certification/Accreditation Program
- Drone unit

Comments:

We would be remiss if we did not acknowledge the contributions and dedication of Chief Michael Bradley, Jr. to the residents and staff of the Town of Upton. Chief Bradley retired in August 2024 after serving the town for 30 years. Chief Bradley began with Upton as a dispatcher in 1994 and was hired as a Patrol Officer that same year. He rose through the ranks, becoming Chief of Police in 2008, serving in that position for 16 years. He also assumed the role of Public Safety Director in 2021, overseeing operations in the Fire, EMS and Police Departments and remains in that position today. The men and women of the Upton Police Department, both past and present, respectfully and gratefully wish Chief Bradley the best in his retirement, as we strive to meet and exceed the high standards he set as a true leader and professional.

Conclusion:

The Upton Police Department provides Law Enforcement Services to the Town of Upton and

Emergency 911 Dispatch Service to the Towns of Upton and Hopedale. The Police Department employs fourteen full-time personnel which includes a Police Chief, Police Lieutenant, three Sergeants, one Detective, one School Resource Officer, seven Patrol Officers and one Department Coordinator. Our communications department employs four full-time Dispatchers and four part-time Dispatchers.

The Upton Police Department is a fully Accredited Police Department, meeting the operational and policy standards of the Massachusetts Police Accreditation Commission. This prestigious designation provides the following benefits:

- Provides a norm for an agency to judge its performance.
- Provides a basis to correct deficiencies before they become a public problem.

- Requires agencies to commit their policies and procedures to writing.
- Promotes accountability among agency personnel.
- Provides a means of independent evaluation of agency operations for quality assurance.
- Enhances the reputation of the agency and promotes public confidence in the agency.

The Department operates eight police vehicles: five fully marked vehicles and three unmarked vehicles, with annual calls for service/activity levels of approximately fourteen thousand five hundred incidents. The Upton Police Department is fully committed to the concept of Community Policing and engages its citizens through proactive police contacts, community partnerships, social media, and special events.

Mission Statement

"The Upton Police Department is dedicated to providing quality and professional policing to our community. Through the use of proactive community policing programs, we strive to reduce crime, the fear of crime and to enhance the quality of life for all residents. We value honesty, integrity, compassion, and fairness, while delivering police services in partnership with the community we serve."

Respectfully submitted,
 Peter A. McGowan
 Interim Police Chief

RECREATION COMMISSION

Summary

2024 was a fairly routine year, with the current programs in place and running smoothly. Maria Cherubino, the Rec Comm Program Director, provided excellent leadership throughout the year to keep programs on track and organized.

Rec Comm Programs

The Kids@Play program is the most important program offered by the Recreation Department and one of our chief sources of revenue. We offer many different options for parents, including early drop off and late pickup. The Leader-in-Training Program continues to be a popular option for older children. Also offered in 2024 were Archery, Golf, Theater (Summer), Volleyball and Yoga. Of these, drop-in Adult Volleyball is one of the most consistently attended programs for Rec Comm, averaging 16-18 participants per week. The commission would like to thank Jeracah Rankins for her steady leadership of this program.

This year weekly field trips were offered for Kids@Play and were very popular with families. The kids went to a Bravehearts Baseball Game, Breezy Water Park, Davis Farmland, the New England Aquarium, Pinz Bowling, School Yard, the Southwick Zoo and Urban Air. All field trips were sold out and many had a waiting list.

In coordination with Upton's Department of Social Services, a financial assistance program is in place to help Upton families who would like to send their child to the program but need financial help. We are happy to report that this program will continue in 2025.

Kiwanis Beach

Our team of lifeguards and gate keepers did a terrific job of keeping the beach running safely during the summer. There was a one-week closure due to high bacterial counts in the pond, but otherwise the beach had good use throughout the summer.

Summer Concert Series

A rainy summer caused a couple of concerts to be canceled/rescheduled, but our concert series continues to offer residents an evening of music, fresh air and a swim at Pratt Pond, all free of charge. We collaborated again with Rushford and Sons to offer the sale of their craft beer and local wine at the concerts. Recreation staff sold grilled foods, chips and drinks which allowed families a night off from cooking dinner.

Sports Fields

Capacity was full, and the demand for field use continues to exceed supply. The Upton DPW did an excellent job maintaining the fields to keep them in good condition as much as possible and their efforts are appreciated. Among the organizations renting the fields were Youth leagues: Flag Football, Lacrosse, and Soccer and Adult leagues: Upton Men's Club, Men's & Women's Softball, and Women's Soccer.

Ongoing Activities

The Upton Pickleball Club continues to grow by leaps and bounds. This year we were able to offer indoor pickleball at the Town Hall, which sold out.

Upton engaged in a friendly competition with Mendon in a Halloween House Decorating Contest. There were only a few participants who entered this competition.

This year, Rec Comm participated in the Upton Heritage Day, answering questions about our programs. A bead bracelet workshop was offered and quite popular.

Facilities

The basketball court at Kiwanis was resurfaced. The basketball court offers full court basketball and (3) pickleball courts. Tennis court resurfacing (the 2 courts) was also completed and the number of pickleball courts grew from 3 to 6 to support demand.

Lights were installed in the upper soccer field (overseen by the DPW and funded by Mendon-Upton Youth Soccer).

Rec Comm has listed fixing the collapsed dugout at the Kiwanis softball field as urgent, due to safety concerns.

Looking forward to 2025

The Commission is currently working to prioritize items within the Town's Master Plan regarding recreation facilities improvements. We note that the

high school continues to request access to our fields. The top of the 2025 “to do” list includes fixing the collapsed dugout at the softball field, as well as upgrade to the bathrooms at Kiwanis.

We are also looking to improve marketing and advertising of our programs, specifically the Kids@Play program. Now that the Upton Town Crier no longer circulates, we are looking to alternative outlets to increase participation in the Kids@Play program.

Respectfully submitted,

Rick Porter, Chairperson

Lora Monachino

Chris Murphy

REGISTRAR OF VOTERS

The Registrars respectfully submit the following report for year ending 2024. Members of the Board of Registrar are Amy Bonina (U), Cynthia Robertson (D) and M. Denise Smith (U).

In 2024 four elections were held. The Board of Registrars held extended voter registration hours for all elections.

March 5, 2024 Presidential Primary: total ballots voted was 2,074 out of 6,523 registered voters (32% turnout). 1,052 voted on **election day (ED)** and 1,022 **early voted (EV)**. Early votes included 909 by mail and 113 in person during early voting hours. Breakdown of ballots cast: ED 51% v EV 49%

May 7, 2024 Annual Town Election: total ballots voted was 941 out of 6,540 registered voters (14.4% turnout). 428 voted on election day and 513 voted by mail. Breakdown of ballots cast: ED 45% v EV 55%

September 3, 2024 State Primary: total ballots voted was 1,037 out of 6,677 registered voters (15.3% turnout). 301 voted on election day and 736 early voted. Early votes included 704 by mail and 32 in person during early voting hours. Breakdown of ballots cast: ED 29% v EV 71%

November 5, 2024 State Election: total ballots voted was 5,479 out of 6,773 registered voters (81% turnout). 2,604 voted on election day and 2,860 early voted. Early votes included 1,692 by mail and 1,168 in person during early voting hours. 15 votes were processed during post tabulation per regulations. Breakdown of ballots cast: ED 48% v EV 52%

The Board of Registrars also reviewed and signed numerous petitions and nomination papers which were signed by Upton voters. These petitions and nomination papers were submitted to the State to be included on the State Election ballot for November 2024 and 2026.

The Town Clerk's office continues to review and process voter registrations received by the Automatic Voter Registration program through the Registry of Motor Vehicles. Each voter registration received is reviewed to determine if it is a new registration or if there is a change to an existing voter's status before the registration can be processed. A new Voter Registration system is under development by the Secretary of the Commonwealth's office and is expected to come online in 2025.

At the end of 2024, there were 6,682 registered voters in the Town of Upton. The breakdown is as follows:

Unenrolled	4,793
Democrats	1,054
Republicans	760
All other	75

Respectfully submitted,
M. Denise Smith,
Ex-Officio Clerk to Registrars

TECHNOLOGY COMMITTEE

A report of the Technology Committee was not received.

TOWN CLERK

I respectfully submit the following report for calendar year 2024.

2024 was a busy election year as there were a total of four elections: three State elections and the annual town election. March 5th Presidential Primary election (32% turnout); May 7th annual town election (14.4% turnout); September 3rd State Primary election (15.3% turnout); and November 5th State General (Presidential) election (81% turnout). In addition to voting in-person on election day, Early Voting allowed voters options in how they cast their ballot. Voters could request ballots by mail (Vote by Mail or Absentee Ballot) for all elections or could vote during In-Person Early Voting sessions for all State elections. Excluding 2020 (COVID pandemic), those who Early Voted (by Mail or In-Person Early) outnumbered those who voted in-person on election day for three of the four elections held this year. Additional election details can be found in the Registrar of Voters report.

We also had the annual town meeting (May) and a special town meeting (November). Warrant articles were approved for General Bylaw and Zoning Bylaw amendments. As required, bylaw amendments were submitted to the Attorney General's office for review and approval. All amendments from the annual town meeting have been approved. Amendments from the special town meeting in November have been submitted but await response from the AG.

Automatic Voter Registration online and voter registrations submitted in-person or by mail were reviewed and processed by this office. This is an ongoing process to ensure that our voter list is current.

Throughout the year we also worked to complete requests for certified vital certificates (birth, death and marriage). Most of these requests were submitted online. Dog licensing is a priority from January to April, however, licensing continued throughout the year.

Another major function of the Town Clerk's office is to record vital records for the Town. The following records were recorded at the Town Clerk's office during 2024:

VITAL STATISTICS

- 79 Births
- 53 Deaths
- 28 Marriages

DOG LICENSES

- 729 Dog Licenses
- 7 Kennel Licenses

This office generated approximately \$14,000.00 in revenue for 2024. These funds were transferred to the Town Treasurer.

With the support of the Town, I maintained memberships with the Massachusetts Town Clerk's Association, the Worcester County Clerks Association, and the New England City and Town Clerks Association. These memberships allowed me and Kathleen Bern, Assistant Town Clerk, to attend various training workshops and conferences. We also participated in many virtual trainings to keep up to date on changes with laws affecting the Town Clerk's office and election and voting regulations.

Town Clerk office hours coincide with the hours Town Hall is opened to the public: Monday, Wednesday, and Thursday: 8:00 am – 4:00 pm, Tuesday 8:00 am – 6:00 pm, and Friday 8:00 am – 12:00 pm.

I want to thank Kathleen Bern, Assistant Town Clerk, for her continued dedication to this office and the community. Notably this year, Kathleen managed the Vote by Mail process for all the elections. Her organization and thoroughness ensured that all voters that requested a mail ballot received their ballot and that all voted ballots returned by mail were properly accounted for and processed in the tabulators.

Lastly, thank you to the residents of town, co-workers and Board & Committee members for your continued support.

Respectfully submitted,
M. Denise Smith,
Town Clerk

TOWN MANAGER ACT REVIEW COMMITTEE

On December 5, 2023, the Select Board voted to seek volunteers to serve on a reconstituted Town Manager Act Review Committee. The last such review was performed in 2017. The Act requires a review every five years.

On January 2, 2024, the Select Board appointed 5 members to the Town Manager Act Review Committee. The Town Manager Act Review Committee was charged with reviewing the Town Manager Act and recommending any changes as might be justified.

The committee reviewed the original Town Manager Act (2008) as well as the revisions made in 2017 and 2020. The Committee decided to solicit input by interviewing the Town Manager and members of the Select Board. In addition, the Committee also invited all Town Department heads to come before the committee if they have any concerns regarding the existing Town Manager Act. The Committee wanted input as to how changes to the Act could potentially impact employees hired by Elected Boards as well as employees that currently are overseen by the Town Manager.

The Library Trustees and Recreation Commission were the only boards that chose to meet with the Committee. The Library Trustees provided very detailed input as to how the Library Director and Town Manager could collaborate. After much deliberation, the Committee ultimately decided to not include this input. We also received input from the Recreation Commission Chair who supported having the Recreation Director report to the Town Manager. No other input from other Elected or Appointed Boards was received.

As a result of the information collected from the interviews and after extensive discussion amongst the committee members, the Committee prepared a revised Town Manager Act which was approved by unanimous vote on June 12, 2024.

The following changes were included in the proposed revision:

- Sections have been re-organized so that related responsibilities are in the same section
- Text has been reformatted for clarity, updated to correct grammar and include his/her pronouns when referring to the Town Manager
- Includes definitions of Town Officers and identification of Boards and Committees Not Under Jurisdiction of the Select Board
- Includes new sections for Management of Personnel Under Jurisdiction of the Select Board, Management of Personnel Not Under Jurisdiction of the Select Board and Human Resources
- Clarifies timelines by referring to calendar days or business days
- Increased procurement limit requiring Select Board approval from \$25k to \$50k

In addition, the Committee also made the following recommendations:

- Select Board should request Personnel Board review the current Policies and Procedures Manual to ensure it is consistent with the Town Manager Act.
- Select Board should require that each department has written procedures for their employees to follow in performing the specific functions of that department to address situations when longtime employees retire.
- Select Board should retain Town Counsel to assess policies and procedures, make recommendations and provide employee training in handling specific situations, such as non-consensual touching, employee is intoxicated at workplace, etc.

The revised Act was provided to the Select Board and was subject to review by Town Counsel. The revised Act, as prepared by the committee, was then approved at the Special Town Meeting on November 12, 2024.

Respectfully submitted,

Robert Fleming, Chair

Phil DeZutter

Alan Leslie Rosenfeld, Esq

Steven Rakitin, Clerk

Richard Henderson

TRUST FUND COMMISSIONERS

As the town's Trust Fund Commissioners, we meet every month to review The Trust Fund Commission is a three member Elected Board which is responsible for the prudent investments of the various Trust Fund balances. The Town of Upton's Trust Fund Commissioners met during the course of 2024 on a monthly basis to review the various Trust Fund accounts. The Town has over 22 separate Trust and Scholarship Funds that are under our management. The value of these accounts as of our Dec 2024 meeting is in excess of \$6.14 million.

The Commission would like to thank Kenneth Glowacki for his most recent 3-year term serving on the Trust Fund Comm, as he decided in March not to run for another term. The Board welcomed newcomer Lyn Haggerty to the Commission, a seat she won at the May 1st 2024 Town Election. Lyn brings many years of Committee(Upton) work and experience to the Commission.

The Commissioners in conjunction with our financial advisor review the individual trusts on an ongoing basis for performance measures and when necessary reallocate investment dollars. Changes to the holdings and positions are made considering risk adjustment performance measures and the overall allocation percentages of funds. The Commissioners manage over \$6.14M in assets, in both expendable and non-expendable accounts. On a quarterly basis we met with our Financial Advisor relative to the investments of the Trust Fund accounts. The breakdown of balances and percentage yield will be addressed in the tables at the end of this report.

The account balances have remained strong this calendar year due to the Stock market performance, Bond performance, and US economic growth. We are presenting this report and subsequent dollar values and yield % numbers as of Year-end December, NOT the end of the Municipal year which is June 30th.

At the Special Town Meeting which was held on November 12th, the Upton Voters accepted a generous gift that was bequeathed by the Harvey J Trask

Trust in the amount of \$1.526M. A large portion of those monies is for the beautification of the Town. The Commissioners look forward to working with the Select Board to invest the Funds within our portfolio and be mindful stewards of this extraordinary donation.

Expendable Trust Funds Percentage Return over the last 5 years

2024	5.55%
2023	7.19%
2022	-7.04%
2021	1.16%
2020	4.07%

Non-Expendable Trust Fund Percentage Return over the last 5 years

2024	9.95%
2023	14.33%
2022	13.68%
2021	12.33%
2020	14.56%

As of 12/31/2024 Expendable Balance

EW Risteen A:	\$ 98,889.00
EW Risteen B:	\$ 730,125.00
EW Risteen C:	\$ 91,059.00
EW Risteen D:	\$ 186,517.00
William Knowlton:	\$ 127,728.00
Batchelor Knowlton:	\$ 101,941.00
Cemetery Interest:	\$ 106,981.00
Pooled Accounts:	\$ 240,675.00
TOTAL:	\$ 1,683,915.00

As of 12/31/2024 Non-Expendable Balance

EW Risteen:	\$ 2,558,419.00
William Knowlton:	\$ 1,029,454.00
Batchelor Knowlton:	\$ 153,336.00
Cemetery Perpetual Care:	\$ 648,912.00
Pooled Accounts:	\$ 72,278.00
TOTAL:	\$ 4,462,399.00

Note: The above figures do not include amounts that may have already been expended by the Town which will be reconciled after year-end.

The Board has continued to diversify the Funds and maintained its investment discipline. We believe this diversification and discipline helped to protect the Town's Trust Fund dollars in the past, and is the prudent course of action going forward.

Respectfully submitted,
Stephen Matellian, Chairman
Robert Fleming
Lyn Haggerty

VETERANS' SERVICES

The Upton Department of Veterans' Services is dedicated to providing services and benefits to eligible Veterans and their families. Our department advocates for Veterans and their families with state and federal governments, private agencies, veteran service organizations, and the public to ensure the maximum utilization of available resources.

We offer assistance with VA medical services, employment, education, housing, Massachusetts Chapter 115 benefits, and various other referral programs. Veterans and their family members are encouraged to contact the Veterans office at Upton Town Hall for support.

We are here to serve.

Respectfully submitted,
Patrick D. Morris
Director, Veteran Services

SCHOOL REPORTS

BLACKSTONE VALLEY VOCATIONAL REGIONAL SCHOOL DISTRICT (BVT)

Message from our Superintendent Director: As responsible stewards of your regional vocational-technical school system, we express sincere appreciation on behalf of the District School Committee for entrusting us to oversee and protect your investment. Thanks to your continued support, we have the means to carry out our mission.

At BVT, we create a positive learning community that prepares our students for personal and professional success in an internationally competitive society through a fusion of rigorous vocational, technical, and academic skills. All paths are worth exploring, and we take immense pride in seeing our students and alums, who are a testament to your support, take what they have learned and find their true passion and purpose in their professional careers.

Therefore, our FY24 annual report goes beyond the facts and figures of our operation to illustrate how the budget is maximized and used to prepare our students to be career- and life-ready by the time they graduate. We share their success and achievement as evidence of a positive return on your thoughtful investment

When it comes to launching careers, finding one's true passion and purpose is a process for some people, while others know precisely the path they want to explore from an early age. We invite you to turn the page to learn how one of our alums, Tom Kuik (Electrical, Class of 1982), discovered his true passion by looking to his past, following a childhood curiosity, paying attention to what he finds engaging, consistently strengthening his technical skills, and ultimately shaping a successful career - all while staying current.

Safeguarding the future begins with preserving the past and nurturing the present. At BVT, we hold this principle dear. We hope you join us in seeing the value in the lessons from our past, present, and future. As our graduates share their craft and passion for their trade, they pass on the foundation for future career success, and ultimately their legacy, from generation to generation. The knowledge, skill, and mastery of our trained tradespeople are awe-inspiring and in demand.

Respectfully,
Dr. Michael F. Fitzpatrick, Superintendent-Director

Alumni Profile: Tom Kuik (Electrical, Class of 1982)

Generation to Generation

It is always awe-inspiring to see one of our alums master their trade, take an apprenticeship under their wing, and help them launch their career. Learn how Tom Kuik (Electrical, Class of 1982) discovered his true passion by looking to his past, following a childhood curiosity, paying attention, learning from those who came before him, and ultimately shaping a successful career generation to generations of tradespeople would be proud of.

Tom was an inquisitive child, curious about the world around him and eager to understand how things worked. "My parents had to keep a close eye on me," said Tom. "I was always interested in wires and switches. I was drawn to the electrical outlets in the house and was known to pull out the power plug to take a closer look. They actually have a picture of me as a little kid examining the plug and outlet. But to their credit, they saw something in me, and I have them to thank for nurturing that burning curiosity, which has led me to where I am today."

Growing up in the Blackstone Valley, Tom attended Whitinsville Christian School in Northbridge before attending BVT. "There were no tradespeople in my immediate family," said Tom. "My father was a truck driver, and my mother was a stay-at-home mom. I was not an academic scholar by any means. Reading books was challenging, and I struggled with book reports. But I did have a knack for hands-on learning and figuring things out. I had a cousin who attended BVT, and I was genuinely interested when I realized it was an option for me."

"The first day I arrived at BVT in 1978, I remember being scared," shared Tom. "I went from a class of 16 to a couple of hundred kids from different towns; it was intimidating. I'm sure it was for all of us. But I found like-minded students, settled into my first-choice shop, Electrical, and even made the honor roll a few times."

"I didn't appreciate it then as much as I do now, but looking back, I owe a lot to my shop teachers – Hank Nydam and Bob Belland. They were great guys who went out of their way to take me under their wing, helping me find my way and teaching me the fundamentals of the electrical trade," said Tom. "They had all this incredible knowledge that they passed on to me. This foundational knowledge has served me well; I use it daily and feel it is only right to pass it on to others."

While at BVT, Tom learned about residential wiring and motor control. He also participated in the Cooperative Education (Co-Op) program, which still allows students to start working in a professional environment. Tom's Co-Op employer was Safety Signal, a residential and commercial security system supplier in Millis. "I learned how to fish wire and install burglar and fire alarms. I appreciated the opportunity and real-world experience that prepared me to enter the workforce with them as a full-time employee immediately after high school!"

After being laid off from the alarm company, Tom found a job with another BVT alum, John Stratton (Electrical, Class of 1972), a full-service master electrician at Stratton Electric Company in Uxbridge. "I had always wanted to work for an electrician," said Tom. "I worked for John for four years, and it was an incredible experience. He taught me about the electrical field, modeled a good work ethic, and the confidence and credentials to start my own company."

Tom worked independently and, in 1987, opened his own electrical contracting company. Today, Kuik Electric in Uxbridge is a family-owned and operated business that provides friendly, reliable service to residential, commercial, and retail clients. Their expertise also extends to installing and monitoring fire alarm systems for commercial buildings. Tom obtained his Journeyman's license in 1985 and became a master electrician in 2000. He has enjoyed teaching his son, Connor, the electrical trade.

"It's good to give back to the community," said Tom, who has a soft spot for his origins and pride in his vocational training. A few years ago, Tom offered to purchase the materials and install light plugs on the ornamental lamp posts to support larger, brighter lights along Church Street in Whitinsville from Memorial Square to St. Patrick's Church. He enjoyed working with others to bring a festive feeling to the downtown area during the holiday season.

Mentoring the Next Generation of Tradespeople

The Kuik's take pride in their work and mentoring the next generation of skilled tradespeople. "We don't have enough people in this trade or any of the trades," said Tom. "Over the years, we've worked with Co-Op students, recently Julia Saksa ([ELECTRICAL, CLASS OF 2024](#)), joined us during her senior year. She has a great work ethic, an eye for detail, and good people skills."

Tom has come full circle and now mentors' others interested in a lucrative career in the electrical trade. While on Co-Op, Julia had a unique opportunity to work with Tom on a special project for the Northbridge Fire Department, which involved repairing and rewiring an antique fire alarm control panel, a crucial component of the fire alarm system.

The control panel is a large, heavy metal panel with 58 street names painted onto a pane of glass that covers a corresponding light bulb. Though primitive compared to the newer fire alarm control panels made today, these older control panels have stood the test of time.

The successful restoration is a testament to the fire department's commitment to preserving our shared history and maintaining historic fire safety equipment for the Town of Northbridge.

Women at Work

"Having worked in a male-dominated field, I see more female tradespeople on job sites now,

which is great," said Tom. "We notice that our residential customers are more comfortable when Julia is with us. We are happy that she has agreed to continue working with us after she graduates as an apprentice electrician and will work towards a Journeyman's license. As a female in the electrical trade, I think Julia has the skills for a successful career. There's also job security - customers always need skilled trade professionals to install and service electrical systems in their homes and businesses."

Cooperative Education: Real-World Experience

The Cooperative Education (Co-Op) program at BVT is an ideal opportunity for our highly motivated students eager to begin working within a professional environment. For most, it is that first "real" full-time job where they simultaneously get their feet wet in the industry of their trade while showing off the skills they learned in their vocational shop. It is a tradition and opportunity that is part of the upperclassman experience.

We're proud to have had 167 members of the Class of 2024 placed on Co-Op during their BVT career. These students chose to use their vocational training and academic education to contribute to the local workforce and gain valuable real-world experience. In turn, the Co-Op experience brought young talent to 120 area companies looking for a cost-effective, low-risk way to evaluate and tap into emerging talent. When hiring a BVT graduate, these industry leaders know they gain a well-educated, talented, and hard-working employee with an invaluable perspective and skill set.

We all benefit from an educated workforce, which is one of the reasons we're dedicated to helping our students become career- and life-ready. What each graduate chooses to do next with their dual high school education is entirely up to them.

But we know that their collective impact, which is already impressive, will be immense. We cannot wait to see what they do next!

The Class of 2024 Co-Op data is a testament to our students' dedication and hard work: an impressive **\$1,075,173.73** in pay and **65,027** hours worked.

Class of 2024: 167 Students on Co-Op				
MONTHS	HOURS	PAY	STUDENTS	EMPLOYERS
April (2023)	386	\$6,471.00	6	5
May	1,282	\$19,637.00	23	20
June	548	\$8,279.66	28	24
Aug/Sept	6,305	\$106,991.75	92	78
October	5,997	\$102,813.50	109	90
November	7,102	\$108,141.18	118	101
December	8,461	\$142,164.55	124	106
January (2024)	8,610	\$142,682.60	132	109
February	7,485	\$121,979.46	133	116

March	8,727	\$143,611.99	137	117
April	3,853	\$65,169.32	142	120
May	6,271	\$107,231.72	142	120
TOTAL	65,027	\$1,075,173.73	167	120

See how other alums are benefiting from a career- and life-ready BVT education...

"Shop honed my communication skills with patients and working cooperatively as a team."
 - Madelyn Hill, Health Services. Studied at Anna Maria College, Nursing and working at VNA of Rhode Island.

"Shop skills allowed me to enter the workforce directly."
 - Tyler Serafin, Electrical. Apprenticeship Program, Electrical at Santon Plumbing & Heating, Electrical Technician.

"The skills I learned in shop showed me what I liked about the industry."
 - Kindred Cain, Cosmetology. Studied at Center Avida, Esthetician Licensure and working at Massage Envy, Esthetician.

"The technical skills I learned in shop helped me excel in college and the workplace. Co-Op gave me a clear understanding of the workplace well before I graduated college. Career Enrichment gave me resume and cover letter skills."

- Jonathan Lynch, Engineering & Robotics. Studied at UMass Amherst, Mechanical Engineering and working at Sig Sauer, Design Engineer.

Celebrating Our Seniors

Spring is a bittersweet time for our seniors as they prepare to graduate and conclude their high school careers. The Class of 2024 cherished every moment they had together leading up to the commencement. See how we celebrated our seniors and their many accomplishments:

Senior Class Day

This ceremony included Academic and Vocational Awards, Attendance Awards, Yearbook Dedication, Class Officer, and Commendation recognition for the Class of 2024.

Career Signing Day

Our Cooperative Education Program (Co-Op) held its fourth annual Career Signing Day on May 17th. The event celebrated the achievements of our senior Co-Op and career placement students. Students announced their career plans during the ceremony and signed a commitment letter to work with their employer after graduation.

Class of 2024 Scholarship Night

The generous donation of scholarships and awards makes a difference in the lives of our graduates. At the Senior Memorial Scholarship Night on May 28th, we thanked our donors for their generosity and continued partnership in support of our future graduates, and we distributed community, memorial, and military awards. These scholarships and awards help propel our graduates toward a bright future.

Class of 2024 Commencement Ceremony

The Class of 2024 Commencement Ceremony was held at the Hanover Theatre & Conservatory for the Performing Arts in Worcester on May 30th. The evening ceremony celebrated the accomplishments of our newest graduates with all the pomp and pageantry they deserve.

"From their first day of school, I encouraged this class to put their best effort into their work, work their hardest, and to leave BVT just a little bit better than they found it. The Class of 2024 met that challenge and then some. They have been outstanding stewards of their school, and after tonight, I do not doubt that they will carry that torch as BVT alumni."

- Anthony E. Steele II, Assistant Superintendent-Director/Principal

Career & Life Ready!

College is a continuation of learning. Many of our students simultaneously pursue a post-secondary education while working in their vocations.

Class of 2024 - 307 Graduates:

Workforce/Apprenticeship Program: 18.57% (57 students)
4 Year College/Tech College: 66.45% (204 students)
2 Year College/Certificate Program: 9.12% (28 students)
Military: 1.95% (6 students)
Gap or Service Year: 3.91% (12 students)

Class of 2023 - 294 Graduates:

Workforce/Apprenticeship Program: 15.65% (46 students)
4 Year College/Tech College: 73.47% (216 students)
2 Year College/Certificate Program: 5.10% (15 students)
Military: 2.04% (6 students)
Gap or Service Year: 3.74% (11 students)

Class of 2022 - 297 Graduates:

Workforce/Apprenticeship Program: 20.20% (60 students)
4 Year College/Tech College: 70.37% (209 students)
2 Year College/Certificate Program: 6.73% (20 students)
Military: 0% (0 students)
Gap or Service Year: 2.69% (8 students)

Off to work they go, building credentials, pursuing industry licenses, certifications, and degrees.

Air Force, Assumption University, Army National Guard, Barrows Contracting Inc., Bryant University, Centerline Mechanical LLC, Concord Electrical Supply, Clark University, Dean College,
Dileo Gas Inc., Emmanuel College, Frank I. Rounds Company, General Mechanical Contractors, Georgia Institute of Technology, Grieco Electric, KUIK Electric, La Mare Salon, Massachusetts College of Art & Design, Milton CAT, New England Institute of Technology, Primetals, Rensselaer Polytechnic Institute, RJ's Plumbing & Heating, Tegra Medical, United States Postal Service, University of Massachusetts-Amherst-Boston-Dartmouth-Lowell, University of the Arts London, Victory HVAC, Wayne J. Griffin Electric Inc., Worldband, and Worcester Polytechnic Institute.

FY24: An Amazing Year of Accomplishments

Our students continually demonstrate mastery of rigorous academic studies and industry validated vocational-technical competencies, including many accomplishments, awards, and recognitions in FY24.

\$9 Million

Members of the Class of 2024 earned more than 330 scholarships and awards that exceeded \$9 million in collective renewable value.

PSAT/NMST

During the 2023-24 school year, 228 students participated in the fall PSAT/NMSQT and spring PSAT-10 exams. These exams designed by the College Board are an early indicator of potential student success on the SAT and in our Advanced Placement courses. We had 142 juniors with a score of 1055 on the PSAT/NMSQT, above the state average of 964, and 86 sophomores with a score of 1042 on the PSAT-10, above the state average of 1007.

AP

In May 2024, 252 AP students took the AP College Board Exams. These traditional exams are designed for students to earn college credit for an AP course. BVT gave 418 AP exams in the following courses: English Language & Composition, English Literature & Composition, U.S. History, Biology, Chemistry, Calculus AB, Pre-calculus, Computer Science A, Physics 1, Music Theory, Psychology, and Spanish Language & Culture. Of the students who took at least one exam, 172 earned a score of 3 to 5, meaning at least 68.25 percent of students may have earned college credit in at least one subject area. That percentage is the highest for BVT in the past five years, up 13 percent over the spring of 2023.

MCAS: The Results Are In!

For the past **25 years**, the Massachusetts Comprehensive Assessment System (MCAS) exams have played a role in determining a student's readiness for career and college. The Department of Elementary and Secondary Education released the 2023 MCAS results on September 19, 2023, providing the state with its third overview of statewide learning since the pandemic. The data reflected the scores of the Class of 2025, who took the MCAS exam as sophomores, and the results showed improved achievement and growth. The percentages of our students were in the Exceeding or Meeting Expectations category:

80% of students in English Language Arts,

62% of students in Mathematics,

70% of students In Science (Biology & Physics).

All were well above the reported state averages.

BVT is proud to have an enviable history of high student growth and achievement well above the state averages.

Partnerships: A Win-Win!

Building partnerships is not just about collaboration; it fosters innovation, communication,

and connection. With a shortage of skilled technical workers and the hiring challenges that all companies face, developing mutually beneficial professional associations between our students and local companies is more than a strategy. It is a win-win for both parties - our students use their education and technical training to contribute to the organization, which gains access to a pool of talented and motivated individuals interested in advancing their professional experience.

We appreciate the local companies and industry representatives supporting vocational-technical education across the Blackstone Valley. These Co-Ops and career opportunities make a difference in the lives of our students and our communities. We value established partnerships that make our Co-Op program possible.

Where Medical Devices Come to Life

We are proud to have established a partnership with Tegra Medical, a contract manufacturer of finished medical devices and complex components, including surgical instruments, needles, and implants.

Known as the company that brings medical devices to life, Tegra Medical is focused exclusively on the medical device industry, providing true end-to-end solutions from prototyping to full production, and from complex components to finished medical devices. Offering a wide range of manufacturing technologies, the company creates devices used in cutting-edge procedures for leading surgical, interventional, and orthopedic companies.

Our partnership with Tegra Medical, headquartered in Franklin, MA, opens up exciting avenues for our students. It offers them opportunities to gain distinctive industry experience and insight. Through mentorships, meetings, and Co-Op opportunities, our students can immerse themselves in the world of medical device manufacturing.

In FY24, Tegra Medical employed ten of our Engineering & Robotics students working in various roles, such as Grinding Operator, EDM Operator I, Laser Operator, Cell Technician, Machine Operator, Document Control, and Swiss Operator. This real-world experience is a stepping stone toward their future careers, providing them with a competitive edge when furthering their education and entering in the job market.

Like a proud parent, we're excited to receive positive feedback from our Co-Op employers. Here's what Tegra Medical says about our students ...

"They are doing a great job!"

"BVT students are able to work independently."

"They picked up on our process very quickly."

"Such a pleasure to work with."

"Very attentive to training."

"Work cooperatively with their coworkers."

It's a Golden Year for Our Students & SkillsUSA

SkillsUSA marks its golden celebration for 50 years of showcasing vocational-technical education. At its annual competition series, students test their competency by competing with each other in hands-on technical exams designed and judged by industry leaders and experts. In 2024, our students proved their technical skills are among the best in the country by earning 165 medals at the district, state, and national levels.

National Officer Elect

- Kallie Allen of Hopedale

National Voting Delegates

- Charlotte Lewis of Uxbridge
- Elizabeth Moroz of Millbury
- Nicolette Paradis of Northbridge

All contestants who medaled or met a threshold contest score were awarded a Skills Point Certificate.

Massachusetts District V Conference

36 Gold, 27 Silver, 31 Bronze

Massachusetts State Leadership & Skills Conference

27 Gold, 23 Silver, 19 Bronze

National Leadership & Skills Conference

2 Silver

- Skyler Robinson, Restaurant Service
- Darshannie Francis Drackett, Health Occupations Professional Portfolio

6th Place

- Sosie DerKosrofian, Medical Terminology
- Cooper Often, Mechatronics
- Justin Fransen, Mechatronics

9th Place

- Om Patel, Mobile Robotics
- Dylan Leeds, Mobile Robotics

Activities & Clubs

Students for Environmental Action (SEA) Club

Our Students for Environmental Action (SEA) Club educates our school community about environmental issues on campus and worldwide. The club sponsors campus-wide programs and initiatives that make BVT a greener school and increase awareness and sensitivity about our environment. Club members encourage recycling and compost initiatives, hiking trips,

gardening, and holding large companies accountable for sustainable practices.

Recycle Beyond the Bag

The SEA Club asks our school community to help them in the Trex® Plastic Film Recycling Challenge. It is an annual competition where students collect and recycle as much stretchy plastic film as possible during the school year. The community joins the cause by collecting the following plastic items and having their teen put them in the recycling bins located throughout the school.

- Produce bags • Store bags • Ice bags • Wood pellet bags • Ziploc/Reclosable bags
- Cereal box liners • Case overwrap • Bread bags • Newspaper sleeves
- Dry cleaning bags • Bubble wrap • Plastic e-commerce mailers

Thanks to everyone who participated in the recycling challenge this year! With your help, the club recycled and kept 1,121 pounds of stretchy plastic out of landfills, and also won a bench made out of the recycled plastic material. Keep reducing, reusing, and recycling!

Day of Silence

Our Gender Sexuality Alliance (GSA) Club serves the LGBTQ+ community on campus. It works to create a safe and inclusive environment that fosters a sense of community among students of all sexual orientations and gender identities. The club promotes the understanding of the issues facing gay, lesbian, bisexual, transgender, and allied students.

Club members and other interested students participated in the Day of Silence on April 12th. Silently and peacefully, they protested anti-lesbian, gay, bisexual, transgender, and queer or questioning (LGBTQ+) bullying, harassment, and name-calling. The vow of silence represents the silence faced by LGBTQ+ people and their allies each and every day.

Accolades & Awards

The accomplishments of our students and staff included numerous awards and recognitions in FY24.

Project Lead the Way Distinguished High School

The collective effort of our students and staff, year after year, has resulted in BVT earning national recognition from the nonprofit organization Project Lead the Way (PLTW) for the seventh consecutive year. We are proud to be named a 2023-24 PLTW Distinguished School, a testament to our shared commitment and dedication.

The FIRST Judges' Award

Our Robotics Team, The Intimidators, showcased their exceptional skills and teamwork at the 2024 NE FIRST Western NE District Event in Springfield, MA. Their outstanding performance earned them the prestigious Judges' Award, a testament to their dedication and excellence. The Judges' Award is a team attribute award that recognizes a team's success in developing

strong partnerships with their community, recruiting members, fundraising, and outreach efforts to spread FIRST's mission. During the competition, the judging panel decided The Intimidators unique effort, performance, and dynamics merits this recognition.

Promising Practices Award

The Promising Practices Award recognizes outstanding educators within the Blackstone Valley who demonstrate exemplary work within their district. The administrators at BVT were proud to identify English Teacher Scott Diesenhaus as the Blackstone Valley Promising Practices 2024 award recipient. Mr. Diesenhaus is a dedicated educator who has found innovative and effective ways to meet the needs of his students. His hard work, time, and dedication to his profession have not gone unnoticed, as he positively impacts his students and colleagues.

National Gold Council of Excellence

Our Student Council has been recognized as a 2024 National Gold Council of Excellence by the National Student Council for its exemplary record of leadership, service, and activities that assist the school and community. This is the sixth consecutive year our council has earned this top award, and it is an honor to earn this national recognition. We thank our student council for their hard work and appreciation for strengthening our school and communities.

Outstanding Vocational Technical Student Award

The 38th annual MAVA/MassCTE Outstanding Vocational Technical Student Awards Ceremony was held on April 11, 2024, at Mechanics Hall in Worcester. The event, co-sponsored by the Massachusetts Association of Vocational Administrators (MAVA) and the Massachusetts Career & Technical Educators Organization (MassCTE), allows schools to recognize an exceptional student with this award. Each student recipient has excelled in their academic and career pursuits while actively engaging in service to their school and community. Sara Lewis of Bellingham, a well-rounded and dedicated student in our Engineering & Robotics program, earned the 2024 MAVA/MassCTE Outstanding Vocational Technical Student Award.

Community Investments

Our students participate in a diverse range of community projects each year, which provide a tangible return on investment for District residents. Their work, whether it's reconstructing a playground, creating a sign for your business, or remodeling a public building or local landmark, is a testament to our commitment to giving back. We believe in using our vocational training and skills to enhance the communities, and we're happy to see the positive impact it has on our residents. BVT's work on capital improvement projects throughout our 13-town District is a welcome source of financial relief for local budgets by utilizing in-house talent and resources. We provide additional savings to District residents by welcoming our stakeholders to enjoy discounted services in our student-run restaurant, salon, and design and print center. Examples of the FY24 community projects include:

With A Little Help from Friends

Troopers assigned to the Massachusetts State Police Barracks in Millbury were proud to partner with our Painting & Design (P&D) Technology program. With a little help from our students, the barracks now have a fresh coat of paint.

Our P&D students have successfully undertaken a unique painting project. They meticulously painted walls, doors, windows, and garage bays, breathing new life into the barracks.

Additionally, they skillfully incorporated intricate State Police patches, badges, and logos, adding an artistic touch to the building.

"These students did an amazing job," said Trooper Cory Hetu. "I could not be happier with the work they completed. I look forward to working with BVT again in the coming school years."

Partners in Preservation

One longstanding partnership we have is with the Department of Conservation and Recreation (DCR). Together, we work towards preserving and maintaining the Civilian Conservation Corps (CCC) Camp at the Upton State Forest. The CCC Camp is a unique and historically significant site, and the last CCC Camp Headquarters Building in Massachusetts. As part of our collaborative efforts, DCR Commissioner Brian Arrigo visited the camp on May 8, 2024, to witness our students' practical engagement and deliver a brief address.

This visit highlights the importance of vocational skills-based training at the state level and supports the priorities outlined by Governor Maura Healey's administration. We are thrilled to be part of this effort and look forward to continuing our partnership with DCR to preserve these local cultural resources for future generations.

Return on Investment

Reducing Costs, Maximizing Our Budget & Enhancing Education

As a regional school district, we take many steps to create a mindful and sustainable operational budget that complements local assessments. Our proposed fiscal year 2024 (FY24) annual operating budget was advanced and approved unanimously by its 13-member town district. With the assistance of gifts, grants, private funding, and a minor increase in state aid, the District kept the budget to a **5.90%** increase. Also, to help offset the state-mandated escalation of our member town's minimum contributions (**4.27% in FY24**), the District applied **\$100,000** of its available reserve funds to reduce the assessment impact on its municipal partners.

Our Excess & Deficiency (E&D) Funds are generated by maximizing federal, state, and local grant opportunities and pursuing donations through individual and business partnerships. The District realizes cost savings through investments in utility efficiencies, identifying and securing rebates, sound purchasing practices, and providing technical services via on-campus

trade specialists and students. Each identified source provides savings that directly contribute to E&D and reflect our commitment to fiscal austerity.

The FY24 operating budget of **\$29,323,858** was funded primarily by **\$10,626,754** in Chapter 70 & 71 State Aid and **\$18,384,104** in Total Member Assessments. BVT is a fiscally responsible partner in seeing our District towns through fiscal management, austerity, and planning by presenting a consolidated annual request to operate within the dollars requested regardless of any unforeseen variables within anticipated revenue streams.

Budgeted Revenue Required to Support Operational Expenditures

Revenue Category	FY2022	% Increase	FY2023	% Increase	FY2024	% Increase
Member Town Assessments						
Minimum Contribution	\$13,031,695	3.62%	\$13,631,634	4.60 %	\$14,213,597	4.27%
Non-Net School Spending Items*	\$1,698,994		\$2,020,867		\$2,095,127	
Member Credits/Charges**	\$1,278,241		\$1,167,276		\$1,683,330	
Debt Service	\$429,850		\$408,300		\$392,050	
Total Member Assessments	\$16,438,780	4.41%	\$17,228,077	4.80%	\$18,384,104	6.71%
State Aid						
Chapter 70 – Regional Aid	\$8,228,565		\$8,564,738		\$9,194,104	
Transportation Reimbursement	\$1,271,357		\$1,312,325		\$1,432,650	
Total State Aid	\$9,499,922	0.89%	\$9,877,063	3.97 %	\$10,626,754	7.05%
Other Revenue Sources						
Miscellaneous Income	\$233,000		\$360,000		\$213,000	
Unreserved Fund Balance	\$225,000		\$225,000		\$100,000	

Total Other Revenue	\$458,000	3.62%	\$585,000	27.73%	\$313,000	86.90%
Grand Totals	\$26,396,702	3.10%	\$27,690,140	4.90%	\$29,323,858	5.90%

The use of unreserved fund balance decreased by \$125,000 and other funding sources decreased by \$150,000, for total decreases of \$275,000. When offset by a slight increase of \$3,000 in investment income, net decrease in total other revenue is \$272,000, which explains the -86.90%.

*Non NSS Items Include: Transportation (over state aid), Capital Equipment, and Retiree Medical.

**Additional assessments constitute contributions over and above the Massachusetts Department of Revenue established absolute minimum obligation (AMO) levels. The Commonwealth has acknowledged the AMO does not include all costs nor address actual inflationary expenses. Additional assessments are calculated under equalized per-student charges for all member communities.

Grants & Cost Savings for the District

With a steadfast commitment to operating with the dollars requested in our annual budget, we carry out our mission with meticulous care and prudent cost consideration. We aggressively pursue available public and private grants or donations to enhance our programs and services for our students. In FY24, local assessments were complemented by nearly \$1 million in grants, private-sector support, and efficiencies, which have significantly bolstered our resources and capabilities.

We're proud to enhance our vocational, academic, and community offerings with grants that strengthen our ability to serve our students and the greater community. We continually explore and investigate self-funding options whenever feasible and affordable to address the upkeep and enhancement of our well-loved school, which houses 18 vocational shops. Each shop has state-of-the-art tools and equipment that provide our students with industry experience and skills to prepare them for future careers in their trade.

Thanks to the funding of competitive grants, we share some examples of learning opportunities and enhancements that were made possible by:

Action for Healthy Kids - Healthy Meals Incentives allowed our Food Services program to upgrade the cafeteria walk-in refrigerator and meal prep workstations. The funds support training and conferences for cafeteria staff that focus on improving the nutritional quality of school meals through scratch-prepared food items, recipe development, and incorporating more local foods into school meals. These efforts support our ongoing measures to fuel our students for success with high-quality breakfast and lunch offerings that are nutritious and delicious, a task we consider vital for our students' health and

academic performance.

MetroWest Health Foundation funding will support our continued partnership with Cartwheel Care in the 2024–2025 school year. As a Cartwheel Care partner, our students have increased access to telehealth mental health services through our school counseling department.

New England School Development Council (NESDEC) funding provided an opportunity for school leaders to advance our constant improvement process with professional development focused on engagement, excellence, and strategic planning.

Bayer Fund supported the entry fees for our robotics team to participate in the FIRST® Robotics competitions, enhancing their science and engineering skills.

Blackstone Valley Education Foundation (BVEF) funded architectural/engineering ruler sets and yardsticks used by our Engineering & Robotics students.

Member Town Cultural Councils supported our arts and cultural initiatives like our Multicultural Festival, Paint Night, and a Holiday Art Show.

FY24 Grants	Amount
Competitive Grants	
Action for Healthy Kids (School Meal Program)	\$65,800
MetroWest Health Foundation (Cartwheel Care Telehealth)	\$20,000
NESDEC (PD for School Leaders)	\$5,000
Bayer Fund (FIRST Robotics Team 61 Competition Entry Fees)	\$3,000
Town Cultural Councils (Multicultural Festival)	\$3,110
Rochester Institute of Technology (PLTW Engineering College Credit)	\$1,500
BVEF (Engineering Ruler Sets and Yardsticks)	\$1,000
Town Cultural Councils (Holiday Art Show 2024)	\$800
Competitive Grants Subtotal	\$100,210
State Entitlement Grants	
Dept. of Public Health (School Based Health Center/Milford Reg. Medical)	\$150,000
Career Tech Ed. Perkins Program Improvement (Auto Tech Equip.)	\$31,830
State Entitlement Grants Subtotal	\$181,830
Federal Entitlement Grants	
Special Education 94-142 (<i>IDEA</i>)	\$353,593
Perkins V (<i>Secondary</i>)	\$175,650
Title I	\$40,781
Title IIA	\$15,732
<i>IDEA Part B (Special Ed. Prog. Improvement)</i>	\$11,314

Title IV	\$10,000
CTE Postsecondary Programs-Perkins Reserve (<i>PN Program</i>)	\$4,386
Federal Entitlement Grants Subtotal	\$611,456
FY24 Grand Total	\$893,496

Note: The District also secured substantial donations in the form of cash, tools, raw materials, and technology.

Our School Committee

Our School Committee is comprised of 13 dedicated individuals, elected district-wide with representation from each of our member towns. With many years of experience in fields ranging from business and industry to law and education, they provide invaluable expertise in overseeing operations and setting District policy.

Chair: Joseph M. Hall, Bellingham

Vice Chair: Gerald M. Finn, Millville

Assistant Treasurer: Chester P. Hanratty, Jr., Millbury

Secretary: Anthony M. Yitts, Grafton

Joseph A. Broderick, Blackstone

Mark J. Potter, Douglas

Mitchell A. Intinarelli, Hopedale

Edward D. Cray, III, Mendon

Paul J. Braza, Milford

Jeff T. Koopman, Northbridge

James M. Mitchell, Sutton

Tyler D. Bartlett, Upton

James H. Ebbeling, Uxbridge

Superintendent-Director: Dr. Michael F. Fitzpatrick

Assistant Superintendent-Director/Principal: Anthony E. Steele, II

Business Manager: Nicole M. Ferguson

District Treasurer: Christopher C. Pilla

MENDON-UPTON REGIONAL SCHOOL DISTRICT

Superintendent's Report

As we reflect on the accomplishments of the 2024 school year, I am filled with immense pride in our students, faculty, and staff. The achievements this past year were attributed to the dedication, creativity, and innovation that continue to define our school district, staying true to our mission "To Empower All Learners To Thrive."

Our incredible MURSD students continued to shine, demonstrating exceptional academic achievement and a deep commitment to learning. From state-level recognition in civics and history to groundbreaking engineering projects that reached the stratosphere, our students consistently exceeded expectations. The dedication and innovation of our teachers also continued to inspire great outcomes. Two of our own were honored as State Teachers of the Year, a testament to their exceptional skills and steadfast commitment to our student's success.

In the Mendon-Upton Regional School District's 2024 Annual Report, you will find numerous examples that display our commitment to our four district strategic priorities:

1. **Deeper Learning:** Our students demonstrated the hallmarks of deeper learning through projects that integrated real-world challenges and fostered collaboration, authenticity, agency, and reflection. Our teachers embraced our deeper learning framework, fostering engaging and authentic learning experiences that ignited a passion for learning in our students.
2. **High-Quality Instruction:** Our teachers implemented innovative instructional practices that engaged all learners and met the diverse needs of our students through our multi-tiered systems of support (MTSS). We researched and implemented high-quality instructional materials that support deeper learning for all students.
3. **Equitable Learning:** We continued to foster an inclusive and equitable learning environment where all students felt a sense of belonging and had access to the resources they needed to succeed.
4. **Collaboration:** Our ongoing partnerships with families, community organizations, and higher education institutions provided enriching opportunities for our students and further strengthened our commitment to student success.

In the Mendon-Upton Regional School District, we are committed to providing a well-rounded education that prepares our students for success beyond the classroom. Some avenues for real-world experiences included our expanded internship programs, innovative career pathways, robust athletics programs, and co-curricular activities that provide opportunities for personal growth and development.

The consistent support of our community is the cornerstone of our success. Your continuous backing allows us to invest in the critical areas that enhance the educational experience for all students. This includes continued investments in mental health support programs, ensuring appropriate class sizes through strategic staffing, and expanding access to innovative learning opportunities such as career pathways, internships, and cutting-edge STEM programs.

We are also committed to ensuring that our facilities provide a safe, secure, and inspiring learning environment for all students. To this end, with our five-year capital plan, we have prioritized long-term capital improvement projects to modernize our schools and enhance their functionality. Our long-term plan addresses the evolving needs of our district and ensures that our facilities remain a source of pride for our community.

It is an immense privilege to serve as Superintendent of Schools for the Mendon-Upton Regional School District. We cherish the trust placed in us by our community and are dedicated to providing the highest quality education for every student. Our annual report will provide a comprehensive overview of the accomplishments and ongoing initiatives within our district. We encourage you to explore our updated website <https://www.mursd.org/> and expanded social media channels to stay connected with the exciting happenings within the Mendon-Upton Regional School District.

Respectfully submitted,
Dr. Maureen M. Cohen
Superintendent of Schools

Assistant Superintendent's Report /Department of Teaching Learning

The Department of Teaching and Learning is responsible for coordinating the following activities:

- Professional development for the district faculty and staff
- Curriculum review, revision, and alignment to the Massachusetts Curriculum Frameworks
- Curriculum resource and assessment selection and implementation
- Support for district-wide application of Deeper Learning including student reflection on the Portrait of a Learner competencies.
- Ensuring equitable access to the curriculum for all students, including DCAP and 504 accommodations
- State and Federal Entitlement Grants and Competitive Grants
- Mentoring and New Teacher Induction Program
- Support, resources, and professional development for the Educator Evaluation System
- Supporting data inquiry and the use of multiple sources of student performance and SEL data
- English Language Learner programming
- Implementation of Department of Elementary and Secondary Education (DESE), state, and federal regulations.

In the second year of our 5-year strategic plan, the Mendon-Upton Regional School District (MURSD) has accomplished many of our action steps and is making great progress in our four strategic priorities. First, we have developed a unified deeper learning framework that will

guide educators in engaging students in experiences that integrate Portrait of a Learner competencies through authentic, real-world challenges. Through our commitment to continuously seek to improve rigorous, grade-appropriate, high-quality instruction that attends to the diverse strengths and needs of all learners through multi-tiered systems of support (MTSS) we implement curriculum review cycles and review curriculum maps. Because we know that school cultures that are equitable, inclusive and focused on well-being generate a true sense of belonging for each learner and family, we have made adjustments to our assessment calendar that support formative assessments and the incorporation of an Equity Pause into our data inquiry process. Our collaboration with families and community partners is essential to best support the strengths and needs of each learner. Here are some of our 2024 highlights that support these priorities:

Curriculum, Instruction, and Assessment

MURSD continues to develop multi-tiered systems of support (MTSS) to ensure that every student can engage in rigorous, grade-appropriate and authentic learning experience that exhibit the four elements of MURSD Deeper Learning framework: Collaboration, Authenticity, Agency, and Reflection & Revision. In support of this work, we deliver instruction that enables all learners to experience deeper learning, regularly review our curriculum and curriculum resources, and collaboratively engage in data inquiry with a focus on equity.

Instruction that enables deeper learning for all

We strive to deliver instruction in ways that will engage all learners in authentic, deeper learning experiences by ensuring that all students can access deeper learning through our Multi-Tiered System of Supports (MTSS). In our second year of partnering with Systemic Student Supports (S3), we developed a whole student review process at each of our four schools that helps us truly know our students' strengths and as they progress through their MURSD journey. We continue to support Project-Based Learning (PBL) and Project Lead the Way (PLTW) - instructional programs that embrace our deeper learning philosophy and framework. This year Miscoe Hill joined Nipmuc in the Applied Learning Leadership Network, supported by the One8 Foundation, which enables leaders at both schools to network with other educational leaders who are also passionate about helping students engage with content to make real-world connections. This year Nipmuc also expanded their student internship program and added another Instructional Career Pathway (ICP) in Business and Finance to its offerings. Instructional Partners at each school assist their colleagues in leveling up their instruction through the use of protocols focused on the elements of deeper learning at each school.

Curriculum and Curriculum Resource Review

Curriculum review cycles provide grade level teams and departments with an opportunity to reflect on their instructional vision and guide the selection of high-quality curriculum resources and common assessments. In 2024 K-12 English Language Arts (ELA), Spanish Immersion, and curriculum to support our English Learners are all being reviewed this year as part of our curriculum review cycles. This year grade 5 ELA teachers and grade 5-7 Social

Studies teachers piloted new resources. Curriculum resource acquisition has been supported by several competitive grants awarded to the district. Additionally, writing instruction has been the focus at both the elementary and middle levels. This work will continue into 2025 and supported by a partnership with the WELL Collaborative out of Harvard University.

Data Inquiry and Equity Pause:

Our district regularly monitors student progress through a process of data inquiry that uses a combination of benchmark and formative assessments in key academic and social emotional areas. Through data inquiry cycles grade-level and department teams identify areas of strength and focus, as well as identify students who may need additional support, intervention or extension. In addition to MCAS, we administer i-Ready assessments in grades K-8 three times a year to formatively assess progress in reading and math, and DIBELS assessments as a universal early literacy screener for grades K-3. We also administer screeners for social-emotional learning (SEL) competencies and well-being for all students in grades K-12. In 2024 the district provided all educators with rostered access to Open Architects, a data platform that displays the results of these assessments in one place and enables educators to build a data record for each student that highlights strengths and areas of growth that will build as students' progress from K-12. Additionally, teacher leaders led their grade levels teams and departments in incorporating an equity pause during data inquiry cycles to see if observable trends are consistent for all students.

We are in the final year of our partnership with the Systemic Student Support (S3) network, facilitated by the Rennie Center and Boston College, through which teams of educators conduct whole student reviews in an effort to identify extensions and interventions responsive to each student's strengths and needs. These Tier 1 efforts support our Student Success Teams, which guide educators in identifying appropriate Tier 2 & 3 interventions that support a student's unique needs and learning styles.

Professional Development

MURSD is dedicated to helping its educators improve their practice through participation in high-quality professional development. Aligned with our strategic plan, and guided by the district's PD Committee, we identify focused and sustained professional development to support our district priorities. Our PD offerings have included the development of teacher-led workshops focused on strategies for English Language Learners, de-escalation techniques, the use of DCAP accommodations, to name a few. To support our focus on Deeper Learning members of our Instructional Partners team offered a book study of The Shift to Student Led, by Tucker and Novak; and Ed Tech Teacher offered an asynchronous, multi-series workshop on using technology to enhance UDL. Additionally, the WELL Collaborative offered demo lessons and PD to K-1 teachers focused on early writing skills. Ongoing support for conference attendance, study group activities, and partial tuition reimbursement for graduate courses are some of the strategies used to support our educators' professional learning. Opportunities for PD are also offered through our partnerships with the Blackstone Valley Curriculum Consortium (BVCC), Local Staff Development Opportunities (LSDO), Primary Source, MA

Partnerships for Youth, ST Math, S3, and the Applied Learning Network. We also provide annual mandated state and federal training in bullying, cyberbullying, child abuse, discrimination, FERPA, sexual harassment, and health emergencies for all educators. To view our district professional development website, go to www.mursdpd.weebly.com

Mentoring and Induction

MURSD implements a multi-year induction program for its newest educators. This program matches educators who are new to the district with experienced mentors. New educators participate in an induction seminar that meets five times over the course of the year and focuses on topics like parent engagement, and culturally responsive teaching. Mentors meet with educators regularly and are trained in areas like providing feedback, asking questions, and supporting adult learners. Our induction supports also include inviting second and third-year educators to participate in Learning Walks with Milford Public Schools and Ashland Public Schools.

Grants

In FY25, MURSD received several entitlement and competitive grants that providing over \$450,000 in funding to support our work. The Department of Teaching and Learning collaborates with others to write and manage many of these grants. We are always seeking additional funds from external sources to meet the growing needs of our students and schools. Below are some of the entitlement grants and competitive grants received:

- Title I Grant: targeted assistance to students in literacy and math to students through Title I tutors at Clough and Memorial Elementary Schools
- Title IIA Grant: teacher quality/mentoring program and professional development
- Title IV Grant: innovative practices using technology and addressing social-emotional learning
- Title III Grant: supports English Learner programming
- Summer Acceleration Academy: Sumer support for the academic and social well-being of students who are at risk
- Civics Teaching and Learning: Providing professional learning and curriculum resources for civic engagement across the curriculum
- Applied Learning Network: Leadership training for schools looking to enhance applied learning
- PLTW Grant: Continued expansion of Project Lead the Way programming to grades K-8
- ST Math Grant: fiscal support for ST Math continuation and implementation in grades 5 & 6
- Student Opportunities Act Evidence-Based Practices Grant: support for co-teaching, professional learning, teacher leadership development, and supplemental curriculum resources

Respectfully,

Dr. Cheryl L. Kirkpatrick
Assistant Superintendent of Schools

Director of Student Support Services

The Student Support Services Department of the Mendon-Upton Regional School District provides a continuum of services, accommodations, and modifications designed to meet the unique needs of each student identified through the IEP process. Our district is dedicated to providing meaningful instructional practices to ensure high-quality learning for all students within the least restrictive environment. Services are provided for students eligible for special education from the ages of 3-22 years. The Student Support Services department is committed to collaborating with families, general and special educators, related services providers, administrators, and community partners to ensure equity and access for all students. Updates to support our collaboration include the addition of a contracted Board-Certified Behavior Analyst and Reading Specialist at the high school level.

The Mendon-Upton Regional School District recognizes the importance of Least Restrictive Environment (LRE) outlined in the IDEA and substantiated by decades of research that show that the more normative the environment the better the outcomes for children. To this end, each of our four district school buildings promote collaborative planning, teaching and assessing student progress among general and special educators, service providers, and paraeducators in the general education setting. The co-teaching model consists of a general educator and special educator working as equal partners sharing instructional responsibility for all students in a single classroom. Students with significant skill deficits in the areas of reading, written language, spoken language, and/or math skills may also receive explicit instruction in a small group setting at the elementary and middle school levels. In this small, specialized setting, information is presented in a highly structured, organized manner, using a multi-sensory approach to support both written and spoken language comprehension emphasizing key concepts and main ideas.

The Mendon-Upton Regional School District offers an Integrated Pre-Kindergarten Program that provides a structured learning environment for children both with and without disabilities. The Integrated Pre-Kindergarten Program provides identification, educational and support services for preschool age children. Pre-kindergarten classes are located at the H.P. Clough and Memorial Elementary Schools and typically enroll 15 to 16 students at each location. Our integrated pre-kindergarten utilizes the World of Wonders curriculum which aligns with our K-4 Wonders curriculum. The World of Wonders curriculum provides developmentally appropriate instruction for young learners including cross-curricular activities, focus on social-emotional development, and preparation for kindergarten and beyond. A comprehensive range of services is provided by the pre-kindergarten staff as well as related service providers including speech language therapist, occupational therapist, and physical therapist as needed in an integrated service-learning approach. The district works collaboratively with early intervention programs to ensure eligible students are ready to receive specialized instruction and/or related services starting on their third birthday.

In addition to a comprehensive inclusion model, the district also offers more intensive programming to meet the needs of students with significant disabilities requiring a varied learning environment to make effective progress. The elementary and secondary levels offer support and services through the STAR Program (Success through Alternative Resources). The instructional practices in the STAR classrooms are primarily based on the principles of Applied Behavioral Analysis (ABA), which feature teaching methods including task analyzed instruction, discrete trial training, fluency-based instruction, incidental teaching methods, and behavior reduction strategies. The STAR program offers behavioral interventions, student specific inclusion opportunities, family support and engagement, as well as consultative support to general educators.

Nipmuc Regional High School also offers support and services through the Vista Program. The Vista curriculum is provided in a small group setting but allows for inclusion opportunities as well as community-based activities to maximize the potential and independence of each student. Academically, core content instruction focuses on reading, written language, mathematics, social studies, and science as the base curricula within each day. A life skills component related to current events, health, nutrition, safety, money handling skills, and community involvement, including travel within the area, is also part of this comprehensive curriculum. In addition, transition services are offered for students accessing support and services through our VISTA and STAR programs for students from the ages of 18 through 21. The transition curriculum covers a wide range of functional skills that students will need to lead independent and productive adult lives. Core elements of the instruction integrate specific academic, social, communication, self-determination, and activities of daily living skills into a variety of learning environments including school, community, home, and vocational training sites. The transition curriculum provides a foundational bridge for school services to adult services.

New this year was the addition of a therapeutic classroom at Miscoe Hill providing therapeutic support and services within a hybrid model for students who require specialized instruction and therapeutic support in order to make effective progress. Ongoing communication with parents, guardians, and school personnel is an integral part of the model. Additionally, the therapeutic team engages in communication and collaboration with parents and community-based mental health providers to encourage a wraparound system of therapeutic support.

The mission of the Mendon-Upton Regional School District, in partnership with our communities, is to empower all learners to thrive. The Student Support Services department affirms this commitment and uses this goal as a benchmark when developing and maintaining programs worthy of distinction. These programs, described in the aforementioned paragraphs, provide all students with an education that promotes intellectual rigor, responsible citizenship, and lifelong learning.

Respectfully submitted,
Dr. Jennifer D'Angelo
Director of Student Support Services

Administrators' Report - Nipmuc Regional High School

For Nipmuc Regional High School, 2024 was a year focused on expanding authentic learning experiences, career immersive opportunities, and future-focused programming to meet the diverse needs of all learners. Included below are some updates from an exciting year.

Teaching and Learning Highlights

- Two Nipmuc teachers earned state teachers of the year awards. Mr. James Gorman was named STEM Teacher of the Year and Ms. Darcy Daniels was named History Teacher of the Year.
- With the support of Mr. Gorman and Ms. Daniels, Nipmuc hosted the Massachusetts Global Climate Challenge Kick-off with professionals and educators from across the state.
- Over 150 students completed their junior year civics project with two student groups being selected to represent Nipmuc at the state level. These students also presented their projects at the National Council for Social Studies (NCSS) Conference in Boston in November 2024.
- Nipmuc's DECA program continues to expand its reach across the state with two Nipmuc students serving as state officers, Nipmuc students participating in DECA Day on the Hill at State House, and students representing Nipmuc at state (78 students) and international competitions (27 students).
- Authentic learning continued to be a focus of teaching and learning in 2024. An example of this came to life as four students in Mr. Gorman's Engineering 2 class designed and built a payload that traveled on NASA's high-altitude balloon launched in August 2024 in New Mexico. Students were able to gather and analyze the data from the payload after its trip to the stratosphere.
- The Nipmuc Drone Team participated in the second annual Aerospace Robotics Competition at Saint Anselm College in May winning second place.
- Nipmuc kept its international connections alive by hosting 30 students from Miyagi Prefecture Sendai Daini High School in Japan as part of a cultural exchange program as well as hosting 16 students from Leon, Spain for two weeks as part of its Spanish dual exchange program.

Student Achievement

Nipmuc's students succeeded in MCAS testing and Advanced Placement (AP) courses. Some of the highlights from MCAS testing include:

- Achieving 10% above the state average in English language arts, 11% above the state average in math, and 17% above the state average in science.
- Recognizing 39 members of the Class of 2025 as recipients of the John and Abigail Adams Scholarship based on their performance on the MCAS testing.
- Administering 479 Advanced Placement (AP) exams to 193 students. Students taking AP exams earned qualifying scores at a rate of 79%.
- Supporting the success of 78 AP Scholars, including 14 students with honors and 25 students who achieved status as AP Scholars with distinction.

Celebrating the Class of 2024

On June 1, 2024, Nipmuc celebrated the graduation of the Class of 2024 at the Hanover Theater in Worcester, MA. 83% of the Class of 2024 enrolled in further education beyond high school with 76% of students attending 4-year colleges or universities.

Junior Internship Program In the spring of 2024, Nipmuc launched a junior internship program providing the opportunity for 20 students to engage in authentic work-based learning opportunities during the second semester of the school year. With the support of professional mentors, students applied their learning from school, developed workplace readiness skills, and learned valuable lessons through these internship experiences.

Innovation Career Pathways

In 2024, Nipmuc received additional designations of Innovation Career Pathways from the Department of Elementary and Secondary Education in Business Marketing & Finance. This is in addition to the designation of computer science that was awarded in 2023. Through these designations, Nipmuc has received approximately \$155,000 to support the development of the pathways. Students in the program will engage in a specialized course of study and career-immersive experiences that culminate in a 100-hour internship with a professional partner.

Mastery Learning Records

As one of approximately 400 member schools of the Mastery Transcript Consortium, Nipmuc continued its pilot program in which students applied to college using a digital, ungraded, digital, and dynamic school transcript called the Mastery Learning Record. The program highlights Nipmuc's leadership in helping students tell powerful stories of learning beyond traditional measures of achievement.

Athletics

Some of the highlights from athletics in 2024 included:

- The Girls Soccer team won the MIAA Division 3 state championship. (Their first championship since 2014)
- Nipmuc teams won four Central Massachusetts championships (boys' basketball, boys lacrosse, girls' soccer, and field hockey)
- Fourteen student-athletes committed to compete in NCAA athletics at the Division 1, 2, and 3 levels.

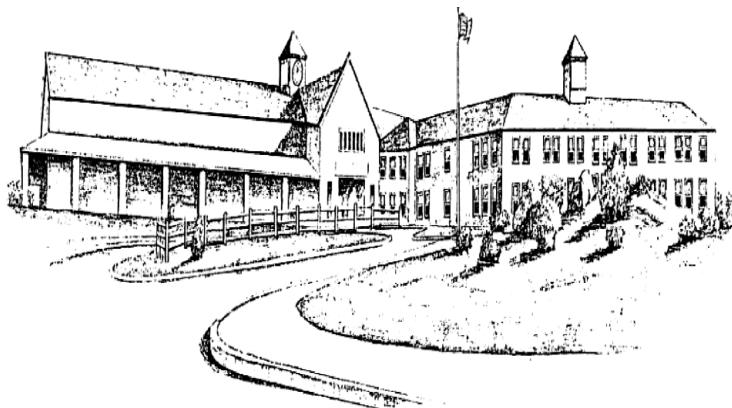
Reflection

We continue to be thankful to be part of a vibrant, caring, and dynamic community that is dedicated to the success of our students. We look forward to another year of growth and learning in 2025.

Respectfully Submitted,

John Clements and Mary Anne Moran, Co-Principals

Nipmuc Regional High School



*Sixty-fourth Annual
Commencement Exercises*

Saturday, June 1, 2024

nipmuc class of 2024

Ana Victoria Acedo Del Olmo Martinez
Fernando Acedo Del Olmo Martinez
Avery Kaylen Allcock
Cameron Wentworth Allen
Matthew Stephen Allington
Joe Antoun
Samuel Thomas Aubut
Chloe Kathleen Ball
Aidan David Bandstra
Tyler Peter John Bevan
Piper Black
Kylie Lynn Bodzinski
Victoria LeeAnn Bottoms
Giovanna Gioia Bruni
Jack Alerick Byrne
Michael Patrick Byrne
Amelia Stephanie Cahill
Ella Grace Calvey
Evan Michael Campbell
Carlie Jo Capistran
Christian Michael Carneiro
Sydney Cecelia Casamento
Christopher Michael Casey
Sabrina Rose Cassano
Maria Jane Ceruti
Max Anthony Chiaradonna
Phallon Elizabeth Clark
Audrey Eunice Clish
Danielle Alison Clish
Grace Marianne Corriveau
Aidan Edward Cotton
Ned Edward Cotton
Ainsley Lefave Cronin
Leandro Conte DaCosta
Naomi Elizabeth de Grood
Alyssa Rose Dean
Sera Isabelle DeBaggis
Isabella Hannah Deligiannides
Dalton Mac DeMarzo
Ethan Campbell Dolbec
Liam Strachan Dorr
Matthew Carl dos Santos
Reed Nora Dunster
Aidan Thomas Ellis
Kristina Medeiros Fabische
Poula Khaled Fahmy
Libby Margaret Fernald
Jake David Ferrandino
Anna Susan Flaherty
Brett Christopher Flanders
Cecelia Jean Flynn
Kelsey Elizabeth Fournier
Joseph Andrew Fraser
Madison Lorraine Gamache
Atavia Roselynn Georges
Sofia Szamretta Geremia
Jacob Cardoso Giardini
Rachael Frances Gibbs
Nickolus Anthony Gilbar
Alexander James Glasgow
Andrey Gomes Correa
Stephen Aidan Graham
Emma Paige Haley
Tyler Dalton Halnon
Leah Finau'Alai Harris
Daniel Michael Heisler
Clementine Anne Henderson
Thomas Michael Howell
Isabella Safia Hughes
Nathan Paul Hutnak
Cody Benjamin Jameson
Taylor Serafia Javanainen
Jhon Edgar Jimbo Veliz
Katelyn Elizabeth Julian
Madelyn Jeanne Karmeilek
Jordan Emanuel Katzen
Brayden Robert Kelly
Casey Elizabeth Keyes
Leah Josephine Kirby
Stefanos Kourkouliotis
Carter James Kovacs
Samantha Lynn Kulesza
Madison Kylee LaCortiglia
Caleb Stephan Langdon
Elizabeth Donna Lange
Ethan Charles LaRue
Lucas Alexander Lashus
Hannah Noelle Laurence
Dennis Georgievich Levchuk
Cadence Pearl Link
Ashleigh Paige Lupien
Kylie Frances Macdonald
Lily Xue Er Malloy
Patrick Edward Marsh
Sarah Kathryn Martel
Allison Rae Martin
John Dennis Mattson
Meghan Elizabeth McCobb
Jacob Henry McEvoy
Derek Jason McGovern
Celio Henrique Melicio
Julia Maria Moreira Pessoa de Melo
Natalie Leonor Mendiola Guevara
Linara Marie Miller
Leah Morell
Lilly Marie Moshier
Jade Elizabeth Muñoz
Elijah Ryan Nieves
Liam Joseph O'Reilly
James Matthew Overholt
Matthew William Pace
Peyton Kismet Parrino
Noah Stephen Parrotta
Laura Maeve Piekarski
Leodices Noel Polanco
Ethan Fenway Porciello
Molli Theresa Powers
Nathaniel Eric Priest
Brody Thomas Ramsey
Megan May Reilly
Jackson Nicholas Richie
Felicia Melinda Rivers
Anthony Jonathan Roca
Ryan Michael Rock
Anthony Michael Ruggiero
Ari Robert Ruggiero
Kelly Estefan Saeteros Pizha
Dana Marie Schechter
Alexis Schwartzberg
Janelle Patrice Scirocco
Lauren Sadie Scott
Ashlyn Brooke Harp Seligman
Sierra Nicole Cabrera Sherwin
Kendra Lynne Shilale
Ava Halloran Smith
William John Spargo
Alysse Rae Stasio
Lindsey Mae Stephens
Joseph John Sullivan
Ty Gerrit Sullivan
Lillian Margaret Sweeney
Lilli Irene Swift
Maverick James Szewczynski
Owen Michael Thompson
Joseph Quinn Trainor
Kelsey Jean Veloz
Kiana Juliett Veloz
Annalise Grace Weibe
Eric David White
Cage Coleman Witham
Lilia Rose Young

Program

Processional*	Nipmuc High School Band
"Pomp and Circumstance" by Sir Edward Elgar, arranged by Merle J. Isaac	
National Anthem*	All Present
"The Star Spangled Banner" arranged by Steve Smith	
Welcome	John Mattson, Madelyn Karmelek, Owen Thompson and Annalise Weibe Senior Class Officers
Principals' Address	John K. Clements and Mary Anne Moran Nipmuc Principals
Musical Selection	Ana Victoria Acedo Del Olmo Martinez, Isabella Deligiannides, "The Climb" by Jessi Alexander & Jon Mabe Leah Harris, Hannah Laurence and Lauren Scott
Essay	Avery Allcock
	<i>A Reflection on the Class of 2024</i>
Musical Selection	Nipmuc Choruses
"I Am Leaving" by Miriam Sonstenes	
Essay	Leah Harris
	<i>The Oceans of Tomorrow</i>
Musical Selection	Nipmuc Wind Ensemble
"March-Bou-Shu" by Satoshi Yagisawa	
Remarks	Maureen M. Cohen, Ed.D. Superintendent of Schools
Presentation of Diplomas	John K. Clements and Mary Anne Moran Nipmuc Principals
Recessional*	Nipmuc High School Band
"Marche Romaine" by Charles Gounod arranged by John Cacavas	

*Audience Standing

Congratulations to the Class of 2024

Senior Class Officers

President	John Mattson
Vice President	Madelyn Karmelek
Secretary	Owen Thompson
Treasurer	Annalise Weibe

Senior Class Advisors

Johanna Annunziata
Rachel Robbins

Nipmuc Administrators

John K. Clements, Co-Principal
Mary Anne Moran, Co-Principal

District Administrators

Dr. Maureen M. Cohen, Superintendent of Schools
Dr. Cheryl L. Kirkpatrick, Assistant Superintendent of Schools
Jay Byer, Director of Finance and Operations
Jennifer D'Angelo, Director of Student Support Services
Colleen Terrill, Director of Technology Integration
Joseph S. Leacu, Director of Technology Operations

School Committee Members

Erick Brown
James Forkey
Matthew Hagen
Kerry Laurence
Vikki Ludwigson
Sean Nicholson

Nipmuc Regional High School Faculty and Staff

Julie Ahmed-Jussaume	Darcy Daniels	Brian Kelly	Kristen Oberg
Sandra Alibozek	Jay Deiana	Gina Keniry	Michael Pilla
Patrick Allen	Steven Dellarovere	Mary Ellen Kennedy	Jessica Polselli
Johanna Annunziata	Kate DiMaio	Melisa Kinkela	Lauren Plante
David Antonelli	Katy Dreher	Meghan Kirby	Robert Radke
John Baker	Erin Ellis	Rebecca Lauzon	Kathryn Reardon
Lori Beaudoin	Christopher Evans	Courtney Leja	Rachel Robbins
Tara Bennett	Kerry Fagan	Kim Lopes	Cassidy Rousseau
Zoe Bird	Scott Felper	Daniel MacIsaac	James Royster
Bruce Bisbee	Cora Fior	Michelle Manoogian	Nicole Savickas
Elizabeth Black	Kathleen Foisy	Christine Manzella	Amy Schmidt
Lauren Blackburn	Amy Gilchrist	Leslie McInnis	Christopher Schmidt
Meagan Brazil-Sheehan	Samantha Glynn	Emily McPherson	Whitney Simmonds
Kristin Burns	James Gorman	Matthew Merten	Ana Soto
Amy Buzzell	Leah Guanipa	Robert Messick	Kendra Swenson
Kevin Campbell	Kevin Hackenson	Leesa Michael	Allison Towne
James Caprarella	Karen Hadley-Nawrocki	Lori Milton	Amy Townsley
Christopher Carron	Simon Harding	Brian Moloney	Justin Townsend
Alison Clish	Meredith Hefez	Tricia Moloney	Jeff Wheet
Ronald Cochran	Courtney Henry	Dianne Mucci	Cari White
Christopher Cook	Amy Huchowski	Bonnie Nieves	Steve Young
Shelley Cook	Lisa Hurd	Jennifer O'Brien	Denise Zinno
Peter Curley	Laura Jionzo	Samuel O'Neal	

Class of 2024



*Awards
Scholarships
Future Plans*

Please note that scholarships listed are at the time of the printing.

Nipmuc Regional High School
Class of 2024

Ana Victoria Acedo Del Olmo Martinez	Global Seal of Biliteracy - Working Fluency Massachusetts State Seal of Biliteracy Future Plans: Four Year College
Fernando Acedo Del Olmo Martinez	Global Seal of Biliteracy - Functional Fluency Massachusetts State Seal of Biliteracy Future Plans: Four Year College
Avery Kaylen Allcock	Joan M. Scribner Leadership Award John and Abigail Adams Scholar National English Honor Society National Honor Society Spanish Honor Society Tri-County Chamber of Commerce Honors Scholar University of Delaware Tuition Exchange Scholarship Future Plans: University of Delaware Missouri University of Science and Technology Groundbreaker Scholarship
Cameron Wentworth Allen	Spanish Honor Society Future Plans: Missouri University of Science and Technology
Matthew Stephen Allington	Lesley University Faculty Scholarship Future Plans: Lesley University
Joe Antoun	Future Plans: Framingham State University
Samuel Thomas Aubut	All Nipmuc Team Award Global Seal of Biliteracy - Functional Fluency John and Abigail Adams Scholar Massachusetts State Seal of Biliteracy MURSD Spanish Immersion Scholar Rensselaer Polytechnic Institute Early Application Scholarship Rensselaer Polytechnic Institute Leadership Award Rensselaer Polytechnic Institute Recognition Award Scholar Athlete Award Spanish Honor Society Tri-County Chamber of Commerce Honors Scholar Future Plans: Rensselaer Polytechnic Institute
Chloe Kathleen Ball	Future Plans: Bridgewater State University
Aidan David Bandstra	Future Plans: San Diego State University
Tyler Peter John Bevan	Andrew Sala Memorial Scholarship

Piper Black	Western New England University Provost's Scholarship Future Plans: Western New England University Drexel University Founder's Scholarship Italian Honor Society John and Abigail Adams Scholar Future Plans: Drexel University
Kylie Lynn Bodzinski	Charles River Bank Scholarship Michael G. Anderson Scholarship National English Honor Society National Honor Society Nipmuc Field Hockey Scholarship Nipmuc Service Award Spanish Honor Society Future Plans: James Madison University
Victoria LeeAnn Bottoms	John and Abigail Adams Scholar Future Plans: Worcester State University
Giovanna Gioia Bruni	Italian Honor Society Future Plans: Worcester State University
Jack Alerick Byrne	William Leaver Leadership Award William Leaver Leadership in Athletics Scholarship Future Plans: University of Connecticut
Michael Patrick Byrne	French Honor Society John and Abigail Adams Scholar Mendon Upton Education Foundation Scholarship National English Honor Society National Honor Society University of South Carolina Merit Award Future Plans: University of South Carolina
Amelia Stephanie Cahill	Computer Science Award First Unitarian Society of Upton Memorial Scholarship French Honor Society John and Abigail Adams Scholar Liz Wernig Memorial Scholarship National English Honor Society National Honor Society Nipmuc Faculty Recognition Award Tri-County Chamber of Commerce Honors Scholar Future Plans: University of California, Berkeley
Ella Grace Calvey	Bentley University Provost's Scholarship

	Bentley University Women's Leadership Program Scholarship
	National English Honor Society
	National Honor Society
	Future Plans: Bentley University
Evan Michael Campbell	Future Plans: Gap Year
Carlie Jo Capistran	Future Plans: Worcester State University
Christian Michael Carneiro	Future Plans: Employment
Sydney Cecelia Casamento	Italian Honor Society
Christopher Michael Casey	Future Plans: Auburn University
	Best Buddies Scholarship
	Eileen Lucier Award
	First Unitarian Society of Upton Memorial Scholarship
Sabrina Rose Cassano	Homefield Credit Union Scholarship
	Mendon Upton Education Foundation Scholarship
	Nipmuc Gridiron Club Scholarship
	Upton Men's Club Scholarship
	Warriors Club Scholarship
	Future Plans: University of Massachusetts, Amherst
	Italian Honor Society
	John and Abigail Adams Scholar
	National English Honor Society
	National Honor Society
	Northeastern University Honors Scholarship
Maria Jane Ceruti	Tri-County Chamber of Commerce Honors Scholar
	Future Plans: Northeastern University
	Andrew Sala Memorial Scholarship
	Class of 1978 Memorial Scholarship
	Dennis Ceruti Memorial Scholarship
	Italian Honor Society
	Jack Gaskill Award
	Nipmuc Youth Basketball Scholarship
	Young Runner Award Scholarship - Hopkinton Running Club
Max Anthony Chiaradonna	Future Plans: University of Massachusetts, Amherst
	French Honor Society
	John and Abigail Adams Scholar
	Future Plans: Florida State University
Phallon Elizabeth Clark	DAR Good Citizen Scholarship
	DECA Award
	Nipmuc Gridiron Club Scholarship

Audrey Eunice Clish	University of New Hampshire Dean's Scholarship Future Plans: University of New Hampshire
Danielle Alison Clish	Mendon-Upton Regional Teachers Association Scholarship Future Plans: Worcester State University
Grace Marianne Corriveau	Mendon-Upton Regional Teachers Association Scholarship Social Studies Medal Award Spanish Honor Society Future Plans: University of Massachusetts, Amherst
Aidan Edward Cotton	Bridgewater State University Presidential Merit Scholarship Nipmuc Portrait of a Learner Scholar French Honor Society John and Abigail Adams Scholar National English Honor Society Future Plans: Bridgewater State University
Ned Edward Cotton	Bentley University Provost's Scholarship Italian Honor Society National Honor Society Future Plans: Bentley University
Ainsley Lefave Cronin	Best Buddies Scholarship Future Plans: Worcester State University
Leandro Conte DaCosta	Italian Honor Society Future Plans: Bridgewater State University John and Abigail Adams Scholar Spanish Honor Society Future Plans: University of Massachusetts, Dartmouth
Naomi Elizabeth de Groodt	French Honor Society John and Abigail Adams Scholar National English Honor Society University at Albany, SUNY, Flagship Match Scholarship Future Plans: University at Albany, SUNY
Alyssa Rose Dean	Future Plans: Continuing Education
Sera Isabelle DeBaggis	Italian Honor Society National English Honor Society Western Connecticut State University Wolves Den Housing Scholarship Western Connecticut State University Wolves Merit Scholarship Future Plans: Western Connecticut State University
Isabella Hannah Deligiannides	Director's Award for Chorus Excellence in Acting Award

Dalton Mac DeMarzo	Global Seal of Biliteracy - Functional Fluency MSAA Principals' Award National Honor Society Spanish Honor Society Future Plans: Liberty University
Ethan Campbell Dolbec	Future Plans: Employment Future Plans: Colorado State University
Liam Strachan Dorr	All Nipmuc Team Award Colorado State University Green and Gold Scholarship Future Plans: Colorado State University
Matthew Carl dos Santos	Computer Science Award Global Seal of Biliteracy - Functional Fluency John and Abigail Adams Scholar Massachusetts State Seal of Biliteracy MURSD Spanish Immersion Scholar Spanish Honor Society Worcester Polytechnic Institute NCSSMST Scholarship Worcester Polytechnic Institute Presidential Scholarship Future Plans: Worcester Polytechnic Institute
Reed Nora Dunster	Global Seal of Biliteracy - Working Fluency John and Abigail Adams Scholar Massachusetts State Seal of Biliteracy with Distinction MURSD Spanish Immersion Scholar Spanish Honor Society The University of South Carolina Recognition Award Future Plans: The University of South Carolina
Aidan Thomas Ellis	Future Plans: Employment Global Seal of Biliteracy - Functional Fluency Massachusetts College of Pharmacy & Health Sciences Healthcare Profession Scholarship
Kristina Medeiros Fabische	Massachusetts State Seal of Biliteracy MURSD Spanish Immersion Scholar Future Plans: Massachusetts College of Pharmacy & Health Sciences
Poula Khaled Fahmy	Emmanuel College Dean's Scholarship John and Abigail Adams Scholar Future Plans: Emmanuel College
Libby Margaret Fernald	Jesse A. Taft Memorial Scholarship John and Abigail Adams Scholar National English Honor Society

Jake David Ferrandino	National Honor Society
Anna Susan Flaherty	Warriors Club Scholarship
	Future Plans: University of Massachusetts, Amherst
	Future Plans: Job/Vocational Training & Continuing Education
Brett Christopher Flanders	Italian Honor Society
Cecelia Jean Flynn	Framingham State University Honors Program Scholarship
Kelsey Elizabeth Fournier	Future Plans: Framingham State University
	Future Plans: Gap Year
	Future Plans: Job/Vocational Training & Continuing Education
	Fitchburg State University Presidential Scholarship
	Global Seal of Biliteracy - Functional Fluency
	Massachusetts State Seal of Biliteracy
	MURSD Spanish Immersion Scholar
	Spanish Honor Society
Joseph Andrew Fraser	Future Plans: Fitchburg State University
	John and Abigail Adams Scholar
	Milford Federal Savings and Loan Scholarship
	National Honor Society
	Nipmuc Portrait of a Learner Scholar
	Tri-County Chamber of Commerce Honors Scholar
	Future Plans: Boston College
Madison Lorraine Gamache	Warren Wilson College Trustee Scholarship
	Warren Wilson College Work Scholarship
	Future Plans: Warren Wilson College
Atavia Roselynn Georges	Endicott College Presidential Academic Scholarship
	Future Plans: Endicott College
Sofia Szamreta Geremia	Italian Honor Society
	John and Abigail Adams Scholar
	National English Honor Society
	National Honor Society
	Future Plans: University of Georgia
Jacob Cardoso Giardini	French Honor Society
	Nipmuc Gridiron Club Scholarship
	Nipmuc Youth Basketball Scholarship
	Future Plans: University of Massachusetts, Amherst
Rachael Frances Gibbs	Broadway Youth Dance Theater Scholarship
	Italian Honor Society
	Future Plans: Massachusetts Bay Community College
Nickolus Anthony Gilbar	Future Plans: Trade School

Alexander James Glasgow	Spanish Honor Society
Andrey Gomes Correa	Future Plans: University of Massachusetts, Lowell Global Seal of Biliteracy - Working Fluency Massachusetts State Seal of Biliteracy with Distinction
Stephen Aidan Graham	Spanish Honor Society Future Plans: Gap Year Johnson & Wales University Academic Achievement Award
Emma Paige Haley	Johnson & Wales University Presidential Academic Scholarship Future Plans: Johnson & Wales University University of New Hampshire Dean's Scholarship
Tyler Dalton Halnon	Future Plans: University of New Hampshire Wentworth Institute of Technology Presidential Merit Scholarship
Leah Finau'Alai Harris	Future Plans: Wentworth Institute of Technology George L. Wood Post #5594 Scholarship - Upton VFW Italian Honor Society Italian Medal Award National English Honor Society
Daniel Michael Heisler	National Honor Society Nipmuc Portrait of a Learner Scholar Upton Bloomers Girls Scholarship Future Plans: Brigham Young University, Hawaii All Nipmuc Team Award Johnson & Wales University Academic Achievement Award
Clementine Anne Henderson	Johnson & Wales University Academic Excellence Award Johnson & Wales University Presidential Academic Scholarship Future Plans: Johnson & Wales University French Honor Society
Thomas Michael Howell	Future Plans: Roger Williams University Best Buddies Scholarship John Cruden Memorial Scholarship Stonehill College Founders Award Stonehill College Scholarship Future Plans: Stonehill College
Isabella Safia Hughes	French Honor Society John and Abigail Adams Scholar National English Honor Society University of Massachusetts, Amherst, Dean's Award

Nathan Paul Hutnak	Future Plans: University of Massachusetts, Amherst Spanish Honor Society Westfield State University Presidential Merit Scholarship
Cody Benjamin Jameson	Future Plans: Westfield State University Massachusetts Maritime Academy Captain's Scholarship
Taylor Serafia Javanainen	Future Plans: Massachusetts Maritime Academy John and Abigail Adams Scholar Spanish Honor Society
Jhon Edgar Jimbo Veliz	Future Plans: University of Massachusetts, Amherst Future Plans: Employment
Katelyn Elizabeth Julian	All Nipmuc Team Award Italian Honor Society John and Abigail Adams Scholar National English Honor Society Regis College Academic Scholarship Regis College Honors Program Scholarship Future Plans: Regis College
Madelyn Jeanne Karmelek	National English Honor Society National Honor Society Nipmuc Class of 2024 Vice President Tri-County Chamber of Commerce Honors Scholar Future Plans: University of Florida
Jordan Emanuel Katzen	Lasell University Award Lasell University Early Action Award Future Plans: Lasell University
Brayden Robert Kelly	Future Plans: University of Tennessee
Casey Elizabeth Keyes	All Nipmuc Team Award Jenna Giardini Memorial Scholarship National Honor Society University of New Hampshire Trustee's Scholarship
Leah Josephine Kirby	Future Plans: University of New Hampshire Italian Honor Society University of New Hampshire Trustee's Scholarship William Leaver Leadership Award William Leaver Leadership in Athletics Scholarship Future Plans: University of New Hampshire
Stefanos Kourkouliotis	Future Plans: Trade School
Carter James Kovacs	Italian Honor Society

Samantha Lynn Kulesza	Future Plans: University of Vermont Bryant University Trustee Scholarship Hall Memorial Scholarship John and Abigail Adams Scholar National English Honor Society National Honor Society Spanish Honor Society Future Plans: Bryant University
Madison Kylee LaCortiglia	French Honor Society John and Abigail Adams Scholar Roger Williams University Presidential Scholarship Future Plans: Roger Williams University
Caleb Stephan Langdon	Keene State College Enrichment Scholarship Keene State College Scholarship Mendon-Upton Regional Teachers Association Scholarship Physical Education Medal Award Future Plans: Keene State College
Elizabeth Donna Lange	All Nipmuc Team Award Career Athlete Award French Honor Society French Medal Award John and Abigail Adams Scholar National English Honor Society National Honor Society Next Step Sports Academy Scholarship Nipmuc Portrait of a Learner Scholar Scholar Athlete Award Tri-County Chamber of Commerce Honors Scholar Future Plans: Vassar College
Ethan Charles LaRue	Italian Honor Society John and Abigail Adams Scholar Future Plans: Virginia Tech
Lucas Alexander Lashus	Future Plans: Bridgewater State University
Hannah Noelle Laurence	Excellence in Technical Theatre Award Spanish Honor Society Future Plans: Quinnipiac University
Dennis Georgievich Levchuk	Italian Honor Society Future Plans: University of Massachusetts, Amherst
Cadence Pearl Link	Future Plans: Job/Vocational Training & Continuing Education

Ashleigh Paige Lupien	John and Abigail Adams Scholar Mendon Upton Education Foundation Scholarship National Honor Society Nipmuc Portrait of a Learner Scholar Rochester Institute of Technology Presidential Scholarship Rochester Institute of Technology Recognition Award Rochester Institute of Technology National Recognition Statistics Medal Award Tri-County Chamber of Commerce Honors Scholar Future Plans: Rochester Institute of Technology
Kylie Frances Macdonald	French Honor Society Future Plans: University of Connecticut
Lily Xue Er Malloy	Framingham State University Honors Program Scholarship Spanish Honor Society Future Plans: Framingham State University
Patrick Edward Marsh	Future Plans: Gap Year
Sarah Kathryn Martel	High Point University Presidential Fellowship Scholarship Spanish Honor Society Future Plans: High Point University
Allison Rae Martin	Dean Bank Scholarship George L. Wood Post #5594 Scholarship - Upton VFW John and Abigail Adams Scholar Mendon-Upton Music Boosters Senior Music Scholarship National English Honor Society National Honor Society Suffolk University Dean's Scholarship Future Plans: Suffolk University
John Dennis Mattson	French Honor Society John and Abigail Adams Scholar Nichols College President's Scholarship Nipmuc Class of 2024 President Future Plans: Nichols College
Meghan Elizabeth McCobb	John and Abigail Adams Scholar National English Honor Society National Honor Society Nipmuc Youth Basketball Scholarship Spanish Honor Society Tri-County Chamber of Commerce Honors Scholar Providence College Albertus Magnus Scholarship

	Future Plans: Providence College
Jacob Henry McEvoy	Future Plans: Quinsigamond Community College
Derek Jason McGovern	Future Plans: University of Maine
Celio Henrique Melicio	Future Plans: Gap Year
Julia Maria Moreira Pessoa de Melo	Italian Honor Society
	Future Plans: University of Massachusetts, Amherst
Natalie Leonor Mendiola Guevara	Future Plans: University of Massachusetts, Boston
Linara Marie Miller	Business Award
	John and Abigail Adams Scholar
	Mendon Upton Education Foundation Scholarship
	National English Honor Society
	National Honor Society
	Nipmuc Portrait of a Learner Scholar
	Spanish Honor Society
	Tri-County Chamber of Commerce Honors Scholar
	University of Massachusetts, Amherst, Dean's Award
	Future Plans: University of Massachusetts, Amherst
Leah Morrell	French Honor Society
	Future Plans: University of Alabama
Lilly Marie Moshier	Future Plans: University of Tampa
Jade Elizabeth Muñoz	National English Honor Society
	Spanish Honor Society
	University of Massachusetts, Dartmouth, Chancellor's Scholarship
	Future Plans: University of Massachusetts, Dartmouth
Elijah Ryan Nieves	Future Plans: Gap Year
Liam Joseph O'Reilly	Future Plans: University of Maine
James Matthew Overholt	Calculus Medal Award
	Global Seal of Biliteracy - Working Fluency
	John and Abigail Adams Scholar
	Massachusetts State Seal of Biliteracy with Distinction
	MURSD Spanish Immersion Scholar
	Spanish Honor Society
	Spanish Medal Award
	Tri-County Chamber of Commerce Honors Scholar
	Future Plans: Tufts University
Matthew William Pace	Western New England University Provost's Scholarship
	Future Plans: Western New England University
Peyton Kismet Parrino	Artistic Creativity Medal Award

	Dean Bank Scholarship
	National English Honor Society
	Spanish Honor Society
	University of Massachusetts, Boston, Dean's Merit Scholarship
	Future Plans: University of Massachusetts, Boston
Noah Stephen Parrotta	Italian Honor Society
	Future Plans: University of Connecticut
Laura Maeve Piekarski	Italian Honor Society
	National English Honor Society
	Future Plans: Esthetician School
Leodices Noel Polanco	Allan Frederick Rawson Memorial Scholarship
	Global Seal of Biliteracy - Functional Fluency
	Jack Gaskill Award
	National English Honor Society
	National Honor Society
	Nipmuc Portrait of a Learner Scholar
	Nipmuc School Spirit Award
	Spanish Honor Society
	Future Plans: Four Year College
Ethan Fenway Porciello	Hazel M. Schroder Memorial Scholarship - Greenleaf Garden Club
	Italian Honor Society
	John and Abigail Adams Scholar
	University of Massachusetts, Boston, Beacon's Merit Scholarship
	Future Plans: University of Massachusetts, Boston
Molli Theresa Powers	Dean Bank Scholarship
	Upton Bloomers Girls Scholarship
	Upton Fire & EMS Association, Inc. Scholarship
	Upton Police Union Association Scholarship
	Future Plans: University of Massachusetts, Amherst
Nathaniel Eric Priest	Future Plans: Trade School
Megan May Reilly	Artistic Craftsmanship Medal Award
	Dean Bank Scholarship
	Emmanuel College Dean's Scholarship
	First Unitarian Society of Upton Memorial Scholarship
	Global Seal of Biliteracy - Functional Fluency
	John and Abigail Adams Scholar
	National English Honor Society
	National Honor Society

Jackson Nicholas Richie	Spanish Honor Society Upton Men's Club Scholarship Future Plans: Emmanuel College
Felicia Melinda Rivers	Italian Honor Society John and Abigail Adams Scholar Future Plans: University of Massachusetts, Amherst Mendon-Upton Music Boosters Senior Music Scholarship Nichols College Dean's Scholarship
Anthony Jonathan Roca	Future Plans: Nichols College
Ryan Michael Rock	Future Plans: Trade School French Honor Society
Anthony Michael Ruggiero	Future Plans: University of Miami All Nipmuc Team Award Career Athlete Award Italian Honor Society
Ari Robert Ruggiero	Next Step Sports Academy Scholarship Future Plans: Northeastern University Bridgewater State University Bear Merit Scholarship John and Abigail Adams Scholar
Kelly Estefan Saeteros Pizha	Future Plans: Bridgewater State University Future Plans: Massachusetts College of Pharmacy and Health Sciences
Dana Marie Schechter	All Nipmuc Team Award John and Abigail Adams Scholar National English Honor Society National Honor Society
Alexis Schwartzberg	Future Plans: University of Florida John and Abigail Adams Scholar John Philip Sousa Award National Honor Society
Janelle Patrice Scirocco	Tri-County Chamber of Commerce Honors Scholar Worcester County Superintendent Association Scholar Future Plans: University of Arizona All Nipmuc Team Award Physical Education Medal Award Spanish Honor Society
Lauren Sadie Scott	Future Plans: Tri-County Regional Vocational Adult Education Blackstone Valley Scholarship Deborah Beltramini Memorial Scholarship

	Emerson College Alliance Scholarship
	Emerson College Trustee's Scholarship
	Global Seal of Biliteracy - Working Fluency
	James M. Samarco Memorial Scholarship
	John and Abigail Adams Scholar
	Massachusetts State Seal of Biliteracy with Distinction
	Mendon-Upton Music Boosters Senior Music Scholarship
	MURSD Spanish Immersion Scholar
	National Choral Award
	National English Honor Society
	National Honor Society
	Nipmuc Portrait of a Learner Scholar
	Spanish Honor Society
	Tri-County Chamber of Commerce Honors Scholar
	Future Plans: Emerson College
Ashlyn Brooke Harp Seligman	Blackstone Valley Scholarship
	Charles River Bank Scholarship
	Emily Suzanne Irons Memorial Scholarship
	English Medal Award
	French Honor Society
	John and Abigail Adams Scholar
	National English Honor Society
	National Honor Society
	Upton Bloomers Girls Scholarship
	Tri-County Chamber of Commerce Honors Scholar
	Future Plans: Boston College
Sierra Nicole Cabrera Sherwin	Framingham State University Honors Scholarship
	National English Honor Society
	Spanish Honor Society
	Future Plans: Framingham State University
	French Honor Society
Kendra Lynne Shilale	Mendon-Upton Regional Teachers Association Scholarship
	Future Plans: Tri-County Regional Vocational Adult Education
Ava Halloran Smith	First Unitarian Society of Upton Memorial Scholarship
	National English Honor Society
	National Honor Society
	Spanish Honor Society
	Future Plans: Auburn University
William John Spargo	Italian Honor Society

Alysse Rae Stasio	John and Abigail Adams Scholar University of Rhode Island Presidential Scholarship Future Plans: University of Rhode Island Class of 1978 Memorial Scholarship Massachusetts Maritime Academy Admiral's Scholarship Future Plans: Massachusetts Maritime Academy
Lindsey Mae Stephens	Global Seal of Biliteracy - Functional Fluency MURSD Spanish Immersion Scholar Spanish Honor Society Future Plans: Framingham State University
Joseph John Sullivan	Future Plans: Gap Year
Ty Gerrit Sullivan	Global Seal of Biliteracy - Functional Fluency John and Abigail Adams Scholar Massachusetts State Seal of Biliteracy Mendon-Upton Music Boosters Senior Music Scholarship MURSD Spanish Immersion Scholar Spanish Honor Society Future Plans: Northeastern University
Lillian Margaret Sweeney	Global Seal of Biliteracy - Functional Fluency John and Abigail Adams Scholar National Honor Society Spanish Honor Society Future Plans: CLI Conservatory
Lilli Irene Swift	Future Plans: University of New Hampshire
Maverick James Szewczynski	Spanish Honor Society Future Plans: United States Coast Guard
Owen Michael Thompson	Friends of Mendon Elders Scholarship Hamilton College Scholarship John and Abigail Adams Scholar Mendon Upton Education Foundation Scholarship National English Honor Society National Honor Society Nipmuc Class of 2024 Secretary Nipmuc Portrait of a Learner Scholar Spanish Honor Society Tri-County Chamber of Commerce Honors Scholar Future Plans: Hamilton College
Joseph Quinn Trainor	John and Abigail Adams Scholar Louis Armstrong Award

Kelsey Jean Veloz	National Honor Society
Kiana Juliett Veloz	Spanish Honor Society
Annalise Grace Weibe	Future Plans: University of Massachusetts, Amherst
	Future Plans: Job/Vocational Training & Continuing Education
	Future Plans: Job/Vocational Training & Continuing Education
	Dennis Ceruti Memorial Scholarship
	French Honor Society
	History Medal Award
	Mendon Upton Education Foundation Scholarship
	National English Honor Society
	National Honor Society
	Nipmuc Class of 2024 Treasurer
	Nipmuc Portrait of a Learner Scholar
	Upton Bloomers Girls Scholarship
	Future Plans: University of Maryland
Eric David White	Future Plans: Wentworth Institute of Technology
Cage Coleman Witham	Spanish Honor Society
	Future Plans: University of Connecticut
Lilia Rose Young	First Unitarian Society of Upton Memorial Scholarship
	James M. Samarco Memorial Scholarship
	Mendon Lions Club Scholarship
	Milford Rotary Club Scholarship
	Providence College Albertus Magnus Scholarship
	Future Plans: Providence College

Administrator's Report - Miscoe Hill Middle School

Miscoe Hill Middle School is proud to reflect on a year of growth, innovation, and collaboration. As a community, we remain dedicated to fostering an environment where every learner is empowered to thrive. This report highlights the many ways our school has grown to support student achievement, well-being, and engagement. This past year has been marked by developments in our teaching practices, ongoing commitment to the support of our students, and updates to our facilities. Below are highlights from an eventful year:

Advancing Instruction and Student Engagement

At Miscoe Hill, our commitment to innovative instruction and curriculum development was evident throughout the year. As part of the PBLWorks Leadership Network, we have

continued to advance our Project-Based Learning (PBL) efforts. With more than 70% of faculty completing PBL 101 training, students were engaged in at least two meaningful project-based experiences during the year. These projects fostered critical thinking, creativity, and collaboration, preparing students to tackle real-world challenges. Additionally, as part of efforts to promote applied learning experiences for our students, we continued to develop our use of Project Lead the Way in our technology classes, revised our offerings for Computer Science to connect with experiences at the high school, and offered a new Rock Band elective to promote increased engagement with music instruction. We are thankful for grant funding from the Mendon-Upton Educational Foundation (MUEF) for their contribution of new instruments, which allowed the Rock Band course to get off the ground, and for the generous support of our PTO for supporting cultural arts events for each grade level.

Our engagement in Inspired Learning Days further enriched our educational offerings. Held in February and June, these events allowed students to delve deeply into engaging topics of their choice in mixed grade-level sessions. Each day included ties to our Portrait of a Learner competencies and the opportunity for student reflection and feedback that will help us continue to develop future Inspired Learning Days. These days were made possible through the creative efforts of faculty members, support from our high school partners, and contribution from our PTO, which showcases the power and importance of collaboration in fostering dynamic learning experiences.

We also made strides in curriculum review and refinement. In the spring, we piloted new English Language Arts (ELA) resources for 5th grade, culminating in the implementation of MyView this fall. Additionally, 5th-grade students began exploring two new social studies units from Investigating History, while 7th-grade students piloted two project-based math units as part of our continued partnership with PBLWorks. These efforts underscore our commitment to ensuring all students receive a rigorous and engaging education.

As a faculty, we have also worked collaboratively throughout the year to promote positive behavior and culture within our school community. These efforts have included professional learning focused on utilizing trauma-informed practices and Universal Design for Learning (UDL) to support all students. We have refined and reinforced positive behavioral expectations and supports for students while expanding the use of restorative practices within our disciplinary system. These school-wide efforts have positively impact classroom learning environments and reflect our dedication to fostering a safe and inclusive environment where every student can succeed.

Monitoring and Supporting Student Growth

At Miscoe Hill, monitoring and supporting the holistic development of our students remains a top priority. To this end, we continue to conduct iReady assessments in literacy and mathematics during the fall, winter, and spring to track individual and cohort progress. The data gathered from these assessments, along with insights from the Massachusetts Comprehensive Assessment System (MCAS) and classroom assessments, enabled us to refine our instructional practices and ensure alignment with state frameworks.

Collaboration among grade-level teams and our use of the student review process play a critical role in monitoring student growth. Through regular discussions, teachers identify

student needs and develop targeted interventions, ensuring a cohesive approach to support. Additionally, we are engaged in an ongoing review of our Multi-Tiered System of Supports (MTSS) to refine strategies for addressing the diverse needs of our student population.

Updates to Facilities and Resources

This year, Miscoe Hill Middle School benefited from several facility upgrades. Some notable improvements include the installation of a new stage floor in our auditorium, tiled flooring in our science and STAR classrooms, and sound-damping tiles to help with noise levels in the cafeteria.

Our school library and bathrooms also underwent some cosmetic renovations and minor repairs. These renovations were made possible through the collaboration of the district, WeCare Miscoe, and many dedicated community volunteers, whose efforts significantly improved the functionality and experiences within these spaces. The library was transformed with updated paint and artwork, a new layout, an expanded collection of titles, and a digital self-checkout system, creating a more inviting and functional space for our students. Four of our bathrooms also received updates, enhancing their overall aesthetics.

Together, these enhancements reflect our shared commitment to creating an environment that supports student learning and well-being.

Reflection

Looking ahead, Miscoe Hill Middle School will continue to prioritize innovative teaching and learning experiences, leverage data to enhance instruction and strengthen partnerships with our community. We remain committed to empowering all learners to thrive in an ever-changing world and supporting the holistic needs of our students.

Respectfully submitted,

Dr. Robin Benoit

Principal, Miscoe Hill Middle

Administrator's Report - H. P. Clough Elementary School

H.P. Clough Elementary School's Mission Statement is: "We at H.P. Clough Elementary School are committed to working collaboratively with students, parents and the community to create a trusting and caring environment where excellence is achieved through high quality, research-based instruction that is focused on the unique needs of each child. Exemplary teaching and a high-quality curriculum equip our students with the skills to create solutions for a rapidly changing, technologically rich, and culturally diverse world."

This year, we continue to focus on serving the whole child in our school. We want to continue to provide our students with the highest quality educational experience, but we also want to make sure we are meeting their social, emotional, and behavioral learning needs as well. We continually strive to strengthen our learning environment through the promotion of core values such as honesty, acceptance, trust, friendship, and respect. We

work together as a team to create a positive, safe, and supportive environment where students develop the excitement to learn as well as the confidence to explore the unknown. The end goal is to work collaboratively with families and community members to prepare our students to compete in a world of constantly changing cultures, technology, and societal values and to be productive and responsible citizens as well as acknowledging and addressing social and emotional needs. It is our belief that developing academic skills, obtaining increased knowledge, and connecting and collaborating with peers is paramount in growing life-long learners who become successful adults. We continue to embed the Portrait of a Learner (P.O.L.) competencies into various activities and events, utilizing a superhero theme to help our learners recognize the P.O.L. superpowers that they each possess. One way that teachers have embedded these competencies into the day is by having students set goals for themselves related to one of the competencies.

We have continued to invest in improvements to our early education literacy and math instruction. Students in Pre-k through fourth grade receive literacy instruction, utilizing the Wonders Reading program as well as other supplemental resources. Teachers in grades K through third grade have been utilizing Fundations to develop foundational literacy skills. We have continued to implement our Math Program K-4, called Bridges, adding in enrichment opportunities in grades 2-4 through the use of Bridges Concept Quests. Both programs provide resources that enable teachers to differentiate their instruction effectively, providing both remediation and enrichment. We have been working collaboratively in grade level teams to learn more about and implement new strategies that help us provide effective Tier 1 instruction for all students. We have identified a need to focus on writing instruction and have been providing professional development to teachers related to writing. We were able to establish a three-research partnership with the WELL (Written and Expressive Language Lab) Collaborative. As a result, our teachers receive training in explicit writing strategies, and we have researchers tracking the writing progress of our students. We continue to collaborate on ways to increase students' stamina in writing and to provide opportunities for them to write across all curriculum areas throughout the day. Students have also continued to utilize online tools such as STMath, a visual instructional program that provides students with access to learning through challenging puzzles and formative feedback. It builds a deep conceptual understanding, builds confidence, and helps students to become active problem solvers. We have been rolling out select modules of Project Lead the Way, a STEM curriculum resource, in technology class, as well as all 4th grade classrooms. We trained first grade teachers and are in the process of training 2nd and 3rd grade teachers in PLTW.

As part of our Multi-Tiered Systems of Support, we have embraced universal screeners. Clough utilizes iReady as our screening tool in both math and reading for students in K-4. The use of i-Ready assists our teachers to determine student's needs, personalize their learning, and monitor progress throughout the school year. Additionally, we incorporate a full inclusion model with special education co-teachers in grades 1 through 4, a reading specialist, and academic and Title 1 tutors working with small groups to provide intervention as needed. We are in the beginning stages of a partnership with the Bryt

Program to support students with significant trauma and social emotional needs. The district instructional coach and the principal have been working with teams to utilize the district data inquiry cycle, help them strategize about their instructional practice, and push new and veteran teachers to continuously grow and improve. Grade level teams meet each week to focus on a different academic subject. In January, Clough hosted a successful Math Night, "Winter Wonders By the Number", in order to bring families together to celebrate a love of math. We plan on hosting another literacy night, and we held several book swaps so that students could bring home lots of books during vacations.

H.P. Clough Elementary School continues to be recognized by the Spanish Ministry of Education for our academic excellence in language education. We were also selected for membership in the International Spanish Academy (ISA). The International Spanish Academy Program was established by the Education Office of the Embassy of Spain to promote high academic standards, as well as provide students with the values of multicultural education. We have Spanish Immersion classes in Kindergarten, 1st grade, and 3rd grade.

Throughout the year, the school counselor organizes programs to help Clough families in financial need. In collaboration with St. Gabriel the Archangel Church and the Mendon's Lion's Club, we have provided families with holiday meals and grocery store gift cards for Easter, Thanksgiving, Christmas, and a summer lunch program for children. We distributed summer activity backpacks to several families in need. Clough staff and the Clough PTO sponsored the annual Giving Tree to provide holiday gifts for Clough families. Clough PTO and the school counselor have coordinated ways to assist students experiencing financial hardship through the Good Neighbor Program.

To promote conflict resolution and prevent bullying, we have utilized components of the Second Step Social-Emotional Learning Curriculum at all grade levels, a research-based curriculum that integrates academics with social and emotional learning, as well as focusing on key core values across all grades with lessons and read-alouds from the school counselor, the specialists, and the classroom teachers. The counselor has been teaching Zones of Regulation to every class. Clough continues to utilize the Choose To Be Nice program to all students. Every student took the pledge and signed the banner, committing to focus on kindness whenever and wherever possible. Through the Choose To Be Nice program all students focus on core values, such as honesty, respect, acceptance, and friendship. We have hosted monthly whole school assemblies where we review some of the core values. We have also had guest speakers, such as the Ned Program and Chris Poulos, as part of our anti-bullying program. We revamped and brought back our SOAR (our Positive Behavior Intervention and Support program) plan. SOAR is an acronym for being Safe, On task, Acting KCR (kind, caring and respectful) and Responsible. Our Safety Committee has continued to work with our school resource officer, Officer Sinko, to review our ALICE safety training and plan for our safety drills.

To increase student voice and leadership, we have a grade 4 student council. Members continually shared creative and innovative ideas to improve the school during their meetings. The Student Council has helped with community drives to collect clothing and canned goods. They were able to lead a coin war to raise money for cancer research. They have also helped spread positive messages to all of the students and staff, and they have assisted in leading school assemblies.

Our music program and art program at Clough Elementary School continues to thrive, as well as our innovative opportunities for students. The 4th grade chorus performed numerous times this year. They sang at a Worcester Railers game and will be holding a winter concert for families. Student artwork has been selected to be displayed at the local libraries. In the fall, all Clough students enjoyed a Cardboard Creation Day and several Play Days. Parent volunteers, as well as district administrators were able to support these engaging and inspiring learning experiences.

The success of our students is a direct result of this strong community partnership. The Clough community is most fortunate to have the constant support of our PTO, our parents, and the school committee. The success of our students is a direct result of this strong community partnership. We are also grateful for our Mendon Fire Department coming in and teaching our students about fire safety, and the Taft Public Library for opening their doors to our first grade and second grade students and giving many of them their first library card. Clough has also partnered with the public library to host book clubs for 4th graders.

We are thankful for the ongoing opportunity to work together towards a common goal: to assist each student to reach their highest potential and to keep them safe and happy. With the constant involvement and support from staff, families, and the community, we will continue to enhance our reputation for excellence.

Respectfully submitted,
Ms. Liz Garden
Principal

Administrator's Report - Memorial Elementary School

Memorial Elementary School is a warm, inviting, and thriving learning environment for students in grades preschool through fourth grade. We pride ourselves on being a place where students feel safe, nurtured, and are able to be known by all members of our school staff.

Memorial School's goals for the school year are to deepen learning opportunities for students through authentic learning tasks, and to use ongoing, formative assessment to track student progress throughout the year. Our curriculum proudly includes a deep focus on both academics as well as the social and emotional development of every child. To ensure that our

students learn in a safe environment, we employ a variety of social and emotional strategies throughout our school day to develop that environment. All our students engage in a daily morning meeting, participate monthly in small group families, engage in a monthly all school meeting, and follow the RISE (Respect, Inclusivity, Safety, Empathy) acronym throughout the school day. We use Positive Office Referrals as a way to recognize acts of kindness and to build rapport between the students and administration. In addition, students and staff are all taught the Zones of Regulation and are able to use the vocabulary to describe how they are feeling, as well as identify strategies to assist in the reduction of anxiety, stress, etc.

At Memorial Elementary School, we have continued to invest in our early education literacy and math instruction. Students in Pre-k through grade 4 receive literacy instruction, utilizing the Wonders Reading program. In grades K-3, we are also in year three of using the Fundations phonics program. This year, our ELA Curriculum Council, comprised of educators from all MURSD schools, is reviewing our current curriculum to begin the process of selecting a new resource for language arts instruction. We have continued to implement our Bridges in Mathematics as our core mathematics curricular resource. All our curricular resource programs provide resources that enable teachers to differentiate their instruction effectively, providing both remediation and enrichment. We have been working collaboratively in grade level teams to learn more about and implement new strategies that help us provide effective Tier 1 instruction for all students.

In MURSD, we utilize a 1:1 iPad program from grades preschool through four to enhance instruction. Moving towards redefining learning through the use of technology is a goal for us and we are tapping into our innovative educators to help us to move forward with this implementation. We have continued our implementation of ST Math across the school and are enjoying the opportunities to problem solve and build our conceptual understanding of mathematics. We have set school goals to get each of our students through the grade level ST Math journey this year.

Memorial Elementary School has continued to be recognized as an International Spanish Academy for our Spanish Immersion Program. The International Spanish Academy Program was established by the Education Office of the Embassy of Spain to promote the development of quality Spanish-English bilingual education programs that promote high academic standards, as well as provide students with the values of multicultural education. In 2024, we hosted seven different visiting teachers from Spain who joined our staff at Memorial School as well as two separate Spanish Language assistants. Currently, Memorial School houses Spanish immersion classes for kindergarten through fourth grade.

Memorial School continues to conduct universal screenings at all grade levels in the area of reading and mathematics. We continue to use the iReady screening tool three times a year for both reading and math. Additionally, all students in K-4 use the DIBELS assessments as a reading screening three times a year. We have a team of educators who complete ongoing progress monitoring in the area of reading for our most at-risk students. As a team, our

classroom teachers, special educators, reading specialist, and Title 1, and Academic Tutors are able to provide intensive remediation with letter recognition, letter/sound correspondence, decoding, blending, fluency, and reading comprehension as part of our regular education support system. Tutoring is also provided through regular education in the area of mathematics.

As part of our Tier 2 and Tier 3 support, we utilize a W.I.N. (What I Need) block at each grade level. Four days a week, Tier 1 instruction is paused for 30-40 minutes so that students can be flexibly grouped among the grade level. Students are grouped for math or literacy instruction based on formative assessment data that has been collected. Within these groups, students are provided with intervention, extra practice, or enrichment based on what they currently need to support their continued development. Aside from the WIN block, all students are provided with small group instruction to receive remediation and pre-teaching of specific skills as needed within the classroom. Ongoing progress monitoring allows us to identify areas of concern quickly and document student growth for more personalized interventions. At Memorial Elementary School, we provide special education services in the least restrictive learning environment. We currently have four co-taught classrooms- one each in grades two and four and two classrooms in grade 3, in which a general education teacher and a special education teacher co-plan, co-instruct, and co-assist in meeting the needs of all students in their classroom.

Memorial Elementary School is fortunate to have committed groups of community members working in partnership with our school toward a common vision, and with a commitment to education, to ensure that all students are successful. The Memorial Elementary School Council and Memorial Elementary School Parent Teacher Organization are critical members of the school community. This year, the Memorial PTO held a hugely successful fundraiser, our Fun Run, with the help of a company called Booster. This event raised nearly \$30,000.00 for our school, funding everything from water bottle filling stations to field trip bussing for all grades. The Upton Fire Department continues to teach fire safety to our students through lessons with Firefighter Bonnie. We continue to work closely with both the Upton Fire Department and Upton Police Department to review and revise safety protocols.

To meet the needs of our families, the Before and After School Program continues to offer childcare at Memorial Elementary School. Parents can access care from 7:00 a.m. until 6:00 p.m. We have a wide variety of before and after-school enrichment opportunities this year and the participation has been tremendous. We have been able to offer classes for both physical activity as well as calmer classes with crafts and puzzles.

In addition to the academic programming at Memorial, The Memorial Elementary School staff participated in the *Giving Tree* program again in 2024, providing support to families in need during the holiday season. Working with St. Gabriel's Church, we distributed groceries and gifts for Thanksgiving, Christmas, and Easter. We are grateful for the generous hearts and the giving culture within our community.

Respectfully submitted,

Ms. Wendy Bell
Principal

Administrator's Report Director of Learning and Innovation

The role of Learning and Innovation is the crucial link connecting educational technology infrastructure with teaching and learning processes. Our primary focus is to provide students and educators with access to digital tools and resources that can support teaching and learning in classrooms throughout the Mendon-Upton Regional School District. Additionally, our team is dedicated to delivering professional learning opportunities and on-demand support for educators, empowering them to optimize their instructional designs and harness the potential of our district's digital investments.

Instructional Technology

This year, we continued to expand our digital learning environment by rolling out next-generation iPads to kindergarten classrooms. This initiative aims to enhance digital literacy and provide equitable access to technology for all students, Kindergarten through high school graduation.

As a district we are proactively safeguarding the personal identifiable information of our students and staff while using district-approved digital tools. We are members of the Massachusetts Student Data Privacy Consortium (<https://sdpc.a4l.org>) which provides resources to vet software applications with respect to data privacy regulations and policies. This year we have included this software vetting in our district curriculum review process.

Over the past year, in collaboration with Open Architects, we have developed and coordinated access to data dashboards that provide educators with insights into student performance and school-level data. These dashboards include academic data, such as course grades and MCAS scores, and Social-Emotional Learning (SEL) data related to Portrait of a Learner, Whole Child Reviews, and Panorama surveys.

Cybersecurity and Data Security

In addition to data privacy, the technology department and district are focused on cybersecurity and data privacy. Last spring, we were recipients of the Municipal Cybersecurity Awareness Grant Program (MCAGP) through the Executive Office of Technology Services and Security (EOTSS). The grant provides our district with training modules to help educate our staff on how to be cyber safe. Engaging in the modules will not only provide us with knowledge to ensure our online safety within the district, but it will also instruct us on safeguarding personal information for online use.

Innovation Career Pathways

At Nipmuc Regional High School, we have received Innovation Career Pathways designation from the Massachusetts Department of Elementary and Secondary Education for multiple programs. These programs offer students a four-course, two college-level courses, and two technical courses pathway in a high-demand career sector. Participation in the grant will also afford our Nipmuc students the opportunity to have career exposure by taking advantage of a 100-hour internship or completion of a capstone project.

Last fall was the launch of our Computer Science Innovation Career Pathway (ICP) at Nipmuc Regional High School. As of December 1, 2024, we have 11 students who have committed to the Computer Science Pathway. Last spring, we also received the Innovation Pathways designation for another program, Business and Finance. As of December 1, 2024, we have 15 students who have committed to the Business and Finance Pathway.

In an effort to further increase student experience with authentic learning, Nipmuc Regional High School applied for a third Innovation Career Pathways designation, Life Science and Healthcare. The collaborative team, composed of the Career, Community, & Innovations Coordinator, science department, Nipmuc Media Specialist, the technology department, and the school counseling department received notification in early December 2024 that we were invited to continue on the Part B application. The application will be submitted to the Massachusetts Department of Elementary and Secondary Education in January 2025.

Offering these career pathways addresses the increasing demand for a skilled and versatile workforce in industries that prioritize innovation. By guiding students along these pathways, we will be able to contribute to the development of a talent pool that can drive innovation, productivity, and competitiveness in the broader economy. However, as a district, we also understand that these career pathways do not begin in high school. Therefore, we have multiple programs to ensure students are engaged with and prepared for these Innovation Career Pathways.

This year we have continued to expand the implementation and training of the Project Lead the Way (PLTW) program, which provides a real-world, hands-on, and problem-based approach to learning. Currently, at Miscoe Hill Middle School, the PLTW modules are hosted in our technology classes, including Design and Modeling, Computer Science for Innovators and Makers, and Automation and Robotics. Moving forward, we intend to integrate PLTW modules into our science curriculum, as part of the curriculum review process.

At Henry P. Clough Elementary School and Memorial Elementary school, our Lead PLTW Teacher trained elementary teachers to expand PLTW to implement at least one (1) PLTW Launch module at each grade level. We have been awarded grants funds to continue building these programs so there will be two (2) PLTW modules implemented at each grade level, K-4. Currently, Technology Teachers at both elementary schools also implement PLTW modules. These modules follow the PLTW Computer Science pathway, aligning with the computer

science goals Miscoe Hill Middle School and the Nipmuc Regional High School Innovation Career Pathway.

Deeper Learning Across the District

This year the Mendon-Upton Regional School District has been focused on building capacity for deeper learning across the district. Elements of deeper learning include student agency, reflection and revision, collaboration, and authenticity. Throughout the year we have provided professional development opportunities for teachers to leverage technology for deeper learning. These have included district-wide professional learning days and asynchronous, online training.

Each school in the Mendon-Upton Regional School district took the lead in implementing deeper learning initiatives:

- Nipmuc Regional High School has developed an authenticity protocol to create real-world learning experiences, collaborating with the Applied Learning Leadership Institute. Each teacher at Nipmuc High School has designed an authentic learning experience that is integrated with their curriculum. These experiences provide students the opportunity to use tools and solve problems related to issues in industry and the community.
- Miscoe Hill Middle School focused on building classroom routines for collaborative learning, also in partnership with the Applied Learning Leadership Institute.
- Memorial Elementary School implemented a protocol to increase student agency, empowering students to take ownership of their learning.
- Clough Elementary School developed classroom practices centered around reflection and revision.

Our district is committed to innovation, technological advancement, and comprehensive efforts to ensure the privacy and security of student and staff data. These initiatives collectively contribute to a dynamic educational environment, preparing students for success beyond the walls of school.

Respectfully submitted,

Ryan Robidoux
Director of Learning and Innovation

Administrator's Report -Director of Technology and Operations

In 2024, the district continued to upgrade and maintain our existing fleet of computers and instructional hardware to keep up with the state mandated programs and services. The district maintained the 1:1 learning initiative at all schools, serving all students grades K-12.

The district continued to evaluate its investment in instructional technology replacing aging out-of-date projectors, smartboards, and sound hardware to pair with our existing fleet of Apple laptops, tablets, and other mobile devices. The district made targeted investments in instructional technology, purchasing new laptops for teachers. We continue to expand and further our investment in Google products for classroom communications, operations, and management.

The district upgraded the audio-visual equipment in the Nipmuc Professional Development Center using a state grant over the summer of 2024. This equipment will enhance online broadcasting of school committee meetings online and in-person.

The district has made advancements in following the current MURSD Strategic Plan. Emphasis was given to communications and technologies supporting the physical security of the school, as well as the security of the district's staff and student data. The district plans to continue these priorities into 2025.

The district is eligible for State and Federal grant funding opportunities in the 2024-2025 school year and has received over \$100,000 in Federal and State technology funding in 2024.

Respectfully Submitted,

Joseph S. Leacu,
Director of Technology Operations

Name	Description	Amount
Abalos Coyle, Deborah Y	Teacher	\$88,234
Abdulwahab, Kawther	Paraprofessional	\$23,525
Adams, Angelina C	Administrative Assistant	\$56,035
Aguilar, Ana M	Paraprofessional	\$23,525
Ahmed-Jussaume, Julie A	Teacher	\$90,700
Alibozek, Sandra N	Teacher	\$103,289
Allen, Kathleen M	Guidance	\$98,959
Allen, Patrick J	Teacher	\$90,700
Alsen, Sheila C	Teacher	\$103,289
Amato, Christina A	Title I	\$15,882
Amitrano, Lauren M	Teacher	\$90,700
Anderson, Hannah M	Daycare Aide	\$16,320
Angel, Felipe A	Tech. Assistant	\$70,000
Annunziata, Johanna M	Teacher	\$71,307
Antonelli, David C	SpED Teacher	\$98,959
Anzivino, Kathleen M	Daycare Aide	\$37,440
Appleby, Stacy L	Teacher	\$93,297
Armstrong, Laurie J	Cafeteria - General Worker	\$24,742
Asam, Kaitlyn E	BCBA	\$55,925
Aube, Kristen L	Teacher	\$90,700
Auty, Maryanne	Cafeteria - General Worker	\$3,900
Baker, John C	Custodian	\$47,341
Bangma, Jennie L	Lunch/Recess Monitor	\$6,615
Barr, Mazie L	Daycare Aide	\$35,360
Beaudoin, Lori L	SpED Teacher	\$93,297
Bell, Wendy L	Principal	\$130,855
Bellefontaine, Tara A	Nurse	\$98,959
Bennett, Tara B	Teacher	\$93,297
Benoit, Robin M	Principal	\$133,200
Benyamin, Mariam B	ABA Tech.	\$31,532
Bergeron, Brett R	Custodian	\$52,125
Bird, Zoe E	Paraprofessional	\$21,471

Bisbee, Bruce R	Teacher	\$103,289
Black, Elizabeth S	Data Administrator	\$67,485
Black, Shelby B	Teacher	\$57,379
Blackburn, Lauren S	Teacher	\$84,997
Blackney, Anne F	Guidance Counselor	\$70,472
Bliss, Kimberly A	Lunch/Recess Monitor	\$7,740
Boczanowski, Carla A	Paraprofessional	\$26,960
Bohan, Carol B	Nurse Assistant	\$15,272
Borst, Trinity F	Paraprofessional	\$14,237
Boudreau-McAlisterm Stefanie A	ABA Tech.	\$18,235
Bourassa, Brittany T	Teacher	\$82,594
Bradshaw, Kathryn A	Cafeteria - General Worker	\$11,539
Brazil-Sheehan, Meagan M	Teacher	\$93,297
Brennick, Melissa D	Paraprofessional	\$2,945
Brogoli, Victoria L	Teacher	\$63,439
Bukunt, Cheryl N	Academic Tutor	\$36,223
Burns, Kristin A	Paraprofessional	\$26,174
Burns, Megan L	ABA Tech.	\$3,444
Busby, Julia S	Administrative Assistant	\$59,342
Buzzell, Amy K	Administrative Assistant	\$39,792
Byer, Jay R	Financial Officer	\$120,527
Calvo Lillo, Marta	Teacher	\$62,908
Camara, Jill T	Paraprofessional	\$23,525
Camire, Jonathan R	Custodian	\$49,546
Campbell, Kevin M	Teacher	\$90,700
Campbell, Lauren R	Teacher	\$34,085
Campbell, Roseann M	Paraprofessional	\$26,960
Caprarella, James R	Teacher	\$54,794
Carron, Christopher J	Tech. Assistant	\$51,125
Casasanta, Nicole J	Social Worker	\$70,472
Casey, Linda J	SpED Teacher	\$17,580
Ceruti, Suzanne	Teacher	\$90,524

Chavira Gomez, Carlos	Custodian	\$43,950
Chavira, Alejandro E	Custodian	\$41,460
Choiniere, Kenneth H	Dir. of Maintenance	\$119,999
Chuk, Lauren	Assistant Principal	\$110,430
Clark, Melissa A	Teacher	\$98,959
Clark, Robert E	Teacher	\$103,289
Clements, John K	Principal	\$139,136
Clish, Alison L	Teacher	\$103,289
Coburn, Douglas E	Custodian	\$51,750
Cochran, Ronald A	Teacher	\$98,959
Cohen, Maureen M	Superintendent	\$187,200
Cole, Maryellen E	Title I	\$14,242
Connolly, Kerry P	SpED Teacher	\$98,959
Considine, Skyler M	Teacher	\$54,794
Cook, Shelley A	Teacher	\$101,263
Cote, Linda	Teacher	\$90,700
Couture, Alyssa L	Teacher	\$93,297
Crawford, Alyssa A	Teacher	\$103,289
Creighton, Cheryl M	Title I	\$14,242
Cudmore, Patricia L	Lunch/Recess Monitor	\$7,740
Cuomo, Nicholas B	Assistant Principal	\$110,430
Curley, Peter J	Paraprofessional	\$26,960
Curry, Amy L	SpED Team Chairperson	\$93,297
DAngelo, Jennifer L	Dir. of Student Support Services	\$124,445
Daniels, Darcy L	Teacher	\$84,997
DelDotto, Danielle M	Teacher	\$60,261
DellaRovere, Steven J	Teacher	\$90,700
Deluca, Charlene F	Cafeteria - Kitchen Manager	\$25,640
Demoga, Cara A	Teacher	\$98,959
Denietolis, Kristina	Teacher	\$82,594
Deschenes, Kathleen P	SpED Teacher	\$30,118
Desruisseaux, Maria L	Teacher	\$98,959
Devlin Ellis, Kami R	Teacher	\$103,289

DiGiovanni Eby, Dawn M	Teacher	\$71,565
DiMaio, Katherine M	Teacher	\$52,313
Dixon, Janet R	Cafeteria - Kitchen Manager	\$30,871
Doe, Charlene A	Cafeteria - General Worker	\$10,814
Dominguez, Santiago	Teacher	\$90,700
Dreher-Morse, Katy A	Teacher	\$70,472
Duncan, Diane E	Academic Tutor	\$16,724
Dunton, Kati Lyn	Teacher	\$101,263
El Khoury, Antoinette	Paraprofessional	\$21,471
Elliot, Elizabeth L	Title I	\$14,242
Ellis, Erin K	Teacher	\$79,945
Engblom, Gary A	Custodian	\$4,734
Ethier, Charlese V	Daycare Aide	\$37,440
Ethier, Nicole M	Daycare Aide	\$37,440
Evans, Christopher P	Teacher	\$98,959
Fagan, Kerry A	Guidance Counselor	\$101,263
Farley, Amanda J	Speech Pathologist	\$103,289
Farquharson, Gail E	Nurse	\$90,700
Fater, Erin	Paraprofessional	\$23,930
Felper, Scott	Custodian	\$44,762
Fermin, Miriam M	Teacher	\$82,321
Fernandes, Hilary	Adjustment Counselor	\$53,129
Figgins, Nancy Q	ABA Tech.	\$33,866
Fior, Cora L	ABA Tech.	\$36,568
Flannery, Sondra	ABA Tech.	\$31,532
Floum, Erika L	Teacher	\$79,945
Foisy, Kathleen A	Paraprofessional	\$21,471
Foley, Meghan L	Teacher	\$58,421
Fowler, Jessica A	Teacher	\$93,297
Fraxy, Cathy A	Teacher	\$98,959
Gale, Karlyn M	Library Asst.	\$36,223
Gannon, Nancy E	Cafeteria - General Worker	\$22,975
Garcia Quero, Carlos M	Teacher	\$67,437

Garden, Elizabeth M	Principal	\$122,700
Gaskill, Karen M	ABA Tech.	\$36,568
Gatewood, Emily R	Paraprofessional	\$23,525
Gauthier, Katlyn	Speech Language Pathologist Assistant	\$71,565
Gauvin, Lendine E	Lunch/Recess Monitor	\$7,190
Gervais, Beth A	Teacher	\$93,297
Giardono, Lori A	Lunch/Recess Monitor	\$7,740
Gilchrist, Amy E	Teacher	\$103,289
Glassman, Scott R	Teacher	\$90,700
Glynn, Samantha L	School Psychologist	\$77,573
Gorman, James J	Teacher	\$101,263
Gowen, Sarah E	Administrative Assistant	\$43,120
Grady, Rose M	Cafeteria - General Worker	\$4,380
Grieve, Crystal M	Physical Therapist	\$49,845
Griswold, Abigail L	Teacher	\$63,439
Gronda, Judith L	Nurse Assistant	\$22,460
Guanipa, Leah	Cafeteria - General Worker	\$11,666
Guertin, Alisa E	Paraprofessional	\$18,820
Guertin, Kathy A	Guidance Counselor	\$103,289
Hack, Catherine A	Teacher	\$79,945
Hackenson, Kevin A	Custodian	\$53,352
Hadley Nawrocki, Karen A	Cafeteria - Cook-Baker	\$32,099
Hagen, Leah M	Teacher	\$76,893
Hall, Jennifer S	Teacher	\$90,700
Handley, Steven M	Custodian	\$50,357
Hansen, Jonathan M	Teacher	\$93,297
Hanson, Evan P	Guidance Counselor	\$71,199
Hanson, Gretchen	Paraprofessional	\$23,525
Hardin, Rebecca A	Teacher	\$93,297
Harding, Simon P	Teacher	\$93,297
Hart, Amanda E	Occupational Therapist	\$82,594
Hayes, Daniel P	Teacher	\$90,700

Heath, David L	Teacher	\$93,297
Hefez, Meredith J	Guidance Counselor	\$90,524
Hegarty, Diane C	Physical Therapy Assistant	\$50,326
Hemingway, Marabeth	Teacher	\$98,959
Henault, Stephanie	BCBA	\$12,323
Henderson, Amy E	Teacher	\$103,289
Henry, Courtney A	Teacher	\$90,700
Herd, Jacqueline R	Administrative Assistant	\$57,060
Hess, Mary E	ABA Tech.	\$36,568
Higgins, Sara Jean	Teacher	\$90,700
Ho, Hong	Nurse Assistant	\$35,977
Hodgens, Tammy A	Paraprofessional	\$26,960
Holloway, Laurie A	Teacher	\$103,289
Hopkins, Christy M	SpED Teacher	\$34,754
Howard, Sabrina K	Paraprofessional	\$23,930
Huchowski, Amy P	Teacher	\$56,996
Hurd, Lisa M	ABA Tech.	\$36,568
Ibanez Moreno, Macarena	Teacher	\$90,700
Jandrow, Ryan J	Custodian	\$16,786
Jayyosi, Amany	ABA Tech.	\$33,866
Jionzo, Laura J	Cafeteria - Cook-Baker	\$23,633
Johns, Allison	Teacher	\$58,813
Johnson, Asimina	Administrative Assistant	\$15,468
Johnson, Lucia	Cafeteria - Cook-Baker	\$32,296
Johnson, Sarah J	Teacher	\$54,794
Joseph, Benjamin E	Tech. Assistant	\$17,680
Joyce, Carla J	Teacher	\$98,959
Kadra, Elisabeth M	Teacher	\$103,289
Kahler, Brittney A	Teacher	\$90,700
Kairit, Matthew A	Paraprofessional	\$23,525
Karayan, Nikoletta A	Teacher	\$54,794
Keenan, Jaclyn M	Teacher	\$90,700
Kelly, Brian J Jr.	Teacher	\$58,792

Keniry, Gina M	Teacher	\$77,381
Kennedy, Mary Ellen	Teacher	\$103,289
Kennedy, Scott D	Custodian	\$43,950
Kennett, Brielle M	Paraprofessional	\$23,525
Kerls, Rachel E	Physical Therapist	\$76,405
Kevorkian, Kimberly E	Paraprofessional	\$23,525
King, Marc W	Custodian	\$55,120
Kinkela, Melisa J	Teacher	\$101,263
Kirby, Meghan A	Paraprofessional	\$25,426
Kirkpatrick, Cheryl L	Asst. Superintendent	\$149,285
Korpi, Heather L	Administrative Assistant	\$20,462
Labarre, Ryan G	Teacher	\$85,794
LaButti, Rachel A	Teacher	\$93,297
Laczka, Lana M	After School Director	\$48,483
Lajoie, Lauren B	Teacher	\$90,700
Lalakidis, Evmorfili R	Speech Language Pathologist Assistant	\$58,813
Lambert, Elizabeth E	Teacher	\$24,700
Langdon, Heather B	Teacher	\$93,297
Lauzon, Rebecca A	Teacher	\$19,224
Leacu, Joseph S	Dir. of Technology	\$115,000
Leblanc, Michael E	Custodian	\$20,329
Leja, Courtney M	Teacher	\$101,263
Lizotte, Vanessa I	Tech. Assistant	\$15,912
Lloyd, Kimberly L	Administrative Assistant	\$38,269
Lopes, Kimberly A	Teacher	\$97,842
Lopes, Nancy M	Teacher	\$101,263
Lowther, Kimberly M	Administrative Assistant	\$72,000
Macdonald, Brooke A	Paraprofessional	\$23,930
MacIsaac, Daniel A	Teacher	\$98,959
Mackinnon, Bonnilee	Daycare Aide	\$37,440
MacMurray, Robert T	Teacher	\$90,700
MacNaughton, Lianne E	Paraprofessional	\$23,525

Maglione, Janet R	Teacher	\$103,289
Maisonave, Eneida	Academic Tutor	\$34,130
Manoogian, Michelle M	Cafeteria - Cook-Baker	\$10,937
Manser, Caterina A	Teacher	\$101,263
Mansy, Aghaby L	Paraprofessional	\$23,525
Manzella, Christine D	Teacher	\$94,145
Marques, Heather L	Teacher	\$98,959
Martin, Melinda R	Title I	\$14,242
Martinez Perez, Maria Dolores	Teacher	\$94,145
Massey, Christopher K	Guidance Counselor	\$70,472
McCourt, Heather A	Teacher	\$90,700
McDonald, Michele M	Teacher	\$103,289
McGovern, Denise M	Teacher	\$101,263
McGrath, Meryl T	Teacher	\$53,129
McInnis, Leslie E	Nurse	\$82,321
McInnis, William R	Teacher	\$90,700
McNeil, Kevin	Teacher	\$90,700
McPherson, Emily R	Adjustment Counselor	\$41,163
Merten, Matthew N	Teacher	\$101,263
Messick, Robert S	Teacher	\$103,289
Micelotti, Kenya I	ABA Tech.	\$27,093
Michael, Leesa M	Teacher	\$53,325
Milton, Lori A	ABA Tech.	\$35,531
Molina Heredia, Maria Nazaret	Teacher	\$67,437
Moloney, Brian J	Teacher	\$82,321
Moloney, Tricia E	Teacher	\$90,700
Monroe, Wanda B	Preschool Teacher	\$101,263
Monterotti, Lori A	Teacher	\$93,297
Moran, Mary Anne	Principal	\$139,136
Moreno Lopez, Ana Belen	Teacher	\$82,321
Moss, Lorna	Lunch/Recess Monitor	\$7,740
Motyka, Lisa C	ABA Tech.	\$34,480

Mulligan, Jeremy E.	Teacher	\$101,263
Mumbiela Sierra, Rosa	Teacher	\$90,700
Murphy, Karen S	Lunch/Recess Monitor	\$7,740
Naples, Amy B	Teacher	\$98,959
Nealley, John H Jr	Custodian	\$19,460
Nieves, Bonnie	Teacher	\$93,783
Nieviera, Kathleen M	Teacher	\$93,297
Niro, Laurie J	Daycare Aide	\$37,440
Noreau, Catherine A	ABA Tech.	\$36,568
Nulty, Jessica L	Speech Pathologist	\$76,893
Oberg, Kristen M	Cafeteria - Cook-Baker	\$13,601
Oberg-Braga, Dianne L	Cafeteria Director	\$69,470
O'Brien, Jennifer A	Administrative Assistant	\$53,893
O'Brien, Shannon L	ABA Tech.	\$33,866
O'Connell, Ryan	Teacher	\$67,437
Oglesby, Pamela M	ABA Tech.	\$35,531
Oldfield, Frederick G III	SpED Teacher	\$103,289
Oleksyk, Amy C	ABA Tech.	\$33,866
O'Neal, Samuel N	Tech. Assistant	\$68,000
O'Neil, Brittany S	Administrative Assistant	\$26,654
ONeil, Maureen A	Teacher	\$90,700
Paiva, Susan J	ABA Tech.	\$36,568
Pajak, Gina M	Lunch/Recess Monitor	\$2,458
Parent, Jennifer L	Teacher	\$93,297
Parent, Karen E	Academic Tutor	\$17,749
Parnell, Stephanie A	Teacher	\$39,501
Parsons, Alyssa C	Teacher	\$63,439
Partlow, Danielle M	ABA Tech.	\$33,866
Patel, Hiral F	Paraprofessional	\$23,525
Pelletier, Hanna C	Lunch/Recess Monitor	\$7,740
Pelletier, Jill M	ABA Tech.	\$34,480
Perkins, Alexandra R	Paraprofessional	\$23,525
Perkins, Tracee L	Administrative Assistant	\$17,032

Perry, Kathleen B	Teacher	\$101,263
Peterson, Lisa M	Daycare Aide	\$37,440
Petrie, Sandra L	ABA Tech.	\$36,568
Petti, Laurie A	Accountant/HR	\$87,913
Piasecki, Tamara P	Administrative Assistant	\$12,696
Piche, Sabrina L	After School Assist.	\$35,236
Pike, Meagan E	Teacher	\$90,700
Pilkington, Rebecca J	Teacher	\$90,700
Pilla, Michael A	Custodian	\$44,762
Pires, Amanda E	Daycare Aide	\$35,360
Pisano, Kari M	Cafeteria - General Worker	\$11,666
Plante, Lauren R	Teacher	\$77,545
Pokornicki, Lauren E	SpED Team Chairperson	\$90,700
Polselli, Jessica A	Nurse Assistant	\$17,699
Porter, Kathleen A	Paraprofessional	\$23,449
Poxon, Lauren N	Teacher	\$90,700
Prairie, Kayla M	Teacher	\$60,261
Prior, Keith R	Custodian	\$45,614
Quimby, Adam L	Teacher	\$53,476
Rabbitt, Brian J	Custodian	\$45,614
Racenet, Cristiana M	Speech Pathologist	\$82,531
Radtke, Robert D	Teacher	\$98,959
Ramsey, Paula J	Academic Tutor	\$17,749
Raposa, Ann M	SpED Teacher	\$103,289
Reardon, Kathryn M	Teacher	\$90,700
Rempe Obrador, Kira E	Teacher	\$85,794
Renk, Julie A	Cafeteria - Cook-Baker	\$11,666
Rhodes, Casey A	Teacher	\$70,472
Robbins, Nancy C	Nurse Assistant	\$16,392
Robbins, Rachel A	Paraprofessional	\$21,852
Rodriguez, Jose L	Paraprofessional	\$5,977
Ronchetti, Mary	Teacher	\$54,794
Rondinelli, Julie A	Teacher	\$81,765

Rosenau, Brendon T	Teacher	\$95,924
Rossini, Abigail A	Teacher	\$60,261
Round, Barbara A	Paraprofessional	\$26,174
Rousseau, Cassidy L	Teacher	\$56,163
Royster, James A Jr.	ABA Tech.	\$29,175
Russell, Linda J	ABA Tech.	\$36,568
Rutkowski, Andrea L	Teacher	\$101,263
Ryan, Christina E	Lunch/Recess Monitor	\$4,815
Ryan, John T	Custodian	\$49,483
Ryan, Lisa	Nurse	\$90,700
Saletnik, Karina	Nurse Assistant	\$19,748
San Clemente, Mark R	ABA Tech.	\$33,866
Sanford, Amanda A	SpED Teacher	\$103,289
Sannicandro, Lauren	Administrative Assistant	\$38,886
Saucier, Caleigh C	Administrative Assistant	\$45,602
Savickas, Nicole L	Administrative Assistant	\$53,893
Savini, Christina M	Teacher	\$58,792
Scanlon, Nancy J	ABA Tech.	\$36,568
Schaffer Tatro, Frances M	Lunch/Recess Monitor	\$7,740
Schmidt, Amy C	Administrative Assistant	\$53,893
Schmidt, Christopher P	Teacher	\$90,700
Sheehan, Paula R	Teacher	\$82,321
Shilale, Donna M	Teacher	\$82,321
Simmonds, Whitney M	Teacher	\$90,700
Smith, Heather A	Teacher	\$103,289
Smith, Molly J	Teacher	\$73,502
Smith, Rene D	Paraprofessional	\$25,426
Snelgrove, Rebecca K	School Psychologist	\$103,289
Soto, Ana M	Teacher	\$98,959
St John, Jennifer E	Teacher	\$54,794
St Pierre, Lauren K	Teacher	\$93,297
Stanas, Julie T	Teacher	\$98,959
Steiger, Danielle L	ABA Tech.	\$36,568

Stone, Chelsea M	Teacher	\$79,945
Swenson, Kendra C	Guidance Counselor	\$93,783
Talbot, Rosemary	Teacher	\$63,439
Taylor, Kelly S	ABA Tech.	\$34,480
Terrill, Colleen E	Dir. Instr. Technology	\$127,000
Testa, Joseph N III	Custodian	\$47,778
Testa, Lenore J	Administrative Assistant	\$47,115
Thibault, Kristine L	Teacher	\$90,700
Thomas, Alicia E	ABA Tech.	\$33,866
Thomas, Laurie A	Accounting Clerk	\$57,500
Towne, Allison J	Guidance Counselor	\$95,924
Townsend, Justin P	Teacher	\$79,945
Townsley, Amy M	Teacher	\$58,792
Trimble, Lara S	Library Asst.	\$36,223
True, Allison K	Teacher	\$65,669
Vandervalk, Mary A	ABA Tech.	\$36,568
Verrone, Marcy K	Academic Tutor	\$17,749
Villemaire, Lori A	Administrative Assistant	\$12,634
Vosburgh, Kathleen	Daycare Aide	\$6,528
Walsh, Molly A	Teacher	\$82,594
Walsh, Rebecca R	Cafeteria - Cook-Baker	\$16,324
Ward, Hannah D	Teacher	\$70,472
Ward, Layne M	SpED Teacher	\$67,437
Warren, Cindy	Daycare Director	\$44,663
Weber, Michael J	Teacher	\$76,893
Webster, Brenda L	Teacher	\$93,297
Welch, Erin J	Teacher	\$89,122
Welch, Marney P	Teacher	\$90,700
Wheet, Jeffrey M	Custodian	\$50,357
White, Allison L	Teacher	\$69,167
White, Cari A	Teacher	\$90,700
Whitney, Denise J	Daycare Director	\$51,043
Williams, Justin	Teacher	\$61,709

Williams, Kimberly A	Paraprofessional	\$26,960
Willinski, John J	Custodian	\$57,491
Willinski, Maria E	Teacher	\$103,289
Wiser, Madeline T	Teacher	\$53,476
Wood, Kelly I	Cafeteria - Cook-Baker	\$11,666
Young, Steven W	Custodian	\$47,341
Zalusky, Brianna P	Teacher	\$76,893
Zinno, Denise L	Administrative Assistant	\$44,957

Foundation Report Town Enrollment October 2024

Mendon																791	
Clough	0	3	50	79	48	75	59	0	0	0	0	0	0	0	0	314	
Memorial	0	1	0	0	10	0	5	0	0	0	0	0	0	0	0	16	
Miscoe	0	0	0	0	0	0	0	63	67	57	47	0	0	0	0	234	
Nipmuc	0	0	0	0	0	0	0	0	0	0	0	59	51	50	58	220	
Out Of District	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	4	
Servies only	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3	
Upton																1092	
Clough	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Memorial	0	10	96	79	94	93	86	0	0	0	0	0	0	0	0	458	
Miscoe	0	0	0	0	0	0	0	96	90	98	67	0	0	0	0	351	
Nipmuc	0	0	0	0	0	0	0	0	0	0	0	63	54	64	83	4268	
Out Of District	0	0	0	0	0	0	0	2	1	0	0	0	2	3	1	12	
Servies only	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3	
Choice In																172	
Clough	0	0	17	11	13	9	11	0	0	0	0	0	0	0	0	61	
Memorial	0	0	0	2	1	0	0	0	0	0	0	0	0	0	0	3	
Miscoe	0	0	0	0	0	0	0	11	13	17	18	0	0	0	0	59	
Nipmuc	0	0	0	0	0	0	0	0	0	0	0	12	16	11	10	49	
PK - Tuition																40	
Mendon-Clo	0	22	0	0	0	0	0	0	0	0	0	0	0	0	0	22	
Mendon-Mem	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
Upton-Clo	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Upton-Mem	0	17	0	0	0	0	0	0	0	0	0	0	0	0	0	17	
Totals	0	60	163	171	166	177	161	170	172	173	132	134	123	128	153	12	2095