



2018 Annual Report

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2018



TOWN OF UPTON

CENSUS

Incorporated June 14, 1735 - Approximately 50 Families

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

Town Comprises 21.81 Square Miles

Land - 13,853.3 acres

Water 104.7 - acres

Town Highways - 74 miles

Pratt Hill is approximately 595 ft. above mean sea level

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

MASSACHUSETTS OFFICIALS

U.S. SENATORS

Ed Markey
Elizabeth Warren

CONGRESSMAN 2nd DISTRICT

James McGovern

STATE SENATOR, SECOND WORCESTER DISTRICT

Michael O. Moore

REPRESENTATIVE, NINTH WORCESTER DISTRICT

David Muradian, Jr.

SHERIFF OF WORCESTER COUNTY

Lewis Evangelidis

CHAIRMAN & CEO WORCESTER REGIONAL RETIREMENT

Kevin P. Blanchette

CLERK MAGISTRATE WORCESTER COUNTY SUPERIOR COURT

Thomas J. Noonan

REGISTER OF PROBATE AND INSOLVENCY

Stephanie K. Fattman

REGISTER OF DEEDS, WORCESTER COUNTY

Anthony J. Vigliotti, Esq.

DISTRICT ATTORNEY, WORCESTER COUNTY

Joseph D. Early Jr.

IN MEMORIAM

The Town Report of 2018 recognizes the following individuals who served the Town of Upton with commitment and distinction.



Frank P. Braney

NOVEMBER 1, 1946 ~ JANUARY 31, 2018

*Member Fire Station Building Committee
and Community Preservation Committee*



John Francis LeBrun

JULY 28, 1936 ~ MAY 9, 2018

Member Zoning board of Appeals



Henry J. "Sonny" Poirier, Jr.

SEPTEMBER 4, 1933 ~ JULY 31, 2018

Member Upton Fire Department



Arlene M. Hoell

MARCH 2, 1938 ~ SEPTEMBER 16, 2018

Upton Town Nurse



William C. Young

December 19, 1930 ~ October 17, 2018

Member Finance Committee, Technology Committee



Bruno Ragaini

July 24, 1926 ~ November 22, 2018

Honorary Police Officer



Donald R. Keniston

AUGUST 10, 1922 ~ DEC 28, 2018

*Volunteer call firefighter, special police officer, Tree Warden,
Cemetery Commissioner, Pest Control Superintendent*

TOWN OFFICERS

ELECTED

BOARD OF ASSESSORS OF TAXES

James Earl	term expires 2020
Kelly A. McElreath	term expires 2021
Bill Taylor	term expires 2019

*Tracey Tardy, *Department Coordinator*

BOARD OF HEALTH

Richard Desjardins	term expires 2020
Alfred C. Holman	term expires 2021
Richard V. Robinson	term expires 2019
* Patricia Parent, Rn, BsN, <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

Gary Daugherty	term expires 2019
Stephen A. Matellian	term expires 2020
Brett A. Simas	term expires 2021

CEMETERY COMMISSION

Glenn H. Fowler	term expires 2019
Jay Ferris	term expires 2021
Robert Pray	term expires 2020

COLLECTOR-TREASURER

Kenneth W. Glowacki	term expires 2021
<i>*Deborah Teta, Assistant Collector-Treasurer</i>	
<i>*Jane Snellman, Department Assistant</i>	
<i>*Ann L. Perkins, Payroll Clerk</i>	

COMMISSIONER OF TRUST FUNDS

Kenneth W. Glowacki	term expires 2021
Jeanne Oliver	term expires 2020
Michael D. Oliver	term expires 2019

CONSTABLES

James R. Bates Jr.	term expires 2019
Steven P. Driver	term expires 2019
Sandra J. Hakala	term expires 2019
Michael G. Moran	term expires 2019

FINANCE COMMITTEE

Jonathan Calianos (<i>Moderator</i>)	term expires 2019
Shawn Craig (<i>Selectmen</i>)	term expires 2021

Nicholas Ensko (<i>Moderator</i>)	term expires 2019
Paul T. Flaherty (<i>Selectmen</i>)	term expires 2021
Richard McGuire (<i>Elected</i>)	term expires 2020

CAPITAL BUDGET COMMITTEE

Appointed by the Board of Selectmen

Kenneth W. Glowacki	term expires 2019
Daniel Lazarz	term expires 2021
David O'Brien	term expires 2020

Appointed by the Finance Committee

Richard McGuire	term expires 2019
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Appointed by the Planning Board

Thomas Davidson	term expires 2019
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MENDON-UPTON REGIONAL SCHOOL DISTRICT COMMITTEE

Philip J. DeZutter	term expires 2020
Vikki Ludwigson	term expires 2021
Dorothy Scally	term expires 2019

MODERATOR

David C. Loeper	term expires 2019
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PLANNING BOARD

Gary M. Bohan, Jr.	term expires 2023
Paul Carey	term expires 2019

Margaret Carroll	term expires 2022
Thomas C. Davidson	term expires 2020
Raymond P. Smith	term expires 2021
William Tessmer, <i>Associate Member</i>	term expires 2019
<i>*M. Denise Smith, Department Coordinator</i>	

PUBLIC LIBRARY TRUSTEES

Charlotte L. Carr	term expires 2020
Diane Czajak	term expires 2019
Judith Katz-Goodman	term expires 2019
Francis Gustman	term expires 2020
Kathleen E. Kelley	term expires 2019
John Robertson, Jr.	term expires 2021
Bill Taylor	term expires 2021
Laurie Wodin	term expires 2021

RECREATION COMMISSION

Debbie Amorelli	term expires 2021
Richard Gazoorian	term expires 2020
Richard Porter Jr.	term expires 2019

**Andrew St. George, Recreation Director*

UPTON HOUSING AUTHORITY

Linda M. Jones	term expires 2018
Richard P. Kennedy	term expires 2019

Mildred F. Galeone

term expires 2021

Rena Richard

term expires 2020

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

APPOINTED BY THE BOARD OF SELECTMEN

AFFORDABLE HOUSING TRUST

Gary Daugherty	term expires 2019
Richard Desjardin	term expires 2019
Amanda Graham	term expires 2019
Karen Intinarelli	term expires 2019
Richard Whitehouse	term expires 2019

CABLE TELEVISION ADVISORY COMMITTEE

Dominic Coombe	term expires 2019
Marcia Kasilowski	term expires 2020
Steven Rakitin	term expires 2021

CENTRAL MASSACHUSETTS REGIONAL PLANNING DELEGATE

Gary Bohan	term expires 2019
James R. Bates Jr. <i>Alternate</i>	term expires 2019

MUNICIPAL COMMUNITY CENTER FEASIBILITY COMMITTEE

Gregg Manning	term expires 2019
Kelly McElreath	term expires 2019
David O'Brien	term expires 2019
Bill Taylor	term expires 2019
Matthew Bachtold	<i>ad hoc member</i>

Janice Nowicki

ad hoc member

COMMUNITY PRESERVATION COMMITTEE

Appointed by the Board of Selectmen

Dave Adams	term expires 2020
Richard Desjardins	term expires 2019
Joan Scribner	term expires 2021

Appointed by the Conservation Commission

Chris Scott	term expires 2021
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Appointed by the Historical Commission

Russell Wood	term expires 2018
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Appointed by the Housing Authority

Rena Richard	term expires 2019
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Appointed by the Open Space Committee

Mike Penko	term expires 2019
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Appointed by the Planning Board

Paul Carey	term expires 2021
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Appointed by the Recreation Commission

Rich Gazoorian	term expired 2019
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CONSERVATION COMMISSION

Scott Heim	term expires 2021
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Sandra Lajoie	term expires 2019
Tom Jango	term expires 2019
Alan Miano	term expires 2021
Mary Overholt <i>Associate Member</i>	term expires 2020
Michael Penko	term expires 2020
Christine Scott	term expires 2020
Marcella Stasa	term expires 2019

*M. Denise Smith, *Department Assistant*

*David Pickart, *Conservation Agent*

Land Stewardship Committee

Scott J. Heim	term expires 2019
Mary Overholt	term expires 2019
Michael Penko	term expires 2019
Eric Reustle	term expires 2019
Bill Taylor	term expires 2019

Open Space Committee

Tom Dodd	term expires 2019
Alan Miano	term expires 2019
Mike Penko	term expires 2019
Bill Taylor	term expires 2019

COUNCIL FOR THE AGING

Myra Bigelow	term expires 2019
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Elizabeth Consigli	term expires 2021
Maria Griffin	term expires 2019
Laura Fantini	term expires 2020
Paula Lepore	term expires 2021
Greg Manning	term expires 2021
Josephine McLaughlin	term expires 2019
Judie Pitts	term expires 2020
Richard Provost	term expires 2020
Grace Wadsworth	term expires 2021
Margaret Watson	term expires 2020

COUNTY ADVISORY BOARD MEMBER

Robert J. Fleming	term expires 2018
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CULTURAL COUNCIL

Debbie Amorelli	term expires 2019
Jennifer Conrad	term expires 2019
Joann Fitts	term expires 2019
Donna Marie Floyd	term expires 2020
Lyn Haggerty	term expires 2019
Jean Marie Houskeeper	term expires 2019
Sandy Leduc	term expires 2019
Megan Ronzio	term expires 2019
Shelly Ryan	term expires 2019

CUSTODIAN OF TAX TITLE PROPERTIES

Kenneth W. Glowacki

term expires 2018

DISABILITY AFFAIRS GRIEVANCE COORDINATOR

Janice Read Nowicki

term expires 2018

DISABILITY COMMISSION

Robert Carnegie

term expires 2019

Karen Intinarelli

term expires 2021

Paula Lepore

term expires 2021

Janice Read Nowicki

term expires 2020

Christine Scott

term expires 2021

ECONOMIC DEVELOPMENT COMMITTEE

Gene Bernat

term expires 2019

Donna Desjardins

term expires 2019

Bill McCormick

term expires 2019

Steven Rakitin

term expires 2019

David Ross

term expires 2019

FIRE & EMS ADVISORY COMMITTEE

Chief Mark DiFronzo

Debbie Amorelli

term expires 2020

Douglas Cook

term expires 2020

Zack Ward	term expires 2020
Brian Kemp	term expires 2018

FOREST FIRE WARDEN

Fire Chief Mark DiFronzo	term expires 2019
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GREEN COMMUNITY DESIGNATION COMMITTEE

Robert Jordan	term expires 2019
Brad Rolph	term expires 2019
Bill Taylor	term expires 2019

HISTORICAL COMMISSION

Barbara Burke	term expires 2018
Joan Burrell	term expires 2021
Donna Desjardins	term expires 2021
Howard Glassman	term expires 2019
Donna Kempton	term expires 2019
Don Spargo	term expires 2020
Katherine Worsham	term expires 2020
Russell W. Wood	term expires 2019

OPIATE TASK FORCE

Chief Michael Bradley	term expires 2019
Amy Leone	term expires 2019
Kelly McElreath	term expires 2019

Janice Nowicki term expires 2019

OTHER POST EMPLOYMENT TRUST COMMISSIONERS

Kenny Costa, Town Accountant term expires 2019

Kenneth Glowacki, Treasurer term expires 2020

Gary Daugherty, Chair BOS term expires 2019

PERSONEL BOARD

Nathaniel Fischer term expires 2021

Maria Glynn term expires 2019

Marcia Kasilowski term expires 2021

Scott van Raalten term expires 2020

Michelle Rivers term expires 2019

*Deborah Teta, *Department Assistant*

RECORDS ACCESS OFFICER

Chief Michael Bradley term expires 2019

Kelly McElreath term expires 2019

REGISTRAR OF VOTERS

Margaret Laneri (D) term expires 2020

Kelly A. McElreath (U) Ex-Officio Clerk

Joseph Poirier (R) term expires 2020

Cynthia Robertson (D) term expires 2019

SENIOR WORK-OFF PROGRAM COORDINATOR

Janice Read Nowicki term expires 2019

TECHNOLOGY COMMITTEE

John Bouthiette term expires 2019

Nathaniel Fischer term expires 2019

Marcia Kasilowski term expires 2019

Steven Rakitin term expires 2019

Donald Spargo term expires 2019

TREE WARDEN

Dennis E. Westgate term expires 2019

TRENCH PERMITTING AUTHORITY

Patrick Roche term expires 2019

Steve Johnson term expires 2019

TOWN COUNSEL

KP LAW term expires 2019

TOWN MANAGER

Derek S. Brindisi Contract

VETERANS' GRAVES

Patrick Morris term expires 2019

ZONING APPEAL BOARD

Bill Andrews	term expires 2019
Stedman Briggs	term expires 2020
Richard Desjardins	term expires 2020
Robert Humes (<i>Associate Member</i>)	term expires 2019
Eric Reustle (<i>Associate Member</i>)	term expires 2021

*M. Denise Smith, *Department Assistant*

APPOINTED BY THE TOWN MANAGER

OFFICE OF THE TOWN MANAGER

Derek S. Brindisi, Town Manager

Executive Assistant/HR Assistant

Sandra J. Hakala

COUNCIL FOR THE AGING

Janice Read Nowicki, Director

Department Specialist

Bernadette Denson

Social Services Coordinator

Jessica Mauro

CODE ENFORCEMENT

Patrick H. Roche, Building Commissioner

Local Inspector

Stephen Johnson

Department Coordinator

Diane Judd

Department Assistant (ZBA)

M. Denise Smith

Plumbing & Gas Inspector

Thomas E. French

Plumbing & Gas Inspector, Assistant

Kenneth Salsman

Wiring Inspector

John Poirier

Wiring Inspector, Assistant

David Stanley

FIRE & EMS DEPARTMENT

Mark DiFronzo, Fire & EMS Chief

Financial Assistant / Call EMT-B	Barbara Harris
Assistant Fire Chief	Michael Marchand
Captain	Brian F. Kemp
Captain	Daniel Lazarz
Fire Lieutenant (Acting)	David Cialdea
Fire Lieutenant	Bonnie Lopez
Fire Lieutenant	Shaun Marchand
Fire Lieutenant	Zachary Ward
Career Firefighter	James Earle EMT-P
Career Firefighter	Brian Kemp EMT-B
Career Firefighter	Bonnie Lopez EMT-B
Career Firefighter	Shaun Marchand EMT-P
Career Firefighter	Blake Montequin EMT-P
Per Diem Paramedic	Charles St. Croix EMT-P
Per Diem Paramedic	Timothy Hutton EMT-P
Per Diem Paramedic	Matt Libby EMT-P
Per Diem Paramedic	Brian Sullivan EMT-P
Call Firefighter	Randy Addy
Call Firefighter	Michael Bradford Jr.
Call Firefighter	Anthony Cervassi EMT-B
Call Firefighter (Probationary)	Damon Clark

Call Firefighter	Doug Cook EMT-B
Call Firefighter	Ryan Connors EMT-B
Call Firefighter	Seth Grill EMT-B
Call Firefighter	Nader Hamed
Call Firefighter	James Hill
Call Firefighter	Mathew Kerr
Call Firefighter (Probationary)	Jonathan Moen
Call Firefighter	Henry Poirier
Call Firefighter	Scott Rivers
Call Firefighter	Peter Schrafft EMT-B
Call Firefighter	Conner Shults EMT-B
Call Firefighter	Gary Shults
Call Firefighter	Doug Usher
Call Firefighter Trainee	Jason Basoli
Call Firefighter Trainee	Gwen Costello EMT-B
Call Firefighter Trainee	Michael Merusi
Call Firefighter Trainee	Danielle Schiloski EMT-B
Call Firefighter Trainee	Scott Young
Call EMT	Edward Bergmann EMT-B
Call EMT	Patrick Hazard EMT-B
Call EMT	Mark Maljanian EMT-B
Call EMT	Jared Plumb EMT-B

Brian F. Kemp, Director Emergency Management

POLICE & COMMUNICATIONS DEPARTMENT

Michael J. Bradley, Jr., Chief of Police

Department Specialist	Paula Deiana
Police Lieutenant	Bruce D. Rivard
Police Sergeant	Alan J. Cyr
Police Sergeant	Lisa C. Vass
Patrol Officer	Carl A. Ambrosino
Patrol Officer	Michael D. Benjamin
Patrol Officer	John Bergstrom
Patrol Officer	Kyle Bishop
Patrol Officer	Michael F. Lupachini
Patrol Officer	Erik M. Mager
Patrol Officer	Isaiah R. Poxon
Patrol Officer	Matthew R. Rankins
Patrol Officer	Christopher Traynor
Part time Officer	Robert J. Miller
Part time Officer	Thomas B. Stockwell
Communications Officer	Victoria L. Burnham
Communications Officer	Tyler Coburn
Communications Officer	Corey Eugster
Communications Officer	Roberta L. Lamothe
Communications Officer	Patrick Sheridan
Communications Officer	Maryellen Palmieri

Communications Officer	Robyn Richards
Honorary Police Officer	James R. Bates
Honorary Police Officer	Donald R. Keniston
Honorary Police Officer	Joanne Kinney
Honorary Police Officer	John Lebrun
Honorary Police Officer	Henry J. Poirier, Jr.
Honorary Police Officer	Bruno Ragaini

PUBLIC WORKS DEPARTMENT

Dennis Westgate, Director

Department Specialist	Carol A. Peterson
Department Specialist	Kathleen Desjardins
Supervisor of Highways/Parks	John Johnson
Supervisor Water/Wastewater	Scott Hennessey

TOWN ACCOUNTANT

Kenny Costa, Town Accountant

Department Assistant	Ann L. Perkins
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TOWN CLERK/ASSISTANT TO THE TOWN MANAGER

Kelly McElreath

Assistant Town Clerk	M. Denise Smith
Custodian	Paul Marchand
PEGAccess Provider/UCTV Producer	Glenn Fowler

VETERANS' SERVICES DIRECTOR

Patrick Morris

** Town employee appointments made by the Elected Board or Town Manager.*

Bold=Chair

WARRANTS & PROCEEDINGS

ANNUAL TOWN MEETING WARRANT / 3 MAY 2018

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 said Nipmuc Regional High School, 90 Pleasant Street, Upton, MA on Thursday, May 3, 2018 punctually at Seven o'clock in the evening, to act on the Articles in the warrant.

ARTICLE 1: To hear reports of all Town Officers and Appointed Committees; or, to take any other action relative thereto.

Explanation/Submitted by: Town Reports/Board of Selectmen

Recommendation: Not Applicable

ARTICLE 2: To see if the Town will vote to fix the salaries and compensation of all officers of the Town as provided by M.G.L. Chapter 41, §108, and to raise and appropriate or transfer from available fundsⁱ, such sums as may be necessary to defray expenses of the Town Departments for FY 2019; or, to take any other action relative thereto.

Explanation/Submitted by: Annual Town Operating Budget/Board of Selectmen

Recommendation: Favorable Action

ARTICLE 3: To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to operate the Water Enterprise Fund as set forth below for FY 2019; or, to take any other action relative thereto.

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

Wages & Salaries	\$ 251,456.00
Expenses	345,397.00
Capital Outlay	322,000.00
Debt	382,695.00
Extra/Unforeseen	50,000.00
Total	\$ 1,351,548.00

And that **\$1,351,548.00** be raised for such purposes as follows:

Department receipts	\$ 888,200.00
Retained Earnings	272,000.00
Tax Levy	191,348.00*
Free Cash	-0-

*(NOTE: As raised and appropriated under Article 2)

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

Recommendation: Favorable Action

ARTICLE 4: To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to operate the Wastewater Enterprise Fund as set forth below for FY 2019; or, to take any other action relative thereto.

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

Wage & Salaries	\$ 225,079.00
Expenses	332,064.00
Capital Outlay	263,000.00
Debt	258,832.00
Extra/Unforeseen	30,000.00
Total	\$1,108,975

And that **\$1,108,975.00** be raised for such purposes as follows:

Department receipts	\$ 799,559.00
Retained Earnings	180,000.00
Tax levy	129,416.00*
Free cash	-0-

* (NOTE: As raised and appropriated under Article 2)

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

Recommendation: Favorable Action

ARTICLE 5: To see if the Town will vote to approve annual spending limits for FY 2019 for revolving funds established in Section 7 of Title 2, Chapter 25, of the General Bylaws, in accordance with G.L. Chapter 44, §53E ½, and for the Treasurer/Collector Tax Title Revolving Fund, in accordance with M.G.L. Chapter 60, §15B, with such expenditure limits to be applicable for each fiscal year until such time as Town Meeting votes, prior to July 1 in any year, to increase the same for the ensuing fiscal year; provided, however, that at the request of the entity authorized to expend such funds, the Board of Selectmen, with the approval of the Finance Committee, may increase such limit, for that fiscal year only, all as set forth below; or to take any other action relative thereto:

Authorized Revolving Funds (G.L. c.44, §53E ½)	Fiscal Year Expenditure Limit
Board of Health "Curbside Waste and Recycling Fund"	\$15,000
Board of Health "Title V Fund"	\$10,000
Conservation Commission "Wetlands Revolving Fund"	\$20,000
Conservation Commission "Storm Water"	\$7,000

By-Law Fund"	
Council on Aging Programming	\$10,000
Land Stewardship Committee "Community Garden Fund"	\$2,000
Land Stewardship Committee "Land Stewardship Fund"	\$5,000
Town Library Fund	\$6,000
Recreation Commission	\$200,000
Authorized Revolving Fund (G.L. c.60, §15B)	Fiscal Year Expenditure Limit
Treasurer/Collector Tax Title	\$15,000

Explanation/ Submitted by: To approve spending limits for various Board and Committee Revolving Funds /Board of Selectmen.

Recommendation: Favorable Action

ARTICLE 6: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow, the sum of Twenty-five thousand dollars (\$25,000.00), or any other sum, to the Finance Committee Reserve Account for FY 2019, said amount to be expended in accordance with M.G.L. Chapter 40, §6; or, to take any other action relative thereto.

Explanation/Submitted by: To provide for the Finance Committee Reserve Fund Account/Finance Committee

Recommendation: Favorable Action

ARTICLE 7: To see if the Town will vote to raise and appropriate, transfer from available funds, including enterprise funds, or borrow the sum of Five hundred sixty-four thousand one hundred forty-two dollars (\$564,142.00), 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 FY 2019; or, to take any other action relative thereto.

Explanation/ Submitted by: Funding to meet the Town's obligations to the Regional Retirement System/Board of Selectmen

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 FY 2019, 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.

Explanation/ 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 raise and appropriate, transfer from available funds, or borrow, the sum of Five hundred and thirty thousand dollars (\$530,000.00), 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.

Explanation/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 10: To see if the Town will vote to raise and appropriate or transfer from available funds the sum of One Hundred Twenty Thousand Dollars (\$120,000) to fund the snow and ice deficit for FY 2018, or, to take any other action relative thereto.

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

Recommendation: Favorable Action

ARTICLE 11: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of One hundred thousand dollars (\$100,000.00), or any other sum, to the Other Post-Employment Benefits Liability Trust Fund established under Article 42 of the 2011 Annual Town Meeting, to meet the Town's obligations under standards set by the Government Accounting Standards Board (GASB) to fund the Town's future obligations for the cost of other post-employment benefits identified by the GASB; or, to take any other action relative thereto.

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

Recommendation: Favorable Action

ARTICLE 12 A: To see if the Town will vote to transfer from the fund balance of the Community Preservation Fund the sum of \$38,112, or any other sum, to the following Community Preservation Fund reserve accounts to meet the requirements of M.G.L. Chapter 44B, §6, for FY2018 as follows:

Historic Resources Account - \$12,704.60

Open Space Account - \$12,704.60

Community Housing Account - \$12,704.60

or, to take any other action relative thereto.

Explanation/ Submitted by: To transfer an amount equal to 10% of the monies received from the state as CPA FY2018 matching funds into each of the three standard reserve accounts to meet the annual "set aside" requirements of the Community Preservation Act, Accountant/Community Preservation Committee.

Recommendation: Favorable Action

ARTICLE 12 B: To see if the Town will vote to act on the report of the Community Preservation Committee on the FY 2019 community preservation budget, and to appropriate the sum of fifteen thousand dollars (\$15,000), or any other amount, from the Community Preservation Fund FY 2019 estimated annual revenues to the Community Preservation Committee Administrative Expense Account (2400-620-5700-5700) for all necessary and proper administrative expenses of the Committee for FY 2019; or, to take any other action relative thereto.

Explanation/ Submitted by: To transfer an amount from estimated annual revenues for the administrative and operating costs of the Community Preservation Committee for FY 2019. /Community Preservation Committee.

Recommendation: Favorable Action

ARTICLE 12 C: To see if the Town will vote to transfer the sum of \$9,500, or any other amount, from the Community Preservation Reserved Historic Resources account (2440-300-3590-1000) to fund the purchase and installation of 4 granite posts to which donated plaques will be attached to indicate the sites of 4 original public schools in Upton, including all incidental and related expenses; such project to be managed by the Upton Historical Commission with guidance from the Department of Public Works on location of markers and be completed within one year; or, to take any other action relative thereto.

Explanation/ Submitted by: Community Preservation funds will be used to the permanent mark the location of historic buildings/Community Preservation Committee.

Recommendation: Favorable Action

ARTICLE 12 D: To see if the Town will vote to transfer from the Community Preservation Fund – Undesignated (2400-300-3590-1000) for fifty percent (50%) of the cost, not to exceed \$17,500, to fund a Recreation Master Plan including all expenses incidental and related, under the supervision of the Recreation Commission, to be completed within one year, or, to take any other action relative thereto.

Explanation/ Submitted by: Funds will be used to hire a consultant to develop a short and long-term master plan for the Town's recreational resources/Community Preservation Community/Recreation Commission

Recommendation: Favorable Action

ARTICLE 13: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Twenty-one thousand and eight hundred dollars (\$21,800.00), or any other sum, for

use by the Board of Assessors to contract for measure and list services and the sum of Eleven thousand dollars (\$11,000.00), or any other sum, for use by the Board of Assessors for ongoing recertification work required to comply with state law; or, to take any other action relative thereto.

Explanation/ Submitted by: The requested appropriation would assist the Board of Assessors with their responsibilities in revaluing Town properties/Board of Assessors

Recommendation: Favorable Action

ARTICLE 14: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Five thousand dollars (\$5,000.00), or any other sum, to supplement the Town's "Conservation Fund"; or, to take any other action relative thereto.

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

Recommendation: Favorable Action

ARTICLE 15: To see if the Town will vote pursuant to M.G.L. Chapter 71, Section 16G½ to approve the establishment by the Mendon-Upton Regional School District ("MURSD") of a capital stabilization fund, consistent with the vote of the MURSD School Committee; provided that in order for the MURSD to create said fund, approval must also be given by the Upton and Mendon Town Meetings; and further that any monies budgeted by the MURSD to be included in said fund may be expended only by a 2/3 vote of the MURSD School Committee for any purposes for which the School District could borrow or for such other purposes as may

be authorized by the Commissioner of the Department of Elementary and Secondary Education; or, to take any other action relative thereto.

Explanation/ Submitted by: MURSD plans to establish and use a stabilization fund to be used for the district's long-range capital plan / School Committee

Recommendation: Favorable Action

ARTICLE 16: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of One Hundred Sixty-Seven Thousand Dollars (\$167,000.00), or any other sum, for the purchase and equipping of a five-ton dump truck for the Department of Public Works; or, to take any other action relative thereto.

Explanation/Submitted by: The Department's existing 5-ton dump truck requires replacement as it is nearing or has reached the end of its useful life; it is anticipated that Free Cash will be used for the purchase of a five-ton truck, including the cab and chassis / Board of Selectmen

Recommendation: Favorable Action

ARTICLE 17: To see if the Town will vote to amend the General By-laws, Section 1 of Chapter 9, Capital Budget Committee, with underlined text to be inserted and text to be deleted shown with strikethrough, as follows:

A Committee to be known as the Capital Budget Committee shall be established, composed of one member of the Town Finance Committee appointed by and from it, one member of the Planning Board appointed by and from it, and ~~four~~ three additional members to be appointed by ~~the Finance Committee~~ the Board of Selectmen. 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~~ three-year terms such that one will expire each year. Vacancies shall be filled for the unexpired terms in the manner of the original appointments.

provided, however, that any incumbent members of the Capital Budget Committee appointed by the Finance Committee shall serve for the remainder of their respective four-year appointed term or sooner vacating of office; or, to take any other action relative thereto.

Explanation/Submitted by: To amend the General Bylaws to authorize the Board of Selectmen, rather than the Finance Committee to appoint three members of the Capital Budget Committee /Finance Committee/Board of Selectmen.

Recommendation: Favorable Action

ARTICLE 18: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Three thousand five hundred dollars (\$3,500.00), or any other sum, for the purchase of software for downloading e-permitting to the Board of Assessor's program, including all incidental and related expenses; or, to take any other action relative thereto.

Explanation/ Submitted by: Funds will be used to acquire software allowing the download of building permits from the e-permitting system to the Assessors program /Board of Assessors

Recommendation: Favorable Action

ARTICLE 19: To see if the Town will vote to accept Kiwanis Beach Road as a public way, as laid out by the Board of Selectmen and shown on a plan entitled, "G9948 Proposed Kiwanis Beach Road for Town

Acceptance as-Built 50 Scale" on file with the Town Clerk, and authorize the Board of Selectmen to acquire, by gift, purchase, and/or eminent domain, the fee to and/or easements in such way as shown on the aforesaid plan for all purposes for which public ways are used in the Town of Upton and any drainage, utility, access, or other related easements; and, as may be necessary therefor, to raise and appropriate or transfer from available funds a sum of money for such purposes; or, to take any other action relative thereto.

Explanation/Submitted by: To accept Kiwanis Beach Road as a public way; while it was not anticipated at the time the warrant was signed that the Town will be requesting an appropriation in connection with such acceptance, the funding language is included in the article to provide Town Meeting with flexibility to act if needed /Board of Selectmen

Recommendation: Favorable Action

ARTICLE 20: To see if the Town will vote to accept the provisions of Massachusetts General Laws, Chapter 59, Section 5, Clause 17E, that provides annual adjustments, equal to the increase in the consumer price index, to the amount of the whole estate, real and personal, limitation set forth in Clause 17, 17C, 17C½, and 17D exemptions; and to accept the provisions of Massachusetts General Laws, Chapter 59, Section 5, Clause 41D, that provides annual adjustments, equal to the increases in the consumer price index, to the gross receipts and whole estate, real and personal, limitations set forth in Clause 41, 41B and 41C exemptions; or act on anything relative thereto.

Explanation/Submitted by: Increases to the to the exemptions' gross receipts and whole estate limitations will ensure that applicants continue to be eligible for the exemptions as their incomes and assets increase due to inflation / Board of Assessors

Recommendation: Favorable Action

ARTICLE 21: To see if the Town will vote to amend the Town of Upton Zoning By-laws, by adding a new section 6.7 under Special Regulations titled "Medical Marijuana Treatment Centers", as on file with the Town Clerk or, to take any other action relative thereto.

Explanation/ Submitted by: The Planning Board is recommending amending the Zoning By-laws to insert a new section regulating the time, place and manner of operation of medical marijuana treatment centers/Planning Board

Recommendation: Favorable Action

ARTICLE 22: To see if the Town will vote to accept the provisions of G.L. Chapter 33, §59 allowing the Town of Upton to provide its employees military leave with pay and without loss of ordinary remuneration as set forth in the statute and to amend the Personnel Bylaws, Title IX, Section I, Subsection 3, Military Leave, consistent therewith, as on file with the town clerk. or take any other action relative thereto.

Explanation/Submitted by: Originally proposed to the Personnel Board from the Chief of Police, the updated language and policy will closely follow the statutory language in M.G.L. Chapter 33, §59, Effect of military service on salary, seniority and leave allowances of public employees / Board of Selectmen/Personnel Board

Recommendation: Favorable Action

ARTICLE 23: To see if the Town will vote to accept the last paragraph of G.L. Chapter 41, §111F to create two special funds to be known as the

Police and Fire Injury Leave Indemnity Fund, to be expended by the Board of Selectmen without further appropriation for payment of injury leave compensation or medical bills incurred under G.L. Chapter 41, §§111F or 100, to which appropriations may be made, and amounts received from insurance proceeds or restitution for injuries to firefighters or police officers shall be credited, provided further that said Board may, if the amounts therein are not immediately necessary or required in the foreseeable future, release specific amounts to the General Fund; and further, to raise and appropriate or transfer from available funds a sum of money for deposit into said fund; or take any other action related thereto.

Explanation/ Submitted by: To establish and appropriate amounts to a special injury leave indemnity fund for payment of injury leave compensation or medical bills incurred for those public safety officials injured on duty/Board of Selectmen

Recommendation: Favorable Action

ARTICLE 24: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Eight thousand five hundred dollars (\$8,500.00), or any other sum, to hire a consultant to investigate and provide a report on the condition of roofs at the Police Station and Fire Station, including all incidental and related expenses; or, to take any other action relative thereto.

Explanation/ Submitted by: Funds will be used to hire a consultant to investigate and provide a report on the condition of the roofs at the Police Station and Fire Station / Board of Selectmen

Recommendation: Favorable Action

ARTICLE 25: To see if the Town will vote to authorize the Board of Selectmen to accept, on behalf of the Town of Upton, two parcels of land, and any improvements thereon, being Map 25, Lot 25 (142 Mendon Street) and Map 25, Lot 2 (0 Mendon Street), from The Harvey J. Trask Trust, u/d/t dated May 28, 2015, in accordance with Article Three, Paragraph First of said Trust, for the purpose of a park, recreation and athletic facility, to be known as "The Harvey Julian Trask Park" and/or for the purpose of a school building site, any such building to be constructed thereon to be known as "The Teresa Julian Trask School"; or, to take any other action relative thereto.

Explanation/ Submitted by: To accept two parcels of land, with improvements thereon, both located on Mendon Street, left to the Town under a Trust established by Harvey J. Trask/Board of Selectmen

Recommendation: Favorable Action

ARTICLE 26: To see if the Town will vote to amend the Personnel By-laws as recommended and on file with the Town Clerk or, to take any other action relative thereto.

Explanation/ Submitted by: The Personnel Board has made a number of recommended changes to the Personnel By-law, specifically for employee screening physicals/medical evaluations, meritorious bonuses and longevity/Personnel Board

Recommendation: Favorable Action

ARTICLE 27: To see if the Town will accept as public ways Blueberry Lane and Dogwood Drive, as laid out by the Board of Selectmen according to a plan on file with the Town Clerk; and to authorize the Board of Selectmen to acquire, by gift, purchase, and/or eminent domain, the fee to and/or

easements in such way as shown on the aforesaid plan for all purposes for which public ways are used in the Town of Upton and any drainage, utility, access, or other related easements; and, as may be necessary therefor, to raise and appropriate or transfer from available funds a sum of money for such purposes; or, to take any other action relative thereto.

Explanation/ Submitted by: To accept Blueberry Lane and Dogwood Drive as public ways; while it was not anticipated at the time the warrant was signed that the Town will be requesting an appropriation in connection with such acceptance, the funding language is included in the article to provide Town Meeting with flexibility to act if needed /Planning Board

Recommendation: Favorable Action

ARTICLE 28: To see if the Town will vote to transfer from available unappropriated funds One Hundred-Twenty Thousand Dollars (\$120,000.00) to be added to funds already appropriated under Article 5 of the 2017 Annual Town Meeting or any other available funds for the purposes of supplementing FY 2018 departmental expenses, or, to take any other action relative thereto.

Explanation/ Submitted by: The fire and police wages line items have exceeded the FY 2018 budgeted amounts due to a number of unexpected injury on duty cases and personnel changes /Board of Selectmen

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 30th day of October in the year of our lord two thousand eighteen.

UPTON BOARD OF SELECTMEN

PROCEEDINGS OF ANNUAL TOWN MEETING / 3 MAY 2018

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

During this meeting, 130 voters were checked in to the Nipmuc Regional Middle/High School by Ida Jette 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.

By unanimous vote, guests present were: Derek Brindisi, Town Manager; David Muradian, State Representative; Lauren Goldberg, Town Counsel; Janice Nowicki, COA Director; Dennis Westgate, DPW Director; Matthew Bachtold, Library Director; Kenny Costa, Town Accountant; Andrew St George, Recreation Director; Joseph Maruszczak, Superintendent, Jay Byer, Business Manager of MURSD; Michael Fitzpatrick, BVT; Paul Marchand, Michelle Sanford, Town Crier; Scott Calzolaio, Milford Daily News; Jack Simas, Lily Simas, Josh Crosby, Saahil Shah, Wendy Hodge, Will Marquis, Nick Herd, and Balaji Perumalsamy

Consent Calendar: Upon motion of Robert Fleming, it was moved the Town vote by unanimous consent the following Articles that have not been requested "hold"; those (consent calendar) Articles being: 1, 6, 7, and 8.

The Moderator declared the motion carried unanimously

Approval of Annual Town Report

ARTICLE 1: Unanimous consent: The Town to accept reports of all Town Officers and Appointed Committees, as written in the 2017 Town Report.

FY2019 Budget

ARTICLE 2:

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 2019 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

Following lines items were held: 160, 198, 227, 263, and 303.

The Moderator declared the motion carried unanimously EXCEPT for held line items

Upon motion of Paul Flaherty, it was moved to raise and appropriate the sum of \$15,000 for line item 160.

The Moderator declared the motion carried unanimously

Upon motion of Paul Flaherty, it was moved to raise and appropriate the sum of \$30,505 for line item 198.

The Moderator declared the motion carried unanimously

Upon motion of Paul Flaherty, it was moved to raise and appropriate the sum of \$1,750 for line item 227.

The Moderator declared the motion carried by majority

Upon motion of Paul Flaherty, it was moved to raise and appropriate the sum of \$5,700 for line item 263

The Moderator declared the motion carried by majority

Upon motion of Paul Flaherty, it was moved to raise and appropriate the sum of \$1,750 for line item 303.

The Moderator declared the motion carried by majority

COMPLETE FY 2018-2019 BUDGET AT THE END OF THE PROCEEDINGS

Water Enterprise Budget

ARTICLE 3: Upon motion of Gary Daugherty, it was moved the Town vote to approve Article 3 as set forth in the warrant, appropriating funds to operate the Water Enterprise Fund for FY 2019

Printed in Warrant: That the following sums be appropriated for the Water Enterprise Fund:

Wages & Salaries	\$ 251,456.00
Expenses	345,397.00
Capital Outlay	322,000.00
Debt	382,695.00
Extra/Unforeseen	50,000.00
Total	\$ 1,351,548.00

And that **\$1,351,548.00** be raised for such purposes as follows:

Department receipts	\$ 888,200.00
Retained Earnings	272,000.00
Tax Levy	191,348.00**
Free Cash	-0-

** (NOTE: As raised and appropriated under Article 2)

Favorable recommendation from Finance Committee/Capital Budget
Moderator declared the motion passed unanimously

Wastewater Enterprise Budget

ARTICLE 4 Upon motion of Gary Daugherty, it was moved the Town vote to approve Article 4 as set forth in the warrant, appropriating funds to operate the Wastewater Enterprise Fund for FY 2019.

Printed in the Warrant: That the following sums be appropriated for the Wastewater Enterprise Fund:

Wage & Salaries	\$ 225,079.00
Expenses	332,064.00
Capital Outlay	263,000.00
Debt	258,832.00
Extra/Unforeseen	30,000.00
Total	\$1,108,975.00

And that **\$1,101,975.00** be raised for such purposes as follows:

Department receipts	\$ 799,559.00
Retained Earnings	180,000.00
Tax levy	129,416.00**
Free cash	-0-

** (NOTE: As raised and appropriated under Article 2)

Favorable recommendation from Finance Committee/Capital Budget Committee

Moderator declared the motion passed unanimously

Revolving Funds

ARTICLE 5: Upon motion of Stephen Matellian, it was moved the Town vote to approve Article 5 as set forth in the warrant, establishing annual spending limits for FY 2019 for revolving funds established in Section 7 of Title 2, Chapter 25, of the General Bylaws and for the Treasurer/Collector Tax Title Revolving Fund, with such expenditure limits to be applicable for each fiscal year until such time as Town Meeting votes otherwise.

Authorized Revolving Funds (G.L. c.44, §53E ½)	Fiscal Year Expenditure Limit
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Board of Health "Curbside Waste and Recycling Fund"	\$15,000
Board of Health "Title V Fund"	\$10,000
Conservation Commission "Wetlands Revolving Fund"	\$20,000
Conservation Commission "Storm Water By-Law Fund"	\$7,000
Council on Aging Programming	\$10,000
Land Stewardship Committee "Community Garden Fund"	\$2,000
Land Stewardship Committee "Land Stewardship Fund"	\$5,000
Town Library Fund	\$6,000
Recreation Commission	\$200,000
Authorized Revolving Fund (G.L. c.60, §15B)	Fiscal Year Expenditure Limit
Treasurer/Collector Tax Title	\$15,000

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

Finance Committee Reserve

ARTICLE 6: Unanimous Consent: the Town vote to raise and appropriate the sum of Twenty-five thousand dollars (\$25,000.00) to the Finance Committee Reserve Account, said amount to be expended in accordance with M.G.L. Chapter 40, §6.

Pension Funding

ARTICLE 7: Unanimous Consent the Town vote to raise and appropriate the sum of Five hundred sixty-four thousand, one hundred forty-two dollars (\$564,142.00), 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 2019, and for such purposes.

Tax levy - \$513,020

Water Enterprise Fund - \$25,561

Wastewater Enterprise Fund - \$25,561

Chapter 90 Approval

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 2019, 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.

Road Repairs

ARTICLE 9: Upon motion of Gary Daugherty, it was moved the Town vote to raise and appropriate the sum of Five hundred and thirty thousand dollars (\$530,000.00) 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/Capital Budget
Moderator declared the motion passed unanimously

Snow and Ice Deficit Funding

ARTICLE 10: Upon motion of Stephen Matellian, it was moved the Town vote to transfer from Free Cash the sum of One-hundred and twenty thousand dollars (\$120,000.00) to fund the snow and ice deficit for Fiscal Year 2018.

Favorable recommendation from Finance Committee
Moderator declared the motion passed unanimously

OPEB Funding

ARTICLE 11: Upon motion of Robert Fleming, it was moved the Town vote to raise and appropriate sum of One hundred thousand dollars (\$100,000.00), 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.

Favorable recommendation from Finance Committee
Moderator declared the motion passed unanimously

CPC Reserve Account Funding

ARTICLE 12A: Upon motion of Rena Richard, it was moved the Town vote to raise vote to transfer from the fund balance of the Community Preservation Fund the following sums to the specified Community Preservation Fund reserve accounts to meet the requirements of M.G.L. Chapter 44B, §6, for FY2018:

- Historic Resources Account - \$12,704.60
- Open Space Account - \$12,704.60
- Community Housing Account - \$12,704.60

Favorable recommendation from Finance Committee/Community Preservation

Moderator declared the motion passed unanimously

CPC Administration Cost Funding

ARTICLE 12B: Upon motion of Rena Richard, it was moved the Town vote to act on the report of the Community Preservation Committee on the FY

2019 community preservation budget and appropriate the sum of fifteen thousand dollars (\$15,000) from the Community Preservation Fund FY 2019 estimated annual revenues to the Community Preservation Committee Administrative Expense Account (2400-620-5700-5700) for all necessary and proper administrative expenses of the Committee for FY 2019.

Favorable recommendation from Finance Committee/Community Preservation

Moderator declared the motion passed unanimously

CPC Funding for Granite Post for Schools

ARTICLE 12 C: Upon motion of Rena Richard, it was moved the Town vote to transfer from the Community Preservation Fund Historic Resources Reserve (2400-30003590-1000) the sum of Six Thousand dollars, (\$6,000.00) to the Upton Historical Commission for the purchase and installation of 4 granite posts to which donated plaques will be attached to indicate the sites of 4 original public schools in Upton, such funds to be expended by the Upton Historical Commission.

Favorable recommendation from Finance Committee/Community Preservation

Moderator declared the motion passed unanimously

CPC Funding for Recreation Master Plan

ARTICLE 12D: Upon motion of Rena Richard, it was moved that the Town vote to transfer from the Community Preservation Fund Undesignated Fund Balance (2400-300-3590-1000) the sum of Seventeen Thousand Five Hundred dollars (\$17,500) to fund a Recreation Master Plan including all expenses incidental and related, under the supervision of the Recreation Commission, to be completed within one year.

Favorable recommendation from Finance Committee/Community Preservation

Upon motion of Bill Andrews, it was moved to question
Moderator declared this motion requires a 2/3 majority

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

Assessor Funding for Valuations

ARTICLE 13: Upon motion of William Taylor, it was moved the Town vote to raise and appropriate the sum of Twenty-one thousand and eight hundred dollars (\$21,800.00) for use by the Board of Assessors to contract for measure and list services and the sum of Eleven thousand dollars (\$11,000.00) for ongoing recertification.

Favorable recommendation from Finance Committee
Moderator declared the motion passed unanimously

Conservation Funding

ARTICLE 14: Upon motion of Michael Penko, it was moved the Town vote to raise and appropriate the sum of Five thousand dollars (\$5,000.00), to supplement the Town's "Conservation Fund".

Favorable recommendation from Finance Committee
Moderator declared the motion passed unanimously

Establishment of Stabilization Fund for MURSD

ARTICLE 15: Upon motion of Philip DeZutter, it was moved the Town vote pursuant to M.G.L. Chapter 71, Section 16G½ to approve the establishment by the Mendon-Upton Regional School District ("MURSD") of a capital stabilization fund, consistent with the vote of the MURSD School Committee; provided that in order for the MURSD to create said fund, approval must also be given by the Mendon Town Meeting; and further that any monies budgeted by the MURSD to be included in said fund may be expended only by a 2/3 vote of the MURSD School

Committee for any purposes for which the School District could borrow or for such other purposes as may be authorized by the Commissioner of the Department of Elementary and Secondary Education.

Favorable recommendation from Finance Committee

Moderator declared the motion passed unanimously

Funding for Five Ton Dump Truck

ARTICLE 16: Upon motion of Stephen Matellian, it was moved the Town vote to transfer from Free Cash, the sum of One Hundred Sixty-Seven Thousand Dollars (\$167,000.00) for the purchase and equipping of a five-ton dump truck for the Department of Public Works.

Favorable recommendation from Finance Committee/Capital Budget

Moderator declared the motion passed by majority

General Bylaw Change – Capital Budget

ARTICLE 17: Upon motion of Stephen Matellian, it was moved the Town vote to amend the General By-laws, Section 1 of Chapter 9, Capital Budget Committee, with underlined text to be inserted and text to be deleted shown with strikethrough, as printed in the warrant under Article 17; provided, however, that any incumbent members of the Capital Budget Committee appointed by the Finance Committee shall serve for the remainder of their respective four-year appointed term or sooner vacating of office.

Printed in Warrant: A Committee to be known as the Capital Budget Committee shall be established, composed of one member of the Town Finance Committee appointed by and from it, one member of the Planning Board appointed by and from it, and four three additional members to be appointed by the Finance Committee the Board of Selectmen. 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 three-year terms such that one will expire each year.

Vacancies shall be filled for the unexpired terms in the manner of the original appointments.

**Favorable recommendation from Finance Committee
Moderator declared the motion passed unanimously**

Assessor Funding for Software

ARTICLE 18: Upon motion of William Taylor, it was moved the Town vote to transfer from Free Cash the sum of Three thousand five hundred dollars (\$3,500.00) for the purchase of software for downloading e-permitting to the Board of Assessor's program, including all incidental and related expenses.

**Favorable recommendation from Finance Committee
Moderator declared the motion passed unanimously**

Kiwanis Beach Road Acceptance

ARTICLE 19: Upon motion of Robert Fleming, it was moved the Town vote to accept Kiwanis Beach Road as a public way, as laid out by the Board of Selectmen and shown on a plan entitled, "G9948 Proposed Kiwanis Beach Road for Town Acceptance as-Built 50 Scale" on file with the Town Clerk, and authorize the Board of Selectmen to acquire, by gift, purchase, and/or eminent domain, the fee to and/or easements in such way as shown on the aforesaid plan for all purposes for which public ways are used in the Town of Upton and any drainage, utility, access, or other related easements.

Statement by Planning Board: Acceptance could be beneficial to the Town

Moderator declared the motion passed unanimously

MGL Acceptance for Exemptions

ARTICLE 20: Upon motion of William Taylor, it was moved the Town

vote to accept the provisions of Massachusetts General Laws, Chapter 59, Section 5, Clause 17E, that provides annual adjustments, equal to the increase in the consumer price index, to the amount of the whole estate, real and personal, limitation set forth in Clause 17, 17C, 17C½, and 17D exemptions; and to accept the provisions of Massachusetts General Laws, Chapter 59, Section 5, Clause 41D, that provides annual adjustments, equal to the increases in the consumer price index, to the gross receipts and whole estate, real and personal, limitations set forth in Clause 41, 41B and 41C exemptions

Moderator declared the motion passed unanimously

ARTICLE 21: Upon motion of Paul Carey, it was moved to pass over this Article.

Moderator declared the motion passed unanimously

MGL Acceptance for Military Leave

ARTICLE 22: Upon motion of Nate Fischer, it was moved the Town vote to accept the provisions of G.L. Chapter 33, §59 allowing the Town of Upton to provide its employees military leave with pay and without loss of ordinary remuneration as set forth in the statute and to amend the Personnel Bylaws, Title IX, Section I, Subsection 3, Military Leave as set forth in the handout.

Moderator declared the motion passed unanimously

Creation of Injury Leave Indemnity Fund

ARTICLE 23: Upon motion of Robert Fleming, it the Town vote to accept the last paragraph of G.L. Chapter 41, §111F to create two special funds to be known as the Police and Fire Injury Leave Indemnity Fund, to be expended by the Board of Selectmen without further appropriation for payment of injury leave compensation or medical bills incurred under

G.L. Chapter 41, §§111F or 100, to which appropriations may be made, and amounts received from insurance proceeds or restitution for injuries to firefighters or police officers shall be credited, provided further that said Board may, if the amounts therein are not immediately necessary or required in the foreseeable future, release specific amounts to the General Fund.

Favorable recommendation from Finance Committee

Moderator declared the motion passed unanimously

Funding for Consultant for Roofs

ARTICLE 24: Upon motion of Gary Daugherty, it was moved the Town vote to raise and appropriate the sum of Eight thousand five hundred dollars (\$8,500.00) to hire a consultant to investigate and provide a report on the condition of roofs at the Police Station and Fire Station, including all incidental and related expenses.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

Land Acceptance for the Harvey Julian Trask Park

ARTICLE 25: Upon motion of Robert Fleming, it was moved the Town vote authorize the Board of Selectmen to accept, on behalf of the Town of Upton, two parcels of land, and any improvements thereon, being Map 25, Lot 25 (142 Mendon Street) and Map 25, Lot 2 (0 Mendon Street), from The Harvey J. Trask Trust, u/d/t dated May 28, 2015, in accordance with Article Three, Paragraph First of said Trust, for the purpose of a park, recreation and athletic facility, to be known as "The Harvey Julian Trask Park" and/or for the purpose of a school building site, any such building to be constructed thereon to be known as "The Teresa Julian Trask School".

Moderator declared the motion passed unanimously

Personnel Bylaw Amendments

ARTICLE 26: Upon motion of Nate Fischer, it was moved that the Town vote to amend the Personnel By-laws as set forth in the handout.

Moderator declared the motion passed unanimously

Blueberry Lane and Dogwood Drive Acceptance

ARTICLE 27: Upon motion of Stephen Matellian, it was moved the Town vote to accept as public ways Blueberry Lane and Dogwood Drive, as laid out by the Board of Selectmen according to a plan on file with the Town Clerk; and to authorize the Board of Selectmen to acquire, by gift, purchase, and/or eminent domain, the fee to and/or easements in such way as shown on the aforesaid plan for all purposes for which public ways are used in the Town of Upton and any drainage, utility, access, or other related easements.

Favorable recommendation from Planning Board

Moderator declared the motion passed unanimously

Funding for FY2018 Budget

ARTICLE 28: Upon motion of Gary Daugherty, it was moved the Town vote to transfer from Free Cash the sum of Eighty Thousand Dollars (\$80,000.00) to be added to funds already appropriated under Article 5 of the 2017 Annual Town Meeting for the purposes of supplementing FY 2018 departmental expenses as follows:

- Fire Department Wages: \$60,000.00
- Police Department Wages: \$20,000.00

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

Moderator David Loeper recognized the over 30 years of service from Selectmen Robert Fleming. The voters acknowledge his service with a standing ovation.

Upon motion of John Robertson, it was moved to dissolve this warrant and adjourn the Annual Town Meeting at 8:30 pm.

Motion passed unanimously.

APPROVED FY 2018-2019 BUDGET:

		FY19 FinCom Recommend
1	ACCOUNTANT:	
2	Wages	42,140
3	Salaries	
4	Other Expense Detail	
5	Annual Audit	19,000
6	Actuarial Services	7,000
7	Miscellaneous	2,000
8	Municipal Accounting Program	3,552
9	ACCOUNTANT TOTAL:	73,692
10	ANIMAL CONTROL:	
11	Wages	20,558

12	Salaries	
13	Other Expense Detail	
14	Kennel Rental	1,000
15	Miscellaneous	1,000
16	Rabies Vaccine	1,500
17	Vehicle Expense	1,200
18	ANIMAL CONTROL TOTAL:	25,258
19	BLACKSTONE VALLEY REGIONAL SCHOOL:	
20	Salaries	500
21	Other Expense Detail	
22	Expansion Debt Service	16,669
23	Town Funded Op Exp	1,292,789
24	BLACKSTONE VALLEY REGIONAL SCHOOL TOTAL:	1,309,958
25	BOARD OF ASSESSORS:	
26	Wages	50,270
27	Salaries	1,750
28	Other Expense Detail	
29	Interim / In Home Valuation	6,800
30	GIS Mapping	-
31	Mapping - Under Contract	3,975

32	Miscellaneous	4,000
33	Software-Hardware	7,230
34	Software	-
35	Training and Certification	2,000
36	BOARD OF ASSESSORS TOTAL:	76,025
37	BOARD OF HEALTH:	
38	Wages	57,864
39	Salaries	1,750
40	Other Expense Detail	
41	Demolition/buildings- Emergency Housing Resp	10
42	Miscellaneous	4,000
43	Beaver Management	4,000
44	Food Inspector	2,623
45	BOARD OF HEALTH TOTAL:	70,247
46	BOARD OF SELECTMEN:	
47	Wages	202,059
48	Salaries	1,750
49	Other Expense Detail	
50	Town Manager Expenses	9,150

51	Annual Audit	-
52	General Computer Account	-
53	General Expenses	4,500
54	Insurance	1,139,550
55	Medical Testing	
56	Printing	
57	Human Resources Expenses	17,000
58	Town Counsel	75,000
59	Bonding Town Officers	1,200
60	Miscellaneous	41,600
61	Telephone	-
62	BOARD OF SELECTMEN TOTAL:	1,491,809
63	BONDING TOWN OFFICERS:	
64	Other Expense Detail	
65	Miscellaneous	-
66	BONDING TOWN OFFICERS TOTAL:	-
67	CABLE ADVISORY:	
68	Wages	53
69	Salaries	-
70	Other Expense Detail	
71	Miscellaneous	
72	CABLE ADVISORY TOTAL:	53
73	CAPITAL BUDGET COMMITTEE:	
74	Other Expense Detail	
75	Miscellaneous	

		1,000
76	CAPITAL BUDGET COMMITTEE TOTAL:	1,000
77	CEMETERY COMMISSION:	
78	Wages	
79	Salaries	1,750
80	Other Expense Detail	
81	Miscellaneous	
82	CEMETERY COMMISSION TOTAL:	1,750
83	CODE ENFORCEMENT:	
84	Wages	156,439
85	Salaries	
86	Other Expense Detail	
87	Continuing Education	1,500
88	Mileage	7,000
89	Miscellaneous	14,046
90	Office Expense	1,500
91	CODE ENFORCEMENT TOTAL:	180,485
92	CONSERVATION COMMISSION:	
93	Wages	20,977
94	Salaries	
95	Other Expense Detail	
96	Beaver Management	4,000

97	Miscellaneous	9,000
98	CONSERVATION COMMISSION TOTAL:	33,977
99	COUNCIL ON AGING:	
100	Wages	154,862
101	Salaries	
102	Other Expense Detail	
103	Building Maintenance	24,210
104	General Operations	22,100
105	Equip Maintenance	-
106	Gas (heat)	-
107	Membership Dues	-
108	Miscellaneous	-
109	Office Supplies	-
110	Programs	-
111	Rent	-
112	Training	-
113	Transportation	-
114	Water and Sewer	-
115	Computer Software	-
116	Telephone Expense	-
117	Custodial Services	-
118	Cleaning Supplies	-
119	COUNCIL ON AGING TOTAL:	201,172
120	DEPT. OF PUBLIC WORKS:	
121	Wages	446,022

122	Salaries	
123	Other Expense Detail	
124	Animal Disposal	1,200
125	Cemetery Maintenance	-
126	DPW General Expense	30,358
127	DPW Contracted Services	37,500
128	DPW General Highway Materials	22,500
129	DPW Oil & Paving	31,000
130	DPW Snow Removal	240,000
131	DPW Building Utilities	28,749
132	DPW Building Maint	8,500
133	DPW Radio Maintenance	1,275
134	DPW Training	2,750
135	DPW Clothing Allowance	4,200
136	DPW Consultant / Professional Services	11,000
137	Vehicle Fuel	25,908
138	Vehicle Maintenance/Repair	33,660
139	Weed Control	-
140	StormWater Management	

		50,600
141	DEPT. OF PUBLIC WORKS TOTAL:	975,222
142	DPW PARKS, FORESTRY & CEMETERIES:	
143	Wages	150,532
144	Salaries	
145	Other Expense Detail	
146	Cemetery Maintenance	20,245
147	Parks General Expense	4,217
148	Parks Radio Maintenance	300
149	Parks Training	400
150	Parks Clothing Allowance	1,400
151	Forestry Expense	47,000
152	Parks Lawn Maintenance	33,475
153	Pest Control	1,545
154	Vehicle Fuel	2,298
155	Vehicle Maintenance / Repair	1,300
156	Weed Control	6,500
157	DPW PARKS, FORESTRY & CEMETERIES TOTAL:	269,212
158	ELECTIONS & TOWN MEETINGS:	

159	Other Expense Detail	
160	Miscellaneous	15,000
161	ELECTIONS & TOWN MEETINGS TOTAL:	15,000
162	EMERGENCY MANAGEMENT:	
163	Wages	7,068
164	Salaries	
165	Other Expense Detail	
166	Miscellaneous	3,000
167	Reverse 911 Support	6,510
168	EMERGENCY MANAGEMENT TOTAL:	16,578
169	EMERGENCY MEDICAL SERVICES:	
170	Wages	
171	Salaries	
172	Other Expense Detail	
173	Ambulance Supplies	-
174	Ambulance Maintenance	-
175	Clothing Allowance	-
176	Licensing & Certification	-
177	Miscellaneous Office & Billing	-
178	Training	-
179	Vehicle Fuel	-
180	Paramedic Expense	-
181	Ambulance Billing Expense	-
182	EMERGENCY MEDICAL SERVICES TOTAL:	-
183	FINANCE COMMITTEE:	
184	Salaries	

185	Other Expense Detail	
186	Miscellaneous	1,000
187	FINANCE COMMITTEE TOTAL:	1,000
188	FIRE-EMS DEPARTMENT:	
189	Wages	918,814
190	Salaries	
191	Other Expense Detail	
192	Building Maintenance	20,000
193	Clothing Allowance	9,400
194	Copier / Computer Maintenance	-
195	Fire Alarm Maintenance	-
196	Forest Fire Expenses	4,000
197	Fuel Expense	14,000
198	General Expenses	30,505
199	New Equipment	15,500
200	Radio Maintenance	-
201	Training Expense	18,500
202	Utilities Expenses	40,000
203	Vehicle Maintenance	44,000
204	Ambulance Supplies	

		33,616
205	Licensing and Certification	4,400
206	Paramedic Expense	5,000
207	Ambulance Billing Expense	11,000
208	FIRE DEPARTMENT TOTAL:	1,168,735
209	HISTORICAL COMMISSION:	
210	Wages	-
211	Expenses	1,000
212	HISTORICAL COMMISSION TOTAL:	1,000
213	HOUSING AUTHORITY:	
214	Salaries	2,250
215	Miscellaneous	
216	HOUSING AUTHORITY	2,250
217	LIBRARY:	
218	Wages	190,483
219	Salaries	4,750
220	Other Expense Detail	
221	Library Materials	46,622
222	Library Network Membership	10,579
223	Miscellaneous Budget	11,960

224	Miscellaneous Credit	(9,539)
225	LIBRARY TOTAL:	254,855
226	MENDON-UPTON REGIONAL SCHOOL:	
227	Salaries	1,750
228	Other Expense Detail	-
229	Town Funded Operating Expenses	11,128,345
230	Capital Assessment	-
231	Nipmuc HS & Miscoe Bond	-
232	Memorial School Bond	376,232
233	Miscoe Hill Repairs	87,480
234	MENDON-UPTON REGIONAL SCHOOL TOTAL:	11,593,807
235	MISCELLANEOUS:	
236	Other Expense Detail	
237	Memorial Day	-
238	Weights and Measures	-
239	Parking Ticket Warrant Officer	-
240	Street Lighting	-
241	MISCELLANEOUS TOTAL:	-
242	MODERATOR:	
243	Wages	
244	Salaries	500
245	Other Expense Detail	
246	Miscellaneous	100
247	MODERATOR TOTAL:	600
248	MUNICIPAL BUILDINGS:	

249	Other Expense Detail	
250	Miscellaneous	-
251	MUNICIPAL BUILDINGS TOTAL:	-
252	NURSE - HEALTH SVCS:	
253	Wages - Town of Upton Nurse	35,090
254	Wages - Blackstone & Bellingham	17,545
255	Salaries	
256	Other Expense Detail	
257	Miscellaneous	1,900
258	NURSE - HEALTH SVCS TOTAL:	54,535
259	PERSONNEL BOARD:	
260	Wages	
261	Salaries	
262	Other Expense Detail	
263	Longevity Bonus	5,700
264	MMPA Membership	200
265	Miscellaneous	450
266	Training	400
267	Merit Bonus Pool	
268	PERSONNEL BOARD TOTAL:	6,750
269	PLANNING BOARD:	
270	Wages	18,721
271	Salaries	2,750
272	Other Expense Detail	

273	Advertising/Printing	1,200
274	CMRPC	2,107
275	Membership & Training	320
276	Miscellaneous	250
277	Office Supplies	500
278	Postage	300
279	Professional Services	2,100
280	PLANNING BOARD TOTAL:	28,248
281	POLICE DEPARTMENT:	
282	Wages	1,575,086
283	Salaries	
284	Other Expense Detail	
285	Building Maintenance	15,800
286	Computer Maintenance	13,500
287	Cruiser	40,000
288	Cruiser Maintenance	11,000
289	Cruiser Gas	30,000
290	Clothing Allowance	16,550
291	General Expenses	21,700
292	Training	10,000

293	Utilities	36,000
294	POLICE DEPARTMENT TOTAL:	1,769,636
295	POLICE DEPT. - COMMUNICATIONS:	
296	Other Expense Detail	
297	Disp Clothing FT	1,600
298	Disp Clothing PT	800
299	Radio Maintenance	2,200
300	POLICE DEPT. - COMMUNICATIONS TOTAL:	4,600
301	RECREATION:	
302	Wages	
303	Salaries	1,750
304	Other Expense Detail	
305	Improvements to Programs & Infrastructure	16,000
306	Misc Expense	8,500
307	Beach Program	8,000
308	RECREATION TOTAL:	34,250
309	REGISTRARS OF VOTERS:	
310	Wages	
311		
312	Other Expense Detail	
313	Miscellaneous	

		3,950
314	REGISTRARS OF VOTERS TOTAL:	3,950
315	TOWN CLERK/ASST TO TM:	
316	Wages	139,162
317	Salaries	
318	Information Technology	77,730
319	Municipal Buildings	76,085
320	Other Expense Detail	
321	Miscellaneous	3,950
322	TOWN CLERK TOTAL:	296,927
323	TOWN COUNSEL:	
324	Other Expense Detail	
325	Miscellaneous	
326	TOWN COUNSEL TOTAL:	
327	TREASURER-COLLECTOR:	
328	Wages	59,434
329	Salaries	61,057
330	Other Expense Detail	
331	Expenses	39,700
332	Tax Title Foreclosure	10,000
333	Tax Title Auction	10,000

334	Unemployment Comp.	21,000
335	Medicare - Payroll Taxes	73,000
336	TREASURER/COLLECTOR OPERATIONS TOTAL:	274,191
337	MATURING DEBT:	
338	Other Expense Detail	
339	Admin Fee - Sewer	
340	Fire Station	
341	Sewer Plant Upgrade	120,937
342	Stefan's Property	
343	Route 140 Water Main	
344	General Obligation Bond 1	372,500
345	General Obligation Bond 2	51,000
346	General Obligation Bond 3	77,500
347	General Obligation Bond 4	16,280
348	BAN for Quint Fire Truck	50,000
349	MATURING DEBT TOTAL:	688,217
350	INTEREST PAID:	
351	Other Expense Detail	
352	Fire Station	
353	Stefan's Property	
354	Route 140 Water Main	
355	Sewer Plant Upgrade	123
356	General Obligation Bond 1	

		49,763
357	General Obligation Bond 2	4,686
358	General Obligation Bond 3	33,469
359	General Obligation Bond 4	11,715
360	Interest Payment	24,000
361	BAN for Quint Fire Truck	2,500
362	INTEREST PAID TOTAL:	126,256
363	TRUST FUND:	
364	Wages	
365	Salaries	1,750
366	TRUST FUND	1,750
367	VETERANS SERVICES:	
368	Wages	9,087
369	Salaries	
370	Other Expense Detail	
371	Benefit Payments	20,000
372	Miscellaneous	1,000
373	VETERANS SERVICES TOTAL:	30,087
374	WASTE REMOVAL:	
375	Other Expense Detail	
376	Curbside Pickup	

		290,000
377	Disposal	94,000
378	Trash Bags	32,000
379	Hazardous Waste	6,000
380	WASTE REMOVAL TOTAL:	422,000
	TOTAL OPERATING EXPENSES:	21,505,082

Wages	4,272,266
Salaries	84,057
Other Operating Expenses	17,148,759

A True Copy.

Attest:

Kelly A. McElreath, Town Clerk

TOWN ELECTION WARANT / 15 MAY 2018
WORCESTER, SS

TO THE CONSTABLES OF THE TOWN OF UPTON, in the county of WORCESTER, Greetings: IN THE NAME OF THE COMMONWEALTH OF MASSACHUSETTS, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in Elections to vote at the Nipmuc Regional Middle/High School, 90 Pleasant Street, in Upton on Tuesday, the fifteenth day of May, 2018 from 7:00 A.M. to 8:00 P.M. for the following purpose:

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

Moderator for 1 year
Selectman for 3 years
Collector/Treasurer for 3 years
Assessor of Taxes for 3 years
Mendon-Upton Regional School District Committee member for 3 years
Cemetery Commission for 3 years
Cemetery Commission for 2 years
Board of Health for 3 years
Recreation Commissioner for 3 years
Trustees of the Public Library (3) for 3 years
Trustees of the Public Library for 1 year
Planning Board for 5 years
Board of Commissioner of Trust Funds for 3 years

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 seven days (7) at least before the time of holding said Meeting.

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

Given under our hands this 1st day of May in the year of our lord two thousand eighteen.

UPTON BOARD OF SELECTMEN

PROCEEDINGS OF ANNUAL TOWN ELECTION / 15 MAY 2018

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, Rosemary Quirk and Robyn Sharp. Elections clerks on duty at the check-in table for precinct two were Barbara Webster, Joan Burrell, Elaine Picard and Kathy Ramsey. Carol Owczarzak, Donna Desjardins, Patricia Phyllis and Betty Consigli were on duty at the checkout table for precinct one throughout the day. Also, Nancy Page, 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 594 votes (295 for precinct one and 299 for precinct two).

The following are the results of the election:

***Indicates Incumbent

Moderator (1 yr)

**David C. Loeper, 18 Nelson St, Upton	511
--	-----

Write In - Other	0
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Blanks	83
--------	----

Selectmen (3 yrs)

Michelle Antinarelli, 148 South St, Upton	139
---	-----

Brett A. Simas, 7 Barbara's Path, Upton	447
---	-----

Write In – Other	1
------------------	---

Blanks	7
--------	---

Collector/Treasurer (3 yrs)

**Kenneth W. Glowacki, 15 Hickory Ln, Upton	453
---	-----

Write In - Other	0
------------------	---

Blanks	141
--------	-----

Assessors of Taxes (3 yrs)

**Kelly A McElreath, 13 Church St, Upton	504
--	-----

Write In - Other	0
Blanks	90
Mendon Upton Regional School Committee (1 yr)	
Vikki L. Ludwigson, 9 Josiah Dr, Upton	411
Write In – Other	3
Blanks	180
Cemetery Commission (3 yrs)	
Jay C. Ferris, 58A School St, Upton	475
Write In – Other	1
Blanks	158
Cemetery Commission (2 yr)	
Robert Pray, 12 Wildwood Ave, Upton	433
Write Ins – Other	3
Blanks	158
Board of Health (3 yrs)	
**Alfred Holman, 48 Mechanic St, Upton	406
Write In - Other	2
Blanks	186
Recreation Commission (3 yrs)	
Debra J. Amorelli, 28 Merriam Way, Upton	438
Write In – Other	0
Blanks	156
Trustees of the Public Library (3 for 3 yrs)	
**John Robertson Jr, 59 Mechanic St, Upton	454
**William W. Taylor, 211 North St, Upton	426
**Laurie S. Wodin, 7 Nelson St, Upton	446
Write In - Other	0
Blanks	456
Trustees of the Public Library (1 for 1 yr)	
Diane Czajak, 137 Glen Ave, Upton	427
Write In - Other	0
Blanks	167
Planning Board (5 yrs)	
***Gary M. Bohan, 17 Juniper Rd, Upton	437

Write In - Other	0
Blanks	157
Board of Commissioner of Trust Funds (3yrs)	
**Kenneth W. Glowacki, 15 Hickory Ln, Upton	435
Write In - Other	0
Blanks	
	159

The total number of ballots voted was 594 out of 5,564, (5,394 active, 243 inactive) (11% turnout). This included 41 absentee ballots. Town Clerk Kelly McElreath read the official results of the election at 8:30 pm. The used and unused ballots were sealed in separate containers and returned to the Town Hall at 8:45 pm.

Attest:

Kelly A. McElreath
Town Clerk

COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH

SS.

To the Constables of the Town of Upton

GREETINGS:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said city or town who are qualified to vote in Primaries to vote at:

Ward: 00 - Precincts: 001 & 002
Nipmuc Regional High School Gymnasium

on **TUESDAY, THE FOURTH DAY OF SEPTEMBER, 2018**, 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
SENATOR IN CONGRESS	FOR THIS COMMONWEALTH
SENATOR IN CONGRESS	FOR THIS COMMONWEALTH
SENATOR IN CONGRESS	FOR THIS COMMONWEALTH
SENATOR IN CONGRESS	FOR THIS COMMONWEALTH
SENATOR IN CONGRESS	FOR THIS COMMONWEALTH
SENATOR IN CONGRESS	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
CLERK OF COURTS..... WORCESTER COUNTY
REGISTRY OF DEEDS 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 14th day of August, 2018.

UPTON BOARD OF SELECTMEN

PROCEEDINGS OF STATE PRIMARY ELECTION / 4 SEPTEMBER 2018

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, Joan Scribner and Robyn Sharp. Elections clerks on duty at the check-in table for Precinct Two were Karen Varney, Joan Burrell, Kathy Ramsey and Elaine Picard. Carol Owczarzak, Megan Ronzio, Patricia Phyllis and Donna Desjardins were on duty at the checkout table for Precinct One throughout the day. Also, Lynne Gruber, Harriet Fougere, Nancy Page 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 510 Democratic votes (283 for precinct one and 227 for precinct two), 467 Republican votes (250 for precinct one and 217 precinct two) and 7 Libertarians (3 for precinct 1 and 4 for precinct 2). The following are the results of the election:

Republican Results Senator in Congress

Candidates	Precinct One	Precinct Two	Total
Blanks	19	16	35
Deihl	112	112	224
Kingston	68	53	121
Lindstrom	51	35	86
Write ins	0	1	1

Governor

Candidates	Precinct One	Precinct Two	Total
Blanks	5	2	7
Baker	166	146	312
Lively	79	69	148
Write ins	0	0	0

Lieutenant Governor

Candidates	Precinct One	Precinct Two	Total
Blanks	48	44	92
Polito	201	173	374
Write ins	1	0	1

Attorney General

Candidates	Precinct One	Precinct Two	Total
Blanks	61	52	113
McMahon	123	107	230
Shores	65	57	122
Write ins	1	1	2

Secretary of State

Candidates	Precinct One	Precinct Two	Total
Blanks	86	80	166
Amore	162	136	298
Write ins	2	1	3

Treasurer

Candidates	Precinct One	Precinct Two	Total
Blanks	90	83	173
Orrall	160	134	294
Write ins	0	0	0

Auditor

Candidates	Precinct One	Precinct Two	Total
Blanks	91	83	174
Brady	159	133	292
Write ins	0	1	1

Representative In Congress

Candidates	Precinct One	Precinct Two	Total
Blanks	48	52	100
Lovvorn	121	104	225
Powers	81	60	141
Write ins	0	1	1

Councilor

Candidates	Precinct One	Precinct Two	Total
Blanks	81	82	163
Caissie	169	135	304
Write ins	0	0	0

Senator in General Court

Candidates	Precinct One	Precinct Two	Total
Blanks	249	217	466
Write ins	1	0	1

Representative in General Court

Candidates	Precinct One	Precinct Two	Total

Blanks	54	55	109
Muradian	196	162	358
Write ins	0	0	0

District Attorney

Candidates	Precinct One	Precinct Two	Total
Blanks	247	216	463
Write ins	3	1	4

Clerk of Courts

Candidates	Precinct One	Precinct Two	Total
Blanks	93	85	178
Powell	157	132	289
Write ins	0	0	0

Register of Deeds

Candidates	Precinct One	Precinct Two	Total
Blanks	44	44	88
Campanale	105	71	176
Kuros	101	102	203

Write ins	0	0	0
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Democrats

Senator in Congress

Candidates	Precinct One	Precinct Two	Total
Blanks	27	21	48
Warren	255	204	459
Write ins	1	2	3

Governor

Candidates	Precinct One	Precinct Two	Total
Blanks	56	44	100
Gonzalez	139	121	260
Massie	87	54	141
Write ins	1	8	9

Lieutenant Governor

Candidates	Precinct One	Precinct Two	Total
Blanks	65	48	113
Palfrey	137	121	258

Tingle	81	56	137
Write ins	0	2	2

Attorney General

Candidates	Precinct One	Precinct Two	Total
Blanks	23	21	44
Healey	259	206	465
Write ins	1	0	1

Secretary of State

Candidates	Precinct One	Precinct Two	Total
Blanks	12	10	22
Galvin	188	151	339
Zakim	83	66	149
Write ins	0	0	0

Treasurer

Candidates	Precinct One	Precinct Two	Total
Blanks	50	38	88
Goldberg	233	189	422

Write ins	0	0	0
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Auditor

Candidates	Precinct One	Precinct Two	Total
Blanks	52	41	93
Bump	231	186	417
Write ins	0	0	0

Representative In Congress

Candidates	Precinct One	Precinct Two	Total
Blanks	27	20	47
McGovern	256	207	463
Write ins	0	0	0

Councilor

Candidates	Precinct One	Precinct Two	Total
Blanks	62	49	111
DePalo	221	178	399

Write ins	0	0	0
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Senator in General Court

Candidates	Precinct One	Precinct Two	Total
Blanks	39	29	68
Moore	243	198	441
Write ins	1	0	1

Representative in General Court

Candidates	Precinct One	Precinct Two	Total
Blanks	279	224	503
Write ins	4	3	7

District Attorney

Candidates	Precinct One	Precinct Two	Total
Blanks	42	36	78
Early	239	191	430
Write ins	2	0	2

Clerk of Courts

Candidates	Precinct One	Precinct Two	Total

Blanks	54	42	96
McManus	229	185	414
Write ins	0	0	0

Register of Deeds

Candidates	Precinct One	Precinct Two	Total
Blanks	53	40	93
Tomey	230	187	417
Write ins	0	0	0

LIBERTIAN

Senator in Congress

Candidates	Precinct One	Precinct Two	Total
Blanks	2	2	3
Write ins	1	1	4

Governor

Candidates	Precinct One	Precinct Two	Total
Blanks	1	3	4
Write ins	2	1	3

Lieutenant Governor

Candidates	Precinct One	Precinct Two	Total
Blanks	3	4	7
Write ins	0	0	0

Attorney General

Candidates	Precinct One	Precinct Two	Total
Blanks	2	3	5
Write ins	1	1	2

Secretary of State

Candidates	Precinct One	Precinct Two	Total
Blanks	2	4	6
Write ins	1	0	1

Treasurer

Candidates	Precinct One	Precinct Two	Total
Blanks	3	4	7
Write ins	0	0	0

Auditor

Candidates	Precinct One	Precinct Two	Total
Blanks	0	0	0
Fishman	3	4	7
Write ins	0	0	0

Representative In Congress

Candidates	Precinct One	Precinct Two	Total
Blanks	2	4	6
Write ins	1	0	1

Councillor

Candidates	Precinct One	Precinct Two	Total
Blanks	3	4	7
Write ins	0	0	0

Senator in General Court

Candidates	Precinct One	Precinct Two	Total

Blanks	2	3	5
Write ins	1	1	2

Representative in General Court

Candidates	Precinct One	Precinct Two	Total
Blanks	2	4	6
Write ins	1	0	1

District Attorney

Candidates	Precinct One	Precinct Two	Total
Blanks	2	4	6
Write ins	1	0	1

Clerk of Courts

Candidates	Precinct One	Precinct Two	Total
Blanks	3	4	7
Write ins	0	0	0

Register of Deeds

Candidates	Precinct One	Precinct Two	Total
Blanks	3	3	6

Write ins	0	1	1
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The total number of ballots voted was 938 out of 5,587 (353 inactive) (18% turnout). This included 45 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:

Kelly A. McElreath,
Town Clerk

STATE ELECTION WARRANT / 6 NOVEMBER 2018

COMMONWEALTH OF MASSACHUSETTS

WILLIAM FRANCIS GALVIN

SECRETARY OF THE COMMONWEALTH

SS.

To the Constables of the Town of Upton

GREETINGS:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said city or town who are qualified to vote in the State Election to vote at

0/001 & 002

Nipmuc Regional High School Gymnasium

on **TUESDAY, THE SIXTH DAY OF NOVEMBER, 2018**, 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 LIEUTENANT	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
CLERK OF COURTS	WORCESTER COUNTY
REGISTER OF DEEDS	WORCESTER DISTRICT
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 2, 2018?

SUMMARY

This proposed law would limit how many patients could be assigned to each registered nurse in Massachusetts hospitals and certain other health care facilities. The maximum number of patients per registered nurse would vary by type of unit and level of care, as follows:

- In units with step-down/intermediate care patients: 3 patients per nurse;
- In units with post-anesthesia care or operating room patients: 1 patient under anesthesia per nurse; 2 patients post-anesthesia per nurse;
- In the emergency services department: 1 critical or intensive care patient per nurse (or 2 if the nurse has assessed each patient's condition as stable); 2 urgent non-stable patients per nurse; 3 urgent stable patients per nurse; or 5 non-urgent stable patients per nurse;
- In units with maternity patients: (a) active labor patients: 1 patient per nurse; (b) during birth and for up to two hours immediately postpartum: 1 mother per nurse and 1 baby per nurse; (c) when the condition of the mother and baby are determined to be stable: 1 mother and her baby or babies per nurse; (d) postpartum: 6 patients per nurse; (e) intermediate care or continuing care babies: 2 babies per nurse; (f) well-babies: 6 babies per nurse;
- In units with pediatric, medical, surgical, telemetry, or observational/outpatient treatment patients, or any other unit: 4 patients per nurse; and
- In units with psychiatric or rehabilitation patients: 5 patients per nurse.

The proposed law would require a covered facility to comply with the patient assignment limits without reducing its level of nursing, service, maintenance, clerical, professional, and other staff.

The proposed law would also require every covered facility to develop a written patient acuity tool for each unit to evaluate the condition of each patient. This tool would be used by nurses in deciding whether patient limits should be lower than the limits of the proposed law at any given time.

The proposed law would not override any contract in effect on January 1, 2019 that set higher patient limits. The proposed law's limits would take effect after any such contract expired.

The state Health Policy Commission would be required to promulgate regulations to implement the proposed law. The Commission could conduct inspections to ensure compliance with the law. Any facility receiving written notice from the Commission of a complaint or a violation would be required to submit a written compliance plan to the Commission. The Commission could report violations to the state Attorney General, who could file suit to obtain a civil penalty of up to \$25,000 per violation as well as up to \$25,000 for each day a violation continued after the Commission notified the covered facility of the violation. The Health Policy Commission would be required to establish a toll-free telephone number for complaints and a website where complaints, compliance plans, and violations would appear.

The proposed law would prohibit discipline or retaliation against any employee for complying with the patient assignment limits of the law. The proposed law would require every covered facility to post within each unit, patient room, and waiting area a notice explaining the patient limits and how to report violations. Each day of a facility's non-compliance with the posting requirement would be punishable by a civil penalty between \$250 and \$2,500.

The proposed law's requirements would be suspended during a state or nationally declared public health emergency.

The proposed law states that, if any of its parts were declared invalid, the other parts would stay in effect. The proposed law would take effect on January 1, 2019.

A YES VOTE would limit the number of patients that could be assigned to one registered nurse in hospitals and certain other health care facilities.

A NO VOTE would make no change in current laws relative to patient-to-nurse limits.

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 2, 2018?

SUMMARY

This proposed law would create a citizens commission to consider and recommend potential amendments to the United States Constitution to establish that corporations do not have the same Constitutional rights as human beings and that campaign contributions and expenditures may be regulated.

Any resident of Massachusetts who is a United States citizen would be able to apply for appointment to the 15-member commission, and members would serve without compensation. The Governor, the Secretary of the Commonwealth, the state Attorney General, the Speaker of the state House of Representatives, and the President of the state Senate would each appoint three members of the commission and, in making these appointments, would seek to ensure that the commission reflects a range of geographic, political, and demographic backgrounds.

The commission would be required to research and take testimony, and then issue a report regarding (1) the impact of political spending in Massachusetts; (2) any limitations on the state's ability to regulate corporations and other entities in light of Supreme Court decisions that allow corporations to assert certain constitutional rights; (3) recommendations for constitutional amendments; (4) an analysis of constitutional amendments introduced to Congress; and (5) recommendations for advancing proposed amendments to the United States Constitution.

The commission would be subject to the state Open Meeting Law and Public Records Law. The commission's first report would be due December 31, 2019, and the Secretary of the Commonwealth would be required to deliver the commission's report to the state Legislature, the United States Congress, and the President of the United States.

The proposed law states that, if any of its parts were declared invalid, the other parts would stay in effect. The proposed law would take effect on January 1, 2019.

A YES VOTE would create a citizens commission to advance an amendment to the United States Constitution to limit the influence of money in elections and establish that corporations do not have the same rights as human beings.

A NO VOTE would not create this commission.

QUESTION 3: REFERENDUM ON AN EXISTING LAW

Do you approve of a law summarized below, which was approved by the House of Representatives and the Senate on July 7, 2016?

SUMMARY

This law adds gender identity to the list of prohibited grounds for discrimination in places of public accommodation, resort, or amusement. Such grounds also include race, color, religious creed, national origin, sex, disability, and ancestry. A “place of public accommodation, resort or amusement” is defined in existing law as any place that is open to and accepts or solicits the patronage of the general public, such as hotels, stores, restaurants, theaters, sports facilities, and hospitals. “Gender identity” is defined as a person’s sincerely held gender-related identity, appearance, or behavior, whether or not it is different from that traditionally associated with the person’s physiology or assigned sex at birth.

This law prohibits discrimination based on gender identity in a person’s admission to or treatment in any place of public accommodation. The law requires any such place that has separate areas for males and females (such as restrooms) to allow access to and full use of those areas consistent with a person’s gender identity. The law also prohibits the owner or manager of a place of public accommodation from using advertising or signage that discriminates on the basis of gender identity.

This law directs the state Commission Against Discrimination to adopt rules or policies and make recommendations to carry out this law. The law also directs the state Attorney General to issue regulations or guidance on referring for legal action any person who asserts gender identity for an improper purpose.

The provisions of this law governing access to places of public accommodation are effective as of October 1, 2016. The remaining provisions are effective as of July 8, 2016.

A YES VOTE would keep in place the current law, which prohibits discrimination on the basis of gender identity in places of public accommodation.

A NO VOTE would repeal this provision of the public accommodation law.

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 16th day of October, 2018.

UPTON BOARD OF SELECTMEN

PROCEEDINGS OF STATE ELECTIONS / 6 NOVEMBER 2018

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 Varney, Agnita Knott, Karen Varney and Joan Scribner. Elections clerks on duty at the check-in table for precinct two were Joan Burrill, Barbara Webster, Kathy Ramsey and Elaine Picard. Carol Owczarzak, Nancy Page, Betty Consigli and Robin Sharp were on duty at the checkout table for precinct one throughout the day. Also, Megan Ronzio, Harriet Fougere, Lynne Gurber and Mary Bradford were on duty at the checkout table for precinct two throughout the day. Also present were Donna Desjardins, Rosemary Quirk, Kelly Carey and Pat Phyllis to process Early Voting Ballots.

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

	<u>Precinct 1 Total</u>	<u>Precinct 2 Total</u>	<u>Election TOTALS</u>
<u>SENATOR IN CONGRESS</u>			
Elizabeth A. Warren	1054	928	1982
Geoff Diehl	892	892	1784
Shiva Ayyadurai	82	75	157
Write in	0	0	0

Blank	39	30	69
	2067	1925	3992
<u>GOVERNOR AND LIEUTENANT GOVERNOR</u>			
Baker and Polito	1535	1456	2991
Gonzalez and Palfrey	464	409	873
Write In (Lively 5; Diehl 2)	5	3	8
Blanks	63	57	120
	2067	1925	3992
<u>ATTORNEY GENERAL</u>			
Maura Healey	1275	1142	2417
James R. McMahon, III	742	722	1464
Write In	0	0	0
Blanks	50	61	111
	2067	1925	3992
<u>SECRETARY OF STATE</u>			
William Francis Galvin	1272	1172	2444
Anthony M. Amore	638	616	1254
Juan G. Sanchez, Jr	78	52	130

Write In	0	0	0
Blanks	79	85	164
	2067	1925	3992
TREASURER			
Deborah B. Goldberg	1180	1059	2239
Keiko M. Orrall	692	684	1376
Jamie M. Guerin	80	56	136
Write In	0	0	0
Blank	115	126	241
	2067	1925	3992
AUDITOR			
Suzanne M. Bump	1047	931	1978
Helen Brady	744	708	1452
Daniel Fishman	79	85	164
Edward Stamas	67	40	107
Write In	0	0	0
Blank	130	161	291

<u>REPRESENTATIVE</u>	IN	2067	1925	3992
<u>CONGRESS</u>				
James P. McGovern		1234	1099	2333
Tracy Lyn Louvorn		751	735	1486
Write In		0	0	0
Blank		82	91	173
		2067	1925	3992
<u>COUNCILLOR</u>				
Jennie L. Cassie		993	976	1969
Paul M. DePalo		921	799	1720
Write In		0	0	0
Blank		153	150	303
		2067	1925	3992
<u>SENATOR IN GENERAL COURT</u>				
Michael O. Moore		1492	1382	2874
Write In (Others)		4	9	13
Blank		571	539	1110
		2067	1925	3992
<u>REPRESENTATIVE IN GENERAL COURT</u>				

David K. Muradian, Jr	1460	1387	2847
Write In (Others)	13	15	28
Blank	594	523	1117
	2067	1925	3992
<u>DISTRICT ATTORNEY</u>			
Joseph D. Early, Jr.	1312	1175	2487
Blake J. Rubin	557	521	1078
Write In	0	0	0
Blank	198	229	427
	2067	1925	3992
<u>CLERK OF COURTS</u>			
Dennis P. McManus	1168	1042	2210
Joanne E. Powell	729	717	1446
Write In	0	0	0
Blank	170	166	336
	2067	1925	3992
<u>REGISTER OF DEEDS</u>			
Kate D. Campanale	912	879	1791

Kathryn A. Toomey	975	873	1848
Write In	0	0	0
Blank	180	173	353
	2067	1925	3992
BVT Bellingham			
BLANK	739	674	1413
Joseph M. Hall	1328	1250	2578
WRITE-IN	0	1	1
	2067	1925	3992
BVT Blackstone			
BLANK	743	685	1428
Joseph A. Broderick	1324	1238	2562
WRITE-IN	0	2	2
	2067	1925	3992
BVT Douglas			
BLANK	811	749	1560
John C. Lavin III	1256	1175	2431
WRITE-IN	0	1	1
	2067	1925	3992

BVT Grafton			
BLANK	845	777	1622
Anthony M. Yitts	1222	1147	2369
WRITE-IN	0	1	1
	2067	1925	3992
BVT Hopedale			
BLANK	837	760	1597
Mitchell A. Intinarelli	1230	1164	2394
WRITE-IN	0	1	1
	2067	1925	3992
BVT Mendon			
BLANK	856	756	1612
Dennis P. Braun	1211	1168	2379
WRITE-IN	0	1	1
	2067	1925	3992
BVT Milford			
BLANK	890	793	1683
Paul J. Braza	1177	1131	2308
WRITE-IN	0	1	1

	2067	1925	3992
BVT Millbury			
BLANK	927	814	1741
Chester P. Hanratty, Jr	1140	1110	2250
WRITE-IN	0	1	1
	2067	1925	3992
BVT Millville			
BLANK	928	823	1751
Geral M. Finn	1138	1102	2240
WRITE-IN	0	1	1
	2066	1925	3992
BVT Northbridge			
BLANK	897	799	1696
Jeff T. Koopman	1170	1125	2295
WRITE-IN	0	1	1
	2067	1933	3992
BVT Sutton			
BLANK	917	822	1739
Julie H. Mitchell	1150	1102	2252

WRITE-IN	0	1	1
	2067	1925	3992
BVT Upton			
BLANK	790	694	1484
David R. Bartlett	1277	1229	2506
WRITE-IN	0	2	2
	2067	1925	3992
BVT Uxbridge			
BLANK	923	828	1751
James H. Ebbeling	1144	1096	2240
WRITE-IN	0	1	1
	2067	1925	3992
<u>BALLOT QUESTIONS</u>			
Blanks	61	41	102
Question #1 - YES	562	463	1025
Question #1 - NO	1444	1421	2865
	2067	1925	3992
Blanks	86	69	155

Question #2	- YES	1402	1299	2701
Question #2	- NO	579	557	1136
		2067	1925	3992
Blanks		66	48	114
Question #3	- YES	1319	1228	2547
Question#3	- NO	682	649	1331
		2067	1925	3992

The total number of ballots voted was 3,992 (2,067 Precinct 1 and 1,925 Precinct 2) out of 5,677 (307 inactive). This represents an 70% turnout. The total votes included 142 absentee ballots, 4 provisional ballots, and 1 FWAB ballots. The total also includes 1,082 of Early Voting 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:

Kelly A. McElreath
Town Clerk

SPECIAL TOWN MEETING WARRANT /13 NOVEMBER 2018

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 thirteenth day of November 2018, 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 raise and appropriate, appropriate from Free Cash, or transfer from available funds, the sum of five-hundred thousand dollars (\$500,000.00), or any other sum, into the Stabilization Fund, or to take any other action relative thereto.

Explanation/ Submitted by: The Government Finance Officers Association recommends that municipalities maintain a stabilization account equal to or greater than two to three months of its operating expense or a minimum of 10%; bond ratings agencies review these ratios as a measure of financial strength; the Stabilization Account may be used for any legal purpose, including to maintain level services during difficult economic times or to serve as a funding source for important capital projects. – Board of Selectmen

Recommendation: Favorable Action/Finance Committee

ARTICLE 2A: To see if the Town will vote, in accordance with M.G.L. c.44B, §6, to transfer from the Community Preservation Fund FY 2019 estimated revenues the sums set forth below to the following Community Preservation Fund accounts:

- Historic Resources Account
\$43,488.57
- Open Space Account
\$43,488.57
- Community Housing Account
\$43,488.57

and to place any remaining FY 2019 estimated annual revenues in a so-called “FY2019 Undesignated Budgeted Reserve”, or, to take any other action relative thereto.

Explanation/Submitted by: To set aside 10% of CPA FY2019 estimated annual revenues into each of the three standard reserve accounts as required by law, and to place the remainder into a FY2019 “undesignated” reserve. - Community Preservation Committee.

Recommendation: Favorable Action/Finance Committee

ARTICLE 2B: To see if the Town will vote to transfer the total sum of two hundred ninety-one thousand nine hundred seventy-five dollars (\$291,975.00) from the Community Preservation Fund for the sixth-year payment of debt service owed on the General Obligation Town Hall Renovation Bonds, with forty-three thousand four hundred eighty-eight dollars and fifty-seven cents (\$43,488.57) from the Community Preservation Historic Resources Reserve Account and two hundred forty-eight thousand four hundred eighty-six dollars and forty-three cents (\$248,486.43) from the Community Preservation Undesignated Account, or, to take any other action relative thereto.

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

Recommendation: Favorable Action/Finance Committee

ARTICLE 2C: To see if the Town will vote to transfer the sum of ten thousand dollars (\$10,000.00) from the CPA Historic Resources Reserve Account for costs to professionally document historically significant properties that are 75 years or older, including properties that may be at high risk for demolition; such funds to be expended within five years with any sum remaining at the end of that period to be closed out to the CPA Historic Resources Reserve; with the Upton Historical Commission to submit annual reports to the Community Preservation Committee at the end of each fiscal year, or, to take any other action relative thereto.

Explanation/Submitted by: At the request of the Upton Historical Commission, the CPC is recommending that Town Meeting transfer \$10,000 from the CPA Historic Resources Reserve Account for the purpose of professionally documenting Upton properties of historical significance prior to demolition. - Community Preservation Committee

Recommendation: Favorable Action/Finance Committee

ARTICLE 3: **Withdrawn**

ARTICLE 4: To see if the Town will vote to raise and appropriate, appropriate from Free Cash, or transfer from available funds, or borrow the sum of Five Thousand dollars (\$5,000), or any other sum, to fund and implement the cost items of the first fiscal year of the collective bargaining agreement between the Town of Upton and the Teamsters, Local #170, Department of Public Works Supervisor's contract, or, to take any other action relative thereto.

Explanation/Submitted by: To fund the cost items in the first fiscal year of the DPW Supervisor's three-year collective bargaining agreement. – Board of Selectmen

Recommendation: Favorable Action/ Board of Selectmen /Finance Committee

ARTICLE 5: To see if the Town will vote to raise and appropriate, appropriate from Free Cash, or transfer from available funds, or borrow the sum of ten thousand two hundred sixty-five dollars (\$10,265), or any other sum, to pay for interest costs associated with the issuance of the \$1.76 million-dollar TIP, Quint and bridge Bond Anticipation Note (BAN) or take any other action relative thereto.

Explanation/Submitted by: This bond was taken out in May of last year and because of that timing the Treasurer had to estimate what the interest cost would be. This additional amount reflects that unanticipated added cost to borrow. - Treasurer/Collector

Recommendation: Favorable Action/Finance Committee

ARTICLE 6: To see if the Town will vote to raise and appropriate, appropriate from Free Cash, or transfer from available funds, or borrow the sum of four hundred ten thousand dollars (\$410,000.00), or any other sum, for the design, project oversight and replacement of the Upton Police Station roof and HVAC system, including all expenses incidental and related, or to take any other action relative thereto.

Explanation/Submitted by: Gales Associates, Inc. has conducted an analysis of the existing roof and HVAC conditions at the Upton Police Station and have determined that the failed roof membrane, with open seam conditions, has caused the roof system and HVAC system to fail. Both are now beyond their useful service life and must be replaced. – Board of Selectmen

Recommendation: Favorable Action/ Finance Committee

ARTICLE 7: To see if the Town will vote to raise and appropriate, appropriate from Free Cash, or transfer from available funds, or borrow the sum of one hundred thousand dollars (\$100,000.00), or any other sum, for the design, project oversight and repair of the Upton Fire Station roof, including all expenses incidental and related, or to take any other action relative thereto.

Explanation/Submitted by: Gales Associates, Inc. has conducted an analysis of the existing roof conditions at the Fire Station and has

determined that there are multiple areas of roof and flashing damage that must be repaired in order to extend the useful life of the roof an additional 5-10 years. – Board of Selectmen

Recommendation: Favorable Action/ Finance Committee

ARTICLE 8A: To see if the Town will vote to amend Section 6.7 of the Zoning By-laws to prohibit retail sales of adult-use (recreational) marijuana in the Town of Upton, and to create two new Marijuana Overlay Districts allowing certain other types of marijuana establishments, as that term is defined in G.L. c.94G, §1, to be located in the existing C&I districts, and to amend the Zoning Map accordingly, all as set forth in the document entitled, “November 13, 2018 Special Town Meeting – Article 8A, Prohibition of Retail Marijuana Establishments, Creation of Marijuana Overlay Districts, and Regulation of Other Types of Marijuana Establishments”, as on file with the Town Clerk and at the following link on the Town’s website: www.uptonma.gov , or take any other action relative thereto.

Explanation/Submitted by: Following passage of Question 4 at the 2016 State Election, adult-use marijuana establishments are now subject to a strict licensing scheme at the state level; municipalities may regulate where such establishments may locate through the adoption of zoning bylaws. Where the Town of Upton voted “yes” on Question 4, in order to prohibit any type of marijuana establishment, approval is required from both Town Meeting and the voters of the Town at an election. This bylaw would prohibit retail sales entirely and would allow, following a detailed special permit and site plan review process, marijuana manufacturers,

research facilities and laboratories in the C&I district on the west side of Town, and “all other” types of marijuana establishments in the C&I district on the east side of Town. If Town Meeting approves this article, an election will need to be held to present to the voters the question of prohibiting retail sales.

Recommendation:

ARTICLE 8B: To see if the Town will vote to amend Section 6.7 of the Zoning By-laws to create two new Marijuana Overlay Districts allowing certain types of marijuana establishments, as that term is defined in G.L. c.94G, §1, to be located in the existing C&I districts, revise Section 3.1.3, Table of Uses to delete the second sentence of Note 10, and amend the Zoning Map accordingly, all as set forth in the document entitled, “November 13, 2018 Special Town Meeting – Article 8B, Creation of Marijuana Overlay Districts and Regulation of Marijuana Establishments”, on file with the Town Clerk and at the following link on the Town’s website: www.uptonma.gov , or take any other action relative thereto.

Explanation/Submitted by: Following passage of Question 4 at the 2016 State Election, adult-use marijuana establishments are now subject to a strict licensing scheme at the state level; municipalities may regulate where such establishments may locate through the adoption of zoning bylaws. The proposed bylaw, different from Article 8A, would NOT prohibit retail sales. Instead, it would create two overlay districts in the existing C&I districts. In the C&I district on the west side of Town, only marijuana manufacturers, research facilities and laboratories would be permitted. In the C&I on the east side of Town, “all other” types of

marijuana establishments, including retail establishments, would be permitted. The bylaw also establishes a detailed special permit and site plan review process. Where this bylaw does not completely prohibit any type of marijuana establishment, no election is required for the bylaw to take effect.

Recommendation:

ARTICLE 8C: To see if the Town will vote to amend the Zoning By-laws to prohibit all types of adult-use (recreational) marijuana establishments in the Town of Upton, by deleting the text and title of said section in its entirety and inserting in place thereof a new Section 6.7, "Adult-Use Marijuana Establishments Prohibited", all as set forth in the document entitled, "November 13, 2018 Special Town Meeting – Article 8C, Adult-Use Marijuana Establishments Prohibited", on file with the Town Clerk and at the following link on the Town's website: www.uptonma.gov, or take any other action relative thereto.

Explanation/Submitted by: Following passage of Question 4 at the 2016 State Election, adult-use marijuana establishments are now subject to a strict licensing scheme at the state level; municipalities may regulate where such establishments may locate through the adoption of zoning bylaws. Where the Town of Upton voted "yes" on Question 4, in order to prohibit any type of marijuana establishment, approval is required from both Town Meeting and the voters of the Town at an election. This bylaw would prohibit all marijuana establishments in the Town of Upton. As explained above, in order for this bylaw to take effect, the voters of the Town must approve the bylaw at an election.

Recommendation:

ARTICLE 8D: To see if the Town will vote to amend the Zoning Bylaws, Section 6.7, “Temporary Moratorium on Recreational Marijuana Establishments” to extend the same until June 30, 2019, by inserting the underlined text and deleting the strikethrough text, all as set forth in the document entitled, “November 13, 2018, Special Town Meeting – Article 8D,” as on file with the Town Clerk, or take any other action relative thereto.

Explanation/Submitted by: The emerging area of the state marijuana regulation continues to present many policy and planning issues for municipalities. A zoning moratorium, already in place in the Town of Upton, imposes a temporary limit on the ability of applicants to locate recreational marijuana establishments within the Town. Extension of the moratorium will provide additional time to consider how the Town will regulate recreational marijuana uses. If Articles 8A through 8C are not approved, approval of this article will allow the Town the time needed to propose a different approach at the 2019 Annual Town Meeting. If Article 8C passes, action on this article will also be requested to provide sufficient time for the prohibition to be considered by the voters of the Town at the 2019 Annual Town Election. -Board of Selectmen

Recommendation:

ARTICLE 9: To see if the Town will vote to accept the provisions of M.G.L. Chapter 59, §5N, entitled, “Reduction of Property Tax Obligation of Veteran in Exchange for Volunteer Services” for the purpose of establishing a Veterans Tax Work Off program, or take any other action relative thereto.

Explanation/Submitted by:Acceptance of M.G.L. c.59, §5N authorizes the Town to establish a local tax work off program to allow veterans to volunteer for the Town and receive, in turn, a reduction in their real estate taxes. This program is very similar to the Senior Work Off program the Town accepted in 2005. - Board of Assessors

Recommendation:

ARTICLE 10: To see if the Town will vote to amend Title II Chapter 14 Street Numbering of the General By law by inserting the underlined and deleting the strikethrough:

Chapter 14
Street Numbering and Naming

Section 1 The Board of Selectmen of the Town of Upton or their appointed agent, shall be responsible for assigning Street numbers to each dwelling, business, or industrial building in the Town of Upton.

~~Section 2 The numbers shall be those assigned to each structure in accordance with the street numbering survey compiled by the Board of Selectmen on file in the office of the Town Clerk.~~

~~Section 2 3 Street numbers shall be provided for each building shown in the above survey by the owner of such structure within ninety days after approval of this bylaw by the Attorney General. It~~

shall be the responsibility of the owner of property to affix the assigned street number to each such structure in the Town.

The numbers shall be a minimum of three inches high, made of a permanent weather-proof material, and shall be placed on each structure or on a suitable support near the main entrance to the structure so as to be clearly visible from the street or roadway upon which the structure fronts.

~~Section 4 It shall be the responsibility of such owner of property not presently covered by the above survey, to obtain a number assigned to his structure within three months after notification of such new assignment.~~

Section 3 Street names shall be approved by the Planning Board following recommendation of the Upton Historical Commission. Prior to making such recommendation on a proposed street name, the Historical Commission shall receive input from the Police Chief, Fire Chief, Building Commissioner and Director of Public Works and shall hold a meeting for which the street naming issue appears on the notice required by G.L. c.30A, §§18-25. Notification shall be provided by mail to persons who own property on the street to be named or renamed.

Or take any other action relative thereto.

Explanation/Submitted by: The proposed amendment clarifies the roles and responsibilities in naming Upton streets for the purposes of preserving public safety. -Board of Selectmen

Recommendation:

ARTICLE 11: To see if the Town will vote to amend Title 8 of the General Bylaws, Preservation of Historically Significant Buildings, including but not limited to providing clarification of terms used (i.e. significant/not significant/etc.), updating timeframes for action, determining applicability to provide owners with an option to present to the Historical Commission, all as set forth in the document entitled "November 13, 2018 Special Town Meeting- Amendments to Title 8 Preservation of Historically Significant Buildings" and, for such purposes, to insert underlined text and delete strikethrough text, all as on file with the Town Clerk and at the following link on the Town's website: www.uptonma.gov , or take any other action relative thereto.

Explanation/Submitted by: The Historical Commission proposes to amend the demolition delay bylaw in order to make certain changes intended to clarify the applicability of the bylaw and provide options to those subject to the bylaw. -Historical Commission

Recommendation:

ARTICLE 12: To see if the Town will vote to amend Title II Chapter 25 Revolving Funds of the General By law by inserting the following new section:

Section 9. All entities authorized to expend revolving funds under this bylaw shall, during the annual budget process and upon such schedule as shall be determined by the Town Manager, prepare a detailed proposed budget to be submitted to the Board of Selectmen and Finance Committee outlining all line item operating and capital expenses for the upcoming fiscal year, to include previous years' revenues and projected future revenues.

Or take any other action relative thereto.

Explanation/Submitted by: The proposed amendment will require entities authorized to make expenditures from revolving funds to prepare during the annual budget process additional expense and revenue budget detail to be submitted to the Board of Selectmen and Finance Committee for their respective consideration and recommendation. -Board of Selectmen

Recommendation:

ARTICLE 13: To see if the Town will vote to amend the Personnel Bylaw as set forth in the document entitled, "November 13, 2018 Special Town Meeting -Consolidated Personnel By Law 2018", as on file with the Town Clerk and at the following link on the Town's website: www.uptonma.gov, or take any other action relative thereto.

Explanation/Submitted by: The proposed revision to the Personnel Bylaw seeks to ensure that the roles of the Town Manager and the Personnel Board as provided for in the Personnel Bylaw with respect to personnel-related responsibilities are consistent with that set forth in the Town Manager Act of 2008. Together with the Personnel Board, the Town Manager will strive to create policies that are fair, consistent, and reflect industry best practices to protect the Town of Upton and its employees. - Personnel Board

Recommendation:

ARTICLE 14: To see if the Town will vote to amend Title II Chapter 2 of the General By-laws by inserting a new Section 2A Compensation of Elected Officials as follows:

Section 2A Compensation of Elected Officials

The members of elected multiple member bodies shall be eligible, subject to appropriation, to receive an annual stipend for their services in accordance with the provisions of this section. The chairman of an elected multiple member body shall be eligible to receive an annual stipend of no more than seven hundred fifty dollars (\$750.00) and all other members shall be eligible to receive no more than five hundred dollars (\$500.00), as determined annually by Town Meeting, with such stipends to be paid each year in the last pay period prior to the date of the annual town

election. This section shall not apply to members of the Finance Committee, who shall be ineligible for such stipends or other compensation for services, or the Town's Constables, who shall be compensated in the manner, and amount, appropriated for such purposes. Payment of stipends hereunder shall not render any member of an elected multiple member body an "employee" for purposes of the Town's Personnel Bylaws or otherwise, except as otherwise provided by law.

Or take any other action relative thereto.

Explanation/Submitted by: The Personnel Board seeks to add as a General Bylaw Chapter 2 Section 2A Compensation of Elected Officials as written in the May 2018 edition of the Personnel Bylaw. -Personnel Board

Recommendation: Favorable Action/Finance Committee

ARTICLE 15: Withdrawn

ARTICLE 16:

To see if the Town will vote to raise and appropriate, appropriate from Free Cash, or transfer from available funds, or borrow the sum of Twelve Thousand Five Hundred dollars (\$12,500.00), or any other sum, for new design options for an upgraded public works facility, including all expenses incidental and related, or to take any other action relative thereto.

Explanation/Submitted by: This appropriation will allow a DPW Facility Building Committee appointed by the Board of Selectmen to continue to work with the current engineering firm to explore various design options in an effort to lower the overall cost of the project. – Board of Selectmen

Recommendation:

ARTICLE 17: **Withdrawn**

ARTICLE 18: To see if the Town will vote to raise and appropriate, appropriate from Free Cash, or transfer from available funds, or borrow the sum of Forty Thousand Five Hundred dollars (\$40,000.00), for purpose of providing Information Technology (IT) support services related to the security, support and maintenance of the town's computers, servers, web site, email and related IT infrastructure, including all expenses incidental and related, or, take any other action relative thereto

Explanation/Submitted by: The Technology Committee prepared an RFP for prospective IT Managed Services firms to help protect the town's IT infrastructure and has selected the most responsive firm to support the town's growing IT needs. -Technology Committee

Recommendation: **Favorable Action/Finance Committee**

ARTICLE 19: **Withdrawn**

ARTICLE 20: **Withdrawn**

ARTICLE 21: To see if the Town will vote to raise and appropriate, appropriate from Free Cash, or transfer from available funds, or borrow the sum of fifteen thousand dollars (\$15,000.00), or any other sum, to purchase the upgrade software for the AssessPro system including all expenses incidental and related, or, take any other action relative thereto.

Explanation/Submitted by: The Board of Assessors' current software program is the original version of the software and it has been in use since 2010. As of July 1, 2019, the vendor will no longer support this version of the software and an updated is needed. The AssessPro software system is vital in supplying the state and Town with the data needed to create values and ensure compliance with state laws applicable to valuation of property. – Board of Assessors

Recommendation: Favorable Action/Finance Committee

ARTICLE 22: **Withdrawn**

ARTICLE 23: **Withdrawn**

ARTICLE 24: To see if the Town will vote to authorize the Board of Selectmen to petition the General Court to amend Sections 3 and 4 of Chapter 391 of the Acts of 2008, entitled, "An Act Establishing the Office of Town Manager in the Town of Upton", by

authorizing the Board of Selectmen to enter into a contract with the Town Manager for a term of up to five years, rather than for a term of only three years, and by clarifying the roles of the Town Manager and the Board with respect to employee discipline by providing that disciplinary action shall be taken by the Town Manager, but further that such a decision shall be subject to appeal by a non-union Town officer or employee dissatisfied with the action of the Town Manager, and allowing but not mandating the Board to act on such appeal; 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, provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives, or, take any other action relative thereto.

An Act Relative to the Town Manager of the Town of Upton

Section 1. Chapter 391 of the acts of 2008 establishing a town manager in the town of Upton shall be amended by deleting, in the last sentence of section 3 the words "not to exceed 3 years in length" and inserting in place thereof:- not to exceed 5 years in length.

Section 2. Said chapter 391 is hereby further amended by deleting section 4(a)

and inserting in place thereof the following:- be the hiring authority for all employees under the jurisdiction of the board, and may discipline or remove such employees in accordance with this section. The manager shall act in conformance with the personnel by-laws of the town. The manager shall oversee the efficient operation and administration of all officers, divisions and departments appointed by him.

(i) No appointment by the manager of a town officer or employee shall take effect within 15 days of notice being provided to the board. The board may approve or disapprove the manager's proposed appointment within said 15 days or the board may waive the 15 day right of refusal by a vote at an open meeting. The board may vote, in open session, to disapprove an appointment and shall state the reason or reasons, which shall be provided in the meeting minutes.

(ii) Upon appeal by a town officer or employee not subject to a collective bargaining agreement or other contract, brought within two business days of action taken by the Town Manager to discipline or remove such officer or employee, the board may, but need not, meet within 15 days to consider such

appeal. The board may approve or disapprove the town manager's action within said 15 days and shall state the reason or reasons for its action, which reasons shall be set forth in summary form in the meeting minutes. Notwithstanding any other provision of this section, however, failure of the board to act within 15 days after the filing of the appeal shall constitute approval by the board of the town manager's action;

Section 3. This act shall take effect upon passage.

Explanation/Submitted by: The proposed amendments further clarify the authority of the Town Manager and Board of Selectmen as it relates to appointments and employee discipline. Further, these amendments allow the Board of Selectmen to enter into a long-term contract with the Town Manager if they so choose. -Board of Selectmen

Recommendation:

ARTICLE 25: To see if the Town will vote to raise and appropriate, appropriate from Free Cash, or transfer from available funds, or borrow the sum of fifty thousand dollars (\$50,000.00), or any other sum, for preparation of conceptual designs for a municipal community center to consist of a public library, senior center and, possibly, other municipal services, as well as renderings for a short-term and long-term phased downtown revitalization plan,

including all expenses incidental and related, or to take any other action relative thereto.

Explanation/Submitted by: The Joint Feasibility Committee continues to identify the best and most efficient use of one consolidated municipal building that will allow for multi-generational services to be located under one roof. These funds will allow for preparation of conceptual drawings of the proper size, architecture and service requirements for such a building. Additionally, renderings will be developed that will promote the vision of multiphase conceptual ideas for a revitalized downtown area. – Joint Feasibility Committee/Economic Development Committee

Recommendation: Favorable Action/Finance Committee

ARTICLE 26: To see if the Town will vote to authorize the Board of Selectmen to sell or lease or transfer such land or building commonly known as the Risteen Building or Public Library, located at 2 Main Street, and shown as Assessors' Map 201-073, for such sum and upon such conditions determined by the Board of Selectmen, pursuant to G.L. c. 30B, and to authorize the Board of Selectmen to execute any and all instruments, including deeds, leases or other agreements and take all other actions necessary or appropriate to effectuate the vote taken hereunder, or take any other action relative thereto.

Explanation/Submitted by: To dispose of 2 Main Street, better known as the Risteen Building/public library through a competitive public process, in accordance with G.L. c.30B. -Board of Selectmen

Recommendation: Favorable Action/Finance Committee

ARTICLE 27: To see if the Town will vote to authorize the Board of Selectmen to sell or lease or transfer such land or building located at 3 Milford Street shown on Assessor's Map 201-055 and such land located at 2 Grove Street shown on Assessor's Map 201-057, as on file with the Town Clerk, for such sum and upon such conditions determined by the Board of Selectmen, pursuant to G.L. c. 30B and to authorize the Board of Selectmen to execute any and all instruments, including deeds, leases or other agreements and take all other actions necessary or appropriate to effectuate the vote taken hereunder, or take any other action relative thereto.

Explanation/Submitted by: To dispose of 3 Milford Street, Holy Angels Church and the municipal parking lot through a competitive public process, in accordance with G.L. c.30B. These parcels will be disposed of to facilitate the development of the downtown area into a mixed-use area including condominiums, retail and commercial space. -Board of Selectmen

Recommendation: Favorable Action/Finance Committee

ARTICLE 28: To see if the Town will vote to raise and appropriate, appropriate from Free Cash, or transfer from available funds, or borrow the sum of Two Hundred Twenty Thousand dollars (\$220,000), or any other sum, a Department of Public Works Water & Wastewater Comprehensive Assessment

and Analysis, including all expenses incidental and related, or take any other action relative thereto.

Explanation/Submitted by: The funding is necessary to perform a much needed comprehensive evaluation and analysis on all components, procedures, rates, and equipment, in the Water & Wastewater Divisions, including pump stations, tanks, wells, treatment plants, and infrastructure. It is anticipated that the funding for this analysis will be a transfer from the Water Enterprise of \$101,750 and from the Waste Water Enterprise of \$118,250. - Board of Selectmen.

Recommendation: Favorable Action/Finance Committee

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 30th day of October in the year of our lord two thousand eighteen.

UPTON BOARD OF SELECTMEN

PROCEEDINGS OF SPECIAL TOWN MEETING / 13 NOVEMBER 2018

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

Board of Selectmen Chair, Gary Daugherty, led the audience in the Pledge of Allegiance.

During this meeting, 146 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, Derek Brindisi, Town Manager; Paul Marchand, Town Employee; Dennis Westgate, DPW Director; Matthew Bachtold, Library Directory; Kenny Costa, Town Accountant; Janice Nowicki, COA Director; Mark DiFronzo, Fire Chief; Michelle Sanford, Town Crier; Scott Calzolaio, Milford Dairy News; State Representative David Muradian; Chelsea Westgate; Pamela Goodwin, James Willitts, Tom Smart, Laurey Savick

Funding for Stabilization

ARTICLE 1: Upon motion of Paul Flaherty, it was moved the Town vote to transfer from Free Cash the sum of five-hundred thousand dollars (\$500,000.00) to the Stabilization Fund.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

CPA Funding for Preservation Accounts

ARTICLE 2A: Upon motion of Rena Richard, it was moved the Town vote to transfer from the Community Preservation Fund FY2019 estimated annual revenues the sums set forth below to the following Community Preservation

Fund accounts to meet the requirements of M.G.L. c.44B, §6:

Historic Resources Account - \$43,488.57

Open Space Account - \$43,488.57

Community Housing Account - \$43,488.57

and to place any remaining FY 2019 estimated annual revenues in a so-called “FY2019 Undesignated Budgeted Reserve”.

Favorable recommendation from Finance Committee and Community Preservation Committee

Moderator declared the motion passed unanimously

Funding for Town Hall Renovation Debt Payment

ARTICLE 2B: Upon motion of Rena Richard, it was moved the Town vote to transfer the total sum two hundred ninety-one thousand nine hundred seventy-five dollars (\$291,975.00) from the Community Preservation Fund to meet the sixth year payment of debt service owed on the General Obligation Town Hall Renovation Bonds, with forty-three thousand four hundred eighty-eight dollars and fifty-seven cents (\$43,488.57) from the Historic Resources Account and two hundred forty-eight thousand four hundred eighty-six dollars and forty-three cents (\$248,486.43) from the Community Preservation Undesignated Account.

Favorable recommendation from Finance Committee and Community Preservation Committee

Moderator declared the motion passed unanimously

CPA Funding for Historic Resource Administration

ARTICLE 2C: Upon motion of Rena Richard, it was moved the Town

vote to transfer the sum of ten thousand dollars (\$10,000.00) from the CPA Historic Resources Reserve Account for costs to professionally document historically significant properties that are 75 years or older, including properties that may be at high risk for demolition; such funds to be expended within five years with any sum remaining at the end of that period to be closed out to the CPA Historic Resources Reserve; with the Upton Historical Commission to submit annual reports to the Community Preservation Committee at the end of each fiscal year.

Favorable recommendation from Finance Committee and Community Preservation Committee

Moderator declared the motion passed by majority

Funding for DPW Supervisor Union Contract

ARTICLE 4: Upon motion of Brett Simas, it was moved the Town vote to raise and appropriate the sum of Five Thousand dollars (\$5,000) to fund and implement the cost items of the first fiscal year of the collective bargaining agreement between the Town of Upton and the Teamsters, Local #170, Department of Public Works Supervisor's contract.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

Funding for Debt Payment

ARTICLE 5: Upon motion of Ken Glowacki, it was moved the Town vote to raise and appropriate the sum of ten thousand two hundred sixty-five dollars (\$10,265), to pay for interest costs associated with the issuance of the \$1.76 million-dollar TIP, Quint and bridge Bond Anticipation Note (BAN).

Favorable recommendation from Finance Committee
Moderator declared the motion passed unanimously

Funding for Police Station Roof Replacement

ARTICLE 6: Upon motion of Steven Matellian, it was moved the Town vote to transfer from Free Cash the sum of four hundred ten thousand dollars (\$410,000.00), for the design, project oversight and replacement of the Upton Police Station roof and HVAC system, including all expenses incidental and related.

Favorable recommendation from Finance Committee and Capital Budget Committee

Moderator declared the motion passed by majority

Funding for Fire Station Roof Repair

ARTICLE 7: Upon motion of Steve Matellian, it was moved the Town vote to raise and appropriate the sum of one hundred thousand dollars (\$100,000.00) for the design, project oversight and repair of the Upton Fire Station roof, including all expenses incidental and related.

Favorable recommendation from Finance Committee and Capital Budget Committee

Moderator declared the motion passed by majority

Moderator allowed attendees to discuss the following 4 articles in regard to Marijuana Zoning bylaws. Presentation was made and questions were asked.

Upon motion of Michael Bradley, it was moved the Town vote to move Article 8C out of order.

Moderator declared the motion passed by majority

Zoning Change – Marijuana Bylaw

ARTICLE 8C: Upon motion of Brett Simas, it was moved that the Town vote to amend the Zoning By-laws to prohibit all types of adult-use (recreational) marijuana establishments in the Town of Upton, by deleting the text and title of said section in its entirety and inserting in place thereof a new Section 6.7, “Adult-Use Marijuana Establishments Prohibited”, and, further, to provide for an extension of the temporary moratorium on such establishments to allow for the required ballot question to be presented to the voters at an election, all as set forth in the handout entitled, “November 13, 2018 Special Town Meeting – Article 8C, Adult-Use Marijuana Establishments Prohibited”.

Planning Board is favorable to zoning action voted by Town Meeting
Moderator declared a 2/3 majority is required

Moderator declared the motion lost

Zoning Change – Marijuana Bylaw

ARTICLE 8A: Upon motion of Brett Simas, it was moved the Town vote to amend Section 6.7 of the Zoning By-laws to prohibit retail sales of adult-use (recreational) marijuana in the Town of Upton, and to create two new Marijuana Overlay Districts allowing certain other types of marijuana establishments, as that term is defined in G.L. c.94G, §1, to be located in the existing C&I districts, and to amend the Zoning Map accordingly, and, further, to provide for an extension of the temporary moratorium on such establishments to allow for the required ballot question to be presented to the voters at an election, all as set forth in the handout entitled, “November 13, 2018 Special Town Meeting – Article 8A, Prohibition of Retail Marijuana

Establishments, Creation of Marijuana Overlay Districts, and Regulation of Other Types of Marijuana Establishments".

Upon motion of Michael Bradley, it was moved to amend the motion to delete zoning of Manufacturing and Laboratories from MOD West Zones and to authorize the Town Clerk to make changes to the text to accomplish this amendment and additionally to make ministerial changes in numbering.

Moderator declared the amendment passed by majority

Upon motion of James Floyd, it was moved to question
Moderator declared a 2/3 majority is required

Moderator declared the motion passed by 2/3 vote

Moderator declared the amended motion passed by 2/3 vote

ARTICLE 8B: Upon motion of Gary Daugherty, it was moved to pass over Article 8B

Moderator declared the motion passed unanimously

ARTICLE 8D: Upon motion of Gary Daugherty, it was moved to pass over Article 8D

Moderator declared the motion passed unanimously

Acceptance of MGL Chapter 59 5N – Veterans Work Off Program

ARTICLE 9: Upon motion of Gary Daugherty, it was moved the Town vote to accept the provisions of M.G.L. Chapter 59, §5N, entitled, "Reduction of Property Tax Obligation of Veteran in Exchange for Volunteer Services" for the purpose of establishing a Veterans Tax Work Off program.

Moderator declared the motion passed unanimously

General Bylaw Change – Street Numbering

ARTICLE 10: Upon motion of Gary Daugherty, it was moved the Town vote to amend Title II Chapter 14 Street Numbering of the General By law by inserting the underlined and deleting the strikethrough, as set forth in Article 10 of the 2018 Special Town Meeting Warrant.

Moderator declared the motion passed unanimously

General Bylaw Change – Historically Significant Buildings

ARTICLE 11: Upon motion of Don Spargo, it was moved the Town vote to amend Title 8 of the General Bylaws, Preservation of Historically Significant Buildings, as set forth in the handout entitled “November 13, 2018 Special Town Meeting- Amendments to Title 8 Preservation of Historically Significant Buildings”.

Moderator declared the motion passed by majority

General Bylaw Change – Revolving Funds

ARTICLE 12: Upon motion of Steve Matellian, it was moved the Town vote to amend Title II Chapter 25 of the General Bylaws, Revolving Funds, by inserting a new Section 9 as set forth in Article 12 of the 2018 Special Town Meeting Warrant.

Moderator declared the motion passed by majority

Adoption of New Personnel Bylaw

ARTICLE 13: Upon motion of Nate Fischer, it was moved the Town

vote to amend the Personnel Bylaw as set forth in the handout entitled, “November 13, 2018 Special Town Meeting -Consolidated Personnel By Law 2018”.

Moderator declared the motion passed by majority

General Bylaw Change – Stipend Elected Official

ARTICLE 14: Upon motion of Nate Fischer, it was moved the Town vote to amend Title II Chapter 2 of the General By-laws by inserting a new Section 2A, entitled, “Compensation of Elected Officials”, as set forth in Article 14 of the 2018 Special Town Meeting Warrant.

Moderator declared the motion passed unanimously

Funding to Continue DPW Feasibility Study

ARTICLE 16: Upon motion of Brett Simas, it was moved the Town vote to raise and appropriate the sum of Twelve Thousand Five Hundred dollars (\$12,500.00), for new design options for an upgraded public works facility, including all expenses incidental and related.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

Funding for New IT Vendor

ARTICLE 18: Upon motion of Don Spargo, it was moved the Town vote to raise and appropriate the sum of Forty Thousand dollars (\$40,000.00), for purpose of providing Information Technology (IT) support services related to the security, support and maintenance of the Town’s computers, servers, web site, email and related IT infrastructure, including all expenses incidental and related.

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

Funding for Assessor Software

ARTICLE 21: Upon motion of Kelly McElreath, it was moved the Town vote to transfer to raise and appropriate sum of fifteen thousand dollars (\$15,000.00), to purchase the upgrade software for the AssessPro, including all expenses incidental and related.

Favorable recommendation from Finance Committee
Moderator declared the motion passed unanimously

Amendment to Town Manager's Act

ARTICLE 24: Upon motion of Gary Daugherty, it was moved the Town vote to authorize the Board of Selectmen to petition the General Court to amend Sections 3 and 4 of Chapter 391 of the Acts of 2008, entitled, "An Act Establishing the Office of Town Manager in the Town of Upton", as set forth in Article 24 of the 2018 Special Town Meeting Warrant, with strikethrough text to be deleted and underlined text to be inserted; 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.

Moderator declared the motion passed 61 Yes – 54 No

Funding for Community Center Feasibility Study

ARTICLE 25: Upon motion of Bill Taylor, it was moved the Town vote

to raise and appropriate sum of fifty-thousand dollars (\$50,000.00), for preparation of conceptual designs for a municipal community center to consist of a public library, senior center and, possibly, other municipal services, as well as renderings for a short-term and long-term phased downtown revitalization plan, including all expenses incidental and related.

Favorable recommendation from Finance Committee and Capital Budget Committee

Moderator declared the motion passed by majority

Authorize Selectmen to sell/lease/transfer Risteen Building

ARTICLE 26: Upon motion of Steven Matellian, it was moved the Town vote to authorize the Board of Selectmen to sell or lease or transfer such land or building commonly known as the Risteen Building or Public Library, located at 2 Main Street, and shown as Assessors' Map 201-073, for such sum and upon such conditions determined by the Board of Selectmen, pursuant to G.L. c. 30B, and to authorize the Board of Selectmen to execute any and all instruments, including deeds, leases or other agreements and take all other actions necessary or appropriate to effectuate the vote taken hereunder.

Favorable recommendation from Finance Committee and Capital Budget Committee

Upon motion of John Robertson, it was moved the pending motion be amended by adding the following words after Assessors' map 201-073: "upon the condition that a new library building recommended by the Board of Library Trustees is constructed or relocated and"

Moderator declared the amendment passed by majority

Upon motion of Steven Matellian, it was moved the Town vote to table Article 26.

Moderator declared a 2/3 majority is required

Moderator declared the motion passed by 2/3 majority

ARTICLE 27: Upon motion of Gary Daugherty, it was moved to pass over Article 27

Moderator declared the motion passed by majority

Funding for Water & Wastewater Comprehensive Assessment and Analysis

ARTICLE 28: Upon motion of Gary Daugherty, it was moved the Town will vote to transfer from the Water Enterprise Fund Retained Earnings a sum of One-Hundred One-Thousand Seven Hundred fifty dollars (\$101,750) and from the Waste Water Enterprise Fund Retained Earnings a sum of One-Hundred Eighteen-Thousand Two Hundred Fifty dollars \$118,250 for a total sum of Two Hundred Twenty Thousand dollars (\$220,000), for a Department of Public Works Water & Wastewater Comprehensive Assessment and Analysis, including all expenses incidental and related.

Favorable recommendation from Finance Committee and Capital Budget

Moderator declared the motion passed by majority

Upon motion of Gary Daugherty, it was moved to reconsider Article 27.

Moderator declared the motion passed lost

John Robertson addressed the voters to honor William Young who passed away this past year. Mr. Young would attend Town Meetings and had the

primary responsibility to adjourn and dissolve the warrant for every Town Meeting he attended. Moderator asked for a moment of silence.

Upon motion of John Robertson, it was moved to dissolve this warrant and adjourn the Special Town Meeting at 10:37 pm.

Motion passed unanimously.

A True Copy.

Attest:

Kelly A. McElreath
Town Clerk

TOWN OFFICERS & COMMITTEE REPORTS

BOARD OF SELECTMEN / TOWN MANAGER

For the second year in a row the Board of Selectmen experienced a change in the make-up of the Board, with longtime Chairman Robert Fleming stepping down after over 30 years of service to the town. Bob served for three decades as selectman and many other years a finance committee member. The town came together in May to thank him for his commitment and dedication by holding an “evening of gratitude” at Town Hall to honor Bob for his selfless service. The town will sorely miss Bob’s steady hand, institutional knowledge and steadfast leadership. We wish him and his wife Elaine all the best in health and happiness as they enter into retirement.

The election also ushered in Brett Simas to the Board for a three-year term. We welcome Brett to the Board as we look forward to new ideas, offering additional insight and experience as we continue to strive to the next level of municipal service.

On March 27th Dorothy Emino a lifelong Upton resident celebrated her 100th birthday at the Upton Center with family, friends and State officials. Its not often that we can celebrate such a milestone here in town, so we were delighted when town staff were given the opportunity to be a part of Dorothy’s special day by holding a birthday celebration at the Center.

Henry J. “Sonny” Poirier, Jr., a lifetime Upton resident, passed away on July 31, 2018. Sonny was employed as a construction foreman for Upton Fuel & Construction where he worked there all his life starting at the age of 10. He also served on the Upton Fire Department for 45 years, having the position of Fire Chief for six of those years. During his time on the fire department, Sonny was part of a team that brought in the first Tanker Truck to Upton. As an avid member of the community, Sonny was a part of the Upton Men’s Bowling League, Upton’s 250th and 275th anniversaries. He also served as a constable for several years and was a

certified water inspector for the town. His dedication to this town was recognized in 2001 when he was awarded the Upton Citizen of the Year.

Donald R. "Doug" Keniston, a lifelong Upton resident, passed away on Friday, December 28, 2018. Doug was a founding member of the George L. Wood VFW Post 5594, serving as Commander for one year and Chaplin for 70 years. Doug was a member of the Veteran's Council for 72 years and was actively involved with the Memorial Day ceremonies each year including serving as Master of Ceremonies for over 20 years. He was in charge of the VFW Flea Markets for many years and was the man who said "Play Ball" to begin Upton's baseball season on Loyalty Day. Doug was a volunteer call firefighter for 33 years and special police officer for many years in the town of Upton. He was honored as the Heritage Homecoming Outstanding Living Citizen, was the Grange Man of the Year, had a tree planted in his honor at the Memorial School on Arbor Day, and was the Grand Marshall at Upton's 275th Anniversary Parade in 2010. Doug was Upton's Tree Warden for 50 years and was on the Cemetery Commission for six years. Doug also worked for the Upton DPW, serving as the sidewalk supervisor and was a life member of both the Upton Historical Society and the Massachusetts Tree Wardens Association.

William (Bill) C. Young, a longtime resident of Upton, passed away on October 17, 2018. Bill attended Northeastern University where he earned his Bachelor's Degree in Engineering and then proudly joined the United States Army serving during the Korean Conflict. He was an extremely talented man, designing and building his house in Upton with his wife by his side and with the help of his brothers. Bill served on many committees in the town of Upton, including the Historical Society, Upton American Legion, School Committee, Finance Committee, and the Technology Committee. Bill regularly attended Upton Town Meetings and was always the one to motion to adjourn the meetings. Bill enjoyed activities at the Upton Senior Center as he had a deep dedication to the Town of Upton.

In April, the town's Fire Chief, Aaron Goodale, left the town to pursue other opportunities. We are grateful for all Ron did in his time in the position and wish him the best going forward. After the time of Chief Goodale's departure, the Town Manager appointed Police Chief Michael Bradley as the town's first Acting Public Safety Director to oversee the Fire Department as well as continue his responsibilities to the Police Department. Additionally, the Town Manager appointed Asst. Fire Chief Marchand as the Acting Fire Chief in order to manage the day to day fire operations for the department. The town owes a deep debt of gratitude to both Chief Bradley and Asst. Chief Marchand for their leadership and commitment to the department but most importantly to the residents of this community. In August, the Town Manager recommended the Board confirm the appointment of Mark DiFronzo as the town's new Fire Chief. Chief DiFronzo has decades of experience in the fire industry having served as the Town of Southbridge's Fire Chief since 2009.

This past year also saw the departure of longtime Veteran Services Officer (VSO), Robin Fletcher as he entered into full retirement. Robin was both a VSO and a certified SHINE counselor (Serving the Health Needs of Everyone) serving both Upton and Mendon. The town was then fortunate enough to hire Patrick Morris as the new VSO and SHINE Counselor. Patrick comes to the town with five years' experience as a VSO and additional experience as a Sutton Finance Committee member. We wish all the best to Robin as we welcome Patrick to the town.

The water main replacement project was completed this summer at a total below estimated cost. The original projection was approximately \$1.3 million but after bid results were opened and at the end of project completion, the final cost was approximately \$1 million, demonstrating a net savings of \$300,000 over the original estimates. This project came in on time and under budget which is a credit to Dennis Westgate our DPW Director.

Chief Bradley continues to set the bar very high for not only our town departments to follow but for other police departments across the Commonwealth as well. Under the Chief's leadership, the Police Department was re-accredited by the Massachusetts Police Accreditation Program (MPAP) for a second time. Like other accreditation programs, the process consists of two major components: (1) the establishment of a body of professional standards for police agencies to meet, and (2) a voluntary assessment process by which agencies can be publicly recognized for meeting those standards considered best practices for the profession. Completing MPAP's accreditation process demonstrates that our police department delivers high quality operations across the spectrum of law enforcement.

With the appointment of the town's first Economic Development Committee (EDC), the Board has relied very heavily on this five-member committee to lead numerous development efforts. With increased interest in developing our town center, there continues to be opportunities to expand the commercial tax base while offering an active family-oriented center. The Economic Development Committee has provided a forum for open public dialogue for residents to offer ideas and concerns and help provide a vision to what a revitalized town center should look like and the services it should host. Additionally, through the Governor's Community Compact Agreement, the EDC and staff will develop an economic development plan for the center and beyond.

This past year, the Board established a DPW Feasibility Committee and a Municipal Community Center Committee to explore various options and costs to replacing or upgrading multiple aging facilities. The DPW building is in severe need for such an upgrade. The garage itself is too small to properly store millions of dollars of equipment, the DPW administration is renting a trailer and the trucks are being washed outdoors in violation of the Department of Environmental Protection regulations. Additionally, there have been ongoing conversations over the past few years about upgrading the Library building. The current condition of the building does

not provide for adequate services and is limited in its accessibility. The Municipal Community Center Committee will continue the work it began in 2018 by researching the possibility of constructing a combined center that will host the library, senior center and other municipal operations as part of the town center revitalization project. Certainly, these are two major investments, but with proper fiscal planning and appropriate long-term decision making, the town should be able to upgrade these failing facilities with limited new tax burdens.

Following passage of Question 4 at the 2016 State Election, adult-use marijuana establishments became legal in Massachusetts. Subject to strict licensing at the state level and proper zoning at the local level, municipalities were forced to regulate where such establishments may locate through the adoption of local zoning bylaws. Thus, Article 8 of the Special Town Meeting was approved, thereby prohibiting retail sales throughout town while creating an overlay district in the existing commercial/industrial (C&I) zone near the Hopedale town line. In this C&I zone all other types of marijuana establishments such as laboratories, cultivation and manufacturing of marijuana, for recreational and medicinal purposes will be allowed. This new zoning bylaw also establishes a detailed special permit and site plan review process. Because this bylaw prohibits retail marijuana establishments throughout town, an election in May 2019 is required for the bylaw to take effect. By state law, communities that voted in favor of statewide recreational marijuana but want to prohibit it in their own communities are required to pass a ban both at Town Meeting and in a later ballot vote.

Town boards, committees and departments were extremely active in 2018, reviewing old by-laws and researching more contemporary approaches to their work; in an effort to provide a better experience for businesses and residents alike. Improving government operations became a major focal point at Town Meeting. Amending Title II Chapter 14 "Street Numbering" of the General By laws now provides clarity in the process of how town streets will be named, which will also ensure that

public safety and public works officials will be a part of the new decision-making process. The Historic Commission supported an amendment to Title 8 of the General Bylaws, “Preservation of Historically Significant Buildings” which provides clarification of terms used (i.e. significant/not significant/etc.), updating timeframes for action and determining applicability; in order to provide owners with an option to present to the Historical Commission. Additionally, for the third straight year an amendment was made to Title II Chapter 25 “Revolving Funds” of the General Bylaw by inserting a new section which requires a detailed budget be submitted to the Board of Selectmen and Finance Committee outlining all line item operating and capital expenses for the upcoming fiscal year, to include previous years’ revenues and projected future revenues. In a complete overhaul, the Personnel Board recommended an entirely new Personnel Bylaw which dated back to 1991 prior to the present-day Town Manager structure. The revisions to the Personnel Bylaw ensure that the roles of the Town Manager and the Personnel Board with respect to personnel-related responsibilities are consistent with the Town Manager Act of 2008 and is flexible and responsive to often changing industry best practices. Finally, the Board of Selectmen offered an amendment to the Town Manager’s act by authorizing the Town Manager to discipline employees when necessary, but still providing veto power to the Board. The amendment furthers allows the Board of Selectmen to enter an employment contract with the Town Manager up to five years if the Board deems it appropriate. As you will notice, the Town was active in updating numerous laws so that town officials can be more attentive, flexible and responsive in delivering effective and efficient municipal services.

Special thanks to Sandy Hakala who doubles as the Town’s Executive Assistant and Human Resources Assistant, for her administrative support of the Board of Selectmen, coupled with long days and late evenings in supporting the personnel needs of town staff.

In closing, the Board would like to extend its sincere appreciation to all of the volunteers who staff the numerous town boards and committees. These individuals spend countless hours away from home and away from their loved ones as they dedicate their personal time in helping us all *#moveUpton* forward. This level of dedication and long-term commitment will continue to enhance our present-day quality of life while setting the future of this great community.

Respectfully submitted,

Gary Daugherty, Chairman

Steve A. Matellian, Member

Brett A. Simas, Member

Derek S. Brindisi, Town Manager

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 Trust requested 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.

On July 13th 2015 a Community Preservation Act Grant Agreement was drawn up between the Town of Upton and the Affordable Housing Trust (AHT) set out the agreement for the use of this amount. It also outlined steps for future requests for AHT funds held by CPA account.

In August 2015 the AHT requested the BOS to donate the town land at Orchard Street for use for an affordable housing project and this was approved.

The Trust successfully bid on the town property at 28 Hartford Avenue North and the final purchase was complete on December 28th 2017. The final cost of the purchase was \$161,625.00. The Trust put out an RFP for the 28 Hartford Avenue North Property in Summer 2018, however there was only one bid submitted and doing due diligence the Trust is currently restructuring the RFP to solicit optional bids for both properties which will allow the RFP to go out for bid in Spring 2019.

Respectfully submitted,

Amanda M Graham, Chairman

ANIMAL CONTROL OFFICER

In 2018 there were 236 calls received and 121 incidents that required a response by the ACO involving domestic and wildlife animals. There were 11 quarantines and 101 violations issued.

The Board of Selectmen conducted two dangerous dog hearings. There are 9 licensed dog kennels and 889 licensed dogs in Town. There about approximately 200 dogs unlicensed.

There were 69 barn inspections as required by the state of Massachusetts to ensure a safe, healthy, and clean environment for livestock is maintained. All livestock was recorded and the information forwarded to Massachusetts Department of Agriculture. The number of small and large farms in Upton was also recorded and forwarded to the Town of Upton.

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

Horses-166
Cows-17
Sheep-42

Game Birds-18
Pigeons-29
Peacocks-2

Goats-40	Pot belly pigs-2
Llamas-2	Deer-2
Alpacas-7	Ponies-7
Donkeys-10	Ducks -15
Mini horses-3	Geese - 11
Chickens-675+	Rabbits-9
Water Fowl-36	Turkeys-6

Respectfully submitted,

Mike Moran
ACO

ASSESSORS

In November, the Department of Revenue (DOR) approved Upton's FY2019 tax rate of \$17.31 per \$1,000 of assessed value. This is an increase of \$.08 per thousand over the FY2018 tax rate of \$17.23. DOR also approved the FY2019 assessed value of the real and personal property in Upton of \$1,174,790,663, a 2.3% increase over the FY2018 assessed value of \$1,148,127,169. The increase includes new growth and changes in the assessed value of existing property.

Upton has a single tax rate for all property classes. The FY2019 assessed value of real and personal property consists of 94.6% residential, 1.9% commercial, and .9% industrial real property and 2.6% personal property.

The FY2019 tax rate is based on the amount raised through the property tax levy to fund the FY2019 budget and other financial expenditures approved at Town Meetings. For FY2019 this amount is \$20,335,626.

The FY2019 tax rate of \$17.31 also includes seven previously approved debt exclusions. The exclusions account for \$0.92 of the \$17.31 tax rate.

Tax Rate Components	Amount	Matures
Tax rate within Prop 2½	\$16.39	
Debt Exclusions:		
-Wastewater Treatment Plant	.10	2019
- Fire Station	.22	2020
- Stefans Farm	.10	2020
- Memorial School	.32	2024
- Miscoe Hill Middle School	.08	2025
- Blackstone Valley Tech	.01	2025
- Third Water Source	.09	2033

Upton property tax bills are paid quarterly. The first two payments are due before the new tax rate and assessed value are set, so they are based on the prior fiscal year tax rate and assessed value. The second two quarterly payments are based the current fiscal year tax rate and assessed value and take into account the first two payments. The CPA surcharge payments are determined the same way.

The responsibilities of the Board include reviewing and making decisions on real and personal property tax abatement applications and property tax exemption applications. In 2018, 35 abatement applications and 66 exemption applications were submitted. The Board approved 26 of the abatement applications and 56 of the exemption applications. The Board also processed 331 vehicle excise tax abatement applications, 15 property tax abatements earned through the senior tax work-off program, and 40 applications to enroll land in one of the Chapter 61 current use programs (under Massachusetts General Laws Chapters 61, 61A and 61B, subject to minimum acreage and other eligibility requirements, land can be assessed based on its use for forest (Ch. 61), agriculture (Ch. 61A) or open space (Ch. 61B) instead of its fair market value. More information on the Chapter 61 programs found at <https://masswoods.org.>)

At the May Annual Town Meeting the town voted to accept the relevant provisions of the Massachusetts General Laws that provide for annual cost-of-living adjustments to the whole estate and gross receipts limitations for the senior exemptions. At the November Special Town Meeting the town voted to accept the provisions that establish a Veterans tax work-off program.

During this past year, the Board also worked on various projects including researching owner unknown parcels to determine the owner. This project enables us to determine the owner and bill accordingly. When we are unable to determine the owner, we work with the Treasurer/Collector and the State so that the Treasurer/ Collector can take the parcels for the Town of Upton.

Please visit the Assessors page on the Town of Upton website for more information on exemptions, abatements and the Chapter 61 programs and for application forms.

Respectfully submitted,

James Earl
Kelly McElreath
Bill Taylor, Chair

BOARD OF HEALTH

The Board of Health respectfully submits the following report for the year 2018. Board members were as follows; Chairman, Richard Robinson; Member, Richard Desjardins and Member, Al Holman.

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

Animal Control Officer:	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:	Jeff Lukas, M.D.

During the year 2018, 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 designs and permit applications.

Several residents took advantage of the hazardous waste day and shredding event during the summer of 2018, free of charge.

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.

2018 proved to be active with abandoned houses and housing complaints, prompting court action and assistance from the Attorney General's office.

The harsh winter and numerous power outages this year prompted the town to open warming stations. The town hall and Senior Center remained open to the public and was staffed with town officials including the BOH on more than one occasion.

The Board and the Town Nurse welcome Dr. Jeffrey Lukas who has agreed to serve as Town Physician. Dr. Lukas is a pediatrician at Tri Valley Health Clinic in Uxbridge and has been the School Physician for the Mendon-Upton School District for many years. Dr. Lukas will provide guidance as well as review policies and guidelines enabling the town nurse to order and give flu and other vaccines to our residents. We continue to work with Commonwealth Medicine from UMass to third party bill for our flu vaccine administration. The reimbursement makes it possible to purchase vaccine and supplies for next year to keep providing the convenience and important health protection that flu vaccine provides.

The Town Nurse reports Upton has experienced an average year with regards to numbers and types of infectious or communicable diseases investigated through the MAVEN (Massachusetts Virtual Epidemiological Network) system. There were 14 confirmed Influenza cases, but many more that were not lab tested as the 2017-2018 flu season was more severe than recent years. The 2018-2019 season has started early and is tracking to be about the same in numbers but perhaps less in severity of illness.

The Town Nurse continues to represent Public Health in the region at HMCC meetings preparing for health-related emergencies. Also, Upton continues to be represented at Public Health Emergency Preparedness meetings with the Town Nurse serving on the executive committee. Upton continues to be contracted by Blackstone and Bellingham to provide public health nursing services.

Case Totals: UPTON

Campylobacteriosis	2
Hepatitis all forms	2
Influenza	14
Salmonellosis	1
Lyme Suspect and Confirmed	37
Human Granulocytic Anaplasmosis	4
Tuberculosis confirmed	1
Tuberculosis suspect	1
Giardiasis:	1
Babesiosis:	1

Influenza Vaccine for Upton, Bellingham and Blackstone: 382 doses
(202 children)

The following permits were issued under the BOH during 2017:

Food	31
Garbage & Offal	13
Tobacco Permits	7
Installers	23
Well	17
Septic permits	34
Perc & Deephole	19
Dumpster	51
Trash Bags Sold	133,000
Complaints Received	31

Respectfully submitted,

Richard Robinson, Chairman
Richard Desjardins
Al Holman
Trish Parent, RN

CABLE ADVISORY COMMITTEE

The Cable Advisory Committee resumed regular meetings in June 2018 with the addition of 2 new members Steve Rakitin and Marcia Kasilowski.

The focus was to review Upton's Cable service through Charter/Spectrum identifying areas for improvement to highlight for the upcoming contract renewal and understand Upton's Community Cable services and needs. This included reviewing our current contract and reaching out to other communities and their vendors.

During this time, the Town upgraded aging community cable equipment and purchased 3 new cameras, an editing laptop, server (Castus) and master archive; all funded by Charter/Spectrum.

Respectfully submitted,

Dominic Coombe
Marcia Kasilowski, Chair
Steven Rakitin, Clerk

CABLE TELEVISION

As in the past, UCTV provides expanded programming schedules on the local access channel number 192. There are 12 to 14 programs each day and on Monday, the schedule is updated with new material.

We are fortunate to have material from PEGmedia.com and other shared sites to show on the local access channel.

Local productions include the recordings of all town meetings, school committee meetings, selectmen meetings and an occasionally BVT school committee. When we are unable to record BVT, other towns in the district record and share with Upton. This past year, we have

discontinued recording Upton Housing Authority due to a request from the Housing Authority.

Our anchor program, the popular “Be My Guest”, continues to be produced in our remote studio over the Library and is well received from the guests.

Please note if a resident is unable to view channel 192, our local productions can also be streamed from the Town’s website, uptonma.gov/pages/video-streaming. We upload local programming to YouTube. Channel 192 also provides a robust bulletin board service which shows in between scheduled program offerings. Please note resident may also get a copy of some programs on DVD at the library or by special request at UCTV Office.

Respectfully submitted,

Glenn Fowler, UCTV Local Access Provider

CAPITAL BUDGET COMMITTEE

The Capital Budget Committee met four times from April 2018 thru November 2018. The Committee reviewed and provided recommendations on the Capital requests and warrant articles for the May Annual Town Meeting (ATM) and the November Special Town Meeting (STM). The committee met with Town Manager Derek Brindisi in our November 1st meeting to discuss the committee’s role in Capital Budget requests, reviews and supporting the Manager, Board of Selectmen and Finance Committee in reviewing and updating the Community’s Capital Improvement Plan. The committee’s goals for 2019 include working with all stakeholders to advance.

In November 2018 Ken Glowacki stepped down from the Committee Chairmanship; Dan Lazarz was elected by the committee members as the

new Chair starting in 2019. Ken has Chaired the committee since its inception many years ago and has guided it's work with his financial expertise and extensive working knowledge of Town Government. The committee thanks him for these many years of service in this role and his continued membership on the committee supporting our work going forward.

Respectfully submitted,

Tom Davidson

Ken Glowacki

Daniel J. Lazarz, Chair

Richard McGuire

David O'Brien

CEMETERY COMMISSION

Financials Ending 6/30/18

Revenue:

Sale of Lots	\$ 825.00
Perpetual Care	\$ 6,800.00
Open and Close Graves	<u>\$12,950.00</u>
Total:	\$20,575.00

Above as recorded by the commissioners

Expenses:

Sundry Expenses	\$ 21,276.80
Salaries	\$ 1,250.00
Dues/Fees	<u>\$ 200.00</u>
Total:	\$ 22,726.80

Ledger Balance:

Perpetual Care	\$ 420,773.47
Change In Value	\$ 17,072.64
Interest Earned	\$ 8,168.10
Expendable Balance	\$ 75,607.74

In other business, the commissioners thank DPW staff for excellent support of our needs by timely response to commissioner requests for various services such as grave open/close, snow plowing, grass mowing, leaf removal, collection of tired adornments, pavement maintenance etc.

Throughout the year, we have worked on identifying and reconciling inconsistencies between our improved computer-based records and what we find on the grounds. Part of this work involves purchase of new markers and replacement of corner posts which have disappeared over time.

Respectfully submitted,

Jay Ferris, Chair

Glenn Fowler, Member

Robert Pray, Member

CODE ENFORCEMENT DEPARTMENT

The past year remained both a busy and productive one for the Department. Rockwood Meadows is nearly complete and the remainder of the Building Permits has been issued. Building and Gas Permits were up while Wiring and Plumbing Permits showed moderate decreases. However, revenues were up in all divisions with a total increase of nearly 16% from the previous year. 2019 promises to be equally busy. Construction has begun at Upton Ridge, a 139 Unit Subdivision and we anticipate construction to be underway at 149 Main Street for a 44 Unit, rental, 3-story multifamily building. There is also the likelihood that East Street Estates, a proposed 16 Unit Subdivision will also begin construction. There have been no staffing changes over the past year.

CODE ENFORCEMENT

Patrick H. Roche

Building Commissioner / Zoning Officer

Stephen C. Johnson

Local Building Inspector

Thomas E. French	Plumbing & Gas Inspector
Kenneth Salsman	Assistant Plumbing & Gas Inspector
John G. Poirier, Jr.	Wiring Inspector
David A. Stanley	Assistant Wiring Inspector
Diane C. Judd	Department Coordinator

PERMITS ISSUED

Building Division

New Home Construction	33
Accessory Building	19
Additions	5
Alterations/Remodels	35
Basement Finish	16
Decks	9
Demolition	11
Doors & Windows	28
Garage	8
Insulation	14
Other	14
Pools	16
Porch	3
Repairs	19
Roof	42
Sheet Metal	15
Solar	28
Temporary Structure	4
Solid Fuel	23

Wiring Division

New Home Construction	30
Accessory Building	4
Additions	2
Alterations/Remodels	30
Basement Finish	16
Central AC	18
Commercial	-
Appliances	8
Furnace/Oil Burner	20
Garage	4
Generator	30
Pools	12
Rewires	26
Septic	2
Service Change	13
Solar	27
Security Alarm	3
Temporary Service	4
Other	16

PERMITS ISSUED

Building Permits	342
Wiring Permits	265
Plumbing Permits	108
Gas Permits	147

Building Permit Revenues	\$158,568
Wiring Permit Revenues	\$ 30,650
Plumbing & Gas Permit Revenues	\$ 26,900
Total Revenue	\$216,118

ZONING BOARD OF APPEALS

Stedman Briggs, Jr.	Chairman
William Andrews	Member
Richard Desjardins	Member
Robert Humes	Alternate
Eric Reustle	Alternate

Denise Smith:	Department Assistant
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Variances	15	Special Permits	9
Accessory Structures	6	Accessory Apartment	4
Access & Common Driveway	1	Class II License	3
Mixed Use Building	1	Demo & Rebuild Structure	1
Demo Home & Rebuild	1	Signs	1
Frontage	2		
In-ground Pool	1		
Lot Size	1		
Residential Use in C& I Zone	1		
Signs	1		
Variances Granted	11	Special Permits Granted	7
Variances Denied	1	Special Permits Denied	0
Variances Withdrawn	2	Special Permits Withdrawn	2
Variances Continued	1	Special Permits Continued	0
Variances No Action	0	Appeals	0
Total Hearings	23		

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. The Code Enforcement Department also wishes to thank Diane Judd, our Department Coordinator, for her outstanding support in the office. Diane keeps the office running on a day to day basis and works diligently to resolve any issues that may arise. She goes above and beyond to try and help the contractors and citizens of the town.

My thanks also to our Town Manager as well as the Board of Selectmen for their ongoing support of the Code Enforcement Department over the years.

Finally, my thanks to all the various boards, committees, and commissions with whom we deal, as well as the admirable residents of Upton, for their input, collaboration and support.

Respectfully submitted,

Patrick H. Roche
Building Commissioner / Zoning Officer

COMMUNITY PRESERVATION COMMITTEE

The Community Preservation Committee (CPC) meets the first Wednesday of each month, unless otherwise posted, at the Upton Town Hall at 7:30 p.m. in the Ground Floor Conference Room.

In accordance with state law, the appropriate Community Preservation Act (CPA) funds were transferred to each of the required designated

accounts, namely: historic resources, community housing and open space.

We accepted with regret the resignation of Ed Darragh who was one of the selectmen's appointees and served as our interface to the School Department. We thank him for his service and wish him well. He was replaced by Joan Scribner who recently retired as the Principal of Nipmuc High School.

The sixth-year payment (\$291,975) of debt service on the general obligation Town Hall Renovation Bonds was approved at the November Special Town Meeting.

This year's project approvals include the purchase and placement of granite posts holding bronze plaques identifying the location of early school sites in the Town of Upton; funding 50% of a Recreation Commission master plan to study current and future recreational needs of the Town of Upton incorporating the Trask property donation; and, establishing a reserve account for the Upton Historical Commission to professionally document Upton properties of historical significance prior to demolition.

In November of 2018, the Town received \$161,526 from the Community Preservation Act Trust Funds. This was a 37.5% match of projected town revenues of \$430,588. This grant brings the total of CPA trust funds to the Town of Upton over the last 14 years to \$2,902,011. In conjunction with town revenues, CPA grant funds have allowed the Town of Upton to address the preservation and rehabilitation of the Upton Town Hall, the preservation of town records, the refurbishment of a number of recreational facilities, the preservation of open space and the opportunity to explore the need for affordable housing.

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

Respectfully submitted,

Rena M. Richard, Chair
David Adams
Paul Carey
Richard Desjardins
Richard Gazoorian

Mike Penko
Chris Scott
Joan Scribner
Russell Wood

CONSERVATION COMMISSION

The Commission administered the Massachusetts Wetlands Protection Act, the Town Wetland Protection Bylaw and the Town Stormwater Bylaw. 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. The Intermunicipal Agreement with Northbridge to share the agent's position was renewed. The following major projects were reviewed and permitted: Fowler Street Bridge replacement, Solar Farm off Westboro Rd, Hartford Ave N water main replacement, Hopkinton Rd gas line, Hartford Ave S sewer line & pump station and culvert replacement off West River St. Projects under construction monitored by the Commission in 2018 included: The Crosswinds subdivision located between Plain and Station Streets, Rockwood Meadows over 55 development on East St, Town roadway repaving work, the Hartford Ave N water main project, Hopkinton Rd gas line project, Upton Ridge over 55 development off Hartford Ave S, and the Hartford Ave S sewer line & pump station project. Several individual house lots were also reviewed and permitted. The Conservation Commission also informally resolved several other minor violations of the Wetland Protection Act. Major enforcement actions included violation at a commercial facility on Milford St, a West River St subdivision, William St, and a house lot on North St. Conservation Restrictions held by the Commission at Kenneth Village and Five Forks Farm (formerly known as Sweet William Farm) were monitored. Town meeting accepted 16.52

acres of open space protected as part of the Crosswinds Subdivision. The Commission agreed to hold a conservation restriction on the Blue Conservation Area owned by the Metacomet Land Trust on Crockett Rd.

The Commission signed a MOU with the Hopkinton Area Land Trust to maintain a parking area and trail at Rockwood Meadows. The trail provides access to the Peppercorn Hill Conservation Area from East St.

Sandy Lajoie was recognized for 35 years on the Upton Conservation Commission. Her knowledge and expertise are invaluable to the commission.

Applications/Requests received:

- Notice of Intent (NOI) = 15 (including 1 withdrawn & 4 amended)
- Requests for Determination (RDA) = 6
- Abbreviated Notice of Resource Area Delineation (ANRAD) = 0
- Request for Certificate of Compliance (COC) = 12
- Order of Conditions (OOC) Extensions = 0

Decisions/Actions issued by the Commission:

- Order of Conditions (OOC) issued = 16 (no denials)
- Determinations = 6
- Order of Resource Area Delineation (ORAD) = 0
- Certificate of Compliance = 11 (including 2 partial)
- Order of Conditions Extension = 0
- Enforcement Orders = 0

Revolving Accounts	Start Balance 7/1/2017	Receipts	Expenditures	End Balance 6/30/18
Wetlands By-Law	\$ 5,473.00	\$10,428.00	\$ 4,489.00	\$11,412.00
Storm Water By-Law	\$ 1,700.00	\$ 0	\$ 0	\$ 1700.00
Community Garden	\$ 225.00	\$ 135.00	\$ 0	\$ 360.00
Land Stewardship	\$ 683.00	\$ 0	\$ 0	\$ 682.00

Other Accounts	Start Balance 7/1/2017	Revenue	Expenditures	End Balance 6/30/2018
Wetland Protection	\$ 6,042.00	\$ 9,408.00	\$ 9,790.00	\$ 5,660.00
Conservation Fund	\$ 7,048.00	\$ 5000.00	\$ 0	\$12,050.00

The Commission with the Board of Health administered town funds allocated for beaver control. Funds were expended to maintain existing pond levelers to regulate the water levels at several locations and to trap beavers at Southborough Road.

The Commission completed a plan for turtle habitat enhancement at Stefans Farm using funds set aside by MA NHESP for turtle conservation projects in Upton.

The Conservation finalized a land stewardship plan for town owned properties off North Street, including the Warren Brook Watershed, Howarth Glen, Whitney Conservation areas, and two other town owned parcels managed by the Commission through its Land Stewardship Committee.

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 2018, the pond was ice free on February 27, refroze and thawed several times, and was ice free for the season on March 26.

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

David Pickart, Conservation Agent

COUNCIL ON AGING

The Upton Council on Aging is supported by a twelve-member Board appointed by the Board of Selectmen. The Board supports the COA Staff in addressing the emotional, physical, social, financial, and spiritual needs of residents, with a focus on the senior population. The COA supports seniors' right to have a voice in matters that impact them and strives to recognize the needs, capabilities, ambitions and creativity of our senior population. Upton is part of *Dementia Friendly Massachusetts*, a state-wide movement comprised of organizations, individuals and municipalities growing dementia friendly communities to become more inclusive and supportive of those living with dementia, their families and care partners. This is a key initiative here at the COA, to help those impacted feel safe, socially connected, and able to thrive in the Upton community.

While many people are familiar with the programs and activities which are visible at the Center, what some may not realize is that many of the most critical services that we provide are behind the scenes. We place particular emphasis on providing support and resources for low income families, families in need, residents with disabilities, and seniors. We also provide social support and resources to assist residents coping with loneliness, isolation, depression, and abuse.

With life expectancy increasing, we encounter many in our community who are dealing with long-term chronic conditions. Loneliness and isolation can contribute to their symptoms, which is why access to information and referrals can be critical to those impacted. As a member of Upton's Disability Commission, the Director of Elder & Social Services

also promotes the town's goal of inclusion and integration of persons with disabilities in the activities, services, and employment opportunities within the community.

As the population of Upton has grown, having enough appropriate space to offer all of our programs and activities continues to be a challenge. With one main room for all activities, it can be difficult to find space to run multiple programs at once. It is also difficult to find confidential meeting space for programs such as SHINE counselling and tax preparation. We do our best to schedule our programs accordingly, but additional space and separate meeting areas would certainly be put to good use.

Services

Social Services offered at the Center include outreach, information, and referral services. Our Social Service Coordinator is a certified SHINE counsellor who is available to assist residents with insurance questions. She also provides assistance with SMOC (heating) applications and questions, as well as SNAP (food stamp) applications.

In addition, we work with local charities and organizations, such as the Bloomer Girls, the Knights of Columbus, United Parish of Upton, St. Gabriel's Parish of Upton, and the Upton Men's Club, to provide assistance to residents in need.

We also work closely with our local Fire and Police Departments and the Upton Board of Selectman to assist residents impacted by local hardships, such as storms, power outages, and fires. As we learned in 2018, not even a tornado can stop us!

The Senior/Veteran Tax Work-Off Program is coordinated through the Upton Center as well. All policies and forms related to this program were updated in 2018. Applicants can access all necessary information online

or at the Center. The application process is handled through the Center, along with collection of time sheets for processing.

Activities

A variety of regular activities are held at the Center to offer socialization for our seniors. We also provide educational programs on topics such as health and wellness and scam awareness. Numerous exercise programs are offered as well.

Some highlights in the area of health and wellness have been Meditation & Mindfulness, Healthy Living for your Brain and Body, Vision Loss Prevention, Fall Prevention Talk by a Physical Therapist, 8-week Matter of Balance program starting in January 2019, Aging Memory Talk, Understanding Alzheimer's & Dementia, Tri Valley nutrition talks, and a Safe Driving presentation.

We've also had a number of talks focused on areas specific to seniors, such as how to probate an estate, wills, and guardianship, Taking Control of Your Future, Scam Awareness, and Leaving Your Legacy.

Entertainment and Socialization opportunities have been plentiful at the Center this year as well. Some highlights include a cookout with the Grey Whisker Pickers band, Ranger Viola's nature and wildlife talks, our annual Christmas Party, our monthly birthday bashes, and multiple socials.

The Center seeks to foster relationships between younger and older generations as they have much to offer one other. Intergenerational programs this year included Animal World Experience here at the Center, the Bee Our Guest breakfast at Memorial School, and the Senior Lunch at Miscoe Hill School. We were fortunate to have a number of Nipmuc students visit throughout the year to volunteer with our seniors as part of various National Honor Society projects as well.

This year brought many opportunities to collaborate with a number of organizations and departments in town too. This has resulted in some great programs, such as the Library's trivia socials here at the Center, story time with the preschool students at the Library, free manicures provided by the BVT Students, technology talks by Nipmuc students, Oral Hygiene and Safety Presentations by the BVT students, the Police Department's Annual Spaghetti Supper for seniors, the Fire Department's safety talk for seniors, and the Bloomer Girls' Heritage Dance at the Center.

Our seniors are always up for adventure! Notable outings this year included the Eldercare event in Leicester, a Boston State house Tour, Summer Concerts at Kiwanis Beach, a trip to the Worcester Art Museum, the Sheriff's Annual Picnic, a visit to the EcoTarium, and a trip to the Festival of Trees in Wellesley.

Transportation

Transportation services are provided weekdays to transport seniors and disabled individuals to medical appointments. Regular group shopping trips are scheduled once or twice a week, along with a monthly lunch trip. The van is also available for in town errands and is used for many outings, such as those noted above.

Meals

Congregate meals are served by Tri-Valley at the Center each weekday at 11:45 a.m. Our Center is also the distribution center for the Meals-on-Wheels program which delivers meals to Upton and Hopedale residents. Many outside groups provide volunteers to help with the meals program, which makes our Center a busy place each day.

Newsletter and Facebook Page

In order to keep residents aware of our programs and services, we have an active social media presence in addition to a monthly newsletter. The newsletter is available on the town website and in print at several

locations throughout town. It can be emailed to residents upon request at no charge. Residents can also request to have an annual subscription mailed to their home for just \$5. Our events are publicized on the town cable station and in the local newspaper as well. Our Facebook page keeps people informed of upcoming events and also highlights past activities with regular pictures of events held at the Center.

Thank You

We are thankful to the many people and organizations who contributed to our programs this year. We thank Senator Moore for his Strawberry Shortcake Social, Turkey Dinner, and contribution to our Christmas Party. We thank Representative Muradian for his Pasta Dinner and donation to our Christmas Party as well. And we are truly grateful to our Town Manager, Derek Brindisi, for taking time to visit for his monthly breakfasts and Q&A sessions at the Center.

Many thanks to the Bloomer Girls, Men's Club, Upton's schools and churches, Unibank, and all of the community organizations who contribute so generously to the Upton Center throughout the year.

And of course, a special word of thanks goes to the Upton Center Staff: Drivers John Saulen, Jim Earl and new driver Kevin Farrar, Social Services Coordinator Jessica Mauro, Department Specialist Bernadette Denson, COA Assistants Deb Saulen and Karen Varney, and Nutrition Center Manager Al Vautour. Together with our wonderful COA Board and so many volunteers throughout the community, they helped make this year a big success.

Respectfully submitted,

Janice R. Nowicki
Director of Elder & Social Services

CULTURAL COUNCIL

The Upton Cultural Council (UCC) respectfully submits the following report for the year 2018. Council members are as follows: Co-Chairman, Donnamarie Floyd; Co-Chairman Shelley Ryan, Treasurer, Lyn Haggerty; and Members, Dawn Pekarski, JoAnn Fitts, Jen Conrad, Debra Amorelli, Megan Ronzio, Sandra Leacu. New members were appointed to our council in July of 2018 by the Board of Selectmen. Our membership is strong in numbers of past and present members representing our community.

Funding Summary

The following is a list of grants funded by the UCC in 2018:

- Lee Ann Murphy from the Upton Town Library
 - The Stupendous Mr. Magic Head, granted of \$310
- Lee Ann Murphy from the Upton Town Library
 - Spanky's Puppets, granted \$245
- John Root
 - "Organic Gardening for Everyone" to be held at the Upton Grange, granted \$550
- Gregory Maichack
 - Monet's Magic: Pastel Painting Monet's Wondrous Water. This adult paint night will be held at Memorial school, granted \$495
- Karen Arnold from Miscoe Hill
 - Miscoe Hill Newspaper Club (Home of the Braves) printing costs, granted \$282
- Cathy Taylor
 - "Luminaries in the Library" workshop at Nipmuc High School
 - Luminaries will be displayed at Upton library for 2 months, granted \$350
- Upton United Parish

- Amahl and the Night Visitors, granted \$500
- Suzanne Venkataraman
 - MakerSpace Model & Its Influence on Creative Education, Nipmuc High School presentation, serving 450 attendees, granted \$300
- Cathy Frary
 - Heat and Temperature Program, Traveling Museum of Science, Miscoe Hill 6th grade program, 160 students and residents encouraged to attend, granted \$555
- Musician Gary Poplawski Performance
 - Musical performance at the Upton Senior Center, granted \$350
- Bill Moffet and the Birch Alley Brass
 - Christmas Concert at Valley Chapin Uxbridge, granted \$200
- Blackstone Valley Community Concert Band
 - Performance by a 70-member ensemble at Kiwanis Beach in July, granted \$500

Upton Cultural Council (UCC), following the Massachusetts Cultural Council (MCC) guidelines, held a meeting in August 2018 welcoming new members. The meeting also encouraged discussions around how to provide more visibility to the upcoming grant cycle. The council then voted to create a banner and signs, representing the UCC as well as the MCC, furthering our visibility to the public.

The UCC is pleased to report the visibility and signage project was completed in September 2018. To cover costs, a Welcome to Upton themed basket filled with donated items representing our community was created and raffled off during the Upton Heritage Day Event.

The UCC would like to thank the Upton Historical Society, Upton Police Department, VFW Post 5594 and all who donated.

On December 4, 2018 the UCC held an Annual voting meeting for the 2019 Grant Cycle; all voting members were in attendance. One citizen from the community sat in along with Selectman Simas.

During 2018, the UCC saw its largest number of grant applications in years, at 23. Thanks to the collaboration of the Council, approximately 68 percent of the grants were funded. A majority of the funds will directly benefit the citizens of Upton through upcoming events.

Respectfully submitted,
Lyn Haggerty, Treasurer

DEPARTMENT OF PUBLIC WORKS

The Department of Public Works enhances the quality of life and provides uninterrupted, effective, and efficient municipal services to the residents of Upton. Our divisions include water, wastewater, highway, and parks/forestry/cemetery. These divisions work together as a cohesive public works in order to meet the many needs of the community, improve infrastructure, and advance town projects. The department consists of fifteen full-time employees including a director and one full-time department assistant. In addition, the department employs one part-time department assistant, and four seasonal employees.

HIGHWAY DIVISION

Mission Statement

The mission of the highway division is to maintain and preserve the Town's public way infrastructure, which includes paved streets, sidewalks, street signs, traffic signals, dams, and storm drainage systems, and to restore and improve core services to the general public. the division also maintains access for emergency vehicles on many unaccepted roads. consisting of a superintendent, mechanic, and four truck driver/heavy equipment operators, the division is responsible for maintaining approximately seventy-one miles of accepted roadway, multiple dams,

culverts, bridges, guardrails, street signs, traffic signals, drainage easements, and snow & ice operations.

The winter of 2017 – 2018 brought considerably more snow than the previous year. The temperatures were favorable for significant snow accumulation and the DPW responded to 24 events throughout the season. Total snowfall accumulation was 93 inches in comparison to the 49 inches received the prior winter. The highway division worked tirelessly in their effort to keep the roads and sidewalks safe and clear for motorist, pedestrians and emergency vehicles. Other completed projects by the highway division include:

- Roadway repair (patched) various locations throughout town
- Painted stop bars and crosswalks throughout the town
- Conducted windshield survey for hazard trees on all public ways and removed several identified hazard trees and limbs.
- Cleaned and reshaped drainage trenches throughout town
- Conducted extensive roadside brush cutting so to provide safe sight distance for motorist, cyclist and pedestrians.
- Submission of Notice of Intent to the EPA in accordance with NPDES MS4
- Swept 75 miles of roadway
- Cleaned 858 catch basins
- Tested and disposed of 280 yards of catch basin debris and street sweeping.
- Replaced various types of street and traffic signs throughout Town

The highway division solicited a new three-year road reclamation, paving, and related construction bid. Utilizing the Town's Pavement Management Program and Chapter 90 proceeds, the DPW will put forth an aggressive paving schedule beginning in early spring of 2019.

The highway division continued to utilize its asphalt “hot-box” in order to repair various roads throughout the Town. Crack sealing was also performed throughout the Town on various roadways as an important means of preventative maintenance.

Other notable items the highway division completed this past year:

- Assisted the water division with sewer and main breaks
- Repaired/replaced 12 catch basins and manhole structures
- Repaired roadway deficiencies at various locations throughout Town
- On January 18, 2018, The DPW successfully completed and submitted a 5-year inspection report on the Old Grit Mill Pond Dam and the Wildwood Lake Dam to the Department of Conservation and Recreation, Massachusetts Office of Dam Safety

On March 3, 2018, the Town was hit with a major Nor'easter that brought significant snowfall as well as hurricane force winds that downed over 500 trees throughout the Town. This was such an intense storm that it knocked out power in 83% of the Town, snapping electrical poles and causing trees to burn as they lay across the roads. One of the highway division's 10-wheel dump truck was struck by a falling tree and removed from operation the remainder of the winter as we awaited its repair.

On March 29, 2018, another major snow event dropped 19 inches of snow in Upton.

The DPW spent months cleaning debris and removing trees from the March storms with the following statistics:

- Cleanup began in March and finished on August 17, 2018
- A total of 88 loads of wood chips (approximately 900 yards) were transported to the DPW facility as a result of the months of cleanup

- The DPW spent 45 full days dedicated to debris removal & storm cleanup
- During the cleanup, DPW also performed road & drainage repairs and responded to residents' concerns

On July 25, a tornado touched down in West Upton. The tornado was classified as an F1 and was estimated to be on the ground for over a mile. The DPW highway division dedicated staff to 8 full days of cutting, chipping, and clearing debris from the tornado.

I would like to thank John Johnson, Highway Supervisor, and his team in the highway division, as well as Department Specialist, Kathleen Desjardins, for their hard work and dedication throughout the year.

PARKS, FORESTRY, & CEMETERY DIVISION

Mission Statement

The mission of the parks/forestry/cemetery division is to provide safe, aesthetically pleasing and functional recreational areas including our cemeteries, which enhance the communities current and future needs; to plant, maintain, and manage public shade trees along the Town's public ways and public areas while maintaining public safety, aesthetic quality, and value of the community's urban forest. Consisting of a foreman with a pesticide license, one laborer, and four part-time seasonal employees, the division is responsible for maintaining twenty-eight acres including athletic fields and cemeteries. the division also maintains the grounds at several town buildings and green spaces throughout the town.

The parks, cemetery and forestry divisions maintain 28 acres of town owned property at Kiwanis Beach, Leland Field, West River athletic field; as well as the four-town cemetery's; First Cemetery located on Grove Street, Lakeview located on North Main Street, and Bradish Cemetery located on Westboro Road at North Street. In addition to these locations, the division also maintains the grounds at town hall, library, town common, police and fire stations, Heritage Park, Wildwood Park, and

street islands located throughout town. Other tasks performed by the parks division includes the following;

- Performed routine maintenance of irrigation systems at all municipal sites
- Invasive aquatic species program
- Full scale treatment at Lake Wildwood, and spot treatment at Pratt Pond
- Annual spring and fall cleanup
- Brush clearing and chipping
- Mow, fertilize, lime, aeration, over seeding, and application of compost top dressing on all fields throughout the growing season
- Dam maintenance, monitored water level throughout year
- Shrub and Tree trimming
- Soil analysis
- Town beach water quality – sampling and maintenance, performed weekly
- Pesticide and herbicide applications
- Fencing repairs as needed
- Playground equipment safety inspections and maintenance
- Collect trash in the 25-barrel located throughout Town, performed weekly
- Annual installation and removal of docks at Kiwanis Beach
- Refinished picnic tables and trash barrels
- Submission of annual report to the Massachusetts Department of Agricultural Resources for the application of pesticides and herbicides.

Tasks performed at **Lakeview Cemetery** include:

- Application of grub control in portions of the cemetery
- Extensive brush trimming throughout all three town cemeteries
- Extensive loaming and seeding at Lakeview Cemetery

- 19 full burials
- 16 cremations

Tasks performed within the ***forestry division*** include:

- Removal of dozens of dead, diseased, and hazardous trees throughout Town
- 10 additional days of tree work related to winter storm damage
- Removal of several tree stumps through a stump-grinding process
- 22 tree butts removed

I would like to thank Gary Harper, Parks/Cemetery/Forestry Foreman, and his small but dedicated staff for their hard work and dedication throughout the year.

WASTEWATER DIVISION

Mission Statement

The mission of the wastewater division, through cooperative teamwork, is to protect the environment by minimizing health/pollution risks, while effectively meeting the stringent criteria imposed by the U.S. Environmental Protection Agency and the MA Division of Environmental Protection regulations and permits. The division optimizes process control and long-term infrastructure integrity through a strategically planned and coordinated inspection, analysis, preventive maintenance, and scheduled replacement program. All of which is performed in a professional cost-effective manner with emphasis on serving the needs of the wastewater customer, with minimal financial impact. Consisting of a wastewater/water superintendent, and four licensed and cross trained operators who are shared with the water division, the wastewater division is responsible for maintaining and improving approximately fourteen miles of gravity and force sewer main, a wastewater treatment facility, three pump stations and a fourth station coming online next year.

The water and wastewater division utilized in-house staff for several projects, resulting in savings to the town and its ratepayers. The

department also began to perform several repairs, upgrades and planning to economically update its aging infrastructure and assets.

- Work began on the extension of the sewer line up Harford Avenue South to the Northbridge Town line
- Performed flow assessments in several areas of the sewer system to pinpoint and prioritize areas in need of updating and/or upgrading our aging infrastructure
- Completed a GIS mapping program of the town's sewer collection system

WATER DIVISION

Mission Statement

The mission of the water division is to provide the highest quality drinking water and fire protection at the lowest possible cost. the goal of the division is to be recognized by the townspeople as an effective and efficient operation within the town government. The water division operates on the principles of craftsmanship and integrity. We are constantly seeking new and creative ways to improve the quality of the water and the efficiency of the operation. Consisting of a water/wastewater superintendent, one cross connection/backflow prevention inspector, and three licensed operators', all of whom are cross trained, licensed, and shared with the wastewater division. The water division is responsible for approximately thirty-three miles of water line, two water tanks with a combined 1.5-million-gallon capacity, three pump stations/treatment facilities, and one booster station with a second booster station coming online next year. The division distributes approximately one hundred twenty-five million gallons annually.

- Completed a new chemical delivery system and piping configuration at the Glen Avenue pump station to provide an enhanced disinfection quality of the provided water
- Completed the Hartford Avenue North water main project on schedule and under budget

- Work began on the water line into the new development on Hartford Avenue South
- Completed our annual spring and fall hydrant flushing program as well as our annual leak detection program
- Completed a GIS mapping program of the Town's water distribution system
- 4 log system

Water/Wastewater Performance

- The water division pumped and treated 123.6 million gallons of water from three well fields this year in accordance with federal, state, and local regulations and safety requirements
- The wastewater division treated and discharged 97.5 million gallons of wastewater
- Processed and disposed of 45.25 dry tons of waste sludge
- Staff responded to 22 after hour water calls and 7 after hour wastewater calls

I would like to thank Scott Hennessey, Water/Wastewater Supervisor, and his team in the water/wastewater division, as well as Department Specialist, Carol Peterson, for their hard work and dedication throughout the year.

Respectfully submitted,

Dennis E. Westgate Jr
Director of Public Works

ECONOMIC DEVELOPMENT COMMITTEE

The Board of Selectmen (BOS) created the Economic Development Committee in the summer of 2018. The committee's first meeting was held on August 1st 2018.

The town has received two grants – one from the Central Mass Regional Planning Council (CMRPC) and from the state Executive Office for Administration and Finance (EOAF). The CMPRC grant is focused on helping to create a new zoning by-law for the Upton Center redevelopment area. The state grant is focused on updating the town's long-term Economic Development Plan. The town has contracted with CMRPC to assist in preparing the Economic Development Plan.

The committee has been focused on three goals:

- Creating an Upton Town Center zoning by-law that would be more conducive to multi-purpose redevelopment including retail, office and residential space in the downtown area.
- Providing guidance to the BOS and town meeting on zoning restrictions for the cultivation, manufacture, testing and sale of recreational marijuana.
- Working with CMRPC, town committees and residents to develop a long-term Economic Development Plan for the entire town.

Respectfully submitted,

Gene Bernat - Chairperson

Donna Desjardins

Bill McCormick

Steven Rakitin - Secretary

David Ross

EMERGENCY MANAGEMENT

In the aftermath of 9/11, the Upton Board of Selectmen recognized that to safeguard our community Emergency Management would need to take a central role in focusing resources during a major incident and to establish community preparedness in Upton. In the spring of 2002, the Board of Selectmen took the initiative to create the Office of Emergency Management. After approval of funding at Annual Town Meeting, I was

appointed Director. Planning and preparation for Upton's most likely challenges remain my focus. Nor'easters, hurricanes, tornados, ice storms and damaging thunder storms often cripple our town for days as they leave our residents without power and isolated. It is important not only to react to these events but to also prepare our community. The heart of an emergency management operation is the Emergency Operations Center. Upton's is located in the first floor of the Fire EMS Headquarters. It is on line 24 hours a day. With concrete walls and ceilings, heavy doors and Lexan storm shutters, it can withstand severe weather. It is equipped with multiple radio systems providing local and statewide communications, multiple phone lines and computers with large screen displays to track storms and power outages. It is used by MEMA as an example of what an EOC should be.

Federal and State grants provide Upton with emergency radios, fire department pagers, storm shutters, computers, LCD displays, roadside message boards, hazardous gas and radiation meters, emergency flashlights for residents, portable generators, an emergency response trailer and a road barricade trailer. Our 2018 Emergency Management Performance Grant purchased thermal imaging cameras for the Fire Department and in 2019 will provide sheltering equipment.

March brought 3 major storms in 12 days to Upton and left up to 85% of the town without power. It took the coordination of all Town departments, National Grid and MEMA to get the power on and the roads cleared. Although the first two storms had a higher impact, it was the March 12 and 13 storm that met the Federal Disaster Criteria. A \$63,000.00 FEMA Public Assistance claim I filed for, has recently been approved.

A cycle of severe thunder storms with flooding rains and damaging winds in May, June and July resulted in many power outages and severe tree damage. This culminated in an instant on July 26th at 2:30 A.M. when an EF-1 Tornado cut a swath from Hartford Ave South, through West Upton

and up Merriam Way to Warren St. An all-hands response for Upton, we brought in resources from every neighboring town, MEMA, Red Cross, and the National Weather Service. I would like to thank Team Rubicon for the assistance they provided to our residents following this event. Residents who follow Upton Emergency Management on Twitter @UptonEmergMgt received immediate emergency information and real-time updates on this event. Follow @UptonEmergMgt for updates on power outages (with mapping), weather alerts and community updates.

For emergency notifications we now use Rave Mobile Safety to inform our citizens by phone, cell, text or email. Using advanced mapping programs, we notify the entire town or just specific areas. Rave notifications can bring you emergency information, advisories, hurricane warnings, tornado warnings and storm recovery information specific to Upton. You can opt-in for automated weather warnings, updates on power outages and community information. Signup for Rave and Rave's Smart 911 at uptonma.gov/emergency-management.

Upton Emergency Management has broadcast emergency weather warnings, severe weather alerts, health alerts and preparedness presentations on Charter Cable Channel 191 for the last 15 years. The Emergency Preparedness Resource Guide, for use before, during and after a disaster contains valuable information such as our response plans to certain events is available at uptonma.gov/emergency-management.

I am proud to be Chairman of the Blackstone Valley Regional Emergency Planning Committee. Operating with Full Certification from the State Emergency Planning Committee, we maintain a Regional Hazardous Materials Emergency Plan to minimize the risks from hazardous materials and protect the public health and environment of our communities. It is my honor and privilege to serve the citizens of Upton.

Respectfully submitted,
Brian Kemp, Director

FIRE AND EMERGENCY MEDICAL SERVICES

The Fire - EMS department hereby submits its annual report for the year ending December 31, 2018. The department responded to a total of 1,081 calls for service. Of these, 706 were EMS responses and 375 were fire responses.

Summary

The department went through some changes during the 2018 year. We saw the departure of Chief Goodale and the hiring of Chief DiFronzo. During the interim, Assistant Fire Chief Marchand and Acting Public Safety Director Bradley collectively ran the department.

Major Events

Fortunately, there were no major fires to report. The department did assist around town during the couple of major snow storms and was ready to respond if needed. We also responded to requests for assistance during the tornado that hit town. There were a couple of buildings that sustained damage due to the winds and debris, one building had a tree fall right through it.

Activities

Bonnie Lopez, or “Firefighter Bonnie” as she is known to her fire prevention class students, continues to teach the preschool and elementary school children fire safety as part of the Student Awareness Fire Education (S.A.F.E.) Program.

Our annual “Haunted House” and safety messages was attended by more than 200 kids and parents. Plenty of handouts, candy collection bags and LED flashing lights were passed out.

The “Pictures with Santa” day that was held in December. Approximately 100 children had a chance to have their picture taken with Santa in front of one of the department’s vehicles.

The department assisted Paul Marchand in the town building maintenance department with the installation of the Christmas lights on the town common.

The department has received and applied for some grant's programs:

1. Student/Senior Awareness of Fire Education Grant (S.A.F.E Grant). We received \$5,414.17 from the Commonwealth to continue our fire education programs. These monies are used to pay for informational materials to students and seniors.
2. Assistance to Firefighters Act (A.F.G.). The department has applied for a few different grants. The first grant is a regional grant. We worked with the Town of Mendon to develop and submit the grant. It is for the replacement of portable and mobile radios. The grant totals over \$258,836.00 to replace end of life, obsolete equipment. If awarded the grant the Town's share would be \$12,941.80. The second AFG request is for the replacement of our cardiac monitors. These units as well are at the end of life and as of 2020 will be listed as obsolete. The grant totals \$74,196.00. If awarded this grant the Town's share would equal \$3,709.80. The third AFG request is for Driver Training and Pump Operations. The grant request totals \$20,547.22. If awarded this grant the Town's share would equal \$1,027.36.
3. We applied for a Forestry Grant provided by the U.S. Forest Service. The grant was for \$4000 to replace 2 of our aging dump tanks. If awarded, this is a matching grant. As of December, we have not received any indication as to the progress of our requests.

Personnel

We have been able to recruit and hire the following to our Call Department ranks; Jonathan Moen, Damon Clark, Patrick Hazard, Jared

Plumb, Gwen Castello, Danielle Schiloski, Scott Young, Jason Basoli, Anna Koerner, and Michael Merusi. These new recruits have been learning all about what it takes to be a Call Firefighter. Some of them have been enrolled in the Massachusetts Call/Volunteer Recruit Training Program put on by the Massachusetts Firefighting Training Academy. The remaining recruits will be entered into the next class session. This 240-hour program teaches and educates the student on all of the knowledge, skills and abilities needed to meet the N.F.P.A. 1001 standard for Basic Firefighter I/II. Once completed, they will be able to take a certification exam meeting state and national standards. A special congratulations to Danielle Schiloski and Gwen Castello for the recent completion and certification as Basic EMT's. They have been working hard at learning the ambulances and equipment to start being able to go on calls and help those in need of medical attention. It is truly exciting to have new people become a part of the organization, we wish them well in what we hope will be a long career here at Upton Fire-EMS.

It is with much sadness that two of our retired members passed away during the year. Henry J. Poirier Jr. served the department from 1956 to 1996 and served as Chief of the department from 1978 to 1984. Donald "Doug" Keniston served the department from 1954 to 1992. He also held other positions in town to include Tree Warden. Both of these men served the Town with honor and distinction and will be deeply missed.

Report of Events

Total Fire Responses: 375

Total EMS Responses: 706

Fire

Fire, other	01
Building fire	05
Cooking fire, confined to container	06
Chimney or flue fire, confined to chimney or flue	05
Passenger vehicle fire	04
Off-road Vehicle or Heavy Equipment Fire	01

Natural vegetation fire, other	03
Brush, or brush and grass mixture fire	02
	51
<u>Overpressure Rupture, Explosion, Overheat (no fire)</u>	02
	02
<u>Rescue & Emergency Medical Services Incidents</u>	
Medical assist, assist EMS crew	12
Search for Person on land	01
Extrication of victim from vehicle	01
Trench/below grade rescue	01
Extrication of victim from machinery	01
	16
<u>Hazardous Conditions (No Fire)</u>	
Gasoline or other flammable liquid spill	02
Gas leak (natural gas or LPG)	12
Oil or other combustible liquid spill	02
Carbon monoxide incident	11
Electrical wiring/equipment problem, other	04
Overheated motor	01
Power line down	10
Arcing, shorted electrical equipment	13
Accident, potential accident, Other	28
Vehicle accident, general cleanup	20
	103
<u>Service Call</u>	
Service call, Other	07
Water problem, Other	14
Water evacuation	01
Smoke or odor removal	06
Public service assistance, Other	12
Assist police or other governmental agency	01
Public Service	01
Assist invalid01	

Defective Elevator, no occupants	01
Unauthorized burning	0
Cover assignment, standby, move-up (Mutual Aid)	<u>23</u>
	77

Good Intent Call

Good intent call, Other	07
Dispatch & cancelled en-route	06
No incident found on arrival at dispatch	01
Authorized controlled burning	01
Steam, other gas mistaken for smoke	01
Smoke scare, odor of smoke	01
Steam, vapor, fog or dust thought to be smoke	<u>01</u>
	18

False Alarm & False Call

Central Station, malicious false	02
System malfunction, other	01
Alarm system sounded due to malfunction	84
CO detector activation due to malfunction	04
Alarm system sounded, no fire – unintentional	31
Carbon monoxide detector activation, no CO	<u>08</u>
	130

Severe Weather & Natural Disaster

Lightning Strike (no fire)	02
	02

Permits Issued

Oil Burner/Storage Tanks	36
Propane Storage	47
Smoke Detector Inspections	138
Outdoor Burning Permits	427
Tank Truck Inspections	24
Blasting Permits	04
Tank Removals	<u>08</u>
Total Permits Issued	713

The department and I would like to thank the various boards, commissions and town officials for their help and support throughout the year. I would also thank the members of the Upton Fire-EMS department for their dedication and response to any and all emergencies that arise in the Town of Upton. A very special thank you goes to the friends and families of the department who allow us to do the job we like to do. Without their support and understanding the department would not be able to function.

Respectfully submitted,

Mark W. DiFronzo
Fire Chief

GREEN COMMUNITY COMMITTEE

The Green Community Committee works with the Town Manager and other town departments on applying for grants for energy conservation measures from the Green Communities Division of the Department of Energy Resources (DOER), procuring the related materials and installation services, reporting on the status of energy conservation projects to the Green Communities Division, and on the Green Communities program annual report. The annual report confirms the town's compliance with the five Green Communities designation criteria: progress towards meeting the goal of reducing energy use by 20% over five years, purchasing fuel-efficient non-exempt vehicles, ensuring homes and certain commercial buildings are built in accordance with the stretch energy code, and permitting by-right large-scale ground-mounted solar photovoltaic systems within a year.

Since being designated a Green Community in December 2014, 16 energy conservation projects have been completed with total grant funding of \$316,770 (the designation grant of \$146,731 and a competitive grant of \$170,039 awarded in 2016.) The last of the four projects funded through

the competitive grant was completed in April 2018. Most of the energy conservation improvements were made in the Memorial School building and the Police Station.

There have been significant reductions in energy use at the Memorial School. Electricity use fell 20% from 2014 to 2018 and natural gas use fell 25% from 2014 to 2018. This was likely a result of both the energy conservation measures funded through the Green Communities grants and other steps taken by the school district. One energy conservation measure undertaken by the district was to replace all light fixtures across the district with LED fixtures. Jay Byer, Director of Finance & Operations for the school district, was recognized as a 2018 Green Difference Award winner for an Outstanding School-led Project in Energy by Project Green Schools, a national non-profit organization. Mr. Byer was recognized for the LED conversion project and the installation of solar carports at Miscoe Hill middle school. The Police Station experienced a 14% decrease in electricity use and an 8% decrease in natural gas use from 2014 to 2018.

The Green Communities Committee will continue to work with the Town Manager and town departments to identify other energy conservation measures that can be funded through Green Communities competitive grants. The DPW is in the process of reviewing its wastewater operations for areas of improvement and we expect that some of the improvements will reduce energy use and be eligible for Green Communities grant funding. The Committee also plans to investigate whether or not material energy use and cost savings could be achieved by purchasing the streetlights in town from National Grid and replacing them with LED fixtures.

Respectfully submitted,
Robert Jordan
Brad Rolph
Bill Taylor, Chair

HISTORICAL COMMISSION

The Historical Commission respectfully submits the following report for the year 2018. Commission members were Don Spargo, Chair; Katherine Worsham, Co-Chair; Howard Glassman, Treasurer; Joan Burrell, Donna Desjardins, Donna Kempton and Russell Wood. Barbara Burke resigned in the middle of the year and retired to Maine. This report highlights three major projects undertaken by the Commission in 2018.

The Commission reviewed requests for demolition of three historical buildings in town. The first building was located at 140 Main Street. In 2016, the building sustained significant damage in a fire and was determined to be uninhabitable. A developer presented a plan to the Commission in which several historical elements of the building would be represented and incorporated into the new building design. The Commission approved the demolition. The second building is located at 6 Main Street and its future is still being discussed by the owner and town. The third building, one of the oldest in town, was located at 14 North Main Street. The commission was concerned about the destruction of one of the oldest houses in town without consideration of the historic value of the property and voted to delay the demolition. The developer's plan was discussed at a public hearing where town residents were able to voice their opinions. Approximately thirty individuals passionately supported the idea to demolish the building due to safety concerns. After receiving public feedback as well as additional details from the developer, the Commission approved the demolition.

The Commission is especially proud of its work to recognize the historic schoolhouses in Upton. Spearheaded by committee member Joan Burrell, five commemorative plaques have been placed to mark the historic sites.

More details can be found here:

<https://www.milforddailynews.com/news/20180828/upton-commemorates-1850s-schoolhouses>

The Commission also received approval at the Special Town Meeting in November to update the Demo Delay By-Laws to allow the commission more time for review and to request more details from a developer.

The Commission is looking forward to undertaking more projects in 2019 and being an integral part of the Historic Upton Center discussions.

Respectfully submitted,

Don Spargo, Chair

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 located at 4 Hartford Avenue North, office hours are as follows:

Monday /Wednesday/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.

Respectfully submitted,

Betty Roche, Executive Director

LAND STEWARDSHIP COMMITTEE

The LSC dedicated multiple work dates to clearing trails of trees brought down during several strong winter/spring storms. Trail clearing will continue in 2019. There are 15.5 miles of trails on town-owned conservation areas and open spaces in Upton. Two short sections of trail at Stefans Farm were discontinued.

The LSC continued to implement the 2007 Land Stewardship Plan for the Stefans Farm Open Space. A landscaper was hired to clear trees and shrubs to restore portions of three fields. The LSC also cleared woody vegetation from the edges of the field in the Howarth Glen Conservation Area and rented equipment to mow paths through the fields at Stefans Farm.

The LSC oversaw two Eagle Scout projects. Nicholas Herd installed a boardwalk at Stefans Farm, which completed the outer loop of the Stefans Farm trail system. Chad Bucella installed two kiosks at trailheads at the Whitney Conservation Area. Since 1991, the LSC and Conservation Commission have sponsored 18 Eagle Scout projects and 1 Girl Scout Gold award project. Completed projects include 14 boardwalks crossing wetland or streams, 7 trail head kiosks, trail markers at the Peppercorn Hill Conservation Area, and raised beds and compost bins at the community garden.

Large trees threatening to damage the foundation of the District No. 6 Schoolhouse on North Street were removed from the site with Community Preservation Act (CPA) funds appropriated at a 2017 Town Meeting. The Upton Historical Commission installed a historic marker at the school site using CPA funds. Hardwood trees removed from the site were made available to town residents through a fuelwood lottery.

Several garden beds were completed at the Stefans Farm community garden and the garden is now built out. Mark McEathron volunteered to

be the garden coordinator. Plots at the community garden are available to Upton residents who are asked to pay a \$5 participation fee to help defray costs. Fees are deposited in the Community Garden Revolving Fund. Interest in gardening plots continues to increase.

A timber-frame kiosk was purchased using funds reserved for Upton projects held by the Metacomet Land Trust. The kiosk will be installed at the Whitney Conservation Area parking lot off North Street in 2019. The parking lot was paved by the owner in 2018.

LSC members and Dan Stimson of the Sudbury Valley Trustees (SVT) conducted the routine yearly monitoring of the Fivefork Farm (formerly Sweetwilliam Farm) Conservation Restriction, jointly headed by the town and SVT. LSC members also accompanied SVT on its yearly monitoring of the Whitney Conservation Area Conservation Restriction.

The Conservation Commission signed a Memorandum of Understanding with the Hopkinton Area Land Trust to maintain a parking area and trail at Rockwood Meadows. The trail provides access to the Peppercorn Hill Conservation Area from a parking area off of School Street in Hopkinton. Installation of a kiosk at the parking area/trailhead is planned for 2019.

Tufts University researchers studied a population of Baltimore checkerspot butterflies at the Howarth Glen Conservation Area field. They plan to continue their studies in future years.

A gypsy moth outbreak continued for the third year in Upton. The outbreak may continue in 2019. Numerous oak trees succumbed to the infestation in 2018, including many large street trees. A substantial number of trees were also killed on an LSC managed parcel off North Street (Assessors Map 004, Parcel 012.)

The North Upton Open Space Stewardship Plan was completed by the Conservation Commission. Commission members walked the property

with a consulting forester who suggested establishing young forest/early successional habitat adjacent to the Howarth Glen Conservation Area field and Grafton's Pell Farm Conservation Area. A forest harvest could occur as early as the fall 2019.

Using CPA funds approved at the November 2015 Town Meeting, the LSC hired an engineer to develop conceptual plans for vehicle access to Stefans Farm from locations on Mechanic Street and Orchard Street. Construction cost estimates exceeded \$100,000 at all three locations and the LSC decided not to further investigate any of the alternatives at this time.

A plan for improving wood turtle nesting and foraging habit at Stefans Farm was completed. The plan was developed by a consultant with funding provided by the Massachusetts Natural Heritage and Endangered Species Program.

An EF1 tornado (winds of 86-110 mph) touched down in Upton on the morning of July 26 and downed some trees at the Pleasant Woods Conservation Area off Warren Street. The tornado did substantial damage to trees in forestland nearby on Pratt Hill. According to National Weather Service records this was the first tornado to touch down in Upton since an EF3 tornado (winds of 136-165 mph) passed through town near Miscoe Hill in 1953.

Volunteers and LSC members contributed an estimated 225 hours to maintain trails, oversee the community garden, prepare trail maps, and perform administrative work.

Marcella Stasa resigned from the LSC in April. Marcella served as chair since 2007 and her leadership and dedication is greatly missed. Mike Penko and Bill Taylor each served as rotating chair for 4 months in 2018.

Respectfully submitted by the LSC,

Scott Heim, Chair
Mary Overholt
Mike Penko-Secretary
Eric Reustle
Bill Taylor

LIBRARY DIRECTOR

In 2018, the Upton Town Library participated in a joint feasibility committee, and established a new regular schedule of children's programs.

Planning and Design Activities: In August 2018, a joint feasibility committee was created by the Board of Selectmen and charged with evaluating options for new construction of a municipal community center to meet the needs for library service and elder and human services. One member of the Board of Trustees was appointed as a voting member and the Library Director was appointed as an ad-hoc member. In November 2018, the town meeting appropriated funds for the feasibility committee to hire an architect for preliminary design work. We expect the committee to issue a report in spring 2019 which can then be compared to the two design options for renovating the existing Knowlton-Risteen building.

Passport Services: Upton Library continues to offer passport application services. Three members of the staff are certified passport acceptance agents. In FY2018, the library processed 111 passport applications, and turned over \$2,881 to the general fund.

Technology Services: Upton Library has the following equipment for public use: 5 desktop computer workstations, 3 nook e-readers, fax machine (50 cent per page fee), printer / photocopier / scanner (10 cent black and white, 25 cent color per page fee), quiet study room with seating for 4, gathering room with seating for 12 and tv screen.

Programs: In addition to occasional special programs, the library offered the following regular schedule of programs: Two monthly book groups, weekly teen activity day, weekly pre-school storytime, weekly lego club, weekly baby storytime, and weekly visit to the Upton Senior Center.

Summer Reading: 235 children registered for the 2018 Summer Reading Program. In addition to our regular programs, 13 special events were offered during the summer. The budget of \$1,800 was supplemented by donations from local businesses, the local cultural council, and Unibank for Savings.

Library Staff: The library staff consists of a full time Library Director with 15 years of service to the town, 13.5 as director; a full time Children's and Young Adult Librarian with 5 years, 1 as librarian; and four part-time circulation staff, with 14, 13, 2.5, and 1 years of service.

Revolving Fund: The library is authorized by Town Meeting to maintain a revolving fund to purchase library items and materials. In FY2018, this fund started with \$372, received \$2,152 in income, expended \$2,186, and had an ending balance of \$338. The balance of the fund never exceeded \$6,000.

Library Holdings: The library continues to aggressively remove older and less popular materials to make room for new acquisitions. Our total collection size remains stable. Downloadable materials are provided through our membership in the C/WMARS consortium of libraries. Print Books – 20,670. Volumes of Periodicals – 101. Audio Materials – 1,603. Video Materials – 4,471. Downloadable materials – 64,256.

Library Usage and change from 2017: 4,216 people are registered borrowers at the Upton Town Library (-3.7%), and 23,413 visits were made to the Upton Library (+0.7%) during the 2,112 hours we were open. Borrowing of physical items: Print Books – 28,815 (-3.2%). Volumes of Periodicals – 950 (-22%). Audio Materials – 2,461 (+0.2%). Video

Materials – 12,098 (-13.3%). Downloads of electronic items: 6,932 (-2.9%).

Future Goals: In 2019, the top priority of the Upton Town Library should be to support the Municipal Center feasibility committee, and based on that committee's recommendation, develop a plan for the future of library services in the town.

Respectfully submitted,

Matthew R. Bachtold, Library Director

LIBRARY TRUSTEES

The quest for adequate space to serve our community while achieving compliance with the handicapped regulations never seems to end. How many times have we set out on the journey to find the prized chalice containing the unfettered wisdom and knowledge of mankind so that they can be made available to all who come to our doors? Free for those who cannot afford the trappings of prosperity and free from institutional restrictions and barriers placed by those institutions and individuals who would limit our minds in order to conform to their imaginary view of perfection. Freedom without knowledge is freedom without responsibility. A duty to our nation which is the envy of the world is to lay bare our goodness and our warts for everyone to ponder or there will be no freedom for anyone and a library is the place where you will find it.

A horse and a new set of armor have been found. The new charge has been given and we set out again ever hopeful that the chalice will be found. The golden one we hoped for twenty years ago may now become a wooden one but if its contents are the same then so be it. A new Feasibility Committee has been active in their attempt to find a solution to these chronic problems. Perhaps this coming year we will find our Camelot.

Meanwhile the emphasis of the library has shifted dramatically from the collection, that is the books and other items a patron can check out to programs and service. The collection requires space that we do not have so weed and thin we do until its core has been cut to the quick accelerating the decline of materials in circulation. "You can't sell from an empty wagon" as the old "saw" declared. One book in, one book out, is how we operate with programs wedged in between. The wagon is almost empty.

The staff continues to be an excellent one with each individual pitching in to help fill in where they can to make our library function. The Children/ Young Adult programs have had a successful year particularly the summer reading program. The children are our future and for them we do not want to cut and thin if we can avoid it. Reading is the key to a meaningful life within a loving community that values us all. Many organizations and businesses have sponsored the activities planned for the children whether it was a program, an ice cream treat or a trip to treasure chest.

The Trustees are truly greatful for all the help we have received from everyone. The Friends of the Library who with their book sales have allowed us to have available a wide range of museum passes, the town departments who have pitched in when we needed help and all the Upton citizens who have made our efforts worth the time we have spent trying to make our library a place to come to and find what they want within its walls. We would also like to thank two board members who gave the library their time and energy in order to make it a better and more meaningful place for our citizens: thank you Frances Gustman and Camille Hamlet.

Respectfully submitted,

Charlotte Carr, Secretary
Meghan Condon
Diane Czajak

Judith Katz
Katie Kelly, Treasurer
John Robertson Jr., Chairman
William Taylor, Vice Chairman
Laurie Wodin

MODERATOR

It was again my privilege to preside at the Annual Town Meeting on May 3, 2018. Additionally, there was a Special Town Meeting on November 13th. As usual, in addition to a number of traditional warrant articles that were discussed at the Annual Town Meeting and the Special Town Meeting; there were a few articles that sparked special interest amongst the citizenry and allowed for lively debate on Town Meeting floor. The town continues to address the issues relating to the legalization of marijuana and how the community will deal with the sale and/or manufacturing of it within the town. There was also considerable discussion between the Moderator and the Board of Selectmen (BOS) relating to the use of electronic voting at Town Meetings. The BOS is putting together an electronic voting committee to investigate the issue and to then make a proposal to the community at a future date.

Unfortunately, I was unable to attend this year's annual meeting of the Massachusetts Moderators Association (MMA.) While my service as Past President was complete this year, I will continue to be involved with the organization in the future.

Thank you again to all the people who help with the smooth running of the Town Meeting. I would like to especially thank Upton Cablevision who records all town meetings on the Upton cable channel. Also, I would like to thank the tellers, counters, Town Clerk, Board of Selectmen and Town Manager, Upton Police and the Nipmuc Regional School District.

Finally, as I alluded to above, a continued special thanks to all of the citizens of Upton that attend the Town Meetings. Citizen involvement continues to be the critical link that allows for the appropriate checks and balances that must occur in our community. However busy our lives may be, it is our right and our responsibility to be a part of the governmental process. We must ask ourselves how we can get involved to help make Upton an even better community to live in for our families and for our fellow citizens.

Respectfully submitted,

David C. Loeper,
Town Moderator

MUNICIPAL COMMUNITY CENTER FEASIBILITY COMMITTEE

The Municipal Community Center Feasibility Committee was created in August 2018 with a mission to “investigate the need to construct a new municipal facility or to renovate the existing Knowlton-Risteen building as possible strategies to address aging and outdated structures, and improve upon the delivery of various community services, such as library, elder and human services, recreation, cable access, historical services and/or any other appropriate necessary use.” The Committee was created to address, among other issues, the non-compliance of the existing library with Architectural Access Board requirements, a need for more library space, and the approaching expiration of the Senior Center lease.

The members of the Committee were appointed by the Board of Selectmen. The voting members of the Committee consist of the Town Clerk, one representative from each of the Capital Budget Committee, Council on Aging and Library Trustees, and a member representing the community at large. The Director of Elder and Human Services and the Library Director serve as ad-hoc members of the Committee.

At the end of 2018, the Committee was in the process of drafting a Request for Qualifications from architects to complete a feasibility study and preliminary plans for a community center. The funds for the architect were appropriated at the November town meeting. Among the services to be provided by the architect are help finalizing the building program (a list of services to be offered in the community center and the space needed), an assessment of a possible building site (what can fit and potential constraints), and preliminary floorplans.

Among the first steps taken by the Committee, it asked town departments if they had space needs that could be met in a community center. The Cable Producer and Recreation Commission responded. The Committee also asked the Historical Society for a description of how much space they use (and how it is used) in the Knowlton-Risteen building. The Committee then started work on creating the building program. This process starts with creating a list of the services to be offered. In this case, library, elder and human services, cable, recreation and historical services. At the end of 2018, this list was substantially complete. This effort was facilitated by the library and elder and social services building programs that were created for the previous Joint Library and COA Feasibility project. The architect and Committee will work together to determine how much space will be needed to offer the services. One of the potential benefits of a “community center” type facility – the opportunity for the occupants to share spaces – is to reduce the amount of space that would otherwise be needed.

Respectfully submitted,

Debbie Amorelli

Gregg Manning, Chair

Kelly McElreath

Dave O'Brien

Bill Taylor

Matthew Bachtold, Library Director

Janice Nowicki, Director of Elder and Human Services

OTHER POST EMPLOYMENT BENEFITS

EXECUTIVE SUMMARY

Town of Upton, Massachusetts Other Postemployment Benefits Program

The effective date for GASB 74 is for plan years beginning after June 15, 2016. The Town chose to implement GASB 74 for the fiscal year ending June 30, 2018. The effective date for GASB 75 is for fiscal years beginning after June 15, 2017, which is the fiscal year ending June 30, 2018 for the Town of Upton, Massachusetts.

Summary of Results

A summary of principal results from the current and prior measurement dates follows:

Measurement Date	June 30, 2018	June 30, 2017	Increase/ (Decrease)
Valuation Date	July 1, 2017	July 1, 2017	
Membership Data			
Active Plan Members	57	N/A	
Inactive Plan Members	14	N/A	
Total Plan Members	71	N/A	
Covered Payroll	3,462,872	N/A	
Valuation Results (GASB 74)			
Discount rate	3.92%	3.64%	
Total OPEB Liability	\$6,246,425	\$5,996,878	4.2%
Fiduciary Net Position	\$436,873	\$316,890	37.9%
Net OPEB Liability	\$5,809,552	\$5,679,988	2.3%
Funded Ratio	7.0%	5.3%	32.1%
Valuation Results (GASB 75)			
OPEB Expense	\$574,008	N/A	
Deferred Outflows	\$6,027	N/A	
Deferred Inflows	\$272,548	N/A	
Valuation Results (GASB 45)			
Actuarial Accrued Liability	N/A	7,445,129	
Market Value of Assets	N/A	316,890	
Unfunded Actuarial Accrued Liability	N/A	7,128,239	
Funded Ratio	N/A	4.3%	
Annual Required Contribution	N/A	\$785,043	
Net OPEB Obligation	N/A	\$3,675,609	

¹ GASB 45 results are from the actuarial valuation and report as of July 1, 2015.

Town of Upton, Massachusetts Postemployment Benefits Other Than Pensions
Financial Reporting and Disclosures Under GASB 74 and GASB 75 as of June 30, 2018

Respectfully submitted,
Kenneth Glowacki, Chairman
Kenny Costa, Town Accountant

OPEN SPACE COMMITTEE

The Open Space Committee:

- Started update to 2011 Upton Open Space and Recreation Plan. Updated plan is needed to be eligible for certain state open space and recreation grants.
- Maintained the town's open space maps and the open space pages on the town's website.
- Members of the committee represented Upton at West Suburban Conservation Council meetings.
- Worked with Sudbury Valley Trustees (SVT) on a project to acquire a Conservation Restriction (CR) and trail easement on about 50 acres abutting Mechanic, Warren and Fowler Streets. Land abuts Upton State Forest and the Stefans open space parcel. Proposed funding includes DCR shared ownership interest, LAND grant and Community Preservation Funds.
- Provided comments to the Planning Board on proposed East Street Open Space Development including support for a zoning variance (if sought) for less than 35% upland in the open space area to permit preservation of the field abutting East Street.
- Worked with Metacomet Land Trust on a Conservation Restriction (CR) on land located on Crockett Road. Metacomet owns the land, The Town of Upton holds the CR.
- Participated in Recreation Commission master planning session to provide input on passive recreation opportunities.
- Discussed maintaining trails for The Trustees of Reservations for trails on land bequeathed to Trustees by Harvey J. Trask.

Respectfully submitted,

Tom Dodd
Alan Miano
Mike Penko
Bill Taylor, Chair

PERSONNEL BOARD

The Board began the year with 4 members – Chairperson Nate Fischer, Vice Chairperson Michelle Rivers and members Marcia Kasilowski and Scott van Raalten. During the year the Personnel Board added our fifth member Maria Glynn to its ranks.

- The Board conducted twelve regular meetings throughout the year and three special meetings.
- Continued reviewing the Personnel Bylaw, which was last amended in May, 2015:

Via the Annual Town Meeting in May, the Personnel Board's proposed changes to *Military Leave, Longevity Pay, Meritorious Bonuses, and Screening Physicals* to the Personnel Bylaw (PBL) were successfully adopted. This addressed only some of the compliance issues in state and federal law within the PBL, more work needed to be done.

Inconsistencies between the Personnel Bylaws and the 2008 Town Manager Act had been identified by the Town Manager, Personnel Board and TMA review committee. Together with Sandra Hakala, the Personnel Board sought an alternative to allow checks and balances, oversight, with a means for citizens, employees, elected officials, and boards of the town to comply with federal and state law.

The *Consolidated Personnel Bylaw* (CPBL) was developed consistent with the Town Manager's personnel responsibilities. The CPBL allows the Town to be compliant and more efficient by not waiting until May and November of each year to make necessary changes. It also utilizes a system of public meetings, with appropriate notice to

create policies that are fair and consistent. It was adopted at the Special Town Meeting, November 13, 2018.

The *Personnel Policy & Procedure Manual* (PP&PM) was created to reflect industry best practices to protect the Town of Upton and its employees. It also endeavors to reflect the Town's various collective bargaining agreements. This was adopted by the Board of Selectmen on October 16, 2018.

- Personnel Board members assisted in interviewing and hiring for the following positions:

Heavy Equipment Operator	Career Firefighter/EMT
COA Driver	Career FF/Paramedic
DPW Seasonal Employees	On Call Firefighter
Veteran's Director	Laborer
Police Officer	Multi Board Assistant
Department Specialist	Assistant Treasurer Collector

- Reviewed and approved changes to the Fire Chief position description.
- Unanimously passed to accept FY 2018 Compensation Plan for Town of Upton in accordance with the Collective Bargaining Agreements.
- Personnel Board Member Scott van Raalten was elected chair of the Fire Chief Selection Committee and assisted the town in identifying and hire a new Fire Chief.
- Personnel Board Nate Fischer worked with the Fire Department on ways to improve and fulfill their requirements for Employee Assessments per the Personnel Bylaws.

- Throughout the year, Personnel Board Members reviewed and distributed appropriate longevity bonuses as per the Personnel Bylaws.

The Board wishes to thank Derek Brindisi, Sandra Hakala, and Deb Teta for all their hard work and assistance to the Board during its change this year and to the Board of Selectmen for allowing us to serve.

Respectfully submitted,

Nathaniel Fischer, Chair
Michelle Rivers, Vice Chair
Marcia Kasilowski
Scott van Raalten
Maria Glynn
Deb Teta, Department Assistant

PLANNING BOARD

Throughout the calendar year 2018 the Planning Board reviewed or continued the review process of the various subdivisions, 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 zoning bylaws as applicable.

Proposed Zoning and Regulation amendments:

The Board, in conjunction with the Board of Selectmen, proposed the following amendments to the Zoning Bylaws:

- Adding a new Section 6.8: "Registered Medical Marijuana Dispensaries" and amend the Table of Principal Uses. A public hearing was held on April 10, 2018. An article for this amendment

was submitted for the Annual Town Meeting on May 3, 2018. The amendment was passed over at town meeting.

- Adding a new Section 6.7 to regulate, limit or prohibit establishments referred to as “adult-use marijuana”, “recreational marijuana” or “non-medical marijuana” including but not limited to providing for the location of one or more types of such establishments in one or more zoning districts by creation of an overlay district(s). A public hearing was held on October 23, 2018. An article was submitted for the Special Town Meeting on November 13, 2018. Town Meeting approved creation of a Marijuana Overlay District in the C&I Zone located near the Hopedale town line allowing for manufacturing, medicinal, cultivation and laboratory uses but banning retail use.

Definitive Subdivision Plans reviewed/in progress:

- “Crosswinds” 32-lots located between Plain St. and Station St. All houses have been built, sold and are occupied. Roads (Blueberry Ln & Dogwood Dr) and easements were accepted at the Annual Town Meeting in May.
- “Governor’s Landing” 59-lots off Milford St. The owner’s representative presented a conceptual plan for a Senior Housing Community and townhouse apartments. To date no definitive plans have been filed.
- “Hartford Highlands” 4-lots located off Hartford Ave South. All houses have been built and to date 3 have been sold and are occupied.
- “Sylvan Springs” 54-lots located off Northbridge Rd 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 St. Infrastructure has been completed and construction of the homes has begun. To date no homes have been sold.

- “East Street Estates” 16 lot definitive plan located off East St was filed in August. This application replaces the previously filed Open Space Subdivision plan that was withdrawn.

Special Permits reviewed/in progress:

Large Lot Frontage Reduction:

Application for 2 reduced frontage lots for residential construction was received in November. These lots are located at 145 West River St. A public hearing has been scheduled for January 2019.

Large-Scale Ground Mounted Solar Installation:

Application (which also includes Site Plan) for a 2.5 MW array on property located off Westboro Rd. Public hearing was opened in June and upon much review and discussion was closed in September. The Special Permit was denied. The applicant has appealed the denial.

Open Space Residential Subdivision:

- “JR Estates” 5 lots located off West River St. All houses have been built, sold and occupied.
- “East Street Estates” 16 lots located off East St was filed in March and the public hearing opened in May. Upon review it was determined the plan did not meet the open space requirements and the application was withdrawn in August.

Senior Housing Residential Community:

- “Upton Ridge North & Upton Ridge South” 139-unit (including 10 affordable units) Senior Housing Community located off Hartford Ave S. The application was approved in October 2017. Site clearing and infrastructure work has begun.
- “Rockwood Meadow” a 62-unit Senior Housing Community located off East St. Construction of all homes is nearly complete and most have been sold and are occupied.

Site Plan Approval Applications reviewed/in progress:

- Application for a large-scale ground-mounted solar installation off Westboro Rd as part of Special Permit. Site Plan application was approved.

Plan Review

The data table below summarizes the Board's review activity for CY2018.

Plan Type	Reviewed	Lots/Parcels	Fees Collected
81P (ANR)	10	14 lots/2 parcels	\$1250.00
Definitive Plan	1	16	\$7200.00
Site Plan	1	1	NA
Special Permits	2	2	\$1750.00
Street Acceptance	3	NA	NA
Subdivision (started)	0	NA	NA
Special Permits (started)	1	NA	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 8:00 am – 3:00 pm. Phone number: (508) 529-1008;

E-Mail: planningboard@uptonma.gov or dsmith@uptonma.gov

The Planning Board's meetings are held on the second and fourth Tuesday each month at 7:00 p.m. Meetings are held at Town Hall,

Conference Room 203. Town Hall is handicap accessible, air conditioned, and has comfortable seating.

At the Annual Town Meeting in May 2018 Gary Bohan was re-elected to a 5-year term. Paul Carey continues to represent the Planning Board on the Community Preservation Committee. Gary Bohan serves as the delegate to the CMRPC and Thomas 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, participation and support during the year.

Respectfully submitted,

Raymond Smith, Chair

Gary Bohan, Vice-Chair

Margaret Carroll, Treasurer

Paul Carey, Clerk

Thomas Davidson Member

William Tessmer, Associate Member

Denise Smith, Department Coordinator

POLICE AND COMMUNICATIONS DEPARTMENT

Calls for Service/Activity 2018

Abandoned 911 Call	75	Assist Pedestrian Traffic	9
Alarm	252	Assist with Traffic	33
Animal Complaint	110	ATV Complaint	3
Animal Injured	17	Breaking and Entering	3
Assault and Battery	15	Building Check	1921
Assist EMS	495	Car Seat Installation	28
Assist Fire Depart	297	Disabled Motor Vehicle	165
Assist Other Agency	57	Disorderly Person	8
Assist Other P.D.	94	Disturbance	70

Deliver Message	25	Neighbor Dispute	13
Domestic Disturbance	19	Obstruction in Roadway	336
Extra Patrols Requested	20	Open Door	19
Found Property	50	Parking Complaint/Violation	59
Fraud/Forgery	20	Power Outage	50
Fundraiser Scam	62	Restraining Order Viol	10
General Assistance	533	Restraining Order Issued	36
Harassment Prevention Order	2	Serve Legal Process	116
House Check	40	Shots Fired	4
Hunter Complaint	11	Solicitation	4
Illegal Dumping	4	Suicidal Person	10
Larceny	35	Suspicious Motor Vehicle	163
Lockout House	20	Suspicious Package	2
Lockout Motor Vehicle	62	Suspicious Person	54
Lost Animal	55	Threats	13
Lost/Missing Person	7	Trespassing	17
Lost/Missing Property	53	Vandalism	17
Loud Music Complaint	5	Water Leak	24
Motor Vehicle Crash	225	Well Being Check	118
Motor Vehicle Violation	3089	Wires Down	94
Motor Vehicle Complaint	278	911 Hopedale	783

Offenses 2018

Aggravated Assault	5	Destruction of Property	21
Sexual Assault	2	Drug Violations	17
Simple Assault	15	Disorderly	5
Intimidation	18	Operating Under the Influence	42
Breaking and Entering	3	Protective Custody	4
Shoplifting	3	Liquor Law Violations	11
Theft from a Building	3	Other Offenses	52
Theft from a Motor Vehicle	3	Criminal Traffic Offenses	316
All Other Larceny	35	Pornography/Obscene Material	1
Motor Vehicle Theft	3	Counterfeit	4
Impersonation	15	Weapons Law Violations	12

Arrests by Shift

Day Shift (8AM – 4PM)	53
Evening Shift (4PM-12AM)	82
Night Shift (12AM-8AM)	86

Arrests by Day of Week

Sunday	34	Wednesday	34
Monday	35	Thursday	33
Tuesday	25	Friday	30
		Saturday	29

Offenses by Month

January	49	July	46
February	31	August	50
March	42	September	65
April	32	October	52
May	63	November	53
June	25	December	79

Top Ten Offenses Charged

1. Criminal MV Violations
2. Operating Under the Influence
3. Larceny
4. Drug/Liquor Law Violations
5. Destruction of Property
6. Impersonation/Fraud
7. Breaking & Entering
8. Assault and Battery
9. Intimidation
10. Weapons Violations

Motor Vehicle Violations 2018

Arrests	72
Civil Violations	482
Criminal Complaint	105
Written Warning	1019
Verbal Warning	1410

Top Ten Violations Cited

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

MV Violations by Location

Breton Road	1
Chestnut Street	11
Christian Hill Road	20
Church Street	5
Cider Mill Lane	1
East Street	98
Elm Street	23
Fiske Avenue	9
Fiske Mill Road	11
Florence Circle	1
Forest Street	4
Glen Avenue	3
Glen View Street	22
Grafton Road	4
Grove Street	41
Hartford Avenue North	121
Hartford Avenue South	8
High Street	178
Hopkinton Road	625
Josiah Drive	1
Kiwanis Beach Road	5
Station Street	1
Stoddard Street	5
Taft Street	4
Tyler Road	5
Warren Street	11
West Main Street	92
West River	17
Westboro Road	122
Williams Street	71
Knowlton Circle	2
Laurel Lane	1
Main Street	488
Maple Avenue	120
Maple Street	1
Mechanic Street	25
Mendon Street	341
Merriam Way	4
Milford Street	388
North Main Street	34
North Street	28
Old Grafton Road	1
Pearl Street	3
Pease Road	1
Plain Street	18
Pleasant Street	308
Pond Street	4
Prospect Street	5
School Street	212
South Street	14
Southboro Road	7

MV Accidents by Location		
<i>Over \$1,000 Damage</i>		
Centennial Ct	1	Mechanic St 3
Chestnut St	3	Mendon St 21
Christian Hill Rd	4	Milford St 10
Church St	1	N. Main St 1
Cider Mill Ln	1	North St 2
East St	4	Oak Knoll Ln 1
Elm St	2	Orchard St 1
Fowler St	1	Plain St 2
Glen Ave	1	Pleasant St 14
Glen View St	1	Pond St 1
Grove St	2	Rockdale Hill Cir 1
Hartford Avenue No	10	School St 1
Hartford Avenue So	1	Southboro Rd 4
Henry's Path	1	Station St 1
High Street	6	Tyler Rd 1
Hopkinton Rd	13	W Main St 6
Kiwanis Beach Rd	1	W River St 3
Main Street	30	Westboro Rd 13
Maple Ave	4	William St 1

Motor Vehicle Crashes by Day of Week

Sunday	12
Monday	18
Tuesday	23
Wednesday	46
Thursday	27
Friday	31
Saturday	19

Top Five Driver Contributing Code for Motor Vehicle Accidents

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

Motor Vehicle Accident Injury Status		Male	Female	Total
Fatal Injury	1	<19	14	11 25
Incapacitating	4	19-21	10	7 17
Visible injury	22	22-25	14	10 24
Minor injury	31	26-35	31	20 51
No visible injury	292	36-45	25	17 42
		46-60	44	34 78
		>60	17	15 32
		Total	155	114 269

Age&Gender Breakdown/ Operators

Training:

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

- Firearms Training (Pistol and rifle qualification)
- C.P.R., First Responder Training, Nasal Naloxone Training and EPI Pen
- A.E.D. (Automatic External Defibrillator) Training
- Educational Incentive Program (EIP) Class Training (monthly)
- Policy Manual Testing (monthly)
- Defensive Tactics Training
- Conflict of Interest Law Training
- Legal Updates
- Procedural Justice & Legitimacy-Part II
- Stress (Stigma & Survival) in Policing
- Interventions with Persons with Alzheimer's and Dementia
- Dynamics of Addiction and Police Interactions
- Police Interactions with Youth
- Taser Training Academy X2 Recertification

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

- MPTC Characteristics of Armed Offenders, Boylston Academy
- APCO EMD Recertification
- MPTC Level II Recertification, Worcester County Sheriff
- MPTC Patrol Rifle Recertification
- MPTC Shotgun Recertification
- MPTC Revolver Recertification
- MPTC Level 3 Instructor
- MLEFIAA Instructor
- Comm. Of MA, Dept. of SP, B.O.S.A.R. Training
- FEMA Incident Command
- Breaking & Evidence Recovery
- State 911 Legal Updates & Procedures for Police Dispatchers and Call Takers
- 911 Dispatcher & Active Shooter Incidents
- 911 Liability for 911 Emergency Dispatching
- Dispatchers Response to Persons w/Mental Illness
- Basic Critical Incident Response
- APCO Communications Center Supervisor
- The End of the Line: Your Role in Suicide Intervention
- Non-Emergency Call Handling
- APCO EMD Manager Recertification
- NAEMT, Tactical Combat Casualty Care-Provider Course
- Trauma Management – NE Counterdrug training
- NESPIN Identifying Impostors
- Street Survival

Grants

The Upton Police & Communications Departments received the following grants for 2018:

- 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: \$25,000.00

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:

- R.A.D. Program for Adults and Children
- Annual Fishing Derby
- Seniors Spaghetti Supper
- Santa Claus Visit on Christmas Eve
- SRO (School Resource Officer)
- Massachusetts Police Certification/Accreditation Program
- Youth Recreation Program

Conclusion

The Upton Police Department provides Law Enforcement Services to the Town of Upton and Emergency 911 Dispatch Service to the Towns of Upton and Hopedale. The Police Department employs fourteen full-time personnel which includes a Police Chief, Police Lieutenant, two Sergeants, one Detective, one School Resource Officer, seven Patrol Officers and one Department Specialist. Our Communications Department employs four full-time Dispatchers and four part-time Dispatchers.

The Upton Police Department is a fully Accredited Police Department, meeting the operational and policy standards of the Massachusetts Police Accreditation Commission. This prestigious designation provides the following benefits:

- Provides a norm for an agency to judge its performance.
- Provides a basis to correct deficiencies before they become a public problem.
- Requires agencies to commit their policies and procedures to writing.
- Promotes accountability among agency personnel.
- Provides a means of independent evaluation of agency operations for quality assurance.
- Enhances the reputation of the agency and promotes public confidence in the agency.
- The Department operates eight police vehicles; including five fully marked vehicles and three unmarked vehicles, with annual calls for service/activity levels of approximately fourteen thousand five hundred incidents. The Upton Police Department is fully committed to the concept of Community Policing and engages its citizens through proactive police contacts, community partnerships, social media and special events.

Mission Statement

“The Upton Police Department is dedicated to providing quality and professional policing to our community. Through the use of proactive community policing programs, we strive to reduce crime, the fear of crime and to enhance the quality of life for all residents. We value honesty, integrity, compassion, and fairness, while delivering police services in partnership with the community we serve.”

Respectfully submitted,

Chief Michael J. Bradley, Jr.

RECREATION COMMISSION

2018 was a challenging year in many respects. Weather delayed the opening of our fields; key projects were delayed and our lack of handicap

accessibility at Kiwanis Beach remained. Nonetheless, in many respects it was a successful year.

In 2018, our overall enrollment numbers for existing programs increased slightly. We continue offering diverse activities, both passive and active for people of all ages and abilities. To provide additional activities for residents, we offered programs from third parties supplementing what we offer in town. As an example, through the Hopkinton Center for the Arts we offer Beginning Oil Painting for adults, Telling Stories Through Art for teens and Magic Bootcamp for youth.

The Upton Town Beach had another successful (and safe!) season. We added a mat at the beach providing easy access to the water for handicapped individuals. We also replaced the Kiwanis Beach gatehouse which was estimated to be about 20 years old. In addition to replacing a deteriorated structure, the new Gatehouse will be handicap accessible once the turnaround is completed in the spring of 2019. And, once the electrical work is finished, we will have the ability to provide receipts for parking, video surveillance of cars coming and leaving, and cold drinks to go along with pre-packaged food. A process for delivering food and drinks to handicap individuals (as well as mothers with children) on the beach has already been implemented.

The success of the town beach would not have been possible without all of the good work done by the Swim Instructor, Swim Aides, Lifeguards, Gatekeepers, and the Groundskeepers. While a manpower shortage created some early problems for spring sports, our DPW still deserves a lot of credit for this program's success as well as the terrific condition of our fields.

Our attendance in the 13th year of the Kids@Play Summer Program at the Upton Town Beach and Athletic Facility was markedly higher than the previous year. The Leader in Training (LIT) program was very well received and will be expanded in 2019. We added two peddle boats to the existing kayaks and paddle boards increasing our water activities. It

goes without saying that without the hard work of our Recreation Director, Andrew St George along with our Directors and Counselors, the consistent high quality of this program would not be possible, so we thank them for their important contributions.

In 2018, after fielding many requests, we extended the Kids@Play program for an additional two weeks and offered early drop-off and late pickup options. Unfortunately, as of this writing, unless we receive approval from the FinCom and BoS to raise the current spending limit of \$200,000, we will need to start Kids@Play after June 30th and end the camp one or two weeks earlier than last year. We are meeting with both bodies in an effort to raise the expense limit so we can offer what we did in 2018.

Working with an architectural firm (BSC) selected through a bidding process, Upton Recreation is creating a Recreational Master Plan that will determine how we structure our facilities for the future. This process has incorporated one public meeting to solicit input from residents with a second meeting scheduled for January, 2019. In the second meeting BSC will present their recommendations, solicit more public input and create a final report.

The Kiwanis Beach Softball/Baseball field was used by the Nipmuc Cal Ripken baseball teams as well as the Upton Men's and Women's Softball Leagues. The soccer/lacrosse field 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 in the spring.

2018 was the fourth year of our concert series and we were pleased with the groups and attendance. We expanded the concerts to seven and ended up with six (one was rained out). Our goal is to increase the attendance in 2018 while controlling expenses. To that end we have

changed our approach to concert advertising, reduced the number of concerts to six and limited the price paid to groups.

This year the Upton Recreation Commission offered the following recreation opportunities:

- Swim Lessons at Upton Town Beach
- Life Guard coverage at Upton Town Beach
- Kids@Play Summer Program for grades K-8
- Next Gen 01568 Leader in Training Program
- Recyclable Boat Race at Town Beach
- Children's Youth Theater
- Adult Volleyball – pickup
- Coed Youth Volleyball
- Adult Yoga classes
- Zumba workout classes
- Bombshell Boxing
- Outdoor Adventure Program (Fin and Feather)
- LEGO Simple & Powered Machines
- ABT Boot Camp
- Pickleball Club

The Recreation Commission and Director are working hard to expand our offerings to the residents of Upton. If you have a program idea please drop us a note at: Recreation Commission, One Main Street, PO Box 14, Upton or via e-mail to astgeorge@uptonma.gov – we would like to hear from you. We look forward to working with and for the citizens of Upton to provide more diverse recreation opportunities in 2019.

Respectfully submitted,

Rich Gazoorian, Chairman
Rick Porter
Debbie Amorelli

**RECREATION COMMISSION
CALENDAR YEAR 2018 FINANCIAL RESULTS SUMMARY**

Recreation Revolving Fund

Beginning Balance 1/1/2018	\$ 49,446.80
Revenue	\$ 218,257.06
Expenses	<u>\$ (216,872.29)</u>
Ending Balance 12/31/2018	\$ 50,831.57

Recreation Revolving Sub Categories

Kids @ Play

Participants Enrolled	260
Income	\$ 178,874.00
Expenses	\$ (16,906.74)
Payroll	\$ (87,999.88)
Total	\$ 73,967.38

Operational

Income (Facility Rentals)	\$ 15,035.00
Expenses (office supplies, phone/internet, etc.)	\$ (10,187.61)
Director Salary	\$ (49,722.80)
Benefits	\$ (22,769.94)
Total	\$ (67,645.35)

Contracted Programs

Participants Enrolled	866
Income	\$ 19,344.00
Expenses	\$ (1,078.01)
Instructor Cost	\$ (12,750.00)
Total	\$ 5,515.99

Concessions

Income	\$ 1,804.06
Expenses	\$ (1,052.78)
Total	\$ 751.28

Swim Lessons

Participants Enrolled	44
Income	\$ 3,090.00
Payroll (Instructors)	\$ (4,592.75)
Total	\$ (1,502.75)

Beach Operation

Town Appropriated	\$ 8,000.00
Expenses	\$ (417.40)
Payroll (Lifeguards & Gate)	\$ (17,191.41)
Total	\$ (9,608.81)

Parks DPW Revolving Fund

Beginning Balance 1/1/2018	\$ 20,231.87
Revenue	\$ 13,625.00
Expenses	<u>\$ (10,097.21)</u>
Ending Balance 12/31/2018	\$ 23,759.66

Recreation Site Improvement

Beginning Balance 1/1/2018	\$ 10,200.91
Funding	\$ 16,000.00
Expenses	<u>\$ (10,200.91)</u>
Ending Balance 12/31/2018	\$ 16,000.00

Recreation Beach

Beginning Balance 1/1/2018	\$ 0.00
Funding	\$ 8,000.00
Expenses	<u>\$ (8,000.00)</u>
Ending Balance 12/31/2018	\$ 0.00

Recreation Beach Programs

Beginning Balance 1/1/2018	\$ 2,302.00
Funding	\$ 8,500.00
Expenses	<u>\$ (8,934.00)</u>
Ending Balance 12/31/2018	\$ 1,868.00

REGISTRAR OF VOTERS

I respectfully submit the following report for year ending 2018:

The members of the Board of Registrar are Margaret Laneri (D), Joseph Poirier (R), Cynthia Robertson (D), and Kelly A. McElreath (U).

In 2018, we had 3 elections in the Town of Upton. The Board of Registrars held extended registration hours for these elections. We encourage residents to register to vote and participate in all elections. The voter turnout for the elections were:

- May Annual Town Election - 594 voters (11%)
- State Primary – 938 voters (18%)
- State Election – 3,992 (70%)

Most of the new voter registrations are completed at the Registry of Motor Vehicles or online. Also, 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.

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. The Assistant Town Clerk, Denise Smith works hard to maintain the information on the CVR. The Board of Registrars would like to thank Denise Smith for her dedication maintaining the voter list.

At the end of 2018, there were 5,620 registered voters in the Town of Upton. The breakdown is as follows:

Unenrolled	3,671	Democrats	1,002
Republicans	863	United Independent	30
All other	54		

Respectfully submitted,

Kelly A. McElreath, Ex-Officio Clerk to Registrars

TECHNOLOGY COMMITTEE

The Technology Committee was formed in December of 2017. The committee began assessing the current status of the town's IT environment to identify areas for improvement.

In the spring of 2018, the committee focused on the IT managed service provider the town had been using. The committee believed the current IT service provider was not providing the level of service and support for the town's IT infrastructure needed given the current environment. The committee began work on drafting an RFP for IT Managed Services.

Two committee members attended the MassExpo event, which had over 50 managed service providers. In parallel with this, we reviewed requests for replacement laptops and software updates.

Security issues with town-owned computers did occur over the summer and were addressed after the fact by the current IT service provider.

The RFP for IT Managed Service was posted in August on the MA Central Register and we received a total of 8 responses. Four companies were invited to meet with the committee and present their service offerings.

Based on the proposals submitted, the presentations of the four companies selected for interviews, and the references provided, the committee voted unanimously to select RetroFit Technologies as the town's preferred managed IT service provider.

The committee prepared an article for the November 2018 Special Town Meeting requesting additional funding to cover the contract with RetroFit Technologies. The article was approved at the town meeting. The Town Manager negotiated the final contract and the transition plan is in place to have the new company on-board by Jan 1 2019.

The committee investigated bringing fiber communication to the town to provide faster Internet for the public and town. This was put on hold based on cost and 5G technology coming soon.

The committee worked with Kelly Luetkemeyer, who helped Eagle Scout Conner Shults develop an Upton State Forest Map application. He recommended adding a link to the application on the town website. It not only provides access information for emergency equipment and services, but also can help hikers navigate the forest - very useful when someone is lost! This was accomplished with Kelly McElreath's assistance.

The committee investigated grants to assist with upcoming IT projects.

The committee worked with several parties to help Dept. Managers move from using a spreadsheet to create the town budget to using a municipal budgeting application the town already owned.

Members have reached out to Town Departments to better understand their needs and offer assistance.

We recently welcomed two new members to our committee – Brad Phylis and Chris Coukos.

Respectfully submitted,

John Bouthiette

Chris Coukos

Marcia Kasilowski, Chairperson

Brad Phylis

Steve Rakitin, Clerk

Don Spargo

Kelly McElreath – Committee Support

TOWN ACCOUNTANT

Combined Balance Sheet- All Fund Types and Account Group

TOWN OF UPTON, MASSACHUSETTS
Combined Balance Sheet - All Fund Types and Account Groups
as of June 30, 2018
(Unaudited)

							Totals (Memorandum Only)
	Governmental Fund Types		Proprietary Fund Type		Fiduciary Fund Types	Account Groups	
	General	Special Revenue	Capital Projects	Enterprise	Trust and Agency	Long-term Debt	
ASSETS							
Cash and cash equivalents	3,886,352.60	2,658,224.59	480,453.37	2,996,786.11	6,784,274.27	-	16,806,090.94
Receivables:							
Personal property taxes	27,154.27	-	-	-	-	-	27,154.27
Real estate taxes	643,254.54	-	-	-	-	-	643,254.54
Community preservation act	-	12,076.47	-	-	-	-	12,076.47
Tax liens	462,214.72	6,611.67	-	-	-	-	468,826.39
Utility liens added to taxes	-	-	-	10,398.52	-	-	10,398.52
Tax foreclosures	219,478.57	-	-	-	-	-	219,478.57
Motor vehicle excise	150,987.52	-	-	-	-	-	150,987.52
Utility Charges	-	-	-	145,170.25	-	-	145,170.25
Due from other governments	3,137.00	42,574.25	-	-	-	-	45,711.25
Amounts to be provided - payment of bonds	-	-	-	-	-	8,707,900.00	8,707,900.00
Bonds authorized	-	-	-	-	-	1,178,702.00	1,178,702.00
Total Assets	5,392,579.22	2,719,486.98	480,453.37	3,152,354.88	6,784,274.27	9,886,602.00	28,415,750.72
LIABILITIES AND FUND EQUITY							
Liabilities:							
Deferred revenue							
Real and personal property taxes	118,284.14	-	-	-	-	-	118,284.14
Community preservation act	-	18,688.14	-	-	-	-	18,688.14
Tax liens	462,214.72	-	-	-	-	-	462,214.72
Tax foreclosures	219,478.57	-	-	-	-	-	219,478.57
Motor vehicle excise	150,987.52	-	-	-	-	-	150,987.52
Utility Charges	-	-	-	155,568.77	-	-	155,568.77
Allowance for abatements and exemptions	552,124.67	-	-	-	-	-	552,124.67
Warrants payable	201,095.48	52,203.03	-	81,035.33	875.60	-	335,209.44
Accrued payroll and withholdings	146,519.69	15,845.75	-	9,376.91	7,579.50	-	179,321.85
Other liabilities	5,119.59	-	-	-	275,076.71	-	280,196.30
Bonds payable	-	-	-	-	-	8,707,900.00	8,707,900.00
Bonds authorized and unissued	-	-	-	-	-	1,178,702.00	1,178,702.00
Notes payable	-	-	762,007.00	1,000,000.00	-	-	1,762,007.00
Total Liabilities	1,855,824.38	86,736.92	762,007.00	1,245,981.01	283,531.81	9,886,602.00	14,120,683.12
Fund Equity:							
Reserved for encumbrances	2,815.02	-	-	12,118.32	-	-	14,933.34
Reserved for expenditures	-	-	-	452,000.00	-	-	452,000.00
Reserved for continuing appropriations	721,809.23	-	-	8,309.56	-	-	730,118.79
Reserved fund balance	-	950,349.97	(281,553.63)	302,759.79	-	-	971,556.13
Undesignated fund balance	2,812,130.59	1,682,400.09	-	-	6,500,742.46	-	10,995,273.14
Unreserved retained earnings	-	-	-	1,131,186.20	-	-	1,131,186.20
Total Fund Equity	3,536,754.84	2,632,750.06	(281,553.63)	1,906,373.87	6,500,742.46	-	14,295,067.60
Total Liabilities and Fund Equity	5,392,579.22	2,719,486.98	480,453.37	3,152,354.88	6,784,274.27	9,886,602.00	28,415,750.72

Enterprise	Funds	Summary	
<u>WATER ENTERPRISE</u>		<u>WASTEWATER ENTERPRISE</u>	
<u>Revenue</u>		<u>Revenue</u>	
Interest	4,645.71	Interest	3,554.51
Water Usage Charges	927,239.25	Connection Fees	15,889.48
Water Liens	69,353.32	Waste Water Charges	689,863.38
Connection Fees	58,106.39	Waste Water Liens	52,170.35
Misc. Revenue	2,552.00	Misc. Revenue	0.00
Other Financing Sources - Transfers In	167,800.00	Other Financing Sources - Transfers In	125,298.00
Total	1,229,696.67	Total	886,775.72
<u>Expenses</u>		<u>Expenses</u>	
General Labor	233,503.48	General Labor	209,011.56
Worcester Cty Retirement Pension Fund	23,162.00	Worcester Cty Retirement Pension Fund	23,161.00
Water Expenses	330,929.62	Wastewater Expenses	296,735.51
Capital Outlay	204,437.92	Capital Outlay	81,485.86
Debt Service Expenses	335,343.76	Debt Service Expenses	250,307.99
Total	1,127,376.78	Total	860,701.92

Encumbrances Summary

ATM FY13 5/10/2012 A 28 Road Construction & Drainage Projects	16,280.40
ATM FY13 5/10/2012 A32 DPW Garage Add	5,731.24
Debt - FY14 ATM 5/9/2013 A9 Town Hall Renovations	2,062.18
ATM FY14 5/09/2013 Electronic Permitting System	1,355.04
ATM FY14 5/09/13 A15 Classification and Compensation Plan Review	2,875.00
FC ATM FY14 05/09/2014 A27 DPW Oshkosh Truck	3,428.42
STM FY16 11/17/2015 A7 DPW-Used Oshkosh Truck Painting & Equip	7,500.00
ATM FY16 06/04/2015 A23 DPW - Purchase 5 Ton Truck	1,600.00
ATM FY16 06/04/2015 A25 DPW - Various Roadway Signs	4,981.29
ATM FY16 06/04/2015 A29 Assessor Revaluation	2,900.95
FC STM FY17 11/15/2016 A17 TT -Rem. Contents from 28 Hartford Ave	2,320.00
FC STM FY17 11/15/2016 A8 DPW Purchase Various Roadway Signs	14,687.43
FC STM FY18 11/14/2017 A5 Planning Board - Participate in CMPRC Program	9,750.00
FC STM FY18 11/14/2017 A6 DPW TIP Required Easements	181,000.00
FC STM FY18 11/14/2017 A7 DPW - Hire Consultant for TIP Project	25,000.00
FC ATM FY18 05/03/2018 A16 DPW Purchase Five Ton Dump Truck	167,000.00
ATM FY18 05/04/2017 A16 Police Active Shooter Kits and Firearms	7,522.00
ATM FY18 05/04/2017 A17 DPW Transporation Improvement Program - Eng. & Design	121,425.00
FC ATM FY18 05/03/2018 A18 Assessors - Purchase E-Permitting Software	3,500.00
ATM FY18 05/04/2017 A21 DPW - Town Roads Construction and Improvements	129,392.87
ATM FY18 05/04/2017 A23 BOA Future Recertifications	11,000.00
ATM FY18 05/04/2017 A27 Fire Purchase and Equip Tanker Truck	497.41
Total	721,809.23

Expense Summary

Town Meetings	Elections	5,864.73	Fire Dept. Bldg. Maintenance	40,950.47	Demolition of Buildings	0.00
Moderator Salary		500.00	Fire Alarm Maintenance	1,000.00	Board of Health Expense	3,002.86
Moderator Expense		100.00	Computer/Copier Maintenance	2,152.25	Health Board - Trash Bags	1,316.16
Selectmen-Wages		234,407.52	Fire Dept. - Training	3,108.59	BOH - Hazardous Waste	6,000.00
Selectmen - Salaries		1,750.00	Fire Dept. Expense	19,375.33	Nurse Wages	34,403.20
Selectmen-Weights Measures Services		1,000.00	Fire Dept-Vehicle Fuel	6,502.30	Nurse Wages - Blackstone & Bellingham IMA	13,761.28
Printing		5,437.93	Fire Dept. Vehicle Maint.	42,365.01	Health Service Expense	588.65
Telephone Expense		13,449.45	Fire Dept. Clothing Allowance	5,894.55	Council on Aging - Wages	141,868.38
Selectmen Expense		994.72	New Equipment	15,499.60	COA Expense	29,185.31
Town Manager Expense		5,716.37	Amh. Serv. - Wages	85,004.37	Veterans Service - Wages	7,894.80
Finance Committee Expense		999.25	Ambulance Service Supplies	45,672.51	Veterans Service Expense	200.00
Finance Committee Reserve		0.00	Amh. Service - Licensing and Cert	4,111.40	Veterans Benefits	21,416.71
Town Accountant Wages		41,341.31	Amh. Serv. - Clothing Allowance	1,479.80	Library-Wages	169,277.14
Audit Financial Records		18,000.00	Paramedics Expense	5,675.00	Library-Salaries	4,750.00
Town Accountant-Accounting Program		3,551.59	Ambulance Billing	11,000.00	Library Expense	63,072.33
Town Accountant Expense		1,627.38	Code Enforcement - Wages	147,082.73	Recreation - Salaries	242.49
Capital Budget Committee Expense		0.00	Code Enforcement - Training	1,488.04	Recreation - Wages	1,631.33
Assessors-Wages		49,275.34	Building Inspector Expense	15,662.14	Recreation - Beach	8,000.00
Assessors - Salaries		1,750.00	Code Enforcement - Mileage	5,598.33	Recreation - Misc. Expense Beach Programs	8,000.00
Assessor - Software/Hardware		5,700.00	Emergency Management - Wages	6,928.48	Recreation - Site Improvements	12,479.75
Assessors - Interim Valuations		6,800.00	Emergency Management - Expense	2,498.75	Parks. Playground Maintenance	33,362.56
Assessors - Mapping		3,850.00	Emergency Mgmt - Reverse 911 System	6,510.00	Historical Commission - Salaries	678.15
Assessors - Training		1,403.84	Animal Control Wages	18,899.36	Historical Commission Expense	297.00
Assessor Expense		2,741.24	Kernel Rental	530.76	Memorial Day	909.30
TreasCol - Wages		65,664.43	Animal Control Expense	0.00	Long Term Principal	382,000.00
TreasCol - Salary		58,671.00	Animal Control - Rabies Vaccine	0.00	Short Term Interest	2,621.58
TreasCol Expense		32,968.93	Animal Control Transportation	704.56	Long Term Interest	61,861.87
Town Counsel Expense		52,997.76	DPW Parks Forestry & Cem. - Wages	130,385.01	Air Pollution Control	2,344.00
Personnel Committee-Wages		2,229.17	DPW Parks - Radio Maintenance	300.00	Boston Metro District	50,760.00
Personnel Committee MMPA Membership		200.00	Forestry Expense	27,751.59	RMV Surcharge	4,800.00
Personnel Board - Merit Bonas Program		0.00	Pest Control	0.00	Worc. Cty Retirement Pension Fund	465,049.00
Medical Testing		5,529.00	DPW Parks - Training	0.00	Unemployment Compensation Fund	10,428.37
Personnel Comm. - Longevity Bonus		2,977.57	Forest Fire Expense	3,696.53	Medicare	70,125.05
Personnel Committee - Training		0.00	DPW Parks - General Expense	844.99	Bond Town Officers	1,030.00
Personnel Committee Expense		25.00	DPW Parks Forestry & Cem.-Veh Fuel	2,298.00	Insurance	863,145.26
Tax Titles Foreclosures		11,736.05	DPW Parks Forestry & Cem.-Veh Maint	165.54	Trust Fund Committee - Salaries	1,750.00
Cable Comm. - Wages		0.00	DPW Parks - Clothing Allowance	1,385.32	Other Financing Uses Transfers Out	448,098.00
Technology - Expense		51,835.95	Animal Disposal Service	255.00	Debt - ATM 5/5/11 A15 Design Roadway Improvements	4,260.35
Town Clerk - Wages		90,329.26	MURSD - Salaries	0.00	ATM FY13 5/10/12 Art 13 Classification Plan	1,500.00
Town Clerk Expense		3,815.29	BVT - Salaries	0.00	ATM FY13 5/10/2012 A 28 Road Construction & Drainage Projects	3,920.00
Registrar of Voters Expense		3,847.05	Mendon-Upton Operating Expense	10,732,756.68	ATM FY13 5/10/2012 A32 DPW Garage Add	11,522.76
Conservation Comm. - Clerk Wages		20,270.65	Mendon-Upton Debt Exclusions	512,143.32	ATM FY14 5/09/2013 A32 Supplement Towns Conservation Fund	2,000.00
Aquatic Weed Control		0.00	Blackstone Valley Operating Expense	1,355,580.00	ATM FY14 5/09/13 A15 Classification and Compensation Plan Review	625.00
Conservation Commission Expense		7,033.48	Blackstone Valley Capital Assessment	17,306.00	ATM FY16 06/04/2015 A25 DPW - Various Roadway Signs	2,836.59
Beaver Control		2,203.75	DPW - Wages	422,806.58	FC STM FY17 11/15/2016 A16 DPW Recon. & Repair Fisk Mill Bridge	215,679.98
Planning Board - Salaries		2,750.00	DPW Consultant	37,149.73	FC STM FY17 11/15/2016 A5 DPW Purchase & Equip One Ton Dump Truck	2,047.18
Planning Bd. Clerk Wages		18,141.68	DPW Building Utilities	24,209.36	FC STM FY17 11/15/2016 A6 DPW Purchase Two Ton Paving Roller	7,906.00
Regional Planner		2,055.80	Radio Maintenance	1,222.05	FC STM FY17 11/15/2016 A8 DPW Purchase Various Roadway Signs	1,949.94
Planning Board Expense		3,568.84	DPW Building Maintenance	8,500.00	ATM FY17 05/05/2016 A16 Police Dept. Purchase Portable and Mobile Radios	25,000.00
Housing Authority - Salaries		1,500.00	DPW - Contracted Services	35,186.64	ATM FY17 05/05/2016 A20 Fisk Mill Bridge Engineering & Design Services	12,423.48
Town Bldg. Expenses		89,732.45	DPW - Training	395.00	ATM FY17 05/05/2016 A25 Town Roads Construction and Improvements	106,547.61
Police Wages		1,524,842.36	DPW Expense	24,176.34	FC STM FY18 11/14/2017 A2 Debit Card Purchases from Prior Fiscal Year	8,293.33
Police Utilities		36,102.60	DPW Vehicle Fuel	15,929.22	FC STM FY18 11/14/2017 A4 Fire - Purchase Breathing Air Compressor	28,000.00
Radio Maintenance		2,200.00	DPW Vehicle Maintenance	30,489.07	ATM FY18 05/04/2017 A16 Police Active Shooter Kits and Firearms	3,178.00
Police Building Maintenance		8,197.22	Highway Material	17,317.70	FC STM FY18 11/14/2017 A20 BOS - Purchase of 3 Malford Street Holy Angels	187,000.00
Police Training		6,788.95	Oiling Paving	20,525.00	ATM FY18 05/04/2017 A21 DPW - Town Roads Construction and Improvements	300,607.13
Police Expense		20,792.98	DPW - Clothing Allowance	4,479.42	ATM FY18 05/04/2017 A23 BOA Measure and List Services	21,800.00
Cruiser Gas		27,714.56	Snow Removal	343,579.58	ATM FY18 05/04/2017 A25 Library Purchase Furniture and Equipment	5,450.00
Cruiser Maintenance		11,762.88	Street Lights	33,308.80	ATM FY18 05/04/2017 A27 Fire Purchase and Equip Tanker Truck	119,502.59
Police Clothing Allowance		16,669.23	Waste Removal - Disposal	84,188.71	Total Expenditures	22,335,893.72
New Cruiser		40,000.00	Waste Removal - Curbside Services	291,201.20		
Computer Maintenance		12,306.56	DPW - Storm Water Management	74,302.92		
Dispatcher Clothing Allowance FT		1,252.00	Cemetery - Salaries	1,250.00		
Dispatcher Clothing Allowance PT		400.00	Cemetery Maintenance	20,012.79		
Fire Dept. - Wages		817,288.15	Health Board - Wages	49,822.06		
Fire Dept. - Utilities		48,000.00	Health Board - Salaries	1,250.00		
Radio Repair		2,977.50	Health Board - Food Inspections	1,990.00		

Parks Revolving Summary

Beginning Balance 7-1-17 \$ 10,000.00

Revenue \$ 10,965.50

Expenditures \$ 10,965.50

Ending Balance 6-30-18 \$ 10,000.00

Revenue Summary

Personal Property	\$493,875
Real Estate	\$19,088,201
Tax Liens	\$240,284
Tax Foreclosures	\$289,050
Motor Vehicle Excise	\$1,294,655
Payments in lieu of taxes	\$209
Penalties/Interest	\$229,450
Fees	\$137,813
Other Dept Revenue	\$498,434
Licenses and Permits	\$247,765
State - Cherry Sheet	\$759,576
Fines and Forfeits	\$37,385
Misc. Revenue	\$25,600
Invest Income	\$12,659
Transfers In	\$475
Total General Fund Revenue	\$23,355,431

Revolving Funds

FUND	Balance Forward	Current Year	Current Year	Funds Available	Expenditure	Exceeded
	7/1/2017	Other Receipts	Expenditures	6/30/2018	Limit	Expenditure Limit
RECREATION REVOLVING	\$ 104,401.87	\$ 168,724.85	\$ 211,234.58	\$ 61,892.14	\$ 169,000.00	\$ 42,234.58
LIBRARY REVOLVING	\$ 116.36	\$ 2,057.95	\$ 2,087.58	\$ 86.73	\$ 6,000.00	\$ -
COA REVOLVING	\$ 5,283.47	\$ 5,662.00	\$ 2,724.45	\$ 8,221.02	\$ 10,000.00	\$ -
UPTON WETLAND BYLAW FEE REVOLVING	\$ 11,409.68	\$ 10,427.50	\$ 4,807.36	\$ 17,029.82	\$ 20,000.00	\$ -
BOH BULK ITEM REVOLVING	\$ 18,116.39	\$ 33,954.79	\$ 1,272.82	\$ 50,798.36	\$ 15,000.00	\$ -
STORM WATER BY-LAW FUND - CON. COMM.	\$ 1,700.00	\$ -	\$ -	\$ 1,700.00	\$ 7,000.00	\$ -
COMMUNITY GARDEN FUND	\$ 225.00	\$ 110.00	\$ -	\$ 335.00	\$ 2,000.00	\$ -
LAND STEWARDSHIP REVOLVING	\$ 682.50	\$ -	\$ -	\$ 682.50	\$ 5,000.00	\$ -
TAX TITLE COLLECTION REVOLVING FUND	\$ 1,078.36	\$ 1,653.52	\$ 2,451.88	\$ 280.00	\$ 15,000.00	\$ -
BOH - TITLE V REVOLVING FUND	\$ 9,325.00	\$ 14,235.00	\$ 4,743.40	\$ 18,816.60	\$ 10,000.00	\$ -
	<u>\$ 152,338.63</u>	<u>\$ 236,825.61</u>	<u>\$ 229,322.07</u>	<u>\$ 159,842.17</u>		

Respectfully submitted,

Kenny Costa
Town Accountant

TOWN CLERK

I respectfully submit the following report for year ending 2018:

The Town Clerk's office managed three elections this past year:

- Annual Town Election in May
- State Primary in September
- State Election in November

Due to the general bylaw change voted last year, the Annual Town Election was held after the Annual Town Meeting for the first time. Also, as mandated by State law, we conducted early voting for the State

Election in November. Over 1,000 voters came to Town Hall during the 10-day period before the election to cast their ballots. Thus, the Town Clerk's office was very busy in the fall managing the daily functions of the office as well as coordinating the State Primary, Early Voting and the State Election.

During the summer months, to prepare for the 2020 Federal Census, the Town Clerk's office participated in the federal LUCA program. Participation included reviewing the addresses in the federal databank to ensure all addresses in Upton (including newly built residences) were included. This will assist the mailing of the federal census forms in 2020.

New software for dog licenses was implemented in 2018. There were some difficulties with the new software initially but we are hopeful most of issues have been resolved and 2019 dog licensing will be without any disruptions to the process.

In my newly assigned role as Assistant to the Town Manager, I participated in other tasks for the Town. Over the past year, I have assisted in purchasing new cable tv equipment to assist in the recording of meetings. I worked with the newly established Technology Committee to select a new IT vendor to assist the Town with our technology. The new vendor RetroFit will be very helpful to ensure our IT is secure. I also assisted the Town Manager, Town Accountant and Finance Committee to implement new budgeting software to help prepare the FY2020 budget. During 2018, I worked with the Town Manager to negotiate 4 union contracts with the Police, Fire and DPW. Lastly, to fulfill my role as Municipal Hearing Officer, I attended training to be prepared for this position.

As we have done for the last 15 years, the Third Grade Class from Memorial School came to Town Hall to learn about Town Government and participate in a Mock Town Meeting. It was a great to have them visit and learn more about local government.

With the support of the Town, I continued my membership to 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. This training keeps me up to date on changes. Once again, this year, I participated in the Mentoring program and have facilitated training for new Town Clerks. I have enjoyed these training opportunities and plan to continue in this program. 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 2018:

VITAL STATISTICS

50 Births
32 Marriages
34 Deaths

DOG LICENSES

746 Dog licenses
10 Kennel licenses

The Town Clerk's office generated approximately \$16,000.00 in revenue for FY2019. These funds were transferred to the Town Treasurer.

The Town Clerk office hours coincides with the hours the Town Hall is opened to the public: Monday, Wednesday, and Thursday: 8:00 am – 4:00 pm, Tuesday 8:00 am – 6:00 pm, Fridays 8:00 – 12:00.

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, your dedication and support to the Town Clerk's office is beyond measure and I appreciate your hard work.

Respectfully submitted,

Kelly A. McElreath
Town Clerk

TREASURER/COLLECTOR

TREASURER'S REPORT

Fiscal Year End June 30, 2018

TREASURER'S GENERAL FUND CASH ACCOUNT

Beginning Balance, June 30, 2017 not incl. trusts	\$ 6,727,022
Receipts 2018	\$ 23,355,432
GF Interest 2018	\$ 6,660
CPA Int/Earnings	\$ (14,723)
Warrants 2018	\$ (20,397,587)
Ending Balance, June 30, 2018 not incl. trusts	\$ 9,676,803

BORROWINGS

Type	Purpose	FY 18 Retired	FY 2018 YE	Ending Term
GOB	Stefan#1	\$ 99,000	\$ 208,500	2020
GOB	Fire Station	\$ 231,000	\$ 486,500	2020
GOB	Ambulance	\$ 18,500	\$ 74,000	2022
GOB	TIP Engineering	\$ 120,000	retired	2017
GOB	Trackless Plow	\$ 29,000	retired	2017
GOB	Dump Truck	\$ 18,500	\$ 56,500	2022
GOB	Town Hall Renovation	\$ 180,000	\$ 4,009,820	2034
MWPAT	Sewer Treatment Plant	\$ 233,198	\$ 484,391	2019
GOB	Main Street Water Line	\$ 54,275	\$ 772,100	2028
GOB	Pump Station	\$ 10,725	\$ 164,000	2028
GOB	3rd Water Source	\$ 150,000	\$ 2,660,000	2033
GOB	Glenn Well Repair	\$ 28,000	\$ 112,000	2022
GOB	3rd Water Source Design	\$ 60,000	retired	2017
BAN	Quint Fire, TIP water, Fowler bridge	\$ 50,000	\$ 1,762,007	yearly
TOTAL		\$ 1,183,198	\$ 10,789,818	

Authorized and Unissued

Chapter 90 Roads	\$ 878,702
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Interest/Fees Collected 2018

Interest/Demand fees from R.E. and P.P.	\$ 88,850
Interest/Demand fees from MVE	\$ 2,004
Interest/Demand fees from Tax Title	\$ 23,596
Treasurer/Collector fees	\$ 7,905
Water/sewer enterprise interest	\$ 8,200

Respectfully submitted,
 Kenneth Glowacki, CMMC, CMMT
 Treasurer/Collector

2018 PAYROLL - CALENDAR YEAR

Last Name	First Name	Department	Regular Pay	OT	Special Detail	Total
Acciavatti	Travis	DPW Highway	\$ 63,150.35	\$ 10,629.81		\$ 73,780.16
Addy	Randy	Fire EMS on call	\$ 6,237.98			\$ 6,237.98
Ambrosino	Carl	Police	\$ 79,300.61	\$ 8,611.25	\$ 1,776.00	\$ 89,687.86
Bachtold	Matthew	Library	\$ 72,741.98			\$ 72,741.98
Bartelloni-Ked	Steven	Recreation	\$ 1,525.00			\$ 1,525.00
Benjamin	Michael	Police	\$ 84,681.80	\$ 30,354.23	\$ 9,254.25	\$ 124,290.28
Bergman	Edward	Fire EMS on call	\$ 4,459.66			\$ 4,459.66
Bergstrom	John	Police	\$ 70,123.17	\$ 2,556.36	\$ 17,995.50	\$ 90,675.03
Bishop	Kyle	Police	\$ 69,973.66	\$ 15,916.61	\$ 9,973.00	\$ 95,863.27
Bohan Jr.	Gary	Planning	\$ 500.00			\$ 500.00
Bolotin	Meghan	Recreation	\$ 4,535.50	\$ 61.69		\$ 4,597.19
Bradford	Mary	Town Clerk	\$ 220.00			\$ 220.00
Bradford Jr.	Michael	Fire EMS on call	\$ 4,720.26			\$ 4,720.26
Bradley	Michael	Police & Fire	\$ 163,308.36	\$ 5,190.14	\$ 23,323.00	\$ 191,821.50
Bradley	Nolan	Recreation	\$ 3,668.75	\$ 281.27		\$ 3,950.02
Briggs	Derek	Recreation	\$ 1,820.00			\$ 1,820.00
Brindisi	Derek	BoS TM	\$131,250.00			\$131,250.00
Broberg	Todd	DPW W/WW	\$ 61,857.87	\$ 15,352.04		\$ 77,209.91
Burrell	Joan	Town Clerk	\$ 264.00			\$ 264.00
Carey	Paul	Planning	\$ 500.00			\$ 500.00
Carey	Kelly	Town Clerk	\$ 77.00			\$ 77.00
Carr	Charlotte	Library	\$ 500.00			\$ 500.00
Carroll	Margaret	Planning	\$ 500.00			\$ 500.00
Carron	Christopher	DPW Highway	\$ 5,324.00			\$ 5,324.00
Cervassi Sr.	Anthony	Fire EMS on call	\$ 10,236.80			\$ 10,236.80
Chamberlain	Scott	DPW Highway	\$ 48,233.40	\$ 7,997.06		\$ 56,230.46
Cialdea	David	Fire EMS on call	\$ 7,591.54			\$ 7,591.54
Cilley	Monica	Recreation	\$ 594.00			\$ 594.00
Clark	Damon	Fire EMS on call	\$ 222.45			\$ 222.45
Clark	Marisa	Library	\$ 13,304.77			\$ 13,304.77
Coburn	Tyler	Police - Comm	\$ 75.49			\$ 75.49
Condon	Meghan	Library	\$ 500.00			\$ 500.00
Connors	Ryan	Fire EMS on call	\$ 6,842.80			\$ 6,842.80
Consigli	Elizabeth	Town Clerk	\$ 176.00			\$ 176.00
Cook	Douglas	Fire EMS on call	\$ 7,165.05			\$ 7,165.05
Cooney	Joshua	Recreation	\$ 4,680.00	\$ 87.76		\$ 4,767.76
Costa	Kenny	Town Accountant	\$ 37,654.00			\$ 37,654.00
Cote	Michelle	Recreation	\$ 1,687.63			\$ 1,687.63
Cowen	Michael	DPW Highway	\$ 47,448.88	\$ 6,375.58		\$ 53,824.46

Last Name	First Name	Department	Regular Pay	OT	Special Detail
Craemer	Will	Recreation	\$ 181.50		\$ 181.50
Crosby	James	Police	\$ 5,004.00	\$ 192.00	\$ 5,196.00
Crosby	Kelley	Police	\$ 770.01		\$ 770.01
Crosby	Joshua	Recreation	\$ 1,237.50		\$ 1,237.50
Cyr	Alan	Police	\$108,063.93	\$45,498.43	\$ 200.00 \$153,762.36
Daugherty Jr	Gary	BoS TM	\$ 500.00		\$ 500.00
Davidson	Thomas	Planning	\$ 750.00		\$ 750.00
De St. Croix	Charles	Fire EMS on call	\$ 46,125.91	\$ 7,923.08	\$ 54,048.99
Deiana	Paula	Police	\$ 50,306.03	\$ 7,974.70	\$ 58,280.73
Dela Motte Jr	Edward	DPW W/WW	\$ 56,441.33	\$14,900.92	\$ 71,342.25
Denson	Bernadette	COA	\$ 18,361.86		\$ 18,361.86
Desjardins	Richard	BoH	\$ 500.00		\$ 500.00
Desjardins	Kathleen	DPW Highway	\$ 15,261.57		\$ 15,261.57
DesJardins	Donna	Town Clerk	\$ 253.00		\$ 253.00
Dezutter	Daniel	Recreation	\$ 2,554.50		\$ 2,554.50
DiFronzo	Mark	Fire EMS	\$ 44,100.00		\$ 44,100.00
Dishington	Judah	Recreation	\$ 2,816.00		\$ 2,816.00
Dunster	Willow	Recreation	\$ 2,508.75		\$ 2,508.75
Earl	James	BoA	\$ 500.00		\$ 500.00
Earle Jr.	James	Fire EMS	\$ 74,555.40	\$11,896.12	\$ 86,451.52
Eugster	Corey	Police - Comm	\$ 54,927.97	\$ 8,653.41	\$ 5,075.00 \$ 68,656.38
Eugster	Cameron	Recreation	\$ 2,321.00		\$ 2,321.00
Fallon	Chloe	Recreation	\$ 2,165.51		\$ 2,165.51
Farrar	Kevin	COA	\$ 2,311.03		\$ 2,311.03
Ferris	Jay	Cemetery	\$ 500.00		\$ 500.00
Fitts	Emmerson	Recreation	\$ 1,430.00		\$ 1,430.00
Fleming	Robert	BoS TM	\$ 750.00		\$ 750.00
Fletcher	Robin	Veterans'	\$ 3,867.84		\$ 3,867.84
Fougere	Harriet	Town Clerk	\$ 176.00		\$ 176.00
Fowler	Glenn	Trust Funds	\$ 31,657.82		\$ 31,657.82
French	Thomas	Code	\$ 17,417.70		\$ 17,417.70
Gallagher	R Neil	DPW Highway	\$ 49,196.00	\$ 8,312.83	\$ 57,508.83
Gallagher	Victoria	Police - Comm	\$ 58,665.29	\$ 6,690.60	\$ 2,075.00 \$ 67,430.89
Giblin	Anniika	Recreation	\$ 1,760.00		\$ 1,760.00
Glowacki	Kenneth	T/C	\$ 60,936.52		\$ 60,936.52
Goodale IV	Aaron	Fire EMS	\$ 91,603.89		\$ 91,603.89
Gould	Richard	DPW Highway	\$ 7,029.22		\$ 7,029.22
Grill	Seth	Fire EMS on call	\$ 8,928.40	\$ 73.56	\$ 9,001.96
Gruber	Lynn	Town Clerk	\$ 440.00		\$ 440.00

Last Name	First Name	Department	Regular Pay	OT	Special Detail
Gustman	Frances	Library	\$ 500.00		\$ 500.00
Hakala	Sandra	BoS TM	\$ 60,830.25	\$ 2,977.82	\$ 63,808.07
Hamed	Nader	Fire EMS on call	\$ 3,832.78		\$ 3,832.78
Hamlet	Camille	Library	\$ 500.00		\$ 500.00
Harper	Gary	DPW Highway	\$ 65,364.38	\$14,073.16	\$ 79,437.54
Harris	Barbara	Fire EMS	\$ 58,975.83	\$17,482.39	\$ 76,458.22
Hawkins	Lucy	Recreation	\$ 1,856.25		\$ 1,856.25
Hazard	Patrick	Fire EMS on call	\$ 2,764.55		\$ 2,764.55
Hennessey	Scott	DPW W/WW	\$ 79,151.84	\$22,662.57	\$101,814.41
Hill	James	Fire EMS on call	\$ 3,778.36		\$ 3,778.36
Hogue	Amber	Recreation	\$ 3,745.50	\$ 49.50	\$ 3,795.00
Holman	Alfred	BoH	\$ 750.00		\$ 750.00
Hope	Carson	Recreation	\$ 2,285.25	\$ 132.00	\$ 2,417.25
Hutton	Timothy II	Fire EMS on call	\$ 19,060.00	\$ 600.00	\$ 19,660.00
Johnson	Stephen	Code	\$ 16,769.22		\$ 16,769.22
Johnson	John	DPW Highway	\$ 79,580.99	\$27,076.78	\$106,657.77
Jones	Linda	Housing	\$ 500.00		\$ 500.00
Judd	Diane	Code	\$ 45,848.48		\$ 45,848.48
Katz	Judith	Library	\$ 500.00		\$ 500.00
Kelley	Kathleen	Library	\$ 500.00		\$ 500.00
Kemp	Brian	Fire EMS	\$ 76,476.29	\$12,692.22	\$ 89,168.51
Kennedy	Richard	Housing	\$ 500.00		\$ 500.00
Kenney	Seema-Jayne	Town Clerk	\$ 660.00		\$ 660.00
Kerr	Matthew	DPW W/WW	\$ 38,284.36	\$ 6,586.40	\$ 44,870.76
Knott	Agnita	Town Clerk	\$ 264.00		\$ 264.00
Krongard	Keith	Fire EMS on call	\$ 7,040.00		\$ 7,040.00
Lamothe	Roberta	Police - Comm	\$ 54,256.34	\$ 6,845.76	\$ 61,102.10
Lazarz	Daniel	Fire EMS on call	\$ 11,712.47		\$ 11,712.47
Leblanc	Elizabeth	Recreation	\$ 4,380.75	\$ 344.26	\$ 4,725.01
Libby	Matthew	Fire EMS on call	\$ 4,537.50	\$ 281.25	\$ 4,818.75
Loeper	David	Moderator	\$ 500.00		\$ 500.00
Lopez	Bonnie	Fire EMS	\$ 68,446.76	\$22,921.11	\$ 91,367.87
Lupachini	Michael	Police	\$ 77,459.97	\$ 2,165.55	\$ 1,920.00
Lupachini	Gina	Recreation	\$ 583.00		\$ 583.00
Lupachini Jr.	Michael	Recreation	\$ 825.00		\$ 825.00
Mager	Erik	Police	\$ 74,545.13	\$ 7,195.78	\$33,400.50
Maljanian	Mark	Fire EMS on call	\$ 7,817.47		\$ 7,817.47
Marchand	Shaun	Fire EMS	\$ 69,395.58	\$10,484.43	\$ 79,880.01
Marchand	Michael	Fire EMS on call	\$ 39,720.24		\$ 39,720.24

Last Name	First Name	Department	Regular Pay	OT	Special Detail
Marchand	Paul	Town Clerk	\$ 39,162.71	\$ 369.68	\$ 39,532.39
Matellian	Stephen	BoS TM	\$ 500.00		\$ 500.00
Mauro	Jessica	COA	\$ 46,928.21		\$ 46,928.21
McElreath	Kelly	Town Clerk	\$ 82,187.15		\$ 82,187.15
McGann	Lori	COA	\$ 75.90		\$ 75.90
Mespelli	Collin	Recreation	\$ 4,606.00	\$ 52.88	\$ 4,658.88
Mespelli	Dominic	Recreation	\$ 4,089.00		\$ 4,089.00
Mespelli	Joseph	Recreation	\$ 2,337.50	\$ 102.00	\$ 2,439.50
Moen	Jonathan	Fire EMS on call	\$ 1,222.22		\$ 1,222.22
Montequin	Blake	Fire EMS	\$ 71,909.29	\$11,213.70	\$ 83,122.99
Moran	Michael	Animal Control	\$ 11,630.53	\$ 4,980.22	\$ 16,610.75
Morris	Edward	Recreation	\$ 5,278.50	\$ 678.38	\$ 5,956.88
Morris	Patrick	Veterans'	\$ 4,063.68		\$ 4,063.68
Murphy	LeeAnn	Library	\$ 45,656.70		\$ 45,656.70
Norton	Paul	Trust Funds	\$ 4,582.33		\$ 4,582.33
Nowicki	Janice	COA	\$ 67,137.60		\$ 67,137.60
O'Hagan	Dallas	Recreation	\$ 3,962.69	\$ 61.69	\$ 4,024.38
Oliver	Jeanne	Trust Funds	\$ 500.00		\$ 500.00
Oliver	Michael	Trust Funds	\$ 750.00		\$ 750.00
Owczarzak	Carol	Town Clerk	\$ 220.00		\$ 220.00
Palmieri	Mary Ellen	Police - Comm	\$ 6,715.61	\$ 1,136.88	\$ 7,852.49
Parker	Dean	DPW W/WW	\$ 64,589.39	\$17,081.71	\$ 81,671.10
Perkins	Ann	T/C	\$ 15,216.61		\$ 15,216.61
Peterson	Carol	DPW Highway	\$ 43,155.82	\$ 1,929.40	\$ 45,085.22
Pfeiffer	Susan	Library	\$ 18,769.94		\$ 18,769.94
Pfeiffer	Rebecca	Recreation	\$ 3,883.38	\$ 44.06	\$ 3,927.44
Phylis	Patricia	Town Clerk	\$ 242.00		\$ 242.00
Picard	Elaine	Town Clerk	\$ 165.00		\$ 165.00
Pickart	David	Conservation	\$ 25,701.06		\$ 25,701.06
Pighetti-Paren†	Patricia	BoH	\$ 50,200.34		\$ 50,200.34
Plumb	Jared	Fire EMS on call	\$ 674.77		\$ 674.77
Poirier III	Henry	Fire EMS on call	\$ 5,766.74		\$ 5,766.74
Poirier Jr.	John	Code	\$ 23,897.70	\$ 1,935.00	\$ 25,832.70
Pollen	Emily	Recreation	\$ 528.00		\$ 528.00
Pollinger Sr.	Joseph	DPW Highway	\$ 9,401.57	\$ 2,389.92	\$ 11,791.49
Poudrier	Kayleigh	Recreation	\$ 3,431.00	\$ 66.09	\$ 3,497.09
Poxon	Isaiah	Police	\$ 57,594.95	\$ 2,343.20	\$ 10,718.00
Puchovsky	Gabrielle	Recreation	\$ 1,518.77		\$ 1,518.77
Quirk	Rosemary	Town Clerk	\$ 165.00		\$ 165.00

Last Name	First Name	Department	Regular Pay	OT	Special Detail
Ramsey	Kathleen	Town Clerk	\$ 198.00		\$ 198.00
Rankins	Matthew	Police	\$ 80,876.87	\$13,855.29	\$13,570.25 \$108,302.41
Rapiejko	Abigail	Recreation	\$ 4,629.50	\$ 440.61	\$ 5,070.11
Richard	Rena	Town Clerk	\$ 1,700.00		\$ 1,700.00
Richards	Robyn	Police - Comm	\$ 8,112.56	\$ 679.41	\$ 8,791.97
Rick	Timothy	DPW Highway	\$ 31,785.73	\$ 1,520.82	\$ 33,306.55
Rivard	Bruce	Police	\$100,189.33	\$19,817.45	\$25,555.75 \$145,562.53
Rivers	Scott	Fire EMS on call	\$ 2,173.89		\$ 2,173.89
Robertson	John	Library	\$ 750.00		\$ 750.00
Robinson	Colin	Recreation	\$ 2,461.63	\$ 229.13	\$ 2,690.76
Roche	Patrick	Code	\$ 31,818.60		\$ 31,818.60
Roecker	Susan	Library	\$ 14,371.68		\$ 14,371.68
Ronzio	Megan	Town Clerk	\$ 176.00		\$ 176.00
Runyan	David	Fire EMS on call	\$ 3,107.70		\$ 3,107.70
Salsman	Kenneth	Code	\$ 3,623.34		\$ 3,623.34
Sampson	Benjamin	Fire EMS on call	\$ 92.02		\$ 92.02
Saulen	John	COA	\$ 9,487.55		\$ 9,487.55
Scanlon	Sheridan	Recreation	\$ 3,075.57	\$ 229.14	\$ 3,304.71
Scherer-Teta	Deborah	T/C	\$ 35,969.90	\$ 649.33	\$ 36,619.23
Schrafft	Peter	Fire EMS on call	\$ 9,934.14		\$ 9,934.14
Schreiber	Jack	DPW Highway	\$ 3,476.00		\$ 3,476.00
Scott	Kayla	Recreation	\$ 5,479.25	\$ 1,441.52	\$ 6,920.77
Scott	Kevin	Recreation	\$ 561.00		\$ 561.00
Scribner	Joan	Town Clerk	\$ 154.00		\$ 154.00
Sharp	Robyn	Town Clerk	\$ 176.00		\$ 176.00
Shepherd	Allison	Recreation	\$ 1,853.50		\$ 1,853.50
Sheridan	Patrick	Police - Comm	\$ 58,898.97	\$ 5,803.18	\$ 2,787.50 \$67,489.65
Shults	Conner	Fire EMS on call	\$ 13,765.18		\$ 13,765.18
Shults	Gary	Fire EMS on call	\$ 8,880.54		\$ 8,880.54
Smith	Raymond	Planning	\$ 500.00		\$ 500.00
Smith	Mary	Town Clerk	\$ 41,487.98		\$ 41,487.98
Snellman	Jane	T/C	\$ 19,553.44		\$ 19,553.44
St..George	Andrew	Recreation	\$ 49,722.80		\$ 49,722.80
Stanley	David	Code	\$ 4,103.34	\$ 135.00	\$ 4,238.34
Stanton	Meghan	Recreation	\$ 2,054.00		\$ 2,054.00
Steele	Ryan	Recreation	\$ 3,460.38	\$ 70.50	\$ 3,530.88
Sullivan	Bryan	Fire EMS on call	\$ 6,087.50	\$ 1,031.25	\$ 7,118.75
Tardy	Tracey	BoA	\$ 50,036.81		\$ 50,036.81
Taylor	William	BoA	\$ 1,250.00		\$ 1,250.00

Last Name	First Name	Department	Regular Pay	OT	Special Detail
Tiernan	Diane	BoH	\$ 48,790.68		\$ 48,790.68
Tong	Christina	Recreation	\$ 69.00		\$ 69.00
Traynor	Christopher	Police	\$ 46,212.15	\$ 7,437.13	\$ 8,671.50 \$ 62,320.78
Usher	Douglas	Fire EMS on call	\$ 2,671.28		\$ 2,671.28
Uthoff	Ava	Recreation	\$ 1,397.00		\$ 1,397.00
Varney	Karen	DPW W/WW	\$ 9,437.09		\$ 9,437.09
Varney	Joan	Town Clerk	\$ 242.00		\$ 242.00
Vass	Lisa	Police	\$ 99,606.84	\$14,306.34	\$113,913.18
Ward	Zachary	Fire EMS on call	\$ 9,311.83		\$ 9,311.83
Webster	Barbara	Town Clerk	\$ 176.00		\$ 176.00
Welch	Jennifer	BoS TM	\$ 2,500.00		\$ 2,500.00
Westgate	Dennis	DPW Highway	\$121,153.88		\$121,153.88
Wheet	Sara	Recreation	\$ 1,600.50		\$ 1,600.50
Wodin	Laurie	Library	\$ 500.00		\$ 500.00
Young	Regina	Library	\$ 18,531.66		\$ 18,531.66
Zufriategui	Nester	DPW Highway	\$ 24,565.62	\$ 1,327.10	\$ 25,892.72

TRUST FUND COMMISSIONERS

The Town of Upton's Trust Fund Commissioners met during the course of 2018 on a monthly basis to review the various Trust Fund accounts. On a quarterly basis we consulted with our Financial Advisor relative to the investments of the Trust fund accounts. The Trustees in conjunction with the Financial Advisor review the individual positions for performance relative to their investment styles. Changes to the holdings are made considering risk adjusted performance measures and the overall allocation of funds. Although there have been changes to the portfolio over the year the overall asset allocation is consistent with prior years.

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. The returns for the expendable portion of the portfolio for the last three years are as follows: 2018 -1.43, 2017+3.53, 2016 +5.29.

The non-expendable portions of the Trust Funds are invested in a diversified portfolio of equity and fixed income investments. The fixed income investments similarly are more focused on shorter duration fixed income. The returns for the nonexpendable portion of the portfolio for the last three years are as follows: 2018 -7.22, 2017 +12.75, 2016 + 7.34.

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.

Respectfully submitted,
Michael Oliver, Chairman
Jeanne Oliver
Kenneth Glowacki

		FY2017	Nonexpendable	Expendable	FY2018	Nonexpendable	Expendable	FY2018	Trust Fund Specified Use
1	Stabilization(s)		\$1,394,631.15					\$1,416,756.39	per town meeting
2	Post Emp. Benefits		\$316,899.80					\$416,908.11	
3	Law Enforcement		\$848.39					\$848.39	police drug enforcement
4	Conservation		\$7,047.59					\$16,094.91	conservation commission
5	Cemetery Interest	\$396,900.83	\$68,903.65	\$420,773.47				\$75,607.74	spendable and pric. earnings by cemetery comm
6	Knowlton Distress	\$7,667.57	\$88,558.73	\$7,232.07				\$89,301.85	by selectmen for townspeople in distress
7	Industrial Accident		\$1,516.96					\$1,526.87	for workmen's compensation iaw selectmen's rules
8	Batchelor School	\$7,667.57	\$33,772.53	\$7,534.66				\$34,153.99	support & maintinence of town schools
9	Schultz Library	\$3,067.03	\$6,328.02	\$2,892.82				\$6,430.27	library books
10	Risteen Scholarship	\$1,533.51	\$157.24	\$1,606.38				\$191.28	
11	Carpenter Library	\$1,533.51	\$3,504.55	\$1,446.42				\$3,557.78	books or art prints
12	Batchelor Library	\$7,667.57	\$3,367.57	\$7,232.07				\$3,538.23	support & maintinence of town library
13	Johnson Library	\$1,533.51	\$1,442.55	\$1,446.42				\$1,481.93	
14	W. Knowlton	\$724,655.19	\$64,139.97	\$756,177.69				\$70,418.71	controlled by the Selectmen for any public purpose
15	Keith Library	\$1,533.51	\$781.11	\$1,446.42				\$816.05	library
16	Batchelor & Knowlton	\$107,974.02	\$191,483.51	\$112,669.49				\$194,865.10	by school committee for care of school in Upton
17	Lora Davee Dearth	\$11,799.55	\$10,484.26	\$11,129.36				\$10,783.13	library books
18	Bates Scholarship	\$1,274.35	\$209.55	\$1,334.91				\$238.36	
19	E. W. Risteen B	\$600,404.45	\$694,728.91	\$626,521.47				\$704,588.22	welfare
20	E. W. Risteen C	\$600,404.45	\$15,572.69	\$626,521.47				\$26,730.29	school(s)cy pres completed
21	E. W. Risteen D	\$600,404.45	\$97,593.94	\$626,521.47				\$108,973.31	beautification
22	Newton	\$1,533.51	\$2,481.95	\$1,446.42				\$2,528.30	library books
23	Ramsey Scholarship		\$6,539.07					\$6,382.98	
24	Goodridge		\$16,237.49					\$14,687.57	Upton senior center
25	Wilson Library		\$3,211.50					\$3,232.39	childrens section of the library
26	Library Good Fortune		\$12,842.83					\$12,858.83	
27	Shraft Armstrong		\$2,735.90					\$2,754.27	benefit the library by the board of trustees & librarian
28	Frost Magnuson	\$3,452.02	\$2,729.58	\$3,616.07				\$2,822.14	library

FY 2018 Expenditures

Goodridge \$1,658.95
 Ramsey \$200.00
 Risteen B \$6,737.60
 Risteen C \$0.00
 Risteen D \$858.00
 W. Knowlton \$8,863.91
 Cemetery \$1,464.01

VETERANS' SERVICES

Massachusetts General Laws, Chapter 115 requires all towns to maintain a Department of Veterans Services through which the municipality makes available to its residents the services of a Veterans' Service Officer (VSO). Upton's VSO is here to assist qualified veterans and their dependents access to Federal, State and local benefits and services to which they are entitled.

Upton supports its resident veterans through a variety of programs. Whether seeking assistance with employment, housing or education the State and Town are there to serve the men and women who protect our freedoms.

Any veteran or veteran family members are encouraged to contact the Veterans office in the Town Hall with questions.

Lastly, we would like to extend our thanks and appreciation to Robin Fletcher for his years of service as the Upton VSO in his retirement.

Respectfully submitted,

Patrick D. Morris
VSO

SCHOOL REPORTS

BLACKSTONE VALLEY VOCATIONAL REGIONAL SCHOOL DISTRICT

Fiscal Year 2018 Annual Report

July 1, 2017 – June 30, 2018

A Message from the Superintendent-Director

Thanks to you, our students experienced a top-notch education during Fiscal Year 2018. We are grateful for your continued support, and we have chosen to utilize our Annual Report as an opportunity to highlight our students' successes and District achievements for you. Your financial and personal support of our school system creates opportunities for our students to explore different career paths, academic subjects, activities, and viewpoints on their roads to success.

One of the most telling indicators of the impact of your investment in our vocational technical delivery system comes from the seemingly always-busy hallways, laboratories, and athletic fields of our campus. Students, staff, and alumni alike are fully immersed in our school culture, and often spend additional time on campus reaching for success or assisting others.

Nicole White was one of the many alumni who have reached out to their alma mater after graduation. A 2016 Culinary Arts graduate, Nicole posted on our social media page requesting art work from current students to display at an event hosted by the non-profit MassLEAP where she was completing an internship. In our quest to share in her current success, we learned Nicole's path from BVT to MassLEAP was filled with twists and turns. We knew her story was the perfect case study in flexibility, adaptability, and curious exploration skills required to be successful in the 21st century.

A success story like Nicole's is not uncommon in today's fast-paced, ever-changing world. The vast array of skills she, and all other BVT students,

earned while in high school ensures preparation for whatever comes next.

I am incredibly proud to be a part of the BVT community, and I hope you are too. I thank you for your long-term support of our system, and I encourage you to read on to see how our students and staff are continuing their curious journey of exploration toward success and happiness.

Dr. Michael F. Fitzpatrick
Superintendent-Director

Alumni Profile: Nicole White – Curious Exploration

Although some people see their success moving in a continuous, straight line, others find their success following a more circuitous path. The old notion of climbing directly to the top of the corporate ladder has become outdated as people begin to approach their careers as fluid and ever changing. Nicole's dedication to curious exploration has led her to unexpected, yet significant and impactful, experiences on her way to future career success.

A plate of spaghetti is an apt description of what Nicole White's, Class of 2016, story looks like from the outside looking in. Her plans transitioned from one extreme – the Culinary Arts industry – to another – becoming a veterinary assistant – during her high school years alone. Early in her college career, more twists were put into her career planning as she moved from a veterinary assisting major to a nursing major to a psychology major, yet fear is not a word in Nicole's vocabulary.

Nicole seizes opportunities to explore different possibilities and pursues them with intense dedication. She's curious about the world around her and doesn't hesitate to try or fail. After all, the Culinary Arts program at BVT was a four-year base that was ultimately helpful preparation in determining her career path. Then there was the semester of Veterinary

Assisting at Becker College in Worcester, MA where she learned a career in veterinary medicine would not be advantageous to her. That was followed up by a semester in the nursing program, where she learned her interests did not align with the medical field. Now, she's chosen to pursue psychology, but Nicole still sees fluidity in herself and her career path.

Applying to BVT was a simple decision for Nicole. It would be a new adventure with her friends by her side, and together they would gain a head start on life by finding their passions and pursuing them at a young age. However, as the admissions process wore on, her friends slowly changed their minds about the school and tried to convince her to do the same.

“In the beginning, it was easy. I was going, all my friends were going, but then after they all changed their minds, I was like ‘wow, I’m not going to know anyone’...and then it was a tough decision to make.”

Taking the leap and embarking upon new opportunities, Nicole focused on what could be ahead. After the freshman Exploratory period, Nicole hoped to follow in her sister’s footsteps and be a part of the Health Services program. The placement would give her a head start on a career in the medical field and she could explore working in a variety of clinical settings.

Instead, Nicole experienced a detour on her road to success. She was placed in the Culinary Arts program, her second-choice placement, and began to imagine a future in the industry.

She enjoyed the creative freedom that came with being in the kitchen and bakeshop, but as graduation approached, she realized a career in the Culinary Arts field was not for her.

“Going to BVT made me a hard worker, but pursuing Culinary Arts ended up not being the best choice for me and my future,” Nicole said. “I knew that no matter what I pursued, the life skills I learned in Culinary Arts would help me be successful.”

As she thought about her next step, she heard BVT was researching the feasibility of adding a Veterinary Assisting program in the future.

“Hearing BVT was thinking about something with pre-veterinary sparked something in my mind, and I thought that would be a great career fit for me.”

She enrolled in the Veterinary Assisting program at Becker College as the hands-on program is among the best and she could save money by living at home during her schooling. A lucrative, exciting career in the veterinary medicine industry was ahead of her – that is until the hives, sneezing, and coughing began.

“I learned I have allergies to animals and my allergies got so bad I couldn’t even be in the same room as a dog without sneezing and coughing,” Nicole said. “I thought there’s no way I will be able to be a veterinarian and be able to do it to the best of my abilities because I’ll be too busy sneezing.”

Once again, Nicole’s path had circled back to the starting line. She thought back to her time at BVT and realized she could pursue her original first-choice career path, so she switched to the Nursing program at Becker and declared a minor in psychology.

“I did one semester, and it was absolutely horrible. Anatomy and Physiology was the worst experience of my life, and I knew it wasn’t for me,” she said.

Stepping back to consider her options yet again, she thought back to her time at BVT and the career tests she had taken in the past as well as the one's she had taken more recently. Each test noted her inclination towards psychology and social work. Her performance in current psychology classes validated her knack for the field, so Nicole declared a psychology major.

"This experience is helping me learn what I don't want to do, which is just as important to me as what I do want to do," Nicole said. "I feel like I have better skills to choose a career path that will truly make me happy."

With the help of her advisor at Becker College, Nicole narrowed down her career ambitions to a single sentence: "I want to help people and change lives." With that in mind, her advisor suggested she participate in the school's Semester in the City program. The program gives students the opportunity to live in Boston for the semester while taking classes and participating in an internship with a nonprofit organization.

Nicole was paired with MassLEAP, whose mission is to bring youth communities together through spoken word poetry.

"It's really about getting people to talk, getting people to listen and understand each other instead of pointing fingers and not listening," Nicole said.

As part of the internship, Nicole worked with students to plan poetry nights and writing workshops before she was tasked with planning her own event. She chose to combine spoken word poetry with visual art in an event called Painting Poetry. The event displayed 40 pieces of art work from high school students across the nation and gave student poets an opportunity to tell their stories to the visiting crowd.

“People were really thankful for the event and I had a lot of people who said these kinds of events don’t happen often, so they jumped at the opportunity to submit their art,” she said.

The program solidified Nicole’s desire to change lives by helping people; it also showed her a way to do it. She experienced a broad range of diverse viewpoints, learned about different art forms, and discovered new parts of herself.

“I was always so afraid of change, but, once you experience it, it’s kind of addictive,” she said. “Now, I want to do crazy things and experience new things because that’s the best way to learn.”

Although her career path thus far has resembled a plate of spaghetti rather than a ladder to the top, Nicole knows these experiences have given her maturity and wisdom while shaping her thoughts about the world.

“I’ve learned to work in diverse groups, and I didn’t realize how different cultures and experiences bring so many different ideas to the table,” she said. “Diversity just works better. You have more successful ways of innovating when you have different viewpoints.”

She knows many people express frustration with young people like herself who attend vocational schools, but choose to follow different career paths than their selected trade. However, Nicole feels no one should expect someone’s learning to end after high school. After all, it’s estimated only 27 percent of people are in a job directly related to their college major, so Nicole’s diverse resume will be an asset to her.

“BVT doesn’t only teach trades. It doesn’t only teach its students to be the best in the specific fields they want to be in. BVT teaches students about real life. It teaches about community; it teaches that putting in hard work is the way to get the results you’ve been dreaming,” she said.

As Nicole prepares to enter her junior year at Becker College, she knows there are still twists and turns along the way, but she feels prepared for them because BVT taught her to be flexible and resilient in responding to unexpected changes and embracing new opportunities.

Fear is not a word in Nicole's vocabulary, but fearless surely is. Every experience gives her new knowledge, insight, and expertise to aid in her journey to success.

Giving Back: The Value of Play

During the Third Annual Project Playhouse unveiling on April 25th, BVT Construction Technology students brought sunshine to a rainy day when they presented the VanderZicht family of Uxbridge with a custom-made, train station-inspired playhouse.

Project Playhouse is a collaborative project between Bryant University, Rosemary's Wish Kids, and local high school students who design and build playhouses for local families. The VanderZicht family immediately began making memories in their new playhouse shortly after the unveiling.

"The kids have been asking for a clubhouse or a treehouse. Now they won't be asking for that anymore," said Brian VanderZicht. "The students did an awesome job; I love that it's completely finished and so beautiful."

The BVT students began working on the playhouse in January. Local businesses, including Koopman's Lumber in Whitinsville and Plywood Plus in Worcester, donated materials to the project. After several weeks of planning and revising, the students set to work building the playhouse train station known as Seaside Station. The students included wooden train tracks on the side of the playhouse to tie the theme into the design.

"The best part of the project was watching the kids have fun in the playhouse and knowing that you helped do that," said Nicholas Pires, a

Class of 2018 Construction Technology graduate from Milford. “We don’t always get to see the reaction to our work, so to see kids enjoying it made the hard work worth it.”

Honoring the Class of 2018

Graduates beamed with pride as cheers echoed throughout the Hanover Theatre at Blackstone Valley Tech’s Class of 2018 commencement ceremony on May 30th.

The Hanover Theatre for the Performing Arts in Worcester was packed as family, friends, and educators gathered to take part in the commencement ceremony honoring 296 students. The night marked the conclusion of their dual high school education as they received their vocational certificates and diplomas.

Superintendent-Director Dr. Michael F. Fitzpatrick reminded students to continuously seek new knowledge and refuse to remain stagnant. He advised students to be focused on their goals, but to remain flexible as the world constantly changes.

“Be productive, show the world your talents, and define success on your own terms,” Fitzpatrick said. “Always remember that life is not linear, but the twists and turns are what makes it exciting, fun, and worthwhile.”

Following the commencement ceremony, the sidewalks outside the Hanover Theatre were packed as hundreds of proud parents, guardians, family members, and friends greeted the BVT Class of 2018 with hugs, cheers, and congratulations.

See the photo gallery at: www.valleytech.k12.ma.us/classof2018

FY18: Another Outstanding Year of Achievements

Our students continue to display their mastery of rigorous academic topics and industry-validated vocational technical competencies.

408

During the 2017–2018 school year, a total of 408 AP course exams were given to 271 students in English Language & Composition, English Literature & Composition, U.S. History, Biology, Chemistry, Calculus AB, Computer Science A, MacroEconomics, Physics 1, and Spanish Language & Culture.

16 years

The Massachusetts Comprehensive Assessment System's (MCAS) Spring 2017 test results revealed a tremendous performance by BVT students for the 16th straight year. In English Language Arts, 100 percent of our students scored Advanced or Proficient compared favorably to the statewide average of 91 percent. In Math, 95 percent of students scored Advanced or Proficient compared favorably to the state-wide average of 79 percent.

99%

The Department of Elementary and Secondary Education requires passing the MCAS Science and Technology/Engineering exams as an additional prerequisite for a diploma. An impressive 99 percent of our students scored Advanced or Proficient compared to 74 percent statewide.

100%

In Spring 2017, 161 freshmen took the High School Science MCAS and 100 percent scored in the Advanced and Proficient categories. This was the fourth straight year 100 percent of our freshmen taking the Science exam scored in the two highest categories.

\$6 million

Members of the Class of 2018 earned more than 200 scholarships and awards with a collective renewable value in excess of \$6 million.

270

A total of 270 juniors and sophomores participated in the fall PSAT/NMSQT and spring PSAT

10 test administrations. Designed by the College Board, the tests are an early indicator of potential student success on the College Board's SAT tests and Advanced Placement program.

Applying STEM Skills

After school in the Engineering Technology shop at Blackstone Valley Tech observers will notice groups of students hunched over tables looking over schematics, strategizing for competition, and reading guidelines. Robots rest on tables and shelves throughout the room along with several metal pieces and tools. The students are members of the school's robotics club who are diligently preparing to compete in, and pursue a spot at the international competitions of, two robotics competition series.

The club meets collectively each week to build and code robots to perform specific tasks. The tasks the robots need to complete differ by competition series as do proportion and function restrictions. The two-competition series themselves also differ in size and scope, but both require intense science, technology, engineering, and mathematics preparation.

One of the competition series, VEX Robotics, splits the club into several teams of three to four members who create a robot measuring at most 18" x 18" x 18" to compete in a game. The game changes each year allowing students to flex their engineering skills with a new project.

"I went to the world competition last year for VEX Robotics and it was an amazing experience," said Casey Gosselin, a Class of 2018 Drafting & Engineering Technology graduate from Northbridge. "It's the goal to get back there and compete again."

This year, participants of VEX Robotics tournaments competed in a game called “In the Zone.” The object of the game is to score the most points by stacking cones on goal posts in specific zones and building the tallest stack of cones on a goal.

The team began their competition season on November 19th, when five teams attended a tournament at Quinsigamond Community College. There, two of the teams won awards, including the Design Award and the second-place title. The Design Award is presented to the team with the top robot design, best engineering notebook, and an outstanding interview with the judges. The success of that competition continued throughout the season and led to three BVT teams to qualify for and compete at the VEX Robotics World Championships where they won the “Inspire Award.”

“The VEX competition was nerve wracking, but it was good that our robot competed well,” said Gosselin. “It was great to see all the teams come together.”

Whereas students began competing in VEX Robotics in the fall, the second competition series the club competes in – FIRST Robotics – kicks into gear in the winter months. At the kickoff ceremony on January 6th, the club learned it would compete in an event called “FIRST Power Up” during the season. The object of the event is to earn the highest score by tipping the game’s scale or the alliance’s switch in their favor, exchanging power cubes for power ups to gain a temporary advantage during the match, and climbing the scale tower. The club had six weeks to build and program its robot before it was set aside until competition began in March.

The FIRST team competed at four events and won the excellence in engineering award twice, including at the New England District Championships. Their impressive performances throughout the season qualified them for the FIRST International Competition.

“I’ve learned teamwork and leadership skills, a better understanding of the engineering and design process, and a broad spectrum of engineering skills,” said Gosselin. “Being involved in the Robotics Club helped me decide to study robotics and engineering in college next year.”

Our Students Excel at SkillsUSA

The annual SkillsUSA competition series is a showcase for vocational technical education where students compete with each other in hands-on, technical exams designed and judged by industry leaders and experts. Our students proved their technical skills are among the best in the country in 2018, and kept their impressive winning streak alive, by earning 158 medals at the district, state, and national levels.

Massachusetts District V Conference
35 GOLD, 34 SILVER, and 33 BRONZE

Massachusetts State Leadership and Skills Conference
22 GOLD, 15 SILVER, and 14 BRONZE

National Leadership and Skills Conference

3 GOLD – Christopher Calvao of Milford and Nicholas Reed of Sutton (Urban Search and Rescue – Team Event); Donovan Tames of Northbridge (Telecommunications Cabling).
1 SILVER – Sarah Arnold of Northbridge (Commercial Baking).
1 BRONZE – Brandon Kee of Milford (Principles of Technology).

Top 20 – Zachary Taylor of Upton (4th Major Appliance Technology); Jack Mandella of Sutton (4th Welding); John Doiron of Douglas (6th Dental Assisting); David Stewart of Mendon (6th Diesel Equipment Technology); Vella Ross of Northbridge (7th Medical Terminology); Timothy Snow of Mendon (10th Technical Drafting); Gibran Kafal of Northbridge (14th Culinary Arts); Cameron Pelletier of Milford and Justin Thayer of Uxbridge (14th Mobile Robotics Technology – Team Event); Ethan Blake of Millville (18th CNC Milling Specialist).

NATIONAL VOTING DELEGATES – David Brown of Douglas; Abby Kelly of Hopedale; Kelley Muanya of Milford.

NATIONAL OFFICER – Adam Cavanaugh of Milford.

STATE OFFICER – Anika Koopman of Northbridge.

Combatting Gender Violence

The #MeToo and Time's Up movements have brought sexual assault and gender violence into the national spotlight. The stories of abuse in the sports and entertainment industries led many to begin advocating for changes in laws, boardrooms, locker rooms, and everyday conversations. The BVT SkillsUSA Community Service team saw the national conversation as a platform to launch their annual public service campaign.

The SkillsUSA Community Service Team, Mina Dehestani of Millville, Anita Faath of Hopedale, and Madeleine Asacker of Mendon trained students and staff to recognize and address the signs of gender violence. The team participated in the Game Change: The Patriots Anti-Violence Partnership training program to learn anti-violence strategies.

The Game Change program is a partnership between the New England Patriots Charitable Foundation and the Massachusetts Attorney General's Office that aims to implement long-term anti-violence and healthy relationship education in Massachusetts schools.

The training curriculum, Mentors in Violence Prevention (MVP), gives students the skills to recognize dynamics of power and control that can lead to relationship and gender-based violence. The Center for the Study of Sport in Society at Northeastern University runs the program.

The training gave the students the tools to spot and address gender violence in their own lives and train other students to do the same.

“Participating in the Game Change training and watching other students develop new ideas from the materials made me appreciate the role students have in bringing the community together as a whole and educating people to end problems like dating violence,” said Asacker. “I noticed my ideas and thoughts changed and grew as I went through the training. It is inspiring to work side-by-side with such resourceful people to end gender-based violence.”

The two-day training at Blackstone Valley Tech trained the three members of the Community Service team as well as six other BVT students, 10 Nipmuc students, and 10 Blackstone- Millville students.

The students returned to their schools and spread the messages taught by the Game Change program. The BVT SkillsUSA Community Service team also completed several additional initiatives, including a workshop with local middle school students.

Celebrating Excellence

The accomplishments of our students and staff included numerous awards and recognitions in FY18.

Non-Traditional Student of the Year

Class of 2018 Manufacturing & Engineering Technology graduate Silvana Reid of Mendon was selected as the recipient of the Massachusetts Vocational Association’s Non-Traditional Student of the Year Award.

Reid was selected for her commitment to her manufacturing and engineering technology training, academic education, leadership skills, and school involvement. As part of the award, Reid received a \$500 scholarship to continue her manufacturing and engineering education at Worcester Polytechnic Institute.

Art All-State

The Massachusetts Art Education Association invited Grace Peters, a junior from Sutton in our Painting & Design Technology program, and

Madison Durand, a junior from Millville in the Multimedia Communications program, to attend the Art All-State program held at the University of Massachusetts at Dartmouth.

Art All-State is a selective, intense, two-day program that brings together 145 artistically exceptional high school juniors to work with artists and create collaborative art installations. Students also learn about art careers through conversations with 16 artist mentor who discuss their work and share their experiences.

Lions Young Ambassador of the 21st Century

In February 2018, Brandon Kee, a sophomore Engineering Technology student from Milford received the Lions Young Ambassador of the 21st Century award at the Lions District 33-A Mid-Winter Conference. While any high school student within the Central Massachusetts region is eligible for the award, each year the committee selects just one winner. The award recognizes students for outstanding community service, leadership, and scholastic achievement.

Project Lead the Way Distinguished School

BVT's educational philosophy centers on embracing new learning models and creating project-based curriculum that engages students. In 2014, the school found a perfect partnership with Project Lead the Way, a nonprofit organization that provides transformative learning experiences for students and teachers by empowering them to develop in-demand, transportable knowledge and skills through computer science, engineering, and biomedical science pathways.

The organization recognized BVT as a 2017–2018 Project Lead the Way Distinguished School for its commitment to increasing student access, engagement, and achievement in PLTW programs. BVT is one of only 133 high schools across the United States to receive the honor.

Green Difference Awards

BVT teamed up with National Grid of New England to design and build energy efficient models to assist consumers in finding environmentally and economically friendly products.

The display models act as interactive training stations to help educate consumers about heat pump technology, energy efficient lighting options, and modern construction and insulation. The year-long project involved six faculty members and 35 students from four of our vocational programs: Electrical, Painting & Design Technology, HVAC&R, and Construction Technology.

The project earned the school an Outstanding School-Led Project in Energy award at the 2018 Green Difference Awards. Project Green Schools presented the award to students and staff on April 13, 2018 at the Massachusetts State House.

Community Projects

Giving back is a pillar of our school culture and commitment to promoting value-based, experiential learning opportunities. Each year, our students participate in community projects, which give District residents a tangible return on their investment while providing students with real-world experience. BVT's work on capital improvement projects throughout the District is a source of financial relief for local budgets as is our ability to use internal, vocational technical talent for on-campus improvements and renovations. We're proud to share our students' talents, and provide further savings for District residents, by inviting our stakeholders to enjoy discounted services in our student-run restaurant, salon, and design and print center.

In FY18, a total of 374 projects and services resulted in significant savings for our District:

Direct Savings to Towns	\$294,582
In-School Projects, Installations, and Repairs	<u>\$184,759</u>

Total Savings to Taxpayers	\$479,341
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A few of the FY17 community projects include:

Bellingham Public Library Renovation

They say, “don’t judge a book by its cover,” but why not make the it the best it can be? The Construction Technology students made sure the Bellingham Public Library looked its best by removing a section of old siding and replacing it with new siding to match the existing exterior.

“Thanks to BVT for their work on the library’s siding this week,” the Bellingham Public Library said on its Facebook page. “Now both sides of the library building match!”

Building Out the Blackstone Valley Chamber of Commerce

The Construction Technology students learned to match new construction with old construction while helping the Blackstone Valley Chamber of Commerce create instructional spaces for its workforce training center. The center will house two state-of-the-art classrooms and a fabrication laboratory to aid in addressing the gap of skilled workers in Massachusetts.

BVT students, who themselves are working to close the skills gap through their vocational training, built partitions at the site to create the classrooms and laboratories within the Linwood Mill. After the Construction Technology students finished their build out, the Electrical students stepped in to reroute wire displaced in the construction, run new cabling, bring power and lighting into the space, and drop internet wires in the classrooms.

“Through this partnership with BVT, a valuable entity was created that can change the lives of those who take part in the programs and projects presented at this facility,” said Jeannie Hebert, President and CEO of the Blackstone Valley Chamber of Commerce.

Refurbished Upton Rescue Truck

It's difficult to miss the bright red Upton Rescue Truck driving down the street, and, thanks to the BVT Auto Collision Repair and Refinishing students, it should continue to service the town's residents for another five to 10 years.

The students, led by instructors David Beaudreau and Benjamin Bertrand, rebuilt the Ford F-350 using replacement pieces from other vehicles. The refurbished vehicle, devoid of rust spots, was then painted the signature red color before the Painting & Design Technology students stepped in to finish the project by applying vinyl lettering.

Athletic Field Scoreboard

The far end of BVT's main athletic field was outfitted with a new scoreboard this year thanks in part to a donation from UniBank and the hard work of several BVT vocational programs. The students were heavily involved from start to finish replacing the old, weather-damaged scoreboard with a new, LED-lit version.

The Drafting students created blueprints for the project, the Electrical students wired the scoreboard and ensured it functioned properly, the Manufacturing students produced and welded the frames for the signs above and below the scoreboard, the Auto Collision students painted the background of the signs, and the Painting and Design students created and applied the vinyl Beaver mascot to cap off the project.

Now, as many of our student athletes compete on the field, they can look up and see their hard work displayed for all.

Return on Investment

BVT Budget Leverages Grants, Enhances Skills, and Creates Student Opportunities

Our School Committee developed the District's FY18 budget in a manner that adheres to strict state requirements while also responding to the

identified needs of local business and industry. The District's administration worked in partnership with the Central Workforce Investment Board to identify and respond to specific industries experiencing worker shortages and skills gaps. Despite a very modest increase in State Aid, the District leveraged grant and other private funding opportunities to hold the operating budget to a 3.50% increase. The School Committee also authorized the use of \$250,000 in available reserves to help offset the State's raise in minimum contributions for member towns, including its 3.05% increase for FY18.

Administration, faculty, and students continually search out ways to improve processes, curtail energy consumption, and reduce waste to contain costs at the school. Additionally, we manage spending, and promote a positive learning environment, by striving for teacher excellence through targeted professional development opportunities while stressing the importance of a healthy lifestyle for our students and staff alike.

The District's FY18 operating budget of \$22,725,302 was funded primarily by \$8,994,605 in Chapter 70 & 71 State Aid and \$13,267,666 in Member Assessments. As a dedicated partner of our District towns, we remain committed to further assisting in their fiscal management, austerity, and planning by presenting a single, consolidated annual request. Valley Tech operates within the dollars requested regardless of any unforeseen variables within anticipated revenue streams.

Grants: Complementing Community Support

BVT continues to aggressively pursue non-taxpayer resources available through public and private grants or donations to support enhanced learning, programs, and services for students. In FY18, local assessments were complemented by more than \$1.2 million in grants, private sector support, and efficiencies.

In FY18, BVT furthered its commitment to bringing state-of-the-art equipment and curriculum to students when it was awarded a \$12,000 Project Lead the Way STEM Career Pathway Capacity Grant. The grant allowed the school to implement a PLTW Computer Science pathway for the Information Technology program, support teacher professional development, and purchase materials and equipment used in the hands-on, project-based course. We're one of 73 schools across the Commonwealth to receive the grant, which is supported by the Baker-Polito Administration, the One8 Foundation, and Mass STEM Hub.

"It is essential that we engage our students throughout their K-12 school years with hands-on lessons in science, engineering, computer science, technology, and math," said Lieutenant Governor Karyn Polito.

In addition to grants, BVT saved on capital expenses throughout FY18 by securing more than

\$45,000 in funding donations from business and industry partners. A generous donation from the Rose Family helped the school build a therapeutic green space in its courtyard to further social emotional learning and mental health initiatives. BVT also secured donations from several local banks to assist in maintaining student transportation vans used for community projects and educational field trips.

Class of 2018: Upton

NHS: National Honor Society

NTHS: National Technical Honor

Society

Nathan Lee Auger, Drafting and Engineering Technology; Matthew William Bern, Engineering Technology (NHS); Nolan Michael Bohan, Information Technology; Maria Raschel Buono, Culinary Arts (NHS); Josephine Eleanor Burlingame, Health Services (NHS); Nathan Christopher Charron, Electronics and Engineering Technology (NHS/NTHS); Noah Andrew Charron, Multimedia Communications; Douglas Paul Cook, Jr., Electronics and Engineering Technology; Katelyn Christine Corey, Multimedia Communications; Brian Edward Dickey, Construction

Technology; Jonathan James Hernandez, Automotive Technology; Catherine Leah Kessler, Multimedia Communications; Meghan Ann Leacy, Cosmetology (NHS); Nichole Taylor Leveille, Electronics and Engineering Technology (NHS/NTHS); Jaclyn Alexa Matellian, Engineering Technology (NHS); Justin Andrew McNamara, Information Technology; Breanna Jeanne Merrigan, Engineering Technology (NHS); Julia Veronica Morais, Cosmetology; John Paul Morris, Electronics and Engineering Technology; Patrick Robert Murphy, Drafting and Engineering Technology; Kiley Amber Page, Cosmetology; Gianna Rose Picard, Dental Assisting (NHS); Max Dunvegan Pirozzi, Manufacturing and Engineering Technology; Jake Austin Poirier, Drafting and Engineering Technology (NHS/NTHS); Viviana Herge Sebastiano, Culinary Arts (NHS/NTHS); Juliet Lauren Silvestri, Culinary Arts (NHS); Elizabeth Grace Stallcup, Culinary Arts (NHS/NTHS); Zachary James Taylor, Heating, Ventilation, Air Conditioning and Refrigeration.

Our School Committee

The Blackstone Valley Tech 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.

Chairman: Joseph M. Hall – Bellingham

Vice Chairman: Gerald M. Finn – Millville

Assistant Treasurer: Chester P. Hanratty, Jr. – Millbury

Secretary: Anthony M. Yitts – Grafton

Joseph A. Broderick – Blackstone

John C. Lavin, III – Douglas

Mitchell A. Intinarelli – Hopedale

Dennis P. Braun – Mendon

Paul J. Braza – Milford

Jeff T. Koopman – Northbridge

Julie H. Mitchell – Sutton

David R. Bartlett – Upton

James H. Ebbeling – Uxbridge

Superintendent-Director: Dr. Michael F. Fitzpatrick

Assistant Superintendent-Director/Principal: Anthony E. Steele, II

Assistant Superintendent for Finance and Operations: Kurtis W. Johnson

District Treasurer: Barbara A. Auger

BLACKSTONE VALLEY VOCATIONAL REGIONAL SCHOOL DISTRICT
TOWN RATIO SALARY LISTING FOR FY2018

Kindly note that Blackstone Valley Technical High School teaching staff, unlike traditional high schools, are responsible for a 195 day school year. Additionally, included with this listing are full year Administrators and Support Staff who work 260 days a year.

Last Name	First Name	Base Salary	Overtime	Total Salary	Upton Share .09454
Al-Haza	Khalid	\$ 91,109.00		\$ 91,109.00	\$ 8,613.44
Allain-Paul	Courtney	\$ 68,454.00		\$ 68,454.00	\$ 6,471.64
Allen	Craig	\$ 86,182.00		\$ 86,182.00	\$ 8,147.65
Antonelli	Jennifer	\$ 53,242.00		\$ 53,242.00	\$ 5,033.50
Auger	Barbara	\$ 26,636.11		\$ 26,636.11	\$ 2,518.18
Aukstikalnis	James	\$ 88,527.00		\$ 88,527.00	\$ 8,369.34
Bates	Christine	\$ 78,498.00		\$ 78,498.00	\$ 7,421.20
Beaudreau	David	\$ 74,435.00		\$ 74,435.00	\$ 7,037.08
Beauregard	Victoria	\$ 61,768.20		\$ 61,768.20	\$ 5,839.57
Belland	Thomas	\$ 113,835.50		\$ 113,835.50	\$ 10,762.01
Bertrand	Benjamin	\$ 54,908.00		\$ 54,908.00	\$ 5,191.00
Bird	James	\$ 94,114.00		\$ 94,114.00	\$ 8,897.54
Bisceglia	Shayne	\$ 50,559.60		\$ 50,559.60	\$ 4,779.90
Boisvert	Russell	\$ 49,317.96		\$ 49,317.96	\$ 4,662.52
Booker	Aaron	\$ 70,000.00		\$ 70,000.00	\$ 6,617.80
Boynton	Courtney	\$ 56,425.74		\$ 56,425.74	\$ 5,334.49
Brochu	James	\$ 106,466.78		\$ 106,466.78	\$ 10,065.37
Burke	John	\$ 63,855.00		\$ 63,855.00	\$ 6,036.85
Caligaris	Steven	\$ 88,527.00		\$ 88,527.00	\$ 8,369.34
Cann	Danielle	\$ 71,177.00		\$ 71,177.00	\$ 6,729.07
Chan	Ting-pak	\$ 68,264.04		\$ 68,264.04	\$ 6,453.68
Cirignano	George	\$ 37,945.28		\$ 37,945.28	\$ 3,587.35
Collamati	Joseph	\$ 32,320.60	\$ 181.35	\$ 32,501.95	\$ 3,072.73
Collard	Cynthia	\$ 88,527.00		\$ 88,527.00	\$ 8,369.34
Collins	Timothy	\$ 68,328.00	\$ 4,352.64	\$ 72,680.64	\$ 6,871.23
Colonero	Anne-Marie	\$ 47,577.24		\$ 47,577.24	\$ 4,497.95
Conley	Mark	\$ 49,577.32		\$ 49,577.32	\$ 4,687.04
Connors	Matthew	\$ 94,114.00		\$ 94,114.00	\$ 8,897.54
Coonan	Barry	\$ 94,114.00		\$ 94,114.00	\$ 8,897.54
Corda	Rebecca	\$ 56,568.42		\$ 56,568.42	\$ 5,347.98
Corriveau	Joseph	\$ 78,498.00		\$ 78,498.00	\$ 7,421.20
Coulombe	Gina	\$ 5,561.54		\$ 5,561.54	\$ 525.79
Creely	George	\$ 94,114.00		\$ 94,114.00	\$ 8,897.54
Cunningham	Katie	\$ 47,828.80		\$ 47,828.80	\$ 4,521.73
D'Amico	LouAnn	\$ 67,220.92		\$ 67,220.92	\$ 6,355.07

Last Name	First Name	Base Salary	Overtime	Total Salary	Upton Share
Deane	Andrea	\$ 16,795.59		\$ 16,795.59	\$ 1,587.86
DeMarco	Rebecca	\$ 46,236.39		\$ 46,236.39	\$ 4,371.19
Denise	Michele	\$ 111,664.88		\$ 111,664.88	\$ 10,556.80
Diesenhaus	Scott	\$ 88,527.00		\$ 88,527.00	\$ 8,369.34
Dolegiewicz	Robert	\$ 43,763.20	\$ 5,375.72	\$ 49,138.92	\$ 4,645.59
Donahue	Susan	\$ 19,776.36		\$ 19,776.36	\$ 1,869.66
Donovan	Meghan	\$ 48,351.47		\$ 48,351.47	\$ 4,571.15
Donovan	Pamela	\$ 94,114.00		\$ 94,114.00	\$ 8,897.54
Dubois	Dawn	\$ 84,005.00		\$ 84,005.00	\$ 7,941.83
Duncan	Victoria	\$ 55,287.58		\$ 55,287.58	\$ 5,226.89
Elder	Kimberly	\$ 55,890.12		\$ 55,890.12	\$ 5,283.85
Ellis	Adele	\$ 88,626.00		\$ 88,626.00	\$ 8,378.70
Evans III	Edward	\$ 101,295.20		\$ 101,295.20	\$ 9,576.45
Faticanti	Michael	\$ 88,527.00		\$ 88,527.00	\$ 8,369.34
Finnell	Jeanette	\$ 12,330.00		\$ 12,330.00	\$ 1,165.68
Finnell	Thomas	\$ 47,174.40	\$ 221.13	\$ 47,395.53	\$ 4,480.77
Fiore	Jonathan	\$ 76,060.00		\$ 76,060.00	\$ 7,190.71
Fitzpatrick	Mark	\$ 86,182.00		\$ 86,182.00	\$ 8,147.65
Fitzpatrick	Michael	\$ 231,881.72		\$ 231,881.72	\$ 21,922.10
Flagg	John	\$ 54,411.00		\$ 54,411.00	\$ 5,144.02
Fleisher	Amy	\$ 86,182.00		\$ 86,182.00	\$ 8,147.65
Flynn	Joseph	\$ 94,114.00		\$ 94,114.00	\$ 8,897.54
Forgit	Caitlin	\$ 68,736.00		\$ 68,736.00	\$ 6,498.30
Forman	Nicole	\$ 41,400.00		\$ 41,400.00	\$ 3,913.96
Freitas	Timothy	\$ 73,617.00		\$ 73,617.00	\$ 6,959.75
Garrison	Jennifer	\$ 91,109.00		\$ 91,109.00	\$ 8,613.44
Gaskill	Rodney	\$ 53,688.80		\$ 53,688.80	\$ 5,075.74
Gothier	Brent	\$ 59,291.00		\$ 59,291.00	\$ 5,605.37
Grabowski	Stephen	\$ 55,332.54		\$ 55,332.54	\$ 5,231.14
Granger	Gillian	\$ 68,736.00		\$ 68,736.00	\$ 6,498.30
Greenlaw	Tina	\$ 62,228.00		\$ 62,228.00	\$ 5,883.04
Grimes	Elizabeth	\$ 81,063.00		\$ 81,063.00	\$ 7,663.70
Halacy	Brian	\$ 17,360.00	\$ 453.38	\$ 17,813.38	\$ 1,684.08
Hale	Karen	\$ 63,823.00		\$ 63,823.00	\$ 6,033.83
Hanington	Cheryl	\$ 92,175.74		\$ 92,175.74	\$ 8,714.29
Hathaway	Dedra-Cyra	\$ 104,077.75		\$ 104,077.75	\$ 9,839.51
Healy	Lesley	\$ 34,464.74		\$ 34,464.74	\$ 3,258.30
Hollingwort	Holly	\$ 71,177.00		\$ 71,177.00	\$ 6,729.07
Holmes	Cheryl	\$ 28,582.16		\$ 28,582.16	\$ 2,702.16
Hughes	Tersilia	\$ 59,189.52		\$ 59,189.52	\$ 5,595.78
Johnson	Brooke	\$ 61,413.00		\$ 61,413.00	\$ 5,805.99
Johnson	Kurtis	\$ 138,450.70		\$ 138,450.70	\$ 13,089.13
Jordan	Robert	\$ 52,467.00		\$ 52,467.00	\$ 4,960.23
Kahler	James	\$ 86,182.00		\$ 86,182.00	\$ 8,147.65

Last Name	First Name	Base Salary	Overtime	Total Salary	Upton Share
Kehowski	Shaun	\$ 86,182.00		\$ 86,182.00	\$ 8,147.65
Kelly	John	\$ 91,109.00		\$ 91,109.00	\$ 8,613.44
Khorasani	Barbara	\$ 48,438.52		\$ 48,438.52	\$ 4,579.38
Koopman	Priscilla	\$ 25,114.55		\$ 25,114.55	\$ 2,374.33
Lajoie	Matthew	\$ 53,688.80		\$ 53,688.80	\$ 5,075.74
Lamont	Thomas	\$ 67,111.00		\$ 67,111.00	\$ 6,344.67
Langin	Colleen	\$ 78,498.00		\$ 78,498.00	\$ 7,421.20
Laprade	David	\$ 39,979.28	\$ 8,332.36	\$ 48,311.64	\$ 4,567.38
Lathrop	Alysen	\$ 23,288.58		\$ 23,288.58	\$ 2,201.70
Lavallee	Judith	\$ 94,114.00		\$ 94,114.00	\$ 8,897.54
LeBoeuf-	Sharon	\$ 66,135.10	\$ 355.38	\$ 66,490.48	\$ 6,286.01
Ledoux	Nicole	\$ 58,970.00		\$ 58,970.00	\$ 5,575.02
Lefrancois	Deanna	\$ 66,292.00		\$ 66,292.00	\$ 6,267.25
Lehner	Raymond	\$ 91,109.00		\$ 91,109.00	\$ 8,613.44
Lehtinen	Brian	\$ 94,114.00		\$ 94,114.00	\$ 8,897.54
LeMay	Georgette	\$ 37,387.38		\$ 37,387.38	\$ 3,534.60
Lewis	David	\$ 84,005.00		\$ 84,005.00	\$ 7,941.83
Linfield	Tara	\$ 83,354.00		\$ 83,354.00	\$ 7,880.29
Lizotte	Charles	\$ 8,400.48		\$ 8,400.48	\$ 794.18
Locwin	Brian	\$ 71,177.00		\$ 71,177.00	\$ 6,729.07
Lubas	Paula	\$ 47,091.20		\$ 47,091.20	\$ 4,452.00
MacKenzie	Jessica	\$ 73,617.00		\$ 73,617.00	\$ 6,959.75
MacLure	Ashley	\$ 62,228.00		\$ 62,228.00	\$ 5,883.04
MacWilliam	Marcia	\$ 94,003.79		\$ 94,003.79	\$ 8,887.12
Malo	Kathryn	\$ 54,908.00		\$ 54,908.00	\$ 5,191.00
Maloney	Nicholas	\$ 52,467.00		\$ 52,467.00	\$ 4,960.23
Mangano	Lorna	\$ 96,022.50		\$ 96,022.50	\$ 9,077.97
Manoogian	Kathleen	\$ 38,739.36		\$ 38,739.36	\$ 3,662.42
Mantoni	Joseph	\$ 54,908.00		\$ 54,908.00	\$ 5,191.00
Marszalek	Megan	\$ 34,338.46		\$ 34,338.46	\$ 3,246.36
Martell	Caroline	\$ 23,598.92		\$ 23,598.92	\$ 2,231.04
Martell	Kristin	\$ 88,626.00		\$ 88,626.00	\$ 8,378.70
Masso	Kaitlin	\$ 23,427.00		\$ 23,427.00	\$ 2,214.79
Maynard	Catherine	\$ 53,949.80		\$ 53,949.80	\$ 5,100.41
Mayo	Thomas	\$ 46,746.36		\$ 46,746.36	\$ 4,419.40
McCabe	Monique	\$ 59,786.00		\$ 59,786.00	\$ 5,652.17
McDermott	Suzanne	\$ 94,114.00		\$ 94,114.00	\$ 8,897.54
McSweeney	Erin	\$ 36,000.00		\$ 36,000.00	\$ 3,403.44
Merchant	Susan	\$ 58,229.47		\$ 58,229.47	\$ 5,505.01
Miles	Danielle	\$ 68,617.00		\$ 68,617.00	\$ 6,487.05
Milewski	Susan	\$ 86,182.00		\$ 86,182.00	\$ 8,147.65
Millette	James	\$ 94,114.00		\$ 94,114.00	\$ 8,897.54
Mitchell	John	\$ 74,435.00		\$ 74,435.00	\$ 7,037.08
Morin	Daniel	\$ 67,111.00		\$ 67,111.00	\$ 6,344.67

Last Name	First Name	Base Salary	Overtime	Total Salary	Upton Share
Moynihan	Kerry	\$ 66,611.00		\$ 66,611.00	\$ 6,297.40
Mulcahy	Jessica	\$ 1,040.00		\$ 1,040.00	\$ 98.32
Murray	Charles	\$ 53,539.20	\$ 3,667.96	\$ 57,207.16	\$ 5,408.36
Naper	Justine	\$ 94,114.00		\$ 94,114.00	\$ 8,897.54
Nigro	Ann	\$ 91,109.00		\$ 91,109.00	\$ 8,613.44
Norton	Michael	\$ 88,527.00		\$ 88,527.00	\$ 8,369.34
O'Leary	Justin	\$ 94,114.00		\$ 94,114.00	\$ 8,897.54
O'Neil	Leonard	\$ 86,182.00		\$ 86,182.00	\$ 8,147.65
O'Neil	Rosario	\$ 88,527.00		\$ 88,527.00	\$ 8,369.34
Odell	Eileen	\$ 40,126.94		\$ 40,126.94	\$ 3,793.60
Olson	Jessica	\$ 85,794.00		\$ 85,794.00	\$ 8,110.96
Orlando	Simone	\$ 10,278.96		\$ 10,278.96	\$ 971.77
Orr	Christine	\$ 70,713.25		\$ 70,713.25	\$ 6,685.23
Paldino	Jessica	\$ 54,908.00		\$ 54,908.00	\$ 5,191.00
Pehl	Luanne	\$ 81,710.42		\$ 81,710.42	\$ 7,724.90
Pellegrino	Martha	\$ 58,306.03		\$ 58,306.03	\$ 5,512.25
Perreault	Paul	\$ 84,005.00		\$ 84,005.00	\$ 7,941.83
Polselli	Jerry	\$ 86,182.00		\$ 86,182.00	\$ 8,147.65
Polselli	Kyle	\$ 59,786.00		\$ 59,786.00	\$ 5,652.17
Potenti	Megan	\$ 86,182.00		\$ 86,182.00	\$ 8,147.65
Ramsey	Walter	\$ 86,182.00		\$ 86,182.00	\$ 8,147.65
Reynolds	Douglas	\$ 46,945.60	\$ 4,231.92	\$ 51,177.52	\$ 4,838.32
Reynolds	Peter	\$ 37,678.58		\$ 37,678.58	\$ 3,562.13
Rhodes	Brian	\$ 88,527.00		\$ 88,527.00	\$ 8,369.34
Rivera	Daniel	\$ 94,114.00		\$ 94,114.00	\$ 8,897.54
Rivers	Donald	\$ 51,251.20	\$ 5,236.00	\$ 56,487.20	\$ 5,340.30
Robinson	Emily	\$ 23,716.97		\$ 23,716.97	\$ 2,242.20
Rondeau	Melody	\$ 26,006.40		\$ 26,006.40	\$ 2,458.65
Rose	Donna	\$ 84,005.00		\$ 84,005.00	\$ 7,941.83
Ruzanski	Kathryn	\$ 80,941.00		\$ 80,941.00	\$ 7,652.16
Sarah	Paul	\$ 38,792.00	\$ 615.46	\$ 39,407.46	\$ 3,725.58
Savard	Paul	\$ 54,908.00		\$ 54,908.00	\$ 5,191.00
Shea	Kathleen	\$ 94,114.00		\$ 94,114.00	\$ 8,897.54
Sherman	Elizabeth	\$ 64,670.00		\$ 64,670.00	\$ 6,113.90
Smith	Anne	\$ 43,760.08		\$ 43,760.08	\$ 4,137.08
Smith	Eithne	\$ 94,114.00		\$ 94,114.00	\$ 8,897.54
Sosa	Kassandra	\$ 8,500.50		\$ 8,500.50	\$ 803.64
Spino	Rosetta	\$ 94,250.00		\$ 94,250.00	\$ 8,910.40
St. Hilaire	Nicole	\$ 68,736.00		\$ 68,736.00	\$ 6,498.30
Stanley	Richard	\$ 45,740.52		\$ 45,740.52	\$ 4,324.31
Steele	Anthony	\$ 148,162.96		\$ 148,162.96	\$ 14,007.33
Stienstra	Derek	\$ 88,527.00		\$ 88,527.00	\$ 8,369.34
Swanick	Michael	\$ 86,182.00		\$ 86,182.00	\$ 8,147.65
Swasey	Rebecca	\$ 103,008.03		\$ 103,008.03	\$ 9,738.38

Last Name	First Name	Base Salary	Overtime	Total Salary	Upton Share
Taft	Yajaila	\$ 37,384.62		\$ 37,384.62	\$ 3,534.34
Theroux	David	\$ 59,009.60	\$ 6,883.33	\$ 65,892.93	\$ 6,229.52
Theroux	Jon	\$ 35,716.44	\$ 726.67	\$ 36,443.11	\$ 3,445.33
Toulouse	Christopher	\$ 86,182.00		\$ 86,182.00	\$ 8,147.65
Turner	Alyson	\$ 48,115.20		\$ 48,115.20	\$ 4,548.81
Urquhart	Matthew	\$ 105,351.31		\$ 105,351.31	\$ 9,959.91
Ursoleo	Joseph	\$ 61,734.00		\$ 61,734.00	\$ 5,836.33
VanKeuren	Michael	\$ 39,582.40	\$ 4,817.01	\$ 44,399.41	\$ 4,197.52
Walsh	Lisamarie	\$ 17,624.79		\$ 17,624.79	\$ 1,666.25
Ward	Constance	\$ 66,611.00		\$ 66,611.00	\$ 6,297.40
Wersted	Shaun	\$ 88,527.00		\$ 88,527.00	\$ 8,369.34
Whetstone	Ryan	\$ 73,499.00		\$ 73,499.00	\$ 6,948.60
Whitesell	Yvette	\$ 115,655.03		\$ 115,655.03	\$ 10,934.03
Williams	Matthew	\$ 94,114.00		\$ 94,114.00	\$ 8,897.54
Winske	Alicia	\$ 68,736.00		\$ 68,736.00	\$ 6,498.30
Winske	Danielle	\$ 58,970.00		\$ 58,970.00	\$ 5,575.02
Wood	Elizabeth	\$ 33,800.00		\$ 33,800.00	\$ 3,195.45
Woodward	James	\$ 84,005.00		\$ 84,005.00	\$ 7,941.83
Yancik	Derek	\$ 13,354.64		\$ 13,354.64	\$ 1,262.55
		\$12,448,644.13	\$45,450.31	\$12,494,094.44	\$ 1,181,191.69

MENDON-UPTON REGIONAL SCHOOL DISTRICT

Superintendent's Annual Report 2018

Dr. Joseph P. Maruszczak

The past year was a remarkably productive and successful year for the Mendon-Upton Regional School District. There was a multitude of successes, both at the individual and collective levels that indicate that the performance of the district remains strong. Among our accomplishments in 2018:

- The MURSD was named as a 2018 Green Ribbon District by the U.S. Department of Education. We were one of six districts nationwide that was honored for leadership in reducing environmental impact and costs, improving the health and wellness of students and staff, and delivering effective environmental and sustainability education.
- The district was also been included on the 9th Annual AP District Honor Roll by the College Board. This distinction is based on the results of Advanced Placement (AP) test results over a three-year period, from 2016 to 2018. The designation is given to schools who have increased participation/access to rigorous AP coursework and also improved AP performance. In 2018, 390 AP tests were administered to 197 Nipmuc students, and 72.1% received qualified scores (3 or higher).
- The district's Performing and Visual Arts Programs in the schools remain remarkably strong! Each year, the work of between 50-60 MURSD students is recognized in the annual Art in the Valley exhibition. A dozen Miscoe students had their juried works exhibited at the State Transportation Building in Boston during Youth Art Month last spring. At Miscoe Hill, over 70% of our students are involved in at least one performing arts group (band, chorus, or drama). During this current school year alone, 21

Mendon-Upton students were named as Central Massachusetts District Performers for their excellence in chorus, band, or jazz. A remarkable feat!

- Our district emphasis on social-emotional learning continues on a daily basis. During the past school year, the district was invited to be a founding member of the Excellence in Social Emotional Learning (ExSEL) Network, a statewide network of 19 public school districts that share current research and best practices in improving social-emotional competencies for all students. As a result of this partnerships, our elementary schools are implementing a PBIS (Positive Behavioral Interventions & Support) Program to promote the explicit teaching of behavioral expectations and rewarding students for following them.
- Our unprecedeted participation and success in both middle school and high school athletics continues. At present there are 25 interscholastic sports at the high school and 13 sports available to student athletes at the middle school. There are also two co-op opportunities (boys hockey and boys and girls swimming), at the high school level. Significantly, there is an increase in participation (up 26% in the past two years) and also success as measured by three league champions (football, softball and baseball), two state finalists (boys soccer and football), two Central sectional champions (football and boys soccer), and two Central Massachusetts sectional finalists (girls soccer and boys lacrosse).
- In 2018 the Nipmuc Football Team made a historic run, competing in the Division IV Super Bowl at Gillette Stadium for the first time in the school's history. Most important is the athletic program's focus in promoting greater connections between the school and community, providing leadership opportunities for student athletics, and creating the "whole" athlete.

In addition to our students achieving at very high levels, the district was bolstered by a robust strategic planning process, one that resulted in a new plan entitled Inspire (available at www.mursdinspires.org). The parents, students, community members, and educators that came together to craft a dynamic vision that will sustain our district over the next five years. The team was faced with this simple fact: we are living in a world of constant change and the reality is that we are preparing a generation of students for jobs that may not exist today. Thus, there was strong consensus to focus on school structures and practices centered around five core beliefs about learning. We believe that learning happens most powerfully and deeply:

- When we establish relationships that create a safe, inclusive, and supportive environment
- When we are active, creative, purposeful, and reflective
- When we nurture curiosity, discover interests, and pursue passions
- When we engage in authentic experiences and create products that have meaning and relevance beyond the classroom
- Through meaningful collaboration among students, educators, families, and the larger community

Our plan contains strategic objectives and initiatives that are focused around these five non-negotiable conditions for learning. Also prominent in Inspire the MURSD has created a Portrait of a Graduate profile to answer this question: What are the skills necessary for success for all students in this rapidly changing, increasingly diverse, and interconnected world? The Portrait of a Graduate competencies move MURSD students and staff members to look beyond the high-stakes testing environment and help our students develop skills, so they can be successful in the world and in the workforce of the future. These competencies include skills such as effective communication, the ability to collaborate, mindfulness, problem-solving, and global awareness. The intent is to create a tangible set of outcomes that all stakeholders can expect to see

in our graduates. Alignment of this vision to resources, time, and professional practices will be necessary so all students may have opportunities to develop each aspect of the portrait to their fullest potential.

I continue to be 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 so every learner in our communities may thrive.

Cordially,

Dr. Joseph P. Maruszczak
Superintendent of Schools

Administrator's Report

Dr. Maureen Cohen, Assistant Superintendent

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 2018, our professional development was focused on two essential questions:

- What could modern learning look like in the Mendon-Upton Regional School District?
- How can we support each student's social and emotional learning competencies?

Professional Development Days

The following is a highlight of the key objectives for our professional development days in 2018:

- January 12: Student agency and personalization, questioning techniques, and interdisciplinary curriculum development.
- March 9: Inspire '18--Teacher Directed PD. Topics included: robotics, student agency, curriculum revision, executive functioning, behavior plans, social thinking, Response to Intervention, student-led conferences, co-teaching.
- May 11: Teacher showcase of how they implemented modern learning pathways and social-emotional supports in their

classrooms. Topics included mindfulness, flexible seating, genius hour, global education, maker education, design thinking, growth mindset, student agency, and blended learning.

- August 28: Inspire strategic plan roll-out. Teachers and staff worked collaboratively to engage with the district's strategic plan and how the plan will drive their work with students.
- October 5: Teacher Directed PD Topics included: Response to Intervention, positive behavior intervention systems, world language proficiency assessments, civics course development, gender training, and project-based learning.

Book Studies and #MURSDLeads Digital Conversations

In 2018 numerous faculty members, administrators and staff participated in ongoing book studies on the following books: Social-Emotional Learning in the Classroom, Most Likely to Succeed, Setting the Standard for Project-Based Learning, Empower, The Behavior Code, Rethinking Homework, and Mathematical Mindset.

We also continued our #MURSDLeads online digital conversations with numerous authors including:

- Yong Zhao, What Works May Hurt
- Jessica Lahey-The Gift of Failure
- Suzy Boss, All Together Now
- Dan Ryder, Intention
- Edward Clapp, Maker-Centered Learning
- Scott McLeod: Different Schools for a Different World
- Ira Socol and Pam Moran, Timeless Learning
- Anya Kamenetz, The Art of Screentime

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. To view our district professional development website go to: www.mursdpd.weebly.com

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, P.E./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. More information can be found at: www.blackstonevalleycc.weebly.com

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, Blackstone-Millville, Foxboro, Franklin, Mansfield, Mendon-Upton, Milford, Millis, Norfolk, North Attleboro, Norton, Plainville, Uxbridge, and Wrentham 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. LSDO offerings on common professional development days in 2018 included sessions for school nurses, music,

and world language. More information on the LSDO offerings can be found at: www.localstaffdevelopment.weebly.com

The Inspired Learning Convention. In 2018, the district launched its first annual Inspired Learning Convention. The purpose of the Inspired Learning Convention is to share inspiring project plans and facilitate conversations on how they can be implemented in different school contexts. This day-long PD event is geared toward educators interested in bringing relevant, authentic learning experiences that learners will remember throughout their lifetime back to their classrooms and school communities.

Summer Professional Development. The summer of 2018 was an extremely busy summer for our Mendon-Upton educators. The district offered numerous in-district learning opportunities in project-based learning, crisis intervention, technology integration, and SEL strategies. In addition to attending workshops, over 25 educators also worked on curriculum development and revision, as well as collaborative learning projects. The following courses and workshops were offered to teachers in the summer of 2018: Buck Institute Project Based Learning 101 (3 Days), Growth Mindset, Create to Learn Series: Podcasting, Blogging, Video Production, Infographics, Vlogs/Screen Casting, CPI: Crisis Prevention and Intervention.

Grants

In 2018, the district was successful in receiving numerous entitlement 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 \$125,000 in grant money. We have seen a decline over the last year in the amount of funding being provided by the federal government. Below is a listing of some of the entitlement grants received:

- Title I Grant: targeted assistance to students in reading, writing, and mathematics to students through Title I tutors at Memorial Elementary School, and Miscoe Hill Middle School

- Title IIA Grant: teacher quality/mentoring program and professional development
- Title IV Grant: exploration of modern learning pathways and social emotional learning supports

In the area of competitive grants, our Director of Technology Integration also received \$8000 from the MA Clean Energy Center for the Miscoe Hill Clean Energy Activities Day and \$1500 from Boston Scientific for the Miscoe Hill Weather Station Expansion and provided a supportive role with a \$6000 grant from the Mendon-Upton Education Foundation for Google Expeditions Infrastructure.

Curriculum Revision and Alignment

One of the district's strategic initiatives is the alignment of curriculum to the Massachusetts standards and communication of the curriculum using a common template. As a result, in 2018, the district continued to complete district 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 and revise curriculum maps that are aligned to our Massachusetts standards. Teachers analyzed the state standards and identified the following in their curriculum units: enduring understandings, essential questions, content, skills, standards, assessments, learning activities, and resources. The district also launched its five-year curriculum review cycle with comprehensive vertical reviews of the wellness programming and social studies curriculum. To view our currently published district curriculum maps go to the following link: <https://mursd-public.rubiconatlas.org/Atlas/Public/View/>

District Homework Review

A district committee was convened with the purposes of reviewing district homework practices and to develop implementation guidelines. The committee shared the new vision, beliefs and implementation guidelines to the School Committee in the fall of 2018. The guidelines provide implementation practices that will support the district's mission

to empower all learners to thrive working towards our strategic objectives to redefine and reimagine school to empower learning for a modern context. These guidelines also support social-emotional learning in order to create safe, healthy, and balanced learning environments.

Respectfully submitted,

Maureen Cohen, Assistant Superintendent

Administrator's Report
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 three through twenty-one. The district provides special education and or related services to 382 students with Individualized Education Programs. Mendon-Upton school faculty and administration adamantly adhere to including students with disabilities in the general education classrooms and follow the mission to create a classroom 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.

The Mendon-Upton Regional School District acknowledges the significance of meaningful inclusion and instructional excellence. To this end, in all four of our district school buildings, general education teachers, special education teachers, and para educators are working collaboratively in the planning, teaching, and assessing students' progress in the general education curriculum. A co-teaching classroom features a general education teacher and a special education teacher sharing instructional responsibility for all students and work as equal partners in a single classroom.

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 both with and without disabilities. 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 district works collaboratively with early intervention programs to ensure eligible students are ready to receive specialized instruction and/or related services starting on their third birthday.

The elementary and secondary levels 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 that features teaching methods including: task analyzed instruction, discrete trial training, fluency-based instruction, incidental teaching methods, and behavior reduction strategies. The STAR program offers behavioral interventions, student specific inclusion opportunities, parent support, as well as consultative support to general education teachers.

Students also receive support in a small group setting at the elementary and middle school levels using explicit instruction 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 smaller 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.

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, safety, money handling skills, and community involvement, including travel within the area, is also part of this comprehensive curriculum.

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, self-determination, 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 Mendon-Upton Regional School District's Special Education Parent Advisory Committee (SEPAC) meets regularly across the context of the school year. SEPAC meetings provide a forum for parents to share relevant information and create a network of support. SEPAC contact information and meeting schedule can be found on the district's website.

The mission of the Mendon-Upton Regional School District, in partnership with our communities, is to deliver a progressive, modern learning educational experience focused on the unique needs of each child, providing them a competitive advantage in the 21st century. The Student Support Services department affirms this commitment and uses this goal as a benchmark when developing and maintaining programs worthy of distinction. These programs, described in the aforementioned paragraphs, provide all students with an education that promotes intellectual rigor, responsible citizenship, and lifelong learning.

Respectfully submitted,
Dennis Todd -Director of Student Support Services

Administrator's Report
Nipmuc Regional High School

Nipmuc Regional High School is excited to report on another successful year characterized by high achievement, innovative programming, and educational opportunities that embrace student agency, deep inquiry, and learning experiences that have meaning and relevance in the world beyond the school campus. Included below are some of the highlights from the year.

- After receiving recognition by Newsweek as one of the top 500 schools in the nation and being named a Commended School by the Massachusetts Department of Secondary and Elementary Education for the growth and achievement, Nipmuc was named to US News and World Report's 2018 list of the best high schools in the nation and received a silver medal award from the publication.
- AP Honor Roll and AP Data: The 2018 school year was another record-breaking year in terms of the Nipmuc's Advanced

Placement (AP) Program. For the second time in school history, Nipmuc earned recognition of the AP District Honor Roll. One of 18 districts in Massachusetts to receive this recognition, Nipmuc was recognized for increasing access to AP courses while maintaining a high success rate. The school enrolled the highest number of AP students and administered the most AP tests in school history. AP courses are offered through a partnership with the College Board. These classes are audited in order to ensure that they are equal to the rigor of a college course. Many colleges and universities accept qualifying scores on AP tests as credits earned toward graduation.

- In addition to being honored for high achievement, Nipmuc Regional also gained recognition for innovative programming that reimagines school to meet the needs of modern learners. In the spring of 2018, Mr. Clements and Mrs. Moran were invited by the United States Department of Education to share their work in reimagining the school day as part of the Principals at ED event. During the event, Nipmuc was represented as one of six schools across the nation who are successfully redesigning the public school model. Mr. Clements and Mrs. Moran also worked with US Department of Education staff members in the creation of white papers that encourage schools to embrace innovative practices. During 2018 Nipmuc also received an invitation to share its work at the “Redesigning School for Student Success” conference where it will be recognized as one of 25 schools across the nation who are innovating teaching and learning practices.
- Innovative Programming: Two examples of Nipmuc’s work to reimagine school are the “Interest, Inquiry, and Innovation” (i3) course and the school’s 21st Century Learning Conferences. i3 encourages students to imagine that they had the chance to take ownership of their learning to explore topics of interest, to engage in deep inquiry that ignites your curiosity and creativity,

and to build their capacity to innovate in an era of exponential change. Some of the features of this interdisciplinary course include: encouragement to break down the walls between subject areas while engaging in real work that matters; freedom and flexibility to explore personal passions without the time constraints of a traditional school day; a flexible learning environment that provides students the freedom to pursue their learning beyond the school campus; and collaboration with community leaders and professional partners to connect their learning meaningfully to the world beyond high school. 21st Century Learning Conferences are days when we throw away the traditional schedule at Nipmuc and, with the help of professional partners, organize a conference for our students. The conference is designed to connect the learning that takes place every day in our classrooms to the real world. Started in 2015, these conferences provide students an opportunity to dress for success, have a choice in the learning for the day, and connect with professionals beyond our school community.

- Warrior Athletics: Nipmuc's athletic program experienced a great deal of success in 2018. 92% of the school's teams qualified for post-season play in the MIAA tournament. Some of the highlights included the football team's third straight sectional final and a trip to the state championship super bowl at Gillette Stadium. The boys' soccer team played in its third straight state championship match. Beyond these accomplishments, the girls' soccer team and the boys' lacrosse teams each reached sectional finals. The school earned recognition on the MIAA Sportsmanship Honor Roll. With 594 participants in the program, Nipmuc athletics continues to grow under the leadership of Athletic Director Christopher Schmidt. Mr. Schmidt was recognized by the MIAA as the recipient of the Ted Damko Award which highlighted him as Massachusetts' top athletic director the first five years of their career in that role.

- Class of 2018: Nipmuc's Class of 2018 provided a source of pride and accomplishment to the school and community. The 145 students that comprised the class were accepted to 149 different colleges and universities. Approximately 89% of graduates will continue their education with 82% attending 4-year schools and 7% attending 2-year schools. The students earned \$8,559,316 million in scholarship funds. The weeks leading up to graduation provided the school with the chance to celebrate this group of students that included not only scholars but also artists, musicians, volunteers, and community servants.
- Strategic Planning: Along with the district, Nipmuc engaged in a year-long strategic planning process that included students, parents, educators, and community members. Nipmuc's Food for Thought Lunches allowed teachers and administrators to meet with more than 200 students in order to give them the opportunity to use student voice to impact the future of learning at the school. Nipmuc's Lead Learner meetings provided monthly workshops where all students and teachers had the chance to explore innovative programming. Nipmuc's Community Advisory Board also participated, adding the perspective of parents and community members to the development of the school's guiding principles. These and other action steps can be found on the Nipmuc Roadmap (<http://bit.ly/nipmucroadmap>), a digital timeline of its work for the past two years.
- Spanish Exchange: This year, Nipmuc kicked off its first year of a dual exchange program with a sister school, Santa Teresa, located in San Sebastián, Spain (Basque region). On September 1, 2018, Nipmuc welcomed 19 students and 2 teachers from Santa Teresa. Students from Santa Teresa were hosted by Nipmuc families who provided a full immersion experience both in and outside of school. After spending two weeks together in America, 17

Nipmuc students traveled to San Sebastian for their two-week immersion experience. Students got a strong sense of student life at Santa Teresa, they also explored the history, culture, and environment of San Sebastián. In addition to day trips and exploring the city of San Sebastián, the students had the opportunity to travel to Madrid and nearby France. The goals of this four-week program include broadening students' perspective, increasing language acquisition, exploring different cultural and community perspectives, and providing authentic and powerful learning opportunities with a commitment to global citizenship. The second year of the program is planned to kick off in September 2019.

- Co-Principal Leadership Model: As the 2018-2019 school year began, Nipmuc embraced an updated leadership model in which Mr. Clements and Mrs. Moran will serve as co-principals of Nipmuc Regional. Mr. Clements is in his twentieth year at Nipmuc and his eighth as the school's principal. Mrs. Moran is in her fifteenth year at Nipmuc, having served as a math teacher and math department chair before taking on the role of associate principal at Nipmuc for the past seven years. Mr. Clements (2017 Massachusetts Principal of the Year) and Mrs. Moran (2016 Massachusetts Assistant Principal of the Year) adopted this updated leadership model with excitement for a long-term commitment to supporting the faculty in their ongoing work to make Nipmuc an innovating, engaging, and inspiring school for all of the community's students.

In 2019, we look forward to working together as a community as we reimagine teaching and learning to support the district's mission to inspire all students to thrive.

Respectfully submitted,

John Clements and Mary Anne Moran
Co-Principals

Administrator's Report
Miscoe Hill School

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.

In service to the Mission Statement above, Miscoe Hill Middle School identified and focused on several goals throughout the 2017 - 2018 school year.

In collaboration with the assistant superintendent and department chairs, the majority of curriculum department teams finalized the three stages of curriculum mapping. Faculty then began revision of the curriculum in regard to increasing student agency, or voice and choice, in learning. With the roll out of the District Strategic Plan, increasing project-based learning has become an area of focus for professional development. Additionally, teachers are analyzing how current practices allow for explicit teaching of social emotional learning skills within the content and skills of the academic standards.

As a STEM learning initiative, Miscoe established a school garden in our courtyard. Thanks to the efforts of our director of instructional technology, the Massachusetts Clean Energy Center funded solar panels and a wind turbine to serve as the power sources for both an irrigation system and a composting system. Students collaborated in setting up the rainwater collection system, digging and laying out the piping for a pumpkin patch irrigation system, setting up the Raspberry Pis control system via the Node-Red programming tool to initiate the pumping of water from rain barrels to the bed, and some set up of the solar panels

and control system. Students gained skills in electronics, physical computing, programming, design, problem solving and collaboration. Educators continue to use this space for instructional purposes across content areas.

Miscoe Hill is focusing on developing students' skills in the core competencies of social emotional learning, or SEL, as identified by CASEL, the Collaborative for Academic, Social, and Emotional Learning. Several teachers are participating in a train-the-trainer model of professional development. Ultimately, they will be able to support the learning of their colleagues as we pursue the goals of the school and district strategic plans. Others are participating, along with colleagues from districts across the state, in the exSEL Network, <https://www.renniecenter.org/exSELnet>, "...working together to gain insight on how to support the development of social-emotional skills through changes in policy and practice at the district, school, and classroom levels." Additionally, a committee of educators has created a draft of a school wide behavior matrix. This rubric of behavioral indicators will guide our SEL efforts and support the development of new and effective strategies for tracking and measuring student progress.

High achievement is a goal for all students at Miscoe, and all students have the right to access a rigorous curriculum. The School Advisory Council researched the impact of honors level classes at the middle level and ultimately determined that the practice did not align with our mission and goals. Based on our beliefs about learning and backed by current research, Miscoe eliminated tracking of students in grade seven with the intention to do the same in grade eight, with the exception of mathematics, in the following school year. The council initially presented its findings to the school committee and shared the intent to eliminate honors courses. The research and rationale were shared with teachers prior to sharing with parents and students. Three separate parent information nights were held in an effort to share information, answer questions, and address concerns. Professional development for teachers

to enable them to acquire the skills and dispositions needed in detracked schools, including high expectations for all, differentiated instruction, cooperative learning, and complex instruction, has been continuously offered.

In our efforts to allow all students to thrive, administrators and department chairs have worked to increase faculty's capacity to use actionable data to assess and guide students' acquisition of content and skills. We continue to strive to become a community where educators can learn from one another and support each other's systemic and practice shifts. Faculty is learning a method for deeper data analysis work, using formative and summative assessment data to design instruction, intervention and extension opportunities for learners.

A Response to Intervention Team was formed. This group, comprised of administrators, classroom teachers, and specialists, uses multiple data sources to determine tiered interventions for struggling learners. Interventions are timed and tracked to determine effectiveness and next steps. The team developed a referral system with a focus on ease of use for educators. Data from referrals is used to determine both student needs and educator needs in terms of professional development around patterns and trends. Monitoring student progress is now done collaboratively and consistently throughout the intervention. Teachers are increasing skills in differentiated instruction as a result of participation in the process.

A scheduling committee was formed to address revision to the master schedule. For the 2019-19 school year, lunch and recess were both extended from 15 minutes each to 20 minutes each. Passing time between classes was added, and a rotating schedule was put into effect. Students in grades five and six now experience all electives; students in grades seven and eight still elect which classes to take each semester, with the exception of physical education and wellness which are now requirements for all students.

As part of our goal around building a safe school community, we have hired a full-time school resource officer dedicated to Miscoe and Clough Elementary. Our school resource officer chairs the school safety committee. Safety barriers have been added to our student drop off area, issues with building access have been addressed, and a plan has been put in place to train staff in the response to the threat of an active shooter. In addition, the resource officer has partnered with the wellness teacher and the guidance counselors to offer classroom presentations and speakers around issues of personal safety.

A school beautification committee was formed. This group of parents, staff and students worked to identify the needs within the school as well as on school grounds. One outcome of this committee is a partnership with students and staff from Blackstone Valley Technical High School to renovate a student bathroom identified as a top priority by the committee. In addition, new stairs leading to the baseball field were installed, the recess area fencing was replaced, cement pads were poured under the bleachers on the playing field, fencing around the ball field was repaired, and weeds were removed from play spaces. The committee has prioritized the remaining needs and will continue to take action on addressing them.

Our Spanish Immersion program continues to develop. We saw an increase in enrollment in grade five. A native speaker was hired to teach our grade eight Spanish Immersion students as well as our grade six World Cultures elective. The program underwent an outside evaluation, and we look forward to putting the recommendations into place to make the experience as immersive as possible.

With the support of students and staff, our dress code policy was revised to reflect the current trends and expectations. Both Nipmuc and Miscoe students volunteered their time over several months to work with administration and staff on crafting language that was equitable across genders and respectful of the developmental levels of our learners.

Lastly, Miscoe Hill School's Environmental Quality Committee continues to work to maintain a healthy environment for all community members. We've learned that although we have the oldest building in the district, we also have one of the cleanest in terms of air quality.

Respectfully submitted,

Jennifer Mannion, Principal

Administrator's Report
Memorial Elementary School

Memorial School's Mission Statement is, "In partnership with families and the community, Memorial School empowers our students to become active learners and to be socially responsible in an ever-changing world." We strive to promote a love of learning by providing all students with a safe, supportive, and child-centered learning environment. 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 love of learning, social interactions and curiosity.

Memorial School's goals for 2018 reflect our commitment to providing students with meaningful and rigorous learning opportunities by increasing our capacity regarding the beliefs, cultures, and context of modern learning. Staff members adopted personal goals, with action steps to support their understanding of modern learning. Teachers also participated in a book study for *Most Likely to Succeed*, by Ted Dintersmith and Tony Wagner, as well as attended a keynote presented by Will Richardson of Change School. Teachers accessed professional development opportunities in the area of project-based learning and have begun to implement a number of the strategies to promote real-world connections and to encourage students to share their work with authentic audiences. Second graders learned about life in Africa and

raised funds to purchase animals through Heifer International for an African village, in an effort to improve their quality of life. In partnership with the Crayola Color Cycle program, third graders made a public service announcement about the recycling of markers, shared it with the school community and collected 7081 markers throughout the school year to recycle, rather than add to landfills. Students in third and fourth grade participated in a STEM Olympics, including an opening and closing Parade of Countries. Teachers have also explored “Genius Hour”, providing students with agency to determine what they want to learn about, how they choose to explore the subject, and share the information they learned. We have participated in the district’s design challenges which have included “The Marshmallow Challenge” and “Project Wilbur: The Fourth Little Pig”.

At Memorial School we view teaching and learning from a holistic perspective, understanding that social, emotional, and behavioral skills are essential components in education. Students participate in bi-weekly KCC (Kindness, Caring Club) lessons with the Specialist Team. They also receive Second Step lessons in their classrooms and through KCC. Second Step is a program which promotes conflict resolution, perspective taking, and effective communication through a variety of activities, including role playing. This year we have introduced RISE, based on Positive Behavior Intervention and Supports (PBIS). RISE is an acronym for RESPECT, INCLUSIVITY, SAFETY, and EMPATHY. Through monthly assemblies, classroom incentives, and school wide supports, students are explicitly taught the different behavioral expectations in a variety of school settings. Students can earn and collect “brag tags” for demonstrating “RISE” behaviors each month. In addition, students and staff have been trained in Zones of Regulation and are able to use the vocabulary to describe how they are feeling, as well as identify strategies to assist in the reduction of anxiety, stress, etc. With the support from the Memorial School PTO, teachers have had the opportunity to create sensory baskets and create break areas within the classrooms for students to utilize when they feel they need to regulate. Students also have the opportunity to

use flexible seating throughout the building to best meet their working preferences.

Technology integration is an important element in all areas of our curriculum. Students and staff utilize desktops, laptops, document cameras and iPads to conduct research, communicate with others around the country and throughout the world, share their learning through presentations and blogs, as well as design and create their own videos and books. This year, students have begun creating digital portfolios, which they shared with parents during spring conferences. Every classroom is also equipped with an interactive whiteboard to promote greater engagement through the use of online features with our literacy, math, and science programs. Programs such as Razz Kids and IXL allow students to practice their literacy and math skills from home. Teachers at Memorial Elementary School strive to remain current in the area of technology integration and share their strategies with colleagues through “Lunch and Learns” as well as by offering workshops before and after school.

In addition to taking pride in the exceptional work that they have done in the classroom, the students had the opportunity to display their work with the specialists at the Memorial Elementary School Specialists’ Night. The evening consisted of family music lessons, digital portfolios, artwork which was showcased throughout the building, poetry and fairy tales written by the students, as well as dance routines/exercises and maker-space activities.

Memorial Elementary School has been 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 that promote high academic standards, as well as provide students with the values of multicultural education. This year students have had the opportunity to communicate weekly with a class in

Spain through Skype. They also used technology to develop a virtual tour of our school as they expanded their use of Spanish and 21st Century communication skills. Currently, Memorial School houses two Spanish immersion kindergarten classes, as well as one SI classroom at first through fourth grade.

As a result of the coordinated efforts of our reading specialist and tutors, Memorial School continues to conduct universal screenings at all grade levels in the area of reading and mathematics. Through our Response to Intervention (RtI) program, we are able to provide intensive remediation with letter recognition, letter/sound correspondence, decoding, blending, fluency, and reading comprehension as part of our regular education support system. Tutoring is also provided through regular education in the area of mathematics. Students are provided with small group instruction to receive remediation in specific skill areas, as well as the mastery of math fact fluency. Ongoing progress monitoring allows us to identify areas of concerns quickly and document student growth for more personalized interventions. At Memorial School we provide special education services in the least restrictive learning environment. There are inclusion classrooms at the first through fourth grade levels in which a general education teacher and a special education teacher co-teach, meeting the needs of students on individual education plans. This also allows for incidental inclusion in small group instruction to meet the needs of all students. To foster a love of reading and to encourage the exploration of a variety of genres, students participated in the Tower of Books reading incentive program.

Memorial Elementary School is fortunate to have committed groups of community members working in partnership with our school toward a common vision, and with a commitment to education, to ensure that all students are successful. The Memorial Elementary School Council and Memorial Elementary School Parent Teacher Organization are critical members of the school community. In addition, MUEF (Mendon Upton Education Foundation) has funded grants for innovative programs. This

year they supported Cubelets, Blue Bots, Spanish immersion exchange and Google Expedition to promote innovative instruction. The Upton Fire Department visits students at Memorial School bi-monthly to teach fire safety. We continue to work closely with the both the Upton Fire Department and Upton Police Department to review and revise safety protocols.

To meet the needs of our families, the Before and After School Program continues to offer childcare at Memorial Elementary School. Parents 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 Elementary School teachers and include titles such as Silly Sports, Basketball, Legos, Running Club, Music with Computers, Science Club, Art Club, and CrossFit for Kids, Fun with Bugs, Spanish, and Crazy Crafts.

In addition to the excellent instruction that takes place at Memorial Elementary School, the school community has come together to support others through their participation in a number of charitable opportunities. Students and staff raised twenty thousand, four hundred sixty-seven dollars (\$20,467.) for the American Heart Association through the Jump Rope for Heart program. Together the students and staff at Memorial Elementary School raised one thousand twenty-five dollars (\$1,025.00) for the United Parish Food Pantry of Upton through our Kindness and Caring in our Community Project. We have collaborated with Alternatives Unlimited of Whitinsville. They visit once a week to update our Principal's Pride bulletin board. Halloween candy was sent overseas to service members. The Memorial Elementary School staff participated in the Giving Tree program, providing support to families in need during the holiday season. Working with St. Gabriel's Church, we distributed groceries and gifts for Thanksgiving, Christmas, and Easter. To support our students during the summer months, "Beyond Bundles"

were shared with several families. In partnership with the Bloomer Girls, students wrote holiday letters and drew pictures for Upton service members stationed in the states and overseas.

The staff of Memorial Elementary 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 graders shared their discoveries at a Science Fair, as well as their Hundred Day Museum. The Science Matters play with second graders was a big success. The Fourth Grade Chorus performed at a Worcester Railers game. Third grade students learned about town government during their annual field trip to the town hall. They also participated in a mock town meeting. A fourth-grade class hosted a Community Soup Social. We enjoyed welcoming community members to our first Veterans Day Concert and shared holiday cheer with our Community Caroling. In addition, first graders hosted an Author's Tea in which they shared books they had written.

Respectfully submitted,

Debra Swain, Principal

Administrator's Report
Director of Technology Operations

In 2018, 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 continued the 1:1 learning initiative at the middle school and the high school, serving students in grades 5-12.

The district increased its investment in instructional technology replacing aging out—of-date projectors, smartboards, and sound hardware to pair

with our existing fleet of Apple laptops, tablets, and other mobile devices. We successfully updated our existing fleet of teacher Apple devices to the newest operating systems and applications available. We refreshed our inventory of student Apple iPads over the summer to the newest models. We continue to expand and further our investment in Google products for classroom communications, operations, and management.

The Director of Technology Integration coordinated and provided regular technology professional development to staff throughout the year, and coordinated several student projects around the district. We also have made significant time and program investments in the areas of science and technology at all levels adding programs to give students more access and exposure to technology in their classrooms and after school.

The district made advancements in following the current MURSD Technology Plan adopted in 2016. The district is eligible for state and federal grant funding opportunities in the 2018-2019 school year.

Respectfully submitted,

Joseph S. Leacu
Director of Technology Operations
Town Enrollment

2018	Voc Out	Pre School	K	1	2	3	4	5	6	7	8	9	10	11	12	SP	Totals
Mendon																	943
Clough	8	51	60	58	68	57											302
Memorial	1	8			10	9											28
Miscoe							81	87	85	80							333
Nipmuc	8											70	71	52	64	2	267
Out Of District							1		1		3	2	3	1		1	12
S & L only	1																1
Upton																	1208
Clough			1		2	1											4
Memorial	7	83	97	71	77	81											416
Miscoe							103	104	104	110							421
Nipmuc	9										89	76	88	83	2	347	
Out Of District							1	2	1	2	1	3	1	2	1	3	17
S & L only	3																3
Choice In																	168
Out of District															1	1	2
Clough		7	15	12	6	7											47
Memorial		6	2	7	2	5											22
Miscoe							11	10	9	10							40
Nipmuc											12	16	16	13			57
PK - Tuition																	37
Mendon- Mem																	0
Mendon- Clo		18															18
Upton-Clo																	0
Upton- Mem		19															19
Totals	17	57	155	175	148	165	162	197	203	200	204	176	167	159	162	9	2356

Nipmuc Regional High School Class of 2018



Caroline Emerson Abate*
Chloe Kennedy Adams
Zahra Fatima Ali
Cole Nicholas Alibozek*
Haley Elizabeth Allen
Justin Bernard Ball
Elina Aune Barrows*
Megan Allie Baumgarten
Aidan McAllister Belleville*
Ethan Sebastian Bick*
Delaney Barrett Bolton*
Jack Davis Brewer
Cameron David Busby*
Olivia Mackenzie Calnan*
Erin Marie Capalucci*
Brett Wingate Carlson
Jake Anthony Carnaroli
Juliette Eva Carreiro*
Colin Christopher Casamento
Samantha Barba Chase*
Max Abraham Checkoway
Alexander Kin-Hahn Chu*
Nicolas Daniel Clark
Anna Rose Collari
Erika Lynne Comfort*

Kyle Patrick Conlin
Nicholas Roy Consoletti
Gwyneth Emma Costello
Brian Thomas Cowen
Carolyn Elizabeth Coyle*
Mitchell Wesley Crossman
Michael Patrick Davidshofer*
Jacob Joseph Derocher
Andrew Chen Descheneaux*
Olivia Rose Dolbec
Jade Erin Dougherty
Kyle Morgan Downing
Sean Edward Downing*
Megan Rose Drew
Jack Christopher Dunlap
Cameron David Dunning*
Beck Christopher DuVall*
Lindsay Ellen Enos*
Davin Paul Fazio*
Leah Ann Fitzgerald*
Collin Joseph Flanagan
Samantha Erin Galicki
Sara Rose Garwood*
Emily Margaret Gay*
Jesse James Godfrey

Robert McCallion Greene, Jr.
Kiara Leigh Griffith*
Donald Michael Halsing*
Emily Anne Halsing*
Robert Jonathon Harper
Cody James Harris
John Thomas Hartt*
Erin Jane Hartwig*
Mateo Hastie
Caroline Eleanor Hebert
Jack Brand Henderson
Maegan Nicole Herd*
Nicholas Mark Herd
Andrew Benjamin Herendeen*
Allison Catherine Hodge*
Matthew William Jordan
Nicole Lisa Kaufman
Syeda Sara Kazmi
Rachel Katherine Keeler
Ryan Michael Kelleher*
Erin Renee Kossuth
Corey Daniel Lazarz*
Juan Pheonix Lasalle Leigh
Jonathan Paul Lucier
Kathryn Rachel Luck
Owen Robert Lukas*
Bailey Angeline Lynch
Cole Kevin Lynch
Emily Marie MacKay
Robert Maxwell Martyak*
Alexandra Rae Materia*
Lauren Nicole Materia*
John Leo McCarthy, Jr.
Victoria Rose McGrath*

Elizabeth Mineault McManus
Taylor Grace Mingione
Kirollos Nessim Morcos
Meena Nessim Morcos
Peter Frederick Morelli
Conor Hobart Morford*
Mackenzie Danielle Morgan*
Callan James Moriarty*
George Thomas Morrice
Maxwell Gregory Morrill
Kathleen Ann Mroczkowski
Maria Nabil Muhareb
Victoria Louise Mulry
Kevin Tyler Murphy
Kyle Cornelius Myers*
Sarah Marie Nasif*
Drew Stephen Nelson*
Sheena Vy Nguyen*
Lucas Jae Nickelsen
Luke Baker Nilson
Casey Donald Noyes
Lauren Priscilla O'Brien
Cooper William Offord*
Maya Elizabeth Ostoin*
Ariel Kate Ott*
Noelle Brigitte Ott*
Madelyn Kate Paquette
Hannah Marie Parrotta
Megan Elizabeth Paul*
Kealani Anna Peters
Mackenzie Shannon Peters
Kendra Nicole Peterson
Katherine Mary Plutnicki*
Emma Lydan Prescott

Kelsey Lee Rhodes*
Diana Louisa Richard
Tony Ray Richardson III
Max Thomas Robakiewicz*
Natalie Baker Rodman*
Ashley Evelyn Round*
Taylahna Nicole Rowland
Katherine May Ryan
Katherine Morgan Salenius*
Christopher William San Soucie
Richard Tyler Scarano
John William Schiloski
Dante Herge Sebastiano
Katrina Lynn Shifflett
Kevin David Sims

Grant Stephen Slachta
Alison Ann Slavin
Kaelie Madeline Snook
Lindsey Annalee Spindel*
Lorenzo Luca Spinetti
Christian Rhys St. Pierre*
Hope Lee Tetreault
Rachel Morgan Thibodeau*
Benjamin Ferris Thomsen
Noah Samuel Tolliver
Nathan Glenn Vance
Katherine Elizabeth Vennard*
Lauren Elizabeth Walston
Vincens*
Bryce Edwin Williams

*Graduating “With Honors”, denoting a cumulative GPA of 90% or higher during their high school career

PROGRAM

Processional	High School Band
Pomp and Circumstance by Edward Elgar, arranged by Merle J. Isaac	
* National Anthem	All Present
The Star-Spangled Banner, arranged by Steve Smith	
Welcome	Ashley Round
Joy, Cherish, Hope:	The President’s Welcome
Principal’s Address	John K. Clements PRINCIPAL
Musical Selection	High School Chorus

Touch the Sky from Brave, arr. Whitney Simmonds

Essay Lauren O'Brien
One Process, Many Outcomes

Musical Selection Megan Paul
Landslide, by Stevie Nicks Katherine Plutnicki

Essay Sheena Nguyen
Four Years, 1000 Memories, One Inside Joke

Musical Selection High School Band
October, by Eric Whitacre

Essay Katherine Vennard
The Journey to Independence

Remarks Joseph P. Maruszczak, Ed.D.
SUPERINTENDENT OF SCHOOLS

Presentation of Diploma Diane Duncan & Leigh Martin
SCHOOL COMMITTEE

Recessional High School Band
Ceremonial Processional, by Edward Elgar, arranged by Clare Grundman

Director of the High School Band Simon Harding

Director of the High School Chorus Whitney Simmonds

Marshal Kate Nadolski
Class of 2019 President

Reception following graduation ceremony

CLASS OFFICERS

President	Ashley Evelyn Round
Vice President	Leah Ann Fitzgerald
Secretary	Owen Robert Lukas
Treasurer	Madelyn Kate Paquette

CLASS ADVISERS

Lauren S. Blackburn and Brian Moloney

CLASS MOTTO

“Education is the passport to the future, for tomorrow belongs to those who prepare for it today.”

- Malcolm X

SCHOOL COMMITTEE

Philip De Zutter, Diane Duncan, Tanna Jango, Leigh Martin, Sean Nicholson, and Dorothy Scally

SCHOOL AND DISTRICT ADMINISTRATION

Joseph P. Maruszczak, Ed.D., Superintendent of Schools

Maureen M. Cohen, Ed.D., Assistant Superintendent of Schools

John K. Clements, M.Ed., Principal

Mary Anne Moran, M.Ed., Associate Principal

Dennis G. Todd, M.Ed, CAGS, Director of Student Support Services

David J. Quinn, M.A.T., Director of Technology Integration

Joseph S. Leacu, B.A., Director of Technology Operations

Nipmuc Regional High School Faculty

Julie Ahmed-Jussaume, M.Ed.

Sandra N. Alibozek, M.Ed.

Patrick J. Allen, M.Ed.

Johanna M. Annunziata, B.A.

David C. Antonelli, B.A., CAES

Gail P. Augustino, M.Ed., OTR/L

Lori Beaudoin, M.Ed.
Bruce Bisbee, M.B.A.
Lauren S. Blackburn, B.A.
Kelly L. Blain, B.A.
Meagan M. Brazil-Sheehan, M.Ed.
Kevin M. Campbell, M.Ed.
Louis S. Cirello, B.A.
Michael J. Clements, M.Ed.
Alison L. Clish, M.Ed.
Ronald A. Cochran, M.Ed.
Ryan J. Cody, M.B.A.
Shelley A. Cook, B.A.
Steven Della Rovere, M.S.
Kathleen Deschenes, M.Ed., BCBA
Erin K. Ellis, B.S.
Christopher Evans, M.A.T.
Kerry A. Fagan, MSW, LICSW
Jennifer C. Field, M.A.T., M.F.S.
Amy E. Gilchrist, M.Ed.
Simon P. Harding, B.A., MME
Meredith J. Hefez, M.Ed.
Barbara Hendricks, M.A., CCC-SLP
Elizabeth A. Hennessy, M.Ed.
Courtney Henry, M. Ed.
Rebecca L. Ide, M.S.
Mary Ellen Kennedy, M.B.A.
F. Andrew King, M.Ed.
Melisa Kinkela, M.Ed..
Kathleen Laflash, M.Ed.
Courtney M. Leja, M.A.
Chelsea LeMaire-Boucher, B.A.
Daniel MacIsaac, M.Ed.
Christine D. Manzella, M.Ed.
Leslie E. McInnis, BSN, RN
Matthew Merten, M.Ed.
Robert Messick, M.B.A.
Brian Moloney, B.A.
Tricia E. Moloney, M.Ed.
Heather O'Donnell, M.A.T.
Gary E. Perras M.B.A., M.Ed.
Lauren R. Plante, B.S.
Kathryn M. Reardon, M.A.
Nancy C. Robbins, LPN
Christopher P. Schmidt, M.Ed.
Whitney M. Simmonds, M.M.
Ana Soto, M.Ed.
Roy Spindel, M.A., CAGS
Kendra C. Swenson, M.Ed.
Allison J. Towne, M. Ed.
Suzanne Venkataraman, M.S, MLIS
Jackie Wheelock, M.A., CCC-SLP
Cari A. White, M.S.
Culhane J. Williams, M.Ed.
Samantha Wilson, M.Ed.

Annual Town Report 2017-2018
DISTRICT EMPLOYEE LISTING - YEAR ENDING JUNE 30, 2018

SCHOOL COMMITTEE		
Dezutter, Phil		2021
Duncan, Diane		2019
Ludwigson, Vikki	Secretary	2021
Martin, Leigh	Chairperson	2021
Nicholson, Sean		2020
Scally, Dorothy	Vice Chairperson	2019
ADMINISTRATION		
Angel, Filipe	Network Technician	\$49,743.00
Appell, Lisa	Network Technician	\$51,625.89
Belland, Kimberly A.	Accountant/Human Resources	\$82,400.00
Byer, Jay	Financial Officer	\$99,079.06
Choiniere, Kenneth H.	Director Grounds/Maintenance	\$105,641.00
Clements, John K.	Principal, Nipmuc	\$122,487.50
Cohen, Maureen M.	Asst. Superintendent	\$115,511.37
Gallagher, Janice	Principal, H. P. Clough Elementary	\$111,488.50
Leacu, Joseph S.	Director Informational Technology	\$86,593.03
Mannion, Jennifer	Principal, Miscoe Hill Middle School	\$115,000.00
Marshall, Paul	Asst. Principal	\$98,553.00
Maruszczak, Joseph P.	Superintendent	\$163,200.00
Moran, Mary Anne	Associate Principal, Nipmuc	\$98,053.86
Quinn, David	Dir. Instructional Technology	\$97,375.00
Swain, Debra E.	Principal, Memorial Elementary	\$111,488.50
Todd, Dennis	Director of Pupil Personnel Services	\$108,161.64
TEACHERS/GUIDANCE/NURSES		
Abalos Coyle, Deborah	Teacher	\$59,501.00
Ahmed-Jussaume, Julie	Teacher	\$80,026.00
Alibozek, Sandra N.	Teacher	\$87,312.00
Allen, Kathleen M.	Guidance Counselor	\$87,312.00

Allen, Patrick J.	Teacher	\$80,026.00
Alsen, Sheila C.	Teacher	\$89,346.00
Amitrano, Anthony J	Teacher	\$87,312.00
Amitrano, Lauren M.	Teacher	\$80,026.00
Annunziata, Johanna	Teacher	\$47,183.00
Antonelli, David C.	Teacher	\$87,312.00
Appleby, Stacy L	Teacher	\$82,317.00
Ariel, Veronica C.	Speech Pathologist	\$89,346.00
Arnold, Karen	Media Specialist	\$72,143.00
Aube, Kristen L.	Teacher	\$80,026.00
Augustino, Gail P.	Occupational Therapist	\$71,476.80
Ayuso Paris, Valerie	Teacher	\$51,546.00
Barrows, Mary E.	Teacher	\$82,317.00
Beaudoin, Lori L.	Teacher	\$82,317.00
Beauregard, Victoria L.	Guidance Counselor	\$91,133.00
Bellefontaine, Tara A.	Nurse	\$75,697.00
Berthao, Kristen	Teacher	\$87,312.00
Bertram, Susan J.	Teacher	\$82,317.00
Bisbee, Bruce R	Teacher	\$71,195.00
Blackburn, Lauren S	Teacher	\$54,447.00
Blain, Kelly L	Teacher	\$68,480.00
Borgatti, Diane M.	Teacher	\$81,436.00
Bosworth, Andrea R	Teacher	\$9,533.57
Boudreau, Dveynn	Teacher	\$47,183.00
Brazil, Meagan M.	Teacher	\$82,317.00
Brigham, Marie E.	Teacher	\$87,312.00
Brown, Gail N.	Teacher	\$89,346.00
Brown, Kelly	Teacher	\$55,978.00
Campbell, Kevin M.	Teacher	\$80,026.00
Cardamone, Kathryn L.	Teacher	\$75,697.00
Casey, Linda J.	Physical Therapist	\$45,301.20
Ceruti, Suzanne	Teacher	\$52,063.38
Chapman, Patricia A.	Teacher	\$87,312.00

Charest, James R	Teacher	\$57,941.00
Checkoway, Gail E.	Nurse	\$80,026.00
Cirello, Louis S	Teacher	\$55,505.00
Clark, Robert E.	Teacher	\$89,346.00
Claro, Kristine L.	Teacher	\$80,026.00
Clements, Michael J.	Teacher	\$87,312.00
Clish, Alison L.	Teacher	\$89,346.00
Cochran, Ronald A.	Teacher	\$87,312.00
Cody, Ryan J.	Teacher	\$71,428.00
Conant, Alexander	Teacher	\$51,891.00
Connolly, Kerry P.	Vision Teacher	\$39,935.00
Connolly, Kerry P.	Spec. Ed	\$43,656.00
Cook, Shelley A	Teacher	\$66,589.00
Costello, Ann T.	Teacher	\$80,026.00
Cote, Linda	Teacher	\$80,026.00
Couture, Alyssa	Teacher	\$82,314.00
Crawford, Alyssa A	Teacher	\$87,312.00
Cullen, Alyson	Teacher	\$80,026.00
DellaRovere, Steven J.	Teacher	\$80,026.00
DeRosa, Denise	Teacher	\$70,028.00
Deschenes, Kathleen P.	Teacher	\$77,849.00
Devlin Ellis, Kami R.	Teacher	\$91,133.00
Dunton, Kati Lyn	Teacher	\$69,279.00
Eagan, Michael A.	Teacher	\$80,026.00
Edwards, Susan N.	Vision Services	\$78,894.72
Ellis, Erin KM	Teacher	\$51,546.00
Evans, Christopher P.	Teacher	\$82,317.00
Evans, Leigh Ann	Teacher	\$62,178.00
Fagan, Kerry A.	Guidance Counselor	\$82,317.00
Farley, Amanda J.	Speech Pathologist	\$82,746.00
Ferrucci, Erika L	Teacher	\$49,553.00
Field, Jennifer C.	Teacher	\$89,346.00
Fowler, Jessica A.	Teacher	\$82,317.00

Frary, Cathy A.	Teacher	\$82,317.00
Gentili, Alice M.	Teacher	\$91,133.00
Gervais, Beth A.	Teacher	\$82,317.00
Gilchrist, Amy E.	Teacher	\$89,346.00
Glassman, Scott R.	Teacher	\$80,026.00
Grant, Jennifer L.	Teacher	\$62,178.00
Grau De Arcieri,	Teacher	\$59,501.00
Greene, Chelsea	Teacher	\$49,553.00
Guertin, Kathy A.	Guidance Counselor	\$91,133.00
Hack, Catherine A	Teacher	\$53,170.00
Hagen, Leah M	Teacher	\$55,973.00
Hall, Jennifer M	Teacher	\$7,437.63
Hall, Jennifer S.	Teacher	\$80,026.00
Hansen, Jonathan M.	Teacher	\$82,317.00
Hardin, Rebecca A.	Teacher	\$80,026.00
Harding, Simon	Teacher	\$80,026.00
Hayes, Daniel P.	Teacher	\$80,026.00
Heath, David L	Teacher	\$62,178.00
Hefez, Meredith J.	Teacher	\$61,159.00
Henderson, Amy E.	Teacher	\$70,028.00
Hendricks, Barbara R.	Teacher	\$64,020.80
Hendricks, Olivia M	Teacher	\$48,345.00
Hennessy, Elizabeth A	Teacher	\$82,317.00
Henry, Courtney A.	Teacher	\$80,026.00
Hicks, Stefani L.	Guidance Counselor	\$64,852.00
Higgings, Sarah C.	Teacher	\$80,026.00
Holloway, Laurie A.	Teacher	\$80,207.00
Hopkins, Christy	Teacher	\$27,181.51
Horn, Christine K.	Teacher	\$72,634.00
Ide, Rebecca L	Teacher	\$51,873.00
Ishler, Marabeth	Teacher	\$80,026.00
Jarvis, Jacquelyn	Teacher	\$80,026.00
Jayes Olaso, Larissa	Teacher	\$47,183.00

Johnson, Douglas K.	Teacher	\$70,537.00
Jordan, Katie J.	Teacher	\$87,312.00
Joyce, Carla J.	Teacher	\$82,317.00
Kadra, Elizabeth M.	Teacher	\$74,995.00
Kahler, Brittney A.	Teacher	\$62,915.00
Keeler, Jennifer M	Teacher	\$67,844.00
Keenan, Jaclyn M.	Teacher	\$80,026.00
Kennedy, Mary Ellen	Teacher	\$71,195.00
King, F. Andrew	Teacher	\$80,026.00
Kinkela, Melisa J.	Teacher	\$87,312.00
Labarre, Ryan G.	Teacher	\$55,505.00
Laflash, Kathleen A.	Teacher	\$87,312.00
Lajoie, Lauren B.	Teacher	\$80,026.00
Lambert, Elizabeth E.	Teacher	\$91,133.00
Langdon, Heather B.	Teacher	\$80,026.00
Larracey, Katherine A.	Guidance Counselor	\$39,128.00
Leja, Courtney M	Teacher	\$70,537.00
LeMaire, Chelsea	Teacher	\$51,546.00
Lizotte, Janice G.	Teacher	\$80,026.00
Lopes, Kimberly A.	Teacher	\$62,178.00
Lopes, Nancy M.	Teacher	\$89,346.00
Luo, Xu	Teacher	\$22,784.00
MacIsaac, Daniel A.	Teacher	\$82,317.00
MacMurray, Robert T.	Teacher	\$72,874.00
Maglione, Janet R.	Teacher	\$91,133.00
Manser, Caterina A.	Teacher	\$79,870.00
Manzella, Christine D.	Teacher	\$62,820.00
Marques, Heather L.	Teacher	\$80,026.00
McCourt, Heather A.	Teacher	\$80,026.00
McDonald, Michele M.	Teacher	\$89,346.00
McDowell, Renee	Teacher	\$87,312.00
McInnis, Leslie	Nursd	\$72,634.00
McInnis, William R.	Teacher	\$80,026.00

Merten, Matthew N.	Teacher	\$87,312.00
Messick, Robert S.	Teacher	\$89,346.00
Moffett, William J	Teacher	\$14,154.00
Moloney, Brian J	Teacher	\$63,142.00
Moloney, Tricia	Teacher	\$80,026.00
Monroe, Wanda B.	Teacher	\$82,317.00
Montano, Sarah C	Teacher	\$13,917.57
Monterotti, Lori A.	Teacher	\$62,915.00
Morrison, Wendy H.	Speech Pathologist	\$89,346.00
Naples, Amy B.	Teacher	\$87,312.00
O'Donnell, Heather A	Teacher	\$55,973.00
Oldfield, III, Frederick	Teacher	\$91,133.00
O'Neil, Maureen A.	Teacher	\$80,026.00
Parent, Jennifer L.	Teacher	\$66,589.00
Perras, Gary E.	Teacher	\$89,346.00
Perry, Jessica	Teacher	\$55,973.00
Perry, Kathleen B.	Teacher	\$82,317.00
Pike, Meagan ED	Teacher	\$80,026.00
Pilkington, Rebecca J	Teacher	\$62,178.00
Pilotte, Kathleen M.	Teacher	\$82,317.00
Plante, Lauren	Teacher	\$49,553.00
Poisson, Kristen E	Teacher	\$49,742.00
Pokornicki, Lauren E.	Teacher	\$67,844.00
Pool, Grace G.	Teacher	\$48,015.00
Poxon, Lauren N.	Teacher	\$70,537.00
Presbrey, Karen A.	Teacher	\$91,133.00
Ramsdell, Jennifer	Sped. Team Chairperson	\$67,844.00
Raposa, Ann	Teacher	\$82,317.00
Reardon, Kathryn M.	Teacher	\$72,874.00
Rempe Obrador, Kira E.	Teacher	\$59,501.00
Rhodes, Kathleen A.	Teacher	\$89,346.00
Rogers, Daniel D.	Teacher	\$82,317.00
Rosenau, Brendon T.	Teacher	\$62,178.00

Rutkowski, Andrea L.	Teacher	\$80,026.00
Ryan, Lisa	Nurse	\$80,026.00
Sanford, Amanda A.	Teacher	\$87,312.00
Schmidt, Christopher P	Teacher	\$80,026.00
Schwab, Paul F	Teacher	\$87,312.00
Sheehan, Paula R.	Teacher	\$72,634.00
Simmonds, Whitney M	Teacher	\$62,178.00
Smith, Heather A.	Teacher	\$80,026.00
Smith, Lise M.	Teacher	\$38,360.51
Soto, Ana M.	Teacher	\$87,312.00
Spindel, Roy R.	Teacher	\$83,065.00
St. Pierre, Lauren	Teacher	\$80,026.00
Stanas, Julie	Teacher	\$70,537.00
Steinberger, Haley	Teacher	\$51,873.00
Sullivan, Carol E	Teacher	\$53,170.00
Swenson, Kendra	Guidance Counselor	\$35,819.93
Torres Garcia, Kharen	Teacher	\$75,697.00
Towne, Allison J	Guidance Counselor	\$65,370.00
Venkataraman, Suzanne	Teacher	\$65,625.00
Washburn, Melonie A.	Teacher	\$80,026.00
Webster, Brenda L.	Teacher	\$82,317.00
Welch, Marney P.	Teacher	\$80,026.00
Wheelock, Jacqueline	Teacher	\$89,346.00
White, Allison L	Teacher	\$57,830.00
White, Cari A.	Teacher	\$80,026.00
Williams, Culhane	Teacher	\$64,852.00
Willinski, Maria E	Teacher	\$89,346.00
Wilson, Samantha E	Teacher	\$59,501.00
Wood, Melissa A.	Teacher	\$80,026.00

SUPPORT STAFF

Adams, Christine T	Lunch/Recess Aide	\$15.78/hr.
Agro, Ellen S	Aide	\$17.25/hr.
Angel, Felipe	Network Technician	\$48,720.00

Appell, Lisa A	Network Technician	\$54,777.72
Beatrice, Alycia M	Sped. Aide	\$14.57/hr.
Black, Elizabeth	Administrative Assistant	\$32,615.52
Boczanowski, Carla A	Aide	\$18.28/hr.
Bolton, Delaney	After School Aide	\$11.00/hr.
Bohan, Carol B.	Nurse Asst.	\$13,609.60
Bukunt, Cheryl N.	Lunch/Recess Aide	\$11.00/hr.
Burns, Kristin A	Aide	\$17.25/hr.
Burroughs, Denise	Sped. Aide	\$14.37/hr.
Busby, Julia S	Administrative Assistant	\$49,400.00
Callahan, Debra A.	Aide	\$16.91/hr.
Campbell, Roseann M	Aide	\$17.25/hr.
Cangi, Deborah	Before School Aide	\$12.50/hr.
Carter, Nadine L	Sped. Aide	\$17.76/hr.
Casasanta, Nicole J	Sped. Aide	\$15.96/hr.
Ceruti, Suzanne	Sped. Aide	\$15.96/hr.
Chenevert, Paige E	After School Aide	\$11.00/hr.
Connors, Theresa M	Before/After School Aide	\$12.75/hr.
Costello, Gwyneth E	After School Aide	\$11.00/hr.
Cote, Brooke	Sped. Aide	\$15.78/hr.
Culcasi, Jodie	Before School Aide	\$12.75/hr.
Curley, Peter J	Aide	\$18.28/hr.
Curran, Catherine A	ABA Tech.	\$21.73/hr.
Curtis, Bernadette F.	District Data Administrator	\$61,500.00
DeLuca, Sherry Lynn	ABA Tech.	\$23.03/hr.
Derocher, Jacob	After School Aide	\$11.00/hr.
Drainville, Hannah	After School Aide	\$11.00/hr.
Dumas, Alicia H	Sped. Aide	\$17.25/hr.
Estabrook, Marie K	After School Aide	\$12.75/hr.
Farrell, Denise A.	Administrative Assistant	\$52,312.00
Ferris, Jay C.	Administrative Assistant	\$50,419.20
Ferris, Karen	Lunch/Recess Aide	\$11.00/hr.
Figgins, Nancy	Sped. Aide	\$15.96/hr.

Fior, Cora	ABA Tech.	\$23.36/hr.
Flanagan, Caitlin	After School Aide	\$11.00/hr.
Gale, Karlyn M.	Library Teaching Asst.	\$32,279.00
Gaskill, Karen M	Aide	\$19.98/hr.
Gaskill, Zachary C	Summer Fun Program	\$11.00/hr.
Gibbons, Kristen M	Lunch/Recess Aide	\$11.00/hr.
Gibson, Carol A.	Administrative Assistant	\$50,419.20
Giglio, Hannah	After School Aide	\$11.00/hr.
Goddard, Barbara A	Preschool Aide	\$15.96/hr.
Gorman, Susan E	Aide	\$21.34/hr.
Goulet, Kate E	ABA Tech.	\$18.39/hr.
Grady, Brian	Sped. Aide	\$15.78/hr.
Grady, Janis L.	Administrative Assistant	\$40,529.28
Hardcastle, Moreen	Sped. Aide	\$16.23/hr.
Hebert, Caroline E	After School Aide	\$11.00/hr.
Herd, Jacqueline R	Aide	\$17.25/hr.
Hess, Mary E	ABA Tech.	\$21.34/hr.
Hodgens, Tammy A	Aide	\$17.76/hr.
Houskeeper, Jean R	Nurse Asst.	\$16,024.47
Hurd, Lisa M	ABA Tech.	\$23.03/hr.
Jiminez, Claudia	Lunch/Recess Aide	\$11.00/hr.
Kuczinski, Taylor	Summer Fun Program	\$11.00/hr.
Laczka, Lana M.	Before/After School Program	\$28.42/hr
Labonte, Lydia	Sped. Aide	\$14.57/hr.
Lanctot, Melissa	ABA Tech.	\$19.87/hr.
Laucis, Debra A	Sped. Aide	\$14.57/hr.
Lauze, Rebecca	After School Aide	\$11.00/hr.
Lepe, Olaya	Aide	\$15.78/hr.
Linehan, Deborah A.	Administrative Assistant	\$36,794.45
Lipscomb, Carol L	Aide	\$16.86/hr.
Loeper, Lorraine G	Aide	\$18.28/hr.
Lowther, Kimberly M	Sped. Aide	\$15.91/hr.
Luccini, Christine L	Sped. Aide	\$14.82/hr.

Macdonald, Brooke A	Preschool Aide	\$15.78/hr.
Maisonave, Eneida	Aide	\$14.57/hr.
Mages, Karen	Nurse Asst.	\$11,913.10
Maley, Melissa	Lunch/Recess Aide	\$11.00/hr.
Maloney, Maria A	After School Aide	\$11.25/hr.
Maloney, Pamela J	ABA Tech.	\$21.34/hr.
Manzella, Deborah R	Administrative Assistant	\$47,507.20
Mateer, Lisa	Aide	\$21.34/hr.
Mayzel, Karen S	Aide	\$15.60/hr.
Mccluskey, Heidi E	Aide	\$18.28/hr.
McDevitt, Cynthia L.	Administrative Assistant	\$52,312.00
Mcneill, Jessica R	ABA Tech.	\$19.98/hr.
McQuilkin, Erika K	Aide	\$17.25/hr.
Miller, Christopher	Sped. Aide	\$15.78/hr.
Milton, Lori	ABA Tech.	\$21.34/hr.
Motyka, Lisa C	ABA Tech.	\$21.34/hr.
Mullarkey, Debra A.	Administrative Assistant	\$2,048.64
Murphy, Jodi M	Nurse Asst.	\$17,085.97
Murphy, Karen S	Lunch/Recess Aide	\$11.00/hr.
Murphy, Kristen A	ABA Tech.	\$21.34/hr.
Noreau, Catherine A	ABA Tech.	\$21.34/hr.
O'Connor, Natasha J.	ABA Tech.	\$21.34/hr.
Oglesby, Pamela M.	Aide	\$16.23/hr.
Paiva, Susan J	ABA Tech.	\$22.38/hr.
Partlow, Danielle M	Lunch/Recess Aide	\$11.00/hr.
Pazol, Logan J	Network Technician	\$12.00/hr.
Pelletier, Jill M	ABA Tech.	\$21.34/hr.
Perkins, Tracee L	Clerical Asst.	\$14,107.68
Petrie, Sandra	ABA Tech.	\$23.03/hr.
Petti, Laurie A.	Administrative Assistant	\$53,297.57
Piche, Sabrina	Before/After School Program	\$17.92/hr.
Pisano, Kari	Lunch/Recess Aide	\$11.00/hr.
Porciello, Gabrielle	Lunch/Recess Aide	\$11.00/hr.

Porter, Kathleen A	Sped. Aide	\$14.57/hr.
Pulkkinen, Diane C.	Administrative Assistant	\$8,916.64
Quimby, Adam	Sped. Aide	\$15.78/hr.
Racicot, Ann Marie	After School Aide	\$13.25/hr.
Rae, Astrid M	Aide	\$15.96/hr.
Rapp, Karen P	Aide	\$15.91/hr.
Renk, Jonathan	After School Aide	\$11.00/hr.
Rhodes, Melissa	Sped. Aide	\$15.96/hr.
Richardson, Mary E	Lunch/Recess Aide	\$11.00/hr.
Richardson, Mary E	Administrative Assistant	\$13,822.50
Robbins, Nancy C.	Nurse Asst.	\$34,024.00
Robbins, Rachel	Sped. Aide	\$14.37/hr.
Robinson, Kate	After School Aide	\$11.00/hr.
Rodriguez Serrano,	Aide	\$14.82/hr.
Rodriguez, Cindy	After School Aide	\$12.50/hr.
Round, Barbara A.	Preschool Aide	\$15.91/hr.
Russell, Linda J	ABA Tech.	\$21.34/hr.
Sannicandro, Lauren	Administrative Assistant to Superintendent	\$62,333.33
Scanlon, Nancy J	ABA Tech.	\$21.73/hr.
Scansaroli, Tara L	A/P Clerk	\$44,333.00
Schandelmayer	Aide	\$14.57/hr.
Scharnagle, Charles	After School Aide	\$11.00/hr.
Schulte, Anne Marie S	Lunch/Recess Aide	\$11.00/hr.
Sheehan, Michelle R	ABA Tech.	\$21.34/hr.
Shilale, Donna M	Sped. Aide	\$17.25/hr.
Silva, Kimberly	After School Aide	\$12.50/hr.
Simoneau, Alison M	Before/After School Aide	\$12.75/hr.
Siska, Joan E.	A.P.E.	\$28.91/hr.
Siska, Joan E.	After School Aide	\$12.50/hr.
Smith, Rene D	Aide	\$14.82/hr.
Snow, Hannah G	Lunch/Recess Aide	\$11.00/hr.
St. Germain, Kelli	Sped. Aide	\$15.78/hr.
Stanley, Maria A	Aide	\$16.53/hr.

Steiger, Danielle L	ABA Tech.	\$21.73/hr.
Taylor, Edward R	After School Aide	\$11.00/hr.
Taylor, Kelly S.	Aide	\$14.82/hr.
Thirsk, Alana P	Tech. Assistant	\$12.00/hr.
Tinio, Angela M	Administrative Assistant	\$48,484.80
Trimble, Lara	Library Teaching Asst.	\$31,021.00
Turner, Deborah J	ABA Tech.	\$22.38/hr.
Valk, Veronica	Before/After School Program	\$12.50/hr.
Vandervalk, Mary A	Aide	\$16.86/hr.
Vanslette, Cynthia K	Aide	\$16.39/hr.
Villemaire, Lori A.	Administrative Assistant	\$53,297.57
Welch, Erin J	Sped. Aide	\$16.23/hr.
Wilcox, Lorraine R	ABA Tech.	\$21.34/hr.
Williams, Kimberly A	Aide	\$16.39/hr.
Zinno, Denise L.	Administrative Assistant	\$36,150.74

CUSTODIANS

Baker, John C.	Custodian	\$35,713.60
Bergeron, Brett R.	Custodian	\$40,414.00
Burke, Frances J.	Custodian	\$58,593.60
Carlson, Richard P.	Custodian	\$52,686.40
Choiniere, Brad H.	Custodian	\$51,438.40
Coburn, Douglas E.	Custodian	\$47,944.00
Dwyer, Gary I	Custodian	\$32,438.00
Ellis, Gary R.	Custodian	\$42,515.20
Engblom, Gary A.	Custodian	\$35,713.60
Gentili, Richard B.	Custodian	\$50,336.00
Gibson, Robert E	Custodian	\$34,424.00
Hackenson, Bret	Custodian	\$5,720.00
Hackenson, Kevin A.	Custodian	\$46,820.80
Handley, Steven M.	Custodian	\$14,105.00
Jandrow, Ryan J	Custodian	\$38,688.00
King, Mark W.	Custodian	\$48,963.20
MacDonald, Robert H.	Custodian	\$47,923.20

Masters, Patrick K.	Custodian	\$35,713.60
Nealley, John H. Jr.	Custodian	\$18,135.00
Tobin, Jr., William H.	Custodian	\$39,041.60
Wheet, Jeffrey M.	Custodian	\$42,411.20
Willinski, John J.	Custodian	\$50,024.00

CAFETERIA

Mucci, Dianne	Food Service Director	\$61,158.00
Armstrong, Laurie J.	Cafeteria	17.22/hr.
Auty, Maryanne	Cafeteria	17.22/hr.
Burton, Sherry A.	Cafeteria	\$17.72/hr
Cote, Doreen J.	Cafeteria	\$20.46/hr
Dias, Elaine	Cafeteria	\$14.50/hr.
Dixon, Janet R	Cafeteria	\$20.07/hr
Doe, Charlene A.	Cafeteria	17.22/hr.
Gannon, Nancy E.	Cafeteria	17.22/hr.
Grady, Rose	Cafeteria	\$16.56/hr.
Hadley, Karen A.	Cafeteria	\$20.46/hr
Jionzo, Laura J.	Cafeteria	17.22/hr.
Johnson, Lucia	Cafeteria	\$19.68/hr
Oberg, Kristen M	Cafeteria	\$16.56/hr
Renk, Julie	Cafeteria	\$16.56/hr
Walsh, Rebecca	Cafeteria	\$14.50/hr.