



# Annual Report

January 1

# 2014

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TOWN OFFICERS ANNUAL REPORT

UPTON MA



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# 2014



## **TOWN OF UPTON**

*Incorporated June 14, 1735*

|      |                |      |
|------|----------------|------|
| 2014 | Town Census    | 7431 |
| 2013 | Town Census    | 7418 |
| 2012 | Town Census    | 7360 |
| 2011 | Town Census    | 7342 |
| 2010 | Town Census    | 7366 |
| 2010 | Federal Census | 7542 |
| 2000 | Town Census    | 6369 |
| 2000 | Federal Census | 5642 |
| 1990 | Federal Census | 4677 |
| 1980 | Federal Census | 3884 |
| 1970 | Federal Census | 3484 |
| 1960 | Federal Census | 3127 |
| 1950 | Federal Census | 2656 |

## **DOWN THROUGH THE YEARS**

1735 - Approximately 50 Families

|      |      |      |      |
|------|------|------|------|
| 1790 | 833  | 1860 | 1986 |
| 1800 | 854  | 1870 | 1989 |
| 1810 | 995  | 1880 | 2203 |
| 1820 | 1088 | 1890 | 1878 |
| 1830 | 1167 | 1900 | 1937 |
| 1835 | 1410 | 1930 | 2026 |
| 1840 | 1658 | 1940 | 2249 |
| 1850 | 2018 | 2000 | 6369 |

Town Comprises 21.81 Square Miles

Land - 13,853.3 acres      Water 104.7- acres

Town Highways - 74.00 miles

Pratt Hill – approximately 595 ft. above mean sea level

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

U.S. SENATORS  
*Ed Markey*  
*Elizabeth Warren*

CONGRESSMAN 2<sup>nd</sup> DISTRICT  
*James McGovern*

STATE SENATOR, SECOND WORCESTER DISTRICT  
*Michael O. Moore*

REPRESENTATIVE, NINTH WORCESTER DISTRICT  
*George N. Peterson, 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  
*Stephen G. Abraham*

REGISTER OF DEEDS, WORCESTER COUNTY  
*Anthony J. Vigliotti, Esq.*

DISTRICT ATTORNEY, WORCESTER COUNTY  
*Joseph D. Early, Jr.*

# In Memoriam



**Don Arthur**

**Dec. 20, 1943 – Feb. 7, 2014**

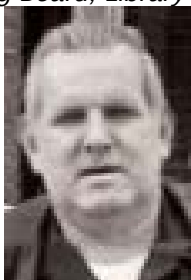
*Served on Cable Advisory, Master Plan Committee and the OPEB Trust*



**George A. Klink**

**April 25, 1931 – Sept. 11, 2014**

*Served on Bicentennial and Finance Committee, Conservation and Regional Planning Commission, Planning Board, Library Trustee*



**Chief Rodney B. Marchand**

**May 20, 1937 – Nov. 29, 2014**

*Joined the Upton Police Department in 1960 and served as Chief of Police from 1969 to 1989*



**Barbara A. Robertson**

**Oct. 28, 1931 – Nov. 26, 2014**

*Worked in the Treasurer Collectors Office for the last 17 years*



**Mary A. (Summers) Strachan**

**June 30, 1918 – May 20, 2014**

*Member of the Upton Woman's Club and Upton Historical Society*



**Stewart A. Whitney**

**June 17, 1928 – May 9, 2014**

*25 year career with the Police Department one year as Chief in 1990*

# Upton Town Officers

*\* Town employee appointments made by the Elected Board.*

*\*\*Finance Committee members are elected and appointed.*

*\*\*\*Contract position appointed by the Town Manager*

***Bold=Chair***

# UPTON TOWN OFFICERS

## *Elected*

### **Assessor of Taxes**

|                                              |                   |
|----------------------------------------------|-------------------|
| Teresa Ambrosino                             | term expires 2017 |
| <b>Glenn H. Fowler</b>                       | term expires 2016 |
| Charles T. Marsden                           | term expires 2015 |
| *Tracey Tardy, <i>Department Coordinator</i> |                   |

### **Board of Health**

|                                                                                       |                   |
|---------------------------------------------------------------------------------------|-------------------|
| Richard Desjardins                                                                    | term expires 2017 |
| <b>Alfred C. Holman</b>                                                               | term expires 2015 |
| Richard V. Robinson                                                                   | term expires 2016 |
| * Patricia Parent, Rn, BsN,<br><i>Agent/ Town Nurse/Infection Control Coordinator</i> |                   |
| * Michael Moran, <i>Animal Control Officer</i>                                        |                   |
| * Kelly A. McElreath, <i>Burial Agent</i>                                             |                   |
| * Kenneth M. Pederson, Jr., <i>Assistant Burial Agent</i>                             |                   |
| * Janice Skinner, <i>Food Inspector</i>                                               |                   |
| * Diane E. Tiernan, <i>Assistant Supervisor of Public Health</i>                      |                   |
| * Lenny Izzo, <i>Title V Agent</i>                                                    |                   |
| * Paul McKeon <i>Title V Agent</i>                                                    |                   |

### **Board of Selectmen**

|                          |                   |
|--------------------------|-------------------|
| James A. Brochu          | term expires 2017 |
| <b>Robert J. Fleming</b> | term expires 2015 |
| Kenneth E. Picard        | term expires 2016 |

### **Cemetery Commission**

|                       |                   |
|-----------------------|-------------------|
| Glenn H. Fowler       | term expires 2015 |
| <b>Joseph McMahon</b> | term expires 2015 |
| Robert R. Richard     | term expires 2015 |

# UPTON TOWN OFFICERS

## *Elected*

### **Collector-Treasurer**

Kenneth W. Glowacki term expires 2015

\*Ann L. Perkins, *Treasurer-Collector Assistant*

\*Barbara Robinson, *Department Associate (deceased)*

\*Jane Snellman, *Department Associate*

### **Commissioner of Trust Funds**

Kenneth W. Glowacki term expires 2015

Steve McCaw term expires 2017

Michael D. Oliver term expires 2016

### **Constables**

James R. Bates Jr. term expires 2016

Barbara Burke term expires 2016

James A. Comfort, Jr. term expires 2016

Steven P. Driver term expires 2016

Sandra J. Hakala term expires 2016

### **Finance Committee**

#### **\*\*Elected**

Angi Thompson (*resigned*) term expires 2017

#### **\*\*Appointed by the Board of Selectmen**

Shawn Craig term expires 2017

**Paul T. Flaherty** term expires 2015

#### **\*\*Appointed By the Moderator**

Jonathan Calianos term expires 2016

Gene Cuenot term expires 2016

### **Capital Budget Committee**

*Sub-Committee established by Finance Committee*

#### **\*\*Appointed by the Finance Committee**

Frank Aniello term expires 2015

David O'Brien term expires 2016

Jonathan Calianos term expires 2016

**Kenneth W. Glowacki** term expires 2017

#### **\*\*Appointed by the Planning Board**

Thomas Davidson term expires 2016

# UPTON TOWN OFFICERS

## *Elected*

### **Mendon-Upton Regional School District Committee**

|                                 |                   |
|---------------------------------|-------------------|
| Grace Maneri( <i>resigned</i> ) | term expires 2016 |
| Philip J. DeZutter              | term expires 2017 |
| Christopher Russo               | term expires 2015 |
| Tanna Jango                     | term expires 2015 |

### **Moderator**

|                 |                   |
|-----------------|-------------------|
| David C. Loeper | term expires 2015 |
|-----------------|-------------------|

### **Planning Board**

|                                                 |                   |
|-------------------------------------------------|-------------------|
| <b>Gary M. Bohan, Jr.</b>                       | term expires 2018 |
| Paul Carey                                      | term expires 2019 |
| Margaret Carroll                                | term expires 2017 |
| Thomas C. Davidson                              | term expires 2015 |
| Raymond P. Smith                                | term expires 2016 |
| William Tessmer, <i>Associate Member</i>        | term expires 2015 |
| *M. Denise Smith, <i>Department Coordinator</i> |                   |

### **Public Library Trustees**

|                                  |                   |
|----------------------------------|-------------------|
| Erin N Alcott( <i>resigned</i> ) | term expires 2015 |
| Charlotte L. Carr                | term expires 2017 |
| Judith Katz-Goodman              | term expires 2016 |
| Francis Gustman                  | term expires 2017 |
| Kathleen E. Kelley               | term expires 2016 |
| Joe McMahon                      | term expires 2015 |
| C. John Minnucci                 | term expires 2017 |
| <b>John Robertson, Jr.</b>       | term expires 2015 |
| Linda White                      | term expires 2016 |
| Laurie Wodin                     | term expires 2015 |

### **Recreation Commission**

|                                           |                   |
|-------------------------------------------|-------------------|
| <b>Richard Gazorian</b>                   | term expires 2017 |
| Richard LaCross Jr.                       | term expires 2015 |
| Paul A. Pirozzi                           | term expires 2016 |
| *Mary Cortese, <i>Recreation Director</i> |                   |

# UPTON TOWN OFFICERS

*Elected*

## **Town Clerk**

Kelly A. McElreath (*appointed*) term expired 2014

\*M. Denise Smith, *Department Associate*

## **Upton Housing Authority**

Linda M. Jones term expires 2018

Richard P. Kennedy term expires 2019

**Mildred F. Morin** term expires 2016

Rena Richard term expires 2015

Judith F. McGee *Appointed by Department of Communities & Development*

# **UPTON TOWN OFFICERS**

## *Appointed by the Board of Selectmen*

### **Aquatic Weed Control Committee**

|                         |                   |
|-------------------------|-------------------|
| James R. Bates, Jr.     | term expires 2016 |
| <b>Charles Pedersen</b> | term expires 2015 |

### **Cable Television Advisory Committee**

|                                   |                   |
|-----------------------------------|-------------------|
| Donald Arthur ( <i>deceased</i> ) | term expires 2015 |
| Richard Hellegers                 | term expires 2016 |
| George Mattingly                  | term expires 2015 |

### **Central Massachusetts Regional Planning Delegate**

|                                     |                   |
|-------------------------------------|-------------------|
| Gary Bohan                          | term expires 2015 |
| James R. Bates Jr. <i>Alternate</i> | term expires 2015 |

### **Community Preservation Committee**

#### **Appointments made per 2003 By-law**

Appointed by the Board of Selectmen

|                    |                   |
|--------------------|-------------------|
| Dave Adams         | term expires 2017 |
| Edward Darragh     | term expires 2015 |
| Richard Desjardins | term expires 2016 |

Appointed by the Conservation Commission

|             |                   |
|-------------|-------------------|
| Chris Scott | term expires 2015 |
|-------------|-------------------|

Appointed by the Historical Commission

|              |                   |
|--------------|-------------------|
| Russell Wood | term expires 2016 |
|--------------|-------------------|

Appointed by the Housing Authority

|                     |                          |
|---------------------|--------------------------|
| <b>Rena Richard</b> | <b>term expires 2014</b> |
|---------------------|--------------------------|

Appointed by the Open Space Committee

|                |                   |
|----------------|-------------------|
| Richard Holmes | term expires 2016 |
|----------------|-------------------|

Appointed by the Planning Board

|            |                   |
|------------|-------------------|
| Paul Carey | term expires 2015 |
|------------|-------------------|

Appointed by the Recreation Commission

|                |                   |
|----------------|-------------------|
| Rich Gazoorian | term expired 2016 |
|----------------|-------------------|

# UPTON TOWN OFFICERS

*Appointed by the Board of Selectmen*

## Conservation Commission

|                                                |                   |
|------------------------------------------------|-------------------|
| Scott Heim                                     | term expires 2015 |
| Sandra Lajoie                                  | term expires 2016 |
| Tom Jango                                      | term expires 2016 |
| Alan Miano                                     | term expires 2015 |
| Mary Overholt <i>Associate Member</i>          | term expires 2017 |
| Michael Penko                                  | term expires 2017 |
| Christine Scott                                | term expires 2017 |
| <b>Marcella Stasa</b>                          | term expires 2016 |
| * M. Denise Smith, <i>Department Assistant</i> |                   |
| ***Matthew J. Selby <i>Conservation Agent</i>  |                   |

## ***Land Stewardship Committee*** Term expires 2015

*Sub-Committee of the Conservation Commission by vote 2/22/2006*

|               |                       |
|---------------|-----------------------|
| Scott J. Heim | <b>Marcella Stasa</b> |
| Mary Overholt | Cathy Taylor          |
| Michael Penko | Bill Taylor           |

## ***Open Space Committee*** Term expires 2015

*Sub-Committee of the Conservation Commission*

|                |                    |
|----------------|--------------------|
| Tom Dodd       | Rick Holmes        |
| Alan Miano     | Mike Penko         |
| Marcella Stasa | <b>Bill Taylor</b> |

## Council for the Aging

|                           |                   |
|---------------------------|-------------------|
| Myra Bigelow              | term expires 2017 |
| Judy Blanchard            | term expires 2016 |
| Annette Castanquay        | term expires 2016 |
| <b>Elizabeth Consigli</b> | term expires 2015 |
| Maria Griffin             | term expires 2016 |
| Bobbi Grenard             | term expires 2017 |
| Judith Katz               | term expires 2017 |
| Richard Provost           | term expires 2017 |
| Grace Wadsworth           | term expires 2017 |

# **UPTON TOWN OFFICERS**

*Appointed by the Board of Selectmen*

## **County Advisory Board Member**

Robert J. Fleming term expires 2015

## **Cultural Council**

Joann Fitts term expires 2016

**Donna Marie Floyd** term expires 2016

Jean Marie Housekeeper term expires 2017

Jennifer Johnson term expires 2015

Julie Johnson term expires 2015

Jodi McGowan term expires 2017

Dawn Piekarski term expires 2017

Shelly Ryan term expires 2015

## **Custodian of Tax Title Properties**

Kenneth W. Glowacki term expires 2015

## **Development & Industrial Commission**

**Harvey J. Trask** term expires 2015

*(2 Vacant)*

## **Disability Affairs Grievance Coordinator**

Janice Read Nowicki term expires 2015

## **Disability Commission**

Karen Intinarelli term expires 2015

Blythe C. Robinson term expires 2016

## **Fire & EMS Advisory Committee**

Chief Aaron Goodale

Anthony Cervasi term expires 2016

**Brian Kemp** term expires 2016

Kerry Stoopack term expires 2016

Jerome Owczarzak term expires 2015

# **UPTON TOWN OFFICERS**

*Appointed by the Board of Selectmen*

## **Forest Fire Warden**

Fire Chief Aaron Goodale                      term expires 2016

## **Historical Commission**

|                 |                   |
|-----------------|-------------------|
| Maureen Byrne   | term expires 2017 |
| Howard Glassman | term expires 2016 |
| Joyce Heywood   | term expires 2015 |
| Ken Picard      | term expires 2016 |
| Cathy Taylor    | term expires 2016 |
| Russell W. Wood | term expires 2015 |

## **Measurer of Wood, Bark and Lumber (*Vacant*)**

## **Municipal Hearing Officer**

Michael E. Goodwin                      term expires 2015

## **Other Post Employment Trust Commissioners**

|                                   |                   |
|-----------------------------------|-------------------|
| Donald Arthur ( <i>deceased</i> ) | term expires 2016 |
| Kenny Costa, Town Accountant      | term expires 2015 |
| Kenneth Glowacki, Treasurer       | term expires 2015 |
| Robert J. Fleming, Chair BOS      | term expires 2015 |

## **Parking Clerk Warrant Officer**

Michael E. Goodwin                      term expires 2015

## **Personnel Board**

|                                              |                   |
|----------------------------------------------|-------------------|
| Debra Amorelli                               | term expires 2016 |
| Robert Carnegie                              | term expires 2016 |
| Michael E. Goodwin                           | term expires 2015 |
| David Scribner                               | term expires 2017 |
| Jane Snyder Gienger                          | term expires 2017 |
| *Erika J. Geyer, <i>Department Assistant</i> |                   |

# **UPTON TOWN OFFICERS**

*Appointed by the Board of Selectmen*

## **Public Weigher's**

*(Vacant)*

*(Vacant)*

## **Registrars of Voters**

Jane Snyder Gienger (R)

term expires 2015

Cynthia Robertson (D)

term expires 2016

Eva Fowler (U)

term expires 2017

Kelly A. McElreath (U)

Ex-Officio Clerk

## **Senior Work-off Program Coordinator**

Janice Read Nowicki

term expires 2015

## **Tree Warden**

Jeffery Thompson

term expires 2015

## **Town Counsel**

Kopelman and Paige, P.C

term expires 2015

## **Town Hall Building Committee**

**Kelly A. McElreath**

term expires 2015  
Michelle Goodwin

Michael Howell

Steven Rakitin

Timothy Tobin

## **Town Manager**

Blythe C. Robinson

Contract

## **Veterans' Graves Director**

Michael E. Goodwin

term expires 2015

## **Veterans' Services Director**

Robin Fletcher

term expires 2017

**UPTON TOWN OFFICERS**  
*Appointed by the Board of Selectmen*

**Water/Wastewater Advisory Committee**  
*(Vacant)*

**Zoning Appeal Board**

|                                               |                   |
|-----------------------------------------------|-------------------|
| Bill Andrews                                  | term expires 2016 |
| Stedman Briggs                                | term expires 2017 |
| <b>Joseph D. Lurie</b>                        | term expires 2015 |
| James R. Bates Jr., <i>Associate member</i>   | term expires 2016 |
| Richard Desjardins, <i>Associate member</i>   | term expires 2017 |
| *M. Denise Smith, <i>Department Assistant</i> |                   |

# **UPTON TOWN OFFICERS**

*Appointed by the Town Manager*

## **Office of the Town Manager**

**Blythe C. Robinson**

|                                  |                  |
|----------------------------------|------------------|
| Executive Assistant              | Sandra J. Hakala |
| Facilities/Custodian             | Paul Marchand    |
| PEGAccess Provider/UCTV Producer | Glenn Fowler     |
| Town Accountant                  | Kenny Costa      |
| Town Accountant Dept. Assistant  | Ann L. Perkins   |

## **Council for the Aging**

**Janice Read Nowicki, Director**

|                             |                 |
|-----------------------------|-----------------|
| Department Specialist       | Karen Varney    |
| Social Services Coordinator | Jessica D'Amato |

## **Code Enforcement**

**Patrick H. Roche, Inspector of Buildings**

|                                   |                   |
|-----------------------------------|-------------------|
| Inspector of Buildings, Assistant | Stephen Johnson   |
| Department Assistant (ZBA)        | M. Denise Smith   |
| Department Coordinator            | Diane Judd        |
| Gas Inspector                     | Walter A. Hopkins |
| Gas Inspector, Assistant          | Thomas E. French  |
| Oil Burner Inspector              | Aaron Goodale     |
| Plumbing Inspector                | Walter A. Hopkins |
| Plumbing Inspector, Assistant     | Thomas E. French  |
| Wiring Director (Inspector)       | John Poirier      |
| Wiring Inspector, Assistant       | David Stanley     |

## **Department Of Public Works**

**Jeffrey F. Thompson, P.E., Director**

|                             |                   |
|-----------------------------|-------------------|
| Department Specialist       | Carol A. Peterson |
| Supervisor of Highways      | John Johnson      |
| Parks Supervisor            | John Johnson      |
| Water/Wastewater Supervisor | Ronald Sansouci   |

# **UPTON TOWN OFFICERS**

*Appointed by the Town Manager*

## **Fire & EMS Department**

**Aaron Goodale, Fire & EMS Chief**

|                               |                  |
|-------------------------------|------------------|
| Assistant Fire Chief          | Michael Marchand |
| Fire Captain                  | Daniel Lazarz    |
| Fire Lieutenant               | Steven Zaloga    |
| Fire Lieutenant               | David Cialdea    |
| Fire Lieutenant               | Bonnie Lopez     |
| Fire Lieutenant               | Shaun Marchand   |
| Firefighter Paramedic         | James Earl       |
| Firefighter Paramedic         | Robert Johnson   |
| EMS Captain                   | Brian F. Kemp    |
| EMS Lieutenant                | Kerry Stoopak    |
| Director Emergency Management | Brian F. Kemp    |
| Trench Permitting Authority   | Aaron Goodale    |
| EMT/Financial Assistant       | Barbara Harris   |

## **Police & Communications Department**

**Michael J. Bradley, Jr., Chief of Police**

### **Police Sergeant**

Alan J. Cyr  
Bruce D. Rivard  
Lisa C. Vass

### **Part time Officers**

Rodney B. Marchand  
Robert J. Miller  
Thomas B. Stockwell

### **Patrol Officer**

Carl A. Ambrosino  
Michael D. Benjamin  
James C. Fleming  
Michael F. Lupachini  
Erik M. Mager  
Nicholas Palmieri  
Isaiah R. Poxon  
Matthew R. Rankins

### **Communications Officer**

Paula Deiana  
Carl E. Hartwick  
Shanna J. Jackman  
Roberta L. Lamothe  
Patrick Sheridan  
Heidi Shultz  
Victoria L. Burnham

# **UPTON TOWN OFFICERS**

*Appointed by the Town Manager*

## **Honorary Police Officers**

James R. Bates

Robert Coffin

Donald R. Keniston

Joanne Kinney

John Lebrun

Henry J. Poirier, Jr.

Bruno Ragaini

## **Department Specialist**

Paula Deiana

*\* Town employee appointments made by the Elected Board.*

*\*\*Finance Committee members are elected and appointed.*

*\*\*\*Contract position appointed by the Town Manager*

Warrants  
&  
Proceedings

## **TOWN OF UPTON / ATM 8 MAY 2014 / WARRANT**

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 in the Gymnasium at the Nipmuc Regional Middle/High School, 90 Pleasant Street, Upton on Tuesday, the fifth-day of May 2014, from Seven o'clock in the morning, until Eight o'clock in the evening, then and there to act on Article 1, and to meet at an adjourned session of the meeting in the Auditorium at said Nipmuc Regional Middle/High School on Thursday, May 8, 2014 punctually at Seven o'clock in the evening, then and there to act on the remaining Articles in the warrant.

**Article 1:** To choose necessary officers for the ensuing year, all to be voted for upon one ballot as follows: Moderator (1 for 1 year);

Board of Selectmen (1 for 3 years); Board of Assessors (1 for 3 years); Mendon Upton Regional School Committee (1 for 3 years); Board of Health (1 for 3 years); Cemetery Commission (1 for 3 years); Library Trustees (3 for 3 years); Recreation Commission (1 for 3 years); Board of Trust Fund Commissioners (1 for 3 years); Planning Board (1 for 5 years); Finance Committee (1 for 3 years); Housing Authority (1 for 5 years).

Justification/Submitted By: Choose Officers for the Ensuing year.

Recommendation: Not Applicable

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

Justification/Submitted By: Town Reports Board of Selectmen

Recommendation: Not Applicable

**Article 3:** 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, Section 108, as amended, and to raise and appropriate, transfer from available unappropriated funds in the Town Treasury, or transfer, such sums as may be necessary to defray expenses of the Town Departments for the ensuing fiscal year; or, to take any other action relative thereto.

Justification/Submitted By: Annual Town Budget/ Board of Selectmen

Recommendation: Favorable Action

**Article 4:** To see if the Town will vote to raise and appropriate, transfer from available unappropriated funds in the Town Treasury, or transfer a sum of money to operate the Water Enterprise Fund as set forth below for the ensuing fiscal year; or, to take any other action thereto. That the following sums be appropriated for the Water Enterprise Fund.

|                  |                       |
|------------------|-----------------------|
| Wages & Salaries | \$ 226,154.00         |
| Expenses         | 320,275.00            |
| Capital Outlay   | 10,000.00             |
| Debt             | 407,476.00            |
| Extra/Unforeseen | 50,000.00             |
| <b>Total</b>     | <b>\$1,013,905.00</b> |

And that **\$1,013,905.00** be raised as follows:

|                     |               |
|---------------------|---------------|
| Department receipts | \$ 747,188.00 |
| Retained Earnings   | 62,979.00     |
| Tax Levy            | 203,738.00*   |
| Free Cash           | -0-           |

\*(NOTE: As appropriated under Article 3)

Justification/Submitted By: Annual budget for the water enterprise fund/  
Board of Selectmen

Recommendation: Favorable Action

**Article 5:** To see if the Town will vote to raise and appropriate, transfer from available unappropriated funds in the Town Treasury, or transfer a sum of money to operate the Waste Water Enterprise Fund as set forth below for the ensuing fiscal year; or, to take any other action thereto. That the following sums be appropriated for the Waste Water Enterprise Fund.

|                  |                      |
|------------------|----------------------|
| Wage & Salaries  | \$ 203,948.00        |
| Expenses         | 261,374.00           |
| Capital Outlay   | -0-                  |
| Debt             | 253,074.00           |
| Extra/Unforeseen | 30,000.00            |
| <b>Total</b>     | <b>\$ 748,396.00</b> |

And that **\$748,396.00** be raised as follows:

|                     |              |
|---------------------|--------------|
| Department receipts | \$532,925.00 |
| Retained Earnings   | 30,000.00    |
| Tax levy            | 126,537.00*  |

58,934.00

Free cash

-0-

\*(NOTE: As appropriated under Article 3)

Justification/Submitted By: Annual budget for the waste water enterprise fund/ Board of Selectmen

Recommendation: Favorable Action

**Article 6:** To see if the Town will vote to raise and appropriate, appropriate from

available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Four hundred thirty-seven thousand, eighty hundred fifteen dollars (\$437,815.00), or any other sum, in conformity with M.G.L. Chapter 32, Section 22(7) (c) (ii) of the General Laws relative to the Pension, Expense, Worker's Compensation, and Military Service Funds of the Worcester Regional Retirement System for the fiscal year; or, to take any other action relative thereto.

Funding to meet the Town's

Justification/Submitted By: obligations to the Regional Retirement System/ Board of Selectmen

Recommendation: Favorable Action

**Article 7:** To see if the Town will vote to establish the following revolving funds in accordance with M.G.L., Chapter 44, § 53E ½:

A. Conservation Commission "Wetland By-Law Fund" – the purpose of which will be to pay costs associated with reviewing Wetlands Filings, processing Certificates of Compliance, and providing for related operating expenses and essential functions of the Conservation Commission. Monies to be deposited into this fund shall be fees collected from filings made under the Town of Upton Wetlands By-Law. Expenditures from this fund shall be authorized by the chairperson of the Conservation Commission and be limited to Twenty thousand dollars (\$20,000.00) for fiscal year 2015;

B. Board of Health "Curbside Bulk Items Fund" - the purpose of this fund shall be to pay the cost of removing residential bulk items through curbside pick-up. Monies to be deposited into this fund shall be fees collected for the removal of bulk items. Expenditures from this fund shall

be authorized by the chairperson of the Board of Health, and be limited to Ten thousand dollars (\$10,000.00) for fiscal year 2015;

C. Upton Town Library – the purpose of this fund shall be to replace items lost or damaged by those who borrow materials, to replace items used in activities for which a fee is paid and to purchase new materials and equipment. Monies to be deposited into this fund shall be fees and fines paid for lost or damaged materials, for overdue books, for use of the fax, copier and printing facilities, and for purchase of used library materials. Expenditures from this fund shall be authorized by the Library Director, with the approval of the Library Board of Trustees, and be limited to Six thousand dollars (\$6,000.00) for fiscal year 2015;

D. Council on Aging Fund - the purpose of this fund will be to provide programming for the elderly of Upton as administered through the Senior Center and the Council on Aging. Monies to be deposited in this fund shall be fees and charges for Senior Center and Council on Aging programs. The Director of the

Upton Council on Aging, with the approval of the Council on Aging, shall be authorized to expend from this fund and be limited to Ten thousand dollars (\$10,000.00) for fiscal year 2015;

E. Recreation Commission Revolving Account – the purpose of this fund will be to collect fees for, and to fund all operating expenses of the various Recreation Programs administered by the Recreation Commission. Monies to be deposited into this fund shall be fees and other receipts collected in connection with such Recreation Programs. Expenditures from this fund shall be authorized by the chairperson of the Recreation Commission, and be limited to One hundred sixty-two thousand dollars (\$162,000.00) for fiscal year 2015;

F. Conservation Commission “Storm Water By-Law Fund” – the purpose of which will be to pay costs associated with reviewing Storm Water Bylaw applications and related operating expenses and essential functions of the Conservation Commission. Monies to be deposited into this fund shall be fees collected from filings made under the Town of Upton Storm Water Management By- Law. Expenditures from this fund shall be authorized by the chairperson of the Conservation Commission and be limited to seven thousand dollars (\$7,000.00) for fiscal year 2015;

provided further that any funds remaining in the revolving fund at the end of fiscal year 2014 shall be retained by said fund;

G. Upton Land Stewardship Committee “Community Garden Fund”- the purpose of which will be to pay costs associated with maintenance, upgrades, further expansion and related operating expenses for the Upton Community Garden. Monies to be deposited into this fund shall be fees and other receipts collected for use of such Garden, including fees from participating gardeners. Expenditures from this fund shall be authorized by the chairperson of the Land Stewardship Committee and be limited to two thousand dollars (\$2,000.00) for fiscal year 2015;

H. Land Stewardship Committee “Land Stewardship Fund” – the purpose of this fund shall be to pay costs associated with management of conservation areas and open space parcels owned by the Town, to include, preparation of forestry and land stewardship plans, habitat management, trail development and maintenance, installation and maintenance of parking areas, bridges, boardwalks, fences, kiosks, and signage, and snow removal from parking areas. Monies to be deposited into this fund shall be fees and other receipts received in connection with the sale and harvest of timber and other agricultural or forestry products derived from properties managed by the Land Stewardship Committee. Expenditures from this fund shall be authorized by the chairperson of the Land Stewardship Committee and be limited to Five thousand dollars (\$5,000.00) for fiscal year 2015; or, take any other action relative thereto.

Justification/Submitted By: Approve Revolving Funds for various activities.

Recommendation: Favorable Action

**Article 8:** 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 fiscal year 2015, and to authorize the Board of Selectmen 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 Board of Selectmen, to borrow in

anticipation of 100% reimbursement of said amounts; or, to take any other action relative thereto.

Justification/Submitted By: Annual Road repair appropriation from the State/Board of Selectmen

Recommendation: Favorable Action

**Article 9:** To see if the Town will vote to approve the total \$2.9 million debt authorized by the Blackstone Valley Vocational Regional School District School Committee on April 17, 2014 for costs of adding to, equipping, reconstructing and making extraordinary repairs to the regional school, including all costs incidental and related thereto, with the Town's apportioned share of debt payments computed in accordance with the Regional Agreement and commencing in Fiscal Year 2016; or, to take any other action relative thereto.

Justification/Submitted By: To approve a \$2.9 debt obligation to renovate BVT school and pay Upton's share of the cost of that project/BVT School Committee

Recommendation: Favorable Action

**Article 10:** To see if the Town will authorize the Board of Selectmen to petition the General Court for special legislation changing the position of Treasurer/Collector from elected to appointed, with the proviso that the elected Treasurer/Collector holding office on the effective date of such legislation would serve as the first appointed Treasurer/Collector through the period equivalent to the remainder of the unexpired term; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approve amendments to the bill before enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition; or, to take any other action relative thereto.

The complete text of the proposed special legislation is available at the Offices of the Town Clerk and the Board of Selectmen.

Justification/Submitted By: To change the position of Treasurer Collector from an elected position to an appointed position/Board of Selectmen

**Article 11:** To see if the Town will vote to amend the Town of Upton Personnel Bylaws, by inserting a new section, Section X, Compensation of Elected Officials, establishing parameters for the salaries of elected officials; or, to take any other action relative thereto. The complete text of the proposed bylaw is available for review at the Office of the Town Clerk.

Justification/Submitted By: To set the annual salaries of certain elected officials/Personnel Board

Recommendation: Favorable Action

**Article 12:** To see if the Town will vote to amend the provisions of the Town of Upton Bylaws, Title 2, Chapter 8, Finance Committee, Section #1 by reducing the number of members from nine (9) to five (5), with two members to be appointed by the Moderator, two by the Board of Selectmen, and one to be elected, the purpose of which amendment is to adjust the size of the committee to facilitate the workload now required; or, to take any other action relative thereto.

The complete text of the proposed by-law is available for review at the Office of the Town Clerk.

Justification/Submitted By: To reduce the size of the Finance Committee from nine to five members, two to be appointed by the Selectmen and the Moderator, and one elected/Finance Committee

Recommendation: Favorable Action

**Article 13:** To see if the Town will vote to amend the Town of Upton General Bylaws, by inserting in Title 2, Chapter 2 a new Section 11, for the purpose allowing the Chief Procurement Officer to enter into contracts for longer than three years, specifically: “The Chief Procurement Officer is authorized to enter into contracts, leases, and other agreements for terms in excess of three years provided that said contracts, leases or other agreements for terms in excess of three years are ratified by a majority vote of the Board of Selectmen”; or, to take any other action relative thereto.

Justification/Submitted By: To allow the Chief Procurement Officer to enter into contracts for longer than three years when it is advantageous to the Town to do so/Board of Selectmen

Recommendation: Favorable Action

**Article 14:** To see if the Town will vote pursuant to M.G.L. Chapter 40A, Section 5 to amend the Zoning Bylaws by adding “Medical Marijuana Treatment Centers” to Section 3.1, Table of Principal Uses, and to Section 10, Definitions; or, to take any other action relative thereto. The complete text of the proposed Bylaw amendment is available for review at the Office of the Town Clerk.

Justification/Submitted By: To amend the zoning bylaws to address the State’s Medical Marijuana law/Planning Board

Recommendation: Favorable Action

**Article 15:** To see if the Town will vote pursuant to M.G.L. Chapter 40A, Section 5 to amend the Zoning Bylaws by inserting a new section, Section 6.6, Large- Scale Ground-Mounted Solar Photovoltaic Installations; and to make Site Plan Review under Section 9.4 applicable to such installations by inserting a new subsection to Section 9.4.1, Applicability, and to add the new Section 6.6 to the Table of Contents; or, to take any other action relative thereto. The complete text of the proposed bylaw amendment is available for review at the Office of the Town Clerk.

Justification/Submitted By: To amend the zoning bylaws to address solar photovoltaic installations/Green Community Committee, Planning Board

Justification/Submitted By: Favorable Action

**Article 16:** To see if the Town will vote to adopt the “Stretch Energy Code” found in Appendix 115.AA of the Massachusetts Building Code, 780 CMR, including future editions, amendments or modifications thereto, with a concurrency start date of January 1, 2015 and a sole effective date of July 1, 2015; and in connection therewith, to amend the General Bylaws, Title 3, Land Use, by adopting a new bylaw, Chapter 6, entitled, “Stretch Energy Code”, for such purposes, a copy of which is available for review at the Office of the Town Clerk; or take any other action relative thereto. The complete text of the proposed bylaw amendment is available for review at the Office of the Town Clerk.

Justification/Submitted By: To adopt the Stretch Energy Code, one of the requirements to become a “Green Community”, and further, to adopt a Stretch Energy Code Bylaw./Green Community Committee

**Article 17:** To see if the Town will vote to amend the vote taken under Article 3 of the May 9, 2013 Annual Town Meeting appropriating the fiscal year 2014 budget to make supplemental appropriations for the remainder of fiscal year 2014 for the purposes set forth below; and as funding therefor, to appropriate from available unappropriated funds in the Town Treasury, or transfer from Overlay Surplus or otherwise the total sum of One hundred forty-nine thousand five hundred dollars (\$149,500.00): a. Snow Removal Account (#01-423-5400-5535) - the sum of One hundred thirty-two thousand dollars (\$132,000.00) or any other sum; b. Waste Removal Curbside Services (#01-433-5200-5296) – the sum of Seventeen thousand five hundred dollars (\$17,500.00), or any other sum; or, to take any other action relative thereto.

Justification/Submitted By: To make transfers among accounts in the FY 2014 budget year to reconcile shortfalls in appropriations or unforeseen expenses/Board of Selectmen

Justification/Submitted By: Favorable Action

**Article 18:** To see if the Town will vote to act on the report of the Community Preservation Committee on the fiscal year 2015 community preservation budget, and to appropriate the sum of Ten thousand dollars (\$10,000.00) from the Community Preservation Fund fiscal year 2015 estimated annual revenues to the Community Preservation Committee Administrative Expense Account (#24-300-3249-1000) for all necessary and proper administrative expenses of the Committee for fiscal year 2015; or, to take any other action relative thereto.

Justification/Submitted By: To appropriate revenues received in FY 2015 into the Administrative Expense Account/Community Preservation Committee

Recommendation: Favorable Action

**Article 19:** To see if the Town will vote to transfer from the Community Preservation Fund - Undesignated Account (24-300-3590-1000) sums

equal to not less than 10% of the Community Preservation Fund FY2014 estimated annual revenues to the following Community Preservation Fund accounts to meet the requirements of M.G.L. c.44B, §6: Historic Resources Account (\$65,000.00) Open Space Account (\$65,000.00), Community Housing Account (\$65,000.00); or, to take any other action relative thereto.

Justification/Submitted By: To set aside 10% of CPC annual revenues into accounts for FY2014/Community Preservation Committee

Recommendation: Favorable Action

**Article 20:** To see if the Town will vote to transfer the sum of Eighty-eight thousand one hundred twenty-five dollars (\$88,125.00) from the Community Preservation Fund – Undesignated Account (24-300-3590-1000) for restoration and rehabilitation of land for recreational purposes, specifically for the replacement of the basketball and tennis courts at Kiwanis Beach including the surface, baskets, poles, netting, fencing, including all costs incidental and related thereto, to be completed under the supervision of the Recreation Commission, such project to be completed within three years; or, to take any other action relative thereto.

Justification/Submitted By: To replace the basketball and tennis courts at Kiwanis Beach/Recreation Commission

Recommendation: Favorable Action

**Article 21:** To see if the Town will vote to transfer the sum of Twelve thousand five hundred dollars (\$12,500.00) from the Community Preservation Fund – Undesignated Account (24-300-3590-1000) for restoration and rehabilitation of land for recreational purposes, specifically for the purchase of survey and site engineering necessary to prepare for the future installation of a new parking lot adjacent to the upper field at Kiwanis Beach, to be completed under the supervision of the Recreation Commission, such project to be completed within three years; or, to take any other action relative thereto.

Justification/Submitted By: To conduct survey and engineering work to prepare for future installation of a new parking lot at Kiwanis Beach/Recreation Commission

Recommendation: Favorable Action

**Article 22:** To see if the Town will vote to transfer the sum of Sixteen thousand six hundred two dollars (\$16,602.00) from the Community Preservation Fund – Undesignated Account (24-300-3590-1000) for restoration and rehabilitation of land for recreational purposes, specifically to:

- a. Install a slab under the pavilion, as well as lights, outlets, and a speaker and paging system, all at Kiwanis Beach;
- b. Install a storage shed for recreation equipment at Leland Field;
- c. Install four additional cameras at Kiwanis Beach adjacent to the basketball/tennis courts and upper field; to be completed under the supervision of the Recreation Commission, such project to be completed within three years; or, to take any other action relative thereto.

Justification/Submitted By: To make various improvements to recreational facilities at Kiwanis Beach and Leland Field/Recreation Commission

Recommendation: Favorable Action

**Article 23:** To see if the Town will vote to transfer the sum of Twenty thousand dollars (\$20,000.00) from the Community Preservation Fund – Historic Resources Reserve Account (24-300-3242-1000) for the preservation of the Historic First Cemetery off Grove Street,, specifically for the removal of trees that are in poor condition and require removal in connection with work to restore damaged cemetery structures, to be completed under the supervision of the Public Works Department, such project to be completed within three years; or, to take any other action relative thereto.

Justification/Submitted By: To fund the removal of trees at the Town's First Cemetery off Grove Street/Historical Commission

Justification/Submitted By: Favorable Action

**Article 24:** To see if the Town will vote to appropriate the sum of Three-hundred and Sixty-five Thousand dollars (\$365,000.00) or any other sum, to purchase and equip a 2000 Platform Quint Fire Apparatus, and, to authorize the Treasurer, with the approval of the Board of Selectmen to borrow said sum pursuant to G.L. c.44, 7 or any other enabling authority and issue bonds and notes therefor; and further, to raise and appropriate,

appropriate from available unappropriated funds in the Town Treasury, or transfer the sum of Fifty-five thousand and Five hundred dollars (\$55,500.00) or any other sum, for the principal and interest due in FY2015; or, to take any other action relative thereto.

Justification/Submitted By: To purchase a Year 2000 Platform Quint Fire Apparatus to replace Engine #2 and Ladder #1/Board of Selectmen

Recommendation: Favorable Action

**Article 25:** To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, transfer from Overlay Surplus or the General Stabilization Fund or otherwise, or borrow the sum of One hundred thousand dollars (\$100,000.00) or any other sum, to be added to that approved under Article 23 of the May 9, 2013 Annual Town Meeting, for the renovation of the exterior of the Upton Police Station, including but not limited to repair of exterior foam insulation system (EFIS), window repairs, replacement doors, and concrete and walkway repairs, including all costs incidental and related thereto; or, to take any other action relative thereto.

Justification/Submitted By: To appropriate additional funds for the exterior renovations of the Police Station (bids will be received on April 23, 2014) and provide a contingency for unforeseen conditions/Board of Selectmen

Recommendation: To be Determined

**Article 26:** To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow, the sum of Fifteen thousand dollars (\$15,000.00), or any other sum, for the purposes of complying with the Phase II National Pollutant Discharge Elimination System (NPDES) Storm Water Program to address, evaluate, and monitor storm water discharges from the Town's existing small municipal separate storm sewer systems (MS4s), including all costs incidental and related thereto. The Phase II NPDES storm water requirements are mandated by the United States Environmental Protection Agency and the Massachusetts Department of Environmental Protection; or, to take any other action relative thereto.

Justification/Submitted By: To comply with DEP mandated storm water management regulations/Board of Selectmen

Recommendation: Favorable Action

**Article 27:** To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Forty five thousand dollars (\$45,000.00), or any other sum, for the purchase and equipping of a used Oshkosh truck including shipping costs to Upton and the purchase of any related equipment required to retrofit it for use in snow plowing operations; or, to take any other action relative thereto.

Justification/Submitted By: To purchase a used Oshkosh truck, transport it to Upton and make any related retrofits suitable for winter plowing operations/Board of Selectmen

Recommendation: Favorable Action

**Article 28:** To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Fourteen thousand dollars (\$14,000.00), or any other sum, to purchase a sixty inch field mower for maintenance of the Town's recreation fields and grassed areas; or, to take any other action relative thereto.

Justification/Submitted By: To purchase a mower to replace a similar model that is 9 years old and heavily worn/Board of Selectmen

Recommendation: Favorable Action

**Article 29:** To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Eleven thousand nine hundred dollars (\$11,900.00), or any other sum, for the purchase of equipment required to maintain the cemetery including a weed trimmer, backpack blower, standing mower, frost remover and replacement signage; or, to take any other action relative thereto.

Justification/Submitted By: To purchase equipment to be used by the DPW for the care and maintenance of the Town's cemeteries/Board of Selectmen

Recommendation: Favorable Action

**Article 30:** To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Ten thousand dollars (\$10,000.00), or any other sum, to purchase various roadway signs that meet the Federal Highway Administration's Minimum Maintained Sign Retroreflectivity Standard from the 2009 Manual on Uniform Traffic Control Devices; or, to take any other action relative thereto.

Justification/Submitted By: To begin implementation of a roadway sign replacement program in accordance with State mandates/Board of Selectmen

Recommendation: Favorable Action

**Article 31:** To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer from Water Retained Earnings or otherwise, or borrow the sum of Twenty five thousand dollars (\$25,000.00), or any other sum, to remove and dispose of existing asbestos cement pipe and purchase replacement water pipe and related equipment all in connection with the replacement of the water main in Warren Street adjacent to the Town Hall; or, to take any other action relative thereto.

Justification/Submitted By: To remove and dispose of the existing asbestos cement pipe in Warren Street and replace it with ductile iron in conjunction with the renovation of the Town Hall project/Board of Selectmen

Recommendation: Favorable Action

**Article 32:** To see if the Town will vote to authorize the Board of Library Trustees of the Upton Town Library to apply for, accept, and expend any state grants which may be available for a library building planning and design project, or, to take any other action relative thereto.

Justification/Submitted By: To authorize the Library to apply for and accept a grant to conduct a feasibility study for a new facility/Library Trustees

Recommendation: Favorable Action

**Article 33:** To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of Sixty-six thousand dollars (\$66,000.00) or any other sum, to plan and design a new library facility for the Upton Town Library, and all costs incidental and related thereto, provided that the funds appropriated hereunder shall not be expended unless a provisional grant award is made or allotted to the Town of Upton by the Massachusetts Board of Library Commissioners under the Public Library Construction Program 2013-2014 Planning and Design Grant program or from other state or federal aid to libraries programs, and to authorize the Board of Library Trustees of the Upton Town Library to proceed with a feasibility study to examine the options for expanding and renovating its current library building, building a new library facility, or purchasing and renovating an existing building into a new library facility, or, to take any other action relative thereto.

Justification/Submitted By: To conduct feasibility study for a new library funded by a grant from the State and Town revenues/ Library Trustees

Recommendation: Favorable Action

**Article 34:** To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Twenty five thousand dollars (\$25,000.00), 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 45 to fund the Town's future obligations for the cost of other post-employment benefits identified by the GASB 45 Report; or, to take any other action relative thereto.

Justification/Submitted By: To add monies to the trust fund to meet the Town's future OPEB obligations/Board of Selectmen

Recommendation: Favorable Action

**Article 35:** To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Eighteen thousand dollars (\$18,000.00), or

any other sum, for the revaluation to be performed by the Board of Assessors; or, to take any other action relative thereto.

Justification/Submitted By: To appropriate funds for the triennial revaluation process/Board of Assessors

Recommendation: Favorable Action

**Article 36:** To see if the Town will vote to transfer, for the purpose conducting title research on owner unknown parcels to be identified by the Board of Assessors the sum of Six thousand dollars (\$6,000) from Overlay Surplus; or, to take any other action relative thereto.

Justification/Submitted By: To expend overlay surplus funds to perform research and determine the ownership of 10 parcels so that tax bills may be issued/Board of Assessors

Recommendation: Favorable Action

**Article 37:** To see if the Town will vote to transfer, for the purpose of covering actual Overlay account deficits for fiscal years 2005 - 2007, the total sum of Eight thousand two hundred seventy-four dollars and fifty-six cents (\$8,274.56) from Overlay Surplus; or, to take any other action relative thereto.

Justification/Submitted By: To appropriate overlay surplus funds to cover deficits in personal property taxes in prior fiscal years/Board of Assessors

Recommendation: Favorable Action

**Article 38:** To see if the Town will vote to set Fifteen thousand dollars (\$15,000.00) as the maximum spending limit for fiscal year 2015 expenditures for the "Senior Work Off" Program, which program allows senior citizens to work for the Town in exchange for credit on annual property tax assessments; or, to take any other action relative thereto.

Justification/Submitted By: To set a limit of expenditure for this program at \$15,000.00/Board of Assessors

Recommendation: Favorable Action

**Article 39:** To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow, the sum of Three hundred thousand dollars

(\$300,000.00), 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; or, to take any other action relative thereto.

Justification/Submitted By: To provide for supplemental funding to address road repairs as called for in the Town's pavement management plan/Board of Selectmen

Recommendation: Favorable Action

**Article 40:** To see if the Town will vote pursuant to M.G.L. Chapter 40, Section 5B to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer from Overlay Surplus or otherwise, or borrow the sum of Fifty thousand dollars (\$50,000.00), or any other sum, to the Capital Stabilization Fund; or, take any other action relative thereto.

Justification/Submitted By: To transfer overlay surplus into the Capital Stabilization Fund/Board of Selectmen

Recommendation: To Be Determined

**Article 41:** To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow, the sum of Twenty thousand dollars (\$20,000.00), or any other sum, to the Finance Committee Reserve Account, said amount to be expended in accordance with M.G.L. Chapter 40, §6; or, to take any other action relative thereto.

Justification/Submitted By: To provide for the Finance Committee Reserve Fund

Account/Finance Committee

Recommendation: Favorable Action

## PROCEEDINGS OF ANNUAL TOWN ELECTION

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May 5, 2014

At 6:55 am, Judith McGee and Seema Kenney, Election Clerks called the meeting to order with the reading of the Warrant. Rena Richard, Warden, declared the polls open at 7:00 am.

Throughout the day, election clerks on duty at the check-in table for precinct one were Agnita Knott, Joan Varney, Ida Jette and Kathy Langin. Elections clerks on duty at the check-in table for precinct two were Richard Robinson, Joan Burrill, Kathy Ramsey and Elaine Picard. Carol Owczarzak, Nancy Page, Donna Desjardins, Robyn Sharp, Madeline Smith were on duty at the checkout table for precinct one throughout the day. Also, Betty Consigli, Harriet Fougere, Lynne Gruber and Mary Bradford were on duty at the checkout table for precinct two throughout the day.

At 8:01 pm the results of the election were printed from each of the two Accu-Vote tabulation machines. There were 282 votes (159 for precinct one and 123 for precinct two).

The following are the results of the election:

\*\*\*Indicates Incumbent

### **Moderator, 1 year**

|                                        |     |
|----------------------------------------|-----|
| Blank                                  | 20  |
| <b>**David C. Loeper, 18 Nelson St</b> | 262 |
| Write in                               | 0   |

### **Selectmen, 3 years**

|                                       |     |
|---------------------------------------|-----|
| Blank                                 | 40  |
| <b>**James A Brochu, 17 Warren Rd</b> | 242 |
| Write In                              | 0   |

### **Assessor of Taxes, 3 years**

|                                            |     |
|--------------------------------------------|-----|
| Blank                                      | 41  |
| <b>**Teresa A Ambrosino, 104 Warren St</b> | 241 |
| Write In                                   | 0   |

**Mendon Upton Regional School Committee, 3 years**

|                                          |     |
|------------------------------------------|-----|
| Blanks                                   | 57  |
| <b>**Philip J. Dezutter, 177 East St</b> | 223 |
| Other - Write In                         | 2   |

**Cemetery Commission, 3 years**

|                              |     |
|------------------------------|-----|
| Blanks                       | 208 |
| <b>Joe McMahon, write in</b> | 56  |
| Other, Write In              | 18  |

**Board of Health, 3 years**

|                                           |     |
|-------------------------------------------|-----|
| Blanks                                    | 39  |
| <b>**Richard Desjardins, 36 Brooks St</b> | 240 |
| Write In                                  | 3   |

**Recreation Commission, 3 years**

|                                            |     |
|--------------------------------------------|-----|
| Blanks                                     | 41  |
| <b>**Richard Gazoorian, 5 Briarwood Ln</b> | 241 |
| Write In                                   | 0   |

**Trustee of Public Library, 3 for 3 years**

|                                             |     |
|---------------------------------------------|-----|
| Blanks                                      | 169 |
| <b>**Charlotte L. Carr, 20 Goss Pond Rd</b> | 232 |
| <b>**Frances R Gustman, 41 Pearl St</b>     | 218 |
| <b>**C John Minnucci, 20 Eames Rd</b>       | 225 |
| Other Write In                              | 2   |

**Planning Board, 5 years**

|                                        |     |
|----------------------------------------|-----|
| Blanks                                 | 45  |
| <b>**Paul W. Carey, 6 Ephraims Way</b> | 237 |
| Write In                               | 0   |

**Finance Committee, 3 years**

|                                    |     |
|------------------------------------|-----|
| Blanks                             | 254 |
| <b>Angelica Thompson, Write In</b> | 17  |

|                                             |     |
|---------------------------------------------|-----|
| Other Write In                              | 11  |
| <b>Trust Funds Commissioner, 3 years</b>    |     |
| Blanks                                      | 253 |
| <b>Steve McCaw, Write In</b>                | 18  |
| Other Write In                              | 11  |
| <b>Upton Housing Authority, 5 yrs</b>       |     |
| Blanks                                      | 42  |
| <b>**Richard P Kennedy, 55 West Main St</b> | 240 |
| Write In                                    | 0   |

The total number of ballots voted was 282 out of 5,035, (4,627 active, 408 inactive) (5.6% turnout). This included 18 absentee ballots. Warden Rena Richard read the official results of the election at 8:15 pm. The used and unused ballots were sealed in separate containers and returned to the temporary Town Hall at 8:30 pm.

Attest:

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Kelly A. McElreath  
Town Clerk

**CERTIFICATION OF PROCEEDINGS  
THE COMMONWEALTH OF MASSACHUSETTS  
TOWN OF UPTON  
ADJOURNED ANNUAL TOWN MEETING  
May 8, 2014**

Called to order at 7:00 pm by Moderator David Loeper.

During this meeting, 175 voters were checked in to the Nipmuc Regional Middle/High School by Tracey Tardy and M. Denise Smith, meeting the necessary quorum of 40 voters.

Robert Fleming, Chairman of the Board of Selectmen, addressed the voters. The Pledge of Allegiance was recited and a moment of silence was offered for the residents who have passed away over the past year and for the soldiers fighting overseas.

By unanimous vote, guests present were Liz Pavao, Interim Accountant; Lauren Goldberg, Town Counsel; Michelle Sanford, Town Crier; Michael Gleason, Milford Daily News; Jay Byer & Superintendent Joe Maruszczak, M/U Regional School; Dr. Michael Fitzpatrick, BVT; Janice Nowicki, COA Director; Matthew Bachtold, Library Director; Robin Fletcher, Veterans Agent; Dave Runyan, Fire/EMS; Paul Marchand, Michael Berry, Consultant Stretch Code; Jasmine & Sean Duffy, Robert Zdanis, Brian Tetreault, Monica Broni.

**Unanimous Consent:** Upon motion of James Brochu, it was moved the Town vote by unanimous consent the following articles that have not been requested "hold"; those [consent calendar] articles being: 2, 6, 7, 8, 18, 26, 35, 38 and 41.

**The Moderator declared the motion carried unanimously**

**Town Reports**

**ARTICLE 2: Unanimous consent** the Town vote to accept the reports of all Town Officers and Appointed Committees, as printed in 2013 Town Report, with the Exception of the Finance

Committee Report which will be addressed in Article three (3) of this Warrant.

### **FY2015 Budget**

**ARTICLE 3:** Upon motion of Ken Picard, it was moved the Town vote to fix the salaries and compensation of all officers of the Town as provided by Chapter 41, Section 108, M.G.L. as amended, and to raise and appropriate \$18,345,649.00 as necessary to defray expenses of the Town Departments for the ensuing year, as set forth in the document entitled “Finance Committee Report, Town of Upton, Massachusetts, Fiscal Year 2015 Budget Recommendation” for all those items not requested “hold”, and as amended, if applicable, by vote of Town Meeting for those items requested “hold”.

Favorable recommendation from Finance Committee

Line Items Held: #148, and #344

### **The Moderator declared the motion carried unanimously**

Line Items #148, and #344 were motioned individually and the Moderator declared each line item carried unanimously

**Please see the budget at the end of the Proceedings.**

### **Water Enterprise Fund**

**ARTICLE 4:** Upon motion of Jeff Thompson, it was voted the Town vote to approved Article 4 as printed in the warrant.

*Printed in Warrant:* To see if the Town will vote to raise and appropriate, transfer from available unappropriated funds in the Town Treasury, or transfer a sum of money to operate the Water Enterprise Fund for the ensuing fiscal year, or, to take any other action thereon.

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

|                  |              |
|------------------|--------------|
| Wages & Salaries | \$226,154.00 |
| Expenses         | 320,275.00   |
| Capital Outla    | 10,000.00    |
| Debt             | 407,476.00   |
| Extra/Unforeseen | 50,000.00    |

Total \$1,013,905

And that \$1,013,905.00 be raised as follows:

|                     |               |
|---------------------|---------------|
| Department receipts | \$ 747,188.00 |
| Retained Earnings   | 62,979.00     |
| Tax Levy            | 203,738.00*   |
| Free Cash           | -0-           |

\*(NOTE: As appropriated under Article 3)

Favorable recommendation from Finance Committee

**The Moderator declared the motion carried unanimously**

### **Wastewater Enterprise Fund**

**ARTICLE 5:** Upon motion of Jeff Thompson, it was voted the Town vote to approved Article 5 as printed in the warrant.

*Printed in Warrant:* To see if the Town will vote to raise and appropriate, transfer from available unappropriated funds in the Town Treasury, or transfer a sum of money to operate the Waste Water Enterprise Fund for the ensuing fiscal year, or, to take any other action thereon.

That the following sums be appropriated for the Waste Water Enterprise Fund.

|                 |              |
|-----------------|--------------|
| Wage & Salaries | \$203,948.00 |
| Expenses        | 261,374.00   |
| Capital Outlay  | -0-          |
| Debt            | 253,074.00   |

|                  |               |
|------------------|---------------|
| Extra/Unforeseen | 30,000.00     |
| Total            | \$ 748,396.00 |

And that \$748,396.00 be raised as follows:

|                     |             |
|---------------------|-------------|
| Department receipts | 532,925.00  |
| Retained Earnings   | 30,000.00   |
| Tax levy            | 126,537.00* |
|                     | 58,934.00   |
| Free cash           | -0-         |

\*(NOTE: As appropriated under Article 3)  
Favorable recommendation from Finance Committee

**The Moderator declared the motion carried unanimously**

### **Pension Funding**

**ARTICLE 6: Unanimous consent** the Town vote to raise and appropriate the sum of Four hundred thirty-seven thousand, eight hundred fifteen dollars (\$437,815.00) in conformity with M.G.L. Chapter 32, Section 22(7)(c)(ii) of the General Laws relative to the Pension, Expense, Worker’s Compensation, and Military Service Funds of the Worcester Regional Retirement System for the fiscal year 2015.

### **Revolving Funds**

**ARTICLE 7: Unanimous consent** the Town vote to establish the following revolving funds, all as printed in the warrant: Wetland By-law Fund, Curbside Bulk Items Fund, Upton Town Library Fund, Council on Aging Fund, Recreation Commission Revolving Account, Conservation Commission Storm Water By-Law Fund, Land Stewardship Committee Community Garden Fund and Land Stewardship Land Stewardship Fund.

## **Chapter 90**

**ARTICLE 8:** **Unanimous consent** the Town 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. c.90 or under any other state roadway reimbursement programs for fiscal year 2015, and to authorize the Board of Selectmen 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 Board of Selectmen, to borrow in anticipation of 100% reimbursement of said amounts.

## **BVT Expansion**

**ARTICLE 9:** Upon motion of Diana Pedersen, it was moved the Town vote to approve the total \$2.9 million debt authorized by the Blackstone Valley Vocational Regional School District School Committee on April 17, 2014 for costs of adding to, equipping, reconstructing and making extraordinary repairs to the regional school, including all costs incidental and related thereto, with the Town's apportioned share of debt payments computed in accordance with the Regional Agreement and commencing in Fiscal Year 2016.

Favorable recommendation from Finance Committee and Capital Budget Committee

**The Moderator declared the motion carried by majority**

## **Treasurer/Collector Position Appointed**

**ARTICLE 10:** Upon motion of Ken Picard, it was moved the Town authorize Board of Selectmen to petition the General Court for special legislation as set forth in the handout entitled "Town of Upton, Text of Various Warrant Articles, Article 10"; provided, however, that the General

Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approve amendments to the bill before enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition.

**The Moderator declared the motion lost**

**Personnel Bylaw – Elected Officials Compensation**

**ARTICLE 11:** Upon motion of David Scribner, it was moved the Town vote to amend the Town of Upton Personnel Bylaws, as set forth in the handout entitled “Town of Upton, Text of Various Warrant Articles, Article 11”.

**The Moderator declared the motion carried by majority**

**Finance Committee Bylaw Restructure**

**ARTICLE 12:** Upon motion of Paul Flaherty, it was moved the Town amend the provisions of the Town of Upton Bylaws, Title 2, Chapter 8, Finance Committee, Section #1 as set forth in the handout entitled “Town of Upton, Text of Various Warrant Articles, Article 12”.

**The Moderator declared the motion carried by majority**

**Chief Procurement Officer – Contracts > 3 years**

**ARTICLE 13:** Upon motion of Robert Fleming, it was moved the Town vote to amend the Town of Upton General Bylaws, by inserting in Title 2, Chapter 2 a new Section 11, as set forth in the warrant.

*Printed in Warrant:* To see if the Town will vote to amend the Town of Upton General Bylaws, by inserting in Title 2,

Chapter 2 a new Section 11, for the purpose allowing the Chief Procurement Officer to enter into contracts for longer than three years, specifically:

“The Chief Procurement Officer is authorized to enter into contracts, leases, and other agreements for terms in excess of three years provided that said contracts, leases or other agreements for terms in excess of three years are ratified by a majority vote of the Board of Selectmen”; or, to take any other action relative thereto

**The Moderator declared the motion carried unanimously**

**Zoning Bylaw – Marijuana Treatment Centers**

**ARTICLE 14:** Upon motion of Gary Bohan, it was moved the Town vote to pursuant to M.G.L. Chapter 40A, Section 5 to amend the Zoning Bylaws as set forth in the handout entitled “Town of Upton, Text of Various Warrant Articles, Article 14”.

Moderator declared this needs a 2/3 majority

Favorable recommendation from Planning Board

**The Moderator declared the motion lost**

**Zoning Bylaw - Solar**

**ARTICLE 15:** Upon motion of Marcella Stasa, it was moved the Town vote to pursuant to M.G.L. Chapter 40A, Section 5 to amend the Zoning Bylaws as set forth in the handout entitled “Town of Upton, Text of Various Warrant Articles, Article 15”.

Moderator declared this needs a 2/3 majority

Favorable recommendation from Planning Board

**The Moderator declared the carried by 2/3 majority**

### **Adopt Stretch Energy Code**

**ARTICLE 16:** Upon motion of Leigh Hamlet, it was moved the Town vote to adopt the “Stretch Energy Code” found in Appendix 115.AA of the Massachusetts Building Code, 780 CMR, including future editions, amendments or modifications thereto, with a concurrency start date of January 1, 2015 and a sole effective date of July 1, 2015; and in connection therewith, to amend the General Bylaws, Title 3, Land Use, as set forth on the handout entitled, “Town of Upton, Text of Various Warrant Articles, Article 16”.

**The Moderator declared the motion carried by majority**

### **FY2014 Transfers**

**ARTICLE 17:** Upon motion of James Brochu, it was moved the Town vote to appropriate the following amounts from the following sources of funds to make supplemental appropriations for the remainder of fiscal year 2014:

- a. Snow Removal Account - transfer from Overlay Surplus the sum of One hundred thirty-two thousand dollars (\$132,000.00);
- b. Waste Removal Curbside Services - transfer from Council on Aging Wages (#01-541-5100-5100) the sum of Seventeen thousand five hundred dollars (\$17,500.00).

Favorable recommendation from Finance Committee

**The Moderator declared the motion carried unanimously**

### **CPA Administrative Expenses**

**ARTICLE 18: Unanimous consent** the Town vote to act on the report of the Community Preservation Committee on the fiscal year 2015 community preservation budget, and to appropriate the sum of Ten thousand dollars (\$10,000.00)

from the Community Preservation Fund fiscal year 2015 estimated annual revenues to the Community Preservation Committee Administrative Expense Account (#24-300-3249-1000) for all necessary and proper administrative expenses of the Committee for fiscal year 2015.

### **CPA – Preservation of Cemetery Records**

**ARTICLE 19:** Upon motion of Rena Richard, it was moved the Town vote to transfer from the Community Preservation Fund - Undesignated Account (24-300-3590-1000) the following sums, equal to 10% of the Community Preservation Fund FY2014 estimated annual revenues, to meet the requirements of M.G.L. c.44B, §6:

Historic Resources Account - \$65,000.00

Open Space Account - \$65,000.00

Community Housing Account - \$65,000.00

Favorable recommendation from Community Preservation Committee and Finance Committee

**The Moderator declared the motion carried unanimously**

### **CPA – Kiwanis Beach Recreation Rehabilitation**

**ARTICLE 20:** Upon motion of Rena Richard, it was moved the Town vote to transfer the sum of Eighty-eight thousand one hundred twenty-five dollars (\$88,125.00) from the Community Preservation Fund – Undesignated Account (24-300-3590-1000) for restoration and rehabilitation of land for recreational purposes, specifically for the replacement of the basketball and tennis courts at Kiwanis Beach including the surface, baskets, poles, netting, fencing, including all costs incidental and related thereto, to be completed under the supervision of the

Recreation Commission, such project to be completed within three years.

Favorable recommendation from Community Preservation Committee and Finance Committee

**The Moderator declared the motion carried unanimously**

**CPA – Kiwanis Beach Parking Survey and Site Work**

**ARTICLE 21:** Upon motion of Rena Richard, it was moved the Town vote to transfer the sum of Twelve thousand five hundred dollars (\$12,500.00) from the Community Preservation Fund – Undesignated Account (24-300-3590-1000) for restoration and rehabilitation of land for recreational purposes, specifically for the purchase of survey and site engineering necessary to prepare for the future installation of a new parking lot adjacent to the upper field at Kiwanis Beach, to be completed under the supervision of the Recreation Commission, such project to be completed within three years.

Favorable recommendation from Community Preservation Committee and Finance Committee

**The Moderator declared the motion carried unanimously**

**CPA – Kiwanis Beach Misc Work**

**ARTICLE 22:** Upon motion of Rena Richard, it was moved the Town vote to approve Article 22 as printed in the warrant.

*Printed in Warrant:* To see if the Town will vote to transfer the sum of Sixteen thousand six hundred two dollars (\$16,602.00) from the Community Preservation Fund Undesignated Account (24-300-3590-1000) for restoration and rehabilitation of land for recreational purposes, specifically to:

- a. Install a slab under the pavilion, as well as lights, outlets, and a speaker and paging system, all at Kiwanis Beach;
- b. Install a storage shed for recreation equipment at Leland Field;
- c. Install four additional cameras at Kiwanis Beach adjacent to the basketball/tennis courts and upper field;  
to be completed under the supervision of the Recreation Commission, such project to be completed within three years; or, to take any other action relative thereto.

Favorable recommendation from Community Preservation Committee and Finance Committee

**The Moderator declared the motion carried unanimously**

#### **CPA – First Cemetery Tree Removal**

**ARTICLE 23:** Upon motion of Rena Richard, it was moved the Town vote to transfer the sum of Twelve thousand dollars (\$12,000.00) from the Community Preservation Fund – Historic Resources Reserve Account (24-300-3242-1000) for the preservation of the historic First Cemetery off Grove Street,, specifically for the removal of trees that are in poor condition and require removal in connection with work to restore damaged cemetery structures, to be completed under the supervision of the Public Works Department, such project to be completed within three years.

Favorable recommendation from Community Preservation Committee and Finance Committee

**The Moderator declared the motion carried unanimously**

### **Purchase of Quint Fire Apparatus**

**ARTICLE 24:** Upon motion of Chief Ron Goodale, it was moved the Town vote to appropriate the sum of Three-hundred and Sixty-five Thousand dollars (\$365,000.00), to purchase and equip a 2000 Platform Quint Fire Apparatus, and, to authorize the Treasurer, with the approval of the Board of Selectmen to borrow said sum pursuant to G.L. c.44, §7 or any other enabling authority and issue bonds and notes therefor; and further, to transfer from Free Cash the sum of Fifty-five thousand five hundred dollars (\$55,500.00), for the principal and interest due in FY2015.

Moderator declared this needs a 2/3 majority

Favorable recommendation from Finance Committee and Capital Budget Committee

**The Moderator declared the motion carried by 2/3 majority**

### **Funding for Repair of Police Station**

**ARTICLE 25:** Upon motion of Chief Michael Bradley, it was moved the Town vote to transfer from Overlay Surplus the sum of Thirty seven thousand dollars (\$37,000.00), to be added to that approved under Article 23 of the May 9, 2013 Annual Town Meeting, for the renovation of the exterior of the Upton Police Station, including but not limited to repair of exterior foam insulation system (EFIS), window repairs, replacement doors, and concrete and walkway repairs, including all costs incidental and related thereto.

Favorable recommendation from Finance Committee

**The Moderator declared the motion carried unanimously**

### **Storm Water Funding**

**ARTICLE 26: Unanimous Consent** the Town vote to raise and appropriate the sum of Fifteen thousand dollars (\$15,000.00), for the purposes of complying with the Phase II National Pollutant Discharge Elimination System (NPDES) Storm Water Program to address, evaluate, and monitor storm water discharges from the Town's existing small municipal separate storm sewer systems (MS4s), including all costs incidental and related thereto.

### **Purchase of Oshkosh Truck**

**ARTICLE 27:** Upon motion of Jeff Thompson, it was moved the Town vote to transfer from Free Cash the sum of Forty five thousand dollars (\$45,000.00), for the purchase and equipping of a used Oshkosh truck including shipping costs to Upton and the purchase of any related equipment required to retrofit it for use in snow plowing operations.

Favorable recommendation from Finance Committee

**The Moderator declared the motion carried by majority**

### **Purchase of Field Mower**

**ARTICLE 28:** Upon motion of Jeff Thompson, it was moved the Town vote to raise and appropriate the sum of Fourteen thousand dollars (\$14,000.00), to purchase a sixty inch field mower for maintenance of the Town's recreation fields and grassed areas.

Favorable recommendation from Finance Committee

**The Moderator declared the motion carried unanimously**

### **Purchase of Equipment for Cemetery**

**ARTICLE 29:** Upon motion of Jeff Thompson, it was moved the Town vote to raise and appropriate the sum of Eleven thousand nine hundred dollars (\$11,900.00), for the purchase of equipment required to maintain the cemetery including a weed trimmer, backpack blower, standing mower, frost remover and replacement signage.

Favorable recommendation from Finance Committee

**The Moderator declared the motion carried unanimously**

### **Purchase of Roadway Signs**

**ARTICLE 30:** Upon motion of Jeff Thompson, it was moved the Town vote to transfer from Free Cash the sum of Ten thousand dollars (\$10,000.00), to purchase various roadway signs that meet the Federal Highway Administration's Minimum Maintained Sign Retroreflectivity Standard from the 2009 Manual on Uniform Traffic Control Devices.

Favorable recommendation from Finance Committee

**The Moderator declared the motion carried by majority**

### **Replacement of Water Main near Town Hall**

**ARTICLE 31:** Upon motion of Jeff Thompson, it was moved the Town vote to transfer from Water Retained Earnings the sum of Twenty five thousand dollars (\$25,000.00), to remove and dispose of existing asbestos cement pipe and purchase replacement water pipe and related equipment all in connection with the replacement of the water main in Warren Street adjacent to the Town Hall.

Favorable recommendation from Finance Committee

**The Moderator declared the motion carried unanimously**

**Authorization to Accept Library Grant**

**ARTICLE 32:** Upon motion of John Robertson, it was moved the Town vote to authorize the Board of Library Trustees of the Upton Town Library to apply for, accept, and expend any state grants which may be available for a library building planning and design project.

**The Moderator declared the motion carried unanimously**

**Matching Funds for Library Grant**

**ARTICLE 33:** Upon motion of John Robertson, it was moved the Town vote to raise and appropriate the sum of Twenty-two thousand dollars (\$22,000.00) to plan and design a new library facility for the Upton Town Library, and all costs incidental and related thereto, provided that the funds appropriated hereunder shall not be expended unless a provisional grant award is made or allotted to the Town of Upton by the Massachusetts Board of Library Commissioners under the Public Library Construction Program 2013-2014 Planning and Design Grant program in the amount of forty-four thousand dollars (\$44,000.00) or from other state or federal aid to libraries programs, and to authorize the Board of Library Trustees of the Upton Town Library to proceed with a feasibility study to examine the options for expanding and renovating its current library building, building a new library facility, or purchasing and renovating an existing building into a new library facility.

Favorable recommendation from Finance Committee and  
Capital Budget Committee

**The Moderator declared the carried by majority**

### **Funding of Other Post Employments Benefits**

**ARTICLE 34:** Upon motion of Robert Fleming, it was moved the Town vote to raise and appropriate the sum of Twenty five thousand dollars (\$25,000.00), to the Other Post-Employment Benefits Liability Trust Fund established under Article 42 of the 2011 Annual Town Meeting.

Favorable recommendation from Finance Committee

**The Moderator declared the motion carried unanimously**

### **Funding of Assessors Revaluation**

**ARTICLE 35: Unanimous Consent** the Town vote to raise and appropriate the sum of Eighteen thousand dollars (\$18,000.00), for the revaluation to be performed by the Board of Assessors.

### **Funding for Research of Unknown Parcels**

**ARTICLE 36:** Upon motion of Charles Marsden, it was moved the Town vote to transfer, for the purpose of conducting title research on owner unknown parcels to be identified by the Board of Assessors, the sum of six thousand dollars (\$6,000.00) from Overlay Surplus.

Favorable recommendation from Finance Committee

**The Moderator declared the motion carried unanimously**

### **Overlay Transfer**

**ARTICLE 37:** Upon motion of Charles Marsden, it was moved the Town vote to transfer, for the purpose of covering actual Overlay account deficits the total sum of Eight thousand two hundred seventy-four dollars and fifty-six cents (\$8,274.56) from Overlay Surplus; the amounts required each year being: FY 2005 - \$583.99, FY2006 - \$3,748.81 and FY2007 \$3941.76.

Favorable recommendation from Finance Committee

**The Moderator declared the motion carried unanimously**

**Senior Work Off Program Spending Limit**

**ARTICLE 38: Unanimous Consent:** the Town vote to set Fifteen thousand dollars (\$15,000.00) as the maximum spending limit for fiscal year 2015 expenditures for the “Senior Work Off” Program, which program allows senior citizens to work for the Town in exchange for credit on annual property tax assessments.

**Funding for Additional Road Repairs**

**ARTICLE 39:** Upon motion of Jeff Thompson, it was moved the Town vote to raise and appropriate the sum of Two hundred thousand dollars (\$200,000.00), 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.

Favorable recommendation from Finance Committee and  
Capital Budget Committee

**The Moderator declared the motion carried unanimously**

**ARTICLE 40:** Upon motion of James Brochu the Town vote pass over this article.

**The Moderator declared the motion carried unanimously**

**Funding for Finance Reserve**

**ARTICLE 41: Unanimous Consent:** the Town vote to raise and appropriate the sum of Twenty thousand dollars (\$20,000.00), to the Finance Committee Reserve Account, said amount to be expended in accordance with M.G.L. Chapter 40, §6.

Upon motion of William Young, it was moved to dissolve this warrant and adjourn the Annual Town Meeting at 8:59 pm.

**The Moderator declared the motion carried unanimously**

A True Copy,  
ATTEST:

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Kelly A. McElreath  
Town Clerk

### Article 3: FY2015-2016 Budget

FY '15  
Approved

|    |                                                 |           |
|----|-------------------------------------------------|-----------|
| 1  | <b>ACCOUNTANT:</b>                              |           |
| 2  | Wages                                           | 37,025    |
| 3  | Salaries                                        | -         |
| 4  | Other Expense Detail                            |           |
| 5  | Miscellaneous                                   | 2,000     |
| 6  | Municipal Accounting Program                    | 3,383     |
| 7  | <b>ACCOUNTANT TOTAL:</b>                        | 42,408    |
| 8  | <b>ANIMAL CONTROL:</b>                          |           |
| 9  | Wages                                           | 20,838    |
| 10 | Salaries                                        | -         |
| 11 | Other Expense Detail                            |           |
| 12 | Kennel Rental                                   | 2,000     |
| 13 | Miscellaneous                                   | 1,000     |
| 14 | Rabies Vaccine                                  | 1,500     |
| 15 | Vehicle Expense                                 | 1,200     |
| 16 | <b>ANIMAL CONTROL TOTAL:</b>                    | 26,538    |
| 17 | <b>BLACKSTONE VALLEY REGIONAL SCHOOL:</b>       |           |
| 18 | Other Expense Detail                            |           |
| 19 | Expansion Debt Service                          | 20,837    |
| 20 | Town Funded Op Exp                              | 1,087,870 |
| 21 | <b>BLACKSTONE VALLEY REGIONAL SCHOOL TOTAL:</b> | 1,108,707 |
| 22 | <b>BOARD OF ASSESSORS:</b>                      |           |
| 23 | Wages                                           | 46,596    |
| 24 | Salaries                                        | 18,951    |
| 25 | Other Expense Detail                            |           |
| 26 | Interim / In Home Valuation                     | 4,800     |
| 27 | In Home Inspections                             | -         |
| 28 | Mapping                                         | 3,850     |
| 29 | Miscellaneous                                   | 3,900     |
| 30 | Software                                        | 4,447     |
| 31 | Software                                        | 900       |
| 32 | <b>BOARD OF ASSESSORS TOTAL:</b>                | 83,443    |
| 33 | <b>BOARD OF HEALTH:</b>                         |           |
| 34 | Wages                                           | 52,783    |
| 35 | Salaries                                        | 1,750     |

|    |                                        |           |
|----|----------------------------------------|-----------|
| 36 | Other Expense Detail                   |           |
| 37 | Demolition/buildings                   | 10        |
| 38 | Miscellaneous                          | 4,000     |
| 39 | Food Inspector                         | 2,472     |
| 40 | <b>BOARD OF HEALTH TOTAL:</b>          | 61,015    |
| 41 | <b>BOARD OF SELECTMEN:</b>             |           |
| 42 | Wages                                  | 226,152   |
| 43 | Salaries                               | 1,750     |
| 44 | Other Expense Detail                   |           |
| 45 | Town Manager Expenses                  | 7,650     |
| 46 | Annual Audit                           | 15,000    |
| 47 | General Computer Account               | 41,872    |
| 48 | General Expenses                       | 2,000     |
| 49 | Insurance                              | 896,212   |
| 50 | Medical Testing                        | 3,000     |
| 51 | Printing                               | 9,000     |
| 52 | Telephone                              | 15,500    |
| 53 | <b>BOARD OF SELECTMEN TOTAL:</b>       | 1,218,136 |
| 54 | <b>BONDING TOWN OFFICERS:</b>          |           |
| 55 | Other Expense Detail                   |           |
| 56 | Miscellaneous                          | 1,200     |
| 57 | <b>BONDING TOWN OFFICERS TOTAL:</b>    | 1,200     |
| 58 | <b>CABLE ADVISORY</b>                  |           |
| 59 | Wages                                  | 49        |
| 60 | Salaries                               | -         |
| 61 | Other Expense Detail                   |           |
| 62 | Miscellaneous                          |           |
| 63 | <b>CABLE ADVISORY TOTAL:</b>           | 49        |
| 64 | <b>CAPITAL BUDGET COMMITTEE:</b>       |           |
| 65 | Other Expense Detail                   |           |
| 66 | Miscellaneous                          | 500       |
|    |                                        | 500       |
| 67 | <b>CAPITAL BUDGET COMMITTEE TOTAL:</b> |           |
| 68 | <b>CEMETERY COMMISSION:</b>            |           |
| 69 | Wages                                  | -         |
| 70 | Salaries                               | 1,750     |
| 71 | Other Expense Detail                   |           |

|     |                                       |         |
|-----|---------------------------------------|---------|
| 72  | Miscellaneous                         | -       |
| 73  | <b>CEMETERY COMMISSION TOTAL:</b>     | 1,750   |
| 74  | <b>CODE ENFORCEMENT:</b>              |         |
| 75  | Wages                                 | 135,635 |
| 76  | Salaries                              | -       |
| 77  | Other Expense Detail                  |         |
| 78  | Continuing Education                  | 1,500   |
| 79  | Mileage                               | 7,000   |
| 80  | Miscellaneous                         | 10,500  |
| 81  | Office Expense                        | 1,500   |
| 82  | <b>CODE ENFORCEMENT TOTAL:</b>        | 156,135 |
| 83  | <b>CONSERVATION COMMISSION:</b>       |         |
| 84  | Wages                                 | 19,143  |
| 85  | Salaries                              | -       |
| 86  | Other Expense Detail                  |         |
| 87  | Beaver Management                     | 8,000   |
| 88  | Miscellaneous                         | 6,600   |
| 89  | <b>CONSERVATION COMMISSION TOTAL:</b> | 33,743  |
| 90  | <b>COUNCIL ON AGING:</b>              |         |
| 91  | Wages                                 | 141,990 |
| 92  | Salaries                              | -       |
| 93  | Other Expense Detail                  |         |
| 94  | Electricity                           | 4,500   |
| 95  | Equip Maintenance                     | 1,375   |
| 96  | Gas (heat)                            | 7,800   |
| 97  | Membership Dues                       | 300     |
| 98  | Miscellaneous                         | 2,000   |
| 99  | Office Supplies                       | 2,000   |
| 100 | Programs                              | 5,000   |
| 101 | Rent                                  | 1       |
| 102 | Training                              | 1,500   |
| 103 | Transportation                        | 6,000   |
| 104 | Water and Sewer                       | 1,500   |
| 105 | Computer Software                     | 1,800   |
| 106 | Trash Removal                         | -       |
| 107 | <b>COUNCIL ON AGING TOTAL:</b>        | 175,766 |
| 108 | <b>DEPT. OF PUBLIC WORKS:</b>         |         |
| 109 | Wages                                 | 411,859 |

|     |                                             |                |
|-----|---------------------------------------------|----------------|
| 110 | Salaries                                    | -              |
| 111 | Other Expense Detail                        |                |
| 112 | Animal Disposal                             | 1,200          |
| 113 | Cemetery Maintenance                        | -              |
| 114 | DPW General Expense                         | 25,008         |
| 115 | DPW Contracted Services                     | 35,000         |
| 116 | DPW General Highway Materials               | 22,500         |
| 117 | DPW Oil & Paving                            | 31,000         |
| 118 | DPW Snow Removal                            | 210,000        |
| 119 | DPW Building Utilities                      | 28,060         |
| 120 | DPW Building Maint                          | 8,500          |
| 121 | DPW Radio Maintenance                       | 1,250          |
| 122 | DPW Training                                | 1,800          |
| 123 | DPW Clothing Allowance                      | 4,200          |
| 124 | DPW Consultant / Professional Services      | 15,000         |
| 125 | Forestry Expense                            | -              |
| 126 | Parks Ramsey Building                       | -              |
| 127 | Parks Lawn Maintenance                      | -              |
| 128 | Pest Control                                | -              |
| 129 | Vehicle Fuel                                | 29,575         |
| 130 | Vehicle Maintenance/Repair                  | 32,000         |
| 131 | Weed Control                                | -              |
| 132 | StormWater Management                       | 24,000         |
| 133 | <b>DEPT. OF PUBLIC WORKS TOTAL:</b>         | <b>880,952</b> |
| 134 | <b>DPW PARKS, FORESTRY &amp; CEMETERIES</b> |                |
| 135 | Wages                                       | 134,758        |
| 136 | Salaries                                    | -              |
| 137 | Other Expense Detail                        |                |
| 138 | Cemetery Maintenance                        | 20,000         |
| 139 | Parks General Expense                       | 1,400          |
| 140 | Parks Radio Maintenance                     | 250            |
| 141 | Parks Training                              | 400            |
| 142 | Parks Clothing Allowance                    | 1,400          |
| 143 | Forestry Expense                            | 15,000         |
| 144 | Parks Lawn Maintenance                      | 32,500         |
| 145 | Pest Control                                | 1,500          |
| 146 | Vehicle Fuel                                | 1,225          |
| 147 | Vehicle Maintenance / Repair                | 1,000          |

|     |                                                    |                |
|-----|----------------------------------------------------|----------------|
| 148 | Weed Control                                       | 6,500          |
| 149 | <b>DPW PARKS, FORESTRY &amp; CEMETERIES TOTAL:</b> | <b>215,933</b> |
| 150 | <b>ELECTIONS &amp; TOWN MEETINGS:</b>              |                |
| 151 | Other Expense Detail                               |                |
| 152 | Miscellaneous                                      | 14,000         |
| 153 | <b>ELECTIONS &amp; TOWN MEETINGS TOTAL:</b>        | <b>14,000</b>  |
| 154 | <b>EMERGENCY MANAGEMENT</b>                        |                |
| 155 | Wages                                              | 6,554          |
| 156 | Salaries                                           | -              |
| 157 | Other Expense Detail                               |                |
| 158 | Miscellaneous                                      | 3,000          |
| 159 | Reverse 911 Support                                | 6,510          |
| 160 | <b>EMERGENCY MANAGEMENT TOTAL:</b>                 | <b>16,064</b>  |
| 161 | <b>EMERGENCY MEDICAL SERVICES:</b>                 |                |
| 162 | Wages                                              | 85,166         |
| 163 | Salaries                                           | -              |
| 164 | Other Expense Detail                               |                |
| 165 | Ambulance Supplies                                 | 16,877         |
| 166 | Ambulance Maintenance                              | 3,000          |
| 167 | Clothing Allowance                                 | 1,800          |
| 168 | Licensing & Certification                          | 3,400          |
| 169 | Miscellaneous Office & Billing                     | 4,093          |
| 170 | Training                                           | 6,500          |
| 171 | Vehicle Fuel                                       | 7,000          |
| 172 | Paramedic Expense                                  | 20,000         |
| 173 | Ambulance Billing Expense                          | 9,000          |
| 174 | <b>EMERGENCY MEDICAL SERVICES TOTAL:</b>           | <b>156,836</b> |
| 175 | <b>FINANCE COMMITTEE:</b>                          |                |
| 176 | Other Expense Detail                               |                |
| 177 | Miscellaneous                                      | 1,000          |
| 178 | <b>FINANCE COMMITTEE TOTAL:</b>                    | <b>1,000</b>   |
| 179 | <b>FIRE DEPARTMENT:</b>                            |                |
| 180 | Wages                                              | 606,845        |
| 181 | Salaries                                           | -              |
| 182 | Other Expense Detail                               |                |
| 183 | Building Maintenance                               | 13,000         |
| 184 | Clothing Allowance                                 | 5,600          |
| 185 | Copier / Computer Maintenance                      | 2,200          |

|     |                               |                |
|-----|-------------------------------|----------------|
| 186 | Fire Alarm Maintenance        | 1,000          |
| 187 | Forest Fire Expenses          | 4,000          |
| 188 | Fuel Expense                  | 10,280         |
| 189 | General Expenses              | 17,500         |
| 190 | New Equipment                 | 15,500         |
| 191 | Radio Maintenance             | 3,000          |
| 192 | Training Expense              | 6,000          |
| 193 | Utilities Expenses            | 32,500         |
| 194 | Vehicle Maintenance           | 25,000         |
| 195 | <b>FIRE DEPARTMENT TOTAL:</b> | <b>742,425</b> |
| 196 | <b>INTEREST PAID:</b>         |                |
| 197 | Other Expense Detail          |                |
| 198 | Fire Station                  | -              |
| 199 | Stefan's Property             | -              |
| 200 | Route 140 Water Main          | -              |
| 201 | General Obligation Bond 1     | 103,263        |
| 202 | General Obligation Bond 2     | 20,236         |
| 203 | General Obligation Bond 3     | 39,231         |
| 204 | General Obligation Bond 4     | 13,568         |
| 205 | <b>INTEREST PAID TOTAL:</b>   | <b>176,298</b> |
| 206 | <b>LIBRARY:</b>               |                |
| 207 | Wages                         | 176,008        |
| 208 | Salaries                      | -              |
| 209 | Other Expense Detail          |                |
| 210 | Library Materials             | 41,622         |
| 211 | Library Network Membership    | 9,024          |
| 212 | Miscellaneous Budget          | 9,960          |
| 213 | Miscellaneous Credit          | (8,363)        |
| 214 | <b>LIBRARY TOTAL:</b>         | <b>228,251</b> |
| 215 | <b>MATURING DEBT:</b>         |                |
| 216 | Other Expense Detail          |                |
| 217 | Admin Fee - Sewer             | 1,048          |
| 218 | Fire Station                  | -              |
| 219 | Sewer Plant Upgrade           | 116,981        |
| 220 | Stefan's Property             | -              |
| 221 | Route 140 Water Main          | -              |
| 222 | General Obligation Bond 1     | 325,000        |
| 223 | General Obligation Bond 2     | 230,500        |

|     |                                            |                  |
|-----|--------------------------------------------|------------------|
| 224 | General Obligation Bond 3                  | 72,500           |
| 225 | General Obligation Bond 4                  | 14,881           |
| 226 | <b>MATURING DEBT TOTAL:</b>                | <b>760,910</b>   |
| 227 | <b>MENDON-UPTON REGIONAL SCHOOL:</b>       |                  |
| 228 | Other Expense Detail                       |                  |
| 229 | Town Funded Operating Expenses             | 8,493,226        |
| 230 | Capital Assessment                         | 141,620          |
| 231 | Nipmuc HS & Miscoe Bond                    | 458,182          |
| 232 | Memorial School Bond                       | 458,341          |
| 233 | Miscoe Hill Repairs                        | 117,061          |
| 234 | <b>MENDON-UPTON REGIONAL SCHOOL TOTAL:</b> | <b>9,668,430</b> |
| 235 | <b>MISCELLANEOUS:</b>                      |                  |
| 236 | Other Expense Detail                       |                  |
| 237 | Historical Commission                      | 1,000            |
| 238 | Memorial Day                               | 2,200            |
| 239 | Medicare - PR Taxes                        | 66,000           |
| 240 | Weights and Measures                       | 1,200            |
| 241 | Parking Ticket Warrant Officer             | 1,000            |
| 242 | Street Lighting                            | 36,000           |
| 243 | Unemployment Comp.                         | 15,000           |
| 244 | <b>MISCELLANEOUS TOTAL:</b>                | <b>122,400</b>   |
| 245 | <b>MODERATOR:</b>                          |                  |
| 246 | Wages                                      | -                |
| 247 | Salaries                                   | 480              |
| 248 | Other Expense Detail                       |                  |
| 249 | Miscellaneous                              | 70               |
| 250 | <b>MODERATOR TOTAL:</b>                    | <b>550</b>       |
| 251 | <b>MUNICIPAL BUILDINGS:</b>                |                  |
| 252 | Other Expense Detail                       |                  |
| 253 | Miscellaneous                              | 57,900           |
| 254 | <b>MUNICIPAL BUILDINGS TOTAL:</b>          | <b>57,900</b>    |
| 255 | <b>NURSE - HEALTH SVCS:</b>                |                  |
| 256 | Wages                                      | 32,531           |
| 257 | Salaries                                   | -                |
| 258 | Other Expense Detail                       |                  |
| 259 | Miscellaneous                              | 1,900            |
| 260 | <b>NURSE - HEALTH SVCS TOTAL:</b>          | <b>34,431</b>    |
| 261 | <b>PERSONNEL BOARD:</b>                    |                  |

|     |                                       |                  |
|-----|---------------------------------------|------------------|
| 262 | Wages                                 | 1,617            |
| 263 | Salaries                              | -                |
| 264 | Other Expense Detail                  |                  |
| 265 | Longevity Bonus                       | 1,950            |
| 266 | MMPA Membership                       | 200              |
| 267 | Miscellaneous                         | 450              |
| 268 | Training                              | 400              |
| 269 | Merit Bonus Pool                      | 5,000            |
| 270 | <b>PERSONNEL BOARD TOTAL:</b>         | <b>9,617</b>     |
| 271 | <b>PLANNING BOARD:</b>                |                  |
| 272 | Wages                                 | 17,360           |
| 273 | Salaries                              | -                |
| 274 | Other Expense Detail                  |                  |
| 275 | Advertising/Printing                  | 1,200            |
| 276 | CMRPC                                 | 1,863            |
| 277 | Membership & Training                 | 320              |
| 278 | Miscellaneous                         | 250              |
| 279 | Office Supplies                       | 500              |
| 280 | Postage                               | 300              |
| 281 | Professional Services                 | 2,100            |
| 282 | <b>PLANNING BOARD TOTAL:</b>          | <b>23,893</b>    |
| 283 | <b>POLICE DEPARTMENT:</b>             |                  |
| 284 | Wages                                 | 1,404,244        |
| 285 | Salaries                              | -                |
| 286 | Other Expense Detail                  |                  |
| 287 | Building Maintenance                  | 15,800           |
| 288 | Computer Maintenance                  | 13,000           |
| 289 | Cruiser                               | 34,000           |
| 290 | Cruiser Maintenance                   | 11,000           |
| 291 | Cruiser Gas                           | 38,000           |
| 292 | Clothing Allowance                    | 15,500           |
| 293 | General Expenses                      | 21,700           |
| 294 | Training                              | 4,304            |
| 295 | Utilities                             | 32,000           |
| 296 | <b>POLICE DEPARTMENT TOTAL:</b>       | <b>1,589,548</b> |
| 297 | <b>POLICE DEPT. - COMMUNICATIONS:</b> |                  |
| 298 | Other Expense Detail                  |                  |
| 299 | Disp Clothing FT                      | 1,600            |

|     |                                             |         |
|-----|---------------------------------------------|---------|
| 300 | Disp Clothing PT                            | 400     |
| 301 | Radio Maintenance                           | 2,200   |
| 302 | <b>POLICE DEPT. - COMMUNICATIONS TOTAL:</b> | 4,200   |
| 303 | <b>RECREATION:</b>                          |         |
| 304 | Wages                                       | -       |
| 305 | Salaries                                    | -       |
| 306 | Other Expense Detail                        |         |
| 307 | Improvements to Programs & Infrastructure   | 25,000  |
| 308 | Misc Expense                                |         |
| 309 | Beach Program                               | 8,000   |
| 310 | <b>RECREATION TOTAL:</b>                    | 33,000  |
| 311 | <b>REGISTRARS OF VOTERS:</b>                |         |
| 312 | Wages                                       | -       |
| 313 | Salaries                                    | -       |
| 314 | Other Expense Detail                        |         |
| 315 | Miscellaneous                               | 3,500   |
| 316 | <b>REGISTRARS OF VOTERS TOTAL:</b>          | 3,500   |
| 317 | <b>TOWN CLERK:</b>                          |         |
| 318 | Wages                                       | 67,451  |
| 319 | Salaries                                    | -       |
| 320 | Other Expense Detail                        |         |
| 321 | Miscellaneous                               | 2,750   |
| 322 | <b>TOWN CLERK TOTAL:</b>                    | 70,201  |
| 323 | <b>TOWN COUNSEL:</b>                        |         |
| 324 | Other Expense Detail                        |         |
| 325 | Miscellaneous                               | 40,000  |
| 326 | <b>TOWN COUNSEL TOTAL:</b>                  | 40,000  |
| 327 | <b>TREASURER-COLLECTOR:</b>                 |         |
| 328 | Wages                                       | 48,695  |
| 329 | Salaries                                    | 54,522  |
| 330 | Other Expense Detail                        |         |
| 331 | Expenses                                    | 29,911  |
| 332 | Tax Title Foreclosure                       | 15,000  |
| 333 | Tax Title Auction                           | -       |
| 334 | <b>TREASURER-COLLECTOR TOTAL:</b>           | 148,128 |
| 335 | <b>VETERANS SERVICES:</b>                   |         |
| 336 | Wages                                       | 7,951   |
| 337 | Salaries                                    | -       |

|                          |                                 |                   |
|--------------------------|---------------------------------|-------------------|
| 338                      | Other Expense Detail            |                   |
| 339                      | Benefit Payments                | 20,000            |
| 340                      | Miscellaneous                   | 800               |
| 341                      | <b>VETERANS SERVICES TOTAL:</b> | <b>28,751</b>     |
| 342                      | <b>WASTE REMOVAL:</b>           |                   |
| 343                      | Other Expense Detail            |                   |
| 344                      | Curbside Pickup                 | 261,040           |
| 345                      | Disposal                        | 110,000           |
| 346                      | Trash Bags                      | 32,000            |
| 347                      | Hazardous Waste                 | 6,000             |
| 348                      | <b>WASTE REMOVAL TOTAL:</b>     | <b>409,040</b>    |
| 349                      | <b>Total Operating Expenses</b> | <b>18,345,649</b> |
| Salaries                 |                                 | 79,677            |
| Wages                    |                                 | 3,680,777         |
| Total Salaries & Wages   |                                 | 3,760,454         |
| Other Operating Expenses |                                 | 14,585,196        |

**COMMONWEALTH OF MASSACHUSETTS**

**WILLIAM FRANCIS GALVIN**

**SECRETARY OF THE COMMONWEALTH**

**WARRANT FOR STATE PRIMARY ELECTION**

Worcester SS.

To the Constables of the City/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:

Ward: 00 - Precincts: 001 & 002

Nipmuc Regional High School Gymnasium

on TUESDAY, THE NINTH DAY OF SEPTEMBER, 2014, 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     |
| GOVERNOR AND LT GOVERNOR        | FOR THIS COMMONWEALTH     |
| ATTORNEY GENERAL                | FOR THIS COMMONWEALTH     |
| SECRETARY OF STATE              | FOR THIS COMMONWEALTH     |
| TREASURER                       | FOR THIS COMMONWEALTH     |
| AUDITOR                         | FOR THIS COMMONWEALTH     |
| REPRESENTATIVE IN CONGRESS      | SECOND DISTRICT           |
| COUNCILLOR                      | SEVENTH DISTRICT          |
| SENATOR IN GENERAL COURT        | SECOND WORCESTER DISTRICT |
| REPRESENTATIVE IN GENERAL COURT | NINTH WORCESTER DISTRICT  |
| DISTRICT ATTORNEY               | MIDDLE DISTRICT           |
| REGISTER OF PROBATE.            | WORCESTER COUNTY          |

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 5th day of August, 2014.

**UPTON BOARD OF SELECTION**

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Robert J. Fleming, Chairman

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Kenneth E. Picard, Member

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James A. Brochu, Member

## PROCEEDINGS OF STATE PRIMARY ELECTION

September 9, 2014

Rena Richard, Warden, declared the polls open at 7:00 am.

Throughout the day, election clerks on duty at the check-in table for precinct one were Ida Jette, Joan Varney, Richard Robinson and Kathy Langin. Elections clerks on duty at the check-in table for precinct two were Richard Robinson, Joan Burrell, Kathy Ramsey and Elaine Picard. Carol Owczarzak, Nancy Page, Kelly Carey and Robyn Sharp were on duty at the checkout table for precinct one throughout the day. Also, Lynne Gruber, Harriet Fougere, Donna Desjardins and Mary Bradford were on duty at the checkout table for precinct two throughout the day.

At 8:01 pm the results of the election were printed from each of the two Accu-Vote tabulation machines. There were 358 Democratic votes (177 for precinct one and 175 for precinct two), 500 Republican votes (231 for precinct one and 267 precinct two). The following are the results of the election:

### **Democratic Senator in Congress**

| Candidates | Total |
|------------|-------|
| Blanks     | 78    |
| Markey     | 273   |
| Write ins  | 3     |

### **Governor**

| Candidates | Total |
|------------|-------|
| Blanks     | 2     |
| Berwick    | 72    |
| Coakley    | 165   |
| Grossman   | 113   |
| Write ins  | 0     |

**Lieutenant Governor**

| Candidates | Total |
|------------|-------|
| Blanks     | 58    |
| Cheung     | 78    |
| Kerrigan   | 177   |
| Lake       | 39    |
| Write ins  | 0     |

**Attorney General**

| Candidates | Total |
|------------|-------|
| Blanks     | 20    |
| Healey     | 207   |
| Tolman     | 125   |
| Write ins  | 0     |

**Secretary of State**

| Candidates | Total |
|------------|-------|
| Blanks     | 73    |
| Galvin     | 278   |
| Write ins  | 1     |

**Treasurer**

| Candidates | Total |
|------------|-------|
| Blanks     | 40    |
| Conroy     | 91    |
| Finegold   | 103   |
| Goldberg   | 118   |
| Write ins  | 0     |

**Auditor**

| Candidates | Total |
|------------|-------|
| Blanks     | 108   |
| Bump       | 243   |
| Write ins  | 1     |

**Republican  
Representative in Congress**

|            |       |
|------------|-------|
| Candidates | Total |
| Blanks     | 71    |
| McGovern   | 281   |
| Write ins  | 0     |

**Councillor**

|            |       |
|------------|-------|
| Candidates | Total |
| Blanks     | 348   |
| Write ins  | 4     |

**Senator in General Court**

|            |       |
|------------|-------|
| Candidates | Total |
| Blanks     | 88    |
| Moore      | 264   |
| Write ins  | 0     |

**Representative in General Court**

|            |       |
|------------|-------|
| Candidates | Total |
| Blanks     | 108   |
| Green      | 242   |
| Write ins  | 2     |

**District Attorney**

|            |       |
|------------|-------|
| Candidates | Total |
| Blanks     | 90    |
| Early Jr   | 262   |
| Write ins  | 0     |

**Register of Probate**

|            |       |
|------------|-------|
| Candidates | Total |
| Blanks     | 116   |
| Abraham    | 236   |
| Write Ins  | 0     |

The total number of ballots voted was 852 out of 5,047 (367 inactive) (17% turnout). This included 44 absentee ballots. Warden Rena Richard read the unofficial results of the election at 8:25 pm. The used and unused ballots were sealed in separate containers and deposited in the town vault at 8:35 pm.

Attest:

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Kelly A. McElreath,  
Town Clerk

**COMMONWEALTH OF MASSACHUSETTS**

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**WILLIAM FRANCIS GALVIN  
SECRETARY OF THE COMMONWEALTH**

**WARRANT FOR STATE ELECTION**

To the Constables of the City/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 the State Election to vote at

0/001 & 002

Nipmuc Regional High School Gymnasium

on **TUESDAY, THE FOURTH DAY OF NOVEMBER, 2014**, 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 and questions:

|                                 |                                |
|---------------------------------|--------------------------------|
| SENATOR IN CONGRESS             | FOR THIS COMMONWEALTH          |
| GOVERNOR AND Lt GOVERNOR        | FOR THIS COMMONWEALTH          |
| ATTORNEY GENERAL                | FOR THIS COMMONWEALTH          |
| SECRETARY OF STATE              | FOR THIS COMMONWEALTH          |
| TREASURER                       | FOR THIS COMMONWEALTH          |
| AUDITOR                         | FOR THIS COMMONWEALTH          |
| REPRESENTATIVE IN CONGRESS      | SECOND DISTRICT                |
| COUNCILLOR                      | SEVENTH DISTRICT               |
| SENATOR IN GENERAL              | COURTSECOND WORCESTER DISTRICT |
| REPRESENTATIVE IN GENERAL COURT | NINTH WORCESTER DISTRICT       |
| DISTRICT ATTORNEY               | MIDDLE DISTRICT                |
| REGISTER OF PROBATE             | WORCESTER COUNTY               |
| REGIONAL SCHOOL COMMITTEE       | BLACKSTONE VALLEY 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 on or before May 6, 2014?

#### **SUMMARY**

This proposed law would eliminate the requirement that the state's gasoline tax, which was 24 cents per gallon as of September 2013, (1) be adjusted every year by the percentage change in the Consumer Price Index over the preceding year, but (2) not be adjusted below 21.5 cents per gallon.

*A YES VOTE* would eliminate the requirement that the state's gas tax be adjusted annually based on the Consumer Price Index.

*A NO VOTE* would make no change in the laws regarding the gas tax.

### **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 on or before May 6, 2014?

#### **SUMMARY**

This proposed law would expand the state's beverage container deposit law, also known as the Bottle Bill, to require deposits on containers for all non-alcoholic non-carbonated drinks in liquid form intended for human consumption, except beverages primarily derived from dairy products, infant formula, and FDA approved medicines. The proposed law would not cover containers made of paper-based biodegradable material and aseptic multi-material packages such as juice boxes or pouches.

The proposed law would require the state Secretary of Energy and Environmental Affairs (EEA) to adjust the container deposit amount every five years to reflect (to the nearest whole cent) changes in the consumer price index, but the value could not be set below five cents.

The proposed law would increase the minimum handling fee that beverage distributors must pay dealers for each properly returned empty beverage

container, which was 2¼ cents as of September 2013, to 3½ cents. It would also increase the minimum handling fee that bottlers must pay distributors and dealers for each properly returned empty reusable beverage container, which was 1 cent as of September 2013, to 3½ cents. The Secretary of EEA would review the fee amounts every five years and make appropriate adjustments to reflect changes in the consumer price index as well as changes in the costs incurred by redemption centers. The proposed law defines a redemption center as any business whose primary purpose is the redemption of beverage containers and that is not ancillary to any other business.

The proposed law would direct the Secretary of EEA to issue regulations allowing small dealers to seek exemptions from accepting empty deposit containers. The proposed law would define small dealer as any person or business, including the operator of a vending machine, who sells beverages in beverage containers to consumers, with a contiguous retail space of 3,000 square feet or less, excluding office and stock room space; and fewer than four locations under the same ownership in the Commonwealth. The proposed law would require that the regulations consider at least the health, safety, and convenience of the public, including the distribution of dealers and redemption centers by population or by distance or both.

The proposed law would set up a state Clean Environment Fund to receive certain unclaimed container deposits. The Fund would be used, subject to appropriation by the state Legislature, to support programs such as the proper management of solid waste, water resource protection, parkland, urban forestry, air quality and climate protection.

The proposed law would allow a dealer, distributor, redemption center or bottler to refuse to accept any beverage container that is not marked as being refundable in Massachusetts.

The proposed law would take effect on April 22, 2015.

**A YES VOTE** would expand the state's beverage container deposit law to

require deposits on containers for all non-alcoholic, non-carbonated drinks with certain exceptions, increase the associated handling fees, and make other changes to the law.

**A NO VOTE** would make no change in the laws regarding beverage container deposits.

### **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 on or before May 6, 2014?

#### **SUMMARY**

This proposed law would (1) prohibit the Massachusetts Gaming Commission from issuing any license for a casino or other gaming establishment with table games and slot machines, or any license for a gaming establishment with slot machines; (2) prohibit any such casino or slots gaming under any such licenses that the Commission might have issued before the proposed law took effect; and (3) prohibit wagering on the simulcasting of live greyhound races.

The proposed law would change the definition of “illegal gaming” under Massachusetts law to include wagering on the simulcasting of live greyhound races, as well as table games and slot machines at Commission-licensed casinos, and slot machines at other Commission-licensed gaming establishments. This would make those types of gaming subject to existing state laws providing criminal penalties for, or otherwise regulating or prohibiting, activities involving illegal gaming.

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

**A YES VOTE** would prohibit casinos, any gaming establishment with slot machines, and wagering on simulcast greyhound races.

**A NO VOTE** would make no change in the current laws regarding gaming.

#### **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 on or before May 6, 2014?

#### **SUMMARY**

This proposed law would entitle employees in Massachusetts to earn and use sick time according to certain conditions.

Employees who work for employers having eleven or more employees could earn and use up to 40 hours of paid sick time per calendar year, while employees working for smaller employers could earn and use up to 40 hours of unpaid sick time per calendar year.

An employee could use earned sick time if required to miss work in order (1) to care for a physical or mental illness, injury or medical condition affecting the employee or the employee's child, spouse, parent, or parent of a spouse; (2) to attend routine medical appointments of the employee or the employee's child, spouse, parent, or parent of a spouse; or (3) to address the effects of domestic violence on the employee or the employee's dependent child. Employees would earn one hour of sick time for every 30 hours worked, and would begin accruing those hours on the date of hire or on July 1, 2015, whichever is later. Employees could begin to use earned sick time on the 90th day after hire.

The proposed law would cover both private and public employers, except that employees of a particular city or town would be covered only if, as required by the state constitution, the proposed law were made applicable by local or state legislative vote or by appropriation of sufficient funds to pay for the benefit. Earned paid sick time would be compensated at the same hourly rate paid to the employee when the sick time is used.

Employees could carry over up to 40 hours of unused sick time to the next calendar year, but could not use more than 40 hours in a calendar year. Employers would not have to pay employees for unused sick time at the end of their employment. If an employee missed work for a reason eligible for earned sick time, but agreed with the employer to work the same

number of hours or shifts in the same or next pay period, the employee would not have to use earned sick time for the missed time, and the employer would not have to pay for that missed time. Employers would be prohibited from requiring such an employee to work additional hours to make up for missed time, or to find a replacement employee.

Employers could require certification of the need for sick time if an employee used sick time for more than 24 consecutively scheduled work hours. Employers could not delay the taking of or payment for earned sick time because they have not received the certification. Employees would have to make a good faith effort to notify the employer in advance if the need for earned sick time is foreseeable.

Employers would be prohibited from interfering with or retaliating based on an employee's exercise of earned sick time rights, and from retaliating based on an employee's support of another employee's exercise of such rights.

The proposed law would not override employers' obligations under any contract or benefit plan with more generous provisions than those in the proposed law. Employers that have their own policies providing as much paid time off, usable for the same purposes and under the same conditions, as the proposed law would not be required to provide additional paid sick time.

The Attorney General would enforce the proposed law, using the same enforcement procedures applicable to other state wage laws, and employees could file suits in court to enforce their earned sick time rights. The Attorney General would have to prepare a multilingual notice regarding the right to earned sick time, and employers would be required to post the notice in a conspicuous location and to provide a copy to employees. The state Executive Office of Health and Human Services, in consultation with the Attorney General, would develop a multilingual outreach program to inform the public of the availability of earned sick time.

The proposed law would take effect on July 1, 2015, and states that if any of its parts were declared invalid, the other parts would stay in effect.

**A YES VOTE** would entitle employees in Massachusetts to earn and use sick time according to certain conditions.

**A NO VOTE** would make no change in the laws regarding earned sick time.

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 7th day of October, 2014.

**UPTON BOARD OF SELECTION**

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Robert J. Fleming, Chairman

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Kenneth E. Picard, Member

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James Brochu, Member

## PROCEEDINGS OF STATE ELECTION

November 4, 2014

Warden Rena Richard declared the polls open at 7:00 am. Judy McGee and Seema Kennedy were on duty as Election Clerks for Precinct 1 and Precinct 2 respectively.

Throughout the day, election clerks on duty at the check-in table for precinct one were Joan Burrell, Joan Varney, Richard Robinson and Nancy Wolf. Elections clerks on duty at the check-in table for precinct two were Karen Varney, Judy Duby, Kathy Ramsey and Elaine Picard. Carol Owczarzak, Nancy Page, Lynne Gruber and Kathy Langin were on duty at the checkout table for precinct one throughout the day. Also, Ida Jette, Harriet Fougere, Betty Consigli and Mary Bradford were on duty at the checkout table for precinct two throughout the day.

At 8:01 pm the results of the election were printed from each of the two Accu-Vote tabulation machines.

### Senator in Congress

|                                           |      |
|-------------------------------------------|------|
| BLANK                                     | 136  |
| Edward J. Markey, 7 Townsend St, Malden   | 1252 |
| Brian J. Herr, 31 Elizabeth Rd, Hopkinton | 1597 |
| WRITE-IN                                  | 2    |

### Governor & Lt. Gov.

|                    |      |
|--------------------|------|
| BLANK              | 32   |
| Baker & Polito     | 1863 |
| Coakley & Kerrigan | 962  |
| Falchuk & Jennings | 97   |
| Lively & Saunders  | 13   |
| McCormack & Post   | 20   |
| WRITE-IN           |      |

0

### Attorney General

|                                             |      |
|---------------------------------------------|------|
| BLANK                                       | 159  |
| Maura Healey, 40 Winthrop St, Boston        | 1333 |
| John B. Miller, 40 Westland Ave, Winchester | 1494 |

|                                                       |      |  |
|-------------------------------------------------------|------|--|
| WRITE-IN                                              | 1    |  |
| Secretary of State                                    |      |  |
| BLANK                                                 | 166  |  |
| William Francis Galvin, 45 Lake St, Boston            | 1592 |  |
| David D'Archangelo, 183 Bainbridge St                 | 1127 |  |
| Daniel L. Factor, 22 Davis Rd, Acton                  | 102  |  |
| WRITE-IN                                              | 0    |  |
| Treasurer                                             |      |  |
| BLANK                                                 | 223  |  |
| Deborah B. Goldberg, 37 Hyslop Rd, Brookline          | 1105 |  |
| Michael James Heffernan, 244 Grove St, Wellesley      | 1550 |  |
| Ian T. Jackson, 232 Highland Ave, Arlington           | 108  |  |
| WRITE-IN                                              | 1    |  |
| Auditor                                               |      |  |
| BLANK                                                 | 311  |  |
| Suzanne M. Bump, 409 North Plain Rd, Great Barrington | 1176 |  |
| Patricia S. Saint Aubin, 6 Shady Way Norfolk          | 1391 |  |
| MK Merelice, 22 White Pl, Brookline                   | 108  |  |
| WRITE-IN                                              | 1    |  |
| Representative In Congress                            |      |  |
| BLANK                                                 | 1132 |  |
| James P. McGovern, 292 Burncoat St, Worcester         | 1837 |  |
| WRITE-IN                                              | 18   |  |
| Councillor                                            |      |  |
| BLANK                                                 | 1049 |  |
| Jessie L. Cassie, 53 Fort Hill Rd, Oxford             | 1929 |  |
| WRITE-IN                                              |      |  |
|                                                       | 9    |  |
| Senator in General Court                              |      |  |
| BLANK                                                 | 1140 |  |
| Michael O. Moore, 7 Momin Dr, Millbury                | 1835 |  |

|                                                            |      |
|------------------------------------------------------------|------|
| WRITE-IN                                                   | 12   |
| Representative In General Court                            |      |
| BLANK                                                      | 193  |
| Martin Green, 34 Ward's Ln, Northbridge                    | 1046 |
| David K Muradian Jr, 34 Gordon Cir, Grafton                | 1746 |
| WRITE-IN                                                   | 2    |
| District Attorney                                          |      |
| BLANK                                                      | 1195 |
| Joseph D. Early, 36 Blackhorn Dr, Worcester                | 1781 |
| WRITE-IN                                                   | 11   |
| Register of Probate                                        |      |
| BLANK                                                      | 307  |
| Stephen G. Abraham, 135 North Quinsigamond Ave, Shrewsbury | 1070 |
| Stephanie Fattman, 565 School St, Webster                  | 1608 |
| WRITE-IN                                                   | 2    |
| Question 1 – Gasoline Tax                                  |      |
| Yes                                                        | 1827 |
| No                                                         | 1066 |
| BLANK                                                      | 94   |
| Question 2 – Expand bottle bill                            |      |
| Yes                                                        | 538  |
| No                                                         | 2392 |
| BLANK                                                      | 57   |
| Question 3 – Ban Gambling                                  |      |
| Yes                                                        | 1021 |
| No                                                         | 1883 |
| BLANK                                                      | 83   |
| Question 4 – Sick time                                     |      |
| Yes                                                        | 1445 |
| No                                                         | 1464 |

|                                                   |      |      |
|---------------------------------------------------|------|------|
| BLANK                                             | 78   |      |
| BVT Bellingham                                    |      |      |
| BLANK                                             | 1206 |      |
| Joseph M. Hall, 311 Caroline Dr, Bellingham       | 1780 |      |
| Pam Luces                                         | 1    |      |
| BVT Blackstone                                    |      |      |
| BLANK                                             | 1230 |      |
| Joseph A. Broderick, 147 Lakeshore Dr, Blackstone |      | 1755 |
| Pam Luces                                         | 1    |      |
| Jen Grenier                                       | 1    |      |
| BVT Douglas                                       |      |      |
| BLANK                                             | 1275 |      |
| John C. Lavin III, 15 Franklin St, Douglas        | 1710 |      |
| Pam Luces                                         | 1    |      |
| Ann Marie Acciavitti                              | 1    |      |
| BVT Grafton                                       |      |      |
| BLANK                                             | 1276 |      |
| Anthony M. Yitts, 54 George Hill Rd, Grafton      | 1709 |      |
| Pam Luces                                         | 1    |      |
| Travis Acciavitti                                 | 1    |      |
| BVT Hopedale                                      |      |      |
| BLANK                                             | 2973 |      |
| Paul Marinosh                                     | 2    |      |
| Tyler Condry                                      | 1    |      |
| Michael Intinerelli                               | 2    |      |
| Jim Brochu                                        | 1    |      |
| Jane O'Neal                                       | 1    |      |
| Bryce Tambara                                     | 1    |      |
| Joyce Chu                                         | 1    |      |
| Ajar Reddy                                        | 1    |      |
| Luke Granato                                      | 1    |      |

|                                              |      |
|----------------------------------------------|------|
| Kevin Kosky                                  | 1    |
| Robin Scanlon                                | 1    |
| Jonathan Acciavitti                          | 1    |
| BVT Mendon                                   |      |
| BLANK                                        | 1341 |
| Dennis P. Braun, 44 Colonial Dr, Mendon      | 1643 |
| Chris Tambara                                | 1    |
| Elizabeth Cavin                              | 1    |
| Justin Acciavitti                            | 1    |
| BVT Milford                                  |      |
| BLANK                                        | 1367 |
| Arthur E. Morin Jr, 20 Radcliffe Dr, Milford | 1619 |
| Paul Marino Sr                               | 1    |
| BVT Millbury                                 |      |
| BLANK                                        | 1297 |
| Chester P. Hanratty, Jr, 7 Gould St Millbury | 1097 |
| Maryann Yaghoobian, 53 Carleton Rd, Millbury | 593  |
| WRITE-IN                                     | 0    |
| BVT Millville                                |      |
| BLANK                                        | 1437 |
| Geral M. Finn, 47 Grove St, Millville        | 1549 |
| Paul Marino Sr                               | 1    |
| BVT Northbridge                              |      |
| BLANK                                        | 1352 |
| Jeff T. Koopman, 440 Quaker ST, Northbridge  | 1635 |
| WRITE-IN                                     | 0    |
| BVT Sutton                                   |      |
| BLANK                                        | 2974 |
| Travis Wandland                              | 1    |
| Julie Mitchell                               | 1    |

|                                           |      |
|-------------------------------------------|------|
| Paul Marino Sr                            | 2    |
| Mark Hicklin                              | 1    |
| Marty Gree                                | 1    |
| Pam Luces                                 | 1    |
| Sangita Tambara                           | 2    |
| Sean McDonald                             | 1    |
| Frank Rook                                | 1    |
| Trevor Hunt                               | 1    |
| Travis Acciavitti                         | 1    |
|                                           |      |
| BVT Upton                                 |      |
| BLANK                                     | 1211 |
| David R. Bartlett, 21 Plain St            | 1773 |
| Paul Marino Sr                            | 1    |
| Joyce Chu                                 | 1    |
| Lee Hagan                                 | 1    |
|                                           |      |
| BVT Uxbridge                              |      |
| BLANK                                     | 1416 |
| James H. Ebbeling, 24 Sylvan Rd, Uxbridge | 1569 |
| Paul Marino Sr                            | 1    |

The total number of ballots voted was 2,987 (1,532 Precinct 1 and 1,455 Precinct 2) out of 5,141 (313 inactive). This represents an 82% turnout. The total votes included 334 absentee ballots, 0 provisional ballots, and 1 FWAB ballots. Warden Rena Richard read the unofficial results of the election at 8:45 pm. The used and unused ballots were sealed in separate containers and deposited in the town vault at 9:00 pm.

Attest:

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Kelly A. McElreath, Town Clerk



## **TOWN OF UPTON / STM 18 NOVEMBER 2014 / WARRANT**

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 in the Auditorium at the Nipmuc Regional Middle/High School, 90 Pleasant Street, in Upton on Tuesday, the eighteenth day of November 2014, at 7:00 o'clock in the evening, then and there to act on the following Articles:

**Article 1:** To see if the Town will vote to amend the fiscal year 2015 operating budget as voted under Article 3 of the 2014 Annual Town Meeting by: transferring amounts between line items: and reducing the amounts raised and appropriated for certain line items; and, further, by amending the funding sources for said budget by transferring a certain sum from free cash and reducing the amount raised and appropriated by a like amount; or take any other action related thereto.

Explanation/Submitted By: To make adjustments in the fiscal year 2015 budget as a result of lower than expected growth in the grand list.

Recommendation: Favorable Action

**Article 2:** To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Twenty-two thousand dollars (\$22,000.00), or any other sum, for the purchase and equipping of a Police Department administrative vehicle, or, to take any other action relative thereto.

Explanation/Submitted By: To purchase an unmarked administrative vehicle for the Police Department to replace a 2007 Dodge Charger/Board of Selectmen

Recommendation: Favorable Action

**Article 3:** To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Seven thousand dollars (\$7,000.00), or any other sum, for the purchase and installation of a replacement server and DVR system for the Police Department, including all costs incidental and related thereto, or, to take any other action relative thereto.

Explanation/Submitted By: To purchase a replacement server and DVR unit for the Police Department. The current server is unable to accommodate the latest versions of software required for the department's needs and the DVR has failed/Board of Selectmen

Recommendation: To Be Determined

**Article 4:** To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Five thousand dollars (\$5,000.00), or any other sum, for a supplemental appropriation to the Council on Aging Expense Account (#0100-541-5400-5421), for the remainder of fiscal year 2015, or, to take any other action relative thereto.

Explanation/Submitted By: To transfer funds from Council on Aging salaries to the expense line to pay for contracted custodial services no longer being performed by an employee/Board of Selectmen

Recommendation: Favorable Action

**Article 5:** To see if the Town will vote to accept the provisions of G.L. c.40, §22F, to allow, subject to the restrictions set forth in the statute, Town boards or officers to fix reasonable fees for the issuance of a license, permit, or certificate, or for services rendered or work performed; or take any other action relative thereto.

Explanation/Submitted By: To accept a section of State law regarding the setting of fees for various Town licenses, permits or certificates/Board of Selectmen

Recommendation: Not Applicable

**Article 6:** To see if the Town will vote to amend the Town of Upton General By-laws Chapter 12, Section 7, Water Department, Rates, by deleting the text of said section in its entirety and replacing it with the following: "Fees for connection and use of the Town's public water supply system shall be established by the Director of Public Works with the approval of the Board of Selectmen, after a public hearing, notice of which shall be published in a newspaper of substantial circulation in the Town at least 14 days in advance of the hearing," and to amend said General By-laws Chapter 13, Section 3, Sewer Cost Apportionment, Rate,

by deleting the text of said section in its entirety and replacing it with the following: “Fees for connection and use of the Town’s public sewer system shall be established by the Director of Public Works with the approval of the Board of Selectmen, after a public hearing, notice of which shall be published in a newspaper of substantial circulation in the Town at least 14 days in advance of the hearing”; or to take any other action relative thereto.

Explanation/Submitted By: To transfer the responsibility of setting the rates for new water and sewer connections to the DPW Director with the approval of the Board of Selectmen/Board of Selectmen

Recommendation: Not Applicable

**Article 7:** To see if the Town will vote to amend the Town of Upton General Bylaws, last amended and incorporated September, 2013, by deleting, in TITLE 4, POLICE AND PUBLIC ORDER, the provisions of Chapter 4 – Gasoline or Automotive Service Stations, in its entirety, and further, to amend the Zoning By-laws, last amended and incorporated May, 2012 by modifying item #25 in the Table of Uses to delete the following, “excluding self-service gas stations”; or, to take any other action relative thereto.

Explanation/Submitted By: To remove from the General and Zoning By-laws the prohibition on self-serve gasoline stations/Board of Selectmen, Planning Board

Recommendation: Favorable Action

**Article 8:** To see if the Town will vote to transfer the sum of Fifteen thousand five hundred dollars (\$15,500.00) from the Community Preservation Fund – Historic Resources Reserve Account (2440-300-3595-1000) for the preservation of the historic North Street Schoolhouse, specifically for the removal of trees that are in poor condition and require removal in connection with work to restore the schoolhouse foundation and the erection of interpretive signage, to be completed under the supervision of the Land Stewardship Committee, such project to be completed within three years; or, to take any other action relative thereto.

Explanation/Submitted By: To remove trees from the foundation of the North Street Schoolhouse to prevent further degradation of the foundation,

which in turn will allow the installation of signage/Land Stewardship Committee

Recommendation: To Be Determined

**Article 9:** To see if the Town will vote to transfer from the Community Preservation Fund - Undesignated Account (2400-300-3590-1000) sums equal to not less than 10% of the Community Preservation Fund FY2015 estimated annual revenues to the following Community Preservation Fund accounts to meet the requirements of M.G.L. c.44B, §6:

Historic Resources Account (2440-300-3595-1000)

Open Space Account (2410-300-3595-1000)

Community Housing Account (2470-300-3595-1000);

or, to take any other action relative thereto.

Explanation/Submitted By: To set aside 10% of CPA FY15 annual revenues into reserve accounts/Community Preservation

Committee

Recommendation: Favorable Action

**Article 10:** To see if the Town will vote to transfer the sum of Forty-three thousand dollars (\$43,000.00) from the Community Preservation Act Undesignated Account (2400-300-3590-1000) to supplement funding approved under Article 20 of the May 8, 2014 Annual Town Meeting for restoration and rehabilitation of land for recreational purposes, specifically for the replacement of the basketball and tennis courts at Kiwanis Beach including the surface, baskets, poles, netting, fencing, including all costs incidental and related thereto, or, to take any other action relative thereto.

Explanation/Submitted By: To supplement the funding approved at the Annual Town Meeting for this project/Recreation Commission

Recommendation: Favorable Action

**Article 11:** To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer from the Community Preservation Fund or otherwise, or from any combination thereof, the sum of Two Hundred ninety-three thousand six hundred eighty-four dollars and fifty cents (\$293,684.50), or any other sum, to meet the second 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 second year principal and interest payments (i.e., debt service) on the Town Hall bonds, to be paid from both CPA monies/Board of Selectmen

Recommendation: Favorable Action

**Article 12:** To see if the Town will vote to transfer the sum of Two hundred thousand dollars (\$200,000.00) from the Community Preservation Fund – Community Housing Reserve Account (2470-300-3595-1000) to the Affordable Housing Trust; or, to take any other action relative thereto.

Explanation/Submitted By: To transfer a portion of the CPA funds for Community Housing to the Affordable Housing Trust/Affordable Housing Trust

Recommendation: Favorable Action

**Article 13:** To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Five thousand dollars (\$5,000.00) or any other sum, for a supplemental appropriation to the Conservation Fund Account (#8220-300-3590-1000), or, to take any other action relative thereto.

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

Recommendation: To Be Determined

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 twenty-ninth day of October in the year of our lord two thousand fourteen.

**CERTIFICATION OF PROCEEDINGS  
THE COMMONWEALTH OF MASSACHUSETTS  
TOWN OF UPTON  
SPECIAL TOWN MEETING  
November 18, 2014**

Called to order at 7:00 pm by Moderator David Loeper.

Board of Selectmen Chair, Bob Fleming, led the audience in the Pledge of Allegiance.

During this meeting, 57 voters were checked in to the Nipmuc Regional Middle/High School by Tracey Tardy and M. Denise Smith meeting the necessary quorum of 40 voters.

By unanimous vote, guests present were: Lauren Goldberg, Town Counsel, Michelle Sanford, Town Crier; Michael Gleason, Milford Daily News; Kenny Costa, Town Accountant; Jessica Brady.

**FY15 Budget Funding**

**ARTICLE 1:** Upon motion of Ken Picard, it was moved the Town vote to amend the vote taken under Article 3 of the 2014 Annual Town Meeting on the fiscal year 2015 operating budget by amending the funding sources for said budget by transferring Fifty thousand dollars (\$50,000.00) for such purposes from Free Cash and reducing the amount raised and appropriated by a like amount.

Favorable recommendation from Finance Committee

**Moderator declared the motion passed unanimously**

**Police Vehicle**

**ARTICLE 2:** Upon motion of Michael Bradley, it was moved the Town vote transfer from Free Cash the sum of Twenty-two thousand dollars (\$22,000.00), for the purchase and equipping of a Police Department administrative vehicle.

Favorable recommendation from Finance Committee

**Moderator declared the motion passed unanimously**

**Police Server**

**ARTICLE 3:** Upon motion of Michael Bradley, it was moved the Town vote to transfer from Free Cash the sum of Seven thousand dollars (\$7,000.00), for the purchase and installation of a replacement server and DVR system for the Police Department, including all costs incidental and related thereto.

Favorable recommendation from Finance Committee

**Moderator declared the motion passed unanimously**

**COA Expense Funding**

**ARTICLE 4:** Upon motion of Robert Fleming, it was moved the Town vote to transfer the sum of Five thousand dollars (\$5,000.00) from the Council on Aging Wages Account (#0100-541-5100-5100), for a supplemental appropriation to the Council on Aging Expense Account (#0100-541-5400-5421), for the remainder of fiscal year 2015.

Favorable recommendation from Finance Committee

**Moderator declared the motion passed unanimously**

**Acceptance of c.40, §22F to fix fees**

**ARTICLE 5:** Upon motion of James Brochu, it was moved the Town vote to accept the provisions of G.L. c.40, §22F, to allow, subject to the restrictions set forth in the statute, Town boards or officers to fix reasonable fees for the issuance of a license, permit, or certificate, or for services rendered or work performed.

Favorable recommendation from Finance Committee

**Moderator declared the motion passed unanimously**

**Amend General Bylaws Water-Sewer Rates**

**ARTICLE 6:** Upon motion of Jeff Thompson, it was moved the Town vote to amend the Town of Upton General By-laws Chapter 12, Section 7, Water Department, Rates, by deleting the text of said section in its entirety and replacing it with the following: “Fees for connection and use of the Town’s public water supply system shall be established by the Director of Public Works with the approval of the Board of Selectmen, after a public hearing, notice of which shall be published in a newspaper of substantial circulation in the Town at least 14 days in advance of the hearing,” and to amend said General By-laws Chapter 13, Section 3, Sewer Cost Apportionment, Rate, by deleting the text of said section in its entirety and replacing it with the following: “Fees for connection and use of the Town’s public sewer system shall be established by the Director of Public Works with the approval of the Board of Selectmen, after a public hearing, notice of which shall be published in a newspaper of substantial circulation in the Town at least 14 days in advance of the hearing.

**Moderator declared the motion passed unanimously**

**Amend General Bylaws Self Service Gas Stations**

**ARTICLE 7:** Upon motion of Aaron Goodale, it was moved the Townvote to amend the Town of Upton General By-laws, last amended and incorporated September, 2013, by deleting, in TITLE 4, POLICE AND PUBLIC ORDER, the provisions of Chapter 4 – Gasoline or Automotive Service Stations, in its entirety, and further, to amend the Zoning By-laws, last amended and incorporated May, 2012, by

modifying item #25 in the Table of Uses to delete the following, “excluding self-service gas stations.

Favorable recommendation from Planning Board

Moderator declared this motion required a 2/3 majority

**Moderator declared the motion passed by 2/3 majority**

**ARTICLE 8:** Upon motion of Rena Richard, it was moved to pass over this article.

**Moderator declared the motion passed unanimously**

### **CPA Revenue Appropriation**

**ARTICLE 9:** Upon motion of Rena Richard, it was moved the Town vote to transfer from the Community Preservation Fund - Undesignated Account (2400-300-3590-1000) the following sums from Community Preservation Fund FY2015 estimated annual revenues to the following Community Preservation Fund accounts to meet the requirements of M.G.L. c.44B, §6:

|             |                                                 |
|-------------|-------------------------------------------------|
| \$53,782.37 | Historic Resources Account (2440-300-3595-1000) |
| \$53,782.37 | Open Space Account (2410-300-3595-1000)         |
| \$53,782.37 | Community Housing Account (2470-300-3595-1000)  |

Favorable recommendation from the Community Preservation Committee/ Finance Committee

**Moderator declared the motion passed unanimously**

### **Kiwanis Beach Rehabilitation Funding**

**ARTICLE 10:** Upon motion of Rena Richard, it was moved the Town vote to transfer the sum of Forty-three thousand dollars (\$43,000.00) from the Community Preservation Act

Undesignated Account (2400-300-3590-1000) to supplement funding approved under Article 20 of the May 8, 2014 Annual Town Meeting for restoration and rehabilitation of land for recreational purposes, specifically for the replacement of the basketball and tennis courts at Kiwanis Beach including the surface, baskets, poles, netting, fencing, including all costs incidental and related thereto.

Favorable recommendation from the Community Preservation Committee/ Finance Committee

**Moderator declared the motion passed unanimously**

#### **Town Hall Renovation Debt Service**

**ARTICLE 11:** Upon motion of Rena Richard, it was moved the Town vote to transfer the total sum of Two Hundred ninety-three thousand six hundred eighty-four dollars and fifty cents (\$293,684.50) from the Community Preservation Fund to meet the second year payment of debt service owed on the General Obligation Town Hall Renovation Bonds, with Thirty-four thousand two hundred thirty-seven dollars and fifty-seven cents (\$34,237.57) from the Historic Resources Account (#2440-300-3595-1000) and Two hundred fifty-nine thousand four hundred forty-six dollars and ninety-three cents (\$259,446.93) from the Undesignated Account (#2400-300-3590-1000) .

Favorable recommendation from the Community Preservation Committee/ Finance Committee

**Moderator declared the motion passed unanimously**

#### **Funding of Affordable Housing Trust**

**ARTICLE 12:** Upon motion of Amanda Graham, it was moved the Town vote to transfer the sum of Two hundred thousand dollars

(\$200,000.00) from the Community Preservation Fund – Community Housing Reserve Account (2470-300-3595-1000) to the Affordable Housing Trust as a grant, and to authorize the Board of Selectmen, in consultation with the Community Preservation Committee, to enter into a grant agreement with the Affordable Housing Trust setting forth the terms and conditions of said grant.

Favorable recommendation from the Community Preservation Committee/ Finance Committee

**Moderator declared the motion passed by majority**

**Funding of Conservation Fund**

**ARTICLE 13:** Upon motion of Michael Penko, it was moved the Town vote to transfer from Free Cash the sum of Two thousand five hundred dollars (\$2,500.00), for a supplemental appropriation to the Conservation Fund Account.

Favorable recommendation from Finance Committee

**Moderator declared the motion passed unanimously**

Upon motion of William Young, it was moved to dissolve this warrant and adjourn the Special Town Meeting at 7:44 pm.

**Motion passed unanimously.**

A True Copy,  
ATTEST:

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Kelly A. McElreath, Town Clerk

Town Officers  
&  
Appointed Committees  
Reports

## **REPORT OF THE BOARD OF SELECTMEN**

As we enter calendar year 2015 we are pleased to report that the Town is in very good financial standing with an AA+ Moody bond rating. In addition, our management structure is doing an excellent job of meeting the needs of our citizens. We wish to begin our report by thanking all town employees, elected officials and volunteer boards and commissions for their dedication and commitment and for providing outstanding services to our citizens making Upton such an ideal community in which to reside. We especially want to thank our Town Manager Blythe Robinson and Executive Assistant Sandra Hakala.

On September 23<sup>rd</sup> the Town Hall was rededicated, 130 years to the day of the original dedication of September 23, 1884. For over 20 years, previous boards of Selectmen and committees have attempted to move the renovation forward and now it is finally realized, thanks to the cooperative effort of the Town Hall Building Committee, Community Preservation Committee, Finance Committee and the citizens of Upton.

As the seated Board of Selectmen, we had the honor of officiating at the ribbon cutting and opening ceremonies. Today our Town has a beautiful and functional facility that serves as the center of our government, with all departments now housed together in one location.

Prior to the opening, our Board personally sponsored and funded a "special opening" for past elected and appointed officials as well as former employees; in recognition of their service and the emotional attachment many of them had to the old Town hall.

Our Town Manager form of government now allows the Board of Selectmen the ability to focus on policy, innovation and strategic planning. In January the Board recognized the need for a strategic leadership plan that would set clear realistic goals and define action steps, while eliciting views from major stakeholders.

This resulted in our Board targeting the following primary objectives (in no special order):

## **Regionalization Opportunities with Emphasis on Improved Services and Cost Savings**

To date the Town has many regional agreements with neighboring towns and governmental agencies. We meet bi-monthly with the Multi Board Committee comprised of membership from the Mendon Board of Selectmen, Mendon Finance Committee, the Mendon Upton Regional School District, and the Upton Finance Committee to have transparent discussion relative to the school budget, as well as to seek opportunity for shared services. Our Board has also reached out to neighboring towns to look for innovative opportunities that are mutually beneficial to both towns. The most recent discussion was held in Hopedale when we visited and discussed topics of mutual interest with the Hopedale Board of Selectmen.

Presently the Town has agreements for regional services with the Hopedale police dispatch out of the Upton police headquarters, the custodian for the Council on Aging Center with Northbridge, and the Conservation Commission Agent with Ashland.

## **Community Recognition Program**

We recognize a community's value is in large part measured by the contribution of its citizens and the Board feels it important to continue to promote this by working to increase citizen participation whether it lies within or outside governmental functions.

We've created an outreach to recognize those persons or organizations that unselfishly give of themselves to improve the quality of life for our citizens. This is a way for the Board, on behalf of the citizens of the Town, to show appreciation for their contributions. Within the past year we've honored the Upton Men's Club and Bloomer Girls for their many generous financial and social contributions as civic minded organizations.

Throughout the year we also recognized many Boy Scouts, who while working on their Eagle Scout project, provided valuable services and facilities for the Town. These scouts are; Brett Nasuti, Zach Crosby, Nolan Hobart, Derek Mager, Mike LaClaire and Tom Coley.

We recognized Tom Bair for his refinishing of the historical weights and measures cabinet that is part of Upton's historic past and we hope to find proper placement for it in the newly refurbished Town Hall.

Blackstone Valley Vocational school student Andrea Matellian was recognized for her fund raising efforts to provide substantial contributions toward the Fire Department Jaws of Life drive.

We realize there are many more that deserve recognition and will continue this policy to express the Town's appreciation for the activities of other organizations and individuals. We encourage citizens to bring forward names they feel are deserving of recognition.

### **Energy Efficiency Plan**

This plan is targeted at cost savings and energy conservation. On May 4<sup>th</sup> by unanimous vote our Board voted to apply for the Green Communities Designation through the Commonwealth Department of Energy Resources. This designation requires the Town to meet specific energy reduction mandates, while conserving energy, make the Town eligible for state and federal grants. After many months of our completing and submitting compliance requirements, (assisted by the outstanding performance of the Green Communities Committee), the state granted the designation in December and awarded a grant in the amount of \$148,350 to be used by the Town to create green energy savings. We are working with the Committee to comply with the standards of the designation and will be seeking additional grants for application of energy conservation within our Town.

Our Board adopted a vehicle energy reduction policy in compliance with the Green Communities initiative, that will require the Town, (with the exception of public safety), to acquire vehicles that meet environmental standards as being energy compliant.

By unanimous vote our Board elected to enter into an agreement to join the Hampshire Council of Governments aggregation consortium. This agreement was ratified by voters at town meeting. The consortium of 40 towns will provide the citizens of Upton the option of subscribing to

Hampshire as an alternate electricity provider, at a reduced cost over their present electricity utility provider. This is a non-binding offer that citizens can elect to opt out of should they wish to do so, remaining with their present provider. The State Department of Public Utilities is conducting the final reviews and we believe the program will be available to citizens in early 2015.

### **Structured Educational and Training Plan**

This plan is specific to town employee and departmental assistance training. These educational programs are being offered to employees to enhance their job performance at little cost to the taxpayer, based on federal and state grants, Pro Bono services from town counsel, our MIIA Insurance provider and volunteer offerings by professionals from within our community.

In conjunction with this, educational classes related to Massachusetts laws will also be offered to elected and appointed personnel to ensure compliance with federal, state and local laws. This will not only ensure a better educated management team, but will reduce the potential risk of litigation against the Town.

To date educational programs have been offered in the areas of specific job training, and personnel evaluation procedures. It's also the Board's intent to evaluate the possibility of offering formal institutional programs for degree credits.

### **Create Equitable Salary and Compensation Plans for Part Time Elected Officials**

The Board in conjunction with the Personnel Board brought forward to town meeting a general by-law proposal to regulate the compensation of part-time elected officials, ensuring equitable pay for all. This was favorably acted on and is now a town by-law.

### **Address Actions Recommended in the Auditor's Report**

In compliance with the Auditor's Management Report, the Board is looking at the transition of some positions from elected to appointed. Recognizing that at present, the Town has many competent officials, the

auditor recommends that based on the advancing complexities of town and state government there is a need to ensure competence by the appointment of persons to positions with increasing responsibility, rather than by popular election. The Board will continue to address this need.

### **Nuisance By-Law**

To protect the rights and quality of life of our citizens, we have begun the process of bringing forward a nuisance by-law. This will be done in consort with the Planning Board, Conservation Commission, Zoning Board and other town authorities. This by-law will be designed to protect citizens from property devaluation due to neighboring issues, yet not written so as to inhibit basic rights. It is our intent to bring this to town meeting sometime in 2015.

### **Revitalization of Our Town Center**

On July 21<sup>st</sup> the Board applied for and received for the Town a District Local Technical Assistance Grant through Central Massachusetts Regional Planning Commission. The purpose of this grant is to evaluate the general business zone from the intersection of Hartford Avenue South to the intersection of Elm Street and route 140. We are in the process of looking at ways to improve the functionality and aesthetics of our downtown area. Based on the findings of Central Massachusetts Regional Planning Commission we will evaluate these opportunities and bring forward proposed options.

### **Snow Removal and Maintenance of Private Ways Policy**

In August, the Board invited residents of private ways to engage with us in discussion for development of a snow removal and maintenance policy. By state statute, towns are not required to maintain and plow private ways unless a community elects to accept the policy by town meeting vote. Upton elected at town meeting in 2001 to plow in private ways, however no policy had been established to define the process. After holding multiple meetings and site visits with citizens allowing them the ability to offer inputs and to debate the issue, the Board voted on Sept 22<sup>nd</sup> to adopt a policy that was designed to be fair and equitable to all residents of private ways.

### **Facilities Management**

Recognizing the importance of taking a pro-active approach to extend the life and ensure the protection of our valuable buildings, property assets, and capital, we are entering into a contractual facilities maintenance program. These contracted services will provide on-going maintenance and monitoring of the more sophisticated equipment such as heating and cooling systems, generators, electronics, as well as overall building upkeep. The present custodial service will still be provided by town personnel for daily upkeep.

### **Health Benefit Policy**

In July our Board voted to establish a defined health benefits policy. All employees receiving benefits were given an opportunity to have input. From this input our Board deliberated and enacted the policy that clearly defines who's eligible for benefits, and how those benefits are administered.

### **Paperless Initiative**

To improve communication, reduce waste and printing costs, we are converting many reports and records to electronic formats. We intend to acquire software that will reduce printing, improve inter-department communication and eliminate waste. At present, departmental reports to the Board, meeting minutes, and financial reporting are now submitted electronically. Once our research is completed as to the chosen software program that best fits the Town's needs, we intend to make this a town wide initiative throughout all governmental operations.

### **Acquisition of Cemetery Land**

The available burial lots at Lakeview Cemetery are near capacity and we recognize the need for additional land for cemetery expansion. The Board is committed to seeking more land to satisfy this need.

### **Affordable Housing Trust**

Three years ago our Board brought before town meeting a by-law proposal to establish an Affordable Housing Trust. This Trust proposal was enacted by meeting action. Last year town meeting voted in favor of amending the

number of trustees to five. From the actions of these meetings, we appointed an Affordable Housing Committee charged with developing a plan to comply with state regulation as to the number of affordable property units in town. In November, voters at town meeting voted to transfer \$200,000 from The Community Preservation funds to the Affordable Housing Trust. With Upton presently at close to 8%, state law requires that 10% of the Town's housing meets the affordable requirement. The Trust's next charge is to develop a grant trust agreement before moving forward on any housing initiatives.

### **Storm water Management**

The Commonwealth has imposed very strict guidelines for treatment of water run-off and erosion control. We executed an inter-municipal agreement with thirty other communities (Town of Spencer as the lead town), to participate in a storm water management program of the Central Massachusetts Storm Water Coalition. As a shared study, these findings will provide at minimal costs to our Town, a plan that will be implemented and will satisfy the demands of the Federal Environmental Protection Agency.

In closing we thank the citizens of Upton for giving us the privilege of serving you. We encourage all citizens to become involved in their town, either through direct involvement in its government, or by contributing to the many organizations that help make Upton the outstanding town we all love and appreciate.

Respectfully submitted,

Robert J. Fleming, Chair  
Kenneth E. Picard  
James A. Brochu

## **REPORT OF THE TOWN MANAGER**

2014 was a milestone year with the reopening of Town Hall, enhancements to services to our residents and opportunities for the Town.

The year began as it usually does with the development of the FY 2014/2015 budget. The challenges of the economy continued to affect Upton resulting in little revenue growth yet increasing costs to Town operations. A balanced budget was supported unanimously by the voters at the annual town meeting that accommodated the cost of 25 additional students enrolling in Blackstone Valley Regional Technical High School, which was a significant jump from prior years. This was offset by a very modest budget increase by the MURSD school district. Two significant changes in service delivery were supported in the Town budget that included the Department of Public Works taking over maintenance of the Town's cemeteries, and in the Fire/EMS Department enhancing our emergency medical services by changing from the providing Basic Life Support with EMT's to Advanced Life Support (ALS) with both paramedics and EMT's. This enables us to perform this service with our own staff instead of relying on private ambulance services from outside of town. The State approved our license to operate at this level in November. We believe that the level of care provided to our residents will improve greatly, and the cost balanced by fees we are able to charge for it and by no longer paying private agencies as we have done in the past.

A major focus this year was completing the renovation of Town Hall in time for a rededication of the building on the 130<sup>th</sup> anniversary of the original date and then moving back in on September 26<sup>th</sup>. Construction challenges meant that the relocation was delayed about two months, but the wait was worthwhile. The building now houses the Board of Health and Code Enforcement, as well as office space for Boards and Committees that have heretofore had nowhere to work or maintain the town's records. With all offices together under one roof in a fully accessible building, services to our residents are much improved. Most offices are now open five days per week to serve customers and the Main Hall is once again available for functions and sports. We are also pleased to note that the project will be completed within the budget approved by the voters.

The recruitment and retention of excellent staff is a priority of the Board of Selectmen and strides were made in this area this year. Janice Nowicki joined us in January as the Director of the Council on Aging, and later in the year Jessica D'Amato also joined that department heading up the coordination of Social Services. At year end DPW Director Jeff Thompson resigned to relocate to Florida and a search was launched to fill this position.

It came to our attention this year that the Town had voted to accept a section of the State law that allows us to plow snow on private ways, yet a policy on this matter had never been adopted. After analyzing the issue and including the residents who would be affected by this in the conversation, the Board adopted a policy on this over the summer. The policy fairly and objectively sets out criteria to determine the eligibility of a road to be plowed and treated. Each road was rated against this and the end result was that most roads would continue to be treated, and only a few that are not open to the public will not be.

In 2007 the Town had created four parcels of land along Orchard Street as part of the acquisition of Stephan's Farm. Two were sold shortly after that but the Town had kept the other two. This year both were put up for sale through the State mandated process for disposition of property. One was sold for the assessed value, and the second one will be advertised for sale in the spring. That revenue will be put towards paying off the debt for the acquisition of the farm.

The acquisition of grants for items or projects that support Town services are a priority of the Board. The Town worked with the Central Massachusetts Regional Planning Agency and participated in two technical assistance grants that were awarded by the State. The first was used to help develop portions of the application to become a State designated Green Community. The Central Massachusetts Regional Planning Commission (CMRPC) developed the 20% energy reduction plan which is a key part of the green community program. The second grant was to study a priority development area for which we chose the downtown commercial business district. In December CMRPC presented their findings to the Board of Selectmen.

Strong financial planning is another priority of the Board. The Town's chart of accounts was revised as recommended by the auditors to better track revenues and expenditures. The work was done in house by our Town Accountant saving the cost of having it completed by a consultant. Frugal spending during the year and some revenue increases resulted in a higher Free Cash balance being approved by the State Department of Revenue. This will allow us to set aside funds for our OPEB obligation and continue to fund important capital expenditures identified in the Town's Capital Improvement Program.

In my role I also support the Personnel Board. The board was busy through the first part of the year completing the five-year compensation and classification plan and implementing it as part of the budget. A key component this year was an updated pay plan for call/volunteer firefighters and emergency medical personnel. For the first time there is a pay plan that recognizes both the level of job duties as well as the length of service of our staff. We are proud of their service and have come to rely on their long tenure to meet our Fire and EMS needs, and believe the pay plan which rewards this will serve its purpose well.

I want to thank the Board of Selectmen, staff and our residents for their support again this year. Special thanks go to Kelly McElreath for her role as the Chairman of the Town Hall Renovation Committee and tackling the endless issues, questions and tasks that faced us in completing this project. Thanks also go to Sandy Hakala who provides stellar support to our office on a daily basis. She played a key role in our managing the interior decoration and coordination of the building as well as ensuring that the move went smoothly so as to limit the impact to residents' during the transition. Together all of our Town departments made strides forward in providing high quality services for which I am very proud. It is an honor to be Upton's Town Manager, and I look forward to doing so again in 2015.

## **REPORT OF THE AFFORDABLE HOUSING TRUST**

The Upton Affordable Housing Trust was approved by the Massachusetts Office of the Attorney General in September 2013 following a vote at the May 2012 Annual Town Meeting to add Chapter 23 entitled Upton Affordable Housing Trust Fund to the General By-Law and a May 2013 Annual Town Meeting vote to change the number of members from seven to five.

The purpose of the Upton Affordable Housing Trust shall be to provide for the preservation and creation of affordable housing in the Town of Upton for the benefit of low and moderate income households. The Trust shall be governed by Trustees in accordance with Massachusetts General Laws Chapter 44, Section 55C and the authority granted and amended accordingly by Town Meeting.

The members held their first meeting in October and recommended that the Trust request two hundred thousand dollars from the CPA affordable housing account at the Special Town Meeting held on November 18, 2014. The motion passed and the requested amount was approximately half of the balance available. The Trust felt the amount was reasonable enough to perform action if an opportunity presents itself. As the Trust moves forward, and if the need arises, a transfer of a determined amount could be requested and made annually from the CPA affordable housing account to the Trust.

The members will focus on the creation of a Grant Trust Agreement and educating themselves with other commissions and agencies. It is their intent to invite at upcoming meetings the Central Mass Regional Planning Commission, Massachusetts Housing Partnership, Habitat for Humanity, Community Preservation Committee and other boards or commissions to explore the best opportunities and direction for Upton.

Respectfully submitted,

James A. Brochu, Chairman

## **REPORT OF THE ANIMAL CONTROL OFFICER**

Mike Moran was appointed to the position of Animal Control Officer on July 1, 2014. Since this time two hundred calls regarding domestic and wildlife animals were answered; seventy incidences regarding domestic and wildlife animals were responded to; and fourteen quarantines were issued, thirteen of which were for dogs and one for a horse.

As part of the ACO responsibilities, sixty barn inspections were conducted as required by the state of Massachusetts to ensure the residents of Upton are maintaining a safe, healthy and clean environment for their livestock. This information was forwarded to Massachusetts Department of Agriculture. The number of small and large farms in Upton was reported to the Town of Upton.

The Town of Upton has issued six dog kennel licenses. There are eight hundred and forty eight dogs that are licensed and approximately two hundred dogs are not licensed in the Town of Upton.

The livestock that resides in the Town of Upton is as follows:

|                  |               |
|------------------|---------------|
| Horses-168       | Turkeys-1     |
| Cows-22          | Rabbits-30    |
| Sheep-23         | Water Fowl-49 |
| Pot belly pigs-2 | Game Birds-13 |
| Llamas-6         | Pigeons-80    |
| Alpacas-11       | Peacocks-5    |
| Donkeys-8        | Goats-73      |
| Mini horses-27   | Deer-4        |
| Chickens-275     | Ponies-1      |

Respectfully submitted,

Mike Moran  
Animal Control Officer

## **REPORT OF THE AQUATIC WEED CONTROL COMMITTEE**

Aquatic Weed Control is a line item on the DPW budget. The Aquatic Weed Control Committee is responsible to assess, plan, and implement a program of aquatic vegetation control for the water bodies in Upton - Pratt, Wildwood, and Taft Ponds. The program is necessary to control invasive, non-native vegetation, which inhabits these ponds. This assures that they will continue to be important ecosystems supporting desired vegetation and wildlife and recreational use such as swimming, boating, and fishing. The Aquatic Weed Control Committee's annual budget is \$6,500. This money is allocated to treat most types of aquatic weeds.

The nature of the ponds, shallow with muddy bottoms, contributes to the proliferation of the invasive vegetation. In addition, run off containing fertilizer and phosphates enhance its growth. Thus, annual and biennial maintenance programs are necessary to keep the weeds in check. To accomplish this, herbicides designed for specific weed populations and approved by the Mass Department of Environmental Management are selectively applied in the late spring when the weeds are at their maximum growth cycle.

The Town contracted with Aquatic Control Technology, Inc. (ACT) in 2014 to provide the various treatments necessary for the specific types of aquatic weeds. Pre-inspections identify the weeds to be targeted; post-inspections assess the success of the treatment and identify further follow-up to be conducted in the following year.

In 2012, Pratt Pond received a whole pond treatment for the growth of an indigenous weed named fanwort (Cabomba), which was not affected by the herbicides used for the targeted weeds. Fanwort is a prolific weed that grows in water up to 10 feet deep (most of the pond). It had gained a foothold and was spreading rapidly. If left untreated, it posed a concern for swimmers who might get tangled in it. Also, in the fall it dies back and rots, which decreases the oxygen content of the pond greatly affecting wildlife, especially fish. Unfortunately, it roots by vegetative fragmentation, i.e., a fragment of the plant will root independently of the plant itself. So once established, it spreads rapidly.

In 2014, ACT conducted a follow up survey to determine the areas of aquatic weed regrowth in Pratt Pond. The inspection indicated effective control of fanwort (Cabumba) the invasive species targeted with a whole pond treatment in 2012. However, dense coverage of fanwort was found in the inlet cove in the northeastern section of the pond while a lesser amount was found near the Town beach. Both areas were treated as well as a section of the pond near the boat ramp which contained a different weed, variable milfoil. A follow up inspection indicated no further growth of the fanwort and a large reduction of the variable milfoil near the boat launch. With the reduction of the aquatic weeds in Pratt, it was advised to continue spot treatments in 2015. Treatment costs for Pratt amounted to \$4,900.

ACT also conducted an inspection of Lake Wildwood. The inspection indicated extensive regrowth of fanwort throughout the pond since the whole pond treatment several years ago. In order to preserve open water habitat and a desirable vegetative habitat, it was recommended that the Town consider a whole pond treatment for Wildwood. The approximate cost for this treatment would be \$23,000. This concern will be brought before the Board of Selectman to consider funding this project.

As expensive as this amount is, if a water body is not maintained, the cost of maintenance escalates over time. Upton is lucky to have the water bodies it has. Maintaining them assures they will continue to be important ecosystems supporting desired vegetation and wildlife and recreational use such as swimming, boating, and fishing.

For the complete report, please contact the committee chairman.

Respectfully submitted,

Dr. Charles Pedersen, Chairman  
Jim Bates, Jr.

## REPORT OF THE BOARD OF ASSESSORS

The Upton Board of Assessors received approval from the Department of Revenue (DOR) for the fiscal year 2015 tax rate of \$16.95. Please note the amount of money to be raised this year has increased by about 2.5% as allowed under Massachusetts General Law. Fortunately, property values have improved enough to maintain the present rate. Although the tax rate remains the same, there will be an increase in your total tax bill.

Upton town meeting attendees approved a financial budget and articles that require more money to be raised. This year the Town must raise \$458,150 more through taxation. The total amount for fiscal year 2015 is \$16,706,530.

Upton tax bills are paid on a quarterly basis. The first two payments are preliminary based on the previous year's tax rate, CPA and value. The second two payments are based on the current value, actual tax rate for fiscal year 2015 plus CPA, plus recovery of what quarter 1 and 2 rate should have been if the new rate had been available. Therefore, the second two payments will generally be greater than the first two preliminary bills. The final two bills are mailed in late December with payments due in February and May.

The fiscal year 2015 tax rate includes eight debt exclusions for Upton. These account for \$1.66 per \$1,000 of property valuation within the tax rate.

### **Tax Breakdown**

Tax rate within Proposition 2 ½                      \$15.29

### **Debt Exclusions:**

|                               |         |                        |         |
|-------------------------------|---------|------------------------|---------|
| New School Bond (High School) | \$00.46 | Memorial School        | \$00.46 |
| New Fire Station              | \$00.27 | Stefan's Property      | \$00.11 |
| Wastewater Treatment Plan     | \$00.12 | Blackstone Valley Tech | \$00.02 |
| Third Water Source            | \$00.12 | Miscoe Hill            | \$00.10 |

Upton has a single tax rate for all property classes. The current total assessment of all property within the Town of Upton is \$985,635,976. The property valuation reflects 94% residential, 2.2% commercial, 1% industrial and 2.8% personal property.

Below is recapitulation figures used when setting the tax rate for fiscal year 2015.

|                                              |              |
|----------------------------------------------|--------------|
| Total Amount to be raised:                   | \$22,639,553 |
| Total Estimated Receipts from other sources: | \$ 5,933,023 |
| Total Taxes levied on property:              | \$16,706,530 |

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

The board thanks Mrs. Tracey Tardy, our Department Coordinator for her outstanding support. Continuously expanding her job related education, Mrs. Tardy keeps the office functioning on a daily basis, resolves many citizen issues before they become issues and continuously looks for ways to improve the process to better serve the citizens of Upton.

We encourage you to visit the Town of Upton Assessor’s webpage:

**[http://uptonma.gov/Pages/UptonMA\\_BComm/Assessor/index](http://uptonma.gov/Pages/UptonMA_BComm/Assessor/index)**

Respectfully submitted,

Glenn H. Fowler, Chairman  
Charles T. Marsden  
Teresa A. Ambrosino

## REPORT OF BOARD OF HEALTH

The Board of Health respectfully submits the following report for the year 2014. Board members were as follows; Chairman, Al Holman; Member, Richard Desjardins; and Member, Richard Robinson.

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

|                                |                          |
|--------------------------------|--------------------------|
| Animal Control Officer         | Cori Oehley/Mike Moran   |
| Burial Agent                   | Kelly McElreath          |
| Assistant Burial Agent         | Kenneth Pederson         |
| Agent                          | Patricia Parent          |
| Title 5 Agents                 | Lenny Izzo & Paul McKeon |
| Food Inspector                 | Janice Skinner           |
| Asst. Public Health Supervisor | Diane Tiernan            |
| Town Nurse                     | Patricia Parent          |
| Town Physician                 | Donna Krauth             |

During the year 2014, 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 every second and fourth Thursday of the month to address any public health issues and to review septic and subdivision plans.

The contract with EL Harvey for curbside solid waste and recycling expired in June of 2014. The Town went out to bid for the services and E.L. Harvey was again awarded the contract. Although E.L. Harvey was the lowest bidder, the cost of the annual contract did reflect an increase to the Town. This escalation prompted us to raise the cost of the Upton trash bags as well as eliminating one of the two hazardous waste days held each year.

The hazardous waste day event was held during the spring of 2014 and a shredding event was held in the summer to local residents free of charge as well.

In April, the Board of Health purchased a drug kiosk which was installed at the Upton Police Department. This kiosk is available to residents wishing to dispose of outdated and unwanted prescription drugs, which are then disposed of in an authorized and environmentally safe manner.

Septic designs are now available electronically to residents. The Asst. Public Health Supervisor together with students from BVT worked to scan every septic design and permit on file dating back to the 1960's.

In June of 2014, Cori Oehly resigned as Animal Control Officer. Although Cori performed the service well, her workload and the decrease in the positions salary prevented her from keeping the position. The Board thanks her for her dedicated service to the position. Mike Moran was appointed as the new A.C.O. in July of 2014, and has shown to be a great asset to the position.

The office of the Board of Health was relocated to the new Town Hall in September. The office now boasts an organized, well-appointed and efficient space which is utilized by the Town nurse as well as the Board of Health. The office is now open to residents five days a week.

The Town nurse stayed current with regard to all emerging diseases including Ebola and Enterovirus this year. By participating in conference calls and reviewing literature we are able to stay prepared for the potential effects of the illnesses.

Through the Board of Health the Town Nurse applied for and was 1 of 40 chosen to receive a summer intern through the Massachusetts Dept. of Public Health. Kara Bandstra, an Upton resident, completed a boots on the ground health assessment for Upton. Going forward, Kara's work will hopefully help inform our goals and project choices. Thank you, Kara for your hard work!

Food inspections were completed by the food inspector 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.

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.

The Board’s Agent continues to attend the Regional Emergency Planning Committee meetings, representing Upton, one of the five towns involved in the committee. During these meetings officials discuss emergency preparedness relating to potential hazards that may exist in businesses in the area.

**Reported Communicable Diseases**

- 1 Norovirus
- 1 Giardiasis
- 1 Group B Streptococcus
- 3 Campylobacteriosis
- 5 Chronic Hep C
- 8 Lyme disease
- 25 Suspect Lyme Disease
- 10 Influenza
- 2 Salmonellosis
- 1 Strep Pneumoniae

**Flu Vaccines Issued**

Over 330 flu vaccines for ages 6 months and older including an in-school clinic at BVT issued.

**Permits Issued**

|                 |    |
|-----------------|----|
| Food            | 31 |
| Garbage & Offal | 9  |
| Tobacco Permits | 7  |
| Installers      | 16 |
| Well            | 12 |

|                            |         |
|----------------------------|---------|
| Septic permits             | 28      |
| Perc & Deephole            | 28      |
| Dumpster                   | 18      |
| <b>Trash Bags Sold</b>     |         |
| Trash Bags                 | 121,250 |
| <b>Complaints Received</b> |         |
| Complaints                 | 39      |

Respectfully submitted,

Upton Board of Health  
Al Holman  
Richard Desjardins  
Richard Robinson

## **REPORT OF THE CABLE ADVISORY COMMITTEE**

Many were saddened by the passing of Committee member Don Arthur in February, 2014. Tony Spangenberg chose not to be re-appointed to the Committee at the expiration of his term in May, leaving Richard Hellegers as sole member of the Committee.

On July 21, 2014 the Board of Selectmen appointed George Mattingly to the Committee for a one-year term. From the date of that appointment through the end of 2014, the Committee consisted of two members, with one vacancy. Glenn Fowler, PEG Access Provider for Upton Cable TV, and Blythe Robinson, Town Manager, attended the meetings of the Committee to inform, advise and assist the members.

### **Cable Licenses**

Charter and Comcast are currently licensed to provide cable television service in Upton. Charter serves most of Upton, while Comcast, with a head-end in Milford, serves approximately thirty-five Upton customers whose properties are accessible by road only through Milford.

The Charter license continues in effect until 2021. The Comcast license was in the midst of an ongoing renewal process as of December 31, 2014. Meanwhile, Charter and Comcast have reportedly entered into a deal that involves a “swap” of certain licenses. If the swap deal is approved by all relevant legal authorities, Charter will assign its Upton license to Comcast, which will then handle cable service for the entire Town.

The Committee has reviewed the Charter license and the renewal license proposed by Comcast. Committee discussions of these licenses have generated recommendations to the Board of Selectmen concerning the terms of the Comcast renewal license and the desirability and timing of connecting the 35 current Comcast customers to the Charter/Upton head-end, if the Charter-Comcast swap deal goes forward as planned.

Respectfully submitted,

George Mattingly

## REPORT OF UPTON CABLE TELEVISION

UCTV provides television coverage for the public when invited for all those who subscribe to Charter cable services and/or those who can access the Town web site at *uptonma.gov*

This year we have been fortunate to enhance our services to include live broadcast of school committee events through town hall streams and more recently through YouTube. We have continued to produce local interest programming with a diverse spectrum of local talent, authors, careers and subject matter. Guests have come in from as far as Alaska and Florida or as near as Upton town center to appear on our show *Be My Guest*. On occasion we have produced as many as six half hour episodes per week and generally broadcast one or more episodes daily. Shows can also be found on the Town web site along with selectmen, town and school committee meetings.

We moved from Town Hall to temporary quarters in July 2013 and operated our broadcast facilities from there through year end. Fortunately we also had access to the training room at the fire department where we could continue to broadcast live selectmen meetings and also produce *Be My Guest*.

We have continued to enjoy support with two PEG access assistants who have played a very important role in preserving some of our very old video history, producing events and posting bulletin board updates for channel 13.

We do still solicit video contributions from our local citizens and can offer some support with editing those contributions should it be desired and appropriate.

Considerable effort planning our return to Town Hall in September has been expended as well.

Respectfully submitted,

Glenn Fowler  
UCTV Local Access Provider

# **REPORT OF THE CAPITAL BUDGET COMMITTEE**

## **Per Chapter 9 of the Town By-Laws**

“Committee to be known as the Capital Budget Committee shall be established composed of one member of the Town Finance Committee appointed by it and from it, one member of the Planning Board appointed by and from it, and four additional members to be appointed by the Finance Committee. The members from the Finance Committee and the Planning Board shall be appointed for one-year terms. The other members shall be appointed for four-year terms such that one will expire each year. Vacancies shall be filled for the unexpired terms in the manner of the original appointments. The Committee shall annually prepare a Capital Budget program for use by the Finance Committee, the voters, other Town Boards and officials in their deliberations. The Committee shall publish such a report or a summary thereof in a suitable manner and deposit the original with the Town Clerk.

No motion relating to any capital expenditure of in excess of \$100,000.00 or any appropriation for such a capital expenditure shall be acted upon at any Town Meeting until it has been submitted to the Committee, except where provided otherwise by law. It shall be the duty of the Committee to make a recommendation, either verbally or in written form, to the Town Meeting concerning each article or transfer relating to capital expenditures of the Town.”

## **Process**

A Capital Improvement Program (CIP) was initiated by the town manager this year which has made the budget process more efficient and timely.

The report can be found at [uptonma.vt-s.net/Pages/UptonMA\\_BComm/bos/index](http://uptonma.vt-s.net/Pages/UptonMA_BComm/bos/index)

## **Votes**

The committee votes on capital projects were as follows:

- Blackstone Valley Vocational Regional School District \$2.9 million dollar debt authorization.
  - o Favorable recommendation
- A 2000 Platform Quint Fire Apparatus purchase/debt authorization for \$365,000.
  - o Favorable recommendation
- A plan and design for a new library facility in the amount of \$22,000.
  - o Favorable recommendation

Respectfully submitted,

Kenneth Glowacki, Chairman

Dave O’Brien, Secretary

Tom Davidson, Member Planning Board

Jonathan Calianos, Member FINCOM

Frank Aniello, Member

## **REPORT OF THE CEMETERY COMMISSIONERS**

July 24, 1989, Chapter 263, an Act establishing a Department of Public Works in the Town of Upton was approved by the legislature. The effect was to create the Department of Public Works and a new position being the Director of Public Works. The Director would be in charge of divisions for engineering, highways, sanitation, water/sewer, town-owned buildings except for schools and a division of cemeteries, conservation, parks and forestry. The cemetery commission was thereby abolished in every detail. Section 5 of this Act then created a new position of Cemetery Commissioners with responsibilities to include: determining eligibility, rates, manage details between the public and services and to supervise investment and expenditure of cemetery funds.

January 2014, the Board of Selectmen addressed the issue of cemetery operations noting the old commission was still operating as though nothing had changed. That is to mow grass, rack leaves, trim shrubbery, sell lots, and mark graves. Subsequent meetings between the Board of Selectmen and Cemetery Commissioners resulted in the Department of Public Works assuming responsibilities for the maintenance of the Cemeteries.

At the annual Town election a new member of the Commission was elected by a write in campaign. Shortly after the Town election, the remaining commissioners resigned their elected positions leaving one newly elected member. Joe McMahon worked diligently for several months to meet the needs of the community. Realizing the need for experienced members, Robert Richard asked to be re-elected to the Commission by the Selectmen. Two other candidates stepped forward; Glenn Fowler was elected to Commission at that time. Thus, since September 2014 the Commission of the Upton Cemeteries have been working to serve the community and to work within the law established in 1989.

That being said, the Commissioners of the Upton Cemeteries submit the Annual Town Report for the fiscal year ending June 30, 2014.

GENERAL MAINTENANCE

|               |          |
|---------------|----------|
| Appropriation | \$43,817 |
| Expenses      | \$41,680 |
| Labor         | \$1,317  |
| Miscellaneous | \$0      |
| Balance       | \$820    |

SALE OF CEMETERY LOTS

|                       |            |
|-----------------------|------------|
| Beginning Balance     | \$3,084.64 |
| Labor                 | \$0        |
| Sale of Lots Revenue  | \$1,000.00 |
| Miscellaneous Expense | \$3,355.41 |
| Ending Balance        | \$ 729.23  |

INTEREST FROM PERPETUAL CARE INVESTMENT ACCOUNTS

|                   |              |
|-------------------|--------------|
| Beginning Balance | \$344,513.49 |
| Labor             | \$0          |
| Donations         | \$ 7,850.00  |
| Earned Interest   | \$ 48,680.17 |
| Ending Balance    | \$401,043.66 |

During this year, Commissioners have facilitated and supported 48 funeral events.

The present commissioners would like to take this opportunity to thank those who served so diligently for so many years before us. Thank you!

Respectfully submitted,

Upton Cemetery Commissioners

Joseph McMahon, Chairman  
Robert R. Richard, Member  
Glenn Fowler, Secretary

## REPORT OF THE DEPARTMENT OF CODE ENFORCEMENT

This past year has most definitely been a challenging one for the Department. As a direct reflection of the current state of the economy, new home construction has remained down, continuing to impact the revenues being generated for the Town. We are, however, optimistic that the coming year will begin showing signs of recovery.

### CODE ENFORCEMENT

|                      |                                        |
|----------------------|----------------------------------------|
| Patrick H. Roche     | Building Commissioner / Zoning Officer |
| Stephen C. Johnson   | Local Building Inspector               |
| Walter A. Hopkins    | Plumbing & Gas Inspector               |
| Thomas E. French     | Assistant Plumbing & Gas Inspector     |
| John G. Poirier, Jr. | Wiring Inspector                       |
| David A. Stanley     | Assistant Wiring Inspector             |
| Diane C. Judd        | Department Coordinator                 |

### PERMITS ISSUED

| <b>Building Division</b> |    | <b>Wiring Division</b> |    |
|--------------------------|----|------------------------|----|
| New Home Construction    | 7  | New Home Construction  | 8  |
| Accessory Building       | 19 | Accessory Building     | 3  |
| Additions                | 7  | Additions              | 5  |
| Alterations/Remodels     | 26 | Alterations/Remodels   | 17 |
| Basement Finish          | 8  | Basement Finish        | 5  |
| Decks                    | 8  | Central A.C.           | 8  |
| Demolition               | 2  | Commercial             | 1  |
| Doors & Windows          | 24 | Appliances             | 3  |
| Foundation Only          | 2  | Furnace/Oil Burner     | 13 |
| Garage                   | 5  | Garage                 | 6  |
| Insulation               | 6  | Generator              | 9  |
| Other                    | 11 | Pools                  | 8  |
| Pools                    | 8  | Rewires                | 11 |
| Porch                    | 2  | Septic                 |    |
| Roof                     | 35 | Service Change         | 9  |
| Sheet Metal              | 11 | Solar                  | 53 |
| Solar                    | 55 | Security Alarm         | 17 |
| Temporary Structure      | 2  | Temporary Service      | 1  |
| Solid Fuel               | 25 | Other                  | 35 |

**PERMITS ISSUED**

|                                |                    |
|--------------------------------|--------------------|
| Building Permits               | 263                |
| Wiring Permits                 | 212                |
| Plumbing Permits               | 97                 |
| Gas Permits                    | 82                 |
|                                |                    |
| Building Permit Revenues       | \$61,950.00        |
| Wiring Permit Revenues         | \$18,050.00        |
| Plumbing & Gas Permit Revenues | \$11,153.00        |
|                                |                    |
| <b>Total Revenue</b>           | <b>\$91,153.00</b> |

**ZONING BOARD OF APPEALS**

|                        |                      |
|------------------------|----------------------|
| Joseph D. Lurie        | Chairman             |
| Stedman F. Briggs, Jr. | Member               |
| William Andrews        | Member               |
| James R. Bates, Jr.    | Alternate            |
| Richard Desjardins     | Alternate            |
| Denise Smith:          | Department Assistant |

|                             |           |                               |          |
|-----------------------------|-----------|-------------------------------|----------|
| <b><u>Variances</u></b>     | <b>11</b> | <b><u>Special Permits</u></b> | <b>5</b> |
|                             |           |                               |          |
| Accessory Building          | 2         | Accessory Use (In Law Apt)    | 2        |
| Conversion SF to 2-Family   | 1         | Auto Body Repair Shop         | 2        |
| Conversion Non-Res to Res.  | 1         | Class II License              | 1        |
| Frontage (Reduced)          | 1         |                               |          |
| Frontage (Access)           | 1         |                               |          |
| 2 Garage Doors (Additional) | 1         |                               |          |
| Portable Storage Units      | 1         |                               |          |
| Replace Structure (Res.)    | 1         |                               |          |
| Subdivide Property - 2 Lots | 1         |                               |          |
| Swimming Pool – In Ground   | 1         |                               |          |

|                     |   |                           |   |
|---------------------|---|---------------------------|---|
| Variances Granted   | 5 | Special Permits Granted   | 5 |
| Variances Denied    | 2 | Special Permits Denied    | 0 |
| Variances Withdrawn | 3 | Special Permits Withdrawn | 0 |
| Variances Continued | 1 | Special Permits Continued | 0 |
| Variances No Action | 0 | Special Permits No Action | 0 |

|                        |                      |
|------------------------|----------------------|
| <b>Appeal Hearings</b> | <b>1 – Continued</b> |
| <b>Total Hearings</b>  | <b>16</b>            |

A special thank you, once again, to all of the inspectors of the Code Enforcement Department for their hard work, integrity and diligence in the conduction of their inspections, as well as to 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 in order to ensure the safety and well-being of our residents.

My thanks also to our Town Manager as well as the Board of Selectmen for their ongoing support of the Code Enforcement Department in these trying times. Finally, my thanks to all of the various boards, committees and commissions with whom we deal, as well as the wonderful residents of the Town, for their input, collaboration and support.

Respectfully submitted,

Patrick H. Roche  
 Building Commissioner / Zoning Officer  
 Department of Code Enforcement

## REPORT OF THE COMMUNITY PRESERVATION COMMITTEE

The Community Preservation Committee (CPC) meets the first Wednesday of each month, unless otherwise posted, in the ground floor conference room at the Town Hall at 7:30 p.m.

In accordance with state law, the appropriate Community Preservation Act (CPA) funds were transferred to each of the required designated reserve accounts, namely; historic resources, community housing and open space.

Several major projects were completed this year. After extensive renovations the Town Hall was rededicated on September 23, 2014, which was the 130<sup>th</sup> anniversary of its original dedication. The second bond payment of \$293,684.50 was approved at the November special town meeting.

The pavilion at Kiwanis Beach whose development was partially supported with CPA funds was dedicated on July 13, 2014 with a jazz concert. This project was spearheaded by Eagle Scout Jose Porter of Troop 132 and provides protection from inclement weather for the *Kids at Play* summer program at Kiwanis Beach.

Funds of \$12,000 for the removal of hazardous trees at the First Cemetery to protect the historic gravestones was approved and that work is complete.

Additional projects which were approved and are underway are:

1. \$143,500 for the reconstruction of the Kiwanis Beach basketball and tennis courts, including fencing. This was approved at the May and November town meetings.
2. \$16,602 for security systems at several recreation locations and the construction of a cement slab as a base for an equipment shed which is being constructed by another Eagle Scout candidate.
3. \$12,500 for survey and engineering study for the construction of a handicapped accessible parking area at the soccer field located at Kiwanis Beach.

4. \$200,000 fund transfer to the Affordable Housing Trust Committee contingent upon the acceptance of a Trust Grant agreement with the Selectmen and the CPC.

We accepted with regret the resignation of Margaret Carroll who was one of the original proponents of the CPA program. Edward Darragh was appointed by the Selectmen to replace Margaret. We also welcomed David Adams back to the board as a Selectmen's appointee. David had served as the representative from the Recreation Commission for a number of years.

The Massachusetts Department of Revenue has an online requirement to update the status of all funded projects by November 1<sup>st</sup>. This report is mandatory to qualify for Community Preservation Act Trust funds. In November of 2014 the Town received \$195,448 from the CPA trust funds. This was a 59.01% match of projected town revenues. This brings the total of CPA trust fund grants to the Town of Upton over the last 11 years to \$2,279,020.

The CPC would like to thank the voters and town officials for their help and cooperation in administering these funds.

Respectfully submitted,

Rena M. Richard, Chair  
David Adams  
Paul Carey  
Edward Darragh  
Richard Desjardins  
Richard Gazoorian  
Rick Holmes  
Christine Scott  
Russell Wood

## **REPORT OF THE CONSERVATION COMMISSION**

The Commission continued to administer the Massachusetts Wetlands Protection Act and the Town Wetland Protection Bylaw, issuing 2 Orders of Conditions (no Amended Orders) and 2 Extensions. Also, 6 Determinations of Applicability were issued. No projects were denied by the Commission in 2014. Regular public meetings were generally conducted bi-weekly and numerous site inspections were held during the year. Many sites were reviewed and approved for building permit application sign-offs by the Conservation Commission Agent. Also, 11 pre-construction evaluation applications were reviewed resulting in the issuance of 6 Erosion and Sediment Control Permits. The following major projects were monitored in 2014: Crosswinds subdivision site work located between Plain and Station Streets, Rockwood Meadows on East Street, and many town roadway re-paving filings. The Commission also informally resolved several other minor violations of the Wetland Protection Act. Certificates of Compliance were issued for 9 completed projects.

The Stormwater Bylaw permits were reviewed and issued by the Commission.

The Commission provided several comment letters to the Planning Board regarding applications for Large Lot Subdivisions and other development proposals.

The Commission and the Board of Health administered town funds allocated for beaver control. Funds were expended to maintain fencing and pond levelers installed at the Southboro Road bogs.

The Conservation Commission is working with the ULSC which has received a DCR grant for the development of a Forest Stewardship Plan for the Warren Brook Watershed Conservation Area and adjacent town owned land in North Upton. Together, the parcels total about 330 acres. The Massachusetts Division of Fisheries and Wildlife and Massachusetts Audubon Ecological Extension Service will assist with the project. Work will begin in February of 2015.

2014 marked the 50<sup>th</sup> anniversary of the Commission. In 1957 Massachusetts adopted the Conservation Commission Act (G. L. Chapter 40 §8C). This law enabled towns to establish Conservation Commissions. The Upton Commission was established through town meeting vote and held its first meeting on April 1, 1964. The Conservation Commission Act authorized the Commission to prepare Open Space and Recreation Plans, acquire and protect open space, and established a Conservation Fund. In 1972 Conservation Commissions were given responsibility for administering the Wetlands Protection Act (G.L. Ch. 131 §40). To provide additional protection of water quality and wetland resources, the Town of Upton approved a Wetland Protection Bylaw in 2004 and a Stormwater Bylaw in 2012. The Commission and its subcommittees continue to explore land protection opportunities and manages town owned conservation areas and open space totaling approximately 902 acres. 66 individuals have served on the Commission since its inception. To commemorate the anniversary, the Commission planted a white oak sapling at the Whitney Conservation Area. The sapling was grown from a seedling found underneath an ancient white oak “wolf” or “pasture” tree at the Stefans Farm.

Sandy Lajoie was recognized for her 30<sup>th</sup> year as a member of the Conservation Commission. Congratulations Sandy!

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 spring when no ice is visible in the pond from a vantage point near the intersection of School Street and North Main Street. In 2014 the pond was ice free on April 5<sup>th</sup>.

Respectfully submitted,

Christine Scott, Chairperson, Mike Penko, Vice-Chairperson, Sandra Lajoie, Treasurer, Scott Heim, Member, Thomas Jango, Member, Alan Miano, Member, Marcella Stasa, Member, Mary Overholt, Associate member, Denise Smith, Administrative Assistant, Mathew Selby, Conservation Agent

## **REPORT OF THE COUNCIL ON AGING**

A year of change and growth describes 2014 for the Upton Council on Aging/Upton Center. With the addition of different programs and staff, members the Upton Center team continued to focus on developing and growing programs and activities that address the emotional, physical, social, spiritual and financial needs of our residents.

National Senior Center Month was celebrated in September. This year's theme was "Senior Centers: Experts at Living Well! Discover, Play, Create, Challenge." Our weekly ongoing activities and programs that address this theme included Tai Chi, Healthy Talk, Chair Exercise, Zumba, Wii Bowling, movies, the Library Table, Computer classes with students from Nipmuc High School, Canasta, Knit & Crochet, Bingo, and Card Games. I am pleased to report that attendance has increased over the past year and is monitored by the computer program "My Senior Center". We anticipate our numbers to continue to grow as the number of baby boomers grows and we continue to offer services and programs to meet their needs and interests. Monthly programs included Coffee Socials, Holiday Parties, Birthday Bash, Out to Lunch Group, Creative Projects, Art Projects with students from the Mendon/Upton After School Program, and the Men's Club Supper.

Additional highlights of the year included: a special performance by Native American Flute Player Strong Eagle, Bring your Grandchildren to the Center Day, Understanding Your Healthcare and Five Tips for Preventing Senior Crimes, Hat Factory Reunion for former employees, the Annual Senior Spaghetti Supper sponsored by the Upton Police Department, performances by the Sutton Serenader's, Breakfast with the Director, Cookouts using our new grill generously donated to the Center by the Griffin's, Trinity Big Band, Summer Celebration, Whole Foods cooking demonstrations, Ice Cream social sponsored by Senator Moore, "Shifting Gears" presented by the Registry of Motor Vehicles, Hearing Loss presented by Dr. Keith Darrow, Fire Prevention presented by the Upton Fire Department, Breakfast with the first graders at Memorial School, Christmas Caroling with students from Miscoe School, and Senior's for Senior's presentation by dental students from Blackstone Valley Regional Technical High School.

In September Jessica D'Amato started as our new Social Services Coordinator. Jessica has a wealth of knowledge and experience that she brings with her to the team. Jessica provided information and referral services for all residents of Upton regardless of age or income. She completed many applications for fuel assistance and food stamps, as well as assisting residents addressing many other issues. Jessica has proven to be a great addition, bringing not only great knowledge but great energy! Many thanks to Holly Whalen for her years of service and dedication to our seniors. Best of luck Holly in your future endeavors! Department Specialist Karen Varney retired at the end of December after many years of service for the Town. Happy Retirement Karen, wishing you many years of health and happiness!

Many improvements have been made to the transportation services. We now provide rides five days a week to a variety of destinations with medical appointments taking priority. We welcomed two new drivers this year: Alan Rainville as a paid driver and volunteer driver, James Earl. Both of these men have been doing a great job providing much needed services for our residents. In addition to medical appointments, trips are scheduled weekly to various stores and restaurants in the area. Special trips included destinations like Kimball's Farm, the Butterfly Place and Foppema's Farm. In conjunction with the Northbridge Senior Center, trips were offered to Rail & Sail Essex CT, the Scallop Festival in East Falmouth, Covered Bridge Day Trip, the Salem Cross Inn, Thimble Island, Whale Watch, Boston Harbor Cruise, New England Aquarium and Faneuil Hall in Boston.

Tri-Valley Inc.'s Nutrition Center Manager, Al Vautour, oversaw the congregate lunch program and Meals-on-Wheels at the Center. A nutritious lunch was provided during the year and enjoyed by many. The Council on Aging collaborated with Tri Valley and provided events and programs that were both informative and entertaining for our seniors. Some of the programs included "Eat a Rainbow", "Breakfast Strong" and the Annual Volunteer Recognition. Folks were very pleased to have Senator Michael Moore serve them lunch at Tri Valley's annual fundraiser "March for Meals". The Council on Aging, in conjunction with Tri valley

and the Executive Office of Elder Affairs, offered a frozen breakfast meal consisting of oatmeal, a muffin and juice, to residents at no charge. Breakfast sandwiches were also offered for a small fee. Farmer's market coupons were distributed to residents who met certain guidelines.

The Council on Aging Board meetings are held the first Monday of every month at 9:00am. Council on Aging Board Members are appointed by the Board of Selectmen. The COA Board consists of: the Chair - Betty Consigli, Vice Chair - Grace Wadsworth and Secretary - Myra Bigelow. Changes that occurred during the course of the year included welcoming a new member, Annette Castonguay. Resignations were also received from Gus Dufresne, Judith Katz and Bobbi Grenard. Judy Blanchard, Maria Griffin and Richard Provost remain on the Board.

We received many donations throughout the year and would like to take this opportunity to thank the Bloomer Girls, Upton Police Department/Association, Upton Fire Department, St. Gabriel's Church, UniBank, Salvation Army, Upton Men's Club, Upton Woman's Club, Kelly's Farm, and United Parish of Upton. Also a special thank you to the Upton School Department and students! We are also very grateful for the continued support of our Town Manager, Board of Selectmen and Town Departments.

Respectfully submitted,

Janice Read Nowicki, Director

## REPORT OF THE CULTURAL COUNCIL

The Cultural Council respectfully submits the following report for the year 2014. Council members were as follows: Chairman, Donnamarie Floyd; Treasurer, Jean Marie Housekeeper; and Members, Jen Johnson, Dawn Pekarski, JoAnn Fitts, Julie Johnson, Jodi McGowan, Shelley Ryan

During the 2014-2015 year, the Upton Cultural Council received nineteen applications, one more than the previous year. We are pleased to report that we awarded \$4,479.00 in grants and were able to fully/partially fund ninety per cent of projects/performances that were proposed to be held in Upton.

The following is a list of grants funded; *Birch Alley Brass Holiday Concert* at St. Gabriel's Church, *I'll Take Romance-Valentine Show* at the Upton Senior Center, the Miscoe Hill seventh grade field trip to Trinity Reparatory Theatre for *A Christmas Carol*, Craig Harris - *Native American Music Program* - location to be determined, *Tommy Rull - A Musical Journey Through the Years* at Upton Senior Center, *An Evening with Walt Whitman* at Upton Town Library, Jack Keough presents - *The Economic Opportunities in the Creative Arts* lecture at Blackstone Valley Technical High School, *Blackstone Valley Community Concert Band* summer concert series, John Root presents *Edible Perennial Gardening and Landscaping* lecture at Nipmuc Regional High School, K. Gauthier presents a documentary screening of *Fed/Up* to all students at Nipmuc Regional High School, *The Cultural Bridge* - submitted by the Audio Journal serving the twenty -four legally blind residents of Upton, and *King Phillips War* lecture granted to the Friends of the Upton State Forest.

Cultural council members will attempt to attend projects that were funded and will provide feedback to the group when we meet again in spring 2015. The Council unanimously voted to start a Facebook page to highlight the cultural council events during the year and encourage greater community involvement.

Respectfully submitted,

Upton Cultural Council

## **REPORT OF THE DEPARTMENT OF PUBLIC WORKS**

The Department of Public Works (DPW) hereby submits the Annual Report for the year ending December 31, 2014.

### **Highway Division**

The winter of 2013 – 2014 was unseasonably cold, with a total 26 events which required response from the Highway Division, with a total of 70" of snow fell throughout the winter.

- Repaired and/or replaced (15) catch basins
- Hot topped (patched) various locations throughout Town
- Assisted numerous Town Departments
- Painted stop bars and crosswalks throughout the Town
- Handled all regular and emergency tree removal operations
- Cleaned and reshaped drainage trenches throughout Town
- Extensive brush cutting was accomplished throughout the Town, both by our own crews and an outside contractors
- Installed (2) catch basins and 260' of 15" of drainage pipe on Christian Hill Rd in the area of Wagon Wheel Rd
- Installed septic system at Highway Garage

Through Chapter 90 and Town funding, the Town was able to pave and improve the following roads:

- North St – 2135' from Westboro Town line – Full depth reclamation and repaved
- Westboro Road – 2300' from James Rd - north – milled and repaved - replaced 700' of guardrail
- West River St – 2525' from pump station #2 to River Bend Rd – milled and repaved
- Depot St – 840' Full depth reclamation and repaved
- River St – Full depth reclamation and repaved - replaced guardrails at River St dam
- Glen Ave – 2450' from Rte. 140 to Hartford Ave South – Full depth reclamation and repaved

- Plain St – from Station St to Mendon St - Full depth reclamation and repaved

The following roads were crack sealed; Plumbley, Farrar, Sadler, Miscoe Hill, Pine, and Juniper.

### **Parks, Forestry, Cemetery Division**

The DPW took over the maintenance of all Town owned cemeteries as of July 1<sup>st</sup> we assumed all the work that was accomplished with 3 part-time cemetery employees with one full-time employee.

- Established “Seedling Program” – “Volunteered” distributed over 500 tree seedlings during the April recycling day at the Highway barn.
- 8 tree stumps ground
- 27 tree butts removed
- Handled all emergency calls
- Numerous trees cut throughout town through the “National Grid Hazardous Tree Maintenance Program,” and contracted Tree Company’s

Some of the other task completed this year in various areas around Town:

- Mowing and fertilization of Town green space
- Brush clearing and chipping
- Compost top dressing
- Dam maintenance, monitored water level throughout year
- Vegetation control
- Shrub and Tree trimming
- Soil analysis
- Town beach water quality – sampling and maintenance
- Pesticide and herbicide applications

There were many funeral services conducted at Lakeview Cemetery consisting of full burials and cremations.

The DPW Highway, Parks, Forestry and Cemetery Divisions also responded to numerous residents' concerns throughout the year in a timely and professional manner.

Respectfully submitted,

John Johnson

Supervisor of Highways, Parks, Forestry and Cemetery

### **Water/Wastewater Division**

The Wastewater Division utilized in-house staff for several projects, resulting in savings to the Town and to ratepayers. The accomplishments for the year included:

- Processed and treated 52 million gallons of wastewater at the treatment plant in compliance with all Massachusetts Department of Environmental Protection regulations
- Rebuilt Return Pump No.3 using in-house staff
- Repaired air diffuser in aeration tank two
- Cleaned sewer lines on Hartford Ave. North, Warren St., School St., Plain St., Station St. and parts of Main St.
- Repaired infiltration and inflow (I&I) issue on manhole structure on Hartford Ave. North
- Cleared and removed brush from the easement to Station Street - Pump Station.
- Prepared 42 dry metric tons of waste sludge for disposal
- Responded to 61 alarms outside normal working hours
- Performed significant preventative maintenance on wastewater collection and treatment infrastructure

The Water Division has continued to deploy external radio read devices making the process of meter reading and billing significantly more efficient. The accomplishments for the year included:

- Treated and pumped 123 million gallons of water in compliance with all Massachusetts Department of Environmental Protection regulations
- Installed 268 external radio read devices on household water meter
- Installed 72 replacement water meters
- Flushed 248 fire hydrants during both spring and fall.
- Tested 35 miles of water mains for leaks
- Replaced Hydrant at Hopkinton Rd, also did a number of repairs.
- Repaired nine (9) water service leaks
- Drained and cleaned Warren Street Tank.
- Tested all commercial and municipal backflow devices during June and December
- Finished startup of Municipal Wellfield No. 3 Pump Station
- Removed old pumps, piping and associated bases from the Glen Ave Pump Station. Painted entire inside of station.
- Performed significant preventative maintenance on water treatment storage and distribution infrastructure
- Replaced two booster pumps at the North Street booster station.

I would like to thank the individuals of the Water & Wastewater Division for their continued support: Water & Wastewater employees Dean Parker, Todd Broberg, Scott Hennessy and Jason Fleury. I would also like to thank the Highway Division for their cooperation during the year, and DPW Clerk Carol Peterson.

Respectfully submitted,

Ronald Sansouci  
Water/Wastewater Superintendent

## **REPORT OF THE OFFICE OF EMERGENCY MANAGEMENT**

Upton's Emergency Management Director monitors weather and other events that may affect the Citizens of Upton on a daily basis. While most events are generally minor, such as a severe thunderstorm or winter storm, each year three or more major events such as hurricanes, tropical storms or damaging thunder storms with the threat of tornados come through Upton. Our Nor'easters can impact the town for days. In the event of a major incident or disaster, the Emergency Management Director is the emergency resource coordinator for the Town. After the storm, the Director is responsible filing for federal assistance with the Federal Emergency Management Agency. This is a long process that takes several months for the Town to receive federal reimbursement for costs incurred during a federally declared disaster.

MEMA, the Massachusetts Health and Homeland Alert Network and the National Weather Service provide 24-hour a day alerts and updates by electronic messaging to Upton Emergency Management. Citizens are notified by our two Community Notification Systems – Code Red and Channel 11.

Code Red is operated and maintained by the Emergency Management Director. Designed specifically for public safety, Code Red maintains a data base of Upton resident's telephone numbers. Residents can enter their cell phones and email addresses through the Code Red web site for electronic messaging. Using advanced mapping programs, we have the option of calling the entire town or calling certain areas, such as municipal water customers. There are several preplanned and prerecorded notifications for specific hazards that can be launched in as little as 2 minutes with the entire town notified in 6 to 8 minutes. Code Red will bring you emergency information, advisories, hurricane warnings, tornado warnings and storm recovery information specific to Upton. Go to the Town's web site to register for Code Red.

Channel 11 was moved to Charter Cable Channel 191 in 2014. Although it is a little more difficult for residents to find, Channel 191 continues to broadcast public safety and emergency information such as severe weather or health and safety advisories specifically for Upton citizens as it has for

the past 11 years. Emergency warnings and advisories on Channel 191 are updated 24 hours a day. In 2014, there were over 100 different presentations broadcast on Channel 191, ranging from storm recovery information and water use advisories to hurricane, tornado and severe thunder storm warnings. A library of public safety presentations specific to Upton is broadcast when there are no advisories present.

A major part of emergency management is community preparedness. The Upton Emergency Management Emergency Preparedness Resource Guide was written for Upton citizens to use before, during and after a disaster. It contains valuable information on transportation systems in Upton and the Town's response plans to certain events. It also contains sections for residents to enter their family's emergency information. It is available on the town's website.

Homeland Security Grants in 2014 provided funding for portable radios for use by our emergency responders and new radio pagers for members of the Upton Fire EMS Department. New in 2014 is a portable lighting/generator and road barricade trailer. Emergency Management also maintains the trailer mounted message boards and the emergency response trailer for use by Upton's emergency responders.

The Town of Upton along with Grafton, Northbridge, Millbury and Sutton form the Blackstone Valley Regional Emergency Planning Committee. The BRVEPC maintains a regional emergency plan that continually strives to minimize the risks from hazardous materials and protect the public health and environment of the participating BVREPC communities. The BRVEPC brings access to federal grants that provide regional training and funds preparedness projects. The BRVEPC meets quarterly. Last fall, we conducted a tabletop exercise for a large impact event. This complex exercise allowed all of the partners to participate in their field of expertise.

Please visit us at [www.uptonma.gov](http://www.uptonma.gov). for information about family preparedness, photos of the Operations Center and links to Code Red.

Respectfully submitted,

Brian F. Kemp, Director

## **REPORT OF THE FIRE AND EMERGENCY MEDICAL SERVICES DEPARTMENT**

The past year has been busy for the Upton Fire – EMS Department. Several projects and initiatives that we have been working on for quite some time became reality for us this year. Aside from providing emergency and inspectional services on a regular basis, we have been working to provide more consistent and timely staff availability, replacing some aging equipment and apparatus, working to balance compensation for our firefighters and EMT's, implementing a company coverage system to provide staffing during overnight hours and licensing equipping and staffing an advanced life support ambulance service, just to name a few. Many of these projects were interrelated or dependent upon one another and this was a year where the wheels of progress moved forward together. We are grateful for the outstanding support that the Town has given us as we strive to provide professional services that meet the needs of our community.

### **Fire and EMS Training**

Members of the Upton Fire – EMS Department train monthly throughout the year on a variety of topics such as auto extrication, ventilation, fire pumps and hydraulics and search and rescue. Training is scheduled for firefighters twice a month and for EMS staff once a month. In addition members attend countless training opportunities provided by the Commonwealth's Department of Fire Services. This past year in particular we focused our training on our new tower truck, hazardous materials and Advanced Life Support. In the fall, fifteen of our members attended a 16 hour Incident Safety Officer training program designed to train and certify our staff to assume the important role of Safety Officer at emergency incidents.

### **Advanced Life Support (ALS)**

The Town supported the Department's Emergency Medical Services providing advanced life support or ALS level service this year. Upton has been receiving ALS services from other departments or private services for many years when it was needed. ALS services include lifesaving

procedures such as intravenous therapy or IV, administration of medications, cardiac monitoring, pacing and advanced defibrillation, and advanced airways such as intubation. Many of these procedures must be provided in a timely manner when seconds or minutes can be the deciding factor in patient survival. We were the last department in our area not providing our own ALS level services. In past years ALS services were only available to us from another provider responding from another community. The cost of receiving these outside services was becoming quite costly.

The Department ambulance service is licensed by the Commonwealth's Office of Emergency Medical Services or OEMS. We also receive our medical direction and are provided with standing orders from our medical control physicians, Dr. Greg Steinberg and Dr. James Courtney through an affiliation with Milford Hospital. Following meetings and discussions with both OEMS and our medical control doctors a plan was developed of how best to become licensed and provide ALS level services. Amongst those recommendations were the hiring of two experienced firefighter/paramedics to help us cover the daytime hours when our on call staff were not available. We are grateful that the Town supported this recommendation at town meeting. Following a hiring process that consisted of testing and several interviews with candidates and our staff and the Town Manager we hired two new career members, Firefighter/Paramedic Robert Johnson and Firefighter/Paramedic James Earle. Both of these men have proved to be an asset to our Department.

Following the hiring of our new Firefighter/ Paramedics our plan to provide ALS level services that was submitted to OEMS and our medical control physicians was approved. Over \$25,000 in ALS related equipment such as heart monitors was purchased with funds provided by the Upton Fire and EMS Association. Following the purchase of our equipment, we were licensed to provide ALS. Our official first day providing our own ALS services in Upton was November 12<sup>th</sup>. I wish to thank all our staff who contributed and trained to make ALS services a reality for the Town including our on call paramedics. In particular, I wish to recognize our EMS Captain Brian Kemp and our EMS Lt. Kerry Stoopack for their

efforts knowledge and expertise. Advancing to the ALS level became a reality due to their contributions.

## **Tower 36**

Three years ago the Department, with the help of a Vehicle Replacement Committee, was tasked with making a recommendation on how best to replace some vehicles in our aging fleet. Specifically, we focused on our Engine 2 and our ladder truck. Engine 2 was scheduled to be replaced on the Town's Capital Improvement Plan (CIP) in 2014 with a new engine at an estimated cost of \$550,000. The Department's ladder truck that once served the Town of Franklin was purchased for the Department in 2008. This truck was 29 years old. The ladder truck had old style outdoor canopy seating that was not safe for firefighters to ride in. This factor limited the number of personnel that could ride safely on the truck, during emergencies to two firefighters. In addition, the Department had experienced numerous and costly mechanical issues with this vehicle making it a priority for replacement.

After a thorough review of our staffing, the incidents we respond to, and the services we provide, the Committee determined that we could improve our efficiency, increase our apparatus staffing, improve our safety and service delivery, reduce our up front apparatus costs, significantly reduce our maintenance costs and reduce our fuel costs if we replaced Engine 2 and Ladder 1 with a Quint. A Quint is a fire truck that has the same characteristics of both a fire engine as well as an aerial ladder truck. A Quint carries water, a fire pump, supply and attack hose, ground ladders and an aerial ladder. More importantly, six firefighters are able to ride safely on a Quint. A Quint would allow us the flexibility to respond to many types of incidents with more staffing, tools and equipment when timing was critical. One Quint would replace two trucks for us.

The cost of purchasing a new engine and a new aerial ladder truck independently was estimated at \$1.2 million dollars. The Vehicle Replacement Committee also considered purchasing a new Quint at an estimated cost of \$850,000. The Committee felt that in order to be fiscally

responsible to the taxpayers and to the members of our Department we needed to determine if we could purchase a quality used Quint that would provide the same level of service and safety as a new Quint while saving considerable tax dollars. We traveled out of State to look at used Quint's that were offered for sale. After finding good available trucks that met our specifications, purchasing a used Quint was the final recommendation made to the Town.

In order to establish a price for a used Quint, we were required by procurement regulations to advertise to receive bid proposals for the truck. After reviewing bids, town meeting voters approved purchasing a used Quint for \$365,000. The Quint specifications that we had developed were based upon a "Rural Quint" design. This is a shorter wheel base truck with an excellent turning radius that would allow us to get down smaller roads and driveways like we did with our ladder truck and our engines. The truck that we purchased met those specifications.

We were fortunate to have received a bid proposal for the Quint from the Walkersville, Maryland Volunteer Fire Department. Walkersville is a small town in Western Maryland about 500 miles from Upton. Like many other fire departments in that area, their fire protection is provided by a Fire Company that is independent from their Town. They raise their own money to support their services through fund drives, carnivals, bingo, renting their banquet hall and private donations. Walkersville was replacing their 2000 Pierce Quint with a new Quint at a cost that exceeded \$1.2 million dollars. They obviously are pretty good at raising money! Following several inspections and tests of their Quint we agreed to purchase the truck and awarded Walkersville the bid. All of Walkersville's fire trucks are blue and white, the same colors as their high school. The Quint we purchased from them is no exception.

In June we sent six members of our Department to Walkersville to receive training on the truck with their department members. Following the training we drove the truck back to Upton. We spent a better part of the following two months training on the Quint. The truck was placed into service in August. Purchasing this Quint was a three year process for our

Department. We are very pleased with the outcome and are grateful to the Town for supporting the Department and purchasing the blue and white truck that we now call Tower 36.

### **SAFE Program**

The Fire - EMS Department received a grant again this year for \$4,086 from the Commonwealth of Massachusetts to assist in the delivery of Public Fire and Life Safety Education to the citizens of Upton. This program focuses primarily on school age children and elderly residents who are most at risk from the dangers of fire. New this year, we also received a grant of \$2,818 to provide focused training for seniors.

This past year, members of the Fire and EMS Department taught valuable fire safety information to the preschool children at Memorial School and the United Parish Preschool. Age appropriate classes were also taught at the kindergarten and second grade level at the Memorial School. Classes were taught once a month for seven months to approximately 300 students who received valuable fire and life safety information throughout the school year. With the help of this grant program, we were able to reach approximately 12% of the school age population in the Town of Upton.

Seniors have been identified nationally as being at risk due to the dangers associated with fire. Members of the Department taught two classes this year at the Senior Center where smoke detectors and carbon monoxide detectors were discussed and demonstrated. Cooking safety is also important for seniors so a presentation specific to this topic was provided. In order to better prepare seniors in the event of a fire, hands on fire extinguisher training was also provided. In addition, numerous fire safety promotional items have been purchased and are available during demonstrations or at Fire – EMS Headquarters.

In closing I would like to thank all of the staff of the Upton Fire and EMS Department for their unselfish dedication to the Town over the past year. Whether it is night or day, good weather or bad they answer the call and serve the residents of Upton. The members of the Department are

dedicated and professional in their continuous delivery of services in town including ALS this year. They are knowledgeable and care about their community. Our staff are the backbone of our operation and I am grateful for all of their efforts. It has once again been a pleasure and an honor to serve as the Chief of the Upton Fire and EMS Department. I look forward to 2015.

Respectfully submitted,

Aaron Goodale  
Upton Fire – EMS Chief

## **REPORT OF THE GREEN COMMUNITIES DESIGNATION STUDY COMMITTEE**

The Green Communities Designation Study Committee was formed in June 2013 by the Board of Selectmen to investigate and report on the feasibility of the Town being designated a Green Community under the Massachusetts Department of Energy Resources (DOER) Green Communities program. The Committee concluded that it was feasible for the Town to become a Green Community and presented its report to the Board of Selectmen in January 2014. The Board of Selectmen voted to pursue designation and appointed a new committee, the Green Communities Designation Committee, to do that. Five of the six members of the Designation Study Committee were appointed to the Designation Committee.

As a Green Community municipalities are awarded designation grants, and become eligible for competitive grants in the future of up to \$250,000, which can be used to pay for energy efficiency measures.

In order to be designated a Green Community municipalities must meet the following five designation criteria: (1) Provide for by-right siting in a designated location of a renewable or alternative energy facility; (2) Provide for expedited permitting of the renewable or alternative energy facility; (3) Establish a baseline municipal energy use inventory and put in place a plan to reduce that energy use by 20% over five years; (4) Adopt a policy to purchase only fuel-efficient vehicles; and (5) Adopt the Stretch Energy Code (a building code that results in houses and other buildings that are more energy-efficient than those build to the base energy code.)

The Committee gathered information about meeting the designation criteria, and about what needed to be done if designated, from various sources including town committees and employees, the Town's Regional Coordinator at DOER's Green Communities Division, the chair of Mendon's Land Use Committee (which is responsible for Mendon's Green Communities program,) and online from other municipalities, state and federal agencies, and other organizations.

Respectfully submitted, Leigh Hamlet, Robert Jordan, David Schmidt  
(Secretary), Marcella Stasa, Bill Taylor (Chairman)

## **REPORT OF THE GREEN COMMUNITIES DESIGNATION COMMITTEE**

The Green Communities Designation Committee was formed in January 2014 to work on getting Upton designated a Green Community under the Massachusetts Department of Energy Resources (DOER) Green Communities Program. As a Green Community a town is awarded a designation grant, and is eligible for competitive grants in the future of up to \$250,000, which can be used to pay for energy efficiency measures.

Upton was designated a Green Community on December 3, 2014 and was awarded a designation grant of \$148,350.

The committee gratefully acknowledges the support provided by the Board of Selectmen, Town Manager, Department Heads, Planning Board, Mendon-Upton Regional School District, our DOER Regional Coordinator and Central Massachusetts Regional Planning Commission in completing the actions needed to meet the designation criteria.

In order to be designated a Green Community a municipality must meet the following five designation criteria: (1) Provide for by-right siting in a designated location for a renewable or alternative energy facility; (2) Provide for expedited permitting of the renewable or alternative energy facility; (3) Establish a baseline municipal energy use inventory and put in place a plan to reduce that energy use by 20% over five years; (4) Adopt a policy to purchase only fuel-efficient vehicles; and (5) Adopt the Stretch Energy Code (a building code that results in houses and other buildings that are more energy-efficient than those built to the base energy code.)

To meet criterion (1) the Town approved at annual town meeting a zoning bylaw that permits by-right siting of large-scale ground-mounted solar photovoltaic facilities with generating capacity between 250 kW DC and 500 kW DC, and that occupy 40,000 to 80,000 square feet of surface area, in the Commercial and Industrial District. The Town's existing permitting process met the expedited permitting required by criterion (2). Also at annual town meeting, the Town voted to adopt the Stretch Energy Code, which met criterion (5).

To meet criterion (3), the Committee, with the help of the Central Massachusetts Regional Planning Commission through a District Local Technical Assistance grant, collected the Town's baseline energy use information and created the Town's plan to reduce energy use by 20% over five years. Guardian Energy, an energy auditor, audited town buildings to identify energy conservation measures and their recommendations were included in the five-year/20% energy reduction plan.

To meet criterion (4) the Board of Selectmen adopted a Fuel Efficient Vehicles policy in September.

Respectfully submitted,

Leigh Hamlet

Robert Jordan

Brad Rolph

Marcella Stasa (Secretary)

Bill Taylor (Chairman)

## REPORT OF THE HISTORICAL COMMISSION

2014 was a busy year for the Historical Commission. We are very excited about our two historic districts being recognized. Research and paper work for the two districts were funded by a 2008 Community Preservation Act (CPA) grant. In October the CCC Camp Historic District was officially registered on the National Register of Historical Places. In June, the Upton Center Historical District was approved at the state level and is now awaiting approval at the federal level to also be listed.

We continued our collaborative work with DPW concerning our oldest two cemeteries. We were approved for Community Preservation Act funding for pro-active removal of falling pine trees for First Cemetery.

We also continued with our efforts at Heritage Park. The UHC with volunteer, Cissy Henderson approached the Board of Selectmen for funding for phase I of the Heritage Park native plantings. \$4,000 from the Risteen Beautification Fund was granted towards this project. Derek Mager is volunteering to coordinate the planting efforts for the entranceway to the park in the spring of 2015 for his Eagle Scout project. In addition, Mark LeClaire of Millbury began a new Eagle Scout project for a Heritage Park kiosk. Most of the well-built structure was put up in the fall. The kiosk will eventually include a map of the trails and information about the stone cave.

UHC member Maureen Byrne gave a well-attended talk at First Cemetery for Heritage Day in October. Reverend Fish, who is buried at First Cemetery, was one of our first ministers and was a well-known supporter of the Revolutionary War. One of his sermons was circulated widely at the time. UHC had an informational booth at the town common celebration, and many came by to look at the various posters of UHC accomplishments.

On October 25<sup>th</sup> we had our first Massachusetts Archaeology Month event and had speakers come and share their work concerning the Upton Cave. In 2011 CPA funded masonry repair by David Stewart-Smith and an archaeological survey by Marty Dudek of James Milner Associates. In addition private funding supported a Ground Penetrating Radar survey. John Meagher, former UHC chairperson, gave an historical overview of

the Cave. Doug Harris, Deputy Tribal Historic Preservation Officer of the Narragansett Tribe explained the nomination for eligibility for the National Register for a discontinuous district with Pratt Hill by the Federal Communication Officer. 45 people showed up from near and far for a morning of presentations that was recorded by our local TV station.

Plans for the conservation restriction for Heritage Park continue. When you use CPA funding for purchasing a property the state asks that a conservation restriction be put in place. We are working with Metacomet Land Trust and have had input from Ed Bell of the Massachusetts Historical Commission (MHC).

In November, UHC supported the CPA proposal for preservation of the 1850 one-room schoolhouse foundation on North Street. However, CPA declined to approve this proposal.

John Meagher resigned as chairperson in March and Cathy Taylor, vice chairperson took over as chairperson and Joyce Heywood as vice chairperson. Maureen Byrne, our former secretary, resigned in December. Ken Picard was appointed as a new board member in March.

Respectfully submitted,

Cathy Taylor, Chairman  
Joyce Heywood, Vice Chairman  
Howard Glassman, Treasurer  
Ken Picard  
Russell Wood

## **REPORT OF THE HOUSING AUTHORITY**

### **Background**

Upton Housing Authority is a public body that exists for providing decent and affordable housing for elderly and disabled persons of low income. This Public Housing Authority receives direct funding from the Department of Housing and Community Development a state Agency (DHCD) located in Boston, MA

### **Mission**

Our mission is to create an environment that enables residents to live responsibly and with dignity. To support residents on achieving self-sufficiency, honor public commitments in a fiscal and ethically responsible manner, create and maintain public confidence in the Housing Authority operations and staff.

### **Board of Commissioners**

Mildred Morin Galeone (Chairperson)

Rena Richard

Linda Jones

Richard Kennedy

Judith McGee (State Appointee)

### **Executive Director**

Betty Roche

### **Monthly Commissioners Meetings**

Upton Housing Authority Board of Commissioners holds meetings on the second Wednesday of every month. All meetings are held at the Coach Road Apartment Community room at 6:00 p.m. As public officials, they hold meetings according to M.G.L. chapter 39 sections 2B of the open meeting law and posted with the Town Clerk.

### **Current Housing Programs**

Massachusetts Rental Voucher Program MRVP

Seven subsidized family/elderly units located at the Upton Inn in Upton, MA. Eligibility income limits is based on family size and income. There is no asset limit but the values of assets are included in

gross income when determining applicant eligibility.

**Public Housing Program 667**

There are 40 units located at Coach Road. Applicants must be sixty years of age or disabled to apply for housing. Residents who work or live in the Town of Upton may receive a preference when reviewed and verified by the Authority. When applications are completed, applicants are then placed on a waiting list. The income limits for state public housing are one person-\$45,100 and two persons-\$51,150.00.

**Office**

Upton Housing Authority office is at 4 Hartford Avenue North and office hours are as follows:

|           |                       |
|-----------|-----------------------|
| Monday    | 9:00 a.m. - 2:00 p.m. |
| Wednesday | 9:00 a.m. - 2:00 p.m. |
| Friday    | 9:00 a.m. - 2:00 p.m. |

Anyone interested in applying for housing may call the office at (508) 529-3293 to have an application mailed. If you prefer, applications may be picked up at the office during office hours.

**New Pursuits**

The Authority is seeking funding to become more energy efficient, improve outdated units and seek new parking.

Respectfully submitted,  
Betty Roche  
Executive Director

## **REPORT OF THE LAND STEWARDSHIP COMMITTEE (ULSC)**

In 2014 the ULSC continued with the implementation of the Land Stewardship Plan for the Stefans Farm Open Space. A wetland mitigation area was constructed, funded by a Recreational Trails Program (RTP) grant. Invasive plant control continued. Vehicular access from Orchard Street was evaluated but is not currently recommended due to the high cost of a stream crossing.

The Town was awarded a third Recreational Trails Program (RTP) grant, this time for signage and interpretive panels on open space properties. Work began on kiosk design, with a prototype to be installed at Stefans Farm in 2015.

Plots at the community garden were made available to Upton residents at no cost.

Richard Howarth mowed the field at Howarth Glen. In addition, he and his wife, Naomi, gave us their time for an interview about their family and life in North Upton in the 1900's for our oral histories about open space parcels.

The parking spaces at the Whitney Conservation Area (WCA) parking lot are now delineated with granite car stoppers. Installation of signage and construction of a kiosk are planned.

The BOS approved the ULSC's management of two small land-locked open space parcels. Parcel 4-12 (22 acres) abuts the Warren Brook Watershed Conservation Area and the Whitney Conservation Area. Parcel 5-5 (13 acres) abuts the Whitney Conservation Area.

Two Eagle projects were completed. Tom Coley of Upton Troop 132 made improvements to the Community Garden, and Ashby Hobart of Milford Troop 4 constructed a bridge and re-routed a degraded trail at the Peppercorn Hill Conservation Area.

Also at Peppercorn Hill, the ULSC installed a new sign at the Crockett Road Trailhead/parking area. This replaces a sign that had lasted over 25 years.

Trail access to the Goss Pond Open Space from Green Lane was established. A one day water quality evaluation of Goss Pond was conducted. No invasive aquatic weeds were noted.

The ULSC and Sudbury Valley Trustees (SVT) conducted routine yearly monitoring of the Sweetwilliam Farm Conservation Restriction and members of the ULSC accompanied SVT on the Whitney Conservation area, also a part of yearly monitoring

Hours contributed by volunteers and committee members added up to 235 work hours, valued at \$6,345 ([www.independentsector.org/volunteer\\_time](http://www.independentsector.org/volunteer_time)) to develop trails and the community garden, map trail networks, prepare GIS maps, engage in negotiations, grant writing and administrative work. Additional hours were contributed by Boy Scouts working on Eagle projects.

The ULSC is spearheading an effort to remove trees from and maintain the historic stone foundation of Schoolhouse #6 on Glen Echo Open Space. Funding will be sought in 2015 to maintain and protect the historic foundation. The project is supported by the Historical Commission.

The ULSC has received a DCR grant for the development of a Forest Stewardship Plan for the Warren Brook Watershed Conservation Area and adjacent town owned land in North Upton. Together, the parcels total about 330 acres. The Massachusetts Division of Fisheries and Wildlife and Massachusetts Audubon Ecological Extension Service will assist with the project. Work will begin in February of 2015.

Respectfully submitted,

Scott Heim  
Mary Overholt  
Mike Penko-Secretary  
Marcella Stasa-Chairperson  
Cathy Taylor  
William Taylor

## **REPORT OF THE LIBRARY DIRECTOR**

2014 was a year of improvements to the Upton Town Library's physical infrastructure.

In March of 2014, the library enjoyed the first upgrades to its facility in over fifteen years. Funding was approved at the annual town meeting in 2013, and supplemented in fall of 2013. After several months of planning, the library vacated its space, and during March 2014, new carpets were installed, the walls were repainted, and one wall was opened up to allow cleaning of the foundation. After moving back in, library staff revised the shelving layout, completely redesigning the library's floorplan. A total of \$80,000 was appropriated by the town for this project. To date, \$72,362 has been used for the renovations, and the remainder will be used to pay ongoing rent for a storage trailer and to expand library services into an additional room in the Knowlton-Risteen building. The final result of the project has made the library cleaner, more accessible and easier to navigate.

In October 2014, a new circulation desk was installed at the library. Custom made for the library by Upton resident Bill Andrews, the desk is constructed of solid cherry and includes specialized drawers, data wiring and dovetail joints. The desk was funded by the generosity of library supporters and provides a beautiful new centerpiece for library services.

During 2014, the library began a Planning and Design project to explore long-term solutions for the library facility. In January 2014, the library applied for a planning grant administered by the Massachusetts Board of Library Commissioners. In May 2014, town meeting appropriated \$22,000 to fund the project, and in June the library was awarded an additional \$44,220 through the planning grant. In October, the library hired a Library Building Consultant to assist with planning. In November, the library Trustees appointed seven members to a Feasibility Committee, charged with planning a library facility that can serve the town for the next twenty years and beyond.

## **Library Holdings**

As part of the Upton Library reorganization in March 2014, the library re-allocated its shelving space to accommodate more Audio and Video materials, reducing our Print collection size. Library staff removed 15% of the print collection, disposing of materials through a spring booksale. Access to downloadable materials through the C/WMARS consortium continued to increase.

Print Books – 22,551. Volumes of Periodicals – 83. Audio Materials – 1,105. Video Materials – 3,699. Downloadable materials – 32,468.

## **Library Usage**

Library usage declined in the first half of 2014, due to the disruption of the renovation work, then recovered in the second half, but overall remained below 2013's levels of usage.

4,596 people are registered borrowers at the Upton Town Library, and 25,870 visits were made to the Upton Library during the 2,038 hours we were open.

Borrowing of physical items: Print Books – 30,891. Volumes of Periodicals – 1,388. Audio Materials – 2,634. Video Materials – 19,070. Downloads of electronic items: 3,681.

## **Opportunities**

The Upton Town Library has two major opportunities ahead in 2015: the expansion of library services into an additional 300 square feet of space in the current building, and a planning and design project to explore a new facility capable of meeting Upton's needs for the next twenty years.

Respectfully submitted,

Matthew R. Bachtold  
Library Director

## **REPORT OF THE UPTON LIBRARY FEASIBILITY COMMITTEE**

The Library Feasibility Committee, appointed by the Upton Library Trustees, organized on Monday, 27 October 2014, electing the following officers: Michelle Goodwin, Chair; William Taylor, Vice-Chair; Fran Gustman, Secretary. There are four (4) additional members: Linda Arthur, Kelly McElreath, Steve Rakitin, and Alan Rosenfield. Library Director, Matthew Bachtold, is an adjunct member of the Committee.

During its two months of activity in 2014 the Committee:

- met with the Library Building Program Consultant, Mary Braney;
- created, revised, and recommended to the Board of Library Trustees a final draft of the Request for Qualifications (RFQ) for an Owner's Project Manager (OPM) for the library building project planning and design phase;
- collected a preliminary list of potential sites to research for possible consideration including the current library site, existing structures to purchase and convert, and open land for new building construction.

Respectfully submitted,

Michelle Goodwin, Chair

## **REPORT OF THE OF THE LIBRARY TRUSTEES**

Physically, the library has changed significantly over the past twelve months. The monies appropriated at town meeting have been used to improve the facility by eliminating a number of nagging problems that have beset the building and have put a new face on the space we have. The Friends of the Library raised additional funds for a new circulation desk which was built and installed by a member of the community for only the cost of materials thereby, further enhancing our "New Library." The Trustees appreciate the donations of time and funds by the community that provided for this need. One individual's large donation brought the fund well over the goal.

These improvements added no additional space for the library, but allowed the Director to rearrange what we have to be more effective and better meet the needs of the digital age. When the Town Hall renovation was completed, additional space within the Knowlton-Risteen building opened up and the Selectmen allocated two offices for use by the library. These will surely help the effectiveness of the library but will not resolve the chronic space limitations and the lack of access for the handicapped.

The long term solution to modernization and access for the handicapped is being addressed by the Trustees and the Town using the Planning and Design Grant from the Massachusetts Board of Library Commissioners. If this program is successful, it will lead to a construction grant of about 40% of the cost of a new facility. To accomplish this, the Trustees have formed a Feasibility Committee which is evaluating the possibilities for the renovation of an existing building or for new construction.

Less dramatically, progress has been made toward a more hybrid make up of our services with less emphasis on the hard copy collection and more on the electronic and digital needs of the community.

Additional programs are ever the hope of the Trustees, but handicapped access and space limitations have hindered their implementation. The present summer reading program for the children is the most important of those presented. It encourages the young people of Upton to read for pleasure while programs provided by our Children/Young Adult librarian

continue these efforts throughout the year. The ability to read and understand is the gateway to the future.

George Klink, a long time Trustee, passed on this year. His counsel will be sorely missed. George was a loyal member of the Trustees for over 20 years. Erin Alcott resigned as a Trustee and her thoughtful comments have been appreciated. The Trustee welcomed Joseph McMahon to fill the vacated seat on the Board.

The revolving account enabling legislation requires a public accounting of its funds. This account contains monies received for damaged books, fines and the use of the copier. The fund received \$3,653.34 and expended \$2,636.03 with an ending balance of \$1,016.31 which will be credited to the FY16 expenses. At no time did the balance exceed \$6,000.00.

The support of the community and its representatives are important to the Trustees. This has been generously given and warmly received. The Friends of the Library, the town departments and the citizens themselves have made our job a rewarding one.

Respectfully submitted,

John Robertson Jr., Chairman

Judith Katz, Vice Chairman

Charlotte Carr, Secretary

Katie Kelly, Treasurer

Frances Gustman

Joseph McMahon

John Minnuci

Linda White

Laurie Woden

## REPORT OF THE TOWN MODERATOR

It was again my privilege to preside at the adjourned Annual Town Meeting on May 8, 2014. Additionally, there was a special Town meeting on November 18<sup>th</sup>.

Once more the Town Clerk and I had a chance to speak with the seniors at Nipmuc Regional High School. We explained the town meeting process to them and they held their own mock town meeting in which they discussed issues that effect them in their daily lives. We may have helped them along with the script and they took it from there and did a wonderful job.

The Annual Meeting for the Massachusetts Moderators Association was held on Thursday, October 23<sup>rd</sup> at the Mount Wachusett Ski Area. As we do every year, we discussed a number of issues that effect town meeting and also help new moderators move into this important role for their communities. The primary issue addressed again is the use of electronic voting at town meeting. This is an issue that has been on the radar for about a half dozen years now, and a number of communities have already purchased systems that allow them to vote electronically. While there is a considerable up front expense (in addition to yearly on-going expenses) it is something that each community needs to at least discuss and see if it would be worthwhile for them to consider. As part of the association I am chairman of the *Town Meeting 2020 Committee* (which is addressing the electronic voting) and I am also a member of the Education Committee.

In addition to my roles on the 2020 committee and education committee, I was also elected the 2<sup>nd</sup> Vice-President for the association this year. Being the 2<sup>nd</sup> Vice-President gives me additional responsibilities especially with regard to the MMA Annual meeting in the fall. I consider it an honor and I am looking forward to fulfilling this role for the year.

As always, I wish to thank everyone who is involved with the setup and running of all the town meetings. Specifically Upton Cable Television, the Town Clerk, tellers, counters, police, Town Manager, Board of Selectmen and the Nipmuc Regional School system and support staff.

A final special thanks to all the citizens that attend the town meetings and help make the decisions that affect all of our lives. It is YOUR participation that allows us to meet as a community and propose motions, hear debate, ask questions, listen to neighbors and ultimately vote on what you think is best for our community. This is something that is very much unique to communities in New England like Upton, let us not forget how fortunate we are to have this opportunity as free citizens.

Respectfully submitted,

David C. Loeper

## REPORT OF THE OPEN SPACE COMMITTEE

The Open Space Committee:

- Sponsored or co-sponsored walks and events to encourage the public use and appreciation of Upton's open spaces. These included the following:
  - o Day-long program with Robert Thorson, author of "Stone By Stone," a history of New England's stone walls. Mr. Thorson presented a history of stone walls in the morning, which was followed by a field trip to Peppercorn Hill in the afternoon, where he brought to life the lessons of the morning program. This program was funded through a grant from Upton's Local Cultural Council and co-sponsored by the Friends of Upton State Forest and Metacomet Land Trust.
  - o "Wild Food Foraging" at Stefans Farm with Russ Cohen, author of "Wild Plants I Have Known...and Eaten." Participants had the opportunity to sample Black Birch tea and fruit leather made from Autumn Olive berries, and to learn about other edible wild plants.
  - o Shed Hunt (a hunt for antlers shed by deer) at Stefans Farm.
  - o Viewing nighthawk migration at Peppercorn Hill.
  - o Winter walk at Goss Pond and a fall walk at Stefans Farm.
- Evaluated the open space potential of a parcel in north Upton that was offered to the town as open space.
- Assisted Sudbury Valley Trustees, a regional land trust, with an estate-planning program for landowners in Hopkinton, Westborough and Upton.
- Provided feedback to the Conservation Commission on a conservation restriction and trail easement related to the Rockwood Meadows development.
- Submitted Open Space news articles to the Upton Town Crier.

- Maintained the town's Open Space maps and the Open Space pages on the town's website.
- Members of the committee represented Upton in the West Suburban Conservation Council and at the Mass Land Conservation Conference sponsored by the Massachusetts Land Trust Coalition.

Respectfully submitted,

Tom Dodd (Secretary)

Rick Holmes (Community Preservation Committee representative)

Alan Miano

Mike Penko

Marcella Stasa

Bill Taylor (Chair)

## **REPORT OF THE PERSONNEL BOARD**

Calendar year 2014 began with Michael Goodwin as Chair with members Deb Amorelli, Bob Carnegie, Tom Giblin, and Dave Scribner with Erika Geyer as Department Assistant. Tom left the Board at the end of May, having chosen not to seek reappointment. We thank him for his 10 years of service to the Town and appreciate all he brought to Board meetings. We welcomed our new member Jane Gienger, who joined the Board following her appointment in July.

The Board conducted regular meetings throughout 2014, participated in job interviews, and was involved in several personnel issues. Highlights of actions taken and issues addressed by the Board last year:

- Reviewed and approved changes to the position description for the Reserve Firefighter/EMT/Paramedic
- Qualified applicants for the next step in the hiring process for following positions:
  - Recreation Director
  - Firefighter/Paramedic
  - Social Service Coordinator
  - Department Specialist at the Council on Aging
  - Van Drivers at the Council on Aging (2 part-time)
  - Department Specialist at the Treasurer/Collector's office
  - Public, Educational, and Government (PEG) Access Television Assistant

Approved a retroactive pay-rate adjustment following an appeal of a performance evaluation.

Adopted a policy that will include Library employees' longevity bonuses (one-time expenses) into this Board's budget, due to the state's expectations on how the Library's budget should increase year over year. Recommended a Meritorious Bonus for three employees under the provisions of Section VI.B of the Personnel By-Law which the Board of Selectmen approved.

Adopted the Classification & Compensation Survey as presented by Human Resources Inc. of Andover, Massachusetts, which includes the framework for pay-for-performance rather than longevity, plus a new, three-step pay plan for call Firefighters & call EMTs.

Conducted performance evaluation training which was attended by employees & elected officials who conduct performance appraisals.

Sponsored an article that was adopted at the Annual Town Meeting that will set the annual stipend amounts for elected officials at \$750 for the chair and \$500 for members.

The Board wishes to thank the Town Manager (especially in her role as Personnel Coordinator), the Board of Selectmen and all other boards, committees, and commissions for their support during 2014.

Respectfully submitted,

The Personnel Board

Michael E. Goodwin, Chair

Debra J. Amorelli

Robert A. Carnegie

Jane S. Gienger

David T. Scribner

Erika J. Geyer, Department Assistant

## **REPORT OF THE PLANNING BOARD**

### **Summary**

Calendar year 2014 brought continued changes and challenges to the Planning Board and the community. Throughout the year we reviewed or continued review of the various subdivision, special permit and site plan approval applications.

With assistance from other town boards & committees and Central Massachusetts Regional Planning Commission (CMRPC) we continued to implement items from Upton's Master Plan (adopted 2005) and to update and/or amend various zoning bylaws. Public hearings were held for all proposed/amended zoning bylaws listed below.

### **Zoning amendments**

- Solar Facilities bylaw - Board voted to recommend acceptance at Town Meeting. Article passed.
- Medical Marijuana bylaw - Board voted to recommend acceptance at Town Meeting. Article failed.
- Section 3.1.3 Table of Principal Uses – Use #25 to delete the phrase “excluding self-service gas stations”. Board voted to recommend acceptance at Special Town Meeting. Article passed.

### **Definitive Subdivision Plans Reviewed/In Progress**

- *Governor's Landing* - 59-lots off Milford Street. No recent action/discussion; Construction has not been started.
- *Crosswinds* - 32-lots located between Plain Street and Station Street. The road's (Blueberry Lane and Dogwood Drive) infrastructure (water, sewer, pump station and gas lines) have been completed. Details for the railroad crossing on Dogwood Drive must be finalized then the crossing will be constructed. No lots have been released to date. No further action has been taken.

- *Sylvan Springs* - 54-lots located off Northbridge Road in Mendon; 6 houses located in Upton and 48 houses in Mendon. Construction has begun on the Mendon side.
- *Whitney Farms at Cotton Gin Circle* - 8-lots located off Grove Street. Definitive subdivision plan submitted January 2014. Upon review the plan was denied by the Board. Applicant has appealed the decision. Negotiations are on-going.
- *Hartford Highlands* - 4-lots located off Hartford Avenue South. Definitive subdivision plan submitted January 2014. Upon review the plan was approved by the Board.

## **Special Permits Reviewed/In Progress**

### Open Space Residential Subdivision

- *JR Estates* 5-lots located off West River Street was submitted January 2011. Upon review it was approved July 2011. Work on the infrastructure has begun.

### Senior Housing Residential Community

- *Rockwood Meadow* a 62-unit Senior Housing Community located off East Street. Modification to the Special Permit and Site Plan was submitted July 2013. Upon review the modification was approved.

### Large Lot Frontage Reduction

- Lot 3 off Mendon Street submitted August 2014 for 1 reduced frontage lot. Upon review plan was approved.
- Lot 4 off Mendon Street submitted August 2014 for 1 reduced frontage lot. Upon review plan was approved.

**Site Plan Approval Applications Reviewed/In Progress**

- *Rockwood Meadow* (see Special Permits)
- 12 Milford Street – conversion of residential structure into business (hair salon). Approved April 2014.
- 3 Milford Street – conversion of non-residential structure (former church) into 3 residential units. Under review no decision issued.

**Plan Review**

The data table below summarizes the Board’s review activity for CY2014.

| <u>Plan Type</u>             | <u>Reviewed</u> | <u>Lots/Parcels</u> | <u>Fees Collected</u> |
|------------------------------|-----------------|---------------------|-----------------------|
| 81P (ANR)                    | 7               | 10 lots/9 parcels   | \$1,050.00            |
| Definitive Plan              | 2               | 12 lots             | \$8,500.00            |
| Site Plan                    | 2               | 2 lots              | \$1,156.56            |
| Special Permits              | 2               | 2 lots              | \$1,000.00            |
| Street Acceptance            | 0               | NA                  | NA                    |
| Subdiv (started)             | 2               | 38                  | NA                    |
| Special Permits<br>(Started) | 2               | 67                  | NA                    |

**Goals**

- Continued implementation of items from the Master Plan.
- 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 101, adjacent to the Town Clerk's office. Office hours are Tuesday and Thursday 8:30 am – 2:30 pm. Phone number: (508) 529-1008;
- E-Mail: [planningboard@uptonma.gov](mailto:planningboard@uptonma.gov) or [dsmith@uptonma.gov](mailto:dsmith@uptonma.gov)

The Planning Board's meetings are held on the second and fourth Tuesday of every month at 7:00 p.m. Meetings are held at Town Hall, Conference Room 203. Town Hall is handicap accessible, air conditioned, and has comfortable seating. The Board would like to encourage citizen participation in the Town government process by attending Board meetings.

At the annual town meeting in May, Paul Carey was re-elected to a 5-year term. In May the Board re-organized as follows: Chair – Gary Bohan; Vice-Chair – Margaret Carroll; Treasurer – Paul Carey; Clerk – Thomas Davidson; and Member – Raymond Smith; Associate Member – William Tessmer. Mr. Carey continues to represent the Planning Board on the Community Preservation Committee. Mr. Bohan was elected as the delegate to the CMRPC. Mr. Davidson continues to serve as the representative to the Capital Budget Committee.

We would like to thank the various town boards, commissions, departments and the citizens of Upton for their continued cooperation and support during the year.

Respectfully submitted,

Gary Bohan, Chair

# REPORT OF THE POLICE AND COMMUNICATIONS DEPARTMENT



## **Calls for Service/Activity 2014**

|                                     |      |                                   |      |
|-------------------------------------|------|-----------------------------------|------|
| Abandoned 911 Call.....             | 41   | Lockout House .....               | 12   |
| Alarm.....                          | 237  | Lockout Motor Vehicle .....       | 65   |
| Animal Complaint .....              | 118  | Loitering.....                    | 4    |
| Animal Injured.....                 | 11   | Lost Animal.....                  | 57   |
| Assault and Battery.....            | 6    | Lost/Missing Person.....          | 12   |
| Assist EMS .....                    | 406  | Lost/Missing Property .....       | 40   |
| Assist Fire Department.....         | 237  | Loud Music Complaint.....         | 10   |
| Assist Other Agency.....            | 50   | Motor Vehicle Crash.....          | 197  |
| Assist Other P.D. ....              | 99   | Motor Vehicle Violation .....     | 3691 |
| Assist With Pedestrian Traffic..... | 11   | Motor Vehicle Complaint.....      | 159  |
| Assist With Traffic .....           | 9    | Neighbor Dispute .....            | 9    |
| ATV Complaint.....                  | 14   | Obstruction in Roadway.....       | 206  |
| Breaking and Entering.....          | 27   | Open Door.....                    | 16   |
| Building Check.....                 | 2417 | Parking Complaint/Violation ..... | 105  |
| Car Seat Installation .....         | 34   | Power Outage .....                | 15   |
| Disabled Motor Vehicle .....        | 139  | Reported O.U.I. Operator.....     | 17   |
| Disorderly Person .....             | 3    | Restraining Order Viol.....       | 4    |
| Disturbance.....                    | 98   | Restraining Order Issued.....     | 6    |
| Deliver Message .....               | 28   | Serve Legal Process .....         | 81   |
| Domestic Disturbance .....          | 18   | Shots Fired .....                 | 12   |
| Drugs .....                         | 5    | Solicitation .....                | 4    |
| Extra Patrols Requested.....        | 14   | Suicidal Person.....              | 21   |
| Found Property .....                | 37   | Suspicious Motor Vehicle .....    | 125  |
| Fraud/Forgery .....                 | 18   | Suspicious Package .....          | 9    |
| Fundraiser Scam .....               | 17   | Suspicious Person.....            | 76   |
| General Assistance .....            | 483  | Threats.....                      | 7    |
| Harassment Prevention Order.....    | 5    | Trespassing.....                  | 7    |
| House Check.....                    | 73   | Vandalism .....                   | 37   |
| Hunter Complaint .....              | 2    | Water Leak .....                  | 16   |
| Illegal Dumping.....                | 12   | Well Being Check .....            | 283  |
| Larceny.....                        | 47   | Wires Down .....                  | 25   |
|                                     |      | 911 Hopedale .....                | 924  |

**Offenses 2014**

|                                    |     |
|------------------------------------|-----|
| Forcible Rape .....                | 4   |
| Indecent Assault and Battery ..... | 3   |
| Aggravated Assault .....           | 7   |
| Simple Assault .....               | 16  |
| Intimidation .....                 | 5   |
| Breaking and Entering .....        | 25  |
| Shoplifting.....                   | 1   |
| Theft from a Building .....        | 15  |
| Theft from a Motor Vehicle.....    | 6   |
| All Other Larceny .....            | 47  |
| Motor Vehicle Theft .....          | 1   |
| Impersonation .....                | 7   |
| Destruction of Property .....      | 31  |
| Drug Violations.....               | 10  |
| Statutory Rape.....                | 6   |
| Weapons Violations .....           | 4   |
| Disorderly Conduct.....            | 2   |
| Operating Under the Influence....  | 14  |
| Protective Custody .....           | 3   |
| Liquor Law Violations.....         | 13  |
| Other Offenses .....               | 59  |
| Criminal Traffic Offenses .....    | 375 |
| Pornography/Obscene Material ....  | 1   |

**Top Ten Offenses Charged**

1. Criminal MV Violations
2. Larceny
3. Destruction of Property
4. Breaking & Entering
5. Assault & Battery
6. Theft from a Building
7. OUI
8. Liquor Law Violations
9. Drug Violations
10. Impersonation/Fraud

**Arrests by Shift**

|                               |     |
|-------------------------------|-----|
| Day Shift (8AM – 4PM).....    | 121 |
| Evening Shift (4PM-12AM)..... | 35  |
| Night Shift (12AM-8AM) .....  | 53  |

**Arrests by Day of Week**

|                 |    |
|-----------------|----|
| Sunday .....    | 42 |
| Monday.....     | 28 |
| Tuesday .....   | 28 |
| Wednesday ..... | 26 |
| Thursday.....   | 20 |
| Friday .....    | 29 |
| Saturday.....   | 34 |

**Offenses by Month**

|                |    |
|----------------|----|
| January .....  | 27 |
| February ..... | 48 |
| March .....    | 72 |
| April .....    | 51 |
| May.....       | 71 |
| June.....      | 61 |
| July .....     | 62 |
| August .....   | 49 |
| September..... | 62 |
| October .....  | 58 |
| November ..... | 47 |
| December ..... | 43 |

## Motor Vehicle Violations 2014

|                          |      |
|--------------------------|------|
| Arrests .....            | 38   |
| Civil Violations .....   | 631  |
| Criminal Complaint ..... | 134  |
| Written Warning .....    | 1484 |
| Verbal Warning.....      | 860  |

## Top Ten Violations Cited

1. Speeding
2. Inspection Violation
3. Marked Lanes Violation
4. Stop Sign/Light Violation
5. Defective Equipment
6. Suspended/Revoked License
7. Unregistered MV
8. Unlicensed Operator
9. Seat Belt Violation
10. OUI

## MV Violations by Location

|                         |     |
|-------------------------|-----|
| Breton Rd .....         | 1   |
| Crockett Rd .....       | 2   |
| Centennial Ct .....     | 1   |
| Chestnut St.....        | 14  |
| Christian Hill Rd ..... | 10  |
| Church St .....         | 1   |
| Cross St .....          | 1   |
| Dairy Dr .....          | 1   |
| East St .....           | 312 |
| Elm St.....             | 4   |
| Fiske Ave .....         | 3   |
| Fiske Mill Rd .....     | 25  |
| Glen Ave .....          | 2   |

|                       |     |
|-----------------------|-----|
| Green Ln .....        | 2   |
| Gore Rd.....          | 1   |
| Grafton Rd .....      | 3   |
| Grove St .....        | 21  |
| Hartford Ave N .....  | 128 |
| Hartford Ave S.....   | 17  |
| Henry's Path.....     | 1   |
| High St .....         | 214 |
| Hopkinton Rd.....     | 443 |
| Kiwanis Beach Rd..... | 1   |
| Main St.....          | 819 |
| Maple Ave.....        | 78  |
| Mechanic St .....     | 9   |
| Mendon St.....        | 448 |
| Milford St.....       | 259 |
| N. Main St.....       | 31  |
| North St.....         | 2   |
| Old Grafton Rd .....  | 2   |
| Orchard St .....      | 1   |
| Plain St.....         | 4   |
| Pleasant St.....      | 349 |
| Pond St.....          | 5   |
| Prospect St .....     | 2   |
| River St .....        | 2   |
| School St .....       | 125 |
| South St.....         | 17  |
| Southboro Rd .....    | 1   |
| Station St.....       | 1   |
| Taft St.....          | 1   |
| W. Main St.....       | 103 |
| W. River St.....      | 7   |
| Warren St .....       | 7   |
| Westboro Rd .....     | 107 |
| Williams St.....      | 92  |

**MV Accidents by Location  
Over \$1,000 Damage**

|                        |    |
|------------------------|----|
| Brousseau Dr.....      | 1  |
| Chestnut Street.....   | 4  |
| Christian Hill Rd..... | 1  |
| Church St.....         | 2  |
| Cider Mill Ln.....     | 1  |
| Dairy Dr.....          | 1  |
| East St.....           | 5  |
| Fiske Mill Rd.....     | 1  |
| Fowler St.....         | 1  |
| Glen Ave.....          | 1  |
| Grove St.....          | 3  |
| Hartford Ave No. ....  | 4  |
| Hartford Ave So.....   | 1  |
| High St.....           | 6  |
| Hopkinton Rd.....      | 16 |
| Kiwanis Beach Rd.....  | 1  |
| Main St.....           | 26 |
| Mechanic St.....       | 1  |
| Mendon St.....         | 20 |
| Milford St.....        | 18 |
| N. Main Sst.....       | 1  |
| North St.....          | 3  |
| Orchard St.....        | 2  |
| Pierce Ln.....         | 1  |
| Pleasant St.....       | 12 |
| School St.....         | 4  |
| South St.....          | 3  |
| Southboro Rd.....      | 1  |
| Taft St.....           | 2  |
| W. Main St.....        | 4  |
| W. River St.....       | 2  |
| Westboro Rd.....       | 4  |

**Top Five Driver Contributing  
Code for MV Accidents**

- 1. Failure to Yield Right of Way
- 2. Driver Inattention
- 3. Speed Greater Than Reasonable
- 4. Failure to Keep in Proper Lane
- 5. Following Too Closely

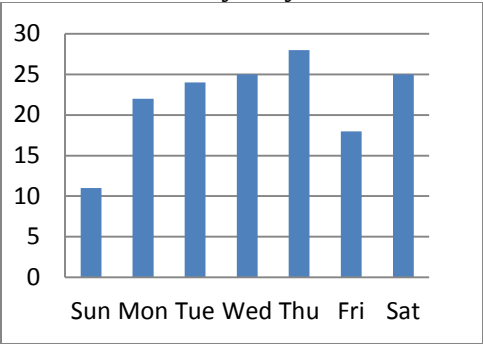
**MV Accident Injury Status**

|                        |     |
|------------------------|-----|
| Fatal Injury.....      | 1   |
| Incapacitating.....    | 5   |
| Visible injury.....    | 19  |
| Minor injury.....      | 15  |
| No Visible Injury..... | 285 |

**Operators Age/Gender**

|              | Male       | Female    | Total      |
|--------------|------------|-----------|------------|
| <19          | 16         | 17        | 33         |
| 19-21        | 11         | 5         | 16         |
| 22-25        | 13         | 8         | 21         |
| 26-35        | 13         | 7         | 20         |
| 36-45        | 26         | 15        | 41         |
| 46-60        | 35         | 29        | 64         |
| >60          | 21         | 13        | 34         |
| <b>Total</b> | <b>135</b> | <b>94</b> | <b>229</b> |

**MV Accidents by Day of Week**



## **Training**

Full-Time Police Officers received the following mandatory in-service training:

- Firearms Training (Pistol and rifle qualification)
- C.P.R. and First Responder Training
- A.E.D. (Automatic External Defibrillator) Training
- Educational Incentive Program (EIP) Class Training (monthly)
- Policy Manual Testing (monthly)
- Defensive Tactics Training
- Domestic Violence Response
- Legal Updates
- Electronic Control Weapon Training and Recertification
- Narcan Training

In addition to the mandatory training, Officers received training in the following specialized areas:

- DCJIS CJIS online training
- CPR/First Responder Instructor Conference
- Sergeant's Leadership Conference
- Conducting Performance Reviews for Supervisors
- Firearms Instructors Extended Range
- Level II Firearms Instructor Certification
- Fire Investigation
- Sex Offender Investigations
- Active Shooter Training
- SWAT Training

## **Grants**

The Upton Police & Communications Departments received the following grants for 2014:

- **Traffic Enforcement Equipment Grant: \$12,5000.00**

Funding provided through the Massachusetts Executive Office of Public Safety, Highway Safety Division for patrols to target seat belt safety, impaired driving, and aggressive driving.

- **State 911 Department Support Grant: \$54,376.00**

Funding was provided by the Massachusetts State 911 Department for equipment purchases within the communication center and for wage reimbursement that may be used for additional training.

- **911 Training Grant: \$10,000.00**

Funding was provided by the Massachusetts State 911 Department for E911 approved courses and overtime replacement costs for employees attending training.

### **Community Policing & Special Programs**

The Upton Police Departments continues to support the philosophy of community policing by offering the following programs:

- Child Gun Safety Program (Eddie Eagle)
- R.A.D. Program
- Officer Phil Program
- Annual Fishing Derby
- Seniors Spaghetti Supper
- Project Child Safe Gun Lock
- Santa Claus Visit on Christmas Eve
- SRO (School Resource Officer)
- Massachusetts Police Certification/Accreditation Program
- Youth Recreation Program

### **Conclusion**

The Upton Police Department continues its pursuit of excellence through involvement with the Massachusetts Police Accreditation Commission. We are currently one of fifty-five Massachusetts Police Departments to receive the honor of being “Accredited”. The Massachusetts Police

Accreditation Commission's Accreditation Program provides the following benefits:

- Provides a norm for the Upton Police Department to judge its performance.
- Provides a basis to correct deficiencies before they become public problems.
- Provides 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 it.
- Reduces liability exposure by following best practices for delivery of services and supervision of personnel.

I would like to thank the Board of Selectman, Town Manager Blythe Robinson, town departments, school departments and residents for their support and cooperation while we pursue our mission.

### **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,

Chief Michael J. Bradley, Jr.

## **REPORT OF THE RECREATION COMMISSION**

To say the least, 2014 was an interesting year for the Recreation Commission. We continued efforts to increase the number of participants in our recreation programs while improving our facilities. Our enrollment numbers were consistent with prior years with the exception of the Kids@Play program which increased significantly. We continue to seek ways to package and create new offerings to entice people of all ages to participate and adopt a healthy lifestyle.

What happened in 2014? Let's start with the Ramsey Building. When replacing the door facing the beach on the second floor, the contractor discovered that the sill was rotten and had to be replaced along with the deck and stairs. As a result, the back stairs, deck and door are scheduled to be replaced in early 2015.

The Upton Town Beach and Athletic Facility had a very successful beach program in the summer of 2014. This would not have been possible without all of the good work done by the Swim Instructor, Swim Aides, Lifeguards, Gatekeepers, and the Groundskeepers. The beach program's success also would not have been possible without the assistance and support from Parks Supervisor John Johnson, Jr. and Gary Harper who keeps the fields in great shape.

The past summer marked the 9th year of the Kids@Play Summer Program at the Upton Town Beach and Athletic Facility. Over 270 children (grades K-8) spent part of their summer participating in the program. And participation in the Adventure Exploration program which provides a vehicle for older kids 10 - 15 to participate remained steady. Without the hard work of the Program Directors and Counselors, this program would not have been possible, so we thank them for their important contributions.

As usual, the Kiwanis Beach Softball/Baseball field saw plenty of use from the Upton Youth Cal Ripken baseball teams, the Upton Men's and Women's Softball Leagues and baseball teams from the area. The soccer field at Kiwanis Beach was extensively utilized by the Mendon Upton Youth Soccer Association, the Upton Women's Soccer League and the

Mendon Upton Youth Lacrosse Association who held practices and a full slate of games on this field in the spring.

We made another attempt at installing an outdoor rink for skating on the tennis court at Leland Field but as of the writing of this report the rink is not operable. We have installed the berm and made it higher in certain areas to compensate for the severe pitch but, after filling it, found that we had a leak under the berm which allowed about 50% of the water to drain out. And, despite the fact that the contractor used a laser level to determine the proper height for the berm, discovered that it needed to be even higher than originally thought. Should we be fortunate to have a couple of days of weather warm enough to melt the ice the contractor has pledged to remedy the problems. If that doesn't happen, it will be repaired during the summer when the weather is warm and the contractor can better shape the asphalt so we will have skating next year.

The Pavilion was completed and utilized by our Kids@Play program for arts and crafts. We also held our first concert series and while attendance was light we plan on making some changes and expanding the series in 2015. The pavilion would not have happened if it weren't for the efforts of Mary Cortese, Eagle Scout Jose Porter, his father Bill, donations from local companies and the Upton Men's Club and members of Troop 132.

In addition to the Pavilion, utilizing CPC funds, we are planning to completely rebuild both the basketball and tennis courts at Kiwanis Beach and have two additional Eagle Scout projects in process, one to build a fire pit at Kiwanis Beach and the other to build a new shed at Leland Field.

In September we accepted with regret the resignation of Mary Cortese our Recreation Director. Mary was instrumental in bringing the recreation program in Upton to a new level (not to mention overseeing the building of the pavilion) and we are grateful for all her efforts.

In 2014, the Upton Recreation Commission offered the following recreation opportunities to Upton:

- Swim Lessons at Upton Town Beach
- Life Guard coverage at Upton Town Beach
- Kids@Play Summer Program for grades K-7
- Recyclable Boat Race at Town Beach
- Children's Youth Theater
- Adult Volleyball – pickup
- Coed Youth Volleyball
- Pilates
- Adult Yoga classes
- Zumba workout classes
- Boot Camp workout classes
- Youth Street Hockey

The Recreation Commission is very interested in offering additional recreation opportunities to the citizens of Upton. We are also open to suggestions on future programs. If you have a program idea please drop us a note at: Rec-Com, One Main Street, Suite 14, Upton or via e-mail at [bflink@uptonma.gov](mailto:bflink@uptonma.gov) – we would like to hear from you.

We look forward to working with and for the citizens of Upton to provide more recreation opportunities in town.

Respectfully submitted,

Rich Gazoorian, Chairman  
 Rick LaCross  
 Paul Pirozzi

**Calendar Year 2014 Upton Recreation Commission Financial Results**

**SUMMARY**

**Total Rec-Com Revenue**

|           |                   |
|-----------|-------------------|
| Programs  | \$ 28,215         |
| Kids@Play | <u>\$ 133,444</u> |
| Total     | \$ 161,659        |

**Total Rec-Com Expenses**

|           |                     |
|-----------|---------------------|
| Misc      | \$ 17,341.85        |
| Programs  | \$ 16,054.95        |
| Kids@Play | <u>\$ 90,937.73</u> |
| Total     | \$124,334.53        |

**Net Profit**      \$ 37,324.47

**DETAILS**

**Kids@Play 2014 Summer Program**

|                       |                                                        |
|-----------------------|--------------------------------------------------------|
| \$ 133,444.00         | Kids@Play Revenue                                      |
| - \$ 62,868.50        | Kids@Play Payroll                                      |
| - \$ <u>28,069.23</u> | Kids@Play Equip., Supplies, Advertising, Entertainment |
| <b>\$ 42,506.27</b>   | <b>Profit</b>                                          |

**Youth Theater Programs**

|                      |                |
|----------------------|----------------|
| \$ 6,500.00          | Class revenues |
| - \$ <u>3,120.00</u> | Expenses       |
| <b>\$ 3,380.00</b>   | <b>Profit</b>  |

**Adult Pickup Volleyball Program**

|                      |               |
|----------------------|---------------|
| \$ 5,310.00          | Revenue       |
| - \$ <u>2,022.00</u> | Expenses      |
| <b>\$ 3,288.00</b>   | <b>Profit</b> |

**Youth Pickup Volleyball Program**

|                      |               |
|----------------------|---------------|
| \$ 4,095.00          | Revenue       |
| - \$ <u>1,563.00</u> | Expenses      |
| <b>\$ 1,500.00</b>   | <b>Profit</b> |

#### Youth Street Hockey Program

|      |               |          |
|------|---------------|----------|
| \$   | 1,750.00      | Revenue  |
| - \$ | <u>804.95</u> | Expenses |
| \$   | <b>944.05</b> | Profit   |

#### Adult Yoga Programs

|      |                 |          |
|------|-----------------|----------|
| \$   | 2,945.00        | Revenue* |
| - \$ | <u>4,840.00</u> | Expenses |
| \$   | <b>1,185.00</b> | Loss     |

#### Adult Boot Camp Program

|      |                 |          |
|------|-----------------|----------|
| \$   | 840.00          | Revenue* |
| - \$ | <u>1,050.00</u> | Expenses |
| \$   | <b>210.00</b>   | Loss     |

#### Adult Zumba Program

|      |                 |          |
|------|-----------------|----------|
| \$   | 1,570.00        | Revenue* |
| - \$ | <u>2,620.00</u> | Expenses |
| \$   | <b>1,050.00</b> | Loss     |

\*In an effort to accurately represent revenue for each program, Healthy Program revenue was divided between Yoga, Zumba and Boot Camp.

#### **Breakdown of miscellaneous expenditures**

|                          |          |
|--------------------------|----------|
| Advertising              | 1,515.00 |
| Signs                    | 133.60   |
| Yearly Web Site Fees     | 545.00   |
| Monthly                  | 3,396.47 |
| Cal Ripken/ Mound        | 300.00   |
| Valley Tech Police Night | 600.00   |
| Comp Paper, stamps, ink  | 497.66   |
| Ice Packs                | 15.20    |
| Storage unit             | 760.00   |
| Boat Race                | 137.79   |
| Charter Communications   | 1,302.46 |

|                        |          |
|------------------------|----------|
| Pavilion               | 4,253.12 |
| Pilates Equipment      | 202.88   |
| Computer Anti Virus    | 31.86    |
| Tablet                 | 518.28   |
| Tablet Cover           | 39.98    |
| Pavilion Workers/Pizza | 36.89    |
| Flood Consulting       | 250.00   |
| Beach Stickers         | 299.83   |
| Lifeguard Equipment    | 327.75   |

### **Parks Revolving**

All of the revenue that goes into this account is derived from activities at Kiwanis Beach much of which is in conjunction with the Kids@Play.

### **SUMMARY**

|                      |                  |
|----------------------|------------------|
| Total Parks Revenue  | 32,704.00        |
| Total Parks Expenses | <u>29,180.06</u> |
| Profit               | \$3,523.94       |

### **DETAILS**

#### **Revenue**

|               |                    |
|---------------|--------------------|
| Spring usage  | 7,155.00           |
| Summer usage  | 2,350.00           |
| Fall usage    | 4,750.00           |
| Season Passes | 1,680.00           |
| Swim lessons  | 6,740.00           |
| Beach Revenue | <u>8,519.00</u>    |
|               | <b>\$32,704.00</b> |

#### **JMJ**

|                            |          |
|----------------------------|----------|
| Electric                   | 763.00   |
| Door/Sill, deck and Stairs |          |
| Ramsey Building            | 8,651.75 |
| Parks Payroll              | 8,487.00 |
| Red Cross certification    | 342.29   |
| AJ Security Alarm          | 300.00   |

|                          |                    |
|--------------------------|--------------------|
| Swim party               | 41.06              |
| Signs                    | 774.10             |
| Beach stickers           | 299.36             |
| Swim Instructors Payroll | 9,521.50           |
|                          | <u>\$29,180.06</u> |

Please note that the town contributes \$8,000 annually to help offset the cost of the beach program. The remainder (as shown above) comes from the Parks Revolving Account.

### **Recreation Director Pay**

The Recreation Director position is part time and paid out of the Rec-Com revolving account. For 2014 the Recreation Director was paid \$ 19,105.31.

### **Site Improvements**

At the ATM, the Recreation Commission requested and the town approved the sum of \$25,000 to be used for improvements to programs and infrastructure. As of December 31, the account has \$23,075.90 remaining.

## REPORT OF THE REGISTRAR OF VOTERS

I respectfully submit the following report for year ending 2014 where members of the Registrar of Voters are Cynthia Robertson (D), Eva Fowler (D) and Kelly A. McElreath (U). In July Jane Gienger was appointed and sworn in as a member of the Registrars.

In 2014, we had 3 elections. The Annual Town Election in May as well as the Primary in September and State Election in November which consisted of voting for a Governor as well as other offices across the state. The Annual Town Election had a 7% turnout. The Primary Election saw a 17% turnout. However, the State Election had an 82% turnout. It was great to see of the voters Upton exercise their right to vote.

The Board of Registrars held extended registration hours for all of these elections. The Board of Registrars encourages residents to register to vote and participate in all elections.

As is our practice, our voter list is maintained through the state computer known as the Central Voter Information System. We update the CVR with information received from the annual town census and other sources. Additional work on the voter list was done this past year by inactivating any voter who did not return their census form. For the past 14 years, Denise Smith works hard to maintain the voter list on the CVR and keep our paperwork work up to day. The Board of Registrar would like to thank Denise Smith for her dedication maintaining the voter list.

In 2014, the number of total voters declined by 126 voters. As in past years, most of the new voter registrations are completed at the Registry of Motor Vehicles. Again this past year, in order to encourage young people to vote, I visited the Nipmuc High School to register the students who are 18 or older. At the end of 2014, there were 5,037 registered voters in the Town of Upton. The breakdown is as follows:

|            |       |             |     |
|------------|-------|-------------|-----|
| Unenrolled | 3,270 | Republicans | 817 |
| Democrats  | 929   | All other   | 21  |

Respectfully submitted, Kelly A. McElreath, Ex-Officio Clerk to Registrars

# REPORT OF THE TOWN ACCOUNTANT

## Combined Balance Sheet- All Fund Types and Account Group

|                                      |                                          | General<br>Fund  | Special<br>Revenue | Capital<br>Projects | Agency &<br>Trust | Enterprise<br>Funds | Long Term<br>Obligations | Combined<br>Total |
|--------------------------------------|------------------------------------------|------------------|--------------------|---------------------|-------------------|---------------------|--------------------------|-------------------|
| <b>ASSETS:</b>                       |                                          |                  |                    |                     |                   |                     |                          |                   |
|                                      | Cash                                     | 1,990,593        | 4,634,950          | 310                 | 5,827,946         | 990,266             |                          | 13,444,065        |
| Receivables:                         |                                          |                  |                    |                     |                   |                     |                          | 0                 |
|                                      | Property Taxes (Comm Presv)              | 880,735          | 14,134             |                     |                   |                     |                          | 894,869           |
|                                      | Excise Taxes                             | 105,358          |                    |                     |                   |                     |                          | 105,358           |
|                                      | Water/Sewer                              |                  |                    |                     |                   | 143,598             |                          | 143,598           |
| Tax Liens                            |                                          | 661,885          | 8,387              |                     |                   | 18,505              |                          | 688,777           |
| Other                                |                                          | 33,214           | 1,408              | 0                   |                   |                     |                          | 34,622            |
| Bonds Authorized                     |                                          |                  |                    |                     |                   |                     | 878,702                  | 878,702           |
| Amnt to be provided long-term debt   |                                          |                  |                    |                     |                   |                     | 13,606,700               | 13,606,700        |
|                                      | <b>Total Assets</b>                      | <b>3,671,785</b> | <b>4,658,879</b>   | <b>310</b>          | <b>5,827,946</b>  | <b>1,152,369</b>    | <b>14,485,402</b>        | <b>29,796,691</b> |
| <b>LIABILITIES &amp; FUND EQUITY</b> |                                          |                  |                    |                     |                   |                     |                          |                   |
| <b>Liabilities:</b>                  |                                          |                  |                    |                     |                   |                     |                          |                   |
|                                      | Accrued Payroll                          | 109,041          | 12,504             |                     | 3,204             | 10,385              |                          | 135,134           |
|                                      | Accrued P/R Withholdings                 | 14,456           |                    |                     |                   |                     |                          | 14,456            |
|                                      | Deferred Revenue                         | 1,406,843        | 22,521             |                     |                   | 162,104             |                          | 1,593,468         |
|                                      | Reserved for Abated Taxes                | 258,398          |                    |                     |                   |                     |                          | 258,398           |
|                                      | Notes Payable                            |                  |                    | 365,000             |                   |                     |                          | 365,000           |
|                                      | Long Term Debt                           |                  |                    |                     |                   |                     | 13,606,700               | 13,606,700        |
|                                      | Bonds Authorized & Unissued              |                  |                    |                     |                   |                     | 878,702                  | 878,702           |
|                                      | Warrants Payable                         | 302,293          | 14,151             |                     | 9,353             | 34,478              |                          | 360,275           |
|                                      | Other liabilities                        | 5,119            |                    |                     | 44,890            |                     |                          | 50,009            |
|                                      | <b>Total Liabilities</b>                 | <b>2,098,150</b> | <b>49,176</b>      | <b>365,000</b>      | <b>57,447</b>     | <b>206,967</b>      | <b>14,485,402</b>        | <b>17,262,142</b> |
| <b>FUND EQUITY</b>                   |                                          |                  |                    |                     |                   |                     |                          |                   |
|                                      | Reserved for Various Purp                | 944,096          | 714,321            | (364,690)           | 5,770,499         | 566,632             |                          | 7,630,858         |
|                                      | Reserved for Deficit                     |                  |                    |                     |                   |                     |                          | 0                 |
|                                      | Reserved for Ban Proceeds                |                  |                    |                     |                   |                     |                          | 0                 |
|                                      | Unreserved                               | 629,539          | 3,895,382          |                     |                   | 378,770             |                          | 4,903,691         |
|                                      | Other                                    |                  |                    |                     |                   |                     |                          | 0                 |
|                                      | <b>Total Fund Equity</b>                 | <b>1,573,635</b> | <b>4,609,703</b>   | <b>(364,690)</b>    | <b>5,770,499</b>  | <b>945,402</b>      | <b>0</b>                 | <b>12,534,549</b> |
|                                      | <b>Total liabilities and Fund Equity</b> | <b>3,671,785</b> | <b>4,658,879</b>   | <b>310</b>          | <b>5,827,946</b>  | <b>1,152,369</b>    | <b>14,485,402</b>        | <b>29,796,691</b> |

## Enterprise Funds Summary

### WATER ENTERPRISE

#### Revenue

|                                        |                     |
|----------------------------------------|---------------------|
| Interest                               | 4,687.02            |
| Water Usage Charges                    | 720,646.50          |
| Water Liens                            | 77,250.22           |
| Connection Fees                        | 46,207.14           |
| Misc. Revenue                          | 1.45                |
| Other Financing Sources - Transfers In | 203,260.00          |
| <b>Total</b>                           | <b>1,052,052.33</b> |

#### Expenses

|                                              |                     |
|----------------------------------------------|---------------------|
| General Labor                                | 209,280.92          |
| Water Expenses                               | 323,413.88          |
| Article 10 5/10/12 - West River Pump Station | 101,310.20          |
| Article 35 5/10/12 - Hartford Water Main     | 2,157.04            |
| FC ATM 05/08/2014 A31 Town Hall Water Pipe   | 5,978.27            |
| Debt Service Expenses                        | 406,520.86          |
| <b>Total</b>                                 | <b>1,048,661.17</b> |

### WASTEWATER ENTERPRISE

#### Revenue

|                                        |                   |
|----------------------------------------|-------------------|
| Interest                               | 3,693.56          |
| Connection Fees                        | 16,000.00         |
| Waste Water Charges                    | 500,965.47        |
| Waste Water Liens                      | 72,269.40         |
| Other Financing Sources - Transfers In | 199,555.00        |
| <b>Total</b>                           | <b>792,483.43</b> |

#### Expenses

|                       |                   |
|-----------------------|-------------------|
| General Labor         | 194,686.38        |
| Wastewater Expenses   | 215,461.45        |
| Debt Service Expenses | 248,542.07        |
| <b>Total</b>          | <b>658,689.90</b> |

## Encumbrances Summary

|                                                              |                     |
|--------------------------------------------------------------|---------------------|
| Town Accountant - GASB 45 FY08                               | \$9,200.00          |
| Town Counsel - Chapter 40B FY08                              | \$2,707.68          |
| DPW - InflowInfiltration Program FY07                        | \$11,005.99         |
| ATM 5/5/11 A12 Leland Field Renovation                       | \$571.94            |
| STM 4/3/12 A 5 Exterior Police Stat                          | \$6,127.03          |
| STM 4/3/12 A 6 Knowlton Repair                               | \$4,595.12          |
| STM 4/3/12 A 10 Upgrade Website                              | \$980.00            |
| STM 11-15-11 A 3 Classification Plan                         | \$385.82            |
| Debt - ATM 5/5/11 A15 Design Roadway Improvements            | \$266,790.82        |
| ATM 5/5/11 A24 Assessor Revaluation                          | \$7,083.96          |
| ATM 5/5/11 A41 Ereaders                                      | \$1,051.77          |
| STM FY13 11/14/12 Article 2 Replace Cameras                  | \$365.49            |
| ATM FY13 5/10/12 Art 13 Classification Plan                  | \$3,500.00          |
| ATM FY13 5/10/12 Art 22 Assessor Revaluation                 | \$18,000.00         |
| ATM FY13 05/10/12 A 27 NPDES                                 | \$4,520.66          |
| ATM FY13 5/10/12 A28 Road Construction                       | \$35,889.40         |
| ATM FY13 5/10/12 A32 DPW Garage Addition                     | \$25,000.00         |
| Debt - ATM FY14 5/09/13 A9 Town Hall Renovations             | \$209,772.51        |
| ATM 05/09/13 A24 Electronic Permitting System                | \$3,955.04          |
| ATM 05/09/13 A25 NPDES Storm Water Program                   | \$22,819.28         |
| ATM 05/09/13 A26 DPW Construction & Improve Town Roads       | \$50,000.00         |
| ATM 05/09/13 A30 Building Imp. to Town Library               | \$14,875.00         |
| ATM 05/09/13 A32 Supplement Town Conservation Fund           | \$2,000.00          |
| ATM 05/09/13 A15 Classification and Compensation Plan Review | \$3,500.00          |
| FC ATM FY14 5/09/2013 A23 Police Station Renovations         | \$105,991.80        |
| FC ATM FY14 5/09/2013 A27 DPW Oshkosh Truck                  | \$45,000.00         |
| FC ATM FY14 5/09/2013 A30 DPW Various Roadway Signs          | \$10,000.00         |
| OS ATM FY14 05/08/2014 A36 Assessors - Title Research        | \$6,000.00          |
|                                                              | <b>\$871,689.31</b> |

# Expense Summary

|                                         |              |                                      |              |                                                      |                      |
|-----------------------------------------|--------------|--------------------------------------|--------------|------------------------------------------------------|----------------------|
| Town Meetings Elections                 | 4,453.05     | Fire Dept.-Vehicle Fuel              | 9,793.35     | Parks Playground Maintenance                         | 32,050.73            |
| Moderator Salary                        | 480.00       | Fire Dept. Vehicle Maint.            | 45,241.78    | Memorial Day                                         | 2,175.00             |
| Moderator Expense                       | 70.00        | Fire Dept. Clothing Allowance        | 3,947.00     | Bond Issuance Costs                                  | 1,368.45             |
| Selectmen-Wages                         | 214,252.46   | New Equipment                        | 15,499.02    | Stefan Principal                                     | 350,000.00           |
| Selectmen - Salaries                    | 1,750.00     | Amb. Serv. - Wages                   | 118,485.84   | Long-term Principal                                  | 471,000.00           |
| Selectmen-Weights Measures Services     | 1,000.00     | Ambulance Service Supplies           | 38,958.15    | Long Term Interest                                   | 119,485.38           |
| Printing                                | 5,406.60     | Amb. Service - Licensing and Cert.   | 2,806.13     | Stefans Interest                                     | 7,750.00             |
| Telephone Expense                       | 15,367.15    | Amb. Serv. - Clothing Allowance      | 1,789.90     | Air Pollution Control                                | 2,341.00             |
| Selectmen Expense                       | 1,553.52     | Paramedics Expense                   | 30,291.55    | Boston Metro District                                | 49,361.00            |
| Town Manager Expense                    | 7,500.84     | Ambulance Billing                    | 8,909.08     | RMV Surcharge                                        | 4,960.00             |
| Finance Committee Expense               | 971.00       | Code Enforcement - Wages             | 122,859.20   | Worc. City Retirement Pension Fund                   | 435,088.00           |
| Town Accountant Wages                   | 30,445.97    | Code Enforcement - Training          | 1,390.00     | Unemployment Compensation Fund                       | 4,315.68             |
| Audit Financial Records                 | 14,000.00    | Building Inspector Expense           | 7,904.59     | Medicare                                             | 57,914.21            |
| Town Accountant-Accounting Program      | 3,221.40     | Code Enforcement - Milage            | 4,367.23     | Parking Ticket Warrant Officer                       | 530.00               |
| Town Accountant Expense                 | 1,620.15     | Emergency Management - Wages         | 4,349.93     | Bond Town Officers                                   | 836.00               |
| Assessors-Wages                         | 45,028.92    | Emergency Management - Expense       | 2,999.03     | Insurance                                            | 797,334.48           |
| Assessors - Salaries                    | 18,951.12    | Emergency Mgmt - Reverse 911 System  | 6,510.00     | Other Financing Uses Transfers Out                   | 544,261.00           |
| Assessor - SoftwareHardware             | 4,398.95     | Animal Control Wages                 | 29,579.08    | Town Accountant - GASB 45                            | 5,000.00             |
| Assessors - Mapping                     | 3,250.00     | Animal Control Expense               | 881.25       | Assessor - SoftwareHardware                          | 541.05               |
| Assessor Expense                        | 3,823.47     | Animal Control Transportation        | 1,026.89     | Personnel Committee - Classification Plan            | 9,785.82             |
| TreasColl - Wages                       | 44,413.64    | Forestry Expense                     | 14,931.00    | DPW - Inflow Infiltration Program                    | 10,410.19            |
| TreasColl - Salary                      | 53,192.00    | Pest Control                         | 1,500.00     | ATM FY11 A6 Assessor Revaluation                     | 8,283.80             |
| TreasColl Expense                       | 31,677.32    | Forest Fire Expense                  | 3,999.42     | ATM 5/5/11 A12 Leland Field Renovation               | 3,346.36             |
| Town Counsel Expense                    | 30,730.83    | Animal Disposal Service              | 1,200.00     | STM 4/3/12 A 5 Exterior Pol Station                  | 3,473.71             |
| Personnel Committee-Wages               | 451.50       | Mendon-Upton Operating Expense       | 8,600,208.00 | STM 4/3/12 A 6 Knowlton Repair                       | 4,658.08             |
| Personnel Committee-MMPA Memb.          | 200.00       | Mendon-Upton Debt Exclusions         | 995,820.00   | STM 11/15/11 A3 Classification Plan                  | 3,114.18             |
| Personnel Committee - Merit Bonus Prog. | 2,500.00     | Blackstone Valley Operating Expense  | 814,660.00   | ATM 5/5/11 A15 Design Roadway Improvements           | 23,639.67            |
| Medical Testing                         | 1,695.00     | Blackstone Valley Capital Assessment | 21,369.00    | ATM 5/5/11 A17 Glen Ave Wellfield                    | 76,961.24            |
| Personnel Comm. - Longevity Bonus       | 2,535.85     | DPW - Wages                          | 470,660.81   | ATM 5/5/11 A24 Assessors Revaluation                 | 10,916.04            |
| Tax Titles Foreclosures                 | 5,386.10     | DPW Consultant                       | 12,936.50    | ATM 5/5/11 A41 Ereaders                              | 92.43                |
| Technology - Expense                    | 41,059.99    | DPW Building Utilities               | 32,884.46    | ATM FY13 5/10/12 A 24 Water Tank Pump                | 661.98               |
| Town Clerk - Wages                      | 9,808.59     | Radio Maintenance                    | 817.00       | ATM FY13 05/10/12 A 27 NPDES                         | 6,490.54             |
| Town Clerk Salary                       | 51,577.00    | DPW Building Maintenance             | 7,777.44     | ATM FY13 5/10/12 A28 Road Const. & Drainage          | 1,084.60             |
| Town Clerk Expense                      | 2,605.42     | DPW - Contracted Services            | 28,145.46    | Debt - FY14 ATM 5/9/2013 A9 Town Hall Renovations    | 124,474.52           |
| Registrar of Voters - Salaries          | 1,054.00     | DPW - Training                       | 1,390.27     | ATM 05/09/13 A24 Electronic Permitting System        | 2,044.96             |
| Registrar of Voters Expense             | 3,500.00     | DPW Expense                          | 18,022.59    | ATM 05/09/13 A25 NPDES Storm Water Program           | 2,180.72             |
| Conservation Comm. - Clerk Wages        | 18,888.88    | DPW Vehicle Fuel                     | 23,484.97    | ATM 05/09/13 A27 DPW Install 1994 Int. S2500 Truck   | 75,872.70            |
| Aquatic Weed Control                    | 3,800.00     | DPW Vehicle Maintenance              | 34,923.39    | ATM 05/09/13 A28 DPW Sport Utility Vehicle           | 19,462.00            |
| Conservation Commission Expense         | 3,813.97     | Highway Material                     | 20,084.29    | ATM 05/09/13 A29 Elections-Purch. of Tandem Trailer  | 4,535.00             |
| Beaver Control                          | 3,151.00     | Oiling Paving                        | 30,906.63    | ATM 05/09/13 A30 Building Imp. to Town Library       | 65,125.00            |
| Planning Bd. Clerk Wages                | 16,871.43    | DPW - Clothing Allowance             | 4,367.83     | ATM 05/09/13 A22 Fire Dept. Seal Coat Parking Lot    | 8,000.00             |
| Regional Planner                        | 1,862.44     | Snow Removal                         | 341,007.74   | ATM 05/09/13 A28 FC DPW Sport Utility Vehicle        | 8,538.00             |
| Planning Board Expense                  | 2,470.04     | Street Lights                        | 32,171.88    | ATM 05/09/13 A28 FC Fire Dept. Sport Utility Vehicle | 37,000.00            |
| Town Bldg. Expense                      | 25,820.54    | Waste Removal - Disposal             | 98,189.57    | ATM 05/09/13 A23 Police Station Renovations          | 166,008.20           |
| Police Wages                            | 1,376,376.93 | Waste Removal - Curbside Services    | 232,381.40   | <b>Total Expenditures</b>                            | <b>19,252,057.32</b> |
| Police Utilities                        | 30,923.84    | DPW - Storm Water Management         | 21,636.86    |                                                      |                      |
| Radio Maintenance                       | 1,892.51     | Cemetery - Salaries                  | 1,317.00     |                                                      |                      |
| Police Building Maintenance             | 15,526.28    | Cemetery Maintenance                 | 41,680.00    |                                                      |                      |
| Police Expense                          | 18,899.85    | Health Board - Wages                 | 46,635.05    |                                                      |                      |
| Cruiser Gas                             | 40,000.00    | Health Board - Salaries              | 1,750.51     |                                                      |                      |
| Cruiser Maintenance                     | 8,421.33     | Health Board - Food Inspections      | 2,105.00     |                                                      |                      |
| Police Clothing Allowance               | 15,673.15    | Board of Health Expense              | 4,336.10     |                                                      |                      |
| New Cruiser                             | 34,000.00    | Health Board - Trash Bags            | 30,395.07    |                                                      |                      |
| Computer Maintenance                    | 17,058.44    | BOH - Hazardous Waste                | 1,229.00     |                                                      |                      |
| Dispatcher Clothing Allowance FT        | 1,024.00     | Nurse Wages                          | 31,614.20    |                                                      |                      |
| Dispatcher Clothing Allowance PT        | 400.00       | Health Service Expense               | 1,585.43     |                                                      |                      |
| Fire Dept - Wages                       | 455,540.18   | Council on Aging - Wages             | 109,148.12   |                                                      |                      |
| Fire Dept. - Utilities                  | 30,499.32    | COA Expense                          | 25,568.65    |                                                      |                      |
| Radio Repair                            | 3,000.00     | Veterans Service - Wages             | 6,462.44     |                                                      |                      |
| Fire Dept. Bldg. Maintenance            | 12,988.50    | Veterans Service Expense             | 112.87       |                                                      |                      |
| Fire Alarm Maintenance                  | 997.00       | Library-Wages                        | 158,119.88   |                                                      |                      |
| Computer/Copier Maintenance             | 2,199.90     | Library Expense                      | 51,578.00    |                                                      |                      |
| Fire Dept. - Training                   | 5,994.36     | Recreation - Wages                   | 17,034.00    |                                                      |                      |
| Fire Dept. Expense                      | 19,823.04    | Recreation - Beach                   | 8,000.00     |                                                      |                      |

**Parks Revolving Summary**

Beginning Balance 7-1-13 \$ 10,000.00

Revenue \$ 26,030.00

Expenditures \$ 26,030.00

Ending Balance 6-30-14 \$ 10,000.00

**Revenue Summary**

|                                   |                     |
|-----------------------------------|---------------------|
| Personal Property                 | \$454,170           |
| Real Estate                       | \$15,490,185        |
| Tax Liens                         | \$139,847           |
| Motor Vehicle Excise              | \$1,099,464         |
| Penalties/Interest                | \$116,494           |
| Fees                              | \$120,227           |
| Other Dept Revenue                | \$416,855           |
| Licenses and Permits              | \$122,843           |
| State/Federal                     | \$630,272           |
| Fines and Forfeits                | \$13,160            |
| Misc. Revenue                     | \$68,585            |
| Invest Income                     | \$15,334            |
| Bond Proceeds                     | \$353,270           |
| Transfers In                      | \$10,685            |
| <b>Total General Fund Revenue</b> | <b>\$19,051,391</b> |

Respectfully submitted,

Kenny Costa  
Town Accountant

## **REPORT OF THE TOWN CLERK**

I respectfully submit the following report for year ending 2014.

During 2014, I was heavily involved with the Town Hall Renovation, thus much of my time was overseeing the project. In the Town Clerk's office, Denise Smith worked with me so the day to day work was completed efficiently. It was an interesting exercise to work out of the temporary Town Hall located in the basement of the former Holy Angel's Church. We did not have all of our records available to us. However, we were able to meet all of the requests of the residents throughout our time there.

Since moving back to the Town Hall in September 2014, are taking advantage of our new office space and have re-organized the files. We love the new space and are thankful to the residents for supporting the renovations and providing these beautiful new working conditions. We look forward to the delivery of the vault records after the first of the year to have all of records available to again assist us in accommodating residents' requests.

In addition to working out of our temporary location to complete the day to day work, we conducted 3 elections in 2014. The Annual Town Election as well as a State Primary and State Election. Once again, thanks to the hard work of Denise Smith and all of the election workers, the elections ran smoothly.

I continue to be a member of 4 different Town Clerk's associations. These memberships have allowed me to attend training with the Massachusetts Town Clerk's Association and the Worcester County Town Clerks Association and keep me up to date to changes in procedures and laws affecting the role of the Town Clerk.

In May, I completed classes and received my Certificate in Local Government Leadership & Management. The certificate program offered jointly with the Massachusetts Municipal Association and Suffolk University offered me the opportunity to learn about all aspects of local government and management. I truly appreciate the support from the Board of Selectmen and Town Manager as I completed the certificate

program. I hope to continue my education in order to better serve the residents in Upton.

A major function of the Town Clerk’s office is to record documents for the Town. The following records were recorded at the Town Clerk’s office during 2014:

**VITAL STATISTICS**

- 45 Births
- 36 Marriages
- 44 Deaths

**DOG LICENSES**

- 676 Dog licenses
- 13 Kennel licenses

The Town Clerk’s office generated approximately \$14,000.00 in revenue. These funds were transferred to the Town Treasurer.

With all of the Town Departments now available at the Town Hall, the Town Clerk office hours coincides with the hours the Town Hall is opened to the public: Monday, Wednesday, and Thursday: 8:30 am – 4:00 pm, Tuesday 8:30 – 6:30, Fridays 8:30 – 11:30.

As always, any requests or questions can be emailed to [kmcelreath@uptonma.gov](mailto:kmcelreath@uptonma.gov). For more information about the Town Clerk’s office, please visit our web page at the town’s website, [www.uptonma.gov](http://www.uptonma.gov). To all the various boards, commissions and committees who have helped me this past year, thank you for your support. I look forward to your continued support.

Lastly, to Denise Smith, once again thank you for all of your hard work this past year. Your support and dedication to the office has allowed me to support the Town Hall Renovation and perform the Town Clerk’s numerous tasks concurrently.

Respectfully submitted,

Kelly A. McElreath  
Town Clerk

## **REPORT OF THE TOWN HALL BUILDING COMMITTEE**

During the past year, the Committee continued its work in conjunction with the Architect, OPM and General Contractor to complete the Construction Phase of the Town Hall Renovation. This hard work paid off and we were able to complete project on time and within budget. We were very proud to re-dedicate the newly renovated Town Hall on September 23, 2014 exactly 130 years to the day from the original dedication in 1884.

### **Construction Highlights**

There were many challenges faced by the Building Committee during the past year. Some of these included:

- Construction Change Orders
- Replacement of water mains on a section of Warren Street
- Improved drainage on Warren Street
- Decorative painting on the Main Hall ceiling
- Schedule delays caused by installation and coordination of utilities
- Schedule delays caused by various sub-contractors

In the end, all of these issues and delays were resolved.

We would like to recognize our partners in this project; Architects - *McGinley, Kalsow and Associates*, Wendall Kalsow and Doug Manley; Owner Project Manager - *Vertex Companies, Inc.*, John Lemieux, Steven Kirby and Bryan Fors; General Contractor - *Pezzuco Construction, Inc.*, Daniel Valcourt and Richard Pezzuco.

### **Relocation of Town Hall Offices**

After the re-dedication in September 2014, town offices were relocated back to town hall from the temporary space in the old Holy Angels Church basement. The relocation went very smoothly and town offices were up and running within a few days of moving.

## **Punch List**

As we close out 2014, the Committee is still working with the architect (MKA) and the OPM (Vertex) to complete the final punch list of remaining work items. The committee is working with all parties to see that these remaining items are addressed.

Respectfully submitted,

Kelly A. McElreath, Chair  
Steve Rakitin, Secretary  
Michelle Goodwin  
Mike Howell  
Tim Tobin

# REPORT OF THE TREASURER/COLLECTOR

## TREASURER'S REPORT

Fiscal Year End June 30, 2014

### TREASURER'S GENERAL FUND CASH ACCOUNT

|                                  |                 |
|----------------------------------|-----------------|
| Beginning Balance, June 30, 2013 | \$ 6,372,161    |
| Receipts 2014                    | \$ 30,213,355   |
| GF Interest 2014                 | \$ 15,334       |
| CPA Int/Earnings                 | \$ 8,197        |
| Warrants 2014                    | \$ (28,813,697) |
| Ending Balance, June 30, 2014    | \$ 7,795,350    |

### BORROWINGS

| <u>Type</u> | <u>Purpose</u>                     | <u>FY 14 Retired<br/>Amount</u> | <u>FY2014 YE<br/>Balance</u> | <u>Ending Term</u> |
|-------------|------------------------------------|---------------------------------|------------------------------|--------------------|
| GOB         | Stefan farm                        | \$ 350,000                      | \$ -                         | completed          |
| GOB         | Fire Station, Stefan#2, Water Pump | \$ 285,000                      | \$ 1,950,000                 | 2020,2028          |
| GOB         | Ambulance                          | \$ 18,500                       | \$ 148,000                   | 2022               |
| GOB         | TIP Engineering                    | \$ 120,000                      | \$ 360,000                   | 2017               |
| GOB         | Trackless Plow                     | \$ 29,000                       | \$ 87,000                    | 2017               |
| GOB         | Dump Truck                         | \$ 18,500                       | \$ 148,000                   | 2022               |
| GOB         | Town Hall Renovation               | \$ -                            | \$ 4,524,100                 | 2034               |
| MWPAT       | Sewer Treatment Plant              | \$ 282,000                      | \$ 1,542,600                 | 2019               |
| GOB         | Main Street Water Line             | \$ 45,925                       | \$ 979,750                   | 2028               |
| GOB         | Pump Station                       | \$ 9,075                        | \$ 205,250                   | 2028               |
| GOB         | 3rd Water Source                   | \$ 142,000                      | \$ 3,255,000                 | 2033               |
| GOB         | Glenn Well Repair                  | \$ 29,000                       | \$ 227,000                   | 2022               |
| GOB         | 3rd Water Source Design            | \$ 60,000                       | \$ 180,000                   | 2033               |
| TOTAL       |                                    | \$ 1,389,000                    | \$ 13,606,700                |                    |

### Authorized and Unissued

|                  |            |
|------------------|------------|
| Chapter 90 Roads | \$ 319,629 |
|------------------|------------|

### Interest/Fees Collected 2014

|                                         |           |
|-----------------------------------------|-----------|
| Interest/Demand fees from R.E. and P.P. | \$ 71,752 |
| Interest/Demand fees from MVE           | \$ 17,797 |
| Interest/Demand fees from Tax Title     | \$ 26,946 |
| Treasurer/Collector fees                | \$ 5,596  |
| Water/sewer enterprise interest         | \$ 8,381  |

Respectfully submitted,

Kenneth Glowacki, CMMC, CMMT  
Treasurer/Collector

## REPORT OF THE TRUST FUND COMMISSIONERS

The Town of Upton's Trust Fund Commissioners met during the course of 2014 on several occasions and consulted with our Financial Advisor relative to the investments of the Trust fund accounts. The Board has continued to diversify the funds and maintained its investment discipline and adherence to our Investment Policy Statement.

We believe that diversification and investment discipline helped to protect the town's trust funds during the past and is the prudent course of action going forward.

The expendable portions of the Trust Funds are conservatively invested in fixed income securities. As these funds are potentially needed as appropriated, the investments consist of shorter duration fixed income investments. Given the historically low interest rates the risk/reward of buying longer term bonds continued to look very poor to us. Attempting to reposition into longer term bonds with a lower interest rate and greater interest rate risk is something we seek to avoid. The returns for calendar year 2014 and the three year annualized return versus the Citigroup Three Month Treasury Bill and Barclays Capital Bond Index are presented below:

| <b><u>Annualized</u></b>            | <b><u>2014</u></b> | <b><u>Last 3 Years</u></b> |
|-------------------------------------|--------------------|----------------------------|
| Expendable Portfolio                | 1.74%              | 3.47%                      |
| Citigroup Three Month Treasury Bill | 0.00%              | 04%                        |
| Barclays Capital Bond Index         | 6.01%              | 2.76%                      |

The non-expendable portions of the Trust Funds are invested in a diversified portfolio of both US Large, Mid and Small Capitalized companies, International Investments and fixed income investments. The fixed income investments similarly are more focused on shorter duration fixed income. This detracted from our performance in 2014 versus 2013 in which it contributed to our excess return. The returns for calendar year 2014 and the three year annualized return versus a blended index are presented below:

| <b><u>Annualized</u></b> | <b><u>2014</u></b> | <b><u>Last 3 Years</u></b> |
|--------------------------|--------------------|----------------------------|
| Non-Expendable Portfolio | 3.95%              | 12.05%                     |
| Blended Index            | 7.72%              | 12.45%                     |

Although there have been changes to the portfolio over the year the overall asset allocation is consistent with last year.

Respectfully submitted,

Kenneth Glowacki, Chairman  
Michael Oliver  
Steve McCaw

## REPORT OF THE TRUST FUND COMMISSIONERS

|    | FY2013<br><i>Nonexpendable</i> | FY2013<br><i>Expendable</i> | FY2014<br><i>Nonexpendable</i> | FY2014<br><i>Expendable</i> | <i>Trust Fund Specified Use</i>                          |
|----|--------------------------------|-----------------------------|--------------------------------|-----------------------------|----------------------------------------------------------|
| 1  |                                | \$1,244,693.44              |                                | \$1,373,496.35              | per town meeting                                         |
| 2  |                                | \$15,026.46                 |                                | \$30,053.16                 |                                                          |
| 3  |                                | \$1,348.39                  |                                | \$848.39                    | police drug enforcement                                  |
| 4  |                                | \$4,797.58                  |                                | \$5,010.90                  | conservation commission                                  |
| 5  | \$314,311.81                   | \$30,201.68                 | \$354,982.59                   | \$46,061.07                 | spendable and pric. earnings by cemetery comm            |
| 6  | \$6,452.38                     | \$79,416.26                 | \$7,145.98                     | \$83,250.82                 | by selectmen for townspeople in distress                 |
| 7  |                                | \$1,372.22                  |                                | \$1,433.23                  | for workmen's compensation law selectmen's rules         |
| 8  | \$6,452.38                     | \$29,848.60                 | \$7,145.98                     | \$31,479.19                 | support & maintenance of town schools                    |
| 9  | \$2,580.95                     | \$5,442.79                  | \$2,858.39                     | \$5,806.16                  | library books                                            |
| 10 | \$1,290.48                     | \$0.90                      | \$1,429.20                     | \$61.58                     |                                                          |
| 11 | \$1,290.48                     | \$3,029.33                  | \$1,429.20                     | \$3,224.71                  | books or art prints                                      |
| 12 | \$6,452.38                     | \$2,339.42                  | \$7,145.98                     | \$2,746.84                  | support & maintenance of town library                    |
| 13 | \$1,290.48                     | \$1,163.75                  | \$1,429.20                     | \$1,276.17                  |                                                          |
| 14 | \$611,109.60                   | \$83,961.60                 | \$676,916.68                   | \$114,234.29                | controlled by the Selectmen for any public purpose       |
| 15 | \$1,290.48                     | \$565.31                    | \$1,429.20                     | \$651.12                    | library                                                  |
| 16 | \$90,775.86                    | \$163,392.14                | \$100,544.34                   | \$174,881.99                | by school committee for care of school in Upton          |
| 17 | \$9,929.51                     | \$8,397.60                  | \$10,996.87                    | \$9,237.89                  | library books                                            |
| 18 | \$1,072.39                     | \$263.22                    | \$1,187.66                     | \$325.35                    |                                                          |
| 19 | \$504,580.18                   | \$685,816.56                | \$558,918.97                   | \$751,345.10                | welfare                                                  |
| 20 | \$504,580.18                   | \$22,933.58                 | \$558,918.96                   | \$43,221.63                 | schools(cy pres completed)                               |
| 21 | \$504,580.18                   | \$151,716.74                | \$558,918.96                   | \$196,156.00                | beautification                                           |
| 22 | \$1,290.17                     | \$2,104.13                  | \$1,429.20                     | \$2,258.37                  | library books                                            |
| 23 |                                | \$6,296.36                  |                                | \$6,576.33                  |                                                          |
| 24 |                                | \$14,690.82                 |                                | \$15,344.03                 | Upton senior center                                      |
| 25 |                                | \$3,245.95                  |                                | \$2,940.29                  | childrens section of the library                         |
| 26 |                                | \$7,784.51                  |                                | \$7,230.18                  |                                                          |
| 27 |                                | \$2,475.30                  |                                | \$2,585.36                  | benefit the library by the board of trustees & librarian |
| 28 | \$3,226.19                     | \$2,116.08                  | \$3,572.99                     | \$2,361.86                  | library                                                  |

### *FY 2014 Expenditures*

|                      |             |
|----------------------|-------------|
| Library Good Fortune | \$2,696.99  |
| Wilson               | \$449.99    |
| Risteen B            | \$3,900.00  |
| Risteen C            | \$20,000.00 |
| Risteen D            | \$1,439.48  |
| W. Knowlton          | \$1,150.55  |

## REPORT OF VETERANS' GRAVES

Sixteen veterans were interred at Upton cemeteries in 2014.

|                                         |                |
|-----------------------------------------|----------------|
| <u>World War II Service</u>             | <u>(5)</u>     |
| U.S. Army                               | 2              |
| U.S. Navy                               | 1              |
| U.S. Army Air Corps                     | 1              |
| U.S. Coast Guard                        | 1              |
| <br><u>Korean Conflict</u>              | <br><u>(4)</u> |
| U.S. Army                               | 1              |
| U.S. Navy                               | 1              |
| U.S. Marine Corps                       | 1              |
| U.S. Air Force                          | 1              |
| <br><u>Post Korea — Pre-Vietnam Era</u> | <br><u>(2)</u> |
| U.S. Army                               | 1              |
| U.S. Navy                               | 1              |
| <br><u>Vietnam War</u>                  | <br><u>(5)</u> |
| U.S. Army                               | 2              |
| U.S. Navy                               | 1              |
| U.S. Marine Corps                       | 1              |
| U.S. Air Force                          | 1              |

There are 1,002 known veterans of all wars are buried in Upton; the names of which are on file with this office.

On Sunday, May 18, several Upton veterans, members of Boy Scout Troop #132, the Cemetery Commissioners, and other related volunteers continued the annual tradition by placing U.S. flags on veterans' graves in both Lakeview and Maplewood cemeteries. On Sunday the 25th, a similar group returned to decorate these same graves with geraniums, and finished just as a heavy rainstorm broke out over the area.

Eagle Scout Tony Arrigo returned to map more graves in Lakeview Cemetery, bringing the current total in the database to 505. We remain grateful to Tony for his continued work on behalf of Veterans and their families.

Respectfully submitted,  
Michael E. Goodwin, Director of Veterans' Graves

## **REPORT OF VETERANS' SERVICES**

Each year, when looking back on progress of the Department of Veterans' Services, we look at the number of cases handled, the demographic of the veteran population (the era, number of veterans served, and type of service provided whether state or federal) as well as whether the benefits provided are meeting the need of the individual. This year has been one of growth, though modest in nature, with new cases at the state level and several new cases at the federal level, and in most cases, it seems to be effectively helping our veterans.

Services and benefits provided under Chapter 115 Massachusetts General Law are unique to Massachusetts. No other state offers such services and, in fact, in most states county veterans' services officers administer only those benefits provided under federal law. In Massachusetts, these services are administered at the Town or City level, with the state reimbursing the towns or cities at the rate of 75%. Only in Massachusetts will you find a veterans' services officer or agent appointed by every town, thus providing closer contact and hopefully, more personal attention to the needs of the veteran.

We are beginning to see significant shifts from one veteran era (World War II) to another (Korea and Vietnam) where veterans from each of these eras are, in greater and greater numbers, needing help. As large numbers of veterans become eligible for Medicare, VA benefits, and other needs, the extent of their awareness and participation is evident.

Vietnam Era veterans now comprise the largest group of veterans, and they have similar needs and desires as they enter retirement as their predecessors. And as they age, they increasingly need assistance in filing for health benefits, disability compensation, and pensions. They are beginning to recognize that they are due benefits resulting from their wartime exposure to toxic chemicals, serious injury, and other disabling aspects of their military experience. And, they are finding that they are being accepted into programs which were previously not thought to be receptive to their needs.

We are also beginning to see a greater awareness of the benefits that are available to veterans by those who were not involved in declared wartime activity. Our mission is to make them aware of these available programs and benefits, and to assist them in achieving their goals in education, training, health care, or whatever their need might be.

As your Veterans' Services Officer, I place the highest priority on working with our veterans, widows of veterans, and in some cases, dependent families of veterans, where the nation has been honorably served, in applying for their earned benefits.

Respectfully submitted,

Robin Fletcher  
Upton Veteran's Services Officer

# School Reports

## **REPORT OF THE BLACKSTONE VALLEY VOCATIONAL REGIONAL SCHOOL DISTRICT**

### **Our Mission**

To create a positive learning community that prepares students for personal and professional success in an internationally competitive society through a fusion of rigorous vocational, technical, and academic skills.

Thanks to 50 years of cooperative effort and mutual support from our District's 13 towns and regional employers, Blackstone Valley Tech continues to successfully prepare students for the world of work. This dynamic spirit of collaboration is the driving force behind the Blackstone Valley Tech cooperative education program, which has contributed to our mission's continued success by placing thousands of students onto long and lucrative career pathways.

Participation in the co-op program reached new heights in the 2013-2014 school year: a total of 171 seniors and third-term juniors in good academic standing acquired career vocational technical credits and skills by working off-campus in their area of training every other week. In recognition of this milestone year, we invite you to join us in celebrating the co-op program's life-changing impact on several of our recent graduates.

### **Securing Goals and Living Dreams**

For Valley Tech's nearly 1,200 goal-driven students, the co-op program's strict academic requirements and high expectations of excellence represent a welcome challenge. Rather than waiting for opportunity to knock, co-op participants open the door themselves and get a head start on developing their skills in a real-world environment. For thousands of Valley Tech graduates, embracing the challenges of the co-op program has resulted in full-time employment within their chosen career fields.

Michelle Maynard of Northbridge is one such graduate. Immediately following her commencement ceremony in May of 2014, Michelle began working full-time in an orthodontics office, a prospect she'd dreamed of since the age of twelve.

"I knew I loved teeth because when I was younger, I loved my braces," Michelle recalled.

"I loved the way they worked. I loved everything about them."

Michelle's passion for orthodontics motivated her to successfully apply for admission to the Valley Tech Dental Assisting program. After building a strong foundational skillset in the program's first two years, Michelle eagerly signed on for the co-op experience.

"I wanted to get out in the field as soon as possible because I knew that if this work was what I wanted to do, I'd have to go get it. Nothing was going to be handed to me," Michelle said.

Coincidentally, Michelle's job placement was at Family Orthodontics in Westborough, where she'd received her braces and first discovered her passion for orthodontics several years prior. Utilizing the skills acquired at Valley Tech, Michelle quickly made an impression on her co-op employer.

"Michelle showed a lot of interest and a lot of aptitude," recalled Dr. Nina Khedkar. "She quickly learned how to do the regular assisting work and it was predetermined that as soon as she graduated, she would start working here full-time."

Today, Michelle is ecstatic to be a full-time Orthodontic Assistant with her own chair and her own group of patients. Because she earned professional certificates at BVT and began working with actual patients through the co-op program in her junior year, Michelle will be eligible in May of 2015 to tackle her next goal of becoming a Certified Orthodontic Assistant. In the long run, while working her dream job at Family Orthodontics, Michelle plans on saving enough money to enroll in dental school and become an orthodontist.

"I hope she gets the chance," Dr. Khedkar said. "I know she has the ability to do it and that she'd be great at it. Michelle is an asset to this office and will excel in anything she tries to do."

Although she still has goals to seek and secure, Michelle's happy to have crossed a few off her list, including her goal of becoming an Orthodontic Assistant fresh out of high school. Looking back on the young girl who fell in love with her braces, Michelle hopes other goal-oriented youth of the Blackstone Valley will consider the life-changing benefits of a Valley Tech education.

"Anyone who has a dream, I would tell them to go for it," Michelle said. "This was my dream when I was twelve years old. I went for it and now I'm here."

### **Careers on the Cutting Edge**

As a worldwide leader in analytical technologies, the Waters Corporation of Milford is a pioneer in the areas of spectrometry, thermal analysis, and high performance liquid chromatography. Not sure how something like high performance liquid chromatography works? You're not alone. Here's a popular example used by Waters employees:

Imagine pouring a small cup of light-and-sweet coffee into an Olympic-size swimming pool. By removing one microliter of the pool water (40 microliters fit on the head of a pin) and breaking it down to its basic molecular structure, the cutting-edge technologies designed and manufactured by the Waters Corp. could tell you *exactly* how many sugars were in that light-and-sweet coffee. In fact, through high performance liquid chromatography, Waters could tell you the name and exact amount of *every single* chemical in your microliter of pool water.

Pretty awesome, right?

Three members of the Valley Tech Class of 2013 certainly think so.

In their junior year at BVT, Manufacturing and Engineering Technology students Jason Driver of Upton, Roland Barrett of Millville, and Luke Burgess of Uxbridge enrolled in the co-op program and earned job placements with Waters Corp. Although Waters and BVT have a history of collaborating on the co-op program, the company's growing influence in the fields of pharmaceuticals, food safety, bio analysis, proteomics and genomics had recently prompted a revamp of its co-op model.

"We're growing at a rapid rate," explained Model Shop Manager Steve Boulay. "It's very difficult to find qualified individuals out in the standard workforce, so we decided to reinvest ourselves in the co-op program."

Jason, Roland, and Luke were the first students to experience the revitalized Waters Corp. model, which incorporated highly-focused training during the final trimester of their junior year and throughout the summer to prepare the students for their senior year co-op experience. Succeeding in the demanding program, according to Roland Barrett, required both vocational technical skills and academic knowledge.

"We used trigonometry in the Manufacturing shop and we use it here every day," Roland said. "You have to know a lot of math to do machining. Chemistry, too. The physical properties of each metal are unique. Certain ones need to be cut differently than others. Some of them catch fire if you do it wrong."

Following the conclusion of their co-op program and graduation from Valley Tech, Roland, Jason, and Luke earned invitations to become full-time employees.

"They performed tremendously," Boulay recalled, noting that the BVT students exhibited both the technical and interpersonal skills required of all Waters employees. "Professionalism, courtesy, and working in a team environment are huge here. You can be the best at what you do, but if you don't get along with others, it's not going to happen."

Roland, Jason, and Luke currently work full-time in the areas of valve cell manufacturing, model shop, and column manufacturing, respectively. As Model Shop Manager, Boulay works closest with Jason and has acquired a great deal of respect for the young man's diverse skillset.

"To hire a graduating student into the model shop is a big deal. If I could get 15 more applicants like him, I'd hire them all in a second," Boulay said. "Jason is probably the best welder we've ever had and we've had people who have been welding for 20 years."

In response to Boulay's high praise of his welding skills, Jason said, "I'm somewhat good ... I wouldn't say *very* good."

"He's also a very modest young man," Boulay added with a laugh.

By getting their feet in the door through the Valley Tech co-op program, Luke, Jason, and Roland have attained excellent jobs with room for advancement. Luke is currently working third shift at Waters Corp. and attending a community college during the day. Jason and Roland plan on getting their degrees in Mechanical Engineering and advancing within Waters as engineers, designers, and/or managers. When the time comes to pay for college tuition, the young men will have no problem finding a willing investor.

"Whatever you plan to go to school for, if there's a related position in our business, Waters is willing to fund your education," Boulay explained.

Until then, Jason and Roland are happy to wake up and head to work each day, even if their alarm clocks go off around 4 and 5 a.m. Whatever the future holds, the graduates are grateful to the Valley Tech co-op program for putting them on the path to high-paying, high-skilled, and high-demand positions in a world-class company.

"I told every single freshman and sophomore that I worked with to get on co-op," Roland said. "It's worth it."

## Mission Accomplished

### A Message from the Superintendent-Director

I trust that, like me, readers of our Fiscal Year 2014 Annual Report will experience tremendous pride in learning of our co-op program's life-changing impact on Michelle, Luke, Jason, and Roland. More than any statistic or graph could possibly convey, the success of Valley Tech alumni is the greatest indicator that every penny of the Blackstone Valley's investment in its vocational technical system is money well spent.

Fiscal Year 2014 (FY14) (July 1, 2013 - June 30, 2014) provided an opportunity to reflect upon the 50th anniversary of our 13-town District's initial investment in vocational technical education. While Valley Tech's mission of empowering students for professional success has not changed since our District's formation, many of the methods of our success have experienced a near-constant state of transformation.

As those of us who have transitioned from a typewriter to a tablet can attest, the world has changed a great deal in the past 50 years. Keeping pace with those changes has required Valley Tech to constantly review and adapt its methods: techniques and technology are updated to reflect the most relevant of modern standards; innovative models and methods of teaching are adopted to accommodate changes in learning styles; and academic excellence is integrated with rigorous vocational technical training to promote the skillset necessary for career advancement and longevity in the 21st century.

In an era of standardized testing and increasingly rigid regulations, the fluidity of Valley Tech's approach is an intriguing concept to leaders in education and government. We gladly share with them our simple, yet impactful, philosophy: *Constant improvement requires constant change*. Awareness of this constant improvement approach was buoyed in FY14 via Valley Tech's appearance on WCVB-TV's "Chronicle" program, endorsements from regional editorial staffs, fact-finding visits from elected officials, and scholarly articles examining vocational technical education's role in the global economy.

While grateful for such acknowledgements, we always credit the role our 13 community partners play in the success of their vocational technical system's students. Over 800 annual applicants receive support from their sending school districts in navigating the Valley Tech admissions process. Once admitted, students build upon the strong foundational skills and knowledge they acquired in their elementary and middle schools. The dedicated men and women working in the K-8 systems of our 13-town District are owed tremendous credit for our students' continued success on the MCAS exams.

In 50 years, our cooperative commitment to vocational technical education has given thousands of Valley Tech alumni a foothold in the middleclass. Our quality of life and economic strength have benefited from the development of skilled graduates ready to contribute to their community and meet the demands of the modern workforce. As we look toward the next 50 years at BVT, we know that although the world will continue to change, the partnership between Valley Tech and its 13 District towns will stand the test of time.

Dr. Michael F. Fitzpatrick  
Superintendent-Director

## **Responding to Workforce Needs**

### **New Programs on the Horizon**

Our commitment to meeting the needs of the workforce through the development of relevant vocational technical programs is a cornerstone of Valley Tech's success. In FY14, this commitment prompted the pursuit of three new vocational technical programs.

Based upon student interest and future employment opportunities (as projected by the Massachusetts Executive Office of Labor and Workforce Development), the Valley Tech long term master plan identified the need for additional programs in Engineering Technology, Legal and Protective Services, and Veterinary Assisting. Further, these in-demand programs currently exist in one form or another in neighboring vocational technical

systems and attract candidates from our 13-town District, resulting in costly out-of-district tuitions for Valley Tech towns.

A modest \$2.9 million bond proposal to finance establishment of the new programs was put forth in Town Meetings. With respect for local hesitancy to accept new debt, we returned to the drawing board and began exploring the feasibility of a scaled down program expansion. Those efforts, with great support from individuals and employers across the District, continued through the conclusion of FY14 and are expected to result in the establishment of an Engineering Technology program in the 2014-2015 school year.

## **FY2014**

### **Another Stellar Year of Vocational & Academic Achievements**

Blackstone Valley Regional Vocational Technical High School continues to receive accolades for its outstanding performance in both academic and vocational programs.

## **239**

During the 2013-2014 school year, the number of Valley Tech students taking AP classes jumped from 213 to 239. AP courses were offered in English Language and Composition, English Literature and Composition, U.S. History, Calculus AB, Statistics, Biology, and Physics B.

## **12 years**

The Massachusetts Comprehensive Assessment System's (MCAS) Spring 2013 test results confirmed improvement by Valley Tech students for the 12th straight year, with instrumental gains in achieving proficiency across all academic requirements. Federal legislation requires all students reach Advanced or Proficient in Mathematics and English Language Arts by 2014. Valley Tech students are well on their way to accomplishing that goal with 99% doing so in English and 95% in Math, which compares favorably to statewide rates of 91% and 80% respectively.

## **91%**

The Department of Elementary and Secondary Education also requires passing the MCAS Science and Technology/Engineering exams as an additional prerequisite for a diploma. 91% of Valley Tech students scored Advanced or Proficient, compared to 71% statewide.

## **80**

After participating in our pilot program for Accelerated Science (Physics and Biology), approximately 80 Valley Tech freshmen took the MCAS science exam.

## **\$1,000,000**

Members of the Blackstone Valley Tech Class of 2014 received nearly 200 scholarships and awards with a collective renewable value of nearly \$1 million.

## **Closing the Gap**

### **"Chronicle" Highlights Blackstone Valley Tech**

A popular spotlight was cast on your vocational technical delivery system in early 2014, as WCVB-TV Channel 5 Boston's beloved "Chronicle" program examined Blackstone Valley Tech's success in closing the achievement gap between boys and girls.

While researching solutions to the issue of girls outperforming boys in schools across the country, "Chronicle" producer Amy Masters learned that Valley Tech's male and female students are excelling on equally high levels. According to the highly regarded producer, "Chronicle's" interest in Valley Tech was further fueled by the system's consistently high achievement, completion, and placement rates. Her advance research included review of an article in the September 2013 issue of "The Atlantic Journal," which claimed that BVT's "success with boys is astonishing."

During their visit, Masters and her production team toured Valley Tech's shops and classrooms, and interviewed several students about the connection between vocational technical and academic success.

Video of Valley Tech's appearance on "Chronicle" can be found by visiting: [www.valleytech.k12.ma.us](http://www.valleytech.k12.ma.us)

## **Best of the Best**

### **SkillsUSA 2014**

Residents of the 13-town Blackstone Valley Tech District can take great pride in their vocational technical school's performance in the 2014 series of SkillsUSA events.

At the SkillsUSA District V competition in March, Valley Tech students captured 67 medals, including 24 gold, 21 silver, and 22 bronze medals. BVT students swept five events: Medical Terminology; Computer Maintenance Technology; Electronics Technology; Restaurant Service; and Technical Computer Applications.

In May, Valley Tech proudly hosted the SkillsUSA Massachusetts Championships for the seventh consecutive year and earned an impressive total of 32 medals, including 19 gold, 9 silver, and 4 bronze medals.

All but two of Valley Tech's state gold medal winners advanced to Kansas City for the 50th Annual SkillsUSA National Leadership and Skills Conference Championships, June 23-27, 2014. Following three days of competition against 5,900 of the nation's top vocational technical students, Valley Tech students won a total of 11 national medals.

Valley Tech's 2014 national SkillsUSA medalists included:

#### Gold Medals

Anthony Collari (Upton) - Plumbing (2nd consecutive national gold medal)

Theresa Rook (Upton) - Health Occupations Professional Portfolio

Michael Altavilla (Mendon) - Principles of Engineering and Technology

Brittany Rovedo (Blackstone) - Restaurant Service

#### Silver Medals

Mikayla Corda (Grafton), Ella Dehestani (Millville), and Samatha Cella (Northbridge) - Community Service

Brett Yoder (Douglas) and Eric Peterson (Mendon) - Mobile Robotics

### Bronze Medals

Dillon Arnold (Northbridge) and Anthony Arrigo (Upton) - Urban Search and Rescue

Team Massachusetts once again earned the second-highest medal count in the nation, second only to the state of Florida. Valley Tech students and their peers are certainly proving the value of a vocational technical education!

### **Best of the Beavers**

#### **Athletic Hall of Fame Welcomes First Class**

In the fall of 2013, the Blackstone Valley Tech Athletic Hall of Fame proudly inducted its first class of championship-winning teams, standout athletes, and impactful coaches.

"We are honored to recognize such an outstanding class of individuals and teams," said Athletic Director Michele Denise. "The first class of inductees is certainly setting the bar very high for the Valley Tech Athletic Hall of Fame."

The following individuals and teams were formally inducted into the BVT Athletic Hall of Fame on November 29, 2013:  
Barry Sclar - Millbury - Athletic Director & Coach: Baseball & Basketball - 1968-1999

Steven Kedski - Grafton - Coach: Basketball, Soccer & Softball - 1972-2004

Richard Brennan - Grafton - Coach: Cross Country & Track - 1974-1992

Rene Hanson - formerly of Uxbridge - Coach: Football - 1999-2007

David J. Westbury - Sutton - Athlete: Baseball & Soccer - Class of 1974

Thomas A. Buma - Northbridge - Athlete: Baseball, Basketball, Soccer & Track - Class of 1979

Christopher D'Aniello - Blackstone - Athlete: Cross Country & Track - Class of 1986

Melissa Short - formerly of Uxbridge - Athlete: Basketball, Cross Country, Soccer & Softball - Class of 1992

Kimberly Charles - formerly of Milford - Athlete: Basketball, Soccer & Softball - Class of 1997

Dean Paine - Upton - Athlete: Baseball & Basketball - Class of 1988

Timothy Earl Nydam - Sutton - Athlete: Baseball, Cross Country & Track - Class of 1983

Nancy Jeanne Nadeau - formerly of Uxbridge - Athlete: Basketball, Soccer & Softball - Class of 1991

Varsity Softball Team - 2006 - First BVT District Championship

Varsity Football Team - 2007 - First BVT Super Bowl Championship

## **A Voice for the Valley**

### **Influencing Federal and State Policy, Regulations, and Legislation**

In addition to our District's 50th anniversary, FY14 also marked Superintendent-Director Dr. Michael Fitzpatrick's 20th year leading your vocational technical system. In that time, the superintendent-director has worked tirelessly with others to shape a school system which serves as a model for innovative, collaborative reform approaches and viable, vibrant methods of teaching and learning. With over 40 years of experience in education, the superintendent's expertise and advocacy are called on each year by a variety of interested parties.

As a member of the American Association of School Administrator's (AASA) Executive Committee, the superintendent met with leaders on Capitol Hill to offer input on nationwide efforts to close America's "skills gap." The superintendent returned to Washington D.C. to participate in the Pathways to Prosperity conference and assist in the planning of a national institute dedicated to helping young Americans gain access to multiple high-quality career pathways.

On Beacon Hill, at the request of the Massachusetts Association of Vocational Administrators (MAVA), the superintendent testified before the Board of Elementary and Secondary Education regarding potential changes to the admissions process of the Commonwealth's vocational technical schools. Calling upon his experience as a member of the state's CTVE Task Force, the superintendent provided strong testimony that

adoption of a lottery-style admissions process would undermine the very spirit of competition that has fueled the success of the Commonwealth's vocational technical schools and graduates.

The superintendent was also named Vice Chair of the New England School Development Council and a Quinsigamond Community College Guardian. Dr. Fitzpatrick continues serving in the District Administrator Leadership Institute Executive Committee and Blackstone Valley Education Foundation Board of Corporators, as well as the Executive Committees of several professional organizations, including: Massachusetts Association of School Superintendents (MASS); Massachusetts Association of Vocational Administrators (MAVA); and Massachusetts Association of Regional Schools. Dr. Fitzpatrick has previously served as president of both MASS and MAVA.

## **Seeing is Believing**

### **BVT Proudly Serves as a Model System**

We continue to provide guided tours for guests interested in an up-close look at our internationally recognized model of innovative educational programming and incorporation of the latest technologies to support the workforce of the future.

In recognition of National Manufacturing Day, Representative John V. Fernandes and Senator Richard T. Moore, co-chairs of the Massachusetts Legislature's Manufacturing Caucus, came to Blackstone Valley Tech to examine our Manufacturing and Engineering Technology program's contribution to the regional workforce.

"The biggest complaint we're hearing from over 7,000 manufacturers in our state is about the lack of a skilled workforce," said Rep. Fernandes. "We have to provide them with an educated and capable workforce. Valley Tech is helping us do that."

Sparks literally flew when Massachusetts Secretary of Education Dr. Matthew H. Malone and two students put on a demonstration of their

welding skills. According to Malone, his hands-on tour of Valley Tech provided valuable insight into the development of programs capable of responding to the needs of the modern workforce.

"Valley Tech is one of the top vocational technical schools in the state," Malone said. "Studying its best practices can help us build schools with the same kind of programming."

Accompanied by state Representative George N. Peterson, Jr., gubernatorial candidate Charlie Baker spoke with dozens of students as he toured BVT. Baker's visit included a bite to eat in the Culinary Arts department, an up-close look at repairs in Automotive Technology, some shopping in our student-run school store, and a discussion with Health Services students about Baker's experience as the former CEO of Harvard Pilgrim Health Care.

"So many students here believe they have a purpose and a place," Baker commented. "They have a good idea of where they're going and I think that's a great thing in today's world and today's economy."

In March, a group of educators and administrators from New York's Mohonasen Central School District and Capital Region Board of Cooperative Education Services came to Blackstone Valley Tech to learn about the Massachusetts model of high school vocational technical education. Along with Congressman Jim McGovern, the superintendent-director and principal provided the group with an in-depth overview of the successful Massachusetts model and Valley Tech's best practices, including system-wide performance awards, increased professional development for teachers, and extended school year.

Valley Tech also hosted a statewide professional development conference, a doctorate candidate studying vocational technical education, numerous reporters, and the 13 town managers of the BVT District.

## **Return on Investment**

### **Fiscal Austerity a Priority**

As with all of our endeavors, the District's operating budget for FY14 was developed in support of the personal and professional success of our students in their chosen career and technical programs. Valley Tech continues to transform education through the integration of academic excellence and vocational technical training, implementation of new Common Core Standards, and accountability of our dedicated staff. Maintaining stakeholder confidence through solid educational practices and related fiscal austerity continues to be Valley Tech's highest priority. To that end, the total budget was developed with a modest 3.00% increase.

The District's FY14 operating budget of \$20,459,055 was funded primarily by State Aid and Member Assessments. However, many of our member towns continue to experience increasing state-mandated minimum contributions (see chart below). Valley Tech is committed to identifying an appropriate mix of cost savings, additional revenue sources, and the use of unreserved fund balance to help mitigate those increases. Valley Tech staff and students are able to undertake much of the maintenance of the building along with monitoring the facility's complex ventilation and heating system, saving thousands of additional dollars in outside labor costs.

The District maintains its commitment to a single, consolidated annual request to facilitate vital fiscal management and planning by our 13 towns in this period of fiscal austerity. Valley Tech operates within the dollars requested regardless of any unforeseen variables within anticipated revenue streams. With the exception of special debt or an occasional capital improvement initiative, Valley Tech's single budget request includes workers' compensation, health and other insurance, unemployment, snow removal, federal/state revenue shortfalls, central office, bookkeeping, treasurer, legal, audit, and other expenses. Special Education and Student Assessment costs are also included within the annual budget.

The District continues to explore staffing efficiencies, student work project endeavors, competitive procurement practices, and green school initiatives that will generate realized savings to replenish the District’s unreserved fund balance and provide valued services to our member communities. In FY14, these efforts resulted in direct member credits of \$44,636.

**Community Projects**

**Experience for Students - Savings for Stakeholders**

Each year, student work projects provide District residents with a tangible return on their investment while allowing Valley Tech students to gain valuable hands-on experience in the real world. Throughout our 13-town District, Valley Tech’s work on capital improvement projects is a welcome source of financial relief for local budgets. As a vocational technical school, we maximize the impact of stakeholder investments by using internal talent and resources on campus improvements and renovations. District residents can realize further savings by enjoying the discounted services offered in Valley Tech’s student-run restaurant, salon, and school store.

In FY14, a total of 833 projects and services resulted in significant savings for District communities and residents:

|                                          |           |
|------------------------------------------|-----------|
| Direct Savings to Towns                  |           |
| \$322,455                                |           |
| In School Projects/Installations/Repairs | \$245,719 |
| Total Savings to District Taxpayers      | \$568,174 |

Student work projects in 2014 included a win-win partnership between Valley Tech and the Uxbridge Police Department. Looking to construct two brand new evidence rooms with gifted funding, Chief of Police Jeffrey A. Lourie knew exactly where to turn.

"We needed to be conservative with the gift account because the town doesn't have a lot of funding for these types of projects," Chief Lourie

explained. "The most cost effective route was to reach out to Valley Tech."

By working with BVT on supplies, materials, and construction details, the Uxbridge Police Department is estimated to have saved roughly \$10,000. Designing, constructing, and wiring the 12x24 foot evidence rooms provided valuable experience for our Drafting, Electrical, and Construction students.

In the town of Bellingham, a garden was transformed into an outdoor classroom thanks to a partnership between Valley Tech and South Elementary School. Utilizing their skills in drafting, carpentry, and construction, Valley Tech students installed a series of benches inside the garden space and ensured that South Elementary school students will be learning in the great outdoors for years to come.

"We could never have afforded to buy such durable benches," said Kindergarten teacher Michelle Jewers.

In addition to helping District towns save on capital projects, FY14 student work projects provided assistance directly to District residents and civic organizations. Valley Tech partnered with Catholic Charities, the National Multiple Sclerosis Society of New England, and Koopman Lumber to replace the wheelchair ramp of an Uxbridge resident. A new service launched by Business Technology students provided technical assistance to senior citizens interested in learning how to use the latest personal electronic devices. Grant funding was again utilized in FY14 to offer health and dental services and education to our community partners.

## **Grants**

### **Additional Support for Our Community Partners**

As a fiscally diligent partner, it is up to Blackstone Valley Tech to seek and secure additional funding to maximize the return on our member communities' annual investment. By meeting strict standards established by the state and its private sector partners for vocational technical

programs, Valley Tech qualifies for significant Chapter 74 state revenue to match local financing efforts. We further complement local assessments through the diligent pursuit of grant funding, private sector support, and efficiencies.

In FY14, our commitment to securing outside funding to benefit our community partners was exemplified by our successful application for a Massachusetts Community Innovation Challenge (CIC) grant. Thanks to the \$56,400 CIC grant, Valley Tech formed a Multi-Board Purchasing Program with the Mendon-Upton Regional School District and the Town of Upton. By cooperatively purchasing a new articulated hydraulic lift, each of the Multi-Board members is projected to save roughly \$10,000 per year.

With no impact to local assessments, vehicles donated by the Hanover Insurance Group and the Wiersma Insurance Agency allowed Valley Tech students and staff to roll up their sleeves and work on vehicles featuring some of the latest in automotive technology and design. Sure, the cars were a bit dinged up, but that's just the way our Auto Tech and Auto Body programs like them!

Valley Tech successfully applied for a grant of \$180,000 from the MetroWest Health Foundation, which will be used to establish a variety of services for students returning to school following extended medical leaves. This grant covered the cost of hiring a full-time licensed social worker to facilitate the program and the creation of a "transition space."

A \$99,070 grant from the Commonwealth's Vocational Opportunity Challenge (VOC) program will be invested in technological upgrades in our Manufacturing and Engineering Technology program. Along with this grant, our Manufacturing program benefited immensely thanks to growing partnerships with Haas Automation, Siemens, and the Manufacturing Advancement Center Workforce Innovation Collaborative. Grants were also used to fund our expanding engineering and robotics programs.

### **Class of 2014: Upton Graduates**

Brandon M. Audette, Manufacturing and Engineering Technology; Matthew R. Bartlett, Automotive Technology; Tyler D. Bartlett, Construction Technology; Evan T. Bonvino, Information Technology; Emily R. Boulter (NHS), Culinary Arts; Derek M. Cannistraro, Information Technology; Anthony J. Collari, Plumbing; Halle H. Coots, Culinary Arts; Garrett B. Dinsmore (NTHS), Culinary Arts; Kaitlyn E. Drew (NTHS), Manufacturing and Engineering Technology; Kyle W. Gorman, Drafting and Engineering Technology; Gavin R. Humes, Heating, Ventilation, Air Conditioning and Refrigeration; Bailey R. Leacy, Plumbing; Samuel M. Linstead-Atkinson, Manufacturing and Engineering Technology; Paul A. Marino, Jr., Heating, Ventilation, Air Conditioning and Refrigeration; Kayla G. Merrigan, Drafting and Engineering Technology; Sebastian A. Mulhern, Construction Technology; Brady M. Neyland (NHS/NTHS), Electronics and Engineering Technology; Timothy J. Pelland, Information Technology; Madelene M. Picard, Business Technology; Stephen N. Poirier (NHS/NTHS), Electrical; Jose T. Porter (NHS/NTHS), Electrical; Theresa Marie Janeke Rook (NHS/NTHS), Health Services; Makayla D. Tamborra (NTHS), Culinary Arts.

### **Our School Committee ...**

Valley Tech's 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. The Committee recently welcomed Dennis P. Braun, who was appointed by Mendon officials to fill the vacancy created by the resignation of Michael D. Peterson in December 2013. Mr. Peterson represented Mendon on the Committee for 14 years, and provided capable leadership as chair for 6 ½ years. We thank him for his valued service and wish him well in his retirement.

**Chairman** - Joseph M. Hall of Bellingham

**Vice Chairman** - Gerald M. Finn of Millville

**Assistant Treasurer** – Paul M. Yanovitch of Hopedale

Williams J. Pontes of Blackstone

John C. Lavin, III of Douglas

Anthony M. Yitts of Grafton

Dennis P. Braun of Mendon

Arthur E. Morin, Jr. of Milford

Chester P. Hanratty, Jr. of Millbury

Jeff T. Koopman of Northbridge

Mitchell A. Intinarelli of Sutton

Kenneth M. Pedersen, Jr. of Upton

James H. Ebbeling of Uxbridge

**Superintendent-Director** – Dr. Michael F. Fitzpatrick

**District Treasurer** – Barbara A. Auger

**Secretary** – Diana Pedersen

# REPORT OF THE MENDON-UPTON REGIONAL SCHOOL DISTRICT

## Superintendent's Report

Dr. Joseph P. Maruszczak

The Mendon-Upton Regional School District had a very successful year in 2014 as it continued to build forward momentum toward improving outcomes for all students. I am fortunate to be leading a district where there are caring and committed teachers, administrators, and support staff. Equally strong is our student body, which comes to school ready to learn, bolstered by supportive parents and community members. While there are short-term and long-term challenges ahead, I know that the capacity for continuous improvement is very strong in our school district.

Our blueprint for continuous improvement is detailed in *Forward: The Mendon-Upton Regional School District Strategic Plan, 2013-18*. This document is a robust strategic plan that contains a shared vision of improving teaching and learning in the MURSD. This plan has guided the district's initiatives, programming, and budgeting over the past two years and will continue to over the next three. While the plan has many facets, the four overarching goals, or strategic objectives, are the following:

- 1. Instructional Excellence:** *We will provide a rigorous curriculum and effective teaching that engages ALL students*
- 2. Expanding Educational Options & Opportunities:** *We will provide new, innovative programming that supports student acquisition of 21<sup>st</sup> century skills*
- 3. Performance Management:** *We will provide feedback about performance to students and adults to support improvement and create accountability for results*
- 4. Improving Communication, Collaboration & Outreach:** *We will create new relationships and partnerships with our families and community to improve student outcomes*

Successful implementation of all of these objectives will help us to focus on improving outcomes for all children. Each of these objectives has several strategic initiatives to support its successful achievement. During the 2013-14 (FY14) and 2014-15 (FY15) school years the district has been able to make smart, targeted investments in our annual budget that support specific strategic initiatives. These have been done in direct response to the priorities that have been identified by all of our stakeholders: parents, students, teachers, and community members. Specific improvements include:

- The implementation of universal, tuition-free full-day kindergarten. This consistent programming for our youngest learners has improved the early literacy curriculum and instruction so the reading and writing skills of our elementary students may progressively improve.
- The implementation of the inclusion model at the elementary schools. Students receiving special education services at grades 3 and 4 now receive services through a co-teaching model, within the regular classroom, rather than through pull-out services.
- The purchase of a new elementary literacy textbook series, *Reading Wonders*. The former 14-year old series was replaced by Wonders, which is clearly aligned with the new State-adopted *Common Core State Standards*.
- The restoration of the district-wide K-12 Curriculum Director position. Maureen Cohen has stepped into this position (which was cut in 2010-11) and is doing an outstanding job in leading the district's curriculum review and revision process. She also oversees our district professional development process and grant writing. In fact, since coming to the district in July 2013, Maureen has procured over \$100,000 in competitive grant funding.
- Significant upgrades to district technology, networking, and infrastructure. Every elementary classroom is now equipped with a SMARTBoard (an interactive whiteboard), which greatly enhances instruction. Our 1:1 Learning Initiative, where each student in the middle school and high school uses an iPad to access and create content, directly addresses the 21<sup>st</sup> century skills our

kids need to be successful in college and beyond. The district has made a significant investment in not only devices but also in upgrading our network so the WiFi at Miscoe and Nipmuc is robust.

We are proud of the improvements the district has made in recent years and look forward to continuing the trend. The investment that our communities make in the Regional District continues to bear fruit. By both traditional and qualitative measures, student performance remains very strong in the MURSD, the highest of any district in the Blackstone Valley. Amongst our district and students' accomplishments in the past year are the following:

- Tenth grade MCAS (Massachusetts Comprehensive Assessment System) scores are a common benchmark of a district's performance as it is a high-stakes test required for graduation. The Nipmuc Regional High School student performance on the 10<sup>th</sup> grade MCAS tests is exemplary with 97% of students scoring proficient or higher in English language arts and 90% of students scoring proficient or higher on both the mathematics and science tests. Of all students tested in grades 3-10, 80% are proficient or higher in English language arts and 70% are proficient or higher in mathematics and science. These rates are among the highest in the Blackstone Valley.
- Nipmuc Regional High School has continued its excellence in expanding opportunity and improving achievement in Advanced Placement coursework. In 2014, 178 students accessed this rigorous coursework in 15 different AP courses with nearly 70% receiving qualifying scores on 373 AP exams that were administered.
- The district's Performing and Visual Arts Programs in the schools remain remarkably strong! Each year, the work of between 50-60 Nipmuc and Miscoe Hill students are recognized in the annual *Art in the Valley* exhibition and/or as *Boston Globe Scholastic Art Award* winners. Awards are granted to less than 2% of entries in this auspicious annual program. At Miscoe Hill, over 72% of our

students are involved in at least one performing arts group (band, chorus, or drama). During this current school year alone, 29 Mendon-Upton students were named as Central Massachusetts District Performers for their excellence in chorus, band, or jazz. A remarkable feat!

- Our work in teaching all students pro-social behaviors and habits of mind continues on a daily basis, The *Rachel's Challenge* program has been implemented in all of the district's schools. At Clough and Memorial the Kindness & Caring Club, is embedded in the specialist curriculum as well as school life. Our children continue to do good deeds and have partnered with such organizations such as the United Parish Food Pantry, the American Heart Association, and the ALS Association to raise funds and awareness.

I am grateful for the significant investment that the communities of Mendon and Upton make in the public education of our children. We have made forward progress and continuation of this journey will require ongoing support. I thank you for the investment in our most valuable commodity, our children. I will strive to lead the district in producing outstanding returns on that investment, namely increased achievement for *every* student.

Cordially,

Dr. Joseph P. Maruszczak  
Superintendent of Schools

Mendon-Upton Regional School District  
**Administrator's Report**

Dennis G. Todd  
Director of Student Support Services

**Student Support Services**

The Student Support Services department of the Mendon-Upton Regional School District is responsible for the special education services for eligible students ages 3 through 21. The district provides special education and or related services to 361 students with Individualized Education Programs. Mendon-Upton Schools have been including students with disabilities in the general education classroom and follows the mission to create an environment that respects all ability levels and learning styles, and one that offers the full range of the curriculum and the full resources of our teachers and our facilities to all students.

Research and literature on the best inclusionary practice overwhelmingly supports including students with disabilities with their non-disabled age-appropriate peers. The Mendon-Upton Regional School District acknowledges the significance of meaningful inclusion and instructional excellence. A strategic initiative described in the district's five year plan is to support the delivery of special education through inclusion at all levels. To this end, in all four of our district school buildings, general education teachers, special education teachers, and paraeducators are working collaboratively in the planning, teaching, and assessing students' progress in the general education curriculum. Educating students in the least restrictive environment is mandated by state and federal standards and recognized as best practice by the district. Due to unique and varied learning profiles some students need more supportive programs and more intense instruction in order to make effective progress academically, socially, and behaviorally. In addition to a comprehensive inclusion model, the district has various educational opportunities in all four buildings that can support the diverse education needs of the student body.

The Mendon-Upton Regional School District offers an Integrated Pre-Kindergarten Program that provides a structured learning environment for children with disabilities whose needs cannot be met in a typical pre-school setting. The programs at both Clough and Memorial schools are integrated and consist of children eligible for special education and other typically-developing peers. The integrated pre-kindergarten program follows the Tools for the Mind curriculum which combines activities specifically designed to promote self-regulation and executive functioning skills, with research-based academic activity content. Children with disabilities are provided additional support and specialized instruction as directed by their Individualized Education Programs. These services are not only provided by the pre-kindergarten staff but also the speech/language therapist, occupational therapist, and physical therapist as needed in an integrated service learning approach. The therapists work within the pre-kindergarten classrooms and specialized locations throughout the buildings.

All four schools in the district support a STAR Program (Success Through Alternative Resources). The curriculum practiced in the STAR classrooms is varied but is primarily based on the principles of Applied Behavioral Analysis which features teaching methods which include: task analyzed instruction, discrete trial training, fluency based instruction, incidental teaching methods, a rich array of prompting and reinforcement strategies, and behavior reduction strategies. Mastered skills are regularly reviewed in this setting and new information, or targeted skills, are integrated and related to previously taught material so that students continually build their knowledge base. The STAR program offers behavioral interventions, student specific inclusion opportunities, parent support, as well as consultative support to general education teachers.

Students also receive support from the district's Language Based Program. Language Based instruction employs direct, explicit instruction regarding the subject content within a teaching/learning framework that isolates and directly teaches to the individualized student's needs (i.e. reading, written, spoken language, and/or math skills) consistently across the instruction. In this setting teacher directed instruction and information is presented in a

highly structured, organized manner, using oral and visual methods to support both written and spoken language comprehension and to emphasize important concepts and main ideas. Language Based instruction can be concentrated in a small group setting with opportunities to practice and generalize skills in the large group setting.

The Mendon-Upton Regional School District recognizes the importance of social and emotional learning and the larger influence it has on student and teacher performance, school culture, and community access. Miscoe Hill Middle School's BRAVES Center (Be Respectful, Accommodating, Value Every Student) supports students in grades 5-8 who experience significant emotional and behavioral dysregulation so they can be more successful in their home, school, and community settings. The BRAVES Center is a predictable, and highly structured therapeutic environment so a student in need of these services can be fully supported in order to make effective progress in the general education classroom alongside their peers. It is very student specific on a daily (even hourly) basis as to how much time and support is needed in this environment. The BRAVES Center can support students who require frequent check-ins during transitions or break time throughout the school day, as well as students with significant emotional and/or behavioral dysregulation who may need more time accessing BRAVES Center services until they are ready to be thoughtfully transitioned back into the traditional setting. A unique aspect of the BRAVES Center is that in addition to the specialized teaching professionals in the classroom there is a full time adjustment counselor/social worker who is responsible for providing therapeutic interventions as well as coordinating wraparound services for those students who require assistance from various social service agencies and community care providers.

Nipmuc Regional High School is the home of the Vista Program. The Vista curriculum is provided in a small group setting, but allows for opportunities for inclusion as well as outside activities within the community. Academically, reading, written language, mathematics, social studies and science are the core, base curricula within the academic day. A life skills component related to current events, health, nutrition, and safety

is also targeted in small group instruction. The students practice six targeted areas of independent living: homemaking, health issues, grooming, consumer affairs, money matters, and community and government involvement, which include travel within the area. Community, life-skill experiences include shopping for the elderly, as well as working cooperatively with our local food banks, recycling, and restaurant etiquette. A monthly Teens Night Out (TNO) is offered at the high school level in an effort to foster increased positive, social interactions with peers. This supervised volunteer-based Friday night activity, open to students with similar needs in the surrounding districts, offers interactive and entertaining events and encourages building new relationships.

A Transition Program is offered for students with disabilities from the ages of 18 through 21. The Transition Program curriculum covers a wide range of functional skills that students will need to lead independent and productive adult lives. Core elements of the program integrate specific academic, social, communication, and activities of daily living skills into learning environments that include the school setting, the community, home, and vocational training sites. The Transition Program is the bridge from school services to adult services. The district works collaboratively with state agencies such as the Bureau of Transitional Planning, Department Of Mental Health, Department of Developmental Services, Department of Children and Families, and/or the Massachusetts Rehabilitation Commission to foster a seamless transition from school to adult services for our students.

Many students supported with an IEP at the middle school and high school receive grade level academic support through the Strategies Lab. This program is designed to teach fundamental skills necessary to successfully and independently manage academic coursework. Students who participate in this class receive direct, explicit instruction from a special education teacher, or a special education paraeducator in cooperation with the special educator, in areas of the curriculum identified by the student and their teacher(s) that pose a significant challenge to them. The instructional focus is the acquisition and application of strategies to

develop and improve organization, study skills, reading comprehension, written expression and quantitative concepts as applied to the curriculum. The instruction provided in Strategies Lab helps develop the skills necessary for each student to become an effective learner who can successfully apply their areas of strengths and compensate for areas of challenge.

The Student Support Services department recognizes the importance of parent involvement and community outreach. The Mendon-Upton Special Education Parents Advisory Council (SEPAC) is a group comprised of parents of children with disabilities, educators, and interested community members. The mission of the SEPAC is to facilitate understanding, respect and an appropriate education for all children, while supporting families and educators who are also striving for this goal. The SEPAC is an influential group that provides a network of support for parents, and access to information, and trainings to its constituents. During the 2014-2014 school-year IEP Team Meeting Surveys were sent home to parents and guardians to gather information on how to better serve our students. Overwhelming results from this survey indicated that parents and guardians are active participants in IEP meetings and they strongly agree the quality of special education services the district provides meets the individual needs of their children.

The mission of the Mendon-Upton Regional School District, in partnership with our communities, is to deliver a progressive educational experience focused on the unique needs of each child, providing them a competitive advantage in the 21<sup>st</sup> century. The Student Support Services department adamantly adheres to 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,

Dennis Todd, Director of Student Support Services

Mendon-Upton Regional School District  
**Administrator's Report**

Maureen Cohen  
Director of Curriculum

### **Curriculum Office**

The Curriculum Office is responsible for coordinating the following activities:

- Professional development opportunities for the district
- Curriculum review, revision, and alignment to the Massachusetts Curriculum frameworks
- Ongoing development and articulation of curriculum both vertically and horizontally
- State and Federal Entitlement Grants and Competitive Grants
- Mentoring and New Teacher Induction Program
- Support, resources and professional development for the new Educator Evaluation System
- Evaluation and recommendations of instructional materials, methods, and programs to support curriculum
- Analysis of student performance using multiple data sources
- Adhering to and implementing Department of Elementary and Secondary Education mandates

### **Professional Development**

The Mendon-Upton Regional School District is dedicated to helping its educators improve their practice through participation in high quality professional development. High quality professional development is a set of coherent learning experiences that is systematic, purposeful, and structured over a sustained period of time with the goal of improving teacher practice and student outcomes. Through our district strategic planning, we prioritize our professional development to support our district initiatives. In 2014, key initiatives around technology implementation, curriculum alignment and mapping, and inclusion were at the core of our professional development focus.

### *Professional Development Days*

The following is a highlight of the key objectives for our professional development days in 2014:

- January 17: Empowering Writers training, Curriculum Mapping, eTextbooks, counseling MA model
- March 14: Empowering Writers training, Curriculum Mapping, EdTech Teacher iPad training
- May 16: Curriculum Mapping, EdTech Teacher training
- August 26: Wonders training, e-textbooks, iPad integration
- October 10: Wonders training, Quality Performance Assessment training, EdTech Teacher training, IEP Goals

### *Professional Learning Workshops*

In an effort to provide a wide variety of opportunities of learning for our educators, as well as relevant topics, we offered in-district professional learning workshops before and after school. The following professional learning workshops were offered in 2014:

#### Common Core and Curriculum Mapping

- Using Moodle for the Common Core
- Common Core: Academic Vocabulary
- Curriculum Mapping of Essential Questions
- Curriculum Mapping of Content and Skills

#### Technology

- SMART Boards and SMART Notebooks
- Discovery Education Science
- Weebly Websites
- Google forms, docs, classroom
- Explain Everything
- QR Codes
- IXL in Math
- Edmodo
- Evernote

## Differentiation and Inclusion

- Communicating effectively with parents and guardians
- Technology tools for paraprofessionals and teachers
- Sheltered Immersion Strategies for ELL students
- ADHD and Executive Function in Schools

*Professional Development Affiliations.* The district maintains support of professional development for our faculty and staff not only within the district, but through a variety of regional options. Our teachers are constantly seeking to update their skills and content knowledge with outside professional development as well. There are many external organizations that provide opportunities for professional growth. The staff is encouraged to attend seminars and workshops that address district goals and/or areas of certification. Ongoing support for conference attendance, study group activities, and partial tuition reimbursement for graduate courses are some of the strategies used to support our staff.

*Blackstone Valley Curriculum Consortium.* A vital group that our district is an active member of is the Blackstone Valley Curriculum Consortium (BVCC). The BVCC consists of eleven local districts (Bellingham, Blackstone Valley Technical High School, Blackstone-Millville, Grafton, Hopedale, Milford, Millbury, Northbridge, Sutton, and Uxbridge). All of the BVCC directors and assistant superintendents work together to plan shared professional development for our specialists (Librarians, PE./Health, Art, Music and Technology) as well as other specialty areas such as Nurses, O.T., P.T, Guidance, World Language and the Speech and Language staff. Furthermore, the BVCC provides professional development workshops and courses at no-cost to member districts. Through the BVCC, members of Mendon-Upton Regional School District participated in a wide array of workshops including a Marzano Assessment Institute, STEM courses, Technology workshops, and math courses last year.

*Local Staff Development Opportunities.* Another collaborative our district belongs to is the Local Staff Development Opportunities Organization

(LSDO). LSDO is a collaborative group of educational administrators from Bellingham, Foxboro, Franklin, Mendon-Upton, Milford, Millis, Norfolk, North Attleboro, and Norton, who work together to effectively offer high quality, content-related professional development programs to their respective faculties. All LSDO courses are developed through a comprehensive multi-district needs assessment, which targets topics the teachers have requested. In 2014, the LSDO was a co-sponsor with the BVCC for a Marzano Assessment Institute where more than 20 educators across Mendon-Upton were able to participate. Additionally, educators also benefitted from professional development offerings for nurses and music educators on common professional development days.

### *Summer Professional Development*

The summer of 2014 was an extremely busy summer for our Mendon-Upton educators. The district offered numerous in-district learning opportunities in technology integration, curriculum, and mathematics. The following courses and workshops were provided within district for teachers:

- Curriculum Institute
- Technology Academy
  - o Content Creation and Online Resources
  - o Apps, Accessibility, and content embedded integration
  - o Google Apps
  - o Ed Tech Teacher
- Math Workshops
  - o 8 Mathematical Practices by Teachers 21
  - o Using Visual Models to Teach Fractions by Looney Math Consulting

In addition to attending workshops, many educators also worked on curriculum development and revision, as well as collaborative learning projects.

### **Grants**

In 2014, the district was successful in receiving numerous entitlement, non-competitive, and competitive grants. The Curriculum Office is

responsible for the writing and management of many of the district grants. For example, in total, the district was able to receive over \$185,000 in grant money. Below is a listing of some of the grants received:

- Academic Support Grant: targeted interventions at the high school level
- DSAC Grant: implementation of the Empowering Writers writing program K-4.
- Literacy Grant: literacy coaching and integration of Massachusetts model curriculum units
- Quality Kindergarten Grant: professional development, technology integration tools, instructional resources
- Early Education Program Improvement Grant: professional development, instructional and technology supplies
- Title I Grant: targeted assistance to students in reading and writing to students through Title I tutors
- Title IIA Grant: teacher quality/mentoring program and professional development

### **Mentoring and New Teacher Induction Program**

*Mentor Program.* The Mendon-Upton Regional School District has a comprehensive new teacher induction and mentoring program. In Massachusetts, all school districts are required to provide an induction program for teachers in their first year of practice. Induction programs provide the structure that maximizes beginning teacher learning in the context of classroom experience. The mission of our induction program is to maximize the potential of each new teacher to become an integral member of our school community by providing multi-levels of support, advice, and education. This program will increase reflection, collegiality, effective teaching practices, and greater student learning throughout the district. The goals of our induction program are to:

- Improve student performance through effective teaching
- Develop in new teachers, the knowledge, skills, attitudes and values vital to success throughout a teacher's career
- Recruit, attract, and retain excellent teachers

- Support and assist new teachers with the transition into the profession and the district
- Model reflective teaching as an avenue to professional growth
- Provide a forum for discussion and reflection on curriculum and instruction
- Encourage collaboration with new and experience teachers
- Develop leadership capability and potential in new teachers

*New Teacher Orientation.* In 2014, the district provided a two-day new teacher orientation for 16 newly hired teachers. The new teacher orientation has been newly reinstated and revised to provide the new teachers with a positive transition to the district, a foundational knowledge of district goals and initiatives, and a kickoff into research-based instructional, curricular, and assessment practices.

### **Curriculum Revision and Alignment**

One of the district's strategic initiatives is to align all K-12 ELA and mathematics curriculum to the Common Core State Standards using a common, clear template. In addition to this initiative, the district outlined specific goals to succeed in meeting this initiative. As a result, in 2014 the district took many positive steps forward in creating curriculum maps using an online tool called Atlas Rubicon. Over the course of the year, teachers met in departments and across grade levels to create curriculum maps that are aligned to our Massachusetts standards. Teachers were trained in the methods of curriculum mapping using a backwards design, in other words, starting with the end in mind by identifying what students should know and be able to do. Teachers analyzed the state standards and identified the following in their curriculum units:

- Enduring understandings: Big ideas that give meaning and importance to the facts and are at the heart of the discipline
- Essential questions: Questions that recur throughout one's learning and spark curiosity
- Content: What students should know in the unit
- Skills: What students should be able to do in the unit
- Standards: State content standards

## **Instructional Materials**

*Wonders Reading and Empowering Writers.* In 2014, a priority was placed on reviewing instructional materials for alignment to the MA curriculum frameworks, which include Common Core standards. As a result of a comprehensive literacy series review, the district invested in a comprehensive core reading program called Wonders and a writing program called Empowering Writers. Both programs provide extensive resources to maximize differentiation of instruction and the ability to provide remediation and enrichment. All classrooms have leveled-libraries which contain books addressing the same topic; at different reading levels, including below grade level, at grade level, beyond grade level, and for English language learners. The Wonders Reading Program also includes numerous on-line tools, which classroom teachers can utilize with their SMART Boards to provide “hands-on” and interactive opportunities for their students.

*e-textbooks.* In order to fully support technology integration for our 1:1 learning initiative at the middle and high school, we moved many of our textbook materials over to interactive e-textbooks. To fully support this implementation, the teachers were provided with trainings on how to fully integrate the e-textbooks in their classrooms.

*Summer Reading.* In effort to update and better align our summer reading programming K-12, we developed the following summer reading goals:

- To extend curriculum opportunities beyond the school year by integrating summer reading as key reference points in school-year curriculum
- To foster student engagement and enjoyment in reading
- To provide parents with literacy strategies and detailed summer reading information

As a result, the following key actions were completed. First, a summer reading webpage was developed with all of the summer reading information for K-12. Second, a summer reading log was introduced at the K-2 grade level to foster engagement in reading for our early readers. Third, suggested book lists now include non-fiction options and the

options for suggested books increased from previous years. Moreover, the non-fiction choices provided would be directly related to the content areas of study for the grade level.

### **District Curriculum Accommodation Plan**

The Mendon-Upton Regional School District is committed to supporting inclusive education for students. Massachusetts General Laws require the adoption and implementation of a District Curriculum Accommodation Plan (DCAP). This plan is intended to guide principals and teachers in ensuring that all possible efforts are made to meet students' needs in general education classrooms and to support teachers in analyzing and accommodating the wide range of student learning styles and needs that exist in each school. The DCAP describes accommodations and instructional supports and strategies that are available in general education. In 2014, a DCAP committee was formed to develop a new DCAP to be fully implemented within district. The committee met monthly and created a new DCAP that was distributed to staff and shared publicly on the district website.

Respectfully submitted,

Maureen Cohen  
Director of Curriculum

Mendon-Upton Regional School District  
**Administrator's Report**  
**Nipmuc Regional High School**

Student Body as of December 31, 2014:

| <u>Grade</u>     | <u>Enrollment</u> |
|------------------|-------------------|
| 9                | 152               |
| 10               | 133               |
| 11               | 170               |
| 12               | 167               |
| SP               | 3                 |
| Total Enrollment | 626               |

Core Values

- Academics
- Accountability
- High Expectations
- Respect

21<sup>st</sup> Century Learning Expectations

Academic Expectations:

- To communicate with clarity, focus, and consideration of audience
- To demonstrate the ability to solve problems using higher-order thinking and reasoning skills
- To utilize technology as a tool to foster creativity, enhance communication, increase productivity, and access and analyze information

Social Expectations:

- To collaborate
- To demonstrate adaptability

Civic Expectation:

- To actively and appropriately participate as a member of a local, global, and digital society

Nipmuc Regional High School enjoyed a successful year marked by outstanding student achievement, the implementation of exciting new programming, and a continued focus on supporting the accomplishments of our students. Some of the highlights of 2014 include:

- On May 30, 2014 Nipmuc Regional High School graduated 180 members of the Class of 2014. Approximately 89% of graduates continued their education at a college or university of their choice. Eight percent of graduates pursued employment, and 2% joined the military. Led by Class President Emily Wojtowicz, Vice President Abigail Griswold, Secretary Robert Aziz, and Secretary Laura Ng, the Class of 2014 distinguished itself for the high expectations they modeled for our school and students. Graduates were accepted to 173 colleges and earned a total of 2.4 million dollars of scholarship money through their achievements. At Awards Day the school honored the many accomplishments of these students including the following recognitions:
  - o Best All-Around Female Student: Laura Ng
  - o Best All-Around Male Student: Walter Esker
  - o Best School Spirit Nicholas Mignone
  - o Best Sportsmanship: Jaclyn Cortese and Patrick Robinson
  - o Student Council Award: Emily Pirozzi
  - o Service Award: Leigh Hamlet
  - o Joan M. Scribner Leadership Award: Emily Wojtowicz
  - o Salutatorian: Laura Ng
  - o Valedictorian: Leigh Hamlet
- Students in the Class of 2016 participated in the Massachusetts Comprehensive Assessment System (MCAS) during the spring of 2014 and continued the tradition of high achievement on this state test. In English Language Arts 97% of students scored in the proficient or advanced range. In mathematics 90% of students scored at these levels with 67% of students scoring advanced. In science, 86% of students achieved advanced or proficient scores.

Additionally, Nipmuc is proud to celebrate the accomplishments of 51 members of the Class of 2014 and 45 members of the Class of 2015 who were named John and Abigail Adams Scholars. With this achievement these students will receive free tuition at any Massachusetts state college or university.

- In 2014 Nipmuc Regional's Advanced Placement (AP) program earned the highest enrollment and achievement in school history. Advanced Placement courses are offered in conjunction with the College Board which audits the classes to ensure that they are equal to the rigor and expectations of collegiate-level classes. More than 55% of Nipmuc's upperclassmen enrolled in the sixteen AP courses offered at the school. Nipmuc earned all-time highs in the number of students enrolled in AP courses, the number of AP tests taken, the number of qualifying scores on AP tests, and the number of students recognized as AP Scholars for outstanding achievement. Three hundred seventy tests were taken at Nipmuc Regional with approximately 75% of students earning qualifying scores. The continued growth and success of the school can be attributed, in part, to the work of students and teachers in conjunction with the Massachusetts Math and Science Initiative (MMSI) which awarded a grant to the school to support AP programming. Nipmuc math teachers Amy Gilchrist and Ron Cochran were honored by MMSI in the spring of 2014 with the Partners in Excellence Award; the award recognizes their outstanding work in guiding Nipmuc's students to outstanding achievement on AP tests. Mrs. Gilchrist and Mr. Cochran were part of a group of twenty teachers out of approximately 400 across the state who were honored for their tremendous work.
- On March 20, 2014 Nipmuc inducted twenty-eight new members to its National Honor Society. The group of inductees included students who distinguished themselves from their peers through exceptional service, character, leadership, and scholarship – the four tenets of the society. The new members completed more than 2200 hours of community service in advance of their acceptance to the group, far exceeding the minimum requirement for volunteerism. The induction ceremony was hosted by NHS

President Peter Jordan and included speeches from eleven students who articulated the impact of the organization on their academic and personal lives.

- Nipmuc's chapter of DECA – an international business and marketing education program – continued to grow during 2014. Nipmuc sent 126 students to the annual Massachusetts DECA conference in Boston, the highest number of students from any school in the Commonwealth. Students competed at this conference, showing their ability to apply learning to real world scenarios, to take on the challenges of entrepreneurship, and to prepare for the world of business. Through their success at the state competition, fifteen students attended the international DECA conference in Anaheim, California.
- One of the initiatives put into place during 2014 is the Nipmuc Student Advisory Program. The advisory program provides a curriculum focused on four areas – transitioning to high school, goal setting, healthy choices, and life skills – to all students. Each teacher and administrator acts as an advisor for a group of ten – fourteen students that meets weekly to collaborate on a lesson focused on one of these goals. The curriculum emphasizes topics that are not found in the traditional curriculum at the school and offers the chance for students to connect with adult member of the school community. Lesson plans are specific to grade levels and include such topics as getting to know the school, bullying awareness, developing a resume & interview skills, simple automobile maintenance, and applying to college. Additionally, guidance counselors use these meetings to deliver a guidance curriculum and physical education teachers meet with students to supplement the health curriculum.
- The Nipmuc STEM Scholars program began with the Class of 2014 and grew at the beginning of the 2014-15 school year. Approximately 100 upperclassmen at the school participate in this program which provides them with rigorous learning experiences in science, technology, engineering, and mathematics. In addition students receive workplace readiness training, work closely with STEM colleges and universities, and obtain professional learning

experiences through collaboration with STEM professionals. In November 2014 the school hosted its second annual STEM Career and College Fair, welcoming more than forty STEM partners to the school to meet with students in grades 8-12. In addition to working with professionals and university-level educators, students had the chance to participate in mock interviews and hear a lecture from Dr. Liz Ryder – a professor of bioinformatics at Worcester Polytechnic Institute (WPI). This program continued Nipmuc's partnership with WPI; throughout 2014 the school participated in the STEM for District Leaders Program, receiving guidance from WPI in the development of K-12 STEM programming. The Nipmuc STEM Scholars Program continues to be guided by an advisory board of educators and local STEM professionals who help to develop the learning opportunities presented by the program.

- One of the most exciting initiatives during 2014 was the implementation of the 1:1 learning program at Nipmuc Regional High School, providing an iPad to all students and teachers to support teaching and learning. Following beginning of the program at the middle school, Nipmuc spent the spring of 2014 establishing a vision for the implementation of the program. Working collaboratively with students, teachers, and parents, the school identified a vision that connected the school's core values and beliefs with the capacity of technology to help our students communicate, collaborate, and innovate in their learning. Throughout the spring teachers and administrators visited other school districts that adopted 1:1 programs. In addition, the school held a 1:1 assembly in May, welcoming students and teachers from other schools to talk with our students about their experiences using iPads in learning. Throughout the summer students received their iPads in a series of 1:1 rollout sessions. Beginning in September students and teachers implemented the iPads, allowing the use of technology to support student learning in new and exciting ways.
- In the fall of 2014 Nipmuc welcomed five new faculty members to the school community including Lauren Blackburn

(Italian/Spanish), Dale Kasal (technology integration), Maria Konstantopoulos (mathematics), Courtney Leja (mathematics), and Robert Waltz (science). The school offers its sincere gratitude and best wishes to Mrs. June Cook and Mrs. Christine Page who retired at the close of 2014. Mrs. Cook and Mrs. Page were veteran members of the math department in Mendon-Upton who impacted thousands of students throughout their tenures at the school. The Class of 2014 dedicated its yearbook to them and the school wishes them a wonderful retirement.

- Nipmuc continued its preparation for the 2015 decennial accreditation visit from the New England Association of Schools and Colleges (NEASC). Over the course of the past few years the school has made tremendous progress in meaningfully addressing the standards for accreditation through the development of core values and beliefs, the creation of 21<sup>st</sup> century learning expectations, the establishment of an advisory program, and the implementation of heterogeneous learning for all students. The school continued its focus on 21<sup>st</sup> century learning in 2014 with the development of school-wide rubrics to measure student achievement. Nipmuc is prepared for and looking forward to its 2015 evaluation.
- Nipmuc drama delighted crowds in 2014 with the production of two musicals – *Once on This Island* and *Grease*. Director Nick LaPete and Musical Director Ann Marie Tremblay guided the productions. Each show gained participation from approximately eighty students. The performances stood out as highlights of the year as a result of the high quality of acting, dancing, and singing in the plays.
- More than 1000 pieces of student art were presented during the Annual Fine Arts Festival held in the Nipmuc gymnasium on May 13-14. Best in Show awards went to senior Rose Wiklund. A panel of artists and educators from other communities adjudicates the student artwork in advance of the show. The event highlights the continued excellence of the Nipmuc Fine Arts program.
- Nipmuc athletics enjoyed another successful year highlighted by the winning of a state championship by the girls soccer team. Led

by coach Howard Cohen and a group of 13 seniors, the team earned a 22-1-1 record, allowing only one goal in its entire playoff run. The team defeated Lynnfield in the championship game by a final of 5-0, earning the third state championship for girls' soccer in the past ten years. The team was honored at the State House by Senator Richard Moore and Representative John Fernandes in December 2014.

- On December 5, 2014 Nipmuc celebrated its 17<sup>th</sup> High Honors Dinner, recognizing those students who earned high honors during the previous school year. Over 100 students were recognized at this community-sponsored event. As part of the annual event, a Nipmuc graduate returns to the school to speak to students in inspiring them to future success. In 2014 Dr. Kristine Pattin Giffin (Class of 2000) spoke to students about her experiences in STEM. Dr. Giffin attended Dartmouth College and acts as the university's Director for Quantitative Biomedical Sciences. She talked to the students about overcoming the challenges they face in their lives on their path to success. More than twenty individuals, companies, and organizations sponsored the event to highlight the success of Nipmuc's students.

From academics to the arts to athletics, 2014 was a year marked by significant student accomplishment. Nipmuc continues to focus on developing programming to meet students' interests and needs while guiding our students to success. We look forward to another year to celebrate in 2015.

Respectfully submitted,  
John K. Clements  
Principal

Mendon-Upton Regional School District  
**Administrator's Report**

Ann J. Meyer  
Principal, Miscoe Hill School

**Miscoe Hill School**

Student Body as of December 31, 2014:

| <u>GRADE</u>     | <u>ENROLLMENT</u> |
|------------------|-------------------|
| 5                | 200               |
| 6                | 194               |
| 7                | 203               |
| 8                | 214               |
| Total Enrollment | 811               |

Mission Statement

*The mission of Miscoe Hill School is to provide all students with a safe and respectful school community that engages each student in a meaningful and challenging curriculum while promoting responsible citizenship and the desire for lifelong learning.*

The goal of Miscoe Hill Middle School is to prepare our students for high school and beyond as well as fostering a sense of community and responsibility in our population, providing our students the highest quality educational experience that is possible, and preparing them for the twenty-first century with skills that are needed. The current fifth through eighth grade configuration of the Miscoe Hill School enables us to be a true middle school, which provides for developmentally appropriate schedules, procedures, curriculum, and activities. Each grade level builds on the prior grade level to provide the students with more independence and works to prepare them for their high school experience. All four grade levels participate in a six-day rotating schedule, which enables our students to take both core courses as well as electives. We believe our Miscoe middle

school students are receiving the relevant, challenging, integrative, and exploratory curriculum and programs to which they are entitled.

A primary focus for the teachers throughout 2014 was the integration of iPads in all classrooms, receiving multiple Professional Development sessions, e-textbooks, curriculum alignment and input into our new Rubicon Atlas program, and using the new teacher evaluation tool to inform teacher instruction and student learning. Miscoe Hill's teachers also dedicated concentrated time to a thorough evaluation of the 2014 spring MCAS results in order to assess both student strengths and weaknesses and to determine curriculum faults in aligning with the state test. All grade levels implemented action plan goals to address specific student learning needs.

Miscoe Hill School has achieved Annual Yearly Progress (AYP) in the Massachusetts Comprehensive Assessment System (MCAS) for the aggregate group of students in 2014 although our scores fell in both fifth in sixth grade. Miscoe Hill did not make adequate yearly progress in the special education subgroup in English language arts and mathematics. As a result, our school is rated a Level 2 School.

Students at Miscoe Hill School had great achievements during the 2014 year. Students excelled in areas including; academics, art, music, technology, athletics, and extracurricular programming. The school and student successes were due to the skill and dedication of our teachers, high expectations of our students, our involved parents, and the support of the community.

Miscoe Hill's 1:1 iPad Initiative completed its second full year. This initiative started through the efforts of the Mendon-Upton Education Foundation and Superintendent Dr. Maruszczak three years ago with half of the seventh grade, and continued into 2014 with additional funding from the school district for the rest of the grade. During the current school year, the program has evolved with multiple options available to families including a rent-to-own program, purchasing iPads either through the school or personal purchase, and also with the school district providing families with iPads for the entire school year. The students and teachers

have adopted the use of the iPads in their work with great enthusiasm. By using the iPads for schoolwork, students have instant access to online resources including textbooks and information relating to their classes. They also have the ability to create multimedia presentations and projects, collaborate with each other, and use and develop resources to help them learn material and study for quizzes and tests. Overall, the iPad Initiative at Miscoe Hill has been a tremendous success.

A seventh and eighth grade Honors Program continued into its third year with great success. The top twenty-five percent of students are selected in each curriculum area; Math, Science, Social Studies, and English. These students experience a more rigorous, deep, and fast paced curriculum for the school year. Although the curriculum is the same, the students are challenged to excel in the classes. The Honors Program was put in place to better meet the needs of our students that need to be challenged in specific areas and has been met with much praise by students, parents, and teachers.

The Spanish Immersion Program at Miscoe continues in the same format with fifth grade instructing both math and social studies in Spanish and sixth grade in social studies and science. Our seventh and eighth grade students receive one block of Spanish instruction each day. The focus of the Spanish Immersion Elective in seventh and eighth grades is Spanish grammar and literature, along with culture. In 2011, a three part book series for the seventh and eighth grade was purchased to support the Spanish Immersion program as well as our seventh and eighth grade introductory Spanish Language courses for both level one and level two each being taught for one half the year.

Our Student Activities Program was very successful this year with continued resurgence. This program supports three quarters of our student body with activities throughout the school year. We were able to provide two Jazz Bands, Lego Robotics Club, the Miscoe Youth Theatre, Multimedia Club, two Art Clubs, Ski Club, and the Friends of Rachel (FOR) Club. The Miscoe Enrichment Program allowed teachers to offer classes such as Adventure Seekers, Chess Club, Crazy for Cupcakes, Science Club, Yearbook, Babysitting, Breakfast Club, and Food Around

the World to name just some of the thirty or more offerings. Classes met after school once per week during four different sessions and provided social and skills enrichment for over three hundred students.

Our successful Interscholastic Sports Program entered its seventh year in fall 2014. Cross country for boys and girls grades five through eight was offered as the fall sport. Next year we plan to add volleyball to the fall lineup. The winter sport offered to seventh and eighth grade boys and girls was basketball. In the spring, baseball, softball and track and field will be offered to seventh and eighth grade. The Interscholastic Sports Program has been consistently met with enthusiasm from parents, staff, and students, and it has successfully sustained itself financially through the concerted efforts of the students, staff, and the Sports Booster Club. This program will continue to run as a club, as it is unable to be supported by the school's operating budget at this time. The parents who participate in the Sports Booster Club are commended for their efforts and success in retaining this program during challenging financial times.

Our successful Student Council in grades seven and eight continued and we were able to add a fifth and sixth grade component to this highly successful program. Both are under the direction of Mrs. McCourt and Ms. DaSilva as they continue to lead the school in spirit and community activities. For the past two years they have helped immensely in serving as 'timers' during our parent teacher conferences in November. The council provides social offerings such as the Annual Miscoe Talent Show and various socials throughout the year, including an end of the year grades five through eight social. The Student Council also provided holiday dinners and gifts to area needy families, spirit weeks, teacher appreciation week, provided to teachers a parent-teacher conference survival kit, coordinated the Memorial Day and Arbor Day ceremonies and held our school's end of the year cookout.

The Miscoe Hill Youth Theatre continues with their high level of success. Under the direction of Dan Rogers, Stacy Appleby, and Jackie Herd, the students were able to perform in high level production while learning essential skills like organization, preparation, public speaking, and team work. Over one hundred students were involved in the three major

productions this school year. They included; Fall Production-Coyote Christmas Carol, our One-Act Play Competition- Who Killed Sherlock Holmes?, Freedom Riders, Team of Two, Mail-Order Bride, and Stealing Christmas, and or Spring Production of Cinderella.

Miscoe Hill School has invited District Attorney Joseph D. Early, Jr.'s to present the Community & School Outreach Program Cyber Safety/Bullying/Cyber Bullying/. The Miscoe Hill guidance department (Mrs. Allen and Mrs. Beauregard) invites the District Attorney's office to present to our students annually to coincide with our technology curriculum with Mrs. Fleury (5<sup>th</sup> & 6<sup>th</sup>) and Mrs. Wernig (7<sup>th</sup> & 8<sup>th</sup>). The topics will be; Bullying Laws, Bullying and Cyberbullying Defined, Existing Laws, and Emerging and Existing Technology. On Tuesday, October 28<sup>th</sup> our 5<sup>th</sup> and 6<sup>th</sup> graders attended the presentation and on Monday, October 27<sup>th</sup> our 7<sup>th</sup> and 8<sup>th</sup> grade students also attended the presentation.

The Friends of Rachel Club continued its fifth year in support of the school and our local community. With the help of funding from the PTO, we brought back a representative from the Rachael's Challenge Organization for grade level assemblies with our Miscoe Hill students and a night presentation for our parents. Rachel's Challenge is about a girl named Rachel who was the first student to lose her life in the Columbine shootings. The program is based on Rachel's life and writings. She left a legacy behind by reaching out to those who were different, who were picked on or who were new to the school. Rachel's story is introduced to students to have them reach out to others with kindness. One of the missions of Friends of Rachel is to do random acts of kindness, which the Miscoe Hill Program focuses on. The Friends of Rachel teamed up with the Student Council, school staff, and our Guidance Department to fundraise for holiday dinners and gifts. The effort succeeded in purchasing twenty complete holiday dinners and supplied forty-seven families with gifts for the holiday. The Friends of Rachel's older members have become peer leaders to our younger students this year. The curriculum includes topics such as 'what I wish I knew then' and 'how to study for a test'. The

Friends of Rachel has over three hundred student members. The club is supervised by Cora Allaire, Jennifer Grant, Angela Tinio, and William McInnis.

The Miscoe Hill Art program continues to thrive both within the school, off-site in regional exhibits, and in on-line galleries and collaborations. The year began strong with artwork by several students selected for *The Boston Globe Scholastic Art Awards* in Boston. In March, artwork by Miscoe Hill students was on display in the *Youth Art Month* show at the Worcester Art Museum. Mrs. Gentili and Mr. Hansen each chose pieces of artwork from their respective grade levels. Forty Miscoe Hill students, in grades five through eight, exhibited work in the *Art in the Valley* art show, at the Elmwood School in Millbury in April. The Miscoe Hill art program celebrated a year of amazing art with our own annual art show, which was held in conjunction with the *Miscoe Hill Arts Festival*, also in April. Hundreds of pieces of artwork were on display including pottery, digital art, painting, collaborative work, drawing, and sculpture. Throughout the year individual students were honored independently with awards for their art in the on-line galleries. At the close of the year there are nearly 2000 works of art by Miscoe Hill students on [www.Artsonia.com](http://www.Artsonia.com).

The Mendon Upton Regional School District has a Music Program that is extremely successful and it all starts here at Miscoe Hill School. As of December 31, 2014 there were 769 students in the fifth through eighth grade bands and chorus, impressively representing 95% of the total number of students. The two Jazz Bands continued practicing before school two mornings each week in preparation for concerts and competitions. The chorus and A Capella chorus practice on Friday mornings to prepare for town events, concerts, and competitions. The chorus led the lighting of the Mendon Christmas Tree and visited both the Mendon and Upton Senior Centers for concerts in December. Besides the two school concerts performed by each grade level band, jazz bands, and chorus; the Jazz bands competed at the UNH Jazz Festival & the MAJE receiving Silver Medals for their work, seventh & eighth grade bands and

chorus competed at MICCAA Festival receiving a Bronze Medal, at the Great East Festival the seventh and eighth grades and chorus all received Gold Medals. Each year our students compete in the Central Districts and eleven of the Miscoe Hill band and eight chorus members received their highest award.

In 2014 we continued with *Second Step: A Violence Prevention Program* taught in our wellness classes. The program teaches children skills in three areas: empathy, problem-solving, and anger management. Since the program has been implemented throughout the school community, the same problem-solving steps and calming down strategies are being reinforced by classroom teachers, administrators, support staff, and unified arts teachers, thereby creating a common vocabulary and theme that pervades our school community. We added to our social competency curriculum the Rachel's Challenge Program. The mission of the Rachel's Challenge Program is to inspire, equip and empower every person to create a permanent positive culture change in their school, business and community by starting a chain reaction of kindness and compassion.

Parent communication continued to be an ongoing goal at Miscoe. In 2014 the Miscoe Newsletter was abandoned for a more time sensitive blog site on the Miscoe Hill Home page on [mursd.org](http://mursd.org). The site is updated so parents are immediately aware of the information needed to keep involved. Bi-Weekly Connect5 messages are sent to parent e-mails in order to transmit information and forms pertaining to school issues as well as community events. In addition to all teachers requiring students to use their Premier agenda books daily to record assignments or the app on their iPads, upcoming projects and tests, many teachers also utilized online services like Edmodo, Google Classroom, a Weebly website or another similar teacher website to keep parents informed of classroom activities. Miscoe Hill also placed on our website a "digital backpack" from which parents can download any paperwork needed including permission slips and office paperwork. The feedback has been very positive from the parents of Miscoe Hill. Miscoe Hill also piloted the iParent portal in which parents can view student grades, attendance biographical information, standardized test scores, and student schedules.

In 2014, we continued to ensure that we maintain a safe school environment. Our procedures for fire drills, bus evacuations, and lockdown procedure are practiced throughout the year to ensure student knowledge and school safety. We have numbered all exterior building doors, provided room keys to all staff members, supplied student ID cards which are carried in student agendas, and provided lanyards with ID cards to all staff members to move the safety of our school forward. Miscoe administration continues to work with all town departments to ensure the school building and procedures are in compliance with current local, state, and federal standards.

Our School Council continued to be an integral advisory system for Miscoe's administration and staff. Their commitment to the school improvement process and insight into our school's needs is commendable and greatly appreciated. On behalf of the Miscoe Hill School community, I would like to extend thanks to the members of the Miscoe School Council; Rina Manser, Wendy Morrison, Donna Marie Floyd, Anne Marie Altavilla, Nicole Kelleher, and Erika Tetreault.

Our parent-teacher organization, the Miscoe Hill PTO, provided financial support for classroom materials geared toward enriching the learning experience for our students. The Miscoe Hill PTO provided important scholarships that enabled students in need of financial assistance to be able to fully participate in all class activities including class trips. The commitment of the Miscoe Hill PTO members is commendable. Executive board members included; President Michelle Simpson, Vice President Cheryl Kilcoyne, Co-Secretaries Dawn Piekarski and Carrie Ramsey, Treasurer Melissa Orff, Cultural Arts Michelle Walsh, and Volunteer Coordinator Jen O'Donovan.

The support of the Mendon and Upton communities continued to be an integral component to our success throughout 2014. The number of parents who attended our open house programs, conference evenings, band concerts, theater performances, talent show, festival of related arts evening, parent fitness night, parent information programs and other school activities truly reflect the commitment that community members have made to our school. The parent support for our iPad Initiative was

incredibly helpful and supportive to the school community. The efforts that community members made to take part in School Committee, School Council, and Miscoe Hill PTO are further evidence of the interest our parents take in the education of our children. In addition, the number of parent volunteers who entered our school to assist teachers, teach a class, share a meaningful experience with students or assist in a fundraising effort is also truly commendable. Miscoe Hill School has experienced a solid education year in 2014 and look forward to future growth.

Respectfully submitted,  
Ann J. Meyer  
Principal

Mendon-Upton Regional School District  
**Administrator's Report**

Debra E. Swain, C.A.G.S.  
Principal, Memorial School

**Memorial Elementary School**

Student Body as of December 31, 2014:

| <u>Grade</u>     | <u>Enrollment</u> |
|------------------|-------------------|
| Pre-kindergarten | 24                |
| Kindergarten     | 68                |
| First Grade      | 102               |
| Second Grade     | 85                |
| Third Grade      | 89                |
| Fourth Grade     | 87                |
| Total Enrollment | 455               |

*Memorial School's Mission Statement:*

*In a partnership with families and community, Memorial School empowers our students to become active learners and to be socially responsible in an ever-changing world.*

At Memorial School we strive to promote a love of learning by providing all students with a safe, supportive, and child-centered learning environment. We believe in preparing our students to be responsible citizens in an ever changing global society. Our programs are aligned with state standards and promote rigor through relevance. We focus on the development of the “whole child” and provide opportunities for students to grow in their appreciation of community, cultural, linguistic, and individual differences. In addition, through Character Education and the Rachel's Challenge Kindness and Compassion Club, we promote respect, responsibility, fairness, caring, citizenship, compassion and trustworthiness. Students are taught conflict resolution skills through the Second Step Program.

Memorial School students are instructed by talented and dedicated staff members who are committed to ongoing and multifaceted professional development. Throughout the year, the faculty of Memorial School has participated in district sponsored and out of district workshops, enrolled in graduate level courses, and collaborated with grade level teammates to create instructional units in various subject areas. Additional training, in a variety of topic areas including technology integration, data analysis, curriculum development, STEM instruction and differentiation has also been incorporated into our monthly staff meetings. Professional development is of great importance as we continuously strive to improve the process of teaching and learning, through the examination of curriculum, instruction, and assessment.

Beginning in August 2014, all students (Kindergarten through Grade 4) have had literacy instruction through the implementation of the Wonders Reading Program and Empowering Writers Program. Both programs provide resources which enable teachers to more effectively differentiate their instruction, providing both remediation and enrichment. All classrooms have leveled-libraries which contain books addressing the same topic; at different reading levels, including below grade level, at grade level, beyond grade level, and for English language learners. The Wonders Reading Program also includes numerous on-line tools which classroom teachers can utilize with their SMART Boards and laptops to provide “hands-on” and interactive opportunities for their students. At the elementary level, we continue to utilize Investigations as our core mathematics program. In addition, teachers are using supplemental materials/lessons to better meet the requirements of the Massachusetts Curriculum Frameworks. A greater emphasis on automaticity with math facts, as well as more in-depth instruction in fractions has been implemented to address the changes. In response to the District and School Improvement Goals regarding Science, Technology, Engineering, Arts, and Math (STEAM), all students will be participating in a minimum of two hands-on inquiry based learning experiences during the 2014-2015 school year. A STEAM Committee has been created to support this important initiative. In addition the Memorial School PTO has donated \$3,000.00 to assist in the updating of our Science Lab to a STEAM Lab.

It is our belief that the integration of technology, in all areas of our curriculum, is essential in preparing our students to be successful in the 21<sup>st</sup> Century. Students are provided with numerous opportunities to utilize resources such as web sites, streaming video, virtual fieldtrips, and web quests through the use of SMART Boards, laptop computers, and iPads. These tools are helpful in supporting a wide variety of learning styles among our student population. With the assistance of staff members, we have had the opportunity to offer technology training for our teaching staff before school, after school, during professional development days and as part of our monthly faculty meetings. We have successfully equipped all classrooms with SMART Boards, as well as provided additional opportunities for students to interact with technology in a meaningful way through the use of iTouches, laptop computers, and iPads. Most recently, the Memorial School PTO has approved the funding for digital cameras which have been placed in all classrooms. This equipment will enable the teachers to project any and all information or material onto the SMART Board for easy access by all students. With the addition of a full time technology teaching position, we are now able to offer weekly technology classes to all students, beginning in kindergarten. Classroom teachers also have the opportunity to bring their students to the Computer Lab for additional instructional time each week. In addition, we are able to offer our teachers “Lunch and Learns” to provide additional professional development in the area of technology integration.

Teachers at all grade levels strive to create and implement instructional units that promote rigor through relevance. Again this year, our fourth grade students worked with author Steven Krasner to write and perform a mystery dinner theater. The students were responsible for creating the script including character and plot development, dialogue, as well as costume and set design. After developing two endings to the mystery, the play was performed for two different audiences, as well as the school community. Students in third grade participated in a “hands on” *Colonial Day* in which they learned about weaving, tin art, writing with a quill, and stenciling. Second grade students worked with their fourth grade friends to recreate Ellis Island as they learned about immigration through role playing. As an “immigrant” the students *traveled* by ship to Ellis Island where they

experienced the process of entering America, complete with the many examinations and questions to answer. First graders shared their writing and reading skills with parents during the Author's Tea when books written by the students were read aloud. Our youngest students enjoyed learning through many opportunities for discovery and "hands on" exploration. Memorial School teachers are committed to fostering a love of learning by providing all students with fun and exciting learning experiences.

The 2014 MCAS scores indicate that a higher percentage of third and fourth grade students from Memorial School scored "Proficient or Higher" on the English Language Arts and Mathematics MCAS than the state average. Massachusetts aims to reduce proficiency gaps by half between *all* students and students identified as *high needs* by 2017. Based on the Department of Elementary and Secondary Education's accountability system, Memorial School has once again been identified as a Level 1 school.

In addition to taking pride in the exceptional work that they do in the classroom, the students had the opportunity to showcase their work with the specialists at the Memorial School Specialists' Night. The evening consisted of dance performances, digital portfolios, artwork which was showcased throughout the building, poetry and fairytales written by the students, as well as musical performances. Family members also had the opportunity to enjoy the students' musical talents when they were treated to a mid-winter concert which was presented at Nipmuc High School. Members of the Upton community were invited to attend a Memorial Day Concert honoring all those who have served and sacrificed in the armed forces. Students at all grade levels performed patriotic songs.

Memorial School continues to be recognized as an International Spanish Academy. The International Spanish Academy Program was established by the Ministry, through the Education Office of the Embassy of Spain to promote the development of quality Spanish-English bilingual education programs which promote high academic standards, as well as provide students with the values of multicultural education.

Memorial School, as an ISA member, has access to the following resources and programs:

- Assistance in obtaining validation and recognition of academic accreditation
- Specialized visiting teachers
- Courses for teachers and school administrators in Spanish universities
- Scholarships for summer institutes
- Language and culture assistants
- School exchanges
- Professional development for teachers
- Participation in an ISA network in North America
- Connection with other Spanish and International organizations

In August 2014, a first grade Spanish immersion class was added at Memorial School. It is anticipated that a new grade level will be added each year, as we continue to grow the second strand of the Spanish Immersion Program at the elementary school level.

Using the Mendon Upton Regional School District Strategic Plan as its guide, the Memorial School Council is responsible for the development of the School Improvement Plan which is designed to serve as a blueprint for the actions and processes needed to increase student performance. It helps guide resource allocation, staff development, instructional content and practice, as well as assessment.

The 2014 – 2015 School Council Members are:

- Debra Swain – Principal
- Amy Henderson – Teacher
- Alyssa Couture - Teacher
- Kim Lopes – Teacher
- Erica Davidson – Parent
- Judy Gronda- Parent
- Michele Arthur - Parent
- Dawn Piekarski – Parent
- Julie DeZutter – Community

**Strategic Initiatives:** Using teams of educators, improve the data analysis of results of both standardized and classroom assessments.

**Goal:** Throughout the 2014-2015 school year, teachers will meet as grade level teams, during an assigned data block, to analyze student assessment data and develop lessons designed to increase student achievement at all ability levels through flexible grouping.

**Key Actions:**

1. Throughout the 2014 – 2015 school year, principal will utilize various protocols with grade level teams to disaggregate and analyze student performance data.
2. By September 1, 2014, principal will provide teachers with a master schedule which includes time for a weekly grade level team meeting and a weekly data block to analyze data such as, but not limited to: MCAS results, Scholastic Inventory (SRI), Scholastic Math Inventory (SMI), Everyday Counts (EDC), and Developmental Reading Assessments (DRA) scores.
3. By November 2014, teachers will utilize the information gained through data analysis to develop a concise action plan with strategies to improve student performance in the areas of ELA and mathematics.
4. Throughout the 2014 – 2015 school year, grade level teams will develop and administer standard based assessments to guide flexible grouping of students and monitor student progress on a weekly basis in the areas of reading/writing/math.

**Benchmarks:**

1. Description of protocols used to disaggregate and analyze student performance data
2. Assessment data, meeting agendas, notes regarding teacher feedback
3. Action plans submitted by grade level teams reflecting strategies that will be implemented to improve student performance

**Strategic Initiative:** Support the inclusion model of special education delivery at all levels

**Goal:**

By June 2015, Memorial School will implement the inclusion model for delivery of special education services at the third and fourth grade levels

**Action Steps:**

1. By August 1, 2014, the principal will identify teachers to serve on a Memorial School Inclusion Team
2. Throughout the 2014 – 2015 school year, inclusion teachers will visit schools/districts to observe different inclusion models
3. Throughout the 2014 – 2015 school year, all teachers will participate in professional development opportunities addressing different inclusion models
4. By September 1, 2014, the principal will provide members of grade level inclusion teams with a master schedule which has a minimum of two weekly common planning blocks
5. Beginning August 28, 2014, members of the Memorial School Inclusion Team will implement a pilot inclusion program at the third and fourth grade levels
6. By May 1, 2015, School Council Members will develop and administer a survey, addressing the pilot inclusion program, to members of Memorial School Inclusion Team to assess pilot inclusion program
7. By June 15, 2015, School Council Members will review survey responses and make recommendations for next steps with inclusion.

**Benchmarks:**

1. List of members of the Memorial School Inclusion Team
2. Requests from teachers to visit schools/districts to observe different inclusion models
3. Copies of training materials and agendas addressing inclusion
4. Staff schedule with a minimum to two weekly common planning blocks identified for inclusion teams

5. Pilot inclusion program being utilized for delivery of special education services at the third and fourth grade levels
6. Survey addressing pilot inclusion program
7. Survey results regarding pilot inclusion program and list of potential “next steps”

**Strategic Initiative:**

Develop a STEM concentration where there are connections to businesses and the community and students may access meaningful internships/career opportunities.

**Goal:**

By June 2015, every grade level will develop and implement a minimum of two hands-on, inquiry based STEM learning opportunities with their students.

**Key Actions:**

1. By September 15, 2014, the principal and teacher representatives will form a Memorial School STEM Committee to support the implementation of STEM based activities
2. By October 1, 2014, the STEM Committee will create a list of hands-on, inquiry-based learning activities that are currently being implemented for all grade levels
3. By December 1, 2014, the STEM Committee will create a list of extracurricular STEM learning opportunities including Before/After School Enrichment and community based programs
4. By December 1, 2014, the STEM Committee will develop a list of Memorial School parents who work in STEM-related fields and are willing to share their expertise with students/staff
5. Throughout the 2014-2015 school year, the STEM Committee/School Council will research and apply for STEM related grants
6. By December 1, 2014, the principal will provide a hands-on, inquiry based STEM activity during a staff meeting to serve as an exemplar

**Benchmarks:**

1. List of members serving on the Memorial School STEM Committee
2. List of hands-on, project based learning opportunities for all grade levels
3. List of extracurricular STEM learning opportunities
4. List of Memorial School parents who work in STEM-related field and are willing to share their expertise
5. Copies of grant applications
6. Copy of training materials/lesson plan for STEM related activity shared with teaching staff during a staff meeting

**Strategic Initiative:** Align all K-12 ELA and mathematics curriculum to the Common Core State Standards.

**School Improvement Goal:** By June 2015 all K-4 teachers will fully implement the Elementary School Literacy Program, consisting of the *Wonders* and *Empowering Writers* core programs.

**Key Actions:**

1. By September 1, 2014, all K-4 staff will receive professional development in the implementation of the *Wonders* literacy program
2. By September 2, 2014 all classroom teachers will begin the implementation of the *Wonders* and *Empowering Writers* programs in grades K-4
3. By September 30, 2014, the elementary principals and director of curriculum will create and disseminate a district-wide implementation checklist for *Wonders* and *Empowering Writers*
4. By October 15, 2014, kindergarten and first grade teachers will receive professional development in the use of the *Empowering Writers* program
5. By October 15, 2014, the elementary principals will utilize the implementation checklist protocols during walkthroughs to monitor the implementation of *Wonders* and *Empowering Writers*

6. At the end of each instructional unit in *Wonders* (approximately every 6 weeks), throughout the school year, grade level teams will meet across the district to assess the alignment between curriculum and instructional materials included in the *Wonders* and *Empowering Writers* programs
7. By November 1, 2014, all K-4 teachers will be provided with follow-up professional development regarding the implementation of *Wonders* program.
8. By February 28, 2014, all K-4 teachers will be provided with follow-up professional development addressing the implementation of *Wonders* program
9. By June 1, 2015, the ELA curriculum assistants, elementary principals, and director of curriculum will create and disseminate a survey addressing the implementation of the Elementary School Literacy Program
10. By June 30, 2015, the ELA curriculum assistants, elementary principals, and director of curriculum will share the survey results and identify key actions for year two of the implementation of *Wonders* and *Empowering Writers*

***Benchmarks:***

1. Agenda and handouts from training sessions
2. Completed implementation checklists
3. Meeting minutes from district-wide grade level meetings addressing the implementation of *Wonders* and *Empowering Writers*
4. Survey results addressing the implementation of the Elementary School Literacy Program
5. Key action steps for the second year of implementation of *Wonders* and *Empowering Writers*.

Memorial 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 School Council and Memorial School Parent Teacher Organization are critical members of the school community.

Together, we strive to honor the Memorial School Mission Statement: “In a partnership with families and community, Memorial School empowers our students to become active learners and to be socially responsible in an ever-changing world.”

The purpose of the Memorial School PTO is to provide the school community with leadership and financial support to promote curriculum enhancing programs, classroom enrichment, and social activities for students and their families. The dedicated members of the Memorial School PTO plan and implement cultural arts programs, organize volunteer programs, provide educational and enrichment materials, and sponsor social activities. The PTO has been extremely supportive of our efforts to increase the use of technology within the classroom. Through their generosity, we have increased the number of iPads and lap top computers that are available to staff members to enhance their instruction and purchased document cameras for all classrooms. This year’s Parent Teacher Organization Executive Board Members are:

- Julia Giancola - President
- Erica Davidson – Vice President
- Pam Reilly – Treasurer
- Amy Correia –Secretary
- Jenny Fransen – Volunteer Coordinator
- Katrina Lupien – Fundraising
- Jen Johnson – Fundraising
- Stela Kourkouliotis – Fundraising
- Kelly Allington – Cultural Arts Co-Chair
- Carolyn Harp – Cultural Arts Co-Chair

Our volunteer program remains an important part of the Memorial School. We continue to provide training each fall which reviews our check-in procedure, registration requirements, volunteer opportunities, and the importance of confidentiality. This information is also available in the Volunteer Handbook.

The Mendon Upton Educational Foundation (MUEF) has also played an important role in supporting innovative programming at Memorial School. Through their fundraising efforts, staff members are provided with the opportunity to develop and implement creative programs which are funded through MUEF grants. Memorial School was also the recipient of \$1000.00 to be utilized to increase STEM supplies and materials within our science lab.

Volunteer opportunities continue to be available through the Senior Tax Abatement Program. This important program allows Upton senior citizens to work in various positions at the Memorial School for compensation which is applied toward their property tax bill. To participate, seniors must be at least 60 years old, own their own home and reside in the town of Upton. The Partners Advancing Learning (PAL) program matches volunteers with teachers to provide curriculum based activities for students in the area of literacy development. This program was developed by the School Council in collaboration with and under the guidance of the Memorial School staff. In addition, parents are invited to serve as room parents, mystery readers, and classroom volunteers.

The staff and students of Memorial School are committed to creating a safe learning environment for all. In an effort to promote conflict resolution and prevent bullying, the Second Step Program is utilized at all grade levels. In addition, Rachel's Challenge, a program previously implemented at the secondary level, was introduced at the elementary schools in 2011. The Specialist Team meets with students bi-weekly to implement Rachel's Challenge lessons promoting kindness and caring. All Memorial School staff and students are encouraged to "give a link" recognizing "Random Acts of Kindness". The links are combined throughout the year and displayed in the lobby of our school to represent the "CHAIN REACTION" that is promoted through this program. The tradition of inviting our community's senior citizens to the first grade Caring Breakfast continued with excited guests attending this event. Our guests enjoyed art work, songs and poems, as well as a special souvenir made by the first graders as part of their Character Education Curriculum.

To continue to meet the needs of our families, the Before and After School Program offers child care at Memorial School. Parents are able to access care from 7:00 a.m. until 6:00 p.m. This program also offers an exciting variety of activities through their Summer Fun Program. Students are also invited to participate in a number of enrichment activities which are offered before and after the typical school day. The enrichment activities are taught by Memorial School teachers and include titles such as: Silly Sports, Basketball, Legos, Running Club, Music with Computers, Science Club, Art Club, CrossFit for Kids, Fun with Bugs, and Crazy Crafts.

In addition to the important academic programs that define Memorial School, the school community has come together to support others through their participation in a number of charitable opportunities. Students collected six hundred twenty two dollars (\$622.) for *UNICEF* while trick or treating on Halloween. Eleven thousand, four hundred eighty five dollars (\$11,485.) was also raised for the American Heart Association through the *Jump Rope for Heart* program. Together the students and staff at Memorial School raised one thousand three hundred eighty two dollars (\$1,382.00) for the United Parish Food Pantry of Upton through our Kindness and Caring in our Community Project. The Memorial School staff participated in the *Giving Tree* program, providing support to families in need during the holiday season. Mrs. Swain also took the ALS Ice Bucket Challenge as the representative for Memorial School and together we raised \$1,577.84. In honor of Veteran's Day the Memorial School Staff participated in Jeans for GIs and raised over \$200. Memorial School families donated their excess Halloween Candy to the organization Hero Helpers and over 300 pounds of candy was sent to our troops serving overseas. Working with St. Gabriel's Church, we distributed groceries and gifts for Thanksgiving, Christmas, and Easter. To support our students during the summer months, "Beyond Bundles" were shared with several families. Students and staff from Memorial School teamed up with Nipmuc Students to collect "gently used books", boots, winter coats, and school supplies to support families in need.

The staff of Memorial School believes in supporting family friendly activities to promote a strong Home-School Partnership. Families were invited to participate in numerous activities including the kindergarten playdate prior to the beginning of the new school year, First Grade Science

Fair, Travel the World Celebration with second graders, Mystery Dinner Theater which was written and performed by our fourth graders, STEM Night in which families experienced a hands-on inquiry based engineering challenge with their third grade students, Winter and Memorial Day Concerts, a Community Sing-a-Long, Author's Tea in which first grade students shared the books they wrote and Specialist Night which showcased the work students had completed in music, art, physical education, technology, and library throughout the school year.

At a time when schools across our country continue to face difficulties as a result of increased mandates and uncertain funding, members of the Memorial School community are grateful for the outpouring of support from parents, professionals, and community members on behalf of our students. With your continued involvement and support, we will continue to strive to provide every student with a top quality educational experience.

Respectfully submitted,

Debra Swain  
Principal

Mendon-Upton Regional School District  
**Administrator's Report**

Janice Gallagher  
Principal, H. P. Clough Elementary School

**Henry P. Clough Elementary School**

Student Body as of December 31, 2014:

| Grade            | Enrollment |
|------------------|------------|
| Pre-kindergarten | 30         |
| Kindergarten     | 73         |
| First Grade      | 79         |
| Second Grade     | 93         |
| Third Grade      | 89         |
| Fourth Grade     | 94         |
| Total Enrollment | 458        |

**Mission Statement**

*It is the mission of the Clough School learning community to build a foundation of lifelong success, in a safe and nurturing environment, encouraging our children to achieve their academic potential by building upon their natural curiosity and providing guided learning experiences in partnership with families, educators and the community.*

Henry P. Clough Elementary School houses students in grades Pre-school through grade 4. Additionally, we have 97 students who are currently in our Spanish Immersion Program that runs from Kindergarten through grade 4. We have been recognized by the Spanish Ministry of Education for our academic excellence in language education. We were also selected for membership in ISA (International Spanish Academy) to promote high academic standards, as well as to provide students with the values of multicultural education. H.P. Clough School continues to focus its energy on providing our students the highest quality educational experience. We continually strive to strengthen our learning environment through the promotion of core values such as honesty, dependability, trust, tolerance

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.

The quality of the teaching and support staff in a school is central in providing children with superior educational experiences. We are fortunate at Henry P. Clough to have dedicated and innovative teachers who work hard to educate our students. We believe that excellent teachers model the behaviors we expect in students. As such, our teachers are continually improving themselves through ongoing professional development opportunities through in-house and out of districts workshops as well as graduate courses. Our professional development focus this year has been on aligning our curriculum to the Common Core Standards, Atlas Rubicon, training staff in implementing the new K-4 Literacy Wonders Reading Program, Massachusetts Sheltered English Instruction (SEI Training) and integrating technology via Smart Boards and I Pads into the classrooms.

Our vision in the area of STEAM (Science, Technology, Engineering, Art, and Math) is to actively engage, motivate and inspire all students while increasing their STEAM literacy and communication skills in grades Pre-k-4. This year we focused our attention on providing a variety of hands-on and project-based learning opportunities in the areas of STEAM. In addition to those activities embedded in our Science Curriculum, we developed a variety of community partnerships to support STEAM-related teaching and learning and we ensured the meaningful use of technology in teaching and learning through Cultural Arts Programs such as: Having Fun with Fossils & Dinosaurs, Catch the Science Bug, Mad Science: Hands on Learning the Five Senses and Clough Enrichment offerings such as: Art Club, Math+ Morning= Fun, Little Inventors, Science Club, Build it! Exploring, Technology, Origami Club. Thanks to the effort of Clough's enrichment coordinator Cora Fior, Clough School has run 54 Enrichment

Programs during the year. A total of 804 students have participated in these special programs this year.

In addition to offering a sound academic program of study, our community of learners has found numerous ways to positively affect the lives of others and share their learning. To name a few special events we have held for families and community members this year: In kindergarten they held a Feast where each class was either the Pilgrims or Native Americans and made a food to contribute to the gathering. Mad Science Cultural Arts Program provided hands on activities for the 5 senses. Also the fourth annual Kindergarten Hawaiian Celebration was held in June. First grade held their science fair for their families as a culmination of their four science units. First and Second Grade classes wrote letters to troops. First and Second Grade held their annual Fairy Tale Ball as a culminating activity to a unit on Fables, Folk Tales, and Fairy Tales. Students paraded in costumes through the school and sang fairy tale themed songs for the parents before enjoying a “royal banquet” in classrooms. The Second graders also performed a musical for their families, “We Come From Everywhere,” that chronicled a group of students on a train learning all about their ancestors and where they came from before coming to America. The second grade spent much of the fall reading and studying stories about friends and family. As a way to give back to the community, they organized the 10th annual school wide food drive to benefit the Mendon Food Pantry. Mrs. Berthao’s third grade class performed the play “The Road to the Revolution” in June. The play included all of the major events that led up to the American Revolution and also how it all ended. Mrs. Brigham’s third grade class performed a musical play “Vacation Mars” after completing their Science Units on the Solar System. This engaging play enabled the third graders to master the Massachusetts science standards as they relate to our solar system. It improved reading, vocabulary, reading comprehension, performance and music skills, class camaraderie and teamwork, and numerous social skills while enabling students to be part of a truly fun and creative experience. Mrs. Cote’s class performed the musical opera “The American Revolution: 1763-1789” after completing their Social Studies unit on The American Revolution. The students were able to reenact important pieces of the American

Revolution beginning with the end of the Seven Years War and ending with the election of George Washington. The students learned a great deal about the relations between Great Britain and the English Colonies through song and dialogue. Mrs. McDonough's fourth grade students wrote to their pen pals from the Mendon Senior Center throughout the year and shared in a wonderful intergenerational pen-pal experience. Their culminating activity was a special luncheon where they finally met their pen pal. Author Steve Krasner worked with fourth grade students to write a script for their very own mystery play. The students performed their plays at night for two different audiences. The fourth grade students were given the opportunity to perform for the Worcester Sharks to sing "God Bless America" out on the ice. We held a school wide Arbor Day Ceremony, a Winter Concert, and a Memorial Day Concert, which was open to both communities. Students and staff dressed up for Halloween and held their Annual Halloween Parade which was viewed by hundreds of parents. Our Math Curriculum assistant, Mrs. Berthao held 4 informational/training nights for parents of students in Grades K-4 to learn more about our Investigations Math Program. These evenings provided parents with an opportunity to learn what is being taught and how they can better assist their child at home. Under the guidance of music teacher, Mr. Joshua Pelletier, students had the opportunity to perform "Clough Idol" during their music classes. Hundreds of students performed vocal and instrumental music as well as a variety of dances to an audience of their peers. Specialist night was held for all students and their parents. This was an opportunity for students to share and show off what they do in art, music, technology, library and physical education classes.

Our staff continues to implement Response to Intervention (RtI). RtI is a general education multi-tiered approach designed to maximize student achievement, address the needs of struggling learners, and to reduce behavior problems. With RtI, schools identify students at risk and those students who are ready to be challenged, monitor student progress, provide evidence-based interventions and adjust the intensity and nature of those interventions depending on a student's responsiveness, and identify students with learning disabilities or other disabilities.

The 2014 MCAS scores showed great gain in both ELA and Math in grades 3 and 4 whereby students scored above the state. Additionally, Clough met their targets and their accountability rating has been identified by the Department of Elementary and Secondary Education as a Level 1 school.

In an effort to promote conflict resolution and prevent bullying, we utilize the Second Step Anti-Bullying Curriculum at all grade levels. The Second Step Program is a research-based curriculum that integrates academics with social and emotional learning. Students in Pre-Kindergarten through Grade 4 learn and practice vital social skills, such as empathy, emotion management, problem solving, and cooperation. These essential life skills help students in the classroom, on the playground, and at home. To ensure that students experience a more humanistic learning environment in which they are responsible for their actions, respect all individuals, and establish positive relationships outside of their school community, we have “KCR Time” (Kind, Caring and Respect) embedded into our specialists’ curriculum. Our school focuses on three main character traits throughout the school day: being Kind, Caring, and Respectful. Every week the students have “KCR” time with one of the specialists. Our dynamic KCR program offers students the opportunity to learn about the above three character traits plus many others such as teamwork and sportsmanship through a variety of projects, role-playing, videos, group discussions, literature, hands-on activities, and guest speakers from the community. KCR is a great way for our students to come together and grow as a school, and as individuals. The KCR team has created an official curriculum outline of grade level lessons. This curriculum outline has six-week mini-themes including citizenship, friendship, trustworthiness, and responsibility. One KCR project focused on the “Buddy Bench” idea. If a student is out at recess and has no one to play with, they simply sit on the designated Buddy Bench and other students will invite that student to play with them. The third and fourth graders wrote persuasive essays to Mrs. Gallagher and the PTO convincing them to purchase these benches for our school. With two benches successfully installed on each of the playgrounds, in September, KCR lessons focused on introducing the Buddy Bench and including others. Another example of a KCR project is

when all students in grade 3 worked together to plan and put on a special breakfast for the Mendon Senior Citizens. They made placements, cards and designed special frames. They also sang a special song, "Kind-Hearted Hand" to show how grateful they were to have them attend their special breakfast. To further support our KCR theme, Clough school participated in writing to our troops, a Food Drive, and collected donations for Marfan Syndrome and a local animal shelter. The first grade students held a Teddy Bear Drive as their community project. The Teddy Bear Drive was to honor Jill Carboni, a former resident of Mendon and Clough attendee. The intention was to further enhance our school community through acts of kindness and compassion for those in need. Over 35 staff members at Clough took the Ice Bucket Challenge and made a school wide donation in support of ALS. We implemented morning announcements where fourth-grade students have complete ownership of doing the announcements and the morning pledge. We also implemented The principal's principle every morning. This offers a concise communication resource that creates a character driven focus for the entire day. It has made it possible for all staff and students to learn a specific character word each week and allow everyone to have discussions and mini lessons around this topic. The principal's principal along with our KCR program sets consistent and high expectations for student behavior. We continue to work with Nipmuc students in the DECA Program, School Council, and National Honor Society by helping them with their service projects.

The School Counseling Program offers small group sessions for our students. Most small group sessions are held during lunch and focus on a particular social skill. Small groups not only provide the opportunity for additional learning experiences, but also provide a time of sharing and growing together with fellow students. Small groups give students a chance to belong, a chance to express themselves, and a chance to benefit from the support of group members. Throughout the year, the school counselor saw over 150 students in small groups. Group topics covered a variety of skills including friendship, handling stress, self-concept, school behavior, impulse control, and other basic social skills. Small counseling

groups are open to all students in grades K – 4. Group sessions are lesson based and integrate the technology of an iPad and SMART Board.

Throughout the year, the school counselor organizes programs to help Clough families in financial need. In collaboration with St. Gabriel the Archangel Church, we have provided families with holiday meals and grocery store gift cards for Easter, Thanksgiving, and Christmas; a summer lunch program for kids; and new winter coats. Also in collaboration with the Mendon Lion's Club, Clough staff sponsor the annual Giving Tree. Together we provide holiday gifts for Clough families. The school counselor has a website with information and resource about the school counseling program.

[www.cloughschoolcounselor.weebly.com](http://www.cloughschoolcounselor.weebly.com)

Our Fuel Up to Play 60 program is in full swing again this year. The “Fuel Up to Play 60” promotes physical fitness and healthy eating habits. We currently have over 83 students participating and 40 student ambassadors. The number of ambassadors has doubled from this time last year. We are very excited that students are working hard to become ambassadors. Students have to earn 20,000 points to become a school ambassador. We are very proud of how they have how hard they worked. We have also become a “Touch down school”. To earn this we needed to complete 6 steps through Fuel Up to Play. We have earned lots of fun items for becoming a touch down school so quickly. We are anxiously awaiting a life size cut out of Devin McCourty as one of the main prizes. We also applied for and won an NFL flag football essential kit. Clough School is ranked #6 Fuel Up to Play 60 school in Massachusetts. We have a before school Fuel Up to Play 60 Enrichment program which consists of being active and eating a healthy breakfast. We have developed and have great participation in our monthly school wide walks. We have walked for Leukemia, Relay for Life, Marfan Syndrome and animal shelters. Fuel Up to Play 60 not only encourages students to be active and eat healthy it also promotes the students taking an active role in promoting and leadership of the Fuel Up to Play 60 program to take an active role in our monthly walks by leading the entire school and organizing for special charities. This year we are certainly seeing that come in to place. Our first group to

step up were three of our 4th grade ambassadors who got together and organized our December walk for the Make a Wish Foundation. They made posters and wrote a statement for parents and students talking about the cause and why they would like to earn money for it. Thanks to Tara Bellefontaine, Mary Lee Siple, and Dan Hayes for seeking out writing two grants. We were fortunate to have received both grants from the New England Dairy and Food Council. One grant is for \$3,900 that will go toward equipment for the classrooms along with supplies to “Ramp up Recess”. Supplies would include new stencils for the playground, new equipment such as jump ropes, hula hoops, soft balls etc. The other grant is a \$3,834 grant that will go towards breakfast in the classroom. These funds will be used to purchase equipment needed to bring every classroom cooler and transportation equipment with milk and breakfast supplies. We also received the Stop and Shop Shape up mini grant for \$2,000 from the Hockomock-Area YMCA for the purposes of establishing a school garden at Clough Elementary School. The vision is to incorporate the school garden into the school’s science curriculum as well as the health & wellness curriculum (e.g., making healthy food choices). The Clough staff is looking to partner with the Mendon Senior Center and town residents to work with staff and children to tend to the garden in the summer months.

Clough has participated in 4 state-wide art shows which featured well over 35 individual Clough artists had their very own art exhibit at our local Uber Cafe. This art show for Clough students allows us to bring the arts into our local community. Aside from these state-wide or local art shows, students have the opportunity to exhibit work in the classroom 'art gallery,' as well as throughout the displays in the hallways.

The Henry P. Clough School, in conjunction with Charles River Bank offers our Clough students the opportunity to learn the principles of saving through our school-banking program. First Grade Students visited the Taft Library and received their very own Library card. Officer Bruce Poirier has done an excellent job in ensuring that all students participate in our bus emergency evacuation and lock down drills. The children in our school are indeed fortunate to have the support from Mendon Fireman Jim Huth who comes in to our school regularly and work with the students to

educate them on fire safety. Additionally we would like to thank all the members of the Mendon Fire Department who assist us in our fire drills. Our school council, which includes parents, a community member, and school staff, has made significant progress toward improving our school and refining what we can accomplish together. We are grateful to have such a supportive collection of community members working with our school sharing in a common vision and commitment to education. This supportive relationship has provided guidance and support to our school goals, school procedures, and educational programs.

### **Clough School Council Members (2014-2015)**

Janice Gallagher- (Co-Chair), Teachers: Alexis Kornblum (Co-Chair) Mary Barrows and Carol Sullivan, Parents: Kathleen Nicholson, Elizabeth Fournier, and Vicki Grisanti, Community Representative: Nancy Sherman (secretary)

The H.P. Clough Elementary School community is most fortunate to have the support of our PTO for the past ten years. They are an outstanding group of parents that continuously work to support our staff and students. With the input of staff members, they have planned wonderful cultural and fine arts programs that are tied to the State Curriculum guidelines for our students at each grade level (pre-k-4): Pre-K-Tumblebus, K-Mad Science, 1st-Catch the Science Bug, 2nd-Fun with Science, 3rd-Trolley tour (w/grant), 4th-Steve Krasner Mystery Theater (w/grant), School Wide-Author visit from Barbara McGrath. These programs are enthusiastically received and appreciated by students and staff. In addition to cultural and fine arts programs, the PTO provides social activities important for developing the social culture as well as making important purchases to support the school. Through the Coupon Book Fundraiser, Pies and cookie sales, Box Tops collections, two book fairs, their Third Annual Clough Golf Classic, the Clough PTO has been able to fund the following for the Clough students and staff: Fourth grade celebration, Field Day for all students, Kindergarten get together, Trolley Tour for third grade students, tiles for the fourth grade tile wall, folders for every student and agendas for the third and fourth grade students, web site subscriptions for teacher use, books for our school Library, and purchased 11 lap tops and 11 I-pads for the classrooms. They provided scholarships to students in

need - book fairs, field trips and other teacher requests for students. They also purchased new playground and recess equipment and approved funds for KCR materials and two Buddy Benches. The PTO hosted three free family events including a carnival, skate night and movie night and hosted the school wide field day with a free water bottle for every student.

**Clough PTO Board (2014-2015)** President – Jennifer O’Donovan, Vice-President – Jen Bodzinski, Treasurer -Dawn Calvey , Treasurer-Dawn Calvey, Treasurer-Dawn Calvey, Secretary - Brooke DiAnni, Cultural Arts Coordinator -Amy Bonina, Fundraising- Christine Quimby

H.P. Clough Elementary School is grateful to have the continuous support from parents, community members, and the school committee. The success of our students is a direct result of this strong partnership. We are thankful for the ongoing opportunity to work with both communities towards a common goal: to assist each student to reach his or her highest potential. With this continued involvement and support, we will continue to enhance our reputation for excellence. “One Team, One Goal, No Limits”.

Respectfully submitted,

Janice E. Gallagher  
Principal

Mendon-Upton Regional School District  
**Administrator's Report**

Joseph S. Leacu  
Director of Technology

In 2014, we 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 expanded the 1:1 learning initiative from the middle school to include the high school students, grades 9-12.

New classroom instructional hardware was acquired such as projectors, speakers, and SMARTboards through a mix of grant and operational funds. All classrooms at the high school and middle school now have AppleTV devices to allow direct connections from student iPads. Wireless capacity was also added at the high school to accommodate the 1:1 expansion.

The district's parent organizations assisted in the purchasing of the following equipment for classroom teachers:

|                  |                                      |
|------------------|--------------------------------------|
| Clough PTO:      | Laptops and iPads for K-4 classrooms |
| Memorial PTO:    | Laptops and iPads for K-4 classrooms |
| Miscoe Hill PTO: | iPad apps and software               |

The District's annual technology plan was approved by the Massachusetts Department of Elementary and Secondary Education, and the district is eligible for state and federal grant funding opportunities in the 2014-2015 school year.

Respectfully Submitted,

Joseph S. Leacu  
Director of Technology

**Annual Town Report 2014 - 2014**  
**DISTRICT EMPLOYEE LISTING - YEAR ENDING JUNE 30, 2014**

**SCHOOL COMMITTEE**

|                    |                  |                      |
|--------------------|------------------|----------------------|
| DeZutter, Phil     | Chairperson      | Term Expires<br>2014 |
| Duncan, Diane      |                  | Term Expires<br>2016 |
| Maneri, Grace      |                  | Term Expires<br>2016 |
| Martin, Leigh      |                  | Term Expires<br>2015 |
| Moore, Liana       | Vice Chairperson | Term Expires<br>2014 |
| Russo, Christopher |                  | Term Expires<br>2015 |

**ADMINISTRATION**

|                       |                                           |              |
|-----------------------|-------------------------------------------|--------------|
| Belland, Kimberly A.  | Accountant/Human Resources                | \$70,875.00  |
| Byer, Jay             | Business Assistant                        | \$51,030.00  |
| Choiniere, Kenneth H. | Director Grounds/Maintenance              | \$97,980.00  |
| Clements, John K.     | Principal, Nipmuc Regional High School    | \$109,000.00 |
| Cohen, Maureen M.     | Director of Curriculum                    | \$97,500.00  |
| Gallagher, Janice E.  | Principal, H. P. Clough Elementary School | \$102,000.00 |
| Leacu, Joseph S.      | Director Informational Technology         | \$80,000.00  |
| Maruszczak, Joseph P. | Superintendent                            | \$150,000.00 |
| Meyer, Ann J.         | Principal, Miscoe Hill School             | \$105,000.00 |
| Swain, Debra E.       | Principal, Memorial Elementary School     | \$102,000.00 |
| Todd, Dennis          | Director of Pupil Personnel Services      | \$98,000.00  |

**TEACHERS/GUIDANCE/NURSES**

|                          |         |             |
|--------------------------|---------|-------------|
| Afable, Mary K.          | Teacher | \$40,704.79 |
| Ahmed-Jussaume, Julie A. | Teacher | \$74,406.00 |
| Alibozek, Sandra N.      | Teacher | \$68,051.00 |

|                         |                        |             |
|-------------------------|------------------------|-------------|
| Allen, Kathleen M.      | Guidance Counselor     | \$76,536.00 |
| Allen, Patrick J.       | Teacher                | \$74,406.00 |
| Alsen, Sheila C.        | Teacher                | \$73,896.00 |
| Amitrano, Anthony J.    | Dean of Students       | \$92,000.00 |
| Amitrano, Lauren M.     | Teacher                | \$74,406.00 |
| Antonelli, David C.     | Teacher                | \$81,180.00 |
| Antonellis, Carla       | Teacher                | \$67,226.00 |
| Appleby, Stacy L        | Teacher                | \$68,689.00 |
| Ariel, Veronica C.      | Speech Pathologist     | \$81,180.00 |
| Augustino, Gail P.      | Occupational Therapist | \$83,071.00 |
| Barrows, Mary E.        | Teacher                | \$76,536.00 |
| Beaudoin, Lori L.       | Teacher                | \$76,536.00 |
| Beauregard, Victoria L. | Guidance Counselor     | \$83,071.00 |
| Bellefontaine, Tara A.  | Nurse                  | \$59,690.00 |
| Berthao, Kristen        | Teacher                | \$74,406.00 |
| Bertram, Susan J.       | Teacher                | \$76,536.00 |
| Bisbee, Bruce R         | Teacher                | \$55,496.00 |
| Borgatti, Diane M.      | Teacher                | \$62,865.00 |
| Brazil, Meagan M.       | Teacher                | \$62,085.00 |
| Brigham, Marie E.       | Teacher                | \$76,536.00 |
| Brown, Gail N.          | Teacher                | \$76,799.00 |
| Bucken, Cynthia A.      | Guidance Counselor     | \$21,219.22 |
| Campbell, Kevin M.      | Teacher                | \$74,406.00 |
| Cardamone, Kathryn L.   | Teacher                | \$64,006.00 |
| Casey, Linda J.         | Physical Therapist     | \$56,160.00 |
| Chapman, Patricia A.    | Teacher                | \$76,536.00 |
| Chase, Allison L        | Teacher                | \$43,869.00 |
| Checkoway, Gail E.      | Nurse                  | \$71,387.00 |
| Clark, Robert E.        | Teacher                | \$83,071.00 |
| Claro, Kristine L.      | Teacher                | \$74,406.00 |
| Clements, Michael J.    | Teacher                | \$81,180.00 |

|                        |                    |             |
|------------------------|--------------------|-------------|
| Clish, Alison L.       | Teacher            | \$74,406.00 |
| Cochran, Ronald A.     | Teacher            | \$81,180.00 |
| Cody, Ryan J.          | Teacher            | \$54,829.00 |
| Cohen, Howard W.       | Teacher            | \$83,071.00 |
| Connolly, Kerry P.     | Teacher            | \$72,892.00 |
| Connors, Kevin M.      | Teacher            | \$76,536.00 |
| Cook, June A.          | Teacher            | \$74,406.00 |
| Cook, Shelley A        | Teacher            | \$49,406.00 |
| Costello, Ann T.       | Teacher            | \$74,406.00 |
| Cote, Linda            | Teacher            | \$66,127.00 |
| Couture, Alyssa        | Teacher            | \$73,377.00 |
| Crawford, Alyssa A.    | Teacher            | \$77,850.00 |
| Cullen, Alyson         | Teacher            | \$66,127.00 |
| DaSilva, Meagan E      | Teacher            | \$64,483.00 |
| DeHaan, Caroline J.    | Teacher            | \$53,992.00 |
| D'Elia, Lisa           | Teacher            | \$44,643.60 |
| DellaRovere, Steven J. | Teacher            | \$59,439.00 |
| DeRosa, Denise         | Teacher            | \$53,767.00 |
| Deschenes, Kathleen P. | Teacher            | \$62,865.00 |
| Devlin Ellis, Kami R.  | Teacher            | \$75,085.00 |
| Dunton, Kati Lyn       | Teacher            | \$52,476.00 |
| Eagan, Michael A.      | Teacher            | \$71,387.00 |
| Edwards, Susan N.      | Vision Services    | \$43,625.52 |
| Eland, Rebecca M.      | Teacher            | \$61,563.00 |
| Erickson, Jennifer M.  | Teacher            | \$15,812.98 |
| Evans, Christopher P.  | Teacher            | \$66,127.00 |
| Fagan, Kerry A.        | Guidance Counselor | \$74,406.00 |
| Farley, Amanda J.      | Speech Pathologist | \$64,006.00 |
| Feeley, Allysen M      | Teacher            | \$56,422.00 |
| Ferrari, Brendan M.    | Teacher            | \$50,791.00 |
| Field, Jennifer C.     | Teacher            | \$76,799.00 |

|                                  |                    |             |
|----------------------------------|--------------------|-------------|
| Flanders, Jessica A              | Teacher            | \$47,087.00 |
| Frary, Cathy A.                  | Teacher            | \$68,689.00 |
| Gauthier, Kristin E.             | Nurse              | \$52,476.00 |
| Gentili, Alice M.                | Teacher            | \$81,180.00 |
| Gervais, Beth A.                 | Teacher            | \$74,406.00 |
| Gilchrist, Amy E.                | Teacher            | \$81,180.00 |
| Glassman, Scott R.               | Teacher            | \$70,200.00 |
| Grady, Jessica A.                | Teacher            | \$68,689.00 |
| Grant, Jennifer L.               | Teacher            | \$43,527.18 |
| Grau De Arcieri,<br>Olgalexandra | Teacher            | \$47,070.00 |
| Guertin, Kathy A.                | Guidance Counselor | \$83,071.00 |
| Guglietti, John M.               | Teacher            | \$74,406.00 |
| Hall, Jennifer S.                | Teacher            | \$74,406.00 |
| Hall, Timothy J.                 | Teacher            | \$71,354.00 |
| Hansen, Jonathan M.              | Teacher            | \$66,127.00 |
| Hardin, Rebecca A.               | Teacher            | \$66,127.00 |
| Hayes, Daniel P.                 | Teacher            | \$74,406.00 |
| Hefez, Meredith J.               | Teacher            | \$47,070.00 |
| Henderson, Amy E.                | Teacher            | \$50,791.00 |
| Hendricks, Barbara R.            | Teacher            | \$59,524.80 |
| Henry, Courtney A.               | Teacher            | \$66,127.00 |
| Hensler, Emma C.                 | Teacher            | \$47,070.00 |
| Hicks, Stefani L.                | Guidance Counselor | \$50,791.00 |
| Holloway, Laurie A.              | Teacher            | \$63,454.00 |
| Horn, Christine K.               | Teacher            | \$67,533.00 |
| Ishler, Marabeth                 | Teacher            | \$66,127.00 |
| Jarvis, Jacquelyn                | Teacher            | \$74,406.00 |
| Johnson, Douglas K.              | Teacher            | \$56,422.00 |
| Jolie, Jennifer S.               | Teacher            | \$48,247.00 |
| Jordan, Katie J.                 | Teacher            | \$81,180.00 |
| Joyce, Carla J.                  | Teacher            | \$76,236.00 |

|                        |                    |             |
|------------------------|--------------------|-------------|
| Kadra, Elizabeth M.    | Teacher            | \$57,090.00 |
| Kahler, Brittney A.    | Teacher            | \$47,087.00 |
| Keenan, Jaclyn M.      | Teacher            | \$74,406.00 |
| Kennedy, Mary Ellen    | Teacher            | \$55,496.00 |
| Keough, Kathy-Ann      | Teacher            | \$48,247.00 |
| King, F. Andrew        | Teacher            | \$70,200.00 |
| Kinkela, Melisa J.     | Teacher            | \$77,850.00 |
| Kornblum, Alexis P     | Teacher            | \$48,247.00 |
| Kyrka, Pamela S.       | Teacher            | \$84,419.00 |
| Labarre, Ryan G.       | Teacher            | \$43,869.00 |
| Laflash, Kathleen A.   | Teacher            | \$81,180.00 |
| Lajoie, Lauren B.      | Teacher            | \$71,387.00 |
| Lambert, Elizabeth E.  | Teacher            | \$79,605.00 |
| Langdon, Heather B.    | Teacher            | \$71,387.00 |
| LaPete, Nicholas T.    | Teacher            | \$54,937.00 |
| Larracey, Katherine A. | Guidance Counselor | \$84,419.00 |
| Leaver, William D.     | Teacher            | \$83,071.00 |
| Lenke, Megan M.        | Teacher            | \$47,070.00 |
| Lizotte, Janice G.     | Teacher            | \$74,406.00 |
| Lopes, Kimberly A.     | Teacher            | \$44,965.00 |
| Lopes, Nancy M.        | Teacher            | \$81,180.00 |
| Luzzetti, Renee        | Teacher            | \$73,377.00 |
| Lynch, Marianne S.     | Teacher            | \$61,563.00 |
| MacFadden, Oliver H.   | Teacher            | \$62,865.00 |
| MacIsaac, Daniel A.    | Teacher            | \$64,006.00 |
| MacMurray, Robert T.   | Teacher            | \$57,090.00 |
| Maglione, Janet R.     | Teacher            | \$83,071.00 |
| Maloney, Michael E.    | Teacher            | \$76,536.00 |
| Maloney, Rae A.        | Teacher            | \$45,921.00 |
| Manser, Caterina A.    | Teacher            | \$59,690.00 |
| Manzella, Christine D. | Teacher            | \$47,070.00 |

|                             |                    |             |
|-----------------------------|--------------------|-------------|
| Marques, Heather L.         | Teacher            | \$64,006.00 |
| McCourt, Heather A.         | Teacher            | \$71,387.00 |
| McDonald, Michele M.        | Teacher            | \$77,850.00 |
| McDonough, Karen G.         | Teacher            | \$76,836.00 |
| McInnis, William R.         | Teacher            | \$74,406.00 |
| McIntyre, Sara Jean         | Teacher            | \$68,689.00 |
| McNamara, Allison J.        | Guidance Counselor | \$49,747.00 |
| Merten, Matthew N.          | Teacher            | \$76,536.00 |
| Messick, Robert S.          | Teacher            | \$83,071.00 |
| Miralles Navarro, Andrea    | Teacher            | \$1,955.00  |
| Moffett, William J          | Teacher            | \$13,160.70 |
| Mojica, Margarita           | Teacher            | \$48,247.00 |
| Moloney, Tricia             | Teacher            | \$74,406.00 |
| Monroe, Wanda B.            | Teacher            | \$76,536.00 |
| Montano, Sarah C.           | Teacher            | \$71,387.00 |
| Monterotti, Lori A.         | Teacher            | \$47,087.00 |
| Moran, Mary Anne            | Dean of Students   | \$76,536.00 |
| Morel, Michael P.           | Teacher            | \$66,127.00 |
| Moroney, Jill A.            | Teacher            | \$64,483.00 |
| Morrison, Wendy H.          | Speech Pathologist | \$83,071.00 |
| Murphy, Sharon M.           | Teacher            | \$76,536.00 |
| Naples, Amy B.              | Teacher            | \$70,642.00 |
| Oldfield, III, Frederick G. | Teacher            | \$84,419.00 |
| O'Neil, Maureen A.          | Teacher            | \$64,006.00 |
| Page, Christine H.          | Teacher            | \$83,071.00 |
| Parent, Jennifer L.         | Teacher            | \$52,269.00 |
| Patacchiola, Kathleen M.    | Teacher            | \$83,071.00 |
| Perras, Gary E.             | Teacher            | \$83,071.00 |
| Perry, Kathleen B.          | Teacher            | \$66,127.00 |
| Pilkington, Rebecca J       | Teacher            | \$48,247.00 |
| Pilotte, Kathleen M.        | Teacher            | \$73,377.00 |

|                          |                    |             |
|--------------------------|--------------------|-------------|
| Pokornicki, Lauren E.    | Teacher            | \$53,992.00 |
| Pool, Grace G.           | Teacher            | \$44,643.00 |
| Poxon, Lauren N.         | Teacher            | \$47,087.00 |
| Presbrey, Karen A.       | Teacher            | \$83,071.00 |
| Raposa, Ann              | Teacher            | \$68,051.00 |
| Reardon, Kathryn M.      | Teacher            | \$58,849.00 |
| Rempe Obrador, Kira E.   | Teacher            | \$42,976.96 |
| Rhodes, Kathleen A.      | Teacher            | \$81,180.00 |
| Rogers, Daniel D.        | Teacher            | \$64,006.00 |
| Ronnquist, Josephine     | Teacher            | \$47,087.00 |
| Rosenau, Brendon T.      | Teacher            | \$46,733.00 |
| Rutkowski, Andrea L.     | Teacher            | \$74,406.00 |
| Ryan, Lisa               | Nurse              | \$71,387.00 |
| Sadler, Betsy J.         | Teacher            | \$84,419.00 |
| Sanford, Amanda A.       | Teacher            | \$81,180.00 |
| Sheehan, Paula R.        | Teacher            | \$67,533.00 |
| Smith, Heather A.        | Teacher            | \$74,406.00 |
| Smith, Lise M.           | Teacher            | \$83,071.00 |
| Soto, Ana M.             | Teacher            | \$77,850.00 |
| Spindel, Roy R.          | Teacher            | \$64,604.00 |
| St. Pierre, Lauren       | Teacher            | \$64,006.00 |
| Stanas, Julie            | Teacher            | \$54,890.00 |
| Suffredini, Carol R.     | Speech Pathologist | \$59,524.80 |
| Thomsen, Timothy P.      | Teacher            | \$71,387.00 |
| Torres Garcia, Kharen    | Teacher            | \$51,563.00 |
| Tremblay, Ann Marie      | Teacher            | \$56,422.00 |
| Venkataraman, Suzanne M. | Teacher            | \$50,960.00 |
| Warren, Kristen L.       | Teacher            | \$74,406.00 |
| Washburn, Melonie A.     | Teacher            | \$74,406.00 |
| Waterman, Heather A.     | Teacher            | \$81,180.00 |
| Webster, Brenda L.       | Teacher            | \$74,406.00 |

|                         |         |             |
|-------------------------|---------|-------------|
| Welch, Marney P.        | Teacher | \$64,006.00 |
| Wernig, Elizabeth A.    | Teacher | \$71,387.00 |
| Wheelock, Jacqueline B. | Teacher | \$83,071.00 |
| White, Cari A.          | Teacher | \$64,006.00 |
| Willinski, Maria E      | Teacher | \$69,874.00 |
| Wood, Melissa A.        | Teacher | \$64,006.00 |

### **SUPPORT STAFF**

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|                         |                          |             |
|-------------------------|--------------------------|-------------|
| Abalos Coyle, Deborah Y | Academic Tutor           | \$28,872.00 |
| Agro, Ellen S           | Aide                     | \$15.18/hr. |
| Alcott, Erin N.         | Aide                     | \$14.93/hr  |
| Anderson, Sheri L       | Aide                     | \$13.86/hr. |
| Appell, Lisa A          | Network Technician       | \$52,000.00 |
| Arcudi, Laurie A.       | Accounting Clerk         | \$42,695.00 |
| Arthur, Michele G       | Lunch/Recess Aide        | \$10.00/hr. |
| Ashby, Wanda L.         | Aide                     | \$14.93/hr. |
| Aubut, Kelley A         | Lunch/Recess Aide        | \$10.00/hr. |
| Barr, Diane L           | Aide                     | \$15.18/hr. |
| Boczanowski, Carla A    | Aide                     | \$16.13/hr. |
| Bohan, Carol B.         | Nurse Asst.              | \$12,174.40 |
| Braun, Carol M.         | Lunch/Recess Aide        | \$10.00/hr. |
| Brown, Matthew S        | ABA Tech.                | \$16.99/hr, |
| Bukunt, Cheryl N.       | Lunch/Recess Aide        | \$10.00/hr. |
| Burns, Kristin A        | Aide                     | \$15.18/hr. |
| Burroughs, Denise       | Lunch/Recess Aide        | \$10.00/hr. |
| Busby, Julia S          | Aide                     | \$13.86/hr. |
| Callahan, Debra A.      | Aide                     | \$15.18/hr. |
| Campbell, Roseann M     | Aide                     | \$15.18/hr. |
| Capalucci, Kara J       | Lunch/Recess Aide        | \$10.00/hr. |
| Colonero, Anne Marie    | Administrative Assistant | \$27,147.00 |
| Cote, Tiffany L         | Sped. Aide               | \$14.93/hr. |

|                          |                                        |             |
|--------------------------|----------------------------------------|-------------|
| Curley, Peter J          | Aide                                   | \$16.13/hr. |
| Curran, Catherine A      | ABA Tech.                              | \$19.96/hr. |
| Curtis, Bernadette F.    | District Data Administrator            | \$58,381.00 |
| Dauley, Jennifer H       | ABA Tech.                              | \$19.96/hr. |
| DeLuca, Sherry Lynn      | ABA Tech.                              | \$20.32/hr. |
| Dewitt, Theresa N        | ABA Tech.                              | \$20.32/hr. |
| Dumas, Alicia H          | Aide                                   | \$15.18/hr. |
| Farrell, Denise A.       | Administrative Assistant               | \$46,800.00 |
| Ferris, Jay C.           | Administrative Assistant               | \$32,259.00 |
| Ferrucci, Lauren         | Administrative Asst. to Superintendent | \$57,308.00 |
| Fior, Cora               | ABA Tech.                              | \$21.85/hr. |
| Fotheringham, Angela JH  | Lunch/Recess Aide                      | \$10.00/hr. |
| Fleury, Katherine B.     | Tech. Teaching Asst.                   | \$30,041.00 |
| Gale, Karlyn M.          | Library Teaching Asst.                 | \$30,041.00 |
| Gaskill, Karen M         | Aide                                   | \$13.86/hr. |
| Gibson, Carol A.         | Administrative Assistant               | \$45,864.00 |
| Gorman, Robin Anne       | Sped. Aide                             | \$13.44/hr. |
| Gorman, Susan E          | Aide                                   | \$18.58/hr. |
| Grady, Janis L.          | Administrative Assistant               | \$45,011.00 |
| Graves, Gina             | Aide                                   | \$18.69/hr. |
| Grigaitis, Christopher E | ABA Tech.                              | \$20.32/hr. |
| Hack, Catherine A.       | Library Teaching Asst.                 | \$30,041.00 |
| Hagan, Maribeth          | Sped. Aide                             | \$13.44/hr. |
| Harris, Jennifer A       | Sped. Aide                             | \$14.93/hr. |
| Harrison, Karen A        | Aide                                   | \$10.00/hr. |
| Herd, Jacqueline R       | Aide                                   | \$15.18/hr. |
| Hess, Mary E             | ABA Tech.                              | \$17.20/hr. |
| Hess, Mary E             | Aide                                   | \$15.18/hr. |
| Hodgens, Tammy A         | Aide                                   | \$16.13/hr. |
| Holmes, Ellen F          | Aide                                   | \$16.13/hr. |
| Hurd, Lisa M             | ABA Tech.                              | \$20.32/hr. |

|                         |                             |             |
|-------------------------|-----------------------------|-------------|
| Hureau Allaire, Cora J. | Sped. Aide                  | \$13.86/hr. |
| Jayes Olaso, Larissa I. | Aide                        | \$13.62/hr. |
| Kavanagh, Kathleen E.   | Nurse Asst.                 | \$7,326.00  |
| Kilcoyne, Cheryl L.     | Aide                        | \$14.93/hr. |
| Laczka, Lana M.         | Before/After School Program | \$24.65/hr  |
| Linehan, Deborah A.     | Administrative Assistant    | \$32,918.00 |
| Lipscomb, Carol L       | Aide                        | \$14.88/hr. |
| Loeper, Lorraine G      | Aide                        | \$16.13/hr. |
| Lowther, Kimberly M     | Aide                        | \$13.86/hr. |
| Luccini, Christine L    | Sped. Aide                  | \$13.62/hr. |
| Mackie, Ellen F         | Aide                        | \$16.13/hr. |
| Malisz, Ann Marie       | Accounts Payable            | \$44,798.00 |
| Mateer, Lisa            | Aide                        | \$18.69/hr. |
| Maynard, Regina C.      | Lunch/Recess Aide           | \$10.00/hr. |
| Mayzel, Karen S         | Aide                        | \$13.86/hr. |
| Mccluskey, Heidi E      | Aide                        | \$16.13/hr. |
| McDevitt, Cynthia L.    | Administrative Assistant    | \$46,800.00 |
| McQuilkin, Erika K      | Aide                        | \$15.18/hr. |
| Milton, Lori            | ABA Tech.                   | \$18.69/hr. |
| Moore, Ona S.           | Administrative Assistant    | \$38,356.00 |
| Morford, Keli J.        | Lunch/Recess Aide           | \$10.00/hr. |
| Moruzzi, Diane S.       | Sped. Aide                  | \$14.76/hr. |
| Mullarkey, Debra A.     | Administrative Assistant    | \$45,864.00 |
| Murphy, Jodi M          | Nurse Asst.                 | \$17,902.80 |
| Murphy, Kristen A       | ABA Tech.                   | \$18.58/hr. |
| Noreau, Catherine A     | ABA Tech.                   | \$17.20/hr. |
| Noreau, Catherine A     | Aide                        | \$15.18/hr. |
| O'Connor, Natasha J.    | ABA Tech.                   | \$17.20/hr. |
| Offord, Kristen E.      | ABA Tech.                   | \$17.20/hr. |
| Offord, Kristen E.      | Aide                        | \$14.93/hr. |
| Oglesby, Pamela M.      | Aide                        | \$14.93/hr. |

|                             |                          |             |
|-----------------------------|--------------------------|-------------|
| Paiva, Susan J              | ABA Tech.                | \$20.32/hr. |
| Perkins, Carol M            | ABA Tech.                | \$20.32/hr. |
| Perkins, Tracee L           | Clerical Asst.           | \$13.44/hr. |
| Petrie, Sandra              | ABA Tech.                | \$20.32/hr. |
| Pulkkinen, Diane C.         | Administrative Assistant | \$47,715.00 |
| Ramsey, Carolyn A.          | Aide                     | \$14.75/hr. |
| Rapp, Karen P               | Aide                     | \$13.86/hr. |
| Rawlings, Nancy             | ABA Tech.                | \$20.32/hr. |
| Richardson, Mary E          | Clerical Asst.           | \$13.44/hr. |
| Richardson, Mary E          | Lunch/Recess Aide        | \$10.00/hr. |
| Riordan, Tracey J.          | Title I Tutor            | \$24.61/hr. |
| Ristaino, Rosa A.           | Lunch/Recess Aide        | \$10.00/hr. |
| Robbins, Nancy C.           | Nurse Asst.              | \$31,665.00 |
| Rodriguez Serrano, Diana I. | Aide                     | \$13.62/hr. |
| Roecker, Susan L            | Media Aide               | \$17.45/hr. |
| Rofrano, Julie A            | ABA Tech.                | \$17.20/hr. |
| Round, Barbara A.           | Preschool Aide           | \$13.86/hr. |
| Russell, Linda J            | ABA Tech.                | \$17.20/hr. |
| Russell, Linda J            | Aide                     | \$13.86/hr. |
| Scanlon, Nancy J            | ABA Tech.                | \$19.96/hr. |
| Scholten Barys, Gretchen    | Aide                     | \$15.18/hr. |
| Sheehan, Michelle R         | ABA Tech.                | \$18.58/hr. |
| Siska, Joan E.              | A.P.E.                   | \$28.91/hr. |
| Smith, Rene D               | Aide                     | \$13.62/hr. |
| Stand, Sabrina L.           | Before School Aide       | \$15.74/hr. |
| Stanley, Maria A            | Aide                     | \$14.88/hr. |
| Sullivan, Carol E.          | Academic Tutor           | \$28,516.00 |
| Taylor, Kelly S.            | Aide                     | \$13.62/hr. |
| Thirsk, Barbara L           | Aide                     | \$14.88/hr. |
| Thornton, Omaira J          | Aide                     | \$14.88/hr. |
| Tinio, Angela M             | Sped. Aide               | \$13.62/hr. |

|                      |                          |             |
|----------------------|--------------------------|-------------|
| Turner, Deborah J    | ABA Tech.                | \$20.32/hr. |
| Underhill, Sherri A  | Lunch/Recess Aide        | \$10.00/hr. |
| Vandervalk, Mary A   | Aide                     | \$14.88/hr. |
| Vanslette, Cynthia K | Aide                     | \$14.88/hr. |
| Verrone, Marcy K.    | Ext. Day Aide            | \$14.93/hr. |
| Villemaire, Lori A.  | Administrative Assistant | \$44,096.00 |
| Webber, Marina J.    | Aide                     | \$15.18/hr. |
| Wilcox, Lorraine R   | Aide                     | \$19.96/hr. |
| Williams, Kimberly A | Aide                     | \$14.88/hr. |
| Zinno, Denise L.     | Administrative Assistant | \$32,259.00 |

### **CUSTODIANS**

|                        |           |             |
|------------------------|-----------|-------------|
| Baker, John C.         | Custodian | \$32,510.40 |
| Bergeron, Brett R.     | Custodian | \$37,003.20 |
| Burke, Frances J.      | Custodian | \$54,017.60 |
| Burton, David M.       | Custodian | \$7,342.40  |
| Carlson, Richard P.    | Custodian | \$48,776.00 |
| Choiniere, Brad H.     | Custodian | \$39,457.60 |
| Coburn, Douglas E.     | Custodian | \$43,908.80 |
| Ellis, Gary R.         | Custodian | \$39,124.80 |
| Engblom, Gary A.       | Custodian | \$32,510.40 |
| Gentili, Richard B.    | Custodian | \$48,152.00 |
| Hackenson, Justin T    | Custodian | \$6,318.00  |
| Hackenson, Kevin A.    | Custodian | \$43,014.40 |
| Handley, Steven M.     | Custodian | \$12,412.40 |
| Jandrow, Ryan J        | Custodian | \$30,139.20 |
| King, Mark W.          | Custodian | \$44,678.40 |
| MacDonald, Robert H.   | Custodian | \$43,721.60 |
| Masters, Patrick K.    | Custodian | \$32,510.40 |
| Mullen, Jr., Joseph I. | Custodian | \$39,478.40 |
| Nealley, John H. Jr.   | Custodian | \$16,461.90 |

|                        |           |             |
|------------------------|-----------|-------------|
| Sawash, Raymond J.     | Custodian | \$22,968.00 |
| Tobin, Jr., William H. | Custodian | \$35,568.00 |
| Wheet, Jeffrey M.      | Custodian | \$38,792.00 |
| Willinski, John J.     | Custodian | \$45,822.40 |

### **CAFETERIA**

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|                      |                       |             |
|----------------------|-----------------------|-------------|
| Braga, Dianne        | Food Service Director | \$50,470.00 |
| Armstrong, Laurie J. | Cafeteria             | \$15.61/hr  |
| Auty, Maryanne       | Cafeteria             | \$15.61/hr  |
| Burton, Sherry A.    | Cafeteria             | \$16.70/hr  |
| Camire, Denise M.    | Cafeteria             | \$15.92/hr  |
| Clifton, Theresa A   | Cafeteria             | \$15.92/hr  |
| Cote, Doreen J.      | Cafeteria             | \$19.28/hr  |
| Dixon, Janet R       | Cafeteria             | \$15.61/hr  |
| Doe, Charlene A.     | Cafeteria             | \$16.23/hr  |
| Gannon, Nancy E.     | Cafeteria             | \$15.92/hr  |
| Gardner, Elaine M.   | Cafeteria             | \$15.92/hr  |
| Hadley, Karen A.     | Cafeteria             | \$19.28/hr  |
| Jionzo, Laura J.     | Cafeteria             | \$15.92/hr  |
| Nyborn, Barbara      | Cafeteria             | \$19.28/hr  |
| Siple, Mary Lee      | Cafeteria             | \$19.28/hr  |

Mendon-Upton Regional School District  
2013-2014 Calendar

**August 2013:**

Teachers Report: 8/26

Students Report: 8/27

Pre-Kindergarten Report: 8/28

**September 2013:**

Labor Day Recess (No School): 8/30 and 9/2

Early Release (Professional Development): 9/20

**October 2013:**

Full Release Day (Professional Development): 10/11

Columbus Day (Holiday/No School): 10/14

**November 2013:**

Veteran's Day (Holiday/No School): 11/11

Early Release Days (Teacher Conferences): 11/20 and 11/21

Early Release: 11/27

Thanksgiving Recess: 11/28 and 11/29

**December 2013:**

Holiday Break: 12/23 - 1/1/14

**January 2014:**

Early Release (Professional Development): 1/17

M.L. King Day (Holiday/No School): 1/20

Snow Days: 1/2, 1/3 and 1/22

**February 2014:**

Winter Break: 2/17 - 2/21

Snow days: 2/5 and 2/13 (two hour delay on 2/14/14)

**March 2014:**

Full Release Day (Professional Development): 3/14

School Committee Open Budget Hearing: 3/17

**April 2014:**

Good Friday (Holiday/No School): 4/18

Spring Break: 4/21 - 4/25

**May 2014:**

Early Release (Professional Development): 5/16

Memorial Day (Holiday/No School): 5/26

Nipmuc Graduation: 5/30

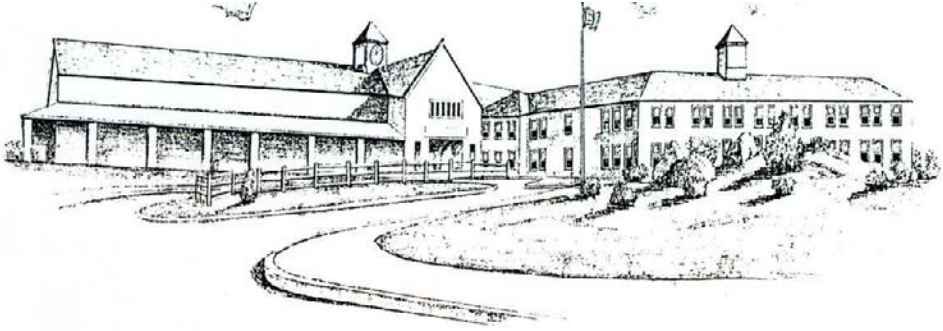
**June 2014:**

Last Day (Early Release): 6/23

(5 snow days)

|                     | Voc<br>Out | Pre<br>School | K          | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         | 11         | 12         | SP        | Totals      |
|---------------------|------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-----------|-------------|
| <b>Mendon</b>       |            |               |            |            |            |            |            |            |            |            |            |            |            |            |            |           | <b>992</b>  |
| Clough              |            | 7             | 60         | 67         | 72         | 77         | 70         |            |            |            |            |            |            |            |            |           | 353         |
| Memorial            |            |               |            |            | 1          |            |            |            |            |            |            |            |            |            |            |           | 1           |
| Miscoe              |            |               |            |            |            |            |            | 89         | 90         | 86         | 99         |            |            |            |            |           | 364         |
| Nipmuc              | 2          |               |            |            |            |            |            |            |            |            |            | 67         | 45         | 82         | 60         | 2         | 258         |
| Out Of District     |            |               |            |            |            |            | 2          | 1          | 1          | 2          | 2          | 1          |            |            | 2          | 3         | 14          |
| S & L only          |            | 2             |            |            |            |            |            |            |            |            |            |            |            |            |            |           | 2           |
| <b>Upton</b>        |            |               |            |            |            |            |            |            |            |            |            |            |            |            |            |           | <b>1226</b> |
| Clough              |            | 1             |            |            | 7          | 8          | 13         |            |            |            |            |            |            |            |            |           | 29          |
| Memorial            |            | 6             | 67         | 94         | 83         | 90         | 88         |            |            |            |            |            |            |            |            |           | 428         |
| Miscoe              |            |               |            |            |            |            |            | 106        | 96         | 112        | 109        |            |            |            |            |           | 423         |
| Nipmuc              | 2          |               |            |            |            |            |            |            |            |            |            | 81         | 73         | 70         | 94         | 3         | 323         |
| Out Of District     |            |               |            | 1          |            |            | 3          |            |            |            | 1          | 2          | 2          | 1          | 4          | 5         | 21          |
| S & L only          |            | 2             |            |            |            |            |            |            |            |            |            |            |            |            |            |           | 2           |
| <b>Choice In</b>    |            |               |            |            |            |            |            |            |            |            |            |            |            |            |            |           | <b>140</b>  |
| Clough              |            |               | 12         | 10         | 15         | 4          | 10         |            |            |            |            |            |            |            |            |           | 51          |
| Memorial            |            |               | 1          | 7          | 1          |            |            |            |            |            |            |            |            |            |            |           | 9           |
| Miscoe              |            |               |            |            |            |            |            | 6          | 9          | 7          | 6          |            |            |            |            |           | 28          |
| Nipmuc              |            |               |            |            |            |            |            |            |            |            |            | 6          | 15         | 19         | 12         |           | 52          |
| <b>PK - Tuition</b> |            |               |            |            |            |            |            |            |            |            |            |            |            |            |            |           | <b>37</b>   |
| Mendon-Mem          |            | 1             |            |            |            |            |            |            |            |            |            |            |            |            |            |           | 1           |
| Mendon-Clo          |            | 22            |            |            |            |            |            |            |            |            |            |            |            |            |            |           | 22          |
| Upton-Clo           |            |               |            |            |            |            |            |            |            |            |            |            |            |            |            |           | 0           |
| Upton-Mem           |            | 14            |            |            |            |            |            |            |            |            |            |            |            |            |            |           | 14          |
| <b>Totals</b>       | <b>4</b>   | <b>55</b>     | <b>140</b> | <b>179</b> | <b>179</b> | <b>179</b> | <b>186</b> | <b>202</b> | <b>196</b> | <b>208</b> | <b>218</b> | <b>157</b> | <b>134</b> | <b>175</b> | <b>173</b> | <b>10</b> | <b>2395</b> |

# ***Fifty-Fourth Annual Commencement Exercises***



Mendon-Upton Regional School District

**NIPMUC REGIONAL HIGH SCHOOL**

Upton, Massachusetts

**High School Gymnasium**

**Friday, May 30, 2014**

**6 p.m.**

PROGRAM

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|                                                                          |                                            |
|--------------------------------------------------------------------------|--------------------------------------------|
| * Processional.....                                                      | High School Band                           |
| <i>Pomp and Circumstance</i> by Edward Elgar, arranged by Merle J. Isaac |                                            |
| * National Anthem.....                                                   | All Present                                |
| Welcome .....                                                            | John K. Clements, Principal                |
| President's Address.....                                                 | Emily M. Wojtowicz, Senior Class President |
| Musical Selection .....                                                  | High                                       |
| School Chorus                                                            |                                            |
| <i>100 Years</i> arranged by Ryan James                                  |                                            |
| Essay.....                                                               | Laura A. Ng                                |
| "On Trail Blazing: Embracing the Unknown"                                |                                            |
| Musical Selection.....                                                   | Ariana C. Bonito                           |
| I was Here arranged by Alan Billingsly                                   |                                            |
| Essay.....                                                               | Robert N. Aziz                             |
| "Many Paths to Unity"                                                    |                                            |
| Musical Selection.....                                                   | High School Band                           |
| <i>Towards A New Horizon</i> by Steven Reineke                           |                                            |
| Essay.....                                                               | Melanie H. Kossuth                         |
| <b>"Sufficiently Breathless"</b>                                         |                                            |
| Remarks.....                                                             | Joseph P. Maruszczak, Ed.D.                |
| SCHOOLS                                                                  |                                            |
| Presentation of Diplomas .....                                           | Leigh A. Martin                            |
| SCHOOL COMMITTEE                                                         |                                            |
| * Recessional.....                                                       | High School Band                           |
| <i>Marche Romaine</i> by Charles Gounod, arranged by John Cacavas        |                                            |

Director of the High School Band.....Michael P. Morel  
Director of the High School Chorus.....Ann Marie Tremblay  
Marshal..... Madison Neri, Junior Class President

\* Audience Standing

**Reception following graduation ceremony**

## Nipmuc Regional High School Class of 2014 Awards and Future Plans

|                           |                                                                                                                                                                                                                                                                                                                                                                                                                |
|---------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Catherine Victoria Adcock | <p>John and Abigail Adams Scholar<br/> Spanish Immersion Recognition<br/> Dual Enrollment<br/> Johnna Gould Bradley Memorial Scholarship<br/> Juniata College Calvert Ellis Scholarship<br/> Juniata College Top Scholar Award<br/> Juniata College Spanish Eagles Abroad<br/> Scholarship<br/> <i>Future Plans: Juniata College</i></p>                                                                       |
| Thomas Edward Andrellos   | <p>URI Annual University Scholarship<br/> <i>Future Plans: University of Rhode Island</i></p>                                                                                                                                                                                                                                                                                                                  |
| Matthew Augustus Annesi   | <p>Jack Street Memorial Scholarship<br/> Friends of Milford Area Special Athletes<br/> Scholarship (FOMASA)<br/> <i>Future Plans: Quinsigamond Community College</i></p>                                                                                                                                                                                                                                       |
| Michael Anthony Annesi    | <p><i>Future Plans: Quinsigamond Community College</i></p>                                                                                                                                                                                                                                                                                                                                                     |
| Jesse Taylor Arsenault    | <p>Honors Scholar<br/> John and Abigail Adams Scholar<br/> National Honor Society<br/> National Merit Commended Scholar<br/> Spanish Immersion Recognition<br/> STEM Scholar<br/> Biology Medal Award<br/> Student Advisory Council<br/> Mendon Lions Club Scholarship<br/> University of Massachusetts Amherst Dean's<br/> Scholarship<br/> <i>Future Plans: University of Massachusetts<br/> Amherst</i></p> |
| Robert Nader Aziz         | <p>Class of 2014 Secretary<br/> DECA Medal Award<br/> <i>Future Plans: Bentley University</i></p>                                                                                                                                                                                                                                                                                                              |
| Annalisa Michelle Baci    | <p>Student Council Vice President<br/> Roger Williams Leadership Award<br/> Roger Williams Affordable Excellence<br/> Scholarship<br/> <i>Future Plans: Roger Williams University</i></p>                                                                                                                                                                                                                      |

|                              |                                                                                                                                                                                                                     |
|------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Deanna Marie Bagley          | Milford National Bank, Shelley Vincent Memorial Scholarship<br>St. Gabriel Catholic Women's Club Scholarship<br><i>Future Plans: Massachusetts College of Liberal Arts</i>                                          |
| Jonathan Robert Bagnall, Jr. | STEM Scholar<br><i>Future Plans: Fort Lewis College</i>                                                                                                                                                             |
| Tyler William Barrows        | <i>Future Plans: Undecided</i>                                                                                                                                                                                      |
| Jessica Marie Bates          | Southern New Hampshire University Go-Getter Scholarship<br>Southern New Hampshire University Resident Scholarship<br>Jill M. Carboni Memorial Scholarship<br><i>Future Plans: Southern New Hampshire University</i> |
| Therese Alyce Bechara        | <i>Future Plans: University of Massachusetts Dartmouth</i>                                                                                                                                                          |
| Nicholas Marshall Becker     | William Leaver Leadership in Athletics Scholarship<br><i>Future Plans: University of Massachusetts, Amherst</i>                                                                                                     |
| Cameron Matthew Benjamin     | Upton Police Union Scholarship<br><i>Future Plans: Becker College</i>                                                                                                                                               |
| Justin Alan Bentley          | <i>Future Plans: Employment</i>                                                                                                                                                                                     |
| Joseph Elijah Berger         | STEM Scholar<br><i>Future Plans: Worcester Polytechnic Institute</i>                                                                                                                                                |
| Molly Elizabeth Bergstrom    | Nipmuc Warriors Club Scholarship<br>Merrimack College Scholarship<br><i>Future Plans: Merrimack College</i>                                                                                                         |
| Nicholas Paul Bertrand       | John and Abigail Adams Scholar<br>STEM Scholar<br><i>Future Plans: University of Massachusetts Amherst</i>                                                                                                          |
| Arianna Cantilena Bonito     | National Choral Award<br>Drama Medal Award for Acting<br>Mendon Upton Music Boosters Scholarship<br><i>Future Plans: Montclair State University</i>                                                                 |

|                        |                                                                                                                                                                                                                                                                                                                  |
|------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Hannah Libby Bonnell   | <i>Future Plans: Career Education</i>                                                                                                                                                                                                                                                                            |
| Zachary Smith Boudrot  | John and Abigail Adams Scholar<br>University of Massachusetts Lowell Grant<br><i>Future Plans: University of Massachusetts Lowell</i>                                                                                                                                                                            |
| Nicole Bliss Bozzini   | Honors Scholar<br>John and Abigail Adams Scholar<br>National Honor Society<br>Spanish Medal Award<br>Spanish Immersion Recognition<br>University of Hartford Regents' Scholarship<br>University of Hartford Tuition and University Grants<br><i>Future Plans: University of Hartford</i>                         |
| Owen Michael Bradley   | DECA President<br>STEM Scholar<br>Student Council Treasurer<br>Business Medal Award<br>Upton Police Union Scholarship<br>Comcast Leaders and Achievers Scholarship<br>Congressional Appointment & Full Scholarship<br>U.S. Merchant Marine Academy<br><i>Future Plans: United States Merchant Marine Academy</i> |
| Kyle James Braile      | John and Abigail Adams Scholar<br>Most Athletic Male Medal Award<br>Chadd Ghelli Memorial Scholarship<br>Saint Anselm College Presidential Scholarship<br>Saint Anselm College Grant<br><i>Future Plans: Saint Anselm College</i>                                                                                |
| Aislyne Susan Calianos | John and Abigail Adams Scholar<br>National Honor Society<br>Spanish Immersion Recognition<br>STEM Scholar<br>Janet A. Porter Memorial Scholarship<br>URI Annual University Scholarship<br><i>Future Plans: University of Rhode Island</i>                                                                        |
| Theodore Dean Carey    | John and Abigail Adams Scholar<br>National Honor Society<br>STEM Scholar<br>History Medal Award<br>Upton Youth Baseball Education Scholarship                                                                                                                                                                    |

|                               |                                                                                                                                                                                                                                   |
|-------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                               | <i>Future Plans: Babson College</i>                                                                                                                                                                                               |
| Michael Patrick Castellani    | STEM Scholar<br><i>Future Plans: Stony Brook University</i>                                                                                                                                                                       |
| Jacob David Checkoway         | Mendon Upton Regional Teachers' Association<br>Scholarship<br><i>Future Plans: The University of the Arts</i>                                                                                                                     |
| Samuel Roberts Chiburis       | Honors Scholar<br>John and Abigail Adams Scholar<br>National Merit Commended Scholar<br>STEM Scholar<br>University of Massachusetts Amherst Dean's<br>Scholarship<br><i>Future Plans: University of Massachusetts<br/>Amherst</i> |
| Demetrius Bradley Chokshi-Fox | John and Abigail Adams Scholar<br>STEM Scholar<br><i>Future Plans: Suffolk University</i>                                                                                                                                         |
| Tyler Samuel Coburn           | <i>Future Plans: Lasell College</i>                                                                                                                                                                                               |
| Alisha Victoria Colaianni     | John and Abigail Adams Scholar<br><i>Future Plans: Employment</i>                                                                                                                                                                 |
| Paige Valentina Colombo       | John and Abigail Adams Scholar<br>National Honor Society<br>Endicott College Health Science Scholarship<br><i>Future Plans: Endicott College</i>                                                                                  |
| Grayson Dewitt Colwell        | University of Massachusetts Lowell Gandolfo<br>Endowed Scholarship<br><i>Future Plans: University of Massachusetts Lowell</i>                                                                                                     |
| Dominic Guy Consoletti        | <i>Future Plans: Employment</i>                                                                                                                                                                                                   |
| Katie Rose Coppinger          | <i>Future Plans: Framingham State University</i>                                                                                                                                                                                  |
| Emily Kathleen Cormier        | Spanish Immersion Recognition<br><i>Future Plans: Two Year College</i>                                                                                                                                                            |
| Jaclyn Mari Cortese           | Sportsmanship Medal Award<br>John Pond Memorial Scholarship<br>Franklin Pierce University Athletic Scholarship<br>Franklin Pierce University Merit Scholarship<br><i>Future Plans: Franklin Pierce University</i>                 |

|                                      |                                                                                                                                                                                               |
|--------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Jason Andrew Cousineau               | Mount Ida College President's Merit Scholarship<br><i>Future Plans: Mount Ida College</i>                                                                                                     |
| Laura Marie Cunningham               | Endicott College Presidential Art Scholarship<br><i>Future Plans: Endicott College</i>                                                                                                        |
| Gabrielle Alexandra Cyr              | University of New Hampshire Opportunity Grant<br><i>Future Plans: University of New Hampshire</i>                                                                                             |
| Bonnie Anne Nash D'Arcangelo         | <i>Future Plans: Undecided</i>                                                                                                                                                                |
| Andrew Thomas D'Innocenzo            | Town of Mendon Excellence in Government Scholarship<br><i>Future Plans: University of Connecticut</i>                                                                                         |
| Daniel Jeffrey Daley                 | <i>Future Plans: Employment</i>                                                                                                                                                               |
| Justin Hooper Dauley                 | Christopher DiLorenzo Memorial Scholarship<br>Nipmuc Warriors Club Scholarship<br>Bryant University Black and Gold Award<br>Bryant University Grant<br><i>Future Plans: Bryant University</i> |
| Peter Jerald Davey                   | John and Abigail Adams Scholar<br>James M. Varney Memorial Scholarship<br><i>Future Plans: University of Massachusetts Amherst</i>                                                            |
| Dylan James Davis                    | <i>Future Plans: Universal Technical Institute</i>                                                                                                                                            |
| Isabella Maria Day<br><i>Amherst</i> | <i>Future Plans: University of Massachusetts</i>                                                                                                                                              |
| Merily Alysha Delgado                | <i>Future Plans: Undecided</i>                                                                                                                                                                |
| Nicholas David DeMarzo               | <i>Future Plans: Bridgewater State University</i>                                                                                                                                             |
| Krysta Marie Desper                  | <i>Future Plans: Employment</i>                                                                                                                                                               |
| Ryan James DiAntonio                 | STEM Scholar<br>Embry Riddle Aeronautical University Dean's Scholarship<br><i>Future Plans: Embry Riddle Aeronautical University</i>                                                          |
| Matthew Robert Dias                  | DECA Treasurer<br>John and Abigail Adams Scholar                                                                                                                                              |

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|-------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                           | University of Rhode Island Centennial Scholarship<br><i>Future Plans: University of Rhode Island</i>                                                                                                                                                                                                                     |
| Samantha Dietrich Dobbs                   | <i>Future Plans: San Diego State University</i>                                                                                                                                                                                                                                                                          |
| Rachel Irene Donnelly                     | <i>Future Plans: Lesley University</i>                                                                                                                                                                                                                                                                                   |
| Mary Elizabeth Doyle<br><i>University</i> | <i>Future Plans: Southern New Hampshire</i>                                                                                                                                                                                                                                                                              |
| Lauren Anita Drainville                   | John and Abigail Adams Scholar<br>St. Gabriel Knights of Columbus Scholarship<br>University of Connecticut Grant<br><i>Future Plans: University of Connecticut</i>                                                                                                                                                       |
| Jaclyn Louise Dugas                       | <i>Future Plans: Salem State University</i>                                                                                                                                                                                                                                                                              |
| Wesley John Dumas                         | John and Abigail Adams Scholar<br><i>Future Plans: University of Massachusetts Lowell</i>                                                                                                                                                                                                                                |
| Matthew Louis Dunning<br><i>Amherst</i>   | <i>Future Plans: University of Massachusetts</i>                                                                                                                                                                                                                                                                         |
| Marcus Joseph Emile                       | Wentworth Merit Award Scholarship<br><i>Future Plans: Wentworth Institute of Technology</i>                                                                                                                                                                                                                              |
| Tiffany Louisa Ernst                      | Emily Irons Memorial Scholarship<br>Upton Men's Softball League Scholarship<br><i>Future Plans: Southern New Hampshire University</i>                                                                                                                                                                                    |
| Walter Anthony Esker                      | Honors Scholar<br>John and Abigail Adams Scholar<br>STEM Scholar<br>Student Council Secretary<br>Eileen Lucier Award<br>Best All Around Male Medal Award<br>IBM Thomas J. Watson Memorial Scholarship<br>American Legion Marshall Leland Post 173<br>Upton Scholarship<br><i>Future Plans: University of Connecticut</i> |
| Amber Eve Evens                           | STEM Scholar<br>Jesse A. Taft Scholarship at UMass Amherst<br><i>Future Plans: University of Massachusetts Amherst</i>                                                                                                                                                                                                   |

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| Emily Blanche Fallon       | STEM Scholar<br>Spanish Immersion Recognition<br><i>Future Plans: University of Massachusetts<br/>Amherst</i>                                                                                                                                                                            |
| Gregory Joseph Fazio       | <i>Roanoke College Maroon Award</i><br><i>Future Plans: Roanoke College</i>                                                                                                                                                                                                              |
| Alexandra Maxine Figore    | John and Abigail Adams Scholarship<br>Spanish Immersion Recognition<br>Curry College Academic Achievement<br><i>Future Plans: Curry College</i>                                                                                                                                          |
| Ryan Matteson Flodstrom    | The First Unitarian Society of Upton Memorial<br>Scholarship<br><i>Future Plans: Quinsigamond Community College</i>                                                                                                                                                                      |
| Drew Francis Franzosa      | John and Abigail Adams Scholarship<br><i>Future Plans: University of Massachusetts<br/>Amherst</i>                                                                                                                                                                                       |
| Audrey Barbara Fryer       | <i>Future Plans: Undecided</i>                                                                                                                                                                                                                                                           |
| Joseph Frederick Gallagher | Honors Scholar<br>John and Abigail Adams Scholar<br>STEM Scholar<br>Siena College Mission Scholarship<br>Siena College Presidential Scholarship<br>Eben T. and Alice M. Hall Memorial Scholarship<br><i>Future Plans: Siena College</i>                                                  |
| Christopher Andrade Galvao | <i>Future Plans: Quinsigamond Community College</i>                                                                                                                                                                                                                                      |
| Timothy Donat Gauvin II    | <i>Future Plans: Quinsigamond Community College</i>                                                                                                                                                                                                                                      |
| Johnathan Robert Gregory   | <i>Future Plans: Employment</i>                                                                                                                                                                                                                                                          |
| Tiffany Elizabeth Griffith | Honors Scholar<br>John and Abigail Adams Scholar<br>National Honor Society<br>STEM Scholar<br>The President's Volunteer Service Award<br>Commonwealth Award<br>University of Massachusetts Amherst Dean's<br>Scholarship<br><i>Future Plans: University of Massachusetts<br/>Amherst</i> |

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| Abigail Leigh Griswold            | Class of 2014 Vice President<br>National Honor Society<br>Spanish Immersion Recognition<br>United Parish Continuing Education Scholarship<br>Broadway Youth Dance Theater Scholarship<br>Sandra Ray Memorial Scholarship<br>Assumption College Milleret Scholarship<br><i>Future Plans: Assumption College</i>                            |
| Leigh Catherine Hamlet            | Class of 2014 Valedictorian<br>Honors Scholar<br>John and Abigail Adams Scholar<br>National Honor Society Treasurer<br>STEM Scholar<br>Superintendent's Award<br>Calculus Medal Award<br>Service Medal Award<br>National Green Schools Society Award<br>Dean Bank Scholarship<br><i>Future Plans: University of Massachusetts Amherst</i> |
| Andrea Noel Deborah Hann          | <i>Future Plans: Employment</i>                                                                                                                                                                                                                                                                                                           |
| David Clinton Hanson              | John and Abigail Adams Scholar<br><i>Future Plans: Employment</i>                                                                                                                                                                                                                                                                         |
| Kevin Patrick Harris              | John Philip Souza Award<br>Mendon Upton Music Boosters Scholarship<br>Mendon-Upton Regional Teachers' Association<br>Scholarship<br>Deborah Beltramini Memorial Scholarship<br>Ithaca College Flora Brown Award<br><i>Future Plans: Ithaca College</i>                                                                                    |
| Lillian Malia Anaukihesina Harris | <i>Future Plans: Employment</i>                                                                                                                                                                                                                                                                                                           |
| Rachel Elizabeth Hetu             | John and Abigail Adams Scholar<br>National Honor Society<br>Town of Upton Risteen Fund Scholarship<br>Milford Rotary Scholarship<br>Broadway Youth Dance Theater Scholarship<br>Saint Anselm College Presidential Scholarship<br><i>Future Plans: Saint Anselm College</i>                                                                |
| Maia Carroll Hibbett              | John and Abigail Adams Scholar<br>National Honor Society<br>National Merit Commended Scholar                                                                                                                                                                                                                                              |

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|                                  | Social Studies Medal Award<br>Spanish Immersion Recognition<br><i>Future Plans: Connecticut College</i>                                                                                                                                                                           |
| Karlie Marie Jango               | DECA Co-Vice President<br>John and Abigail Adams Scholar<br>MIAA Student Ambassador<br>Spanish Immersion Recognition<br>Lynchburg College Scholarship Competition<br>Lynchburg College Founder's Scholarship<br>Lynchburg College Grant<br><i>Future Plans: Lynchburg College</i> |
| Lindsay Catherine Jordan         | National Honor Society<br>Roger Williams University Affordable Excellence<br>Scholarship<br>Roger Williams University Leadership Award<br><i>Future Plans: Roger Williams University</i>                                                                                          |
| Peter Alexander Jordan           | Honors Scholar<br>National Honor Society President<br>STEM Scholar<br>U.S. Presidential Scholar Nominee<br>Dean Bank Scholarship<br><i>Future Plans: Boston College</i>                                                                                                           |
| Kayleigh Ruth Kearnan            | Honors Scholar<br>John and Abigail Adams Scholar<br>National Honor Society<br>National Merit Commended Scholar<br>STEM Scholar<br>Statistics Medal Award<br>Andrews Scholarship<br>University of Denver Chancellor's Scholarship<br><i>Future Plans: University of Denver</i>     |
| Erin Patricia Kelly              | John and Abigail Adams Scholar<br>National Honor Society<br><i>Future Plans: University of Alabama</i>                                                                                                                                                                            |
| Camden Richard Kennedy           | <i>Future Plans: Undecided</i>                                                                                                                                                                                                                                                    |
| Lily Sophia Kerxhalli-Kleinfield | Honors Scholar<br>John and Abigail Adams Scholar<br><i>Future Plans: Connecticut College</i>                                                                                                                                                                                      |
| Madeline Frances Killeen         | John and Abigail Adams Scholar<br>National Honor Society                                                                                                                                                                                                                          |

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|-----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                             | Janet A. Porter Memorial Scholarship<br><i>Future Plans: Worcester State University</i>                                                                                                                    |
| Kyle Evan Kloepping         | <i>Future Plans: Employment</i>                                                                                                                                                                            |
| Brandon Mears Kong          | STEM Scholar<br><i>Future Plans: Suffolk University</i>                                                                                                                                                    |
| Melanie Helen Kossuth       | Honors Scholar<br>John and Abigail Adams Scholar<br>National Honor Society<br>STEM Scholar<br>Town of Mendon Good Citizen Scholarship<br>Ithaca College Scholarship<br><i>Future Plans: Ithaca College</i> |
| Evmoirili Rafaela Lalakidis | <i>Future Plans: Worcester State University</i>                                                                                                                                                            |
| Kaelen Brooke Larocque      | <i>Future Plans: Framingham State University</i>                                                                                                                                                           |
| Sean Patrick Leblanc        | <i>Future Plans: University of Massachusetts Lowell</i>                                                                                                                                                    |
| Erik Laurence LeFave        | <i>Future Plans: Undecided</i>                                                                                                                                                                             |
| Catherine Grace Lemoine     | <i>Future Plans: Travel, Career Education</i>                                                                                                                                                              |
| Grant Matthew Linnehan      | <i>Future Plans: Westfield State University</i>                                                                                                                                                            |
| Allyson Anne Lococo         | <i>Future Plans: Fitchburg State University</i>                                                                                                                                                            |
| James Leo Lovely            | Physical Education Medal Award<br>Dean College Heritage Award<br><i>Future Plans: Dean College</i>                                                                                                         |
| Kyleigh Maria Macri         | <i>Future Plans: Quinsigamond Community College</i>                                                                                                                                                        |
| Samantha Katherine Maneri   | John and Abigail Adams Scholar<br>STEM Scholar<br>Andrew Sala Memorial Scholarship<br><i>Future Plans: University of Tennessee, Knoxville</i>                                                              |
| Nicole Elizabeth Mazzola    | Honors Scholar<br>John and Abigail Adams Scholar<br>STEM Scholar<br><i>Future Plans: Rochester Institute of Technology</i>                                                                                 |
| Sean Christopher McGann     | <i>Future Plans: Career Education</i>                                                                                                                                                                      |

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|--------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Tanya Ann McGee                | Clifford B. Crowe Art Scholarship<br><i>Future Plans: Massachusetts College of Art and Design</i>                                                           |
| Madison Kristie McGowan        | <i>Future Plans: Massachusetts Bay Community College</i>                                                                                                    |
| Molly Michaela Meath           | John and Abigail Adams Scholar<br>National Honor Society<br>STEM Scholar<br><i>Future Plans: University of Minnesota, Twin Cities</i>                       |
| Joselyn Eleanor Melpignano     | Mendon Lions Club Scholarship<br>Dean College Performing Arts Scholarship<br><i>Future Plans: Dean College</i>                                              |
| Alexandra Monique Mercier      | Spanish Immersion Recognition<br><i>Future Plans: Keene State College</i>                                                                                   |
| Matthew Samuel Mespelli        | <i>Future Plans: Salem State University</i>                                                                                                                 |
| Juliana Rose Miccile           | Roger Williams University Affordable Excellence Scholarship<br>Roger Williams University Leadership Award<br><i>Future Plans: Roger Williams University</i> |
| Nicholas Robert Mignone        | School Spirit Medal Award<br>Nipmuc Warriors Club Scholarship<br><i>Future Plans: Sacred Heart University</i>                                               |
| Ethan Frances Moeller          | <i>Future Plans: United States Navy</i>                                                                                                                     |
| Danielle Paige Moore           | <i>Future Plans: Quinsigamond Community College</i>                                                                                                         |
| Deion Jammal Moore             | <i>Future Plans: Western New England University</i>                                                                                                         |
| Joseph Nesta Eno Tusoni Moreau | Wentworth Merit Award Scholarship<br><i>Future Plans: Wentworth Institute of Technology</i>                                                                 |
| Madeline Helen Morgan          | DECA Secretary<br>National Honor Society<br>Physical Education Medal Award<br><i>Future Plans: Western New England University</i>                           |
| Jonathan Robert Morris         | John and Abigail Adams Scholar                                                                                                                              |

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|---------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                           | <i>Future Plans: University of Massachusetts<br/>Amherst</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Thomas Jacob Mulgrew      | John and Abigail Adams Scholar<br><i>Future Plans: Roger Williams University</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Kayleigh Elizabeth Murphy | Spanish Immersion Recognition<br>Massachusetts Elks Scholarship<br><i>Future Plans: University of Rhode Island</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Rachel Lee Murphy         | Honors Scholar<br>John and Abigail Adams Scholar<br>National Honor Society<br>STEM Scholar<br>Army ROTC Scholarship<br>WPI Full Room and Board for 4 years<br><i>Future Plans: Worcester Polytechnic Institute</i>                                                                                                                                                                                                                                                                                                                                                                         |
| Erik Michael Natterstad   | <i>Future Plans: Quinsigamond Community College</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Jessica Mariella Negrotti | National Honor Society<br>University of New Haven Charger Award<br>University of New Haven Dean's Scholarship<br><i>Future Plans: University of New Haven</i>                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Laura Ann Ng              | Class of 2014 Salutatorian<br>Class of 2014 Treasurer<br>Honors Scholar<br>John and Abigail Adams Scholar<br>National Honor Society<br>National Merit Commended Scholar<br>STEM Scholar<br>Daughters of the American Revolution Good<br>Citizen Award Scholarship<br>English Medal Award<br>Best All Around Female Medal Award<br>United Parish Continuing Education Scholarship<br>Milford Federal Savings and Loan Association<br>Scholarship<br>Bill Slavin Oil Burner Service, Inc. Scholarship<br>University of Pennsylvania Grant<br><i>Future Plans: University of Pennsylvania</i> |
| Matthew William Nichols   | John and Abigail Adams Scholar<br>STEM Scholar<br>Andrew Sala Memorial Scholarship<br>Western New England University Provost's<br>Scholar Award                                                                                                                                                                                                                                                                                                                                                                                                                                            |

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|----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                            | <i>Future Plans: Western New England University</i>                                                                                                                                                                                                                                                |
| Kristen Rae Niland         | University of Maine Orono Athletic Scholarship<br><i>Future Plans: University of Maine Orono</i>                                                                                                                                                                                                   |
| Ahmed Fayyaz Noor          | <i>Future Plans: Worcester State University</i>                                                                                                                                                                                                                                                    |
| Kelly Elizabeth O'Donnell  | John and Abigail Adams Scholar<br>University of Massachusetts Boston Chancellor's<br>Scholarship for Excellence<br><i>Future Plans: University of Massachusetts<br/>Boston</i>                                                                                                                     |
| Taylor Kathleen Olson      | John and Abigail Adams Scholar<br>STEM Scholar<br><i>Future Plans: University of Massachusetts<br/>Amherst</i>                                                                                                                                                                                     |
| Danielle Elizabeth Perkins | Town of Upton Risteen Trust Fund Scholarship<br>Upton Police Union Scholarship<br>Mass Grant Scholarship<br>Worcester State University Fee Grant<br><i>Future Plans: Worcester State University</i>                                                                                                |
| Quinn Patrick Perry        | <i>Future Plans: Undecided</i>                                                                                                                                                                                                                                                                     |
| Bethany Ann Peterson       | National Honor Society<br>Stuart Mowry Applebey Self Esteem Foundation<br>Scholarship<br><i>Future Plans: Merrimack College</i>                                                                                                                                                                    |
| Emily Lamb Pirozzi         | National Honor Society<br>Student Council President<br>Student Council Medal Award<br>Unibank Scholarship<br>Student Council Scholarship<br><i>Future Plans: James Madison University</i>                                                                                                          |
| Rachel Louise Plante       | Honors Scholar<br>John and Abigail Adams Scholar<br>National Honor Society<br>STEM Scholar<br>Computer Science Medal Award<br>Mendon-Upton Regional Teachers' Association<br>Scholarship<br>Murphy Insurance Agency Scholarship<br>Mendon Upton Music Boosters Scholarship<br>WPI University Award |

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|                           | <i>Future Plans: Worcester Polytechnic Institute</i>                                                                                                        |
| Sydney Leigh Plouffe      | <i>Future Plans: Bryant University</i>                                                                                                                      |
| Nicholas William Porcella | <i>Future Plans: Quinsigamond Community College</i>                                                                                                         |
| Meagan Kathryn Prior      | <i>Future Plans: Quinsigamond Community College</i>                                                                                                         |
| Shanleigh Louise Reardon  | John and Abigail Adams Scholar<br><i>Future Plans: Framingham State University</i>                                                                          |
| Vince Adrian C Reasonoda  | <i>Future Plans: University of the Philippines<br/>Dileman, De la Salle-College of Saint Benilde</i>                                                        |
| Timothy Norman Reiffarth  | <i>Future Plans: Florida Atlantic University</i>                                                                                                            |
| McKenna Rose Reilly       | John and Abigail Adams Scholar<br>National Honor Society<br>STEM Scholar<br>Bryant University Trustee Scholarship<br><i>Future Plans: Bryant University</i> |
| Michael James Ridenour    | <i>Future Plans: New England Institute of<br/>Technology</i>                                                                                                |
| Patrick Ryan Robinson     | Sportsmanship Medal Award<br>Sacred Heart University Conley Award<br><i>Future Plans: Sacred Heart University</i>                                           |
| Matthew Ryan Rode         | STEM Scholar<br><i>Future Plans: Bunker Hill Community College</i>                                                                                          |
| Kaylyn Rodriguez          | <i>Future Plans: Undecided</i>                                                                                                                              |
| Adriana Marie Rofrano     | <i>Future Plans: Lyndon State College</i>                                                                                                                   |
| Taylor Louise Russell     | Spanish Immersion Recognition<br>Broadway Youth Dance Theater Scholarship<br><i>Future Plans: Quinnipiac University</i>                                     |
| Brian Steven Sabin        | <i>Future Plans: New England Institute of<br/>Technology</i>                                                                                                |
| Daniel Paul Sarah         | STEM Scholar<br>John Pond Memorial Scholarship<br>Keene State College President's Scholarship<br><i>Future Plans: Keene State College</i>                   |

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| Danielle Marie Schiloski            | STEM Scholar<br>Most Athletic Female Medal Award<br><i>Future Plans: Anna Maria College</i>                                                                                                                                                       |
| Julianne Rose Schimp                | DECA Co-Vice President<br>National Honor Society<br>Kent State University President's Scholarship<br>Kent State University Award<br>Kent State University Trustee Scholarship<br><i>Future Plans: Kent State University</i>                       |
| Christopher Joseph Scott            | <i>Future Plans: University of Rhode Island</i>                                                                                                                                                                                                   |
| Joseph William-Babe Searles         | <i>Future Plans: Employment</i>                                                                                                                                                                                                                   |
| Jack Paul Shuber                    | <i>Future Plans: Belmont Abbey College</i>                                                                                                                                                                                                        |
| Conner Robert Shults<br>Scholarship | Upton Bloomer Girls Harriett Jurentkuff<br><br>Town of Upton Risteen Trust Fund Scholarship<br>Upton Men's Club Scholarship<br>MA Call/Volunteer Firefighter's Assoc                                                                              |
| Scholarship                         | Massachusetts Maritime Academy Grant<br>Milford Bar Association Scholarship<br>Upton Fire & EMS Association Scholarship<br><i>Future Plans: Massachusetts Maritime Academy</i>                                                                    |
| Lisa Marie Slavin                   | Drama Treasurer<br>Drama Medal Award for Technical Theatre<br>John and Abigail Adams Scholar<br>Student Advisory Council<br>MSSAA Student Achievement Award<br>Larry Niro Citizenship Award<br><i>Future Plans: Employment, Travel, Volunteer</i> |
| Shalton Soto                        | Student Council Public Relations<br><i>Future Plans: Caldwell College</i>                                                                                                                                                                         |
| Katelyn Alyssa Soucey               | John and Abigail Adams Scholar<br>National Honor Society<br>Chadd Ghelli Memorial Scholarship<br><i>Future Plans: University of Massachusetts, Amherst</i>                                                                                        |
| Ryan Patrick Andrew Sullivan        | John and Abigail Adams Scholar<br>National Honor Society<br>Spanish Immersion Recognition                                                                                                                                                         |

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|                           | STEM Scholar<br><i>Future Plans: University of Massachusetts Amherst</i>                                                                                                                   |
| Michaela Marie Sweet      | Dual Enrollment<br>Johnson & Wales University Presidential Academic Scholarship<br><i>Future Plans: Johnson &amp; Wales University</i>                                                     |
| Brett Michael Szymko      | <i>Future Plans: Roger Williams University</i>                                                                                                                                             |
| Kathrynne Mae Taft        | <i>Future Plans: Massachusetts Bay Community College</i>                                                                                                                                   |
| Evan Robert Tamagni       | Louis Armstrong Award<br><i>Future Plans: Berklee College of Music</i>                                                                                                                     |
| Bryant Charles Tatro      | <i>Future Plans: University of Vermont</i>                                                                                                                                                 |
| Courtney Lynne Teasdale   | Spanish Immersion Recognition<br>Broadway Youth Dance Theater Scholarship<br>Roger Williams University Affordable Excellence Scholarship<br><i>Future Plans: Roger Williams University</i> |
| Jessica Adriana Tiedemann | "My One Wish" Scholarship<br>New Hampshire Institute of Art GPA Scholarship<br><i>Future Plans: New Hampshire Institute of Art</i>                                                         |
| David Benjamin Triggs     | John and Abigail Adams Scholar<br>United Parish Continuing Education Scholarship<br>Wentworth Merit Award Scholarship<br><i>Future Plans: Wentworth Institute of Technology</i>            |
| Jay Michael Turner        | STEM Scholar<br><i>Future Plans: Massachusetts Bay Community</i>                                                                                                                           |
| Kala Sydney Vandersluis   | <i>Future Plans: Quinsigamond Community College</i>                                                                                                                                        |
| Valeria Julliett Veloz    | Principal's Award<br><i>Future Plans: Employment</i>                                                                                                                                       |
| Sarah Elizabeth Wadehul   | Honors Scholar<br>National Honor Society Vice President<br>STEM Scholar<br>Artistic Craftsmanship Medal Award<br>Principal's Award<br>Springfield College President's Achievers Award      |

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|                          | Springfield College Aspiring Teacher Housing Award<br>Town of Upton Risteen Trust Fund Scholarship<br>Kimberly McNeil Memorial Scholarship<br>Upton Men's Club Scholarship<br>Mendon-Upton Regional Teachers' Association Scholarship<br><i>Future Plans: Springfield College</i>                                                                                                                                                                                        |
| Rose Angela Wiklund      | Honors Scholar<br>John and Abigail Adams Scholar<br>National Honor Society<br>Artistic Creativity Medal Award<br>St. Gabriel's Catholic Women's Club Scholarship<br>St. Gabriel Knights of Columbus Scholarship<br><i>Future Plans: Massachusetts College of Art and Design</i>                                                                                                                                                                                          |
| Nicole Ada Wilson        | Italian Medal Award<br>American Legion Marshall Leland Post 173<br>Upton Scholarship<br>Upton Bloomer Girls Kay Saucier Scholarship<br><br>University of Vermont Award<br><i>Future Plans: University of Vermont</i>                                                                                                                                                                                                                                                     |
| Emily Madalyn Wojtowicz  | Class of 2014 President<br>Honors Scholar<br>John and Abigail Adams Scholar<br>National Honor Society<br>Spanish Immersion Recognition<br>STEM Scholar<br>Joan M. Scribner Leadership Medal Award<br>U.S. Presidential Scholar Nominee<br>Worcester Telegram & Gazette Student Achiever<br>Broadway Youth Dance Theater Scholarship<br>Paul Daigle Leadership Scholarship<br>Saint Anselm College Presidential Legacy Award<br><i>Future Plans: Saint Anselm College</i> |
| Robin Elizabeth Wood     | <i>Future Plans: Quinsigamond Community College</i>                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Mollie Elizabeth Young   | University of New Hampshire Director's Scholarship<br><i>Future Plans: University of New Hampshire</i>                                                                                                                                                                                                                                                                                                                                                                   |
| Christine Lauren Zilioli | <i>Future Plans: Framingham State University</i><br><i>Please Note: All awards listed are at time of printing.</i>                                                                                                                                                                                                                                                                                                                                                       |

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# TOWN DIRECTORY

|                                                                |                                |
|----------------------------------------------------------------|--------------------------------|
| <b>EMERGENCY Police / Fire / Ambulance .....</b>               | <b>911</b>                     |
| <b>*Selectmen.....</b>                                         | <b>529-6901</b>                |
| <b>*Town Clerk.....</b>                                        | <b>529-3565</b>                |
| <b>Animal Control Officer .....</b>                            | <b>529-6813</b>                |
| <b>*Assessors.....</b>                                         | <b>529-1002</b>                |
| <b>*Code Enforcement .....</b>                                 | <b>529-2633</b>                |
| <b>*Collector/Treasurer Monday-Thursday 9:00am-4:00pm.....</b> | <b>529-3737</b>                |
| <b>*Conservation Commission .....</b>                          | <b>529-6286</b>                |
| <b>Council on Aging Center .....</b>                           | <b>529-4558 &amp; 529-4559</b> |
| <b>Emergency Management Director.....</b>                      | <b>529-3421</b>                |
| <b>Fire Department Business .....</b>                          | <b>529-3421</b>                |
| <b>*Health, Board of .....</b>                                 | <b>529-6813</b>                |
| <b>Highway Department.....</b>                                 | <b>529-3067</b>                |
| <b>Historical Commission .....</b>                             | <b>529-3791</b>                |
| <b>Historical Society.....</b>                                 | <b>529-6600</b>                |
| <b>Housing Authority.....</b>                                  | <b>529-9332</b>                |
| <b>Library .....</b>                                           | <b>529-6272</b>                |
| <b>*Nursing and Health Service Tues-Fri 8am-1 pm.....</b>      | <b>529-3110</b>                |
| <b>Parks and Recreation Building (Summers Only) .....</b>      | <b>529-3232</b>                |
| <b>*Planning Board.....</b>                                    | <b>529-1008</b>                |
| <b>*Plumbing Inspector .....</b>                               | <b>529-2633</b>                |
| <b>Police Department Business.....</b>                         | <b>529-3200</b>                |
| <b>Public Works Department .....</b>                           | <b>529-3067</b>                |
| <b>Superintendent of Schools .....</b>                         | <b>634-1585</b>                |
| <b>*Town Accountant .....</b>                                  | <b>529-1013</b>                |
| <b>Tree Warden .....</b>                                       | <b>529-3067</b>                |
| <b>*Upton Cable Television.....</b>                            | <b>529-1736</b>                |
| <b>*Veterans' Services.....</b>                                | <b>529-6723</b>                |
| <b>Wastewater Treatment Plant.....</b>                         | <b>529-3216 &amp; 529-3993</b> |
| <b>Water Department.....</b>                                   | <b>529-3993</b>                |
| <b>Water Department Emergencies.....</b>                       | <b>529-3200</b>                |
| <b>*Wiring Inspector.....</b>                                  | <b>529-2633</b>                |
| <b>*Zoning Board of Appeals.....</b>                           | <b>529-2633</b>                |

## \*TOWN HALL HOURS

|                             |                    |
|-----------------------------|--------------------|
| Monday, Wednesday, Thursday | 8:30 am - 4:00 pm  |
| Tuesday                     | 8:30 am - 6:30 pm  |
| Friday                      | 8:30 am - 11:30 am |

Please check our website at **[uptonma.gov](http://uptonma.gov)** for additional information.