

2022 Annual Report

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2022



TOWN OF UPTON

CENSUS

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

Incorporated June 14, 1735 - Approximately 50 Families

Town Comprises 21.81 Square Miles

Land - 13,853.3 acres

Water 104.7 - acres

Town Highways - 74 miles

Pratt Hill is approximately 595 ft. above mean sea level.

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

MASSACHUSETTS OFFICIALS

U.S. SENATORS

Ed Markey

Elizabeth Warren

CONGRESSMAN 2nd DISTRICT

James McGovern

STATE SENATOR, SECOND WORCESTER DISTRICT

Michael O. Moore

REPRESENTATIVE, NINTH WORCESTER DISTRICT

David K. Muradian, Jr.

SHERIFF OF WORCESTER COUNTY

Lewis Evangelidis

CHAIRMAN & CEO WORCESTER REGIONAL RETIREMENT

Kevin P. Blanchette

CLERK MAGISTRATE WORCESTER COUNTY SUPERIOR COURT

Thomas J. Noonan

REGISTER OF PROBATE AND INSOLVENCY

Stephanie K. Fattman

REGISTER OF DEEDS, WORCESTER COUNTY

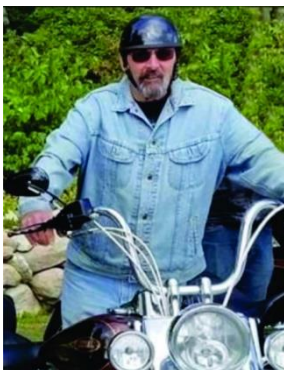
Anthony J. Vigliotti, Esq.

DISTRICT ATTORNEY, WORCESTER COUNTY

Joseph D. Early Jr.

IN MEMORIAM

The Town Report of 2022 recognizes the following individuals who served the Town of Upton with commitment and distinction.



James R. Earl

March 11, 1952 ~ August 14, 2022

Board of Assessors. Volunteer at the Upton Senior Center



Alfred Charles Holman

April 26, 1948 ~ July 21, 2022

Board of Selectmen, Board of Health



Diane C. Judd

November 20, 1951 ~ November 13, 2022

Department Coordinator - Code Enforcement/Building Department



Carl Porter, Jr.

May 7, 1942 ~ October 5, 2022

Highway and Cemetery Departments.



Robert J. Prentiss
June 19, 1927 ~ January 18, 2022
Fire Department- Fire Chief

TOWN OFFICERS

ELECTED

BOARD OF ASSESSORS OF TAXES

James Earl <i>(deceased)</i>	term expires 2023
Valerie Leonardo <i>(appointed)</i>	term expires 2023
Kelly A. McElreath <i>(resigned)</i>	term expires 2024
Bill Taylor	term expires 2025

BOARD OF HEALTH

Richard Desjardins <i>(resigned)</i>	term expires 2023
Alfred C. Holman <i>(deceased)</i>	term expires 2024
Laura Hebb <i>(appointed)</i>	term expires 2023
Quinn Parks <i>(appointed)</i>	term expires 2023
Stedman Briggs	term expires 2025

- * Patricia Parent, RNA, BsN, Agent/ Town Nurse/Infection Control
- * Michael Moran, Animal Control Officer
- * M. Denise Smith, Burial Agent
- * Andrew Pickering, Assistant Burial Agent
- * Janice Skinner, Food Inspector
- * Diane E. Tiernan, Assistant Supervisor of Public Health
- * Lenny Izzo, Title V Agent
- * Paul McKeon Title V Agent

BOARD OF SELECTMEN

Maureen L. Dwinnell	term expires 2025
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Stephen A. Matellian	term expires 2023
Brett A. Simas	term expires 2024

CEMETERY COMMISSION

Glenn H. Fowler	term expires 2025
Ed Phillips (<i>resigned</i>)	term expires 2024
Alfred Palladini (<i>appointed</i>)	term expires 2023
Robert Pray	term expires 2023

COMMISSIONER OF TRUST FUNDS

David Ross	term expires 2023
Robert Fleming	term expires 2025
Kenneth Glowacki	term expires 2024

CONSTABLES

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

FINANCE COMMITTEE

Stephen Bern (<i>Moderator</i>)	term expires 2025
Shawn Craig (<i>Selectmen</i>)	term expires 2024
Nicholas Ensko (<i>Moderator</i>)	term expires 2025
Paul T. Flaherty (<i>Selectmen</i>)	term expires 2024

Richard McGuire (*Elected*)

term expires 2023

CAPITAL BUDGET COMMITTEE

Appointed by the Board of Selectmen

Daniel Lazarz

term expires 2024

Krystyn Moen

term expires 2025

John Westerling

term expires 2024

Justin Pollard

term expires 2025

Appointed by the Finance Committee

Nick Ensko

term expires 2023

Appointed by the Planning Board

Katherine Robertson

term expires 2023

MENDON-UPTON REGIONAL SCHOOL DISTRICT COMMITTEE

Philip J. DeZutter

term expires 2023

Vikki Ludwigson

term expires 2024

Matthew R. Hagen

term expires 2025

MODERATOR

David C. Loeper

term expires 2023

PLANNING BOARD

Gary M. Bohan, Jr.

term expires 2023

Paul Carey

term expires 2024

Margaret Carroll

term expires 2027

Thomas C. Davidson	term expires 2025
Katherine Robertson	term expires 2026
William Tessmer, <i>Associate Member</i>	term expires 2023

PUBLIC LIBRARY TRUSTEES

Charlotte L. Carr	term expires 2023
Dominique Fyfe Ross	term expires 2025
Judith Katz-Goodman	term expires 2025
Debra Amorelli	term expires 2023
Tamosin Johson-Hellegers	term expires 2025
John Robertson, Jr. (<i>deceased</i>)	term expires 2024
William Taylor	term expires 2024
Laurie Wodin	term expires 2024
Sadalit Van Buren	term expires 2025

RECREATION COMMISSION

Debbie Amorelli	term expires 2024
Richard Gazoorian (<i>resigned</i>)	term expires 2023
Richard Porter Jr.	term expires 2025
<i>*Maria Tonry Recreation Director</i>	

UPTON HOUSING AUTHORITY

Linda M. Jones	term expires 2026
Richard P. Kennedy	term expires 2024

Rena Richard (*resigned*)

term expires 2025

Brittany Besler (*appointed*)

term expires 2023

APPOINTED BY THE BOARD OF SELECTMEN

AFFORDABLE HOUSING TRUST

Brett Simas	term expires 2023
Jane Snellman	term expires 2024
Kathy Robertson	term expires 2024
Traci Higgins	term expires 2025

CENTRAL MASSACHUSETTS REGIONAL PLANNING DELEGATE

Gary Bohan (Planning Board Delegate)	
James R. Bates Jr. <i>Alternate</i>	term expires 2023

COMMUNITY PRESERVATION COMMITTEE

Appointed by the Board of Selectmen

Dave Adams	term expires 2026
Betsey Bessler	term expires 2025
Joan Scribner	term expires 2024

Appointed by the Conservation Commission

Chris Scott	term expires 2024
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Appointed by the Historical Commission

Russell Wood	term expires 2024
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Appointed by the Housing Authority

Brittany Besler	term expires 2023
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Appointed by the Open Space Committee

Mike Penko	term expires 2025
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Appointed by the Planning Board

Paul Carey	term expires 2024
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Appointed by the Recreation Commission

Rick Porter	term expired 2025
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CONSERVATION COMMISSION

Tom Jango	term expires 2025
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Sandra Lajoie	term expires 2025
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Alan Miano	term expires 2024
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Michael Penko	term expires 2023
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Christine Scott	term expires 2023
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Marcella Stasa	term expires 2025
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David Szczebak	term expires 2025
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Land Stewardship Committee

Scott J. Heim	term expires 2023
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Mary Overholt	term expires 2023
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Michael Penko	term expires 2023
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Libba Moore	term expires 2023
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Eric Reustle	term expires 2023
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Marcella Stasa	term expires 2023
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William Taylor

term expires 2023

Open Space Committee

Tom Dodd

term expires 2023

Alan Miano

term expires 2023

Cheryl MacIndoe

term expires 2023

Mike Penko

term expires 2023

Christine Scott

term expires 2023

William Taylor

term expires 2023

COUNCIL FOR THE AGING

Myra Bigelow

term expires 2025

Elizabeth Consigli

term expires 2024

Laura Fantini

term expires 2023

Paula Lepore

term expires 2024

Greg Manning

term expires 2024

Lori McGann

term expires 2024

Josephine McLaughlin

term expires 2025

Richard Provost

term expires 2023

Linda Sanders

term expires 2025

Margaret Watson

term expires 2023

CULTURAL COUNCIL

Alice Gentili

term expires 2024

Lyn Haggerty	term expires 2024
Robin Jokela	term expires 2024
Sandy Leacu	term expires 2024
Dawn Piekarski	term expires 2025
Megan Ronzio	term expires 2024

CUSTODIAN OF TAX TITLE PROPERTIES

Deborah Teta (<i>resigned</i>)	term expires 2024
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DISABILITY AFFAIRS GRIEVANCE COORDINATOR

Janice Read Nowicki (<i>resigned</i>)	term expires 2022
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DISABILITY COMMISSION

Michelle Antinarelli	term expires 2024
Robert Carnegie (<i>resigned</i>)	term expires 2022
Paula Lepore	term expires 2024
Janice Read Nowicki (<i>resigned</i>)	term expires 2023
Christine Scott	term expires 2024

DPW BUILDING COMMITTEE

Daniel Lazarz	term expires 2023
Andy Leonard	term expires 2023
Richard McGuire	term expires 2023
Jonathan Moen	term expires 2023
David O'Brien	term expires 2023

ECONOMIC DEVELOPMENT COMMITTEE

Gene Bernat	term expires 2023
David Brooks	term expires 2023
Donna Desjardins	term expires 2023
Steven Rakitin	term expires 2023
David Ross	term expires 2023
Craig Weinfuss	term expires 2023
Katherine Worsham	term expires 2023

FIRE & EMS ADVISORY COMMITTEE

Ed Bergman	term expires 2024
Mathew Kerr	term expires 2024

FOREST FIRE WARDEN

Fire Chief Michael Marchand	term expires 2025
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GREEN COMMUNITY DESIGNATION COMMITTEE

Robert Jordan	term expires 2023
Phil Kazlauskas	term expires 2023
Dominique Ross	term expires 2023
Bill Taylor	term expires 2023

HISTORICAL COMMISSION

Joan Burrell	term expires 2024
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Donna Kempton	term expires 2025
Edward Philips	term expires 2026
Patrick Rosendale	term expires 2025
Craig Weinfuss	term expires 2025
Katherine Worsham	term expires 2023
Russell W. Wood	term expires 2025

HOUSING PRODUCTION PLAN ADVISORY COMMITTEE

Steve Matellian	Board of Selectmen	term expires 2023
Jane Snellman	Affordable Housing	term expires 2023
Christine Scott	Conservation	term expires 2023
Eugene Bernat	EDC	term expires 2023
Katherine Robertson	Planning Board	term expires 2023
Alan Rosenfield	Community at large	term expires 2023
Laura Hebb	Community at large	term expires 2023

LAKE POND COMMITTEE

TBD (BOH)	term expires 2023
Mike Penko (Conservation Member)	term expires 2023
Debbie Amorelli (Recreation Member)	term expires 2023
Ed Bergman	term expires 2023
Marcella Stasa	term expires 2023
Gary Strichartz	term expires 2023
Bill Taylor	term expires 2023

MOSQUITO CONTROL BOARD

Ted Briggs (BOH)	term expires 2023
Brett Simas (BOS)	term expires 2023
Chris Scott (Conservation Member)	term expires 2023
Marcella Stasa (Sustainable Upton Member)	term expires 2023
Gavin Jones	term expires 2023
Alisa Bernat	term expires 2023
Gary Strichartz	term expires 2023

MUNICIPAL COMMUNITY CENTER BUILDING COMMITTEE

James Brochu (<i>posthumously</i>)	term expires 2023
Paul Flaherty	term expires 2023
Dee Hakala	term expires 2023
Mike Howell	term expires 2023
Justin Pollard	term expires 2023
Steve Rakitin	term expires 2023
Don Spargo	term expires 2022

OTHER POST EMPLOYMENT TRUST COMMISSIONERS

Kenny Costa, Town Accountant	term expires 2025
Deborah Teta, Treasurer (<i>resigned</i>)	term expires 2023
Brett Simas, Chair BOS	term expires 2023

PERSONNEL BOARD

Marcia Kasilowski	term expires 2024
Scott van Raalten	term expires 2023
Michelle Rivers	term expires 2025
John Westerling	term expires 2025

RECORDS ACCESS OFFICER

Chief Michael Bradley	term expires 2023
Kelly McElreath (<i>resigned</i>)	term expires 2023

REGISTRAR OF VOTERS

M. Denise Smith	Ex-Officio Clerk
Joseph Poirier (R)	term expires 2024
Cynthia Robertson (D)	term expires 2025

SENIOR WORK-OFF PROGRAM COORDINATOR

Janice Read Nowicki (<i>resigned</i>)	term expires 2022
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TECHNOLOGY COMMITTEE

Charles Borghetti	term expires 2023
John Bouthiette (<i>resigned</i>)	term expires 2023
David Brooks	term expires 2023
Rob Bruno	term expires 2023
John Daly	term expires 2023

David Lane	term expires 2023
Steve Rakitin	term expires 2023

TREE WARDEN

Dennis E. Westgate	term expires 2023
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TRENCH PERMITTING AUTHORITY

Patrick Roche	term expires 2025
Steve Johnson	term expires 2025

TOWN COUNSEL

KP LAW	term expires 2023
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TOWN MANAGER

Derek S. Brindisi <i>(resigned)</i>	Contractual
Joseph Laydon	Contractual

VETERANS' GRAVES

Patrick Morris	term expires 2022
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ZONING APPEAL BOARD

Bill Andrews	term expires 2025
Stedman Briggs	term expires 2023
Robert Humes <i>Associate Member</i>	term expires 2025
Eric Reustle	term expires 2024

APPOINTED BY THE TOWN MANAGER

OFFICE OF THE TOWN MANAGER

Derek S. Brindisi, Town Manager *(resigned)*

Joseph Laydon, Town Manager

Sandra J. Hakala, Director Human Resources, Executive Assistant

Paul Dell'Aquila, EDC/Town Planner *(resigned)*

Custodian

Paul Marchand

Cable Access Assistant

Paul Norton

COUNCIL FOR THE AGING

Janice Read Nowicki, Director *(resigned)*

Margaret Gundersen, Director

Department Specialist

Bernadette Denson

Social Services Coordinator

Darynn Khuth *(resigned)*

Social Services Coordinator

Katelyn San Clemente

FINANCE DEPARTMENT

Kenny Costa, Director of Finance, Town Accountant

Assistant Assessor

Tracey Tardy

Deborah Teta, Treasurer Collector *(resigned)*

Jessica Gomez, Treasurer Collector

Assistant Treasurer Collector

Patricia Marvelle

Department Specialist

Joy Foster

Valerie Leonardo, Principal Assessor

FIRE & EMS DEPARTMENT

Michael Marchand, Operational Fire Chief

Financial Assistant	Barbara Harris
Captain	Daniel Lazarz
Fire Lieutenant (Acting)	David Cialdea
Fire Lieutenant (Acting)	Doug Cook
Fire Lieutenant	Bonnie Lopez
Fire Lieutenant	Shaun Marchand
Career Firefighter	James Earle EMT-P
Career Firefighter	Robert Fadgen EMT-P
Career Firefighter	Bonnie Lopez EMT-B
Career Firefighter	Shaun Marchand EMT-P
Career Firefighter	Blake Montequin EMT-P
Career Firefighter	Thomas Norton EMT-P
Career Firefighter	Timothy Wagner
Call Firefighter	Anthony Cervassi
Call Firefighter	Joshua Crosby
Call Firefighter	Gwen Costello EMT-B
Call Firefighter	Seth Grill EMT-B
Call Firefighter	Nader Hamed
Call Firefighter	James Hill

Call Firefighter	Mathew Kerr
Call Firefighter	Jonathan Moen
Call Firefighter	Davide Moreira
Call Firefighter	Scott Rivers
Call Firefighter	Peter Schrafft EMT-P
Call Firefighter	Conner Shults EMT-B
Call Firefighter	Christopher Tosches EMT-B
Call Firefighter	Gary Shults
Call Firefighter	Scott Young
Call EMT	Barbara Harris EMT-B
Call EMT	Patrick Hazard EMT-B
Call EMT	Jatin Karvir EMT-B
Call EMT	Mark Maljanian EMT-B
Call EMT	Jared Plumb EMT-B

LAND USE & INSPECTIONAL SERVICES

Land Use & Inspectional Services Director	Michael Antonellis
Department Administrator	Amy Bonina
Conservation Administrator	Mary Overholt

INSPECTIONAL SERVICES

Patrick H. Roche, Building Commissioner

Local Inspector	Stephen Johnson
Department Assistant (ZBA)	Amy Bonina

Plumbing & Gas Inspector	Thomas E. French
Plumbing & Gas Inspector, Assistant	Kenneth Salsman
Wiring Inspector	John Poirier
Wiring Inspector, Assistant	David Stanley

POLICE & COMMUNICATIONS DEPARTMENT

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

Department Coordinator	Paula Deiana
Police Lieutenant	Michael D. Benjamin
Police Sergeant	Paul Mansfield
Police Sergeant	Matthew R. Rankins
Police Sergeant	Vacant
Detective	John Bergstrom
Patrol Officer	Ian Boroczky
Patrol Officer	Kyle Bishop
Patrol Officer	Ryan Connors
Patrol Officer	Jay Deiana
Patrol Officer	Cory Eugster
Patrol Officer	Michael Gonsalves
Patrol Officer	Michael F. Lupachini
Patrol Officer	Erik M. Mager
Patrol Officer	Bianca Nalon
Patrol Officer	Ciara O'Connor

Patrol Officer	Isaiah R. Poxon
Patrol Officer	Michael Stanley
Patrol Officer	Javier Valdivieso
Part time Officer	Robert J. Miller
Part time Officer	Thomas B. Stockwell
Reserve Officer	Carl Ambrosino
Reserve Officer	Alan Cyr
Reserve Officer	Bruce Rivard
Reserve Officer	Lisa C. Vass
Communications Officer	Victoria Gallagher
Communications Officer	Kyle McEniry
Communications Officer	Jessica Negrotti
Communications Officer	Julia Patzer
Communications Officer	Nicole Vandervolk
Communications Officer	Jared Vitale
Communications Officer	Patrick Sheridan

PUBLIC WORKS DEPARTMENT

Dennis Westgate, Director

Department Coordinator	William Taylor
Supervisor of Highways/Parks	John Johnson
Asst Supervisor of Highways/Parks	Gary Harper
Heavy Equipment Operator	Scott Chamberlain

Heavy Equipment Operator	Michael Cowen
Heavy Equipment Operator	Neil Gallagher
Heavy Equipment Operator	Timothy Rick
Heavy Equipment Operator	Adrian Zufriategui
Laborer	Dylan Orchard
Mechanic/HEO	Travis Acciavatti
Supervisor Water/Wastewater	Joseph Marcinkus (<i>resigned</i>)
Supervisor Water/Wastewater	Edward DelaMotte
W/WW Operator	Todd Broberg
W/WW Operator	Mathew Kerr
W/WW Operator	Shane Nogler
W/WW Operator	Scott Rivers

TOWN CLERK

Kelly McElreath, Town Clerk/Assistant to the Town Manager (*resigned*)

Denise Smith, Town Clerk

Assistant Town Clerk	Kathleen Bern
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VETERANS' SERVICES

Patrick Morris, Director

WARRANTS & PROCEEDINGS

ANNUAL TOWN MEETING WARRANT / 05 MAY 2022

Worcester, SS

IN THE NAME OF THE COMMONWEALTH OF MASSACHUSETTS, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in Elections and in Town affairs, to meet at said Nipmuc Regional High School, 90 Pleasant Street, Upton, MA on Thursday, May 5, 2022 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

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 funds¹, such sums as may be necessary to defray expenses of the Town Departments for FY 2023; or, to take any other action relative thereto.

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

Recommendation: Favorable Action Finance Committee

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

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

Enterprise Fund as set forth below for FY 2023; or, to take any other action relative thereto.

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

Wages & Salaries	\$301,717
Expenses	386,438
Capital Outlay	-0-
Debt	244,675
Extra/Unforeseen	50,000
Total	\$982,830

And that **\$982,830.00** be raised for such purposes as follows:

Department receipts	\$860,493
Retained Earnings	-0-
*Tax Levy	\$122,337

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

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

Recommendation: Favorable Action Finance Committee

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 2023; or, to take any other action relative thereto.

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

Wage & Salaries	\$293,362
Expenses	372,956
Capital Outlay	-0-
Debt	19,000
Extra/Unforeseen	30,000
Total	\$715,318

And that **\$715,318** be raised for such purposes as follows:

Department receipts \$715,318

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

Recommendation: Favorable Action Finance Committee

ARTICLE 5: To see if the Town will vote to approve annual spending limits for FY 2023 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 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”	\$10,000
Town Library Fund	\$6,000
Recreation Commission	\$260,000
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 the various town revolving funds, to be applicable from year to year unless later changed by Town Meeting/Board of Selectmen.

Recommendation: Favorable Action Finance Committee

ARTICLE 6: To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for PEG Access and Cable Related Fund as set forth below for FY 2023; or, to take any other action relative thereto.

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

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

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

Department receipts	\$77,200
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Explanation/Submitted by: In November 2019, the town voted to accept the provisions of General Laws Chapter 44, Section 53F 3/4, establishing a special revenue fund known as the PEG Access and Cable Related Fund in order to reserve cable franchise fees and other cable related revenues for appropriation by Town Meeting to support PEG access services and oversight and renewal of the cable franchise agreement. / Board of Selectmen.

Recommendation: Favorable Action Finance Committee

ARTICLE 7: To see if the Town will vote to raise and appropriate, or transfer from available funds, the sum of Sixty-Five Thousand Nine

Hundred Twenty-Six dollars (\$65,926), 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/Finance Committee

Recommendation: Favorable Action Finance Committee

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 2023, 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 Commonwealth/Board of Selectmen

Recommendation: Favorable Action Finance Committee

ARTICLE 9: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow, the sum of Two Hundred Eighty-Three Thousand Two Hundred Twenty-Six dollars (\$283,226), 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 Finance Committee

ARTICLE 10: To see if the Town will vote to raise and appropriate or transfer from available funds the sum of One Hundred Twenty-Five Thousand dollars (\$125,000) to fund the snow and ice deficit for FY 2022; 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 Finance Committee

ARTICLE 11: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Five Thousand dollars (\$5,000), or any other sum, to supplement the Town’s “Conservation Fund”; or, to take any other action relative thereto.

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

Recommendation: Favorable Action Finance Committee

ARTICLE 12 A: To see if the Town will vote to transfer from the undesignated fund balance of the Community Preservation Fund the following sums to the specified Community Preservation Fund reserve accounts to meet the requirements of M.G.L. Chapter 44B, §6, for FY22:

- Historic Resources Account - \$90,856

- Open Space Account - \$90,856
- Community Housing Account - \$90,856

and to place any remaining FY2022 CPA Trust Fund matching revenues in a so-called “FY2022 Undesignated Budgeted Reserve”, or, to take any other action relative thereto.

Explanation/Submitted by: We are requesting the transfer of 10% of local and CPA trust fund revenues to the three reserve accounts as required by law. Anticipated local revenue is \$490,462 and CPA trust fund matching grant is \$418,094 for a total of \$908,556. We request that \$90,856 be transferred to the Open Space, Historic Preservation and Affordable Housing Reserve Accounts and that the remainder stay in the undesignated fund/Community Preservation Committee.

Recommendation: Favorable Action Finance Committee

ARTICLE 12 B: To see if the Town will vote to act on the report of the Community Preservation Committee on the FY 2023 community preservation budget, and to appropriate the sum of Fifteen Thousand dollars (\$15,000), or any other amount, from the Community Preservation Fund FY 2023 estimated annual revenues to the Community Preservation Committee Administrative Expense Account for all necessary and proper administrative expenses of the Committee for FY 2023; 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 2023 /Community Preservation Committee.

Recommendation: Favorable Action Finance Committee

ARTICLE 12 C: To see if the Town will vote to transfer the total sum of Two Hundred Sixty-Nine Thousand One Hundred Thirty-One dollars

(\$269,131.00) from the Community Preservation Fund to meet the ninth-year payment of debt service owed on the General Obligation Town Hall Renovation Bonds, or, to take any other action relative thereto.

Explanation/ Submitted by: To make the ninth-year principal and interest payments (with 10 years remaining) on the Town Hall bonds, to be paid from CPA monies consistent with the Town's vote to authorize the project / Community Preservation Committee

Recommendation: Favorable Action Finance Committee

ARTICLE 13: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of the sum of ten thousand dollars (\$10,000), or any other sum, for use by the Board of Assessors for recertification work required to comply with state law; including all expenses incidental and related, or, to take any other action relative thereto.

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

Recommendation: Favorable Action Finance Committee

ARTICLE 14: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Sixty thousand dollars (\$60,000), or any other sum, for the purpose of replacing the Town Hall Server; including all expenses incidental and related, or, to take any other action relative thereto.

Explanation/Submitted by: The Town Hall Server is over 8 years old and needs to be replaced/upgraded to support the IT functions of the Town. / Technology Committee

Recommendation: Favorable Action Finance Committee and Capital Budget

ARTICLE 15: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Three Hundred Fifty thousand dollars (\$350,000), or any other sum, for the purpose of replacing the ambulance for the Fire EMS Department; including all expenses incidental and related, or, to take any other action relative thereto.

Explanation/Submitted by: State Certified Ambulance to replace 2006 unit that does not have the necessary equipment and specifications to minimize the spread of infectious diseases including COVID-19. The new unit will be an infectious Disease Response Unit that features the following COVID-19 mitigation equipment:

- Ultraviolet filtration system in its air conditioning units. This feature is designed to keep viruses from spreading through the air to medical workers, drivers and patients.
- Sealed rear cab with driver monitor communications, along with a separate ultraviolet filtration system will protect the driver during transport procedures.
- Self-Loading Power Stretcher will reduce the number of responders with patient contact, minimizing the spread of infectious disease.
- Antimicrobial Grab Bars and anti-viral coatings on the interior that resist bacterial growth and are easy to clean. These new features will help to reduce the call out service time of the unit and increase the speed of the decontamination process/Fire EMS Department / Fire Department

Recommendation: Favorable Action Finance Committee and Capital Budget

ARTICLE 16: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury,

or transfer, or borrow the sum of Two Hundred Thirty-One Thousand dollars (\$231,000), or any other sum, to be used for the purchase of a new front-end loader; including all costs incidental and related; or, to take any other action relative and thereto.

Explanation/Submitted by: The current loader was purchased new in 1996 and has served the Town well, operating well past the suggested manufacturer's useful life. This machine is used daily in the DPW and is a crucial component to most of the DPW activities, especially snow & ice. Because the Upton DPW strives to keep equipment in operation longer than the suggested manufacturers, useful life, the DPW is requesting that the old loader be retained for light use and to keep wear and tear hours off the new loader in hopes of extending its life. / DPW

Recommendation: Favorable Action Finance Committee and Capital Budget

ARTICLE 17: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Four Hundred Thousand dollars (\$400,000), or any other sum, to be used for the design, permitting, and bid document preparation associated with the replacement of the Grove Street Bridge with accommodations for foot traffic and utilities; including all costs incidental and related; or, to take any other action relative thereto.

Explanation/Submitted by: The Massachusetts Department of Transportation Bridge Inspection Team's report identified serious deficiencies within the bridge structure including critical deficiencies along the railings. This funding will provide a full design of a replacement bridge including accommodations for foot traffic and municipal water & wastewater utilities, permitting, and bid documents. / DPW

Recommendation: Favorable Action Finance Committee and Capital Budget

ARTICLE 18: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Five Hundred Fifty Thousand dollars (\$550,000), or any other sum, to be used for purchasing all of the necessary equipment, materials, permitting, engineering, and bidding and construction labor, associated with providing the Town's two water storage tanks to be filled to capacity while maintaining appropriate water pressures throughout the Town's water system; including all costs incidental and related; or, to take any other action relative thereto.

Explanation/Submitted by: The Department of Public Works is respectfully requesting \$550,000 funding from the Water Division's Retained Earnings at this year's Annual Town Meeting. The purpose of the funding is to provide all of the necessary equipment, materials, permitting, engineering, and bidding and construction labor, necessary for providing the ability for the Town's two (2) water storage tanks to be filled to capacity while maintaining appropriate water pressures throughout the Town's water system. This improvement was identified while assessing the impact of increased demand on the Town's water supply from proposed developments including the Grafton Upton Railroad. / DPW

Recommendation: Favorable Action Finance Committee and Capital Budget

ARTICLE 19: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Three Hundred Ten Thousand dollars (\$310,000), or any other sum, to be used for purchasing and installing a new backup generator at the Wastewater Treatment Facility and continuing the multi-phased I/I program as stipulated in the DEP's

acceptance letter; including all costs incidental and related; or, to take any other action relative thereto.

Explanation/ Submitted by: The backup generator at the Wastewater Treatment Facility was identified as requiring replacement during Tighe & Bond’s Comprehensive Assessment & Analysis. This generator is absolutely critical to maintaining treatment plant functions during the many power outages experienced annually. In addition, the I/I multi-phased program will require funding to continue in FY23 as stipulated in the DEP’s acceptance letter. / DPW

Recommendation: Favorable Action Finance Committee and Capital Budget

ARTICLE 20: To see if the Town will vote to authorize the Board of Selectmen to sell, lease or otherwise convey, in accordance with the provisions of M.G.L. Chapter 30B, the land and all improvements thereon, located at 0 Milford Street, shown as Assessor’s Map 201-53 for such sum or sums and upon such conditions determined by the Board of Selectmen to be in the best interests of the Town, 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, to take any other action relative thereto.

Explanation/ Submitted by: To sell 0 Milford Street, the “GAR lot” through a competitive public bid process, in accordance with G.L. c.30B. This parcel will be sold in order to facilitate the development of the Town’s center in accordance with the vision developed and accepted by the residents of Upton at May 2019 Town Meeting/Economic Development Committee

Recommendation:

ARTICLE 21: To see if the Town will vote to accept the provisions of the third sentence of M.G.L. Chapter 32, § 4(2)(b) allowing a reserve or permanent-intermittent police officer or a reserve, permanent-intermittent or call fire fighter retiring from the Town to receive, in addition to the five years of credit allowed pursuant to the preceding sentence of the statute, one day of full-time service credit for each day in any year which is subsequent to the fifth year following said appointment and on which a reserve or permanent-intermittent police officer or a reserve, permanent-intermittent or call fire fighter was assigned to and actually performed duty as a reserve or permanent-intermittent police officer or reserve, permanent-intermittent or call fire fighter; provided, however, that such service as a permanent-intermittent or call fire fighter shall be credited only if such fire fighter was later appointed as a permanent member of the fire department or, to take any other action relative thereto.

Explanation/Submitted by: To allow permanent fire department members to buyback retirement time to compensate for their on-call service / Board of Selectmen

Recommendation: Favorable Action Finance Committee

ARTICLE 22: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Forty-five Thousand dollars (\$45,000.00) or any other sum, to purchase a 14-passenger minivan including all expenses incidental and related, or, to take any other action relative thereto.

Explanation/ Submitted by: The Council on Aging is requesting \$45,000 funding to purchase a 14-passenger minibus to replace the current 2010 model. The total purchase for the bus will be \$87,400. The Rockwood Meadows Van Donation Fund currently has \$42,400 to be used for the purchase of this new bus. The current mileage on this vehicle is 94,538.

The bus is available 5 days a week from 8 to 4 to provide rides to medical appointments, grocery shopping and errands around Upton including the Town Hall, the Library, Post Office, hairdresser. / Elder Services

Recommendation: Favorable Action Finance Committee and Capital Budget

ARTICLE 23: To see if the Town will vote to authorize the Board of Selectmen, to acquire by gift, purchase, eminent domain or otherwise for conservation and passive recreation purposes the fee land totaling 94.22 acres, more or less, located off Mechanic and Fowler Street, and described on Assessors Map 14, Parcels 55 and 48; to be held in the care and custody of the Upton Conservation Commission in accordance with G.L. c.40, §8C, and for the preservation of such land or interests therein; that said Conservation Commission be authorized to accept grants, donations, and/or reimbursements from any entity that may provide funding for the acquisition and/or activities falling within the scope and intent of this article; and to execute, with approval of the Town Manager, all such agreements as may be necessary on the part of the Town to effect such acquisition and/or such reimbursement; and, as may be necessary, to authorize the Board of Selectmen to convey a conservation restriction in such property to the Sudbury Valley Trustees or other qualified entity in accordance with M.G.L. Chapter 44B, §12(a); and as funding therefor, to raise and appropriate, transfer from available funds, including the Community Preservation Fund, the sum of \$965,000 and for the costs and expenses associated with the acquisition or, to take any other action relative thereto.

Explanation/Submitted by: The purpose of this article is to permanently protect the 94 acres, which are privately owned and proposed by owner for withdrawal from the Chapter 61B program. This land is adjacent to Stefans Farm Open Space and will provide a trail connection between Stefans Farm and Upton State Forest, through the Robertson Family Conservation Restriction. The property is primarily forested and contains

BioMap2 habitat and a certified vernal pool. It is identified as a Land Protection Focus Area in Upton's 2020 Open Space and Recreation Plan/Conservation Commission

Recommendation:

ARTICLE 24: To see if the Town will vote to amend § 300-7.5. Large lot frontage reduction Zoning By-Law as on file with the Town Clerk or, to take any other action relative thereto.

Explanation/ Submitted by: The proposed changes would streamline the Large Lot Frontage Reduction (LLFR) application process and would more clearly delineate the criteria by which LLRF applications are evaluated by the Planning Board. / Planning Board

Recommendation:

ARTICLE 25: To see if the Town will vote to accept as a public way the roadway known as Summers Circle, as heretofore laid out by the Board of Selectmen and shown on a plan of land entitled "Layout Plan of Summers Circle" dated August 17, 2020, prepared by Guerriere & Halnon, Inc., and 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 Summers Circle for all purposes for which public ways are used in the Town of Upton and any drainage, utility and/or other easements related thereto; or, to take any other action relative thereto.

Explanation/ Submitted by: To accept Summers Circle as a public way per the agreement between the Upton Planning Board and Grove Upton Development LLC/Board of Selectmen.

Recommendation:

ARTICLE 26: Citizens Petition

We, the citizens of The Town of Upton, MA., submit the following for the Warrant for the Annual Town Meeting of May 5, 2022.

To see if the citizens will enact legislation enshrining the right for committees and/or boards that are fully created through direct public election in the town of Upton to insert articles with relevance and respect for their domains for consideration by the citizens onto warrants for annual and special town meetings. As is the current practice, such articles would arise from majority vote of board/committee membership during open meetings. However, this application would be specific times when the majority of the board has been directly elected by the public and had NOT been appointed by other boards or actions as might be needed to fulfill responsibilities through elected members resigning or otherwise losing their positions.

JUSTIFICATION: Under current practice the elected Board of Selectmen determine all articles for consideration by the citizens for legislation and for funding or payment by the Town of Upton for all annual and special town meetings, save those articles submitted by citizen petition. Currently there are several additional boards consisting solely of publicly elected officials with responsibility to administer and oversee specific departments and activities of town employees. It has been the practices of the Board of Selectmen to review all articles (with expectation of Citizens' petitions) submitted for the warrant and determine if such meets the approval of the three-member Board of Selectmen, despite that such articles originate from elected boards of equal number or greater number of publicly elected officials. This in effect subjugates the will of these elected boards to the will of the board of selectmen. This proposal would permit all boards formed of only elected officials to place articles approved by majority vote of such boards for public consideration on all warrants before town meeting. This measure would also preclude articles arising from stacking otherwise elected bboard through appointment of multiple members. /Michelle Antinarelli et. al

Recommendation:

ARTICLE 27: Citizens Petition

We, the citizens of The Town of Upton, MA., submit the following for the Warrant for the Annual Town Meeting of May 5, 2022. To see if the Town will vote to buy down the tax rate by \$500,000 (five hundred thousand) or any other amount from free cash.

JUSTIFICATION: Under current practices the tax rate of any given year is set in advance of the annual town meeting when monies are requested for specific articles outside recurrent budgetary expenses. This requires the to “tax” in advance” of identified requests to provide a reservoir of monies without giving residents an opportunity to oppose or decline these expenses/Michelle Antinarelli et al.

Recommendation:

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 do return of this Warrant, with your doings thereon, to the Town Clerk, at the time and place of meeting, as aforesaid.

Given under our hands this 31st day of March in the year of our lord two thousand twenty-two.

UPTON BOARD OF SELECTMEN

PROCEEDINGS OF ANNUAL TOWN MEETING / 05 MAY 2022

Called to order at 7 pm by Moderator David Loeper. The meeting was adjourned until 7:30 pm to allow additional voters to be checked in.

During this meeting, 636 voters were checked in to the athletic field located at Nipmuc Regional Middle/High School by Tracey Tardy, Maria Tonry, Diane Tiernan, and M. Denise Smith, meeting the necessary quorum of 40 voters.

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

By unanimous vote, guests present were: Brian Mazar and Jared Collins, Town Counsel; Dennis Westgate, DPW Director; Matthew Bachtold, Library Director; Kenny Costa, Town Accountant; Maria Tonry, Recreation Director; Paul Dell'Aquila, Town Planner; Maureen Cohen, Superintendent, Cheryl Kirkpatrick, Asst Superintendent MURSD; Jay Byer, MURSD; Michael Fitzpatrick, BVT; Paul Marchand, Town Employee; Joe Laydon, Incoming Town Manager; Meredith Houghton, SVT; Jason Shepard, Flipp Plotkin, Mariana Movssa

Michelle Antinarelli motioned to adjourn meeting to time certain. This motion was not seconded and thus not considered.

Upon motion of Kathleen Robertson, it was moved to take Article 23 out of order.

Moderator declared this motion required a 2/3 majority

The Moderator declared the motion carried by 2/3 majority

Mechanic St Acquisition

Article 23: Upon motion of Marcella Stasa, it was moved the Town vote to acquire, for open space and recreation purposes, approximately 94.22

acres of land on Mechanic Street/Fowler Street in Upton, shown as Assessors' Map 14, Parcels 55 and 48, and described in deeds recorded with the Worcester South District Registry of Deeds in Book 13344, Page 291 and Book 13344, Page 295, and for costs incidental or related thereto, including legal, title, appraisal, engineering, and other costs or fees;

And, further, to fund said acquisition, to appropriate and transfer up to Three Hundred Fifty Three Four Hundred Sixty Two and no/100 Dollars (\$353,462.00) from the Community Preservation Open Space Unreserved Fund Balance and Three Hundred Eighty Nine Five Hundred Thirty Eight and no/100 Dollars (\$389,538.00) from the Community Preservation Open Space Fund Balance, with the balance of the purchase price being funded by gifts and/or grants, with the expenditure of said Community Preservation monies contingent upon the Town receiving gifts and/or grants in the amount of at least Two Hundred Thousand and No/100 Dollars (\$200,000.00);

And, further, to authorize the Board of Selectmen to acquire said land by purchase, gift, and/or eminent domain, with the care, custody and control of the property to be vested in the Conservation Commission for passive recreation and open space purposes under the provisions of MGL Chapter 40, Section 8C;

And, further, to authorize the Board of Selectmen and/or Conservation Commission to convey a conservation restriction as required by MGL Chapter 44B, Section 12(a), meeting the requirements of MGL Chapter 184, Sections 31-33;

And, further, to authorize the Board of Selectmen or its designee to apply for, accept and expend any funds that may be provided by the Commonwealth of Massachusetts and/or other public or private sources to defray all or a portion of the costs of said acquisition, including, but not limited to, grants and/or reimbursements including, but not limited to, grants and/or reimbursement from the Commonwealth under the

Self-Help Act, G.L. Ch. 132A, Section 11 (now, so-called LAND grants), and/or any other state or federal program, said gifts or grants to be deposited in the Community Preservation Fund from which said funds were appropriated hereunder.

Favorable recommendation from Finance Committee and Community Preservation Committee

Moderator declared 2/3 majority is required

Upon motion of William Andrews, it was moved to question

Moderator declared a 2/3 majority is required

Moderator declared the motion passed unanimously

Moderator declared the motion passed by 2/3 required

(Please note, at this point, many of the checked in voters left the meeting)

Moderator David Loeper detailed protocols for the Town Meeting

Consent Calendar: Upon motion of Maureen Dwinnell, it was moved the Town vote by unanimous consent the following Articles that have not been requested “hold”; those (consent calendar) Articles being: 1, 3, 4, 5, 6, 8, 12A, 12B, 12C and 13.

Moderator declared the motion carried unanimously

Approval of Annual Town Report

ARTICLE 1: Unanimous consent: voted the Town to accept reports of all Town Officers and Appointed Committees, as written in the 2021 Town Report.

FY2023 Budget

ARTICLE 2B: Upon motion of Paul Flaherty, it was moved the Town vote to fix the salaries and compensation of all officers of the Town as provided by Chapter 41, Section 108, M.G.L. as amended, and to raise

and appropriate \$26,735,802.00 as necessary to defray expenses of the Town Departments for the ensuing year, as set forth in the document entitled “Finance Committee Report, Town of Upton, Massachusetts, Fiscal Year 2023 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

No line items were held

The Moderator declared the motion carried unanimously

Water Enterprise Budget

ARTICLE 3: Unanimous consent, the Town voted to approve Article 3 as set forth in the warrant, appropriating funds to operate the Water Enterprise Fund for FY 2022.

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

Wages & Salaries	\$ 301,717.00
Expenses	386,438.00
Capital Outlay	0.00
Debt	244,675.00
Extra/Unforeseen	50,000.00
Total	\$982,830.00

And that **\$982,830.00** be raised for such purposes as follows:

Department receipts \$ 860,493.00

Retained Earnings	0.00
Tax Levy	122,337.00**
Free Cash	-0-

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

Wastewater Enterprise Budget

ARTICLE 4: Unanimous consent, the Town voted to approve Article 4 as set forth in the warrant, appropriating funds to operate the Wastewater Enterprise Fund for FY 2022.
Printed in the Warrant: That the following sums be appropriated for the Wastewater Enterprise Fund:

Wage & Salaries	\$ 293,362.00
Expenses	372,956.00
Capital Outlay	0.00
Debt	19,000.00
Extra/Unforeseen	30,000.00
Total	\$715,318.00

And that **\$715,318** be raised for such purposes as follows:
Department receipts \$715,318.00

Revolving Funds

ARTICLE 5: Unanimous consent, the Town voted to approve Article 5 as set forth in the warrant, establishing annual spending limits for FY2023 revolving funds established in Section 6 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.

Printed in Warrant:

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	\$20,000

"Wetlands Revolving Fund"	
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"	\$10,000
Town Library Fund	\$6,000
Recreation Commission	\$260,000
Authorized Revolving Fund (G.L. c.60, §15B)	Fiscal Year Expenditure Limit
Treasurer/Collector Tax Title	\$15,000

Moderator declared the motion passed unanimously

PEG Access Funding

ARTICLE 6: Unanimous consent, the Town voted to approve Article 6 as set forth in the

warrant, raising and appropriating the total sum of \$72,270 to operate the PEG Access and Cable Related Fund for FY2023.

Wages & Salaries	\$ 44,000.00
Expenses	3,200.00
Capital Outlay	20,000.00
Extra/Unforeseen	10,000.00
Total	\$77,200.00

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

Department receipts \$77,200.00

Stabilization Funding

ARTICLE 7: Upon motion of Paul Flaherty, it was moved the Town vote to transfer from Free Cash the sum of Sixty-Five Thousand Nine Hundred Twenty-Six (\$65,926) into the Stabilization Account.

Favorable recommendation from Finance Committee

Moderator declared the motion passed unanimously

Chapter 90 Approval

ARTICLE 8: Unanimous Consent the Town voted to approve Article 8 as set forth in the warrant, providing for the acceptance and expenditure of so-call Chapter 90 funds.

Additional Road Funding

ARTICLE 9: Upon motion of Maureen Dwinnell, it was moved the Town vote to raise and appropriate the sum of Two Hundred Eighty-Three Thousand Two Hundred Twenty-Six (283,226) 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

Moderator declared the motion passed unanimously

Snow & Ice Funding

ARTICLE 10: Upon motion of Paul Flaherty, it was moved the Town vote to transfer from Free Cash the sum of One Hundred Thousand dollars (\$100,000) to fund the snow and ice deficit for FY 2022.

Favorable recommendation from Finance Committee

Moderator declared the motion passed unanimously

Conservation Funding

ARTICLE 11: Upon motion of Marcella Stasa, it was moved the Town vote to transfer from Free

Cash the sum of Five Thousand dollars (\$5,000) to supplement the Town's "Conservation Fund.

Favorable recommendation from Finance Committee

Moderator declared the motion passed unanimously

Reserve Account Funding for CPA

ARTICLE 12A: Unanimous consent, the Town 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 FY22:

- Historic Resources Account - \$90,586
- Open Space Account - \$90,586
- Community Housing Account - \$90,586

Administrative Funding for CPA

ARTICLE 12C: Unanimous consent, the Town vote to act on the report of the Community Preservation Committee on the FY 2023 community preservation budget and appropriate the sum of \$15,000 from the Community Preservation Fund FY 2022 estimated annual revenues to the Community Preservation Committee Administrative Expense Account for all necessary and proper administrative expenses of the Committee for FY 2022.

Town Hall Debt Payment

ARTICLE 12C: Unanimous consent, it was moved the Town vote to transfer the sum of Two Hundred Sixty-Six Thousand Four Hundred Seventy-Eight dollars (\$266,478.00) from the Community Preservation Fund to meet the ninth-year payment of debt service owed on the General Obligation Town Hall Renovation Bonds.

Board of Assessor Revaluation Funding

ARTICLE 13: Unanimous Consent, the Town vote to raise and appropriate the sum of Ten Thousand dollars (\$10,000) for use by the Board of Assessors for recertification work required to comply with state law; including all expenses incidental and related.

Town Hall Server Funding

ARTICLE 14: Upon motion of Kelly McElreath, it was moved the Town vote to transfer from Free Cash the sum of Sixty Thousand dollars (\$60,000) for the purpose of replacing the Town Hall Server; including all expenses incidental and related.

Favorable recommendation from Finance Committee and Capital Budget Committee

Moderator declared the motion passed unanimously

Ambulance Funding

ARTICLE 15: Upon motion of Chief Michael Bradley, the Town vote to transfer from Free Cash the sum of Three Hundred Fifty thousand dollars (\$350,000) for the purpose of replacing the ambulance for the Fire EMS Department; including all expenses incidental and related.

Favorable recommendation from Finance Committee and Capital Budget Committee

Moderator declared the motion passed unanimously

Front End Loader Funding

ARTICLE 16: Upon motion of Maureen Dwinnell, it was moved the Town vote to transfer from Free Cash the sum of Two Hundred Thirty-One Thousand dollars (\$231,000) to be used for the purchase of a new front-end loader; including all costs incidental and related.

Favorable recommendation from Finance Committee and Capital Budget Committee

Moderator declared the motion passed unanimously

Grove St Bridge Design & Engineering

ARTICLE 17: Upon motion of Brett Simas, it was moved the Town vote to vote to transfer from Free Cash sum of Four Hundred Thousand dollars (\$400,000) to be used for the design, permitting, and bid document preparation associated with the replacement of the Grove Street Bridge with accommodations for foot traffic and utilities; including all costs incidental and related.

Favorable recommendation from Finance Committee and Capital Budget Committee

Upon motion of James Forkey, it was moved to table motion

Moderator declared this motion required a 2/3 majority

The Moderator declared the motion lost

Moderator declared the motion passed by majority

Water Storage Tanks Funding

ARTICLE 18: Upon motion of Stephen Matellian, it was moved the Town vote to transfer from Water Enterprise Retained Earnings the sum of Five Hundred Fifty Thousand dollars (\$550,000) to be used for purchasing all of the necessary equipment, materials, permitting, engineering, and bidding and construction labor, associated with providing the Town’s two water storage tanks to be filled to capacity while maintaining appropriate water pressures throughout the Town’s water system; including all costs incidental and related.

Favorable recommendation from Finance Committee and Capital Budget Committee

Moderator declared the motion passed by majority

Backup Generator

ARTICLE 19: Upon motion of Maureen Dwinnell, it was moved the Town vote to transfer from Wastewater Enterprise Retained Earnings the sum

of Three Hundred Ten Thousand dollars (\$310,000) to be used for purchasing and installing a new backup generator at the Wastewater Treatment Facility and continuing the multi-phased I/I program as stipulated in the DEP's acceptance letter; including all costs incidental and related.

Favorable recommendation from Finance Committee and Capital Budget Committee

Moderator declared the motion passed unanimously

0 Milford St

ARTICLE 20: Upon motion of David Ross, it was moved the Town vote to authorize the Board of Selectmen to sell, lease or otherwise convey, in accordance with the provisions of M.G.L. Chapter 30B, the land and all improvements thereon, located at 0 Milford Street, shown as Assessor's Map 201-53 for such sum or sums and upon such conditions determined by the Board of Selectmen to be in the best interests of the Town, 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.

Moderator declared the motion passed unanimously

Retirement Buyback

ARTICLE 21: Upon motion of Chief Michael Bradley, it was moved the Town vote to accept the provisions of the third sentence of M.G.L. Chapter 32, § 4(2)(b) allowing a reserve or permanent-intermittent police officer or a reserve, permanent-intermittent or call fire fighter retiring from the Town to receive, in addition to the five years of credit allowed pursuant to the preceding sentence of the statute, one day of full-time service credit for each day in any year which is subsequent to the fifth year following said appointment and on which a reserve or permanent-intermittent police officer or a reserve, permanent-intermittent or call

fire fighter was assigned to and actually performed duty as a reserve or permanent-intermittent police officer or reserve, permanent-intermittent or call fire fighter; provided, however, that such service as a permanent-intermittent or call fire fighter shall be credited only if such fire fighter was later appointed as a permanent member of the fire department.

Moderator declared the motion passed by majority

COA Van Purchase

ARTICLE 22: Upon motion of Stephen Matellian, it was moved the Town vote to transfer from Free Cash the sum of Forty-five Thousand dollars (\$45,000.00) to purchase a 14-passenger minivan including all expenses incidental and related.

Favorable recommendation from Finance Committee and Capital Budget Committee

Moderator declared the motion passed unanimously

Large Lot Frontage Zoning Bylaw Amendment

ARTICLE 24: Upon motion of Paul Carey, it was moved the Town vote to amend § 300-7.5. Large lot frontage reduction Zoning By-Law as on file with the Town Clerk.

Favorable recommendation from Planning Board

Moderator declared 2/3 majority is required

Moderator declared the motion passed by 2/3 majority

Summer Street Acceptance

ARTICLE 25: Upon motion of Paul Carey, it was moved the Town vote to accept as a public way the roadway known as Summers Circle, as heretofore laid out by the Board of Selectmen and shown on a plan of

land entitled ““Layout Plan of Summers Circle” dated August 17, 2020, prepared by Guerriere & Halnon, Inc., and 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 Summers Circle for all purposes for which public ways are used in the Town of Upton and any drainage, utility and/or other easements related thereto.

Favorable recommendation from Planning Board
Moderator declared 2/3 majority is required

Moderator declared the motion passed unanimously

Article 26: Upon motion of Paul Flaherty, it was moved to pass over Article 26.

Moderator declared the motion passed unanimously

Article 27: Upon motion of Paul Flaherty, it was moved to pass over Article 27.

Moderator declared the motion passed unanimously

Upon motion of John Robertson, it was moved to dissolve this warrant and adjourn the Annual Town Meeting at 8:48 pm.

Motion passed unanimously.

ANNUAL TOWN ELECTION WARRANT / 10 MAY 2022

THE COMMONWEALTH OF MASSACHUSETTS

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 Nipmuc Regional High School Gymnasium, in Upton on Tuesday, the tenth day of May 2022 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

Board of Selectman for 3 years

Assessor of Taxes for 3 years

Mendon-Upton Regional School District Committee member for 3 years

Cemetery Commission for 3 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

Board of Commissioner of Trust Funds for 2 years

Board of Commissioner of Trust Funds for 1 year

Constable (5) 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 19th day of April in the year of our lord two thousand twenty-one.

UPTON BOARD OF SELECTMEN

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

Given under our hands this 13th day of April in the year of our lord two thousand twenty-one.

UPTON BOARD OF SELECTMEN

PROCEEDINGS OF ANNUAL TOWN ELECTION WARRANT / 10 MAY 2022

M. Denise Smith, Warden, declared the polls open at 7:00 am. One clerk was employed for check in and check out each of the three (3) precincts. Throughout the day, election clerks on duty at the check-in table for precinct one were William Andrew and Robyn Sharp. Elections clerks on duty at the check-in table for precinct two were Mary Drainville and Kathy Lane. Lastly, election clerks on duty for precinct three were Lauren Montenegro and Karen Varney. Agnita Knott and Karen Kearns were on duty at the checkout table for precinct one throughout the day. Also, Joan Burrill and Kathy Ramsey were on duty at the checkout table for precinct two throughout the day. Lastly, Paul Flaherty and Lisa Brochu were on duty at the check out for precinct three throughout the day.

At 8:01 pm the results of the election were printed from each of the three DS200 tabulation machines. There were 934 votes (344 for precinct one, 325 for precinct two and 265 for precinct three).

The following are the results of the election:

***Indicates Incumbent

Moderator (1 yr)	
**David C. Loeper, 18 Nelson St, Upton	771
Blanks	163
Write In - Other	0
Selectmen (3 yrs)	
Maureen Dwinnell, 154 West River St, Upton	560
Laura Hebb, 34 Grove Street, Upton	361
Blanks	12
Write In – Other	1

Assessors of Taxes (3 yrs)	
**William W. Taylor, 211 North St, Upton	720
Blanks	212
Write In – Other	2
Mendon Upton Regional School Committee (3 yrs)	
James M. Forkey, 7 Nathaniel Way, Upton	230
Matthew R. Hagen, 11 Josiah Dr, Upton	492
Write In – James Ferenczy	80
Blanks	132
Cemetery Commission (3 yrs)	
***Glenn Fowler, 55 Mendon St, Upton	696
Blanks	234
Write In – Other	4
Board of Health (3 yrs)	
***Stedman Briggs, 24 James Rd, Upton	432
Farrell E. Jolly, 7 Pierce Lane, Upton	392
Blanks	109
Write In – Other	1
Recreation Commission (3 yrs)	
Write In – Richard Porter	23
Write In – Others	36
Blanks	875
Trustees of the Public Library (3 for 3 yrs)	
**Judith Katz, 126 Glen Ave, Upton	644
Dominique Fyfe Ross, 23 Plumbley Rd, Upton	508
Tamosin Johnson Hellegers, 10 Christian Hill Rd, Upton	508
Blanks	1138
Write In - Other	4

Trustees of the Public Library (1 for 1 yr)	
***Sadalit P. Van Buren, 113 Mendon St, Upton	669
Blanks	262
Write In - Other	3
Planning Board (5 yrs)	
**Margaret Ann Carroll, 48 Oak Dr, Upton	701
Blanks	232
Write In – Other	1
Constable (3 yrs)	
Steven P. Driver, 67 Glenview St, Upton	582
Michael G. Moran, 102 High St, Upton	611
Thomas Edward Birdsey, Jr, 4 Taft St., Upton	523
Matthew Gordon, 25 Brooks St, Upton	541
Write In – James Bates Jr	12
Write In – Other	1
Blanks	2384
Board of Commissioner of Trust Funds (3 yrs)	
Robert J. Fleming, 54 East St, Upton	690
Write In – Others	6
Blanks	238
Board of Commissioner of Trust Funds (2 yrs)	
Gary Daugherty, Jr, 4 Reservoir Ln, Upton	384
Kenneth Glowacki, 15 Hickory Ln, Upton	404
Write In – Others	0
Blanks	146
Board of Commissioner of Trust Funds (1 yrs)	
David Ross, 23 Plumbley Rd, Upton	667
Write In – Others	6
Blanks	261

The total number of ballots voted was 934 out of 6,145, (488 inactive) representing a 15% turnout. This included 53 absentee ballots. Town Clerk Kelly McElreath read the unofficial 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

STATE PRIMARY ELECTION WARRANT / 06 SEPTEMBER 2022

COMMONWEALTH OF MASSACHUSETTS

WILLIAM FRANCIS GALVIN, SECRETARY OF THE COMMONWEALTH

Worcester SS.

To the Constables of the Town of Upton

GREETINGS:

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

Ward: 00 – Precincts: 001, 002 & 003
Nipmuc Regional High School Gymnasium

On TUESDAY, THE SIXTH DAY OF SEPTEMBER, 2022, 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:

GOVERNOR	For this Commonwealth
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	WORCESTER & HAMPDEN DISTRICT
REPRESENTATIVE IN GENERAL COURT	NINTH WORCESTER DISTRICT
DISTRICT ATTORNEY	MIDDLE DISTRICT
SHERIFF	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 26 day of July, 2022.

UPTON BOARD OF SELECTMEN

STATE PRIMARY ELECTION PROCEEDINGS / 06 SEPTEMBER 2022

Polls were declared open at 7:00 am.

Seema Kenney, Warden and the following Precinct Clerks were present for the entirety of the election: Precinct 1-Megan Ronzio; Precinct 2-Lauren Montenegro and Precinct 3-Joan Scribner/Lynn Gruber (split hours). Throughout the day, Election clerks on duty at the check-in table for Precinct 1 were Bill Andrews and Kathy Lane. Election clerks at the check-in table for Precinct 2 were Joan Burrill and Robyn Sharpe; and Election clerks at the check-in table for Precinct 3 were Ed Phillips and Mary Drainville. Megan Ronzio & Bill Andrews managed the voting machine for Precinct 1 for the first half of the day to ensure voters were checked in and ballots were processed through the voting machine. Karen Kearns was on duty at the voting machine for Precinct 1 for the second half of the day. Kathy Ramsey and Lisa Brochu were on duty throughout the day at the voting machine for Precinct 2. Paul Flaherty and Mike Gilronan split the first shift for Precinct 3 at the voting machine and Joyce Moroney covered the second shift.

At 8:05 pm the results of the election were printed from each of the three DS200 Vote tabulation machines. There were 852 Democratic votes (302 for precinct one; 279 for precinct two and 271 for precinct three), 462 Republican votes (152 for precinct one; 173 precinct two and 137 for precinct three). The following are the results of the election:

DEMOCRATIC

Candidate	Prec 1	Prec 2	Prec 3	Total
Governor				
Sonia Rosa Chang-Diaz	43	33	33	109
Maura Healey	257	240	235	732
Write In	0	0	1	1
Blanks	2	6	2	10
Total	302	279	271	852

Lieutenant Governor

Kimberley Driscoll	132	122	128	382
Tami Gouveia	63	45	50	158
Eric P. Lesser	91	100	79	270
Write In	0	0	0	0
Blanks	16	12	14	42
Total	302	279	271	852

Attorney General

Andrea Joy Campbell	128	119	126	373
Shannon E. Liss-Riordan	110	94	94	298
Quentin Palfrey	45	55	42	142
Write In	0	0	0	0
Blanks	19	11	9	39
Total	302	279	271	852

Secretary of State

William Francis Galvin	231	203	205	639
Tanisha M. Sullivan	68	71	61	200
Write In	0	0	0	0
Blanks	3	5	5	13
Total	302	279	271	852

Treasurer

Deborah B. Goldberg	249	239	224	712
Write In	0	1	0	1
Blanks	53	39	47	139
Total	302	279	271	852

Auditor

Christopher S. Dempsey	107	97	104	308
Diana DiZoglio	164	157	138	459
Write In	0	0	0	0
Blanks	31	25	29	85
Total	302	279	271	852

Rep in Congress

James P. McGovern	269	243	240	752
Write In	0	2	0	2
Blanks	33	34	31	98
Total	302	279	271	852

Councillor

Paul M. DePalo	238	229	210	677
Write In	0	1	0	1
Blanks	64	49	61	174
Total	302	279	271	852

Senator In Gen Court

Write In	8	7	2	17
Blanks	294	272	269	835
Total	302	279	271	852

Rep in General Court

Write In	8	9	2	19
Blanks	294	270	269	833
Total	302	279	271	852

District Attorney

Joseph D. Early, Jr.	238	232	212	682
Write In	1	1	0	2
Blanks	63	46	59	168
Total	302	279	271	852

Sherriff

David M. Fontaine	217	227	198	642
Write In	1	2	0	3
Blanks	84	50	73	207
Total	302	279	271	852

REPUBLICAN**Governor**

Geoff Diehl	72	94	68	234
Chris Dougherty	76	79	68	223
Write In	1	0	0	1
Blanks	3	0	1	4
Total	152	173	137	462

Lieutenant Governor

Leah V. Allen	63	68	49	180
Kate Campanale	74	98	84	256
Write In	0	0	0	0
Blanks	15	7	4	26
Total	152	173	137	462

Attorney General

James R. McMahon, III	114	136	108	358
Write In	1	2	0	3
Blanks	37	35	29	101
Total	152	173	137	462

Secretary of State

Rayla Campbell	117	133	106	356
Write In	0	1	0	1
Blanks	35	39	31	105
Total	152	173	137	462

Treasurer

Write In	3	4	2	9
Blanks	149	169	135	453
Total	152	173	137	462

Auditor

Anthony Amore	111	128	102	341
Write In	1	0	1	2
Blanks	40	45	34	119
Total	152	173	137	462

Rep in Congress

J. Sossa-Paquette	107	132	105	344
Write In	2	0	0	2
Blanks	43	41	32	116
Total	152	173	137	462

Councillor

Gary Galonek	109	127	105	341
Write In	1	1	0	2
Blanks	42	45	32	119
Total	152	173	137	462

Sen in General Court

Ryan C. Fattman	127	137	110	374
Write In	0	0	0	0
Blanks	25	36	27	88
Total	152	173	137	462

Rep in General Court

David K. Muradian, Jr	131	140	113	384
Write In	0	0	0	0
Blanks	21	33	24	78
Total	152	173	137	462

District Attorney

Write In	1	5	2	8
Blanks	151	168	135	454
Total	152	173	137	462

Sherriff

Lewis G. Evangelidis	122	132	110	364
Write In	0	1	0	1
Blanks	30	40	27	97
Total	152	173	137	462

The total number of ballots voted was 1,314 out of 6,270 registered voters (including 412 inactive) which represents a 21% turnout. This included 872 Early Voting ballots: 781 absentee/vote by mail ballots and 91 in-person early voting, representing 66% of voted ballots. Denise Smith, Town Clerk read the unofficial results of the election at 8:50 pm. The used and unused ballots were sealed in separate containers and deposited in the town vault at 9:15 pm.

Attest:

M. Denise Smith,
Town Clerk

SPECIAL TOWN MEETING WARRANT / 1 NOVEMBER 2022

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 Tuesday, November 1, 2022 punctually at Seven o'clock in the evening, to act on the Articles in the warrant.

ARTICLE 1: To see if the Town will vote to discontinue Warren Street, commencing at Main Street, to where Warren Street meets the east line of Nelson Street, as a public way, as shown on the attached sketch plan, on file with the Town Clerk, and to authorize the Board of Selectmen to acquire, by gift, the fee interest in said discontinued road premises if, and to the extent, owned by the owners of properties identified as 2 Nelson Street (Map 201, Parcel 107) and 7 Warren Street (Map 201, Parcel 105), on such terms and conditions as the Board of Selectmen deems appropriate, and to authorize the Board of Selectmen to execute any and all documents to effectuate the intent of this article, or take any other action relative thereto.

Explanation/Submitted by: The Board of Selectmen previously voted to close Warren Street to through traffic from its intersection with Main Street to its intersection with Nelson Street. This article proposes the discontinuation of a portion of Warren Street between Main Street and Nelson Street allowing for the use of the land for pedestrian purposes and a potential Warren Street Park.

ARTICLE 2: To authorize the Board of Selectmen to grant and convey an easement, for the purpose of locating a portion or portions of a Title 5 compliant subsurface septic system, across a portion of the public way known as Crockett Road at the property known as 105 Crockett Road, identified as Assessor's Map 13-027, on such terms and conditions as the Board of Selectmen deems appropriate, and further to authorize the Board of Selectmen to enter into such agreements and execute such

documents and instruments as may be necessary to effectuate the purposes of this article, or take any other action relative thereto.

Explanation/Submitted by: The purpose of the article is to grant and convey an easement to allow for the crossing of Crockett Road to allow for the construction of a septic system for 105 Crockett Road.

ARTICLE 3: To see if the Town will vote to accept as a public way the roadway known as Summers Circle, as heretofore laid out by the Board of Selectmen and shown on a plan of land entitled “Layout Plan of Summers Circle” dated August 17, 2020, prepared by Guerriere & Halnon, Inc., 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 Summers Circle for all purposes for which public ways are used in the Town of Upton and any drainage, utility and/or other easements related thereto, or take any other action relative thereto.

Explanation/Submitted by: Previously on the warrant for the May 2, 2022 Annual Town Meeting, Summers Circle is on the Special Town Meeting warrant to correct a procedural error that negated Town Meeting’s vote to accept the road. The Board of Selectmen held a hearing to accept the road layout for Summers Circle on August 16, 2022, at which time the Board voted to accept the layout and recommend acceptance by Special Town Meeting.

ARTICLE 4: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, transfer, or borrow the sum of fifty-five thousand dollars (\$55,000), or any other sum, to purchase a replacement cruiser for the police department, or take any other action relative thereto.

Explanation/Submitted by: The Police Department is requesting \$55,000 to fund a replacement vehicle for the Police Department cruiser. The

request is being made to return to the prior replacement plan of purchasing two vehicles every other year to keep the fleet reliable for emergency response. During the annual budget discussion for FY23 it was recommended that one vehicle be funded through the budget and the second vehicle at the fall town meeting.

ARTICLE 5: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, transfer, or borrow the sum of twelve thousand dollars (\$12,000), or any other sum, for training funds for the Upton Police Department, or take any other action relative thereto.

Explanation/Submitted by: The Police Department is requesting twelve thousand (\$12,000) dollars from this year's STM for additional training funds to hire replacement candidates for the position of police officer. The funds will be used for Police Academy tuition and required equipment at the Academy.

ARTICLE 6: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, transfer, or borrow the sum of fifty-five thousand dollars (\$55,000), or any other sum, to purchase a replacement vehicle for the fire chief, or take any other action relative thereto.

Explanation/Submitted by: The Fire Department is respectively requesting \$55,000 funding from this year's STM for the purchase of a replacement vehicle for the Fire Chief. The Chief's existing vehicle is a 2013 Ford Explorer that has outlived its useful life and continues to have mechanical failures.

ARTICLE 7: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, transfer, or borrow the sum of sixty-six two hundred thirty dollars (\$66,230), or any other sum, to purchase, install, and maintain a ProCare

Power-PRO autoloader stretcher for the Upton Med 2 ambulance, or take any other action relative thereto.

Explanation/Submitted by: The Fire Department is requesting \$66,230 funding from this year's STM for the purchase of a ProCare Power-PRO 2 Auto loading stretcher for Upton Ambulance Med 2 to replace a manual load stretcher that is now outdated and is not compatible with the power load system in our new ambulance. The power load system reduces the rate of injury to staff and patients during loading procedures.

ARTICLE 8: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, transfer, or borrow the sum of Forty Thousand dollars (\$40,000.00) or any other sum, to purchase a 14-passenger minivan to be used by the Council on Aging, including all expenses incidental and related, or to take any other action relative thereto.

Explanation/Submitted by: The May 2, 2022 Annual Town Meeting approved a request of \$45,000 funding to purchase a 14-passenger minibus to replace the current 2010 model. The funding was to be combined with \$42,400 from the Rockwood Meadows Van Donation Fund of to be used for the purchase of this new bus. The estimate to purchase for the bus will be \$87,400. However, the cost of the van has increased, and the funds approved and available are not enough. It is requested that Town Meeting authorize up to \$40,000 in additional funds to acquire the van.

The current van is a 2010 model and mileage on this vehicle is 94,538. The bus is available 5 days a week from 8 to 4 to provide rides to medical appointments, grocery shopping and errands around Upton including the Town Hall, the Library, Post Office, hairdresser, and Elder Services. Due to needed repairs, the van has not been consistently in service leaving residents who rely on the van without transportation.

ARTICLE 9: To see if the Town will vote to amend the General Bylaws of the Town relative to mandatory connections to the Town's public water and sewer systems and the assessment of fees and betterments for such connections so as to authorize the Board of Selectmen to make exceptions from mandatory requirements in certain circumstances and to authorize the Board of Selectmen to petition the Legislature for special legislation to effectuate the purposes of this vote, if necessary, with the text of the proposed bylaw amendments and special legislation, if any, to be placed on file at the office of the Town Clerk prior to the meeting; or take any other action relative thereto.

Explanation/Submitted by: The Town's bylaws currently require owners of land abutting public sewer and/or water lines to abandon their onsite systems and to connect to the public systems within one year of availability and to pay betterments and/or connection fees. There may be certain circumstances, however, in which it may be unjust to require abutters to connect to and pay for a line that may not have been intended to serve them and it is desirable for the Board of Selectmen to have to authority to grant waivers in those or similar circumstances.

ARTICLE 10: To see if the Town will vote to appropriate from Community Preservation Act revenues the sum of \$75,000 to the Lakes and Ponds Committee to conduct a study of Pratt Pond and Mill Pond, including establishment of a water quality monitoring program and developing a long-term management plan for the ponds; or take any relative thereto.

Explanation/Submitted by: The Lakes and Ponds Committee is respectively requesting \$75,000 funding from this year's STM for a study of Pratt and Mill Ponds. The study will assemble and review existing information about the ponds, collect water quality and sediment quality data, and develop long-term water quality monitoring and management plans for the ponds. Public input will be obtained through a listening session and by an opportunity to review and comment on the draft study report. The study is expected to take 2 years to complete.

Pratt Pond is an important town recreational resource. It is the location of Kiwanis Beach and is a popular fishing spot. Problems noted include growth of aquatic weeds requiring frequent control using herbicides, potential beach closures due to high bacteria counts, and the potential for hazardous cyanobacteria blooms. Mill Pond is immediately downstream of Pratt Pond, near the town center and adjacent to Heritage Park. Shoaling has reduced aquatic habitat and recreational value of the pond. Neither pond has been the subject of a previous water quality or pond management study

ARTICLE 11: To see if the Town will vote to appropriate a sum of money to pay for the costs associated with the design and construction of the Grove Street Bridge replacement project and the design and construction of a footbridge, including the payment of all incidental and related costs, and that to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow such amount pursuant to M.G.L. c.44 §§7 or 8, or any other enabling authority, and to issue bonds or notes of the Town therefore; and further, to authorize the Board of Selectmen to take such actions and execute such documents and agreements as necessary to effectuate the purpose of this Article including without limitation authorization to apply for and accept any forms of financial assistance that may be available to the Town on account of the above-referenced projects, provided that any amount of such financial assistance applied to the payment of costs approved by this vote shall reduce the amount to be borrowed to pay such costs in a like amount; or take any other action relative thereto.

Explanation/Submitted by: To authorize a borrowing to finance the costs necessary for bidding, construction oversight, shop drawings, as built, materials, design and construction associated with the replacement of the Grove Street Bridge and construction of a footbridge, and to offset such authorized amount in a like amount of any reimbursements, sales, or grants received by the Town for such purposes.

ARTICLE 12: To see if the Town will vote to amend the Upton’s Zoning Bylaw by deleting text (strike-through) and inserting the underlined text as follows, or take any other action relative thereto:

§ 300-4.3. Height, frontage and lot width measurements.

B. Frontage. In all districts, the required frontage shall be measured ~~along a straight line connecting the points of intersection of the side lot lines with the exterior lines of the frontage way.~~ in accordance with the definition of frontage described in § 300-10.1 of the Code of the Town of Upton.

§ 300-10.1. Definitions and word usage.

LOT, FRONTAGE OF — A lot line coinciding with the sideline of a street which provides both legal rights of vehicular access and physical vehicular access to the lot, said line to be measured continuously along a single street or along two intersecting streets if their angle of intersection is greater than 120°. When measuring the frontage of lots along a curved way, the Planning Board shall measure the distance along a straight chord running between lot line intersections. For corner lots, or lots fronting on two streets, the owner shall select which street shall be considered “frontage”. Frontage along cul-de-sacs shall be considered 70% of the frontage measured along the curve. Vehicular access to a building site on the lot shall be exclusively through the frontage of the lot.

Explanation/Submitted by: The Planning Board is recommending clarifying the definitions of “frontage” found in the Upton Zoning Bylaw.

As the Bylaw currently reads, there are different definitions for “frontage” found in two separate sections (§ 300-4.3 and § 300-10.1). Clarifying and standardizing the definition will make the Bylaw easier to interpret by prospective applicants, the Planning Board, and Town Staff.

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 eleventh (11th) day of October in the year of our lord two thousand twenty-two.

UPTON BOARD OF SELECTMEN

Brett A. Simas, Chairman

Maureen Dwinnell, Member

Stephen A. Matellian, Member

PROCEEDINGS OF SPECIAL TOWN MEETING / 1 NOVEMBER 2022

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

Board of Selectmen Chair Brett Simas led the audience in the Pledge of Allegiance.

During this meeting, 93 voters were checked in to the Nipmuc Regional Middle/High School by Kathleen Bern and Amy Bonina meeting the necessary quorum of 40 voters.

By unanimous vote, guests present were Jared Collins, Town Counsel, Joseph Laydon, Town Manager; Dennis Westgate, DPW Director; Kenny Costa, Finance Director; Jessica Gomez, Collector/Treasurer; Paul Marchand; Andre Chauvin, BSA Troop 132; Nicolas Chauvin, Cub Scout; and Mike Belinski.

Discontinue a portion of Warren Street

ARTICLE 1: Upon motion of Maureen Dwinnell, it was moved the Town vote to approve Article 1 as set forth in the warrant, the discontinuation of a portion of Warren Street between Main Street and Nelson Street.

Moderator declared the motion passed unanimously

Easement for 105 Crockett Rd

ARTICLE 2: Upon motion of Brett Simas, it was moved the Town vote to approve Article 2 as set forth in the warrant, providing for the grant and conveying of an easement to allow for the crossing of Crockett Road to allow for the construction of a septic system for 105 Crockett Road.

Moderator declared the motion passed unanimously

Summers Circle Street Acceptance

ARTICLE 3: Upon motion of Stephen Matellian, it was moved the Town vote to accept as a public way the roadway known as Summers Circle, as heretofore laid out by the Board of Selectmen and shown on a plan of land entitled ““Layout Plan of Summers Circle” dated August 17, 2020, prepared by Guerriere & Halnon, Inc., and 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 Summers Circle for all purposes for which public ways are used in the Town of Upton and any drainage, utility and/or other easements related thereto.

Favorable recommendation from Planning Board

Moderator declared the motion passed unanimously

Funding for Replacement Cruiser

ARTICLE 4: Upon motion of Maureen Dwinnell, it was moved the Town vote to transfer from Free Cash the sum of fifty-five thousand dollars (\$55,000) to purchase a replacement cruiser for the police department.

Favorable recommendation from Finance Committee

Favorable recommendation from Capital Budget Committee

Moderator declared the motion passed unanimously

Police Dept. Training Funds

ARTICLE 5: Upon motion of Brett Simas, it was moved the Town vote to transfer from Free Cash the sum of twelve thousand dollars (\$12,000) for training funds for the Upton Police Department.

Favorable recommendation from Finance Committee

Favorable recommendation from Capital Budget

Moderator declared the motion passed majority

Funding for Replacement Vehicle for the Fire Chief

ARTICLE 6: Upon motion of Brett Simas, it was moved the Town vote to transfer from Free Cash the sum of fifty-five thousand dollars (\$55,000) to purchase a replacement vehicle for the fire chief.

Favorable recommendation from Finance Committee

Favorable recommendation from Capital Budget

Moderator declared the motion passed unanimously

Funding for Autoload Stretcher for Med 2 Ambulance

ARTICLE 7: Upon motion of Maureen Dwinnell, it was moved the Town vote to transfer from Free Cash the sum of sixty-six thousand, two hundred thirty dollars (\$66,230) to purchase, install, and maintain a ProCare Power-PRO autoload stretcher for the Upton Med 2 ambulance.

Favorable recommendation from Finance Committee

Favorable recommendation from Capital Budget

Moderator declared the motion passed unanimously

Funding for 14-Passenger Minivan for COA

ARTICLE 8: Upon motion of Stephen Matellian, it was moved the Town vote to transfer from Free Cash the sum of Forty Thousand dollars (\$40,000.00) to purchase a 14-passenger minivan including all expenses incidental and related.

Favorable recommendation from Finance Committee

Favorable recommendation from Capital Budget

Moderator declared the motion passed unanimously

General Bylaw Amendment Relative to Mandatory Sewer Connections

ARTICLE 9: Upon motion of Stephen Matellian, it was moved the Town vote to amend Section 223-2 of the Town’s General Bylaws relative to mandatory sewer connections by adding a new subsection C as shown in *Bold/Italics* below:

C. Notwithstanding the provisions of this Bylaw, the Board of Selectmen may waive or postpone the mandatory sewer connection requirement when the Board determines that the connection is not necessary to prevent or correct an imminent threat to public health or the environment, there is insufficient capacity to accommodate the connection, or such other reason as may be necessary to further the public interest.

Moderator declared the motion passed by majority

CPA Funding for Pond Study

ARTICLE 10: Upon motion of Maureen Dwinell, it was moved the Town vote to transfer the sum of \$75,000.00 from the Community Preservation Act Open Space Reserve Account to fund a study of Pratt Pond and Mill Pond, including establishment of a water quality monitoring program and developing a long-term management plan for the ponds; or take any relative thereto.

Favorable recommendation from Community Preservation Committee
Unfavorable recommendation from Finance Committee

Upon motion of Gary Strichartz it was moved to amend the motion to reduce the sum to Forty Thousand dollars (\$40,000.00) and to delete the text “developing a long-term management plan for the ponds” and replace it with “sediment testing.”

Favorable recommendation from Community Preservation Committee
Favorable recommendation from Finance Committee

Moderator declared the amendment passed by majority

Moderator declared the amended motion passed by majority

Grove Street Bridge Replacement Project

ARTICLE 11: Upon motion of Brett Simas, it was moved the Town vote to appropriate the sum of \$1,330,000 to pay for the costs associated with

the design and construction of the Grove Street Bridge replacement project and the design and construction of a footbridge, including the payment of all incidental and related costs, and that to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow such amount pursuant to M.G.L. c.44 §§7 or 8, or any other enabling authority, and to issue bonds or notes of the Town therefor; and although such bonds and notes shall be general obligations of the Town, the annual debt service required as a result of such bonds or notes may be repaid from any special purpose fund or revenue source that may be available; and further, to authorize the Board of Selectmen to take such actions and execute such documents and agreements as necessary to effectuate the purpose of this Article including without limitation authorization to apply for and accept any forms of financial assistance that may be available to the Town on account of the above-referenced projects, provided that any amount of such financial assistance applied to the payment of costs approved by this vote shall reduce the amount to be borrowed to pay such costs in a like amount.

Favorable recommendation from Finance Committee

Favorable recommendation from Capital Budget Committee

Moderator declared the motion passed by 2/3ds majority

Zoning Bylaw Amendment Relative to Lot Frontage

ARTICLE 12: Upon motion Stephen Matellian, it was moved the Town vote to amend § 300-4.3 and § 300-10.1. of Zoning By-Law as on file with the Town Clerk and printed in the warrant, with the further amendment that the words “the owner shall select which” are deleted and replaced with “only one” so § 300-10.1 reads as follows:

§ 300-10.1. Definitions and word usage.

LOT, FRONTAGE OF — A lot line coinciding with the sideline of a street which provides both legal rights of vehicular access and physical vehicular access to the lot, said line to be measured continuously along a single

street or along two intersecting streets if their angle of intersection is greater than 120°. When measuring the frontage of lots along a curved way, the Planning Board shall measure the distance along a straight chord running between lot line intersections. For corner lots, or lots fronting on two streets, only one street shall be considered "frontage". Frontage along cul-de-sacs shall be considered 70% of the frontage measured along the curve. Vehicular access to a building site on the lot shall be exclusively through the frontage of the lot.

Favorable recommendation from Planning Board

Moderator declared the motion passed by 2/3 majority

Upon motion of Kathy Robertson, it was moved to dissolve this warrant and adjourn the Special Town Meeting at 7:48 pm.

Motion passed unanimously

A True Copy.

Attest:

M. Denise Smith
Town Clerk

2022 STATE ELECTION WARRANT / 8 NOVEMBER 2022

Worcester SS.

To the Constables of the Town of Upton

GREETINGS:

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

Ward: 00 – Precincts 001, 002 & 003
Nipmuc Regional High School Gymnasium

On **TUESDAY, THE EIGHTH DAY OF NOVEMBER, 2022**, 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:

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	WORCESTER & HAMPDEN DISTRICT
REPRESENTATIVE IN GENERAL COURT	NINTH WORCESTER DISTRICT
DISTRICT ATTORNEY	MIDDLE DISTRICT
SHERIFF	WORCESTER COUNTY
REGIONAL SCHOOL COMMITTEE	BLACKSTONE VALLEY DISTRICT

QUESTION 1: PROPOSED AMENDMENT TO THE CONSTITUTION

Do you approve of the adoption of an amendment to the constitution summarized below, which was approved by the General Court in joint sessions of the two houses on June 12, 2019 (yeas 147 – nays 48); and again on June 9, 2021 (yeas 159 – nays 41)?

SUMMARY

This proposed constitutional amendment would establish an additional 4% state income tax on that portion of annual taxable income in excess of \$1 million. This income level would be adjusted annually, by the same method used for federal income-tax brackets, to reflect increases in the cost of living. Revenues from this tax would be used, subject to appropriation by the state Legislature, for public education, public colleges and universities; and for the repair and maintenance of roads, bridges, and public transportation. The proposed amendment would apply to tax years beginning on or after January 1, 2023.

A YES VOTE would amend the state Constitution to impose an additional 4% tax on that portion of incomes over one million dollars to be used, subject to appropriation by the state Legislature, on education and transportation.

A NO VOTE would make no change in the state Constitution relative to income tax.

QUESTION 2: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2022?

SUMMARY

This proposed law would direct the Commissioner of the Massachusetts Division of Insurance to approve or disapprove the rates of dental benefit plans and would require that a dental insurance carrier meet an annual aggregate medical loss ratio for its covered dental benefit plans of 83 percent. The medical loss ratio would measure the amount of premium dollars a dental insurance carrier spends on its members' dental expenses and quality improvements, as opposed to administrative expenses. If a carrier's annual aggregate medical loss ratio is less than 83 percent, the carrier would be required to refund the excess premiums to its covered individuals and groups. The proposed law would allow the Commissioner to waive or adjust the refunds only if it is determined that issuing refunds would result in financial impairment for the carrier.

The proposed law would apply to dental benefit plans regardless of whether they are issued directly by a carrier, through the connector, or through an intermediary. The proposed law would not apply to dental benefit plans issued, delivered, or renewed to a self-insured group or where the carrier is acting as a third-party administrator.

The proposed law would require the carriers offering dental benefit plans to submit information about their current and projected medical loss ratio, administrative expenses, and other financial information to the Commissioner. Each carrier would be required to submit an annual comprehensive financial statement to the Division of Insurance, itemized by market group size and line of business. A carrier that also provides administrative services to one or more self-insured groups would also be required to file an appendix to their annual financial statement with information about its self-insured business. The proposed law would impose a late penalty on a carrier that does not file its annual report on or before April 1.

The Division would be required to make the submitted data public, to issue an annual summary to certain legislative committees, and to exchange the data with the Health Policy Commission. The Commissioner

would be required to adopt standards requiring the registration of persons or entities not otherwise licensed or registered by the Commissioner and criteria for the standardized reporting and uniform allocation methodologies among carriers.

The proposed law would allow the Commissioner to approve dental benefit policies for the purpose of being offered to individuals or groups. The Commissioner would be required to adopt regulations to determine eligibility criteria.

The proposed law would require carriers to file group product base rates and any changes to group rating factors that are to be effective on January 1 of each year on or before July 1 of the preceding year. The Commissioner would be required to disapprove any proposed changes to base rates that are excessive, inadequate, or unreasonable in relation to the benefits charged. The Commissioner would also be required to disapprove any change to group rating factors that is discriminatory or not actuarially sound.

The proposed law sets forth criteria that, if met, would require the Commissioner to presumptively disapprove a carrier's rate, including if the aggregate medical loss ratio for all dental benefit plans offered by a carrier is less than 83 percent.

The proposed law would establish procedures to be followed if a proposed rate is presumptively disapproved or if the Commissioner disapproves a rate.

The proposed law would require the Division to hold a hearing if a carrier reports a risk-based capital ratio on a combined entity basis that exceeds 700 percent in its annual report.

The proposed law would require the Commissioner to promulgate regulations consistent with its provisions by October 1, 2023. The

proposed law would apply to all dental benefit plans issued, made effective, delivered, or renewed on or after January 1, 2024.

A YES VOTE would regulate dental insurance rates, including by requiring companies to spend at least 83% of premiums on member dental expenses and quality improvements instead of administrative expenses, and by making other changes to dental insurance regulations.

A NO VOTE would make no change in the law relative to the regulations that apply to dental insurance companies.

QUESTION 3: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2022?

SUMMARY

This proposed law would increase the statewide limits on the combined number of licenses for the sale of alcoholic beverages for off-premises consumption (including licenses for “all alcoholic beverages” and for “wines and malt beverages”) that any one retailer could own or control: from 9 to 12 licenses in 2023; to 15 licenses in 2027; and to 18 licenses in 2031.

Beginning in 2023, the proposed law would set a maximum number of “all alcoholic beverages” licenses that any one retailer could own or control at 7 licenses unless a retailer currently holds more than 7 such licenses.

The proposed law would require retailers to conduct the sale of alcoholic beverages for off-premises consumption through face-to-face transactions and would prohibit automated or self-checkout sales of alcoholic beverages by such retailers.

The proposed law would alter the calculation of the fine that the Alcoholic Beverages Control Commission may accept in lieu of suspending any license issued under the State Liquor Control Act. The proposed law would modify the formula for calculating such fee from being based on the gross profits on the sale of alcoholic beverages to being based on the gross profits on all retail sales.

The proposed law would also add out-of-state motor vehicle licenses to the list of the forms of identification that any holder of a license issued under the State Liquor Control Act, or their agent or employee, may choose to reasonably rely on for proof of a person's identity and age.

A YES VOTE would increase the number of licenses a retailer could have for the sale of alcoholic beverages to be consumed off premises, limit the number of “all-alcoholic beverages” licenses that a retailer could acquire, restrict use of self-checkout, and require retailers to accept customers’ out-of-state identification.

A NO VOTE would make no change in the laws governing the retail sale of alcoholic beverages.

QUESTION 4: 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 May 26, 2022?

SUMMARY

This law allows Massachusetts residents who cannot provide proof of lawful presence in the United States to obtain a standard driver's license or learner's permit if they meet all the other qualifications for a standard license or learner's permit, including a road test and insurance, and provide proof of their identity, date of birth, and residency. The law

provides that, when processing an application for such a license or learner's permit or motor vehicle registration, the registrar of motor vehicles may not ask about or create a record of the citizenship or immigration status of the applicant, except as otherwise required by law. This law does not allow people who cannot provide proof of lawful presence in the United States to obtain a REAL ID.

To prove identity and date of birth, the law requires an applicant to present at least two documents, one from each of the following categories: (1) a valid unexpired foreign passport or a valid unexpired Consular Identification document; and (2) a valid unexpired driver's license from any United States state or territory, an original or certified copy of a birth certificate, a valid unexpired foreign national identification card, a valid unexpired foreign driver's license, or a marriage certificate or divorce decree issued by any state or territory of the United States. One of the documents presented by an applicant must include a photograph and one must include a date of birth. Any documents not in English must be accompanied by a certified translation. The registrar may review any documents issued by another country to determine whether they may be used as proof of identity or date of birth.

The law requires that applicants for a driver's license or learner's permit shall attest, under the pains and penalties of perjury, that their license has not been suspended or revoked in any other state, country, or jurisdiction.

The law specifies that information provided by or relating to any applicant or license-holder will not be a public record and shall not be disclosed, except as required by federal law or as authorized by Attorney General regulations, and except for purposes of motor vehicle insurance.

The law directs the registrar of motor vehicles to make regulations regarding the documents required of United States citizens and others who provide proof of lawful presence with their license application.

The law also requires the registrar and the Secretary of the Commonwealth to establish procedures and regulations to ensure that an applicant for a standard driver's license or learner's permit who does not provide proof of lawful presence will not be automatically registered to vote.

The law takes effect on July 1, 2023.

A YES VOTE would keep in place the law, which would allow Massachusetts residents who cannot provide proof of lawful presence in the United States to obtain a driver's license or permit if they meet the other requirements for doing so.

A NO VOTE would repeal this 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 11th day of October, 2022.

UPTON BOARD OF SELECTMEN

Brett Simas, Chair

Stephen A. Matellian, Member

Maureen Dwinnell, Member

2022 STATE ELECTION PROCEEDINGS / 8 NOVEMBER 2022

Warden Seema Kenney declared the polls open at 7:00 am. Megan Ronzio was the precinct 1 Clerk, Joan Scribner and Lauren Montenegro shared the duty of precinct 2 Clerk and Lynn Gruber was the Clerk for precinct 3.

The following election inspectors were on duty at the check-in tables: precinct 1 - Bill Andrews; precinct 2 - Joan Burrell and Robyn Sharpe; and precinct 3 - Ed Phillips and Kathy Lane. At the check-out tables and monitoring the tabulators were: precinct 1 - Kelly Carey and Karen Kearns; precinct 2 – Kathy Ramsey and Lisa Brochu; and precinct 3 – Paul Flaherty, Mike Gilronan and Joyce Moroney.

Throughout the day the precinct clerks processed and deposited into the tabulators a total of 1,866 early voted ballots. A breakdown of early voted ballots is as follows: 40 absentee ballots (10-precinct 1; 13-precinct 2 and 17-precinct 3), 1,376 vote by mail ballots (481-precinct 1; 462-precinct 2 and 433-precinct 3) and 450 in-person early voted ballots (175-precinct 1; 135-precinct 2 and 140-precinct 3).

Seema Kenney declared the polls closed at 8:00 pm and upon completion of processing all early voted ballots the results of the election were printed from the three DS200 Vote tabulation machines. At 10:10 pm Seema Kenney read the unofficial results of the election. The used and unused ballots were sealed in separate containers and deposited in the town vault at 10:30 pm.

Upon counting all hand-counted ballots and ballots received within the acceptable deadlines, the following are the official results of the election:

Candidate	Pre 1	Pre 2	Pre 3	Total
Governor and Lieutenant Governor				

Diehl and Allen	493	580	513	1586
Healey and Driscoll	794	794	659	2247
Reed and Everett	25	23	20	68
Write In	1	1	0	2
Blanks	10	13	21	44
Total	1323	1411	1213	3947

Attorney General

Andrea Joy Campbell	768	744	629	2141
J. R. McMahon, III	523	628	545	1696
Write In	0	1	0	1
Blanks	32	38	39	109
Total	1323	1411	1213	3947

Secretary of State

William F. Galvin	861	843	726	2430
Rayla Campell	400	511	421	1332
Juan Sanchez	39	28	32	99
Write In	0	2	0	2
Blanks	23	27	34	84
Total	1323	1411	1213	3947

Treasurer

Deborah B. Goldberg	844	855	733	2432
Cristina Crawford	350	392	319	1061
Write In	2	3	3	8
Blanks	127	161	158	446
Total	1323	1411	1213	3947

Auditor

Anthony Amore	510	618	549	1677
Diana DiZoglio	640	615	512	1767
G. A. Caballero-Roca	37	43	31	111
Dominic Giannone, III	22	20	21	63

Daniel Riek	39	33	29	101
Write In	0	1	0	1
Blanks	75	81	71	227
Total	1323	1411	1213	3947

Rep in Congress

James P. McGovern	814	805	694	2313
J. A. Sossa-Paquette	475	571	482	1528
Write in	0	1	0	1
Blanks	34	34	37	105
Total	1323	1411	1213	3947

Councilor

Paul M. DePalo	774	765	637	2176
Gary Galonek	473	556	484	1513
Write in	0	1	0	1
Blanks	76	89	92	257
Total	1323	1411	1213	3947

Senator In Gen Court

Ryan C. Fattman	846	974	811	2631
Write In	22	24	22	68
Blanks	455	413	380	1248
Total	1323	1411	1213	3947

Rep in General Court

David K. Muradian, Jr.	870	981	822	2673
Write In	20	18	14	52
Blanks	433	412	377	1222
Total	1323	1411	1213	3947

District Attorney

Joseph D. Early, Jr.	921	943	805	2669
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Write In	23	29	34	86
Blanks	379	439	374	1192
Total	1323	1411	1213	3947

Sherriff

Lewis G. Evangelidis	649	712	617	1978
David M. Fontaine	611	611	511	1733
Write In	1	0	0	1
Blanks	62	88	85	235
Total	1323	1411	1213	3947

BVT Regional School Committee

Bellingham

Joseph M. Hall	822	848	735	2405
Write In	3	10	7	20
Blanks	498	553	471	1522
Total	1323	1411	1213	3947

Blackstone

Joseph Broderick	808	828	724	2360
Write In	3	8	8	19
Blanks	512	575	481	1568
Total	1323	1411	1213	3947

Douglas

Mark J. Potter	804	820	710	2334
Write In	3	7	6	16
Blanks	516	584	497	1597
Total	1323	1411	1213	3947

Grafton

Anthony M. Yitts	780	803	689	2272
Write In	2	8	6	16
Blanks	541	600	518	1659

Total	1323	1411	1213	3947
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Hopedale

Mitchell A. Intinarelli	800	821	716	2337
Write In	5	6	5	16
Blanks	518	584	492	1594
Total	1323	1411	1213	3947

Mendon

Edward D. Cray, III	797	823	707	2327
Write In	3	7	7	17
Blanks	523	581	499	1603
Total	1323	1411	1213	3947

Milford

Paul J. Braza	787	816	718	2321
Write In	3	7	7	17
Blanks	533	588	488	1609
Total	1323	1411	1213	3947

Millbury

C. P. Hanratty, Jr	473	485	438	1396
Frank J. Piscitelli, III	271	305	243	819
Write In	4	5	5	14
Blanks	575	616	527	1718
Total	1323	1411	1213	3947

Millville

Gerald M. Finn	724	745	653	2122
Write In	7	5	6	18
Blanks	592	661	554	1807
Total	1323	1411	1213	3947

Northbridge

Jeff T. Koopman	740	793	673	2206
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Write In	7	5	4	16
Blanks	576	613	536	1725
Total	1323	1411	1213	3947

Sutton

Write In	120	131	142	393
Blanks	1203	1280	1071	3554
Total	1323	1411	1213	3947

Upton

Tyler Bartlett	814	872	737	2423
Write In	6	7	4	17
Blanks	503	532	472	1507
Total	1323	1411	1213	3947

Uxbridge

James H. Ebbeling	718	744	649	2111
Write In	5	7	6	18
Blanks	600	660	558	1818
Total	1323	1411	1213	3947

Question 1

Yes	630	624	491	1745
No	665	761	689	2115
Blanks	28	26	33	87
Total	1323	1411	1213	3947

Question 2

Yes	937	968	818	2723
No	342	402	355	1099
Blanks	44	41	40	125
Total	1323	1411	1213	3947

Question 3

Yes	613	622	538	1773
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No	669	754	636	2059
Blanks	41	35	39	115
Total	1323	1411	1213	3947

Question 4

Yes	664	676	555	1895
No	637	714	637	1988
Blanks	22	21	21	64
Total	1323	1411	1213	3947

The total number of ballots voted was **3,947** (precinct 1-1,322, precinct 2-1,411 and precinct 3-1,214) out of 6,336 registered voters - **62%** voter turnout. Of the total ballots voted, early voting (absentee, vote by mail and in-person early voting) accounted for 47%.

Attest:

M. Denise Smith
Town Clerk

TOWN OFFICERS & COMMITTEE REPORTS

BOARD OF SELECTMEN / TOWN MANAGER

The year 2022 began with the reopening of Town Hall following a fall/winter 2021 increase in COVID cases that resulted in closing town buildings to the public. With increased vaccinations and continued focus by federal, state, and local governments to mitigate the threat posed by COVID-19 vaccinations, it seems we have turned the corner. While the virus may become a permanent part of society, we have started to learn to live with it, much like influenza and other global diseases.

2022 quickly became a year of transition, with town department staffing being the town's primary focus. Derek Brindisi, Upton's Town Manager since 2017, announced in January 2022 that he was resigning his position to become the Town Manager in Plymouth, MA. Before joining Upton, Mr. Brindisi was previously the Assistant Town Manager in Plymouth.

The town began the process of selecting the town's third manager. A Town Manager Search Committee was formed and met throughout March and provided the Board of Selectmen with three candidates for consideration. The Board of Selectmen conducted interviews in April and selected Joseph Laydon as Town Manager. Mr. Laydon previously served as Assistant Town Manager in Littleton and as Community Development Director/Town Planner in Grafton. Mr. Laydon, a resident of Northbridge, is a longtime resident of the Blackstone Valley. His broad municipal experience and familiarity with small-town government and issues will be an asset to Upton.

The 2022 election declared Selectman Maureen Dwinnell the winner, which confirmed her second term on the Board of Selectmen. Congratulations to Selectman Dwinnell! Selectman Brett Simas was elected Chair, taking over from Selectmen Dwinnell.

The summer of 2022 saw significant staffing changes, with longtime employees resigning or retiring from the town. Initially elected in 2001,

Town Clerk Kelley McElreath resigned to become the Town Clerk in Plymouth, MA. Ms. McElreath's contribution to the Town of Upton cannot be overstated. She chaired the Town Hall Building Committee's renovation project and served as Assistant to the Town Manager, taking on the role of coordinating facilities and technology along with her role as Town Clerk. During COVID, she attended nearly every virtual meeting, ensuring the business of town boards and committees could continue as the town moved to remote meetings. Ms. McElreath will be missed, and we wish her continued success.

Diane Judd, Department Specialist with the Code Enforcement Department, retired after eighteen years of service with the town. Unfortunately, Ms. Judd, a longtime resident, passed away in the fall of 2022 after a courageous battle with cancer. Co-workers, contractors, and residents will miss her.

Assistant Assessor Tracey Tardy, another longtime Upton employee, resigned after 16 years of service to the town to become the Principal Assessor in Sutton. Paul Dell'Aquila, who joined the town in 2020, resigned after serving as the town's first Town Planner and assisted with the preparation of various plans and initiatives.

With the various resignations and retirements, the Town Manager had an opportunity to reorganize the land use departments into a Department of Land Use and Inspectional Services (LU&IS). The new department consists of staff from the Code Enforcement Department, the Town Planner, the Conservation Administrator, and support staff for the ZBA, Planning Board, and Conservation Commission. The reorganization plan has two parts: consolidating the various administrative functions into two positions and reclassifying the Town Planner position into the Director of Land Use and Inspectional Services. The new department will maintain support for the Planning Board, Conservation Commission, and Zoning Board of Appeals. Residents, contractors, and business owners will experience improved service by consolidating the various land use

personnel into a unified department. Amy Bonina, an Upton resident, was hired as the new department Administrator. Ms. Bonina's facilities/construction experience and organizational skills complement the department's reorganization. Michael Antonellis will join the town in January and lead the team as the Director of Land Use and Inspectional Services. Mr. Antonellis brings his planning and management experience from Worcester, Lancaster, and Foster, RI.

The town saw the addition of several new faces, including some in new roles within the town. Assistant Town Clerk Denise Smith was appointed Town Clerk. In her previous role as Assistant Town Clerk, Ms. Smith supported the Planning Board and Zoning Board of Appeals. These duties are now consolidated with other administrative functions in the new LU&IS Department. Kathleen Bern, an Upton resident, was hired as the Assistant Town Clerk. Valerie Leonardo, an Upton resident, was hired as the Town's Principal Assessor. Ms. Leonardo brings a broad knowledge base, having previously worked as an assessor in the City of Framingham for over a decade and is also a credentialed real estate appraiser.

After a lengthy search, Jessica Gomez was appointed the Town's Treasurer Collector. Ms. Gomez brings her lengthy municipal experience, having served as Grafton's Treasurer Collector. Patricia Marvelle now serves as the Town's Assistant Treasurer Collector, having been promoted from Department Specialist with the Department of Public Works. Ms. Marvelle also previously provided administrative support to the Conservation Commission, duties that are now consolidated in the new LU&IS Department.

The Department of Elder and Social Services/Council on Aging also saw significant changes. While preparing to move to the new Upton Community Center, two employees within the department retired. Janice Nowicki, the Director since 2014, announced her retirement, leaving the town in November 2022. In addition, Bernadette Denson, the Department Specialist, also retired in October 2022. Katelyn San

Clemente was hired in August 2022 as the Social Services Coordinator, filling a vacant position. In November, Maggie Gundersen was hired as the town's new Director of Elder and Social Services. Ms. Gundersen comes to Upton from serving most recently as the town Franklin's Social Services Coordinator. She is well-recognized by the Massachusetts Association of Councils on Aging for her work.

The Police Department also experienced staffing changes, including the retirement of two longtime officers. Officers Erik M. Mager and Michael F. Lupachini, who joined the Upton Police Department in 1986 and 1990, respectively, retired in the fall of 2022. Officer Michael Gonsalves resigned to take a similar position in another community. We want to thank Officers Mager, Lupachini, and Gonsalves for their dedication and service to the town and its residents.

The Police Department welcomed four new Officers to their ranks and the community. Jay Deiana, Bianca Nalon, Michael Stanley, and Ryan Connors joined the Upton Police Department in 2022.

While the primary focus throughout 2022 has been filling various vacancies across the town, we continue to find ways to improve internal efficiencies and seek grant funding to support town initiatives.

The town had hired Strategic Municipal Solutions (SMS) to support the Treasurer Collector's Office while the town sought to fill two vacancies within the Treasurer Collector's Office. In addition to maintaining department operations, SMS evaluated internal processes and identified best practices implemented under their tenure and by the new Treasurer Collector.

This past year, the town successfully received grant funding for various projects. The town received \$275,000 from the Community Compact Fiber Grant program to connect town and MURSD facilities. The town was awarded \$275,000 under the MassWorks Grant Program to conduct

engineering associated with the extension of water and sewer infrastructure along Milford Street to the proposed Governor's Landing development.

The town applied for and received \$97,000 in funding to implement repairs to various town buildings to improve accessibility. The town also received three earmarks; the town received a \$35,000 earmark for designing a pocket park on the land donated in 2021 next to the Upton Town Hall parking lot off Warren Street, another for \$100,000 to improve the Fire Station HVAC system, and a third earmark in the amount of \$125,000 for supporting economic development initiatives as recommended within the town's Local Rapid Response Plan.

May 2, 2022, Annual Town Meeting saw one of the largest turnouts in recent history. Six hundred and thirty-six (636) residents packed the auditorium of Nipmuc Regional High School to vote on the town's acquisition of 94.22 +/- acres off Mechanic and Fowler Street. This acquisition was complex, pulling together resident groups, Sudbury Valley Trustees, and Boards and Committees to exercise the town's right of first refusal to acquire the property. The property was proposed to be developed as a 200+ unit 40B development. Residents voted to purchase the property, thereby preserving the land from development.

After many years of planning, a \$12.3 M Community Center was constructed in January 2022. While the project was projected to be completed within a 12-month construction period, the project was delayed due to site challenges and supply chain issues. The new Upton Community Center will open to the public in the spring of 2023 and replace the aging public non-ADA-compliant Library and outdated Senior Center in one central location in the heart of the town center.

Lastly, the Board of Selectmen and Town Manager would like to recognize two individuals who passed away in 2022 and whose presence will be greatly missed by the town and local government. Al Holman and James Earl passed away during the summer of 2022. Mr. Holman was

chair of the Board of Health and has served the town in many capacities over the years. Mr. Earl was a long-standing Board of Assessors member and a volunteer driver for the Council on Aging. Mr. Holman and Mr. Earl will be greatly missed.

In closing, the Board of Selectmen would like to recognize and thank the departments, boards, and committees for their commitment to continually evaluate service needs and financial requests in our promise to maintain an affordable community for our taxpayers. As a result of this ongoing process, the town has certified Free Cash each of the last four years of ~\$2,200,000, which has allowed the town to continue to invest in the capital improvement program without having to borrow and incur unnecessary interest costs. The Board of Selectmen and Finance Committee's "Financial Policy" has been the guiding framework that has positioned the town into another AA+ Bond Rating and has put the town in its best financial position in history. The Board of Selectmen has committed to stay the course to meet the needs of this growing community and ensure these limited tax dollars are used most appropriately.

Respectfully submitted,

Brett A. Simas, Chair
Maureen Dwinnell, Member
Stephen A. Matellian, Member

Joseph Laydon, Town Manager

AFFORDABLE HOUSING TRUST

A report was not submitted.

ANIMAL CONTROL OFFICER

A report was not submitted.

ASSESSORS

Tax Rate Breakdown

Upton Board of Assessors announce Fiscal Year 2023 Tax Rate of \$13.87. The Board of Assessors is pleased to announce that the Department of Revenue (DOR) approved Upton's FY2023 tax rate of \$13.87 per \$1,000 of assessed value. This is a decrease of \$2.90 per thousand over the FY2022 tax rate of \$16.77. The DOR also approved the FY2023 assessed value of the real and personal property in Upton of \$1,742,540,839, a 27.98% increase over the FY2022 assessed value of \$1,361,562,381. 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 FY2023 assessed value of real and personal property consists of 95.32% residential, 1.53% commercial, and .76% industrial real property, and 2.39% personal property.

The FY2023 tax rate is based on the amount raised through property tax levy to fund the FY2023 budget and other financial expenditures approved at Town Meetings. For FY2023 this is \$24,169,041.44 after local revenues are accounted for.

Upton property tax bills are paid quarterly (due on Aug 1st, Nov 1st, Feb 1st, May 1st). The first two payments are considered *Preliminary* bills as they are due before the new tax rate and assessed values are set and are based on the FY2022 tax rate and assessed value. The second two payments are *Actual* bills and are based on the actual FY2023 tax rate and assessed value. As such, the Preliminary payments that are due on August 1st and November 1st may be greater than or less than the Actual payments that are due of February 1st and May 1st. All payments include the Community Preservation Act (CPA) surcharge.

The FY2023 tax rate of \$13.87 also included one new and four previously approved debt exclusions. The exclusions account for \$0.59, or 4.25% of the \$13.87 tax rate.

Tax Rate Components	Amount/Matures
Tax Rate with Prop 2 ½	\$13.28
Debt Exclusions:	
-Memorial School	\$0.18 2024
-Miscoe Hill Middle School	\$0.04 2025
-Blackstone Valley Tech	\$0.01 2025
-Third Water Source	\$0.06 2033
-New Community Center	\$0.30 2047

The responsibilities of the Board include reviewing and making decisions on real and personal property tax abatement applications. In 2022, the board reviewed 30 real estate and personal property abatement applications and approved 19 of them. The Board also processed and approved:

- 187 vehicle excise tax abatements
- 56 blind, senior, and veteran property tax exemptions
- 70 applications to enroll land in one of the Chapter 61 current use programs
- 12 senior work-off property tax exemption program

In 2019, the Board of Selectman voted to assess supplemental tax on new construction. A supplemental tax assessment is made when an occupancy permit is issued during the fiscal year and the value of the new construction increases the assessed value of the real estate by over 50% of its value as of the January 1 assessment date. In 2022, the Board committed 24 supplemental tax bills totaling \$101,849.31, including \$2,966.49 in CPA surcharges.

The Board reviews and reports new growth for the town. This past year, new growth for FY 2023 was calculated at \$264,381.

The Board members have changed in FY 2023, with Ms. Kelly McElreath leaving in July 2022 to pursue a position with another community, and the passing of Board Member Mr. James Earl, and wishes to thank his family for his service to the Board.

Ms. Valerie Leonardo has joined as an emergency Board member to fulfil the Department of Revenue requirement of a minimum of 2 Board members.

Lastly, Ms. Tracey Tardy left the Assistant Assessor position in August of 2022 to pursue a position with another community. Ms. Valerie Leonardo began as the Principal Assessor in October 2022.

Respectfully submitted,

Bill Taylor, Chairman
Valerie Leonardo

BOARD OF HEALTH

The Board of Health respectfully submits the following report for the year 2022. Board members were as follows; Chairman, Stedman (Ted) Briggs; Member, Al Holman; and Member, Richard Desjardins.

In July of 2022, Board Member, Al Holman sadly passed away, leaving a vacancy for the remainder of his term. Al had served as a dedicated board member for over 14 years, was a school committee member and also served as a selectman for six years. His dedication to the town was significant and he will be greatly missed by many.

The following month, Richard Desjardins resigned from the Board as it was necessary for him to relocate out of town. Richard dedicated 13 years to the Board and shared many years of knowledge with Upton residents. He also will be greatly missed.

The board member vacancies were later filled by Upton residents, Laura Hebb, and Quinn Parks. The town appreciates their quick response to fill these roles and looks forward to their contribution.

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

Animal Control Officer	Mike Moran
Burial Agent	Denise Smith
Assistant Burial Agent	Andrew Pickering
Housing Agent	Patricia Parent
	Danielle Edmands
	Daniel Markman
Title 5 Agents	Lenny Izzo
	Paul McKeon
Food Inspector	Danielle Edmands
	Daniel Markman
	Ray Gauthier
Asst. Public Health Supervisor	Diane Tiernan
Town Nurse	Patricia Parent
Town Physician	Dr. Jeff Lukas

During the year 2022, BOH staff conducted routine barn, septic, food, and housing inspections. Complaints pertaining to housing, animals,

restaurants, trash and other similar health concerns were addressed by the board members and its staff.

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

Food inspections were completed by our food inspectors on all food establishments in town. These inspections are completed bi-annually with follow up inspections of any establishment with violations. During the year, there was a substantial increase of inspections on food trucks whom were operating at local establishments. Inspections indicated the establishments are clean and operational with only minor violations.

These inspection reports are available to view at the Board of Health office.

The local swimming area, Kiwanis Beach is tested on a weekly basis for coliform, during the summer swim season as required by Massachusetts state laws.

The Board of Health along with the town nurse, Trish Parent, continued the struggle against COVID-19. The world was hopeful that the virus would have been eradicated by now, but variants of the virus continue to breed, producing anything from cold symptoms to hospitalization. To combat these variants, the Board continues to offer booster clinics of the most up to date vaccine currently recommended by the CDC.

The following permits were issued under the BOH during 2022

Food	59
Garbage & Offal	10
Tobacco Permits	7
Installers	19
Well	11
Septic permits	54

Perc & Deephole	31
Dumpster	22
Trash Bags Sold	149,910
Complaints Received	31

The following communicable diseases were reported during 2022

Total Covid	867
Total Flu	47
Lyme	29
Human Granulocytic Anaplasmosis	3
Campylobacter	2
Giardiasis	1
Salmonellosis	2
Tuberculosis Disease	11
Vibrio	1
Other	3

Respectfully submitted,

Stedman Briggs, Chairman
Laura Hebb
Quinn Parks

CABLE ADVISORY COMMITTEE

In 2021, the Board of Selectmen voted to move the authority for the Cable Advisory to the Technology Committee. Please see the Technology Committee report for an update on cable activities.

Respectively submitted,

Cable Advisory Committee

CABLE TELEVISION

A report was not submitted.

CAPITAL BUDGET COMMITTEE

A report was not submitted.

CEMETERY COMMISSION

Financials Ending 6/30/2022

Revenue:

Sale of Lots	\$ 9,500.00
Perpetual Care	\$ 17,500.00
Open and Close Graves	\$ <u>35,400.00</u>
Total:	\$ 62,400.00

As recorded by the commissioners

Expenses:

Sundry Expenses	\$ 28,256.25
Salaries	\$ <u>1,750.00</u>
Total:	\$30,006.25

Ledger Balance:

Non-Expendable - Perpetual Care	\$522,774.97
Change In Value	(\$94,734.71)
Interest Earned	\$ 7,133.92

Exp. Balance - Perpetual Care \$105,285.16

The commissioners thank DPW staff for excellent support of our needs by timely response to commissioner requests for various services such as

grave open/close, snow plowing, grass mowing, leaf removal, collection of tired adornments, pavement, and maintenance etc.

During the summer, all lot pins in section 42 were replaced. Now there is just one sequence from 1 to 736. Previously there were several sequences running in different directions which made locating specific graves difficult. Sections 1, 3 and 5 have also been reviewed and updated with consistent pin locations and assignments.

Rehabilitation work at Bradish and the Burying Ground have been completed with the removal of dead trees and a large area of brush. Many monuments have been rediscovered in the process and can be added to the register as time permits.

Research into double depth burial vaults has been abandoned. Although this option could extend the life of our existing land resources, it became apparent that a substantial upfront expense is unavoidable and beyond our funding capacity. Other investigations suggested the public we serve is not at all interested in this solution. At the same time, following a long-term push to market columbarium services at the Lakeview facility, there has been little interest and some push back on having such available in our facilities.

Following the premature resignation of Edward Phillips, Alfred Palladini has joined the commission following appointment at a joint session of Selectmen and the remaining commissioners. Alfred brings enthusiasm, interests in photography, using historical local records and preservation of our facilities.

Respectfully submitted,

Glenn Fowler, Chair
Frederick Palladini, Member
Robert Pray Secretary

CODE ENFORCEMENT

In '22, the Code Enforcement department was incorporated into the Department of Land Use and Inspectional Services as part of a larger reorganization of Code, Planning, Conservation, and ZBA staff by the Town Manager to improve customer service and coordinate permitting activities. The past year continued to be an active one for the department. We saw an additional 7.5% increase in the number of Building Permits issued over the previous year. As covid has continued to subside, we saw a continuation of renovation and home improvement projects. Construction continued at Upton Ridge, a 139 Unit Subdivision, construction continued for the Preserve at Dean Pond, the Upton Community Center and construction began at Cobbler's Creek, a 55 and over development of 61 units. Currently there are several more subdivisions in the Zoning and Planning stages.

INSPECTIONAL SERVICES

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
Amy Bonina	Land Use & Inspectional Services Administrator

PERMITS ISSUED

Demolition	1
Minor Repairs	37
Solar	54
New Construction	74
Misc.	297
Residential Building	425
Sign	3

Solid Fuel	13
Temp Structure	4
Sheet Metal	60

Building Permits 543 Total

Commercial Building	2
Wiring Permits	282
Plumbing Permits	168
Gas Permits	173

Building Permit Revenues	\$ 296,406
Wiring Permit Revenues	\$ 33,387
Plumbing & Gas Permit Revenues	\$ 40,265
Total Revenue	\$ 370,058

ZONING BOARD OF APPEALS

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

Variances	11	Special Permits	8
Deck	2	Accessory Apt.	
Frontage	2	(In-Law)	7
Garage	1		
Pool	2		
Shed	4		

Variances Granted	11	Special Permits Granted	7
Variances Denied	0	Special Permits Denied	0
Variances Withdrawn	1	Special Permits Con't. 3	

As always, a special thank you goes out to all the Inspectors for their hard work, integrity and diligence when conducting their inspections. We

commend them for their professionalism, attention to detail and ongoing professional development.

With Safety Codes ever changing, it is crucial that we interpret and enforce the various Codes to ensure the safety and well-being of our residents. Inspectional services wish to welcome Amy Bonina, a new addition to our department, and thank her for her support in the office. Amy 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 the Town Manager as well as the Board of Selectmen for their ongoing support of our 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, generally at the Upton Town Hall at 7:00 p.m. in the Ground Floor Conference Room. Since the start of the COVID pandemic, most meetings were conducted virtually. We thank the Town Clerks, Kelly McElreath and Denise Smith, for their assistance.

In accordance with state law, the appropriate Community Preservation Act (CPA) funds were transferred to each of the required designated accounts at the May Annual Town Meeting, namely: historic resources, community housing and open space. The transfers were based on anticipated local revenue of \$490,462 and CPA trust fund matching grant of \$418,094 for a total of \$908,556.

The tenth-year payment (\$269,131.00) of debt service on the general obligation Town Hall Renovation Bonds was approved at the May Town Meeting.

Several projects were funded in 2022. The largest was funding a portion of the cost for the Town to acquire approximately 94.22 acres off Fowler and Mechanic Streets for recreation and conservation purposes. The Town approved the use of \$743,000 in CPA funds at the Annual Town meeting.

The CPC also voted to use approximately \$11,000 in funds previously approved in 2011 for community housing uses to help fund an update of the Town's housing production plan.

The CPC voted to recommend up to \$75,000 in funding for a study by the Lakes and Ponds Committee of Pratt Pond and Old Mill Pond. At the November Special Town Meeting, the Town approved \$40,000 to fund phase one of the study.

In November of 2022, the Town received \$301,552.00 from the Community Preservation Act Trust Funds. This was a 58.6% match of projected town revenues of \$515,046.00. This grant brings the total of CPA trust funds to the Town of Upton over the last 19 years to \$4,080,271.00.

In April, Rena Richard resigned from the CPC after 18 years, having served as the Town’s only chair of the Committee since its inception. Richard Gazoorian and Richard Desjardins also resigned from the CPC. Brittany Bessler and Rick Porter joined the Committee. We thank Rena, Richard, and Richard for their service to the Town, and welcome Britany and Rick.

The CPC elected Paul Carey as Chair, Mike Penko as Vice-Chair, and Joan Scribner as Clerk.

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 several 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,

Paul Carey, Chair
Joan Scribner, Clerk
Russell Wood
Brittany Besler

Mike Penko, Vice-Chair
Chris Scott
Rick Porter

CONSERVATION COMMISSION

The Commission administered the Massachusetts Wetlands Protection Act, the Town Wetland Protection Bylaws, and the Town Stormwater Bylaw. Regular public meetings were generally conducted bi-weekly and numerous site inspections were held during the year. Due to the pandemic, these meetings were held remotely. Many sites were

reviewed and approved for building permit application signoffs by the Conservation Commission Administrator. Major projects that were reviewed and permitted included East St. Estates and Governor's Landing which is still in the review phase. Projects under construction monitored by the Commission in 2022 included: the Upton Ridge senior housing development, the Preserve at Dean Pond subdivision, and Cobbler's Creek Senior housing. Eight enforcement orders were issued. The Commission resolved several other violations of the Wetland Protection Act and/or the town wetland bylaw. The Commission revised the wetland bylaw to allow for consideration of climate resiliency in reviewing applications.

Administrator Dave Pickart resigned to take a full-time position in Northbridge at the end of May. Administrative Assistant Patricia Marvelle transitioned to working in the Treasurer's office at the end of June, although still providing some assistance through July. Both will be greatly missed. In August Mary Overholt was hired to take the Conservation Administrator position, stepping down from the Conservation Commission. Associate member Dave Szczebak became a full member of the Commission in June.

The Open Space Committee helped to facilitate the acquisition of a property on Mechanic St. See the Open space report for more details.

The Land Stewardship Committee submitted two Requests for Determination of Applicability through the Conservation Commission for trail work. The work includes the installation of a bridge in the Warren Brook Conservation area to replace an existing smaller bridge and the installation of a long boardwalk on a muddy cart path in Whitney Conservation Area East. The Land Stewardship Committee also submitted a Notice of Intent for the construction of a larger bridge over Warren Brook on the Roberston Family Conservation Restriction. Money from

the Conservation fund was used for the Town Line Dairy Agricultural Preservation Restriction.

Applications/Requests received:

- Notice of Intent (NOI) = 10
- Requests for Determination (RDA) = 11
- Abbreviated Notice of Resource Area Delineation (ANRAD) = 2
- Request for Certificate of Compliance (COC) = 5
- Order of Conditions (OOC) Extensions = 1
- Emergency Permit Request = 0
- Stormwater Management Permit Application = 0
- Erosion Control Permit Application = 1

Decisions/Actions issued by the Commission:

- Order of Conditions (OOC) issued = 10
- Determinations = 11
- Order of Resource Area Delineation (ORAD) = 1
- Certificate of Compliance = 5 (including 1 partial)
- Order of Conditions Extension = 1
- Enforcement Orders = 8
- Emergency Certifications = 0
- Erosion Control Permits = 1
- Stormwater Management Permits = 0

The Commission with the Board of Health administered town funds allocated for beaver control. The Board of Health oversaw trapping beavers at the Glen Ave. pump station, on Center Brook behind the VFW and near the intersection of Walnut and East St.

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 2022, the pond

was ice free on Jan 2nd and March 15th. Ice-In, defined as first day in fall or winter when Pratt Pond is entirely ice covered from a vantage point near the intersection of School Street and North Main Street, occurred on December 12.

Respectfully submitted,

Christine Scott, Chairperson
Mike Penko, Vice-Chairperson
Sandra Lajoie, Treasurer
Thomas Jango, Member
Alan Miano, Member
Marcella Stasa, Member
David Szczebak, Member
Mary Overholt, Conservation Administrator

COUNCIL ON AGING

The Upton Center is dedicated to protecting the rights of elders allowing them to live independently, preserving the dignity of aging, offering support to low-income/disabled families, creating a positive relationship between all ages through intergenerational programming, and acting as a resource to the community of Upton.

The Upton Center experienced many staff changes in 2022, but maintained consistent programs and services that are popular with our senior population. In the later part of the year, we hired a new Director of Elder Services and a new Social Services Coordinator. During this same time, we bid farewell to our Department Specialist. We are currently looking to replace that position and add an additional bus driver.

Attendance for the majority of our programs remained consistent with previous years, however our social services department continues to see an increase in requests from the senior population and many other members of our community. We feel these demands have increased since the end of the Covid-19 pandemic. Our social service department continues to offer Medicare counseling, fuel assistance, housing referrals, food stamps, family/individual assistance, advocacy, referrals to local, state, and federally programs and services, and referrals to mental health counseling.

The Center has been successful in providing this support to Upton residents thanks to the generosity of The Upton Bloomer Girls, The Policemen's Association, The Upton Fire Department, St. Gabriel's Church, Unibank, Salvation Army, Upton Men's Club, and several individual donations of gift cards to the Center. With these gift cards, we were able to provide assistance to residents experiencing a crisis or challenge situation, and we used them to provide holiday gift and food assistance.

The Center bus continues to provide much needed transportation to medical appointments, pharmacies, shopping trips, and entertainment. Trips to the Milford medical services area continue to be our most popular ride request.

During this past year we have worked closely with other town departments and Upton organizations. We've offered programs with the Blackstone Valley Regional Technical school and its student-run programs like their dining room and cosmetic programs. We also work closely with our towns Public Health Department to distribute flu vaccines and covid testing supplies. We continue to work closely with the Upton Fire and Police departments to provide protective services to our residents.

Tri-Valley’s Meal on Wheels program continues to be housed at our facility. This service is seeking additional volunteer drivers and food assembly workers.

We continue to provide our medical equipment exchange program, but this program does not seem to be as popular as I would have expected given our proximity to the Milford Regional Hospital service area, so we will review this program going forward.

Our monthly newsletter, The Upton Chronicle, continues to reach between 275 and 300 people.

Moving forward in 2023 the Center hopes to serve a larger population of seniors and younger adults, especially once we move into the new community center. This will allow us the opportunity to offer multiple programs at the same time and offer new programs to meet the needs of our younger adult customers. We are looking forward to doing cooperative programs with the library staff.

The Center is grateful for the continued support from the Upton residents/community, the Board of Selectman’s office, and all the departments that work with us.

Respectfully submitted,

Maggie Gundersen
Director, Elder and Social Services

CULTURAL COUNCIL

The Upton Cultural Council (UCC) respectfully submits the following report for the year 2022. Council members are as follows: Co-Chair

Megan Ronzio; Co-Chair Shelley Ryan; Treasurer Lyn Haggerty; Secretary Alice Gentili; Members, Jen Conrad, and Robin Jokela.

UCC is a Local Cultural Council funded by the Massachusetts Cultural Council (MCC). The largest grassroots cultural funding network in the nation, the Local Cultural Council (LCC) Program enriches the cultural life of all cities and towns in Massachusetts. Led by municipally appointed volunteers, LCCs award over \$4 million every year, supporting 6,000 cultural programs that include everything from field trips to lectures, festivals, and dance performances.

The Upton Cultural Council (UCC)

Painting classes; a Multicultural Festival at BVT; an outdoor foraging workshop at Stefans Farm; a Mass Audubon Society presentation; a theatrical performance depicting Historical Women at Memorial Elementary School; a science presentation at Miscoe Hill Middle School; Fairy Tale Cultural Book Kits at the Upton Town Library; multiple musical performances in a variety of genres across town; and more! These are all programs that have been funded over the past year by the Upton Cultural Council (UCC), all offered at no charge to participants. The UCC is a town council that awards grants to local performers, schools, and organizations that bring cultural events and programming to our town. Our goal is to promote the appreciation of the arts, humanities, and interpretive sciences in Upton with a focus on diversity, inclusion, and accessibility.

"The Upton Cultural Council is excited to bring these opportunities to our town and to be able elevate the cultural life and experience of local residents. By funding these programs, we are supporting local artists, schools, and organizations, and also promoting a sense of community. We think that no matter what your interests are, there's sure to be something for everyone!" said UCC Chair Megan Ronzio.

The UCC once again raised funds by selling 'Entering Upton' stamped tile coasters created by UCC co-chair Megan Ronzio. Entering Upton, glasses

created by members: Jenn Conrad and Alice Gentili. Sales of the coasters and glasses took place at the Upton Heritage Day, an annual festival sponsored by the Upton Historical Society.

UCC Priorities

The Upton Cultural Council seeks to enrich Upton and nearby communities to the best of our ability. This year, the UCC gave priority to:

- Applicants that have secured a local venue, or have the capacity to conduct virtual presentations.
- Projects that promote the access to, and appreciation of, the arts, humanities and interpretive sciences in the town of Upton.
- Ability to address the diverse cultural needs of underserved populations or support diverse forms of cultural activities.

In addition to the state criteria, applications were evaluated using the following review criteria:

- How well the program meets our local priorities. community support and involvement.
- Evidence of positive track record and dedication of the applicant.
- Demonstrated planning.
- The council encourages organizations to seek additional funding support for their programs and projects.
- New applications and innovative proposals are encouraged.
- Council funds will not be used to substitute for or replace existing publicly funded programs.
- Applicants will not be discriminated against on the basis of race, sex, religion, creed, color, national origin, disability or age.

(Developed 8/25/21)

The Massachusetts Cultural Council (MCC) awarded UCC \$6200 in funding for FY 2022

2022 Grant Recipients

The following projects were fully or partially funded in 2022 by the UCC, a local council funded by the MCC:

Grantees	Funds Awarded
Greater Milford Ballet Presents the Nutcracker	\$500.00
Music for Thimble Pleasures Guild Quilt Show	\$300.00
Celebrate Upton at HCA	\$1000.00
Jumpin Juba senior concert	\$325.00
Sheryl Faye Presents Historical Women – Sally Ride	\$790.00
A Cultural and Historical Reflection of 1960s-Music Of the Beatles	\$300.00
Blackstone Valley Summer Concert Series	\$500.00
Songs and Stories- The Highwaymen	\$450.00
Bob Jordon- Free Band Concert with Joe Kuras	\$125.00
The Jellyfish: How to Pastel Paint	\$1272.00
Extreme Air Traveling Show	\$550.00
Hip Hop Dance Chair Exercise for Seniors	\$280.00
BVT Multicultural Festival	\$730.00
Fairy Tale Culture Kits	\$550.00
UCC Organized Events	
Spring Foraging Rachel Goclawcki	\$350.00
Beyond Backyard Birds	\$200.00

Visibility

Alice Gentili our Social Media coordinator, has continued to update our social media accounts on [Facebook](#), [Instagram](#), and [Twitter](#) to stay in contact with the community and share updates in real-time. Alice also contributes to our visibility by creating graphics and photos of cultural events.

We are also directly connected to the Massachusetts Cultural Council on Facebook;

<http://www.massculturalcouncil.org/>

We would like to thank Megan Ronzio, Jenn Conrad and Alice Gentili for their creative support and the Upton Historical Society for providing the UCC a complimentary booth at the event.

The Upton Cultural Council welcomes new members to join us in bringing culture to our community.

Respectfully submitted,

Megan Ronzio, Co-Chair

Shelley Ryan, Co-Chair

Lyn Haggerty, Treasurer

Alice Gentili, Secretary

Jen Conrad

Robin Jokela

DISABILITY COMMISSION

A report was not submitted.

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 one cohesive Public Works Department to meet the many needs of the community, improve infrastructure, and advance town projects. The Department consists of seventeen full-time employees including a Director, one Department Coordinator, two Superintendents, one Parks/Forestry/Cemetery Foreman, one Mechanic, five Water/Wastewater Operators, five Truck Driver/Heavy Equipment Operators, and one Parks/Forestry/Cemetery Laborer. The Department also employs one part-time Department Specialist and four seasonal employees.

The Department of Public Works hereby respectfully submits its Annual Report for the year ending December 31, 2022.

HIGHWAY DIVISION

Mission Statement

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

The winter of 2021 – 2022 brought a typical New England winter with a more normal snowfall amount than the previous year. The temperatures

were favorable for snow accumulation and the DPW responded to 26 events throughout the season. Total snowfall accumulation equaled 53.5 inches in comparison to 61.5 inches received the prior winter. The Highway Division worked tirelessly in their effort to keep the roads and sidewalks safe and clear for motorists, pedestrians and emergency vehicles. Other completed projects by the Highway Division include:

- Roadway repair (patched) various locations throughout Town.
- Painted stop bars and crosswalks throughout the Town.
- Collaborated efforts with National Grid for hazard trees removal on all public ways.
- Cleaned and reshaped drainage trenches throughout Town.
- Conducted extensive roadside brush cutting, to provide safe sight distance for motorist, cyclist and pedestrians.
- Submitted annual MS4 report in accordance with the Town's NPDES permit.
- Swept 75 miles of roadway.
- Cleaned 858 catch basins.
- Replaced asphalt berms at various locations.
- Addressed beaver issues at 6 locations.
- Reconstructed 200' of drainage swale at 134 South Street.
- Responded to numerous washouts during the rainy season.
- Tested and disposed of approximately 375 yards of catch basin and street sweeping debris.
- Replaced various types of street and traffic signs throughout Town

The Town was able to re-establish the Road Management Program by providing financial support. The Highway Division reconstructed the following streets

- Mechanic St. from North St. to Fowler St.
- South St. from Mendon St. to Chestnut St.
- Fiske Mill Rd. from East St. to Milford Town line.
- Glenview St. from 140 to Tyler Rd.

Other notable items the Highway Division completed this past year:

- Assisted the Water/Wastewater Divisions with various tasks.
- Assisted the Parks/Forestry/Cemetery Division.
- Repaired/replaced 22 catch basins and manhole structures.
- Repaired roadway deficiencies at various locations throughout Town.
- Performed road and drainage repairs as needed and/or request by residents.
- Cleaned several large culverts.
- Removed numerous dangerous trees throughout the Town.
- Installed the Barbara Burke Memorial Bench at Heritage Park.

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

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

PARKS, FORESTRY, & CEMETERY DIVISION

Mission Statement

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

The Parks, Cemetery and Forestry Divisions maintains 48 acres of Town owned property at Kiwanis Beach, Leland Field, West River athletic field; as well as the four Town cemeteries; First Cemetery located on Grove Street, Lakeview located on North Main Street, Bradish Cemetery located on Westboro Road at North Street, and Maplewood Cemetery located on Maple Street. In addition to these locations, the Division also maintains the grounds at Town Hall, Library, Town Common, Police & Fire Stations, Heritage Park, Wildwood Park, and street islands located throughout Town. Other tasks performed by the **Parks Division** includes the following;

- Performed routine maintenance of irrigation systems at all municipal sites.
- Continued the Invasive Aquatic Species Program.
- Annual spring and fall cleanup.
- Brush clearing and chipping.
- Mow, fertilize, lime, aeration, over seeding, and application of compost top dressing on all fields throughout the growing season.
- Dam maintenance, 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, yard, and wall repairs as needed.
- Playground equipment, safety inspections, and maintenance.
- Collect trash in the 25 barrels located throughout Town, performed weekly.
- Annual installation and removal of docks at Kiwanis Beach.
- Refinished picnic tables and trash barrels.
- Submission of Annual Report to the Massachusetts Department of Agricultural Resources for the application of pesticides and herbicides.

- Replaced backboards and nets at Kiwanis Beach.
- Assisted the Highway Division with beaver dam removals.
- Assisted the Highway Division with tree removal throughout town.
- Assisted the Highway Division with snow & ice operations.
- Power washed Kiwanis Beach Buildings.
- Replaced 450' of drainage pipe at Kiwanis Beach soccer field.

Tasks performed at Town cemeteries include:

- Application of Grub control in needed locations.
- Extensive brush trimming throughout all Town cemeteries.
- Extensive loaming and seeding
- Repaired and painted Lakeview Cemetery garage.
- 21 full burials.
- Paved approximately 315 feet of roadway.
- 17 cremations.
- Installation of 12-foot stones.

Tasks performed within the **Forestry Division** include:

- Removal of dozens of dead, diseased, and hazardous trees throughout Town.
- Additional days of tree work related to storm damage.
- Removal of several tree stumps through a stump-grinding process.

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

WASTESWATER 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, five licensed and cross trained Operators who are shared with the Water Division, and one Apprentice, the Wastewater Division is responsible for maintaining and improving approximately fourteen miles of gravity and force sewer main, a Wastewater Treatment Facility and four pump stations.

The Water and Wastewater Division utilized in-house staff for several projects, resulting in savings to the Town and its ratepayers. The Department continues to perform the repairs, upgrades, and planning necessary for economically updating its aging infrastructure and assets.

- Performed the next phase of I/I program-using smoke testing on sewer system in West Upton.
- Relined sewer pipes along School St., Nelson St., and Pleasant St.
- Repaired manhole structures on Main St. and Pleasant St.
- Continued to update SCADA system to maintain compliance with the DEP and EPA.
- Staff continue to refurbish and maintain older equipment in an effort to utilize less electricity, water, and other resources.
- Continue training staff on safety focused maintenance.
- Repaired and/or replaced various pumps.
- Continue sending staff for additional educational classes to both maintain their current licensees as well as increase their knowledge and experience in an ever-changing industry.
- Presented the Board of Selectmen with the second year of the Town's new rate structure.

- Completed our Annual Sanitary Survey by the DEP without requirements.

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, two Cross Connection/Backflow Prevention Inspectors, two licensed Operator's, all of whom are cross trained, licensed, and shared with the Wastewater Division, and one Apprentice. The Water Division is responsible for approximately thirty-three miles of water line, two water tanks with a combined 1.5-million-gallon capacity, three pump stations/treatment facilities, and two booster stations. The Division distributes approximately one hundred twenty-five million gallons annually.

- Installed new flow meter at the West River Water Pumping Station.
- Completed the annual spring and fall Hydrant-Flushing Program as well as our annual Leak Detection Program.
- Repaired broken valves at 118 Main St.
- Responded and repaired 2 service water leaks at 77 Main St. and 10 Brooks St.
- Presented the Board of Selectmen with the second year of the Town's new rate structure.
- Exercised and cleaned all water gate valves within the system.
- Continue training staff on safety focused maintenance.

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

Water/Wastewater Performance

- The Water Division pumped and treated 130.88 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 90.5 million gallons of wastewater.
- Processed and disposed of 41.3 dry tons of waste sludge.
- Staff responded to 29 after hour water and wastewater calls.

I would like to thank Joe Marcinkus, Water/Wastewater Superintendent, Ed Dela Motte, Acting Water/Wastewater Superintendent, and their dedicated team in the Water/Wastewater Division, as well as Department Coordinator, Bill Taylor, for all their hard work and dedication throughout the year.

Respectfully submitted,

Dennis E. Westgate Jr
Director of Public Works

DPW BUILDING COMMITTEE

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

expire upon the completion of the building project or the dissolution of the committee by the Board of Selectmen.

The Building Committee did not meet in 2022.

ECONOMIC DEVELOPMENT COMMITTEE

The Board of Selectmen (BOS) created the Economic Development Committee (EDC) in the summer of 2018. The EDC is tasked with:

- 1) The EDC shall work to encourage economic development in all of the Town's business and commercial/industrial districts with a particular focus on attracting and retaining businesses consistent with the latest Economic Plan and the 2019 Town Center Visioning exercise.
- 2) The EDC shall work to ensure that the Town Center Vision accepted at the May 2019 Town Meeting is enacted properly throughout the Upton Center Business District (UCBD) established at the November 2019 Town Meeting and any potential subsequent updates approved by future Town Meetings.
- 3) The EDC shall work to develop, maintain and enhance the "Doing Business in and with Upton" process, by maintaining open communication with local business leaders, local officials, and residents to best understand the needs of all parties.
- 4) The EDC shall be proactive in identifying new opportunities and trends that may benefit the town and that are consistent with the Town's latest Economic Plan.

The EDC welcomed Pierre Cote as a new member of the Committee in 2022. The EDC would like to thank former member Donna Desjardins for her many years of service to the committee and Upton.

Summary

In the first half of 2022 the EDC and the Town Planner worked on updating the Town Center RFP from 2020 with new information, a more concise scoring criteria, and reduced secondary language in order to create an easier to digest and hopefully respond to RFP for the Town Center Redevelopment. The EDC received feedback on the draft from a number of peer sources including CMRPC and MassDev. After approval by the BOS the EDC released the RFP at the beginning of October with a due date for respondents on December 2nd. Unfortunately time there were over two dozen registrants for the RFP, but no responds were received. The EDC and Town Manager plan to reach out to registrants to better understand why individuals did not submit a response and to work with the BOS on updating the approach to the Town Center Redevelopment.

The EDC worked with the BOS to have a land survey done of the former Grand Army of the Republic (GAR) lot next to Holy Angels. Once the survey was completed the EDC presented a request to the Planning Board for an ANR to allow for the creation of a new lot separating the former GAR parcel from the new Community Center parcel (using Center Brook) as the divider. Once approved, the EDC asked Annual Town Meeting to approve Article 20 to grant the BOS permission to sell, lease, or transfer the new 0 Milford Street parcel as part of the Town Center redevelopment.

The EDC worked with local businesses, government officials, and volunteers to build out an Upton Small Business Directory. This document lists all businesses within Upton and their respective contact information and is located on the Town's website.

The EDC awarded a contract to BSC for the design of a park pocket on Warren Street on landed previously donated to the Town. The contract was funded through a State grant in the amount of \$30,000. As of year-

end BSC is approximately 50% of the way through its work and plans to present a final design in the 1st half of 2023.

Working with Mendon, the EDC announced the Façade Improvement Program which provides 0% interest matching loans to businesses in the Upton Center Business District for exterior building improvements. The program is funded by a \$30,000 state grant and is currently accepting applications.

Gene Bernat was appointed as the EDC’s rep to the Housing Production Plan Steering Committee.

The EDC advocated for the permanent closing of a section of Warren Street adjacent to Town Hall to improve pedestrian safety and ease traffic. Article 1 was approved by Town Meeting at the Fall Town Meeting.

Members of the EDC, the Town Manager, the DPW Director, and the Conservation Agent met with outside consultants to understand the possibilities and associated costs of building pedestrian footbridge(s) downtown over Center Brook in line with the Vision’s goals of producing a more pedestrian friendly downtown.

The EDC wishes to thank Paul Dell’Aquila for his time as the Town Planner / Economic Development Coordinator and wish him the best of luck in his future endeavors.

Respectfully submitted,

Gene Bernat - Vice-Chair
David Brooks
Pierre Cote
Steven Rakitin - Secretary

David Ross – Chairperson
Craig Weinfuss
Katherine Worsham

FINANCE DEPARTMENT

TOWN ACCOUNTANT

Combined Balance Sheet- All Fund Types and Account Group

Town of Upton							
Combined Balance Sheet - All Fund Types and Account Groups							
as of June 30, 2022							
(Unaudited)							
	Governmental Fund Types			Proprietary Fund Type:	Fiduciary Fund Types	Account Groups	Totals
	General	Special Revenue	Capital Projects	Enterprise	Trust and Agency	Long-term Debt	(Memorandum Only)
ASSETS							
Cash and cash equivalents	6,848,243.46	5,534,125.08	9,729,651.97	3,258,387.70	8,942,759.04	0.00	34,313,167.25
Receivables:							
Personal property taxes	62,733.75	0.00	0.00	0.00	0.00	0.00	62,733.75
Real estate taxes	608,109.82	0.00	0.00	0.00	0.00	0.00	608,109.82
Allowance for abatements and exemptions	(673,540.27)	0.00	0.00	0.00	0.00	0.00	(673,540.27)
Community Preservation Act	0.00	12,468.71	0.00	0.00	0.00	0.00	12,468.71
Tax liens	560,948.20	0.00	0.00	0.00	0.00	0.00	560,948.20
CPA Tax liens	0.00	8,274.33	0.00	0.00	0.00	0.00	8,274.33
Tax foreclosures	344,632.47	0.00	0.00	0.00	0.00	0.00	344,632.47
Motor vehicle excise	184,953.36	0.00	0.00	0.00	0.00	0.00	184,953.36
User charges	0.00	0.00	0.00	196,905.75	0.00	0.00	196,905.75
Utility liens added to taxes	0.00	0.00	0.00	9,989.75	0.00	0.00	9,989.75
Due from other governments	0.00	62,685.31	0.00	0.00	0.00	0.00	62,685.31
Amounts to be provided - payment of bonds	0.00	0.00	0.00	0.00	0.00	17,440,000.00	17,440,000.00
Bonds authorized	0.00	0.00	0.00	0.00	0.00	878,702.00	878,702.00
Total Assets	7,936,080.79	5,617,553.43	9,729,651.97	3,465,283.20	8,942,759.04	18,318,702.00	54,010,030.43
LIABILITIES AND FUND EQUITY							
Liabilities:							
Warrants payable	301,656.59	28,318.21	0.00	36,013.84	4,673.06	0.00	370,661.70
Accrued payroll and withholdings	251,653.34	32,014.91	0.00	18,008.24	5,028.08	0.00	306,704.57
Other liabilities	5,119.59	0.00	0.00	0.00	0.00	0.00	5,119.59
Deferred revenue:							
Real and personal property taxes	(2,696.70)	0.00	0.00	0.00	0.00	0.00	(2,696.70)
Tax liens	560,948.20	0.00	0.00	0.00	0.00	0.00	560,948.20
Foreclosures/Possessions	344,632.47	0.00	0.00	0.00	0.00	0.00	344,632.47
Motor vehicle excise	184,953.36	0.00	0.00	0.00	0.00	0.00	184,953.36
Community Preservation Act	0.00	12,468.71	0.00	0.00	0.00	0.00	12,468.71
CPA Tax liens	0.00	8,274.33	0.00	0.00	0.00	0.00	8,274.33
User charges	0.00	0.00	0.00	196,905.75	0.00	0.00	196,905.75
Utility liens added to taxes	0.00	0.00	0.00	9,989.75	0.00	0.00	9,989.75
Agency Funds	0.00	0.00	0.00	0.00	396,779.57	0.00	396,779.57
Bonds payable	0.00	0.00	0.00	0.00	0.00	17,440,000.00	17,440,000.00
Bonds authorized and unissued	0.00	0.00	0.00	0.00	0.00	878,702.00	878,702.00
Total Liabilities	1,646,266.85	81,076.16	0.00	260,917.58	406,480.71	18,318,702.00	20,713,443.30
Fund Equity:							
Reserved for encumbrances	24,482.31	0.00	0.00	0.00	0.00	0.00	24,482.31
Reserved for continuing appropriations	2,419,882.12	0.00	0.00	1,606,797.47	0.00	0.00	4,026,679.59
Reserved for COVID-19 deficit	0.00	(29,268.46)	0.00	0.00	0.00	0.00	(29,268.46)
Reserved for premiums	2,154.00	0.00	0.00	0.00	0.00	0.00	2,154.00
Reserved fund balance	0.00	3,275,753.46	9,729,651.97	0.00	0.00	0.00	13,005,405.43
Undesignated fund balance	3,843,295.51	2,289,992.27	0.00	0.00	8,536,278.33	0.00	14,669,566.11
Unreserved retained earnings	0.00	0.00	0.00	1,597,568.15	0.00	0.00	1,597,568.15
Total Fund Equity	6,289,813.94	5,536,477.27	9,729,651.97	3,204,365.62	8,536,278.33	0.00	33,296,587.13
Total Liabilities and Fund Equity	7,936,080.79	5,617,553.43	9,729,651.97	3,465,283.20	8,942,759.04	18,318,702.00	54,010,030.43

Encumbrances Summary

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 STM FY17 11/15/2016 A17 TC Tax Title -Rem. Contents from 28 Hartford Ave	2,320.00
FC STM FY17 11/15/2016 A8 DPW Purchase Various Roadway Signs	150.08
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	64,400.00
FC STM FY18 11/14/2017 A7 DPW - Hire Consultant for TIP Project	25,000.00
FC ATM FY18 05/03/2018 A18 Assessors - Purchase E-Permitting Software	3,500.00
FC STM FY19 11/13/2018 A6 Building - Police Station Roof & HVAC Improvements	90,627.39
STM FY19 11/13/2018 A7 Building - Fire Station Roof Design & Repair	45,221.76
STM FY19 11/13/2018 A16 DPW Feasibility Study	12,500.00
FC ATM FY19 05/02/2019 A18 BOS - Brooks Street Survey & Record Land	5,000.00
FC ATM FY19 05/02/2019 A28 IT - Computer Systems Upgrade	10,000.00
FC ATM FY19 05/02/2019 A32 BOS-Economic Development Com. - Business development costs	3,859.14
FC STM FY20 11/05/2019 A3 BOS - Purchase 6 Main Street and related costs	16,073.00
FC STM FY20 11/05/2019 A4 BOS - Muncipal Community Center Design Documents	315.00
STM FY20 11/05/2019 A10 IT - Provide IT Support Services Related to Security	7,500.00
FC ATM FY20 06/23/2020 A13 BOA - Recertification Work	4,760.95
FC ATM FY20 06/23/2020 A15 BOA - Utility Appraiser	4,000.00
FC ATM FY20 06/23/2020 A20 Fire/EMS - Repair of Heating and HVAC Systems	2,919.03
FC ATM FY20 06/23/2020 A22 DPW - Used Replacement Forklift	1.00
FC ATM FY20 06/23/2020 A25 DPW - Replacement Turf Truck	262.68
FC ATM FY20 06/23/2020 A29 BOS/TM - Purchase Software for Tracking Personnel Time	3,500.00
ATM FY21 06/23//2020 A9 DPW - Town Roads Construction and Improvements	173,113.28
FC STM FY21 11/10/2020 A1 BOS - Purchase 0 Grove St & Environmental Remediation	19,598.81
FC ATM FY21 05/08/2021 A21 Fire/EMS - Purchase Records Management System	10,452.22
FC ATM FY21 05/08/2021 A23 BOS - Canada Geese Management Program for Kiwanis Beach	3,400.00
FC ATM FY21 05/08/2021 A26 Building - Library ADA accessibility	33,101.56
FC STM FY22 11/02/2021 A2B DPW-Cemetery - Purchase Dump Truck	35,000.00
FC STM FY22 11/02//2021 A4 Police - Purchase 10 Bullet-Proof Vests	11,100.00
FC STM FY22 11/02/2021 A5 DPW Facility Schematic Design Services	235,000.00
FC STM FY22 11/02/2021 A10 Clerk - Record Consolidating at Town Hall	321.00
FC STM FY22 11/02//2021 A12 Building - Upgrading Door Access	5,800.00
FC STM FY22 11/02//2021 A13 BOA - Interim Year Property Valuation & Quinquennial Update & Certificati	23,585.00
FC STM FY22 11/02/2021 A16 DPW - Ten Wheel Dump Truck With Snowplow/Spreader	293,875.00
FC ATM FY22 05/05/2022 A17 DPW - Grove St Bridge Design & Engineering	400,000.00
STM FY22 11/02/2021 A18 DPW - Town Roads Construction and Improvements	169,583.00
FC STM FY22 11/02/2021 A19 DPW - Aquatic Weed Treatment at Lake Wildwood Pratt & Taft Pond	2,000.00
FC ATM FY22 05/05/2022 A14 IT - Replace Town Hall Server	60,000.00
FC ATM FY22 05/05/2022 A15 Fire-EMS - Purchase Ambulance	350,000.00
FC ATM FY22 05/05/2022 A16 DPW - Purchase Front-end Loader	231,000.00
FC ATM FY22 05/05/2022 A22 COA - Purchase 14-Passenger Minivan	45,000.00
Total	\$2,419,882.12

General Fund Expense Summary

Town Meetings - Elections	9,327.58	Code Enforcement Expense	17,599.52	Library Expense	63,443.00
Moderator Salary	0.00	Emergency Management - Wages	0.00	Recreation - Salaries	500.00
Moderator Expense	0.00	Emergency Management - Expense	915.90	Recreation - Beach	26,903.74
Selectmen-Wages	334,549.79	Emergency Mgmt - Reverse 911 System	6,500.00	Recreation - Misc Exp. Beach Programs	7,568.73
Selectmen - Salaries	1,750.00	Animal Control - Wages	16,215.06	Recreation - Site Improvements	5,181.06
Selectmen Expense	11,409.92	Kenel Rental	400.00	Historical Commission Expense	51.96
Town Manager Expense	7,201.57	Animal Control Expense	467.78	Long Term Principal	70,200.00
Town Manager Misc. Expense	40,818.82	DPW Parks Forestry & Cem- Wages	153,311.83	Short Term Interest	1,277.27
Finance Committee Expense	1,000.00	DPW Parks - Lawn Maintenance	33,013.77	Long Term Interest	5,103.63
Finance Committee Reserve	0.00	DPW Parks Forestry & Cemetery - Aquatic Weed	11,480.70	Air Pollution Control	2,601.00
Finance Department - Wages	218,961.17	DPW Parks - Forestry Expense	46,127.60	Boston Metro District	55,279.00
Finance Department - Assessors - Salaries	1,750.00	DPW Parks - Training	0.00	RMV Surcharge	3,440.00
Finance Department - Accounting and Auditing Services	19,000.00	DPW Parks - General Expense	3,804.65	Worc. City Retirement Pension Fund	688,784.41
Finance Department/Town Accountant - GASB 74/75	3,250.00	DPW Parks Forestry & Cem - Vehicle Fuel	0.00	Unemployment Compensation Fund	11,785.17
Finance Department/Town Accountant Expense	5,075.84	DPW Parks Forestry & Cem - Veh. Maint. Repair	220.02	Medicare	81,761.61
Finance Department/Treasurer-Collector Expense	64,078.27	DPW Parks - Clothing Allowance	1,305.84	Bond Town Officers	2,300.00
Finance Department/Assessors Expense	28,633.99	MURSD - Salaries	500.00	Insurance	920,036.25
Capital Budget Committee Expense	0.00	BVT - Salaries	0.00	Trust Fund Committee - Salaries	0.00
Treas.Coll Expense	0.00	Mendon-Upton Operating Expense	13,104,436.00	Other Financing Uses Transfers Out	849,306.96
Town Counsel Expense	53,559.27	Mendon-Upton Debt Exclusions	405,936.00	FC STM FY17 11/15/2016 A8 DPW Purchase Various Roadway Signs	3,048.45
Personnel Committee Expense	0.00	Blackstone Valley Operating Expense	1,305,557.00	FC ATM FY19 05/02/2019 A13 Assessors - Recertification Work Ongoing	8,794.95
Human Resources Expenses	8,818.65	Blackstone Valley Capital Assessment	15,045.00	FC ATM FY19 05/02/2019 A32 BOS-Economic Development Com - Business dev. costs	186.86
Tax Title Auction Expense	0.00	DPW - Wages	453,645.20	FC STM FY20 11/05/2019 A4 BOS - Municipal Community Center Design Documents	168,570.44
Tax Titles Foreclosures	8,461.60	DPW Consultant	14,984.51	FC ATM FY20 06/23/2020 A13 BOA - Recertification Work	6,239.05
Management Information Systems - Expense	139,941.23	DPW Building Utilities	27,277.78	FC ATM FY20 06/23/2020 A29 BOS TM - Purchase Software - Tracking Personnel Time	5,450.00
Town Clerk - Wages	115,012.84	DPW Building Maintenance	8,033.25	FC STM FY21 11/10/2020 A1 BOS - Purchase 0 Grove St & Environmental Remediation	30,542.01
Town Clerk Expense	5,591.52	DPW - Contracted Services	29,466.93	FC ATM FY21 05/08/2021 A21 FireEMS - Purchase Records Management System	13,547.78
Registrar of Voters Expense	4,700.00	DPW - Animal Disposal Services	0.00	FC ATM FY21 05/08/2021 A22 FireEMS - Purch. 3 sets - Pers. Prot. Firefighter Gear	11,500.00
Conservation Comm. - Clerk Wages	49,684.39	DPW - Stormwater Management Plan	70,072.53	FC ATM FY21 05/08/2021 A23 BOS - Canada Gese Mgmt Prog. for Kiwanis Beach	3,600.00
Conservation Commission Expense	8,396.91	DPW - Training	2,454.30	FC ATM FY21 05/08/2021 A26 Building - Library ADA accessibility	11,898.44
Beaver Control	1,237.50	DPW Expense	16,899.38	FC STM FY22 11/02/2021 A10 Clerk - Record Consolidating at Town Hall	14,679.00
Planning Board - Salaries	2,750.00	DPW Vehicle Fuel	23,201.66	FC STM FY22 11/02/2021 A11 Clerk/Reg. - Scan Vote Tabulation System	8,000.00
Planning Bd. Clerk Wages	20,279.92	DPW Vehicle Maintenance	43,674.11	FC STM FY22 11/02/2021 A19 DPW - Aquatic Weed Treat. at Lake Pratt & Taft Pond	36,000.00
Regional Planner	2,264.00	DPW - Highway Material	19,069.06		
Planning Board Expense	4,067.07	DPW - Oiling Paving	17,605.87		
Housing Authority - Salaries	0.00	DPW - Clothing Allowance	3,875.97		
Town Bldg. Wages Custodian	46,794.24	Snow Removal	354,442.57		
Town Bldg. Expense	89,403.59	Waste Removal - Disposal	100,673.48		
Police Wages	1,572,233.53	Waste Removal - Carbside Services	451,621.56		
Police Utilities	38,759.83	Cemetery Commission - Salaries	1,750.00		
Police Building Maintenance	30,758.83	Cemetery Maintenance	19,722.25		
Police Training	18,308.58	Health Board - Wages	59,912.57		
Police Expense	25,278.00	Health Board - Salaries	1,750.00		
Police Cruiser Gas	39,773.18	Health Board - Food Inspections	1,515.00		
Police Cruiser Maintenance	14,021.21	Demolition of Buildings	0.00		
Police Clothing Allowance	18,022.43	Board of Health Expense	2,711.11		
Police Capital - New Cruiser	44,908.00	Health Board - Trash Bags	23,820.80		
FireEMS Dept. - Wages	963,675.77	BOH - Hazardous Waste	750.00		
FireEMS Dept. - Utilities	42,237.99	Beaver Management	1,860.00		
FireEMS Dept. - Ambulance Billing Services	7,908.18	Nurse Wages	18,690.04		
FireEMS Dept. Bldg. Maintenance	25,275.12	Nurse Wages - Blackstone IMA	3,921.10		
FireEMS Dept. - Training	14,213.78	Health Service Expense	1,089.35		
FireEMS Dept. Expense	31,407.81	Elder & Social Services - Wages	139,461.56		
FireEMS Dept. - Ambulance Service - Licensing & Cert.	2,530.00	Elder & Social Services - Building Maintenance	11,134.42		
FireEMS Dept. - Ambulance Service Supplies	36,675.10	Elder & Social Services - Expense	5,220.09		
FireEMS Dept. - Paramedics Expense	950.00	Veterans Service - Wages	10,270.67		
FireEMS Dept.-Vehicle Fuel	16,057.53	Veterans Service Expense	0.00		
FireEMS Dept. Vehicle Maint.	48,282.94	Veterans Benefits	15,576.31		
FireEMS Dept. Clothing Allowance	14,196.68	Library-Wages	200,672.07		
New Equipment	35,979.19	Library - Salaries	4,250.00		
Code Enforcement - Wages	168,007.55	Library - Postage Expense	0.00		

Total Expenditures \$24,918,723.85

Parks Revolving Summary

Beginning Balance 7-1-21 \$ 188.45

Revenue \$ 25,191.13

Expenditures \$ 13,666.68

Ending Balance 6-30-22 \$ 11,712.90

General Fund - Revenue Summary

Personal Property	\$648,826
Real Estate	\$22,055,386
Tax Liens	\$81,229
Motor Vehicle Excise	\$1,366,649
Penalties/Interest	\$243,472
Fees	\$294,475
Other Dept Revenue	\$603,344
Licenses and Permits	\$375,705
State - Cherry Sheet	\$933,974
Fines and Forfeits	\$11,605
Misc. Revenue	\$16,391
Invest Income	\$22,637
Transfers In	\$200,000
Total General Fund Revenue	\$26,853,693

Enterprise Funds Summary

<u>WATER ENTERPRISE</u>		<u>WASTEWATER ENTERPRISE</u>	
<u>Revenue</u>		<u>Revenue</u>	
Interest	6,571.66	Interest	5,466.18
Water Usage Charges	827,199.51	Connection Fees	242,850.00
Water Liens	41,451.95	Waste Water Charges	754,679.17
Connection Fees	121,261.57	Waste Water Liens	31,689.41
Misc. Revenue	862.24	Misc. Revenue	51.16
Other Financing Sources - Transfers In	145,020.00	Other Financing Sources - Transfers In	5,268.00
Total	1,142,366.93	Total	1,040,003.92
<u>Expenses</u>		<u>Expenses</u>	
General Labor	257,944.47	General Labor	257,917.24
Worcester Cty Retirement Pension Fund	34,470.00	Worcester Cty Retirement Pension Fund	34,470.00
Water Expenses	322,420.74	Wastewater Expenses	278,759.10
Capital Outlay	36,611.48	Capital Outlay	136,336.81
Debt Service Expenses	326,583.14	Debt Service Expenses	21,072.51
Total	978,029.83	Total	728,555.66

Revolving Funds

FUND	Balance Forward 7/1/2021	Current Year Other Receipts	Current Year Expenditures	Funds Available 6/30/2022	Expenditure Limit	Exceeded Expenditure Limit
RECREATION REVOLVING	\$ 99,067.04	\$ 237,395.90	\$ 197,687.44	\$ 138,775.50	\$ 260,000.00	\$ -
LIBRARY REVOLVING	\$ 165.04	\$ 852.95	\$ 963.96	\$ 54.03	\$ 6,000.00	\$ -
ESS REVOLVING	\$ 16,239.68	\$ 4,710.00	\$ 2,130.75	\$ 18,818.93	\$ 10,000.00	\$ -
UPTON WETLAND BYLAW FEE REVOLVING	\$ 32,273.05	\$ 5,875.00	\$ -	\$ 38,148.05	\$ 20,000.00	\$ -
BOH BULK ITEM REVOLVING	\$ 65,176.45	\$ 13,755.00	\$ 4,541.00	\$ 74,390.45	\$ 15,000.00	\$ -
STORM WATER BY-LAW FUND - CON. COMM.	\$ 2,100.00	\$ 990.00	\$ -	\$ 3,090.00	\$ 7,000.00	\$ -
COMMUNITY GARDEN FUND	\$ 314.86	\$ 580.00	\$ -	\$ 894.86	\$ 2,000.00	\$ -
LAND STEWARDSHIP REVOLVING	\$ 12,164.17	\$ 10,504.00	\$ 55.50	\$ 22,612.67	\$ 10,000.00	\$ -
TAX TITLE COLLECTION REVOLVING FUND	\$ 4,166.25	\$ 4,462.53	\$ 105.00	\$ 8,523.78	\$ 15,000.00	\$ -
BOH - TITLE V REVOLVING FUND	\$ 26,796.60	\$ 10,820.00	\$ 9,465.00	\$ 28,151.60	\$ 10,000.00	\$ -
	<u>\$ 258,463.14</u>	<u>\$ 289,945.38</u>	<u>\$ 214,948.65</u>	<u>\$ 333,459.87</u>		

Respectfully submitted,

Kenny Costa
Finance Director/Town Accountant

TREASURER/COLLECTOR

Fiscal Year End June 30, 2022

TREASURER'S YEAR-END CASH REPORT SUMMARY

Cash and Checks in Office	\$0.00
Non-Interest Bearing Cking Accounts	\$43,248.39
Interest Bearing Checking Accounts	\$2,664,541.37
Liquid Investments	\$21,088,082.83
Term Investments	\$2,035,205.07
Trust Funds	\$8,482,089.59
Total Cash and Investments 6/30/22	\$34,313,167.25

DEBT

	Outstanding July 1, 2021	New Debt Issued	Retirements	Outstanding June 30, 2022	Fiscal Year Ending Term
Long Term Debt - Inside the Debt Limit					
Ambulance	\$ 18,500.00	\$ -	\$ 18,500.00	\$ -	2022
Dump Truck	\$ 18,500.00	\$ -	\$ 18,500.00	\$ -	2022
Town Hall Renovation	\$ 3,200,000.00	\$ 205,000.00	\$ 240,000.00	\$ 3,165,000.00	2034
Fire Rescue Pumper Truck	\$ -	\$ 361,310.00	\$ -	\$ 361,310.00	2047
New Community Center	\$ -	\$ 10,384,500.00	\$ -	\$ 10,384,500.00	2047
Long Term Debt - Outside the Debt Limit					
Water Line	\$ 576,375.00	\$ 38,940.00	\$ 174,655.00	\$ 440,660.00	2047
Pump Station	\$ 124,725.00	\$ 91,220.00	\$ 124,725.00	\$ 91,220.00	2047
3rd Water	\$ 2,170,000.00	\$ 401,720.00	\$ 496,720.00	\$ 2,075,000.00	2034
Glenn Well Repair	\$ 28,000.00	\$ -	\$ 28,000.00	\$ -	2022
Water Mains - Hartford Ave	\$ -	\$ 922,310.00	\$ -	\$ 922,310.00	2047
TOTAL Long Term Debt	\$ 6,136,100.00	\$ 12,405,000.00	\$ 1,101,100.00	\$ 17,440,000.00	
Short Term Debt					
Water Mains	\$ 1,220,000.00	\$ -	\$ 1,220,000.00	\$ -	2022
Fire Rescue Pumper Truck	\$ 480,000.00	\$ -	\$ 480,000.00	\$ -	2022
TOTAL Short Term Debt	\$ 1,700,000.00	\$ -	\$ 1,700,000.00	\$ -	
GRAND TOTAL All Debt	\$ 7,836,100.00	\$ 12,405,000.00	\$ 2,801,100.00	\$ 17,440,000.00	

Authorized and Unissued Debt

Purpose	Date of Vote	Article Number	Amount Authorized	Issued / Retired / Rescined	Unissued 6/30/2022
Chapter 90 Roads	05/10/12	9	\$ 319,629.00	\$ -	\$ 319,629.00
Chapter 90 Roads	05/05/11	13	\$ 320,049.00	\$ -	\$ 320,049.00
Chapter 90 Roads	05/07/10	17	\$ 239,024.00	\$ -	\$ 239,024.00
Water Mains	05/04/17	11	\$ 1,300,000.00	\$ 1,300,000.00	\$ -
Rescue Pumper Truck	05/02/19	19	\$ 575,000.00	\$ 575,000.00	\$ -
New Community Center	05/08/21	11A	\$ 11,036,000.00	\$ 11,036,000.00	\$ -
TOTAL Authorized and Unissued Debt					\$878,702.00

Outstanding Receivables as of June 30, 2022

Personal Property Taxes	62,733.75
Real Estate Taxes	608,109.82
Motor Vehicle Excise	184,953.36
Tax Liens/Tax Title	560,948.20
Tax Foreclosures/Tax Possessions	344,632.47
Community Preservation Act	20,743.04
User Charges Receivables - Water	88,098.87
User Charges Receivables - Sewer	118,796.63

Respectfully submitted,
Jessica L. Gomez
Treasurer/Collector

2022 PAYROLL - CALENDAR YEAR

			Total Wages	Overtime	Regular	Detail
ACCIAVATTI	TRAVIS	DPW	\$ 82,226.83	\$ 11,111.21	\$ 71,115.62	
ACKER	JOSEPH	Recreation	\$ 7,237.00		\$ 7,237.00	
ACKER	CAROLYN	Recreation	\$ 3,132.32		\$ 3,132.32	
ALVES	MARK	Police	\$ 324.00			\$ 324.00
AMBROSINO	CARL	Police	\$ 8,769.75			\$ 8,769.75
AMORELLI	DEBRA	Library Trustee	\$ 1,000.00		\$ 1,000.00	
ANDERSON	PAIGE	Recreation	\$ 2,018.39		\$ 2,018.39	
ANDREWS	WILLIAM	Elections	\$ 555.75		\$ 555.75	
AUSTIN	MICAELA	Library	\$ 16,894.67		\$ 16,894.67	
BACHTOLD	MATTHEW	Library	\$ 82,243.90		\$ 82,243.90	
BANDSTRA	AIDAN	Recreation	\$ 2,490.11		\$ 2,490.11	
BARRY	LISA	Police	\$ 181.94		\$ 181.94	
BARTLETT	DAVID	Education	\$ 500.00		\$ 500.00	
BASOLI	JASON	Ambulance	\$ 2,856.16		\$ 2,856.16	
BENJAMIN	MICHAEL	Police	\$ 174,821.12	\$ 26,896.95	\$ 122,537.92	\$ 25,386.25
BERGSTROM	JOHN	Police	\$ 123,541.74	\$ 28,341.46	\$ 85,754.78	\$ 9,445.50
BERN	KATHLEEN	Town Clerk	\$ 5,888.30		\$ 5,888.30	
BOHAN JR	GARY	Planning Bd	\$ 500.00		\$ 500.00	
BONINA	AMY	Bldg Insp	\$ 17,644.92		\$ 17,644.92	
BOROCZKY	IAN	Police	\$ 101,257.25	\$ 15,555.40	\$ 72,864.60	\$ 12,837.25
BRADLEY	MICHAEL	Police	\$ 211,995.78	\$ 580.27	\$ 211,415.51	
BRIGGS	STEDMAN	BOH	\$ 750.00		\$ 750.00	
BRINDISI	DEREK	Selectmen	\$ 72,708.85		\$ 72,708.85	
BROBERG	TODD	Water	\$ 82,531.63	\$ 11,563.25	\$ 70,968.38	
BROCHU	LISA	Elections	\$ 584.25		\$ 584.25	
BROCKETT-DELGADO	MARINA	Recreation	\$ 2,834.07		\$ 2,834.07	
BROWN	MASON	Police	\$ 41,993.17	\$ 3,664.68	\$ 38,116.49	\$ 212.00
BURRELL	JOAN	Elections	\$ 543.75		\$ 543.75	
CAREY	KELLY	Elections	\$ 99.75		\$ 99.75	
CAREY	PAUL	Planning Bd	\$ 750.00		\$ 750.00	
CARR	CHARLOTTE	Library Trustee	\$ 500.00		\$ 500.00	
CARROLL	MARGARET	Planning Bd	\$ 500.00		\$ 500.00	
CERVASSI SR.	ANTHONY	Ambulance	\$ 11,692.65		\$ 11,692.65	
CHACE	GAVIN	Recreation	\$ 693.28		\$ 693.28	
CHAMBERLAIN	SCOTT	DPW	\$ 60,097.15	\$ 7,364.31	\$ 52,732.84	
CHASE	SKYLAR	Library	\$ 5,069.76		\$ 5,069.76	
CHERUBINO	MARIA	Recreation	\$ 51,241.05		\$ 51,241.05	
CHRISTENSEN	ALISSA	Recreation	\$ 1,089.13		\$ 1,089.13	
CIALDEA	DAVID	Ambulance	\$ 10,324.70		\$ 10,324.70	
CICCONE	ANTHONY	Police	\$ 424.00			\$ 424.00
CLARE	TYLER	Recreation	\$ 4,066.92		\$ 4,066.92	
CONNOLLY	KYLIE	Recreation	\$ 805.85		\$ 805.85	
CONNORS	RYAN	Police	\$ 190.04		\$ 190.04	
COOK	DOUGLAS	Ambulance	\$ 8,704.35		\$ 8,704.35	
COSTA	KENNY	Finance Department	\$ 56,315.54		\$ 56,315.54	
COSTELLO	GWYNETH	Dispatchers	\$ 7,070.34	\$ 78.08	\$ 6,992.26	
COTTER	EMMA	Recreation	\$ 2,251.17		\$ 2,251.17	
COWEN	MICHAEL	DPW	\$ 61,858.95	\$ 7,584.95	\$ 54,274.00	
COYLE	ERIC	Recreation	\$ 2,542.33		\$ 2,542.33	
COZZA	PATRICK	Dispatchers	\$ 65,351.11	\$ 15,584.06	\$ 48,919.05	\$ 848.00
CROSBY	JOSHUA	Ambulance	\$ 744.00		\$ 744.00	
CURLEY	NOAH	Recreation	\$ 2,009.40		\$ 2,009.40	
CYR	ALAN	Police	\$ 21,758.88		\$ 363.88	\$ 21,395.00

			Total Wages	Overtime	Regular	Detail
DAVIDSON	THOMAS	Planning Bd	\$ 500.00		\$ 500.00	
DEIANA	PAULA	Police	\$ 74,124.56	\$ 16,455.36	\$ 57,669.20	
DEIANA	JAY	Police	\$ 2,869.98		\$ 2,869.98	
DELA MOTTE JR	EDWARD	Water	\$ 76,026.58	\$ 7,983.76	\$ 68,042.82	
DELL'AQUILA	PAUL	Selectmen	\$ 67,799.46		\$ 67,799.46	
DENSON	BERNADETTE	COA	\$ 18,849.18		\$ 18,849.18	
DENSON	SAMUEL	Recreation	\$ 3,136.44		\$ 3,136.44	
DESJARDINS	RICHARD	BOH	\$ 500.00		\$ 500.00	
DUNHAM	JACK	Recreation	\$ 5,064.48		\$ 5,064.48	
DUNHAM	PATRICK	Recreation	\$ 7,063.80		\$ 7,063.80	
DUNLAVEY	PHILIP	Police	\$ 2,160.00			\$ 2,160.00
DUNSTER	REED	Recreation	\$ 2,591.76		\$ 2,591.76	
DUPRE	RACHEL	Recreation	\$ 3,926.30		\$ 3,926.30	
DWINNELL	MAUREEN	Selectmen	\$ 750.00		\$ 750.00	
EARL	JAMES	Assessors	\$ 500.00		\$ 500.00	
EARLE JR.	JAMES	Fire Dept	\$ 113,338.93	\$ 23,390.03	\$ 89,948.90	
EDMONDS	ROBERT	Ambulance	\$ 4,675.00		\$ 4,675.00	
EUGSTER	COREY	Police	\$ 110,219.23	\$ 20,183.08	\$ 82,663.40	\$ 7,372.75
FADGEN	ROBERT	Fire Dept	\$ 48,133.43	\$ 1,025.43	\$ 47,108.00	
FEDOR	MICHAEL	Recreation	\$ 2,812.11		\$ 2,812.11	
FERRANDINO	JASON	Recreation	\$ 2,136.98		\$ 2,136.98	
FOSTER	MARJORIE	Finance Department	\$ 30,030.02		\$ 30,030.02	
FOUNTAIN	KAYLEIGH	Recreation	\$ 1,096.83		\$ 1,096.83	
FOWLER	GLENN	Cemetery	\$ 500.00		\$ 500.00	
FRANSEN	ADAM	Recreation	\$ 2,736.72		\$ 2,736.72	
FRENCH	THOMAS	Bldg Insp	\$ 20,431.02		\$ 20,431.02	
FRENCH	KYLIE	Recreation	\$ 3,001.78		\$ 3,001.78	
FURNARI	FRANCESCO	Recreation	\$ 714.78		\$ 714.78	
GAGIN	MATTHEW	Recreation	\$ 4,397.94		\$ 4,397.94	
GALLAGHER	VICTORIA	Dispatchers	\$ 47,714.24	\$ 4,612.14	\$ 42,474.10	\$ 628.00
GALLAGHER	R NEIL	DPW	\$ 64,142.79	\$ 8,570.35	\$ 55,572.44	
GENOVESE	TUCKER	Recreation	\$ 4,612.50		\$ 4,612.50	
GIANCOLA	JACOB	Recreation	\$ 3,596.04		\$ 3,596.04	
GIARDINI	JACOB	Recreation	\$ 394.31		\$ 394.31	
GILRONAN	MICHAEL	Elections	\$ 114.00		\$ 114.00	
GOLDEN	RICHARD	Ambulance	\$ 2,087.50		\$ 2,087.50	
GOMEZ	JESSICA	Finance Department	\$ 23,897.10		\$ 23,897.10	
GONCALVES	MICHAEL	Police	\$ 86,335.73	\$ 10,752.46	\$ 59,793.52	\$ 15,789.75
GOULD	RICHARD	DPW	\$ 7,048.20		\$ 7,048.20	
GRILL	SETH	Ambulance	\$ 3,967.33		\$ 3,967.33	
GRUBER	LYNN	Elections	\$ 1,533.75		\$ 1,533.75	
GUNDERSEN	MARGARET	COA	\$ 4,418.64		\$ 4,418.64	
HAKALA	SANDRA	Selectmen	\$ 84,542.78		\$ 84,542.78	
HAMED	NADER	Ambulance	\$ 3,686.60		\$ 3,686.60	
HARPER	GARY	DPW	\$ 85,581.96	\$ 11,304.47	\$ 74,277.49	
HARRIS	BARBARA	Fire Dept	\$ 70,379.72	\$ 8,310.30	\$ 62,069.42	
HAZARD	PATRICK	Ambulance	\$ 4,929.21		\$ 4,929.21	
HERTZ	JACOB	Fire Dept	\$ 38,478.30	\$ 5,258.03	\$ 33,220.27	
HILL	JAMES	Ambulance	\$ 8,897.67		\$ 7,973.17	\$ 924.50
HODGE	DYLAN	Recreation	\$ 1,948.63		\$ 1,948.63	
HOLMAN	ALFRED	BOH	\$ 500.00		\$ 500.00	
HOWELL	THOMAS	Recreation	\$ 2,683.48		\$ 2,683.48	

			Total Wages	Overtime	Regular	Detail
JOHNSON	STEPHEN	Bldg Insp	\$ 22,026.00		\$ 22,026.00	
JOHNSON	JOHN	DPW	\$ 115,277.90	\$ 26,025.67	\$ 89,252.23	
JONES	LINDA	Housing	\$ 500.00		\$ 500.00	
JOSEPH	GRACE	Recreation	\$ 505.88		\$ 505.88	
JUDD	DIANE	Bldg Insp	\$ 33,569.83		\$ 33,569.83	
JULIAN	ALLISON	Recreation	\$ 4,508.48		\$ 4,508.48	
KATZ	JUDITH	Library Trustee	\$ 500.00		\$ 500.00	
KEARNS	KAREN	Senior	\$ 313.50		\$ 313.50	
KENNEY	SEEMA-JAYNE	Elections	\$ 1,199.00		\$ 1,199.00	
KERR	MATTHEW	Water	\$ 95,510.70	\$ 14,178.65	\$ 81,332.05	
KHUTH	DARYNN	COA	\$ 16,842.66		\$ 16,842.66	
KILLEEN	LILY	Recreation	\$ 2,151.73		\$ 2,151.73	
KNOTT	AGNITA	Elections	\$ 230.25		\$ 230.25	
LANE	KATHLEEN	Elections	\$ 178.13		\$ 178.13	
LAYDON	JOSEPH	Selectmen	\$ 92,088.72		\$ 92,088.72	
LAZARZ	JASON	Recreation	\$ 3,409.90		\$ 3,409.90	
LAZARZ	DANIEL	Ambulance	\$ 17,698.14		\$ 17,698.14	
LEONARDO	VALERIE	Finance Department	\$ 17,772.48		\$ 17,772.48	
LOPEZ	BONNIE	Fire Dept	\$ 100,001.96	\$ 18,607.50	\$ 81,394.46	
LOSCHIAVO	ALEC	Recreation	\$ 1,957.03		\$ 1,957.03	
LUBKE	SAMANTHA	Finance Department	\$ 23,282.17		\$ 23,282.17	
LUPACHINI	MICHAEL	Police	\$ 82,028.15	\$ 2,598.66	\$ 79,213.49	\$ 216.00
MACDONALD	KYLIE	Recreation	\$ 1,441.08		\$ 1,441.08	
MAGER	ERIK	Police	\$ 123,741.90	\$ 16,246.02	\$ 82,803.38	\$ 24,692.50
MALJANIAN	MARK	Ambulance	\$ 6,579.89		\$ 6,579.89	
MANN	NOLAN	Recreation	\$ 643.25		\$ 643.25	
MANSFIELD	PAUL	Police	\$ 208,967.59	\$ 74,476.73	\$ 101,621.84	\$ 32,869.02
MARCHAND	SHAUN	Fire Dept	\$ 96,053.49	\$ 16,953.35	\$ 79,100.14	
MARCHAND	PAUL	Custodian	\$ 51,628.72	\$ 1,837.20	\$ 49,791.52	
MARCHAND	MICHAEL	Fire Dept	\$ 74,924.61		\$ 74,924.61	
MARCINKUS	JOSEPH	Water	\$ 58,015.06	\$ 5,594.32	\$ 52,420.74	
MARINO	MICHAEL	Police	\$ 626.00			\$ 626.00
MARVELLE	PATRICIA	Finance Department	\$ 48,953.89	\$ 1,673.51	\$ 47,280.38	
MATELLIAN	STEPHEN	Selectmen	\$ 500.00		\$ 500.00	
MAWN	CALVIN	DPW	\$ 5,172.75		\$ 5,172.75	
MCELREATH	KELLY	Town Clerk	\$ 54,586.84		\$ 54,586.84	
MCENIRY	KYLE	Dispatchers	\$ 4,337.29	\$ 79.17	\$ 4,258.12	
MILLER	BRENNAN	Recreation	\$ 3,586.56		\$ 3,586.56	
MOEN	JONATHAN	Ambulance	\$ 1,531.63		\$ 1,531.63	
MOFFITT	JUDE	Recreation	\$ 1,075.17		\$ 1,075.17	
MONTENEGRO	LAUREN	Elections	\$ 514.50		\$ 514.50	
MONTEQUIN	BLAKE	Fire Dept	\$ 107,735.92	\$ 26,128.15	\$ 81,607.77	
MORAN	MICHAEL	Dog Officer	\$ 15,340.43	\$ 3,066.55	\$ 12,273.88	
MOREIRA	DAVIDE	Ambulance	\$ 1,368.94		\$ 1,368.94	
MORONEY	JOYCE	Elections	\$ 206.63		\$ 206.63	
MORRIS	PATRICK	Veterans Agent	\$ 10,081.32		\$ 10,081.32	
MURPHY	LEEANN	Library	\$ 53,960.77		\$ 53,960.77	
NALON	BIANCA	Police	\$ 13,009.22		\$ 13,009.22	
NEGROTTI	JESSICA	Dispatchers	\$ 72,986.56	\$ 12,064.04	\$ 60,922.52	
NEILS	SHANE	Recreation	\$ 7,300.30	\$ 489.90	\$ 6,810.40	
NIANE	MARIE	Recreation	\$ 3,296.79		\$ 3,296.79	
NOEL	SCOTT	Dispatchers	\$ 7,896.20		\$ 7,896.20	
NOGLER	SHANE	Water	\$ 23,002.37	\$ 98.78	\$ 22,903.59	

			Total Wages	Overtime	Regular	Detail
NORTON	PAUL	Cable	\$ 8,362.89		\$ 8,362.89	
NORTON	THOMAS	Fire Dept	\$ 119,789.22	\$ 37,693.85	\$ 82,095.37	
NOWICKI	JANICE	COA	\$ 73,489.83		\$ 73,489.83	
O'BRIEN	ANNE	Library Trustee	\$ 500.00		\$ 500.00	
O'CONNOR	CIARA	Police	\$ 107,135.72	\$ 16,789.99	\$ 81,074.23	\$ 9,271.50
ORCHARD	DYLAN	DPW	\$ 19,105.94	\$ 65.85	\$ 19,040.09	
OVERHOLT	MARY	Conservation	\$ 10,639.43		\$ 10,639.43	
PALMER	JOHN	DPW	\$ 3,633.75		\$ 3,633.75	
PALMER	GABRIELLE	Recreation	\$ 2,074.01		\$ 2,074.01	
PARADISO	JOSHUA	Police	\$ 432.00			\$ 432.00
PATRINELLI	BRIAN	Police	\$ 216.00			\$ 216.00
PATZER	JULIA	Dispatchers	\$ 4,135.05	\$ 74.13	\$ 4,060.92	
PAUL	ABIGAIL	Recreation	\$ 4,920.60		\$ 4,920.60	
PFEIFFER	SUSAN	Library	\$ 17,257.94		\$ 17,257.94	
PHILLIPS	EDWARD	Cemetery	\$ 1,120.50		\$ 1,120.50	
PICKART	DAVID	Conservation	\$ 21,212.36		\$ 21,212.36	
PIERCE	CAMERON	Recreation	\$ 3,614.31		\$ 3,614.31	
PIGHETTI-PARENT	PATRICIA	Nursing Serv	\$ 46,794.52		\$ 46,794.52	
PLUMB	JARED	Ambulance	\$ 8,528.89		\$ 8,528.89	
POIRIER JR.	JOHN	Bldg Insp	\$ 28,501.02	\$ 540.00	\$ 27,961.02	
POXON	ISAIAH	Police	\$ 118,402.83	\$ 8,523.58	\$ 96,977.25	\$ 12,902.00
PRAY	ROBERT	Cemetery	\$ 500.00		\$ 500.00	
RAMSEY	KATHLEEN	Elections	\$ 268.88		\$ 268.88	
RANKINS	MATTHEW	Police	\$ 134,353.17	\$ 28,638.04	\$ 97,985.38	\$ 7,729.75
REITZ	BENJAMIN	Recreation	\$ 760.10		\$ 760.10	
RICH	DECLAN	Recreation	\$ 5,404.64		\$ 5,404.64	
RICHARD	VAN	Recreation	\$ 2,034.50		\$ 2,034.50	
RICHIE	JACKSON	Recreation	\$ 2,264.15		\$ 2,264.15	
RICHIE	OWEN	Recreation	\$ 1,192.60		\$ 1,192.60	
RICK	TIMOTHY	DPW	\$ 56,780.96	\$ 6,844.26	\$ 49,936.70	
RIVARD	BRUCE	Police	\$ 24,331.77		\$ 335.89	\$ 23,995.88
RIVERS	FELICIA	Recreation	\$ 620.89		\$ 620.89	
RIVERS	SCOTT	Water	\$ 80,129.91	\$ 14,782.82	\$ 65,347.09	
ROBERTSON	JOHN	Library Trustee	\$ 500.00		\$ 500.00	
ROBERTSON	KATHERINE	Planning Bd	\$ 500.00		\$ 500.00	
ROCHE	PATRICK	Bldg Insp	\$ 34,441.02		\$ 34,441.02	
ROECKER	SUSAN	Library	\$ 12,432.51		\$ 12,432.51	
RONZIO	MEGAN	Elections	\$ 705.00		\$ 705.00	
ROPIAK	JOHN	Police	\$ 484.50			\$ 484.50
ROY	DONALD	Police	\$ 424.00			\$ 424.00
SALSMAN	KENNETH	Bldg Insp	\$ 4,110.00		\$ 4,110.00	
SAN CLEMENTE	KATELYN	COA	\$ 17,348.06		\$ 17,348.06	
SAULEN	JOHN	COA	\$ 8,741.03		\$ 8,741.03	
SCHECHTER	DANA	Recreation	\$ 1,698.17		\$ 1,698.17	
SCHERER-TETA	DEBORAH	Finance Department	\$ 23,963.45		\$ 23,963.45	
SCHUEER	LAUREN	Library	\$ 718.29		\$ 718.29	
SCHRAFFT	PETER	Ambulance	\$ 6,096.42		\$ 6,096.42	
SCHULTE	ETHAN	Recreation	\$ 3,429.90		\$ 3,429.90	
SCRIBNER	JOAN	Elections	\$ 357.75		\$ 357.75	
SHARP	ROBYN	Elections	\$ 240.38		\$ 240.38	
SHAZIL	SYED	Recreation	\$ 3,884.28		\$ 3,884.28	
SHEINGOLD	CAROLYN	Dispatchers	\$ 20,062.64	\$ 4,557.96	\$ 15,504.68	
SHERIDAN	PATRICK	Dispatchers	\$ 1,480.22		\$ 1,480.22	
SHULTS	CONNER	Ambulance	\$ 15,330.31		\$ 15,330.31	

			Total Wages	Overtime	Regular	Detail
SHULTS	GARY	Ambulance	\$ 8,228.02		\$ 8,228.02	
SICURELLA	GABRIEL	Recreation	\$ 2,259.70		\$ 2,259.70	
SIMAS	BRETT	Selectmen	\$ 500.00		\$ 500.00	
SLAYTER	BENJAMIN	Recreation	\$ 535.66		\$ 535.66	
SMITH	MARY	Town Clerk	\$ 60,747.59	\$ 454.22	\$ 60,293.37	
SPARGO	WILLIAM	Recreation	\$ 3,008.27		\$ 3,008.27	
STANLEY	DAVID	Bldg Insp	\$ 5,220.00	\$ 90.00	\$ 5,130.00	
STANLEY	MICHAEL	Police	\$ 2,819.36		\$ 2,819.36	
STEELE	KATELYN	Recreation	\$ 740.88		\$ 740.88	
STROUP	VANESSA	Recreation	\$ 2,952.96		\$ 2,952.96	
TARDY	TRACEY	Finance/Elections	\$ 40,732.00		\$ 40,732.00	
TAYLOR	WILLIAM	DPW	\$ 55,809.00	\$ 1,753.17	\$ 54,055.83	
TIERNAN	DIANE	BOH	\$ 66,104.03		\$ 66,104.03	
TOSCHES	CHRISTOPHER	Ambulance	\$ 90.55		\$ 90.55	
TRAINOR	JOSEPH	Recreation	\$ 2,620.06		\$ 2,620.06	
TUCKER	DENOID	Recreation	\$ 2,409.42		\$ 2,409.42	
VALDIVIESO	JAVIER	Police	\$ 103,333.53	\$ 7,113.29	\$ 87,460.99	\$ 8,759.25
VANBUREN	SADALIT	Library Trustee	\$ 500.00		\$ 500.00	
VARNEY	KAREN	COA	\$ 6,978.73		\$ 6,978.73	
VERNON	RICHARD	COA	\$ 3,026.43		\$ 3,026.43	
VITALE	JARED	Dispatchers	\$ 46,304.05	\$ 10,785.33	\$ 34,238.72	\$ 1,280.00
WAGNER	TIMOTHY	Fire Dept	\$ 40,550.14	\$ 6,175.66	\$ 34,374.48	
WARCHOL	WALTER	Police	\$ 836.00			\$ 836.00
WESTGATE	DENNIS	DPW	\$ 142,141.94		\$ 142,141.94	
WHITMORE	ASHLEY	Dispatchers	\$ 16,340.74	\$ 1,920.12	\$ 14,420.62	
WINCHENBACH	ABIGAIL	Recreation	\$ 1,922.68		\$ 1,922.68	
WODIN	LAURIE	Library Trustee	\$ 500.00		\$ 500.00	
YOUNG	REGINA	Library	\$ 17,549.33		\$ 17,549.33	
YOUNG	SCOTT	Ambulance	\$ 5,080.20		\$ 5,080.20	
ZUFRIATEGUI	NESTOR	DPW	\$ 4,913.58	\$ 1,063.62	\$ 3,849.96	

FIRE AND EMERGENCY MEDICAL SERVICES

Calls for Service/Activity 2022

Inspectional Services & Permits

Inspections	215
Burning Permits	254

Fire Response

Reported Fires	51
Rescue & EMS Incident	52
Hazardous Condition	63
Severe Weather	2
Good Intent Call	28
False Alarm	127
Service Call	67

EMS Calls for Service

BLS Transports	222
ALS Transports	263
Refusals, lift assists	267

ALS members placed 166 IVs, performed 230 Twelve lead ECGs and gave over 150 meds. 84% of transport were to Milford Regional Medical Center and 14% to UMass University in Worcester. The most common complaint was “generalized illness” followed closely by breathing difficulty, falls and chest pain

EMS Training:

EMS-Hospice Interface

Representatives from VNA Milford were brought in and discussed EMS-Hospice care overlap. Members were trained on Hospice policies and protocols and how to best assist in at home, end of life care.

PB Interface/Check and Inject

Members underwent biannual retraining requirements for administration of epinephrine for allergic reactions, COPD and asthma. BLS and ALS members are required an initial interface training. As new members are on-boarded the department is encouraged to attend and keep interface skills and knowledge sharp.

Protocol Update/Stretcher Safety

Every year, the state updates standing orders and protocols for EMS providers. EMS providers are required to attend a protocol update course.

BLS Skills Fair

ALS and BLS members trained on BLS skills including rapid assessment, splinting, scoop stretcher and extrication, multi system trauma and tourniquet application, airway management and Narcan.

Supraglottic Airway Training/In service

The Upton Fire Department has many expanded and medical control option protocols. This is done to ensure all members are highly trained and on the leading edge of changes in care, science, and protocols. 2022 saw the addition of advanced airway for BLS providers. Namely the Supraglottic device iGel. Members were taught how to insert and maintain advanced airways during cardiac arrest scenarios.

Active Shooter Upton Police and Fire Joint training.

August saw two trainings for department members. Members of dispatch, police and fire department participated in a practical event at Nipmuc regional schools. Members were updated on current police policies involving active violence scenarios. Fire and Police members practiced entering the school as a rescue task force, treating patients on scene, and safely extricating them to ambulances. This class is part of a larger initiative and continued joint training efforts to ensure all public safety members are prepared should the unthinkable occur.

Forestry Response

Members of the fire and EMS departments practiced treating patients in the state forest, including complicated extrication techniques involving fire department and police department off road equipment.

BLS Expanded Scope Review

BLS members are required to review expanded and medical control protocols twice per year. This class covered all expanded protocols including check and inject, CPAP, Supraglottic airway and albuterol. ALS members attend and teach small groups of BLS providers which helps encourages teamwork and operational cohesiveness.

Fire Training:

- Ice Rescue Training- donning/doffing ice rescue suits, review of equipment.
- Carbon Monoxide Preparedness- Fire companies reviewed CO emergencies and CO meters and operations.
- Ropes and Knots- Reviewed the different types of ropes that can be used and the different type of knots that are used in the fire service.
- Search and Rescue Skills- Reviewed SCBA's, reviewed the different types of searches in a building and victim removal.
- Forest Fire Equipment- Review of forest fire equipment and apparatus, reviewed response plans and operations at scene.
- Firefighter Rehab: Joint training with EMS, review FF rehab on emergency scenes and the importance of FF rehab.
- Vehicle Extrication Training- Hands on training with Jaws of Life including door and roof removal from a vehicle and rolling a dashboard forward to remove a trapped victim.
- Vehicle Stabilization- Hands on Training on how to stabilize a vehicle with rescue struts and cribbing.
- Rapid Intervention Team (RIT) and Personnel Accountability Report (PAR) Training- Reviewed our RIT equipment that is used

when a firefighter is trapped or injured in a building and reviewed calling a MAYDAY and PAR

- SCBA Review and Skill Course- donning/doffing of SCBA, long-lug out, and confined space while wearing an air pack.
- Active Shooter Training- Fire and EMS members trained with Police. Reviewed updated police policies and entering an area as a rescue task force.
- Foam Trailer Training- Reviewed foam trailer and operations and supplying water to trailer during operations.
- Hazmat Drill- Members responded to a mock incident of an unknown chemical leak. Use of an Emergency Response Guide (ERG) to determine the possible chemical and proper evacuation zones.
- Ground Ladders- Review of types and sizes of ladders and placements for venting, rescue, and firefighting operations
- South Upton Rural Water Supply- Review of the closet hydrant locations, underground water tanks, drafting from the underground water tanks, and tanker operations.
- Rural Water Supply- Department members trained on fire attacks when the fire is located out of the hydrant district and water tankers are needed.
- IMC Training- New department incident reporting system. Members were given logins and trained on inputting incidents into the system.
- Search and Rescue in the State Forest- Fire and EMS Members did a mock drill of 2 injured horseback riders that were in an unknown location. Members used maps and last known locations to search an area and locate the injured riders. EMS members tended to the riders and used the department's pick-up truck and new UTV to extricate the victims from the woods.
- New Ambulance Training- Firefighters were able to review the new ambulance along with the location of Equipment and complete driver training.

- Equipment Review- Reviewed airbags on Engine 2 that can be used for lifting vehicles and other heavy objects and reviewed new stair chairs on the Ambulances.

Grants:

The Upton Fire – EMS and Emergency Management Departments received the following grants for 2022:

FY22 Emergency Management Performance Grant \$3,000.00

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

FY22 Firefighter Safety Equipment Grant \$13,796.00

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

Volunteer Fire Assistance (VFA) Program \$3,000.00

Funding to equip our UTV with a skid for brush fire response and patient transport.

DFS Safe Grant \$6,726.81

Funding provided by Massachusetts Department of Fire Services for youth and senior fire education.

MIIA Grant \$6,000.00

Funding to install back up cameras in Fire Apparatus.

MIIA Wellness Grant

Funding to purchase exercise equipment for the Fire Department

Personnel:

The department promoted one call member to a full-time position. Two full-time members have started and are currently in Paramedic school, and one call firefighter is attending EMT school. The goal is to continue to send additional members to EMT and paramedic school over the next couple of years and assist with the training and expenses. The department recruited 1 call EMT, 4 on-call Firefighters, and 3 on-call Firefighter EMT's.

Vehicles and Equipment:

Through two grants, the department was able to purchase its first UTV and Skid unit. The UTV is a 2022 UTV Gator. The skid unit is set up to be used for both patient extrication for a backboard and has a pump and tank for fire suppression. From a donation from the Upton Fire and EMS Association, we were able to purchase and install additional accessories to include brush guards and scene lighting. The Town also approved at the spring town meeting money to purchase a new ambulance. The department was able to Purchase a Ford F-550 ambulance. The truck was placed into service late summer and replaced the 2006 GMC. The department was able to purchase a multi- function door prop that is used by members to train on forcible entry into buildings.

Fire Prevention:

Our Fire Prevention Officer has been working with the Senior Center and Schools to educate on Fire Safety and Awareness. Last year, they also started assisting seniors with supplying them with 5-gallon buckets of sand and ice melt that seniors can put out during winter storms and can get them refilled when needed. This program continued this year.

Fire Protection:

The Fire and EMS department has been working closely with CODE Enforcement with installation of updated Fire Protection Systems and Residential Sprinkler Systems in the new housing developments that are being built. These locations include Upton Ridge, Cobblers Creek, The

Preserve at Dean Pond, and Riverside Community Care. We have also been working closely with Millhaus Apartments while they complete phase 2 of updating their fire alarm system.

Grafton Upton Railroad:

The department has been working with CODE Enforcement, State Hazmat Team Representatives, and Railroad Representative while they construct a new transloading facility and expansion at 25 Maple Avenue. This project includes installation of a state-of-the-art fire protection system for phase 1 and phase 2 commissioning. The department has started a team that is creating an Emergency Response Plan for potential incidents at the railyard. The department continues to work on a multi-tier training program with department members, mutual aid departments, and the State Hazmat Team.

Conclusion:

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

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

through special events, community/business partnerships and social media.

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

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

The agency is responsible for 2 roadside message boards, an emergency response trailer and a road barricade trailer. The agency also provides the coordination of the Town’s emergency notification system and dedicated cable channel. These systems notify residents of emergent/important information using all means of communication.

Respectfully submitted,

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

GREEN COMMUNITY COMMITTEE

Summary

In 2022 the Green Community Committee, with the help of the Central Massachusetts Regional Planning Commission, completed the fiscal year 2022 annual report to the Green Communities Division. The annual report confirms the town’s compliance 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 largescale, ground-mounted solar photovoltaic systems within a year. The annual report shows for fiscal year 2022, an overall energy reduction of 5.6% after weather normalization. Energy use decreased more this year as compared to the last fiscal year with an overall 2% reduction after weather normalization.

Grants and Future Opportunities

The last energy conservation grant Upton applied for was in 2019 for \$3,900 to fund the difference between a hybrid Police Interceptor and a gas-only Police receptor, however the project was abandoned. The town has not applied for a competitive grant for the last three years. The committee also works with the Town Manager and other town departments to identify energy conservation projects and on applying for grants from the Green Communities Division of the Department of Energy Resources to fund the measures. In 2022 the committee did not identify any grant opportunities.

However, construction of the new Community Center started in December of 2021. The building is planned to open in May of 2023. Upton hopes to do numerous green communities projects in that new space, including but not limited to boiler/chillers, LED lighting and weatherization. These future conservation measures do not have specific projected savings or costs as they are ideas and have not been audited yet.

Street Light Project –

The committee has initiated work with town officials and National Grid to upgrade town streetlights to LEDs. This project is anticipated to take multiple years to complete.

Collaboration with Westborough and Northborough

Members of the committee attended meetings with Sustainable Westborough and were involved in advertising participation in a local energy fair which took place in the fall of 2022. Future collaboration with other towns in exploring opportunities for energy work and programs we can bring to Upton.

Composting Program

In January 2022, the committee's conversation related to a possible town wide composting program began. Initial research indicated that this could be a program of benefit to the town and a potential waste management cost savings. A representative from Black Earth Composting, a company which specializes in municipal composting programs, met with the committee in April 2022 to detail how the program works and the best ways to move forward. The [Solid Waste Master Plan](#) has been put forward by the State of Massachusetts with the goal of having commercial and residential composting in place by 2030. This plan will ban mattresses and textiles to be included in the solid waste disposal. As of November 1st, textiles have been banned from disposal in regular waste disposal streams. The plan will also lower the threshold of commercial organic/food waste to facilities generating more than one-half ton of these materials per week. This latter point of the plan is what drives the efforts of the committee to bring in a municipal composting program as one third of all household waste is considered compostable.

Black Earth Composting (BEC) would allow collection from residential and commercial sources and includes meat, bones, pizza boxes. Yard waste and food waste together are valuable and make good compost which through management by Black Earth is ready in three months. The program also produces raised beds for food growth. Options include a town transfer station for drop off which is a lower cost for residents, or residential and school pick-ups. Towns of Groton, Holliston, Grafton, Westborough, Manchester, and the city of Newton are all participants, to

name a few. In towns where the composting program is funded by the town 40% participation is recorded, compared to 15% participation in towns which require residents to pay for private service. Black Earth is also able to manage a town compost site requiring a two-acre parcel ideally not located near residences or wetlands. Horse farms have been identified as good locations for such a site as horse manure mixed in makes for great compost; community gardens have also been identified as good drop off locations. The pricing is \$115 per household per 6 months for weekly pick up. \$90 per household for pickup every other week. Customers ends up with a compost bag - 1 cubic foot. Town totes for centralized drop off costs \$30 for 2 bins per pick up; it is recommended to start here to generate interest. The town can accumulate Recycling Dividend Points and as such be eligible through certain grants offered through the Department of Environmental Protection. Textile recycling also provides the town with RDP, however, currently Miscoe Hill PTO is using textile recycling as a revenue generator. It is unclear to the committee whether this can also be included in the RDP.

Currently the town of Upton has 25 residents signed up with Black Earth Composting. We need a critical mass of 25 more residents for a total of 50 to begin biweekly pickups at residences. 65 residents would be the threshold for weekly pick up. The committee worked on encouraging sign ups for the program at Heritage Day and is in the process of planning a townwide mailer to market the program further to meet the baseline threshold for service.

Respectfully submitted,

Dominique Ross, Secretary
Bill Taylor, Chair
Robert Jordan
Phil Kazlauskas

HISTORICAL COMMISSION

The Historical Commission respectfully submits the following report for the year 2022. Commission members were Don Spargo, Chair (resigned in June); Katherine Worsham, Vice-Chair; Howard Glassman, Treasurer (term ended June 2022); Joan Burrell, Donna Desjardins (resigned in June), Donna Kempton, Russell Wood, Craig Weinfuss (appointed in June), Patrick Rosendale (appointed in August) and Ed Phillips (appointed in September, new Chair as of December 2022).

This report provides the highlights of the topics undertaken by the Commission in 2022.

Governor's Landing/Lackey Hill - Cathy Taylor, former UHC member, was concerned that there may be historic features on the area of Lackey Hill that the future Governor's Landing development is planned to be built on. In January, she surveyed the area with Bettina Washington, the Tribal Historic Preservation Officer of the Wampanoag Tribe, and found historically/culturally significant stone features. Ms. Taylor spoke to us about their findings, and the UHC agreed in June to contract for the 3D mapping and an ethnoastronomy report of Native American ceremonial sites on Lackey Hill, both to support the preservation of those features, if possible, and to document what cannot be preserved. The sites were investigated in September and final reports were provided by the end of November.

Bench commemorating Barbara Burke - Installed in Heritage Park at the end of June, the bench commemorating Barbara Burke was dedicated with a ceremony on September 10th.

Heritage Park Sign - It was noticed in June that the carved wooden sign at Heritage Park has deteriorated and will need to be replaced. The UHC has located a good vendor for a sign that will look similar but be made of a

material less prone to deterioration; we are in the process of securing funding for the sign’s replacement.

Holy Angels roof - the former Holy Angels church had a roof leak. Craig pursued avenues for its repair and it was repaired shortly before the end of the year. The UHC will consider obtaining estimates for replacing the entire roof as it is in poor condition.

The Commission looks forward to completing and undertaking more projects in 2022.

Respectively submitted,

Katherine Worsham, Vice-Chair

HOUSING AUTHORITY

A report was not submitted.

LAKES - POND COMMITTEE

The Lakes-Ponds Committee (LPC) was inaugurated in Spring 2022 and the members, chosen by the Board of Selectmen from applications of Upton Town residents and representatives nominated by the Recreation Commission, Conservation Commission, and Department of Public Works.

The first chore of the LPC was to develop a mission statement:

The role of the Lakes-Pond Committee is to develop policies and implement actions to preserve the healthy ecology of the bodies of water within the Town of Upton.

A healthy ecology includes the quality of the water, a stable condition of native plant life on shores of ponds and streams, healthy fish, bird, amphibian and mammalian, populations. Healthy ponds will support safe and sustainable public use.

To accomplish these goals the Lakes-Pond Committee will

1. Develop plans for surveys of the lakes/ponds, including general water quality parameters (clarity, nutrient/coliform levels, bacteria levels, cyanobacteria dissolved oxygen, etc.) and occurrences of invasive non-native plant and animal species.
2. Assist town in hiring professional consultants, as needed, to conduct water quality and watershed studies, and provide lake and pond management recommendations.
3. Devise strategies for and prioritize various lake/pond management needs based on the survey results and management recommendations.
4. Implement lake and pond management recommendations.
5. Apply for grants and/or obtain funding to conduct studies and implement lake and pond management measures identified through the steps listed above.
6. With DPW and other boards, identify and apply for grants which could fund retrofits to existing stormwater outfalls that discharge to sensitive lakes and ponds.
7. Maintain an informational Lake and Pond Committee page on the town website; Develop and distribute educational materials, press releases and social media posts on best management practices to control non-point source pollutant loading to lakefront landowners, farm/livestock facilities, etc.
8. Assemble and educate a group of committed volunteers that could conduct some water quality studies, takes census of local plants (and animals, e.g., beavers), and, when necessary,

periodically hand eradicate infestations of invasive/non-native aquatic plants.

9. Prepare a report of committee activities for inclusion in the Town of Upton Annual Report.
10. The Committee will be composed of three Upton residents chosen by the Board of Selectmen and representatives of the Department of Public Works, Board of Health, Recreation Commission, and Conservation Commission.

Activities of the LPC during this calendar year include a clean-up of Pratt Pond (part of the Blackstone Watershed “Zap 50” event), supervision of the aquacide treatment of Lake Wildwood (which had been postponed from 2021) for the reduction/eradication of invasive plant species. The Committee also has defined a Pilot Project for Pond Survey, starting with Pratt – Mill Ponds and intended to be expanded and applied to all of Upton’s lakes, ponds and tributaries. A draft of this Pilot Proposal follows:

A PROPOSAL FOR A PILOT STUDY TO EVALUATE THE HEALTH AND USE OF PRATT POND.

The recently formed (2022) Lakes-Ponds Committee (LPC) of the Town of Upton proposes to conduct a study of the ecological health and human use of Pratt and Mill Ponds, to serve as a pilot study for all the lakes, ponds and streams in the Town.

Rationale: These bodies of water and their related watersheds are a valuable resource for wildlife, forests and woods and human recreation. The LPC proposes a pilot study of Pratt Pond that would serve as a developing model for other waters in the Town.

Scope of the Proposed work: In Phase 1 the study would evaluate. 1. Water quality (sediments, organic and mineral contaminants, and bacterial content, e.g. E. Coli, cyanobacteria). Later Phases would extend this work to include surveys of: 2. Aquatic plant populations (native as well as invasive species, in the pond and along the shoreline) 3. Survey

the fish, amphibian and bird populations, and 4. Quantitate the human use of the pond (swimming, boating, fishing, Annual Ice Out?).

Report: The findings of this pilot study will be presented as written Reports, delivered to the Board of Selectmen and to the Conservation Commission.

The fall special town meeting approved \$40,000 in CPA funds towards the study.

Respectfully submitted,

Debbie Amorelli (Recreation Commission Representative)

Ed Bergman

Sally Kent

Mike Penko, Vice-chair (Conservation Commission Representative)

Gary Strichartz, Chairman

William Taylor, Secretary (DPW Representative)

Board of Health Representative (vacant)

LAND STEWARDSHIP COMMITTEE

There are 16.5 miles of trails on town owned conservation areas and open space in Upton. The Land Stewardship Committee (LSC) dedicated multiple work dates to clearing trails plus building and repairing boardwalks. Trail clearing and improvements will continue in 2023 as is safe and practical.

Because of increased interest in spending time outdoors due to Covid-19 the town lands have seen increased use. This clearly demonstrates that open space is important to and appreciated by the public. Members of the LSC kept an eye on the various parcels to ensure access to and maintain the trails. Despite some heavy winds, there were not too many

blowdowns or debris in the trails, and these were cleared away as quickly as possible.

While the interest in passive recreation is good to see, we have also seen an increase in motorized vehicle use. This disrupts wildlife, damages trails, and disturbs trail-users. The Peppercorn Hill Conservation Area is particularly affected. The LSC has placed signs indicating that motorized vehicles are prohibited and is working in partnership with the Upton Police Department to curtail use of motorized vehicles. Upton officers have been trained to use off highway vehicles (OHV's) and made periodic patrol runs in the spring which seemed to have helped. Also helpful was the installation of a gate by National Grid at the Camp Street access in Milford. Additional regulation signs and trail markers were placed at trailheads and along the trails. Campfires have been reported on Peppercorn Hill and signs were placed to discourage this, most were taken down, presumably by those burning the fires. The large sign at the Crockett Street trailhead was stolen. A replacement sign is expected to be installed in 2023.

The purchase of 94 acres off Mechanic Street as protected open space has provided an opportunity to develop new trails make a connection between the Robertson Family Conservation Area and Stefans Farm. The Sudbury Valley Trustees hold the conservation restriction on the newly acquired parcel and will be taking the lead in its management. Preliminary walk throughs have taken place and flagging potential trails will be based on what was seen. Trail development will take place in 2023.

With funding assistance from the Department of Conservation and Recreation, John Clarke was commissioned to prepare a Forestry Management Plan for the Mechanic Street and Stefans Farm parcels.

The Rockwood Meadows open space area is private property surrounding the Rockwood Meadows development that includes a public parking area on East Street in Hopkinton (near the Upton border) and an easement for a public trail that connects the parking lot to the trails in the Peppercorn Hill Conservation Area. It is subject to conservation restrictions held by the Upton Conservation Commission and the Hopkinton Area Land Trust. Additional boardwalks were constructed there this year to allow for passage through a wet area. Snow plowing of the parking lot by a private contractor was arranged by the LSC. This parking area is well used so keeping it accessible in the winter is important for safety and to discourage parking on private property or roadsides.

The LSC continued to implement the 2007 Land Stewardship Plan for the Stefans Farm Open Space and is in the process of updating it to reflect improvements made on the property. These include trail development, maintenance of open fields and expansion of the Community Garden. The LSC continued to investigate options for vehicular access to Stefans Farm.

The Stefans Farm community garden is now at full capacity. Interest in gardening plots continues to increase. Plots at the community garden are available to Upton residents who have been asked to pay a participation fee to help defray costs. Fees are deposited in the Community Garden Revolving Fund. The cost of providing water to the garden comes out of this fund. Having running water on site has been greatly appreciated by the gardeners.

The LSC has cooperated with the Recreation Commission to encourage use of town land. In 2022 we co-sponsored a hike and a sledding event at Stefans Farm.

Completion of the forestry project at the Warren Brook Watershed Conservation Area was delayed due to wet conditions but was completed

in 2022. Improving the Grafton Road parking area is nearly complete with the placement of stones and installation of a gate as barriers to vehicles. The re-installation of a large sign is to be put off until we have warmer conditions in 2023 as will the native meadow plant seeding in the open area by the parking area.

The Conservation Commission has over the years sponsored 20 Eagle Scout projects, 1 Girl Scout Gold award project and 1 Girl Scout Silver award project. Completed projects include 11 bridges, 3 boardwalks, 12 trail head kiosks, trail markers at the Peppercorn Hill and Whitney Conservation Areas, and 4 raised beds and compost bins at the community garden.

Kristin O'Brien of the Sudbury Valley Trustees (SVT) conducted routine yearly monitoring of the Fivefork Farm, (formerly Sweetwilliam Farm) Conservation Restriction. She also conducted the yearly monitoring of the Whitney Conservation Area Conservation Restriction and approved the development of a half mile addition to the trail network and the addition of a boardwalk through a wet area for which a Request for Determination of Applicability was submitted. The half mile of trail was proposed by the Blackstone Valley New England Mountain Bikers Association (BVNEMBA) members of the group helped identify the best route and built the trail once it was flagged. Special thanks go out to Laura Zimmer and Toby Teller of BVNEMBA.

A bridge is planned to be built at the Robertson Family Conservation Area in 2023-24 to connect trails on either side of Warren Brook, which flows through the property. Funding for the project is being sought through the Community Preservation Committee and the MassTrails Grant program.

Stream temperature data loggers were installed in Warren Brook, the Mill River and Mill River tributaries at Peppercorn Hill to determine if the

streams provide cold-water fish habitat. More data will be collected in 2023.

Volunteers and LSC members contributed an estimated 404.5 hours to maintain trails, oversee the community garden, prepare trail maps, conduct studies, perform administrative work and other management activities. Based on the 2021 Independent Sector report on the value of volunteer hours in Massachusetts, the contribution to the town by ULSC volunteers is valued at \$14,715.71

We would like to acknowledge and thank the following for their assistance:

The Robertson family	Laura Zimmer
Lauren Scheuer	Upton Police Department
Toby Teller	Upton Department of Public
Laurie Wodin	Works

Respectfully submitted,

Scott Heim	Eric Reustle
Libba Moore	Marcella Stasa, Chair
Mary Overholt	William Taylor
Mike Penko-Secretary	

LIBRARY DIRECTOR

In 2022, Upton Town Library focused on maintaining our current services in a challenging facility, while participating in the construction of the Community Center building, which will be the new home of the library. The community center will provide accessibility, increased program space, increased collection size, public meeting and study rooms,

informal socialization spaces, adequate parking, updated infrastructure and a renovated playground.

COVID-19 Response: Library services have nearly returned to pre-covid conditions. Enhanced cleaning and air purification measures remain in place, and no-contact pickup of items is a permanent option. Mask policies varied during Spring of 2022 and have settled on a 'mask flexible' option.

COVID-19 Timeline 2022:

March 1 – In-person programs resume, with masks required for all patrons ages 2+.

March 15 – Masks recommended for all ages, required for ages 2-11.

April 11 – Masks recommended for all ages.

May 9 – Masks required for all ages 2+, in response to rising case counts.

June 14 – Masks flexible, patrons are able to choose for themselves.

Community Center Progress: After the Dec 12 groundbreaking, construction work continued through the year:

April 2022 – Foundation Slab poured.

June 2022 – Exterior walls erected.

July 2022 – Roof installed.

Sept 2022 – Interior mechanical work, plumbing and electrical rough-ins.

Oct 2022 – Sidewalks and playground surfacing.

Dec 2022 – Interior walls installed and painted.

Projected completion date: March, 2023.

Personnel: Skylar Chase resigned in August 2022, and Lauren Scheuer was hired as Graphic Design and Marketing Specialist. The library employs a full-time Library Director, a full-time Children's and Young Adult Librarian, four part time Library Assistants, and one part time Graphic Design and Marketing Specialist.

Summer Reading: 116 children registered for the 2022 Summer Reading Program, 'Read Beyond the Beaten Path'. 55 programs were offered, with a total attendance of 617. Significant funding for the program was donated by UniBank, Wegmans, Price Chopper, the Massachusetts Library System, and the Friends of the Upton Town Library.

Library Programs: Regular library programs, which include weekly preschool storytime, weekly baby storytime, weekly teen group, monthly music and movement and monthly book clubs, all have to be held offsite due to accessibility barriers of the current library facility. During 2022, we held programs outside at Kiwanis Beach, outside on the library lawn, and across the street in Upton Town Hall. These relocations reduce the educational value of the programs and require more staff resources to present.

Revolving Fund: The library is authorized by Town Meeting to maintain a revolving fund to purchase library items and materials. In FY2022, this fund started with \$302, received \$933 in income, expended \$964, and had an ending balance of \$271. The balance of the fund never exceeded \$6,000.

Library Holdings: The library continued to add new physical items and remove outdated items with little net change in total holdings.

Print Books – 20,823. Volumes of Periodicals – 61. Audio Materials – 1,679. Video Materials – 4,523. Downloadable materials – 185,667

Library Usage and annual change for FY2021:

3,736 Upton residents are registered borrowers at the Upton Town Library (-2.9%), 11,856 visits were made to the library (+334%), 1,647 people attended programs (+17%) and the library was open 2,110 hours (+17%).

Borrowing of physical items: Print Books: 30,149 (+19%). Volumes of Periodicals: 820 (+124%). Audio Materials: 858 (+24%). Video Materials: 4,353 (-3%).

Downloads of electronic items: 11,230 (-0.2%).

Future: In 2023, the library will move into our new location in the Community Center and will expand services to take advantage of the new facility.

Respectfully submitted,

Matthew R. Bachtold, Library Director

LIBRARY TRUSTEES

With the pandemic's effects abating slightly in 2022, the Library was able to focus the majority of its attention toward making preparations for the new Community Center, holding library programs in-person again and completing the Knowlton Risteen access ramp project.

Community Center Building

The Community Center's projected opening was delayed to late winter/early spring 2023 but there was a tremendous amount of time spent by the Trustees and the Library Director planning for the new facility. The Trustees continued to assist the Director with drafting a set of Policies and Procedures for operating the new building.

A Return to In-Person Programming

The Trustees approved a return to in-person programming beginning on March 1, 2022. The Children's Librarian successfully held many programs in-person both outside at Kiwanis Beach, outside the Knowlton Risteen building and at the Town Hall. It is very challenging logistically to move programs outside of the library building. It is also more challenging for participants to attend these programs. But attendance was promising. The Trustees wish to thank the Children's Librarian for her extra effort in holding these vital programs.

Access Ramp to Knowlton Risteen Building

Despite funding appropriated in May 2021, and efforts by Town officials to install a ramp to the current library to improve accessibility, as of the writing of this report, it has not been completed. The ramp is a requirement for holding in-person programming at the library. The Trustees are disappointed that an entire year has passed without this project being completed, but plans continue to move forward. The Trustees support the completion of this project as soon as possible.

Outgoing Library Trustees

The Trustees wish to thank Michelle Antinarelli and Anne O'Brien for serving as Trustees. Their participation is appreciated.

New Library Trustees

The Trustees welcomed Dominique Fyfe Ross and Tamosin Johnson-Hellegers to the Trustees in 2022. We thank them for their willingness to serve the Town.

Staff Appreciation

The Trustees held a 2-day Staff Appreciation event in October to recognize the efforts of the entire Library staff during the past couple of years, which were challenging in unprecedented ways. Their commitment to serving Library patrons is admirable and appreciated.

Recognizing John Robertson

John Robertson, Jr., long-time Chair of The Trustees and Unwavering advocate for a new library, was presented with a plaque by the Trustees in honor of his more than 25 years of strong and inspiring leadership on the Board of Library Trustees. Several Trustees spoke, praising John's contributions to the Town of Upton and specifically to the Board's relentless quest for a new Library building. The Community Center has become a reality, due in no small part to John's positive attitude and his insistence that Upton deserves a new, modern Library for all its citizens.

Friends of the Library

The Trustees were pleased to have a re-energized Friends of the Library group begin ramping up for the new building. In addition to the 2 book sales to raise funds, under the direction of new Chair Alisa Bernat, FULTI held a membership drive, re-started monthly meetings and are eagerly planning programs and events to be held in the Community Center.

Respectfully submitted,

Debbie Amorelli, Chair
Bill Taylor, Vice Chair
Charlotte Carr, Secretary
John Robertson
Judith Katz

Laurie Wodin
Sadalit Van Buren
Dominique Fyfe Ross
Tamosin Johnson-Hellegers

MODERATOR

It was my privilege to preside at the Annual Town Meeting on May 5th and a Special Town Meeting on November 1st. At the ATM we had a large crowd to address the purchase of a parcel of land located between Mechanic St. and Fowler St. The town voted overwhelmingly to purchase the land, thus preventing a large condominium complex to be built on this property. For both the ATM and STM the town continued to use the current state protocols with respect to the ongoing pandemic. My appointments to the Finance Committee are Nicholas Ensko and Stephen Bern.

Again, I wish to thank all the people who helped with the smooth running of the Town Meetings. The Town Clerk (and her staff), the Board Of Selectmen/staff, NRHS, Upton Police, DPW, and the Town Nurse in addition to the Board of Health.

Most importantly (as I have said for the past many years) I wish to thank all the citizens of Upton that attend the Town Meetings. This type of citizen involvement continues to be the critical link that allows for the appropriate checks and balances that must occur within our community, and within our country. However busy our lives may be, it is our right and our **responsibility** to be part of the governmental process.

Finally, I would like to take this opportunity to wish our former Town Clerk Kelly McElreath all the best at her new position. She has always been on my right side at the Town Meetings since 2001, and has helped me on numerous occasions to make sure that if I missed something (which does happen from time-to-time,) that she would let me know in a gentle manner that was hopefully transparent to all in attendance. She will truly be missed.

Fortunately though as we move forward, Kelly's shoes will be filled more than adequately by former Assistant Town Clerk Denise Smith. The transition so far has been seamless, and I look forward to working with Denise for many years into the future.

The town of Upton continues to be in good hands at the Town Clerks office.

Respectfully submitted,

David C. Loeper, Town Moderator

MOSQUITO CONTROL BOARD

Background: The Mosquito Control Board (MCB) was formed after several years of Upton residents voting at annual town meetings not to accept the services of the Central Massachusetts Mosquito Control Project, and citizens' objections to the state's aerial spraying to control mosquito

populations. The MCB is engaged in educating the public about mosquitos, mosquito borne illnesses, and ways to discourage the presence of breeding grounds at residents' homes. The MCB was also tasked with the preparation and submission of the state application to opt out of state spraying for mosquitoes in the Town.

The MCB prepared and submitted the application to opt out of state spraying for 2022. The application was denied due to the presence of extensive wetland areas throughout the town, though no human cases of mosquito borne illness had been reported in Worcester County since 2019.

The opt-out application does not appear to have been updated on the [mass.gov](https://www.mass.gov) website and the MCB has not pursued re-application for 2023. Upton is currently in the low risk area for Eastern Equine Encephalitis and West Nile Virus.

In order to learn more about mosquito control options the MCB invited Timothy Deschamps of the Central Massachusetts Mosquito Control Project and Jean Mukherjee of Vectorscape, a mosquito monitoring service. Both gave us helpful information though we declined their services at this time as the state monitors and makes determinations as to risk of mosquito borne diseases.

Members of the MCB and Land Stewardship Committees helped with the removal of tires in Center Brook during the Earth Day clean up efforts. The MCB developed, and began the distribution of, a fact sheet in a Q & A format and has begun work on a survey to assess the public's familiarity with mosquitoes and mosquito borne diseases.

The MCB remains committed to educating the public about mosquito management without the use of toxic chemicals.

Respectfully submitted,

Alisa Bernat, Secretary
Gavin Jones, Member
Christine Scott, Vice Chair
Brett Simas, Selectboard Representative
Marcella Stasa, Chair
Gary Strichartz, Member

MUNICIPAL COMMUNITY CENTER BUILDING COMMITTEE

The Committee met 17 times in 2022 as a committee and with other Town Boards and Departments. In addition, committee members have attended weekly construction meetings with Hutter (General Contractor), T2 Architects and Vertex (OPM).

During the course of 2022, the Community Center project has made significant progress in spite of continuing supply chain delays from suppliers for key items including windows, electrical equipment, the generator and other items.

The playground construction is on-going, and we anticipate work will be completed in time for the building dedication.

The Committee has maintained a good working relationship with Hutter. Together with T2 and Vertex, we have all worked together to help make this project a reality.

The project remains on budget with a contingency of more than 100% of original amount. The project's substantial completion date is tentatively set for end of March 2023. The committee is planning to hold the dedication ceremony on June 14, 2023 – the same day as the Town's founding in 1735.

The committee plans to significant contributions from James Brochu and John Robertson who has championed a new library for several decades.

A site walk-through for members of the Library Trustees, the Council on Aging and the Technology Committee was held on November 26th.

Respectfully submitted,

James Brochu, Chair
Paul Flaherty, Vice-chair
Dee Hakala
Mike Howell

Justin Pollard
Steven Rakitin, Clerk
Don Spargo

OTHER POST EMPLOYMENT BENEFITS

Massachusetts General Law Chapter 32B, Section 20 allows a town to set up a special trust fund, the Other Post-Employment Benefits (OPEB) Liability Trust Fund with the governmental unit’s treasurer is the custodian of the fund. Investment of fund monies by the custodian must be consistent with the prudent person standard set forth in MGL 203C for private trust funds. Interest earned on the investment of fund monies belongs to the fund.

Given the foregoing:

- The Committee has received the OPEB actuarial valuation report for the date of June 30, 2022. Per GASB and the Town’s schedule, that is the most recent evaluation date required. It was noted by the Committee that the overall unfunded liability has remained steady since the last valuation in 2021 and it is now just over \$6.6 million. The actuarial determined contribution has changed slightly from \$930,000 per year to over \$978,000. A new evaluation will be conducted for FY2023.

- The Committee had adopted an investment strategy of aggressive-moderate option that consisted 65% of Equity Securities and 35% of Fixed Income Securities. The OPEB Trust portfolio return on investment was -15.68% over the past year and 4.78% since the inception date of November 7, 2016.

Respectfully submitted,

Kenny Costa, Finance Director/Town Accountant

OPEN SPACE COMMITTEE

Summary

The town, through the Conservation Commission, purchased approximately 94 acres off Mechanic and Fowler Streets for open space and passive recreation purposes.

The Conservation Commission increased the amount it committed to the joint purchase, with the Massachusetts Department of Agricultural Resources, of an Agricultural Preservation Restriction on the agricultural land of the Town Line Dairy Farm on Williams Street (about 28 acres) from \$12,000 to \$17,000.

Acquisition of Land off Mechanic and Fowler Streets

At the May 2022 Annual Town Meeting residents approved the purchase of approximately 94.2 acres off Mechanic and Fowler streets for open space and passive recreation purposes. The total cost of the project was \$943,000, which consisted of the purchase price of \$900,000 and included \$43,000 for survey, legal, and environmental review costs. Town Meeting approved an appropriation of \$743,000 from the Community Preservation Fund with the stipulation that the town receive at least \$200,000 in donations and/or grants before the Community Preservation Funds were used.

The benefits of protecting the property include enhancing the ecological value of the abutting protected properties, Stefans Farm and the Robertson Family Conservation Restriction Area, protecting the Warren Brook watershed, and extending the town's trail network. It also avoided the construction of a 200-unit apartment complex off Mechanic Street.

The purchase of this land was a joint effort between the town, including a very active support group, and the Sudbury Valley Trustees (SVT), a regional land trust serving the communities in the watersheds of the Assabet, Sudbury, and Concord rivers.

The purchase was completed in October 2022 at \$20,940 under budget. The donations totaled \$209,973, \$9,973 more than budgeted, and the expenses were \$11,152 less than budgeted. The donations consisted of \$55,000 from the Sudbury Valley Trustees and \$154,793 from Upton residents.

SVT will hold a Conservation Restriction (CR) on the property. The CR will permanently limit the use of the land to uses consistent with the conservation values being protected. The Community Preservation Act requires that the town place a CR on the property. SVT will also contribute to the management of the parcel, including the development of trails.

The Open Space Committee thanks SVT for their invaluable technical and financial help in preserving this land.

The \$900,000 purchase price was determined by the amount the landowner was offered for the land by a firm that intended to build a 200-unit apartment complex pursuant to Chapter 40B. The \$900,000 offer triggered the town's right-of-first refusal option under MGL Chapter 61B.

The three Chapter 61 chapters, 61, 61A and 61B, enable landowners to have their land assessed based on its use as forestry (Chapter 61), agricultural (61A), or open space (61B) instead of fair market value. The

landowner is required to notify the town when he/she intends to sell or otherwise change the use of the land to a commercial, industrial, or residential use. The change triggers the town’s right to purchase the land at, in the case of a sale, the amount offered, or, in the case when the landowner will change the land’s use, the land’s appraised value. After being notified of the intent to change the use of the land, the town has 120 days to exercise the purchase option and 90 days after exercising the purchase option to complete the purchase.

Purchase of Agricultural Preservation Restriction

In October 2022, the Conservation Commission voted to increase its contribution towards the joint purchase, with the Massachusetts Department of Agricultural Resources (MDAR), of an Agricultural Preservation Restriction (APR) on the agricultural land (about 28 acres) of the Town Line Dairy Farm from \$12,000 to \$17,000. The change occurred as a result of an updated appraisal of the property conducted because the original appraisal was over a year old. The state’s APR program pays farm owners the difference between the land’s fair market value and its value as farmland in exchange for a permanent deed restriction that protects the farmland for future agricultural use. MDAR’s contribution to the purchase is \$190,000.

Respectfully submitted,

Tom Dodd, Secretary
Cheryl MacIndoe
Alan Miano

Mike Penko
Chris Scott
Bill Taylor, Chair

PERSONNEL BOARD

The Board began this year with five members – Chairperson Scott van Raalten, Vice Chairperson Michelle Rivers, and members Marcia Kasilowski, Maria Glynn, and John Westerling.

The Board conducted regular meetings throughout the year virtually and in person under the guidance of Governor Baker’s orders. The town was not immune from the pandemic-era labor force trend that created a nearly unprecedented churn in resignations and retirements. In 2022, the Personnel Board assisted in hiring twenty-two new employees for the following departments: Town Manager, Police, Fire, DPW, Land Use & Inspectional Services, Finance, COA, Town Clerk, and Library.

In 2023 the Personnel Board will focus on updating the Compensation and Classification Plan implemented in 2014. We intend to prepare an Article for funding this study to be included in the Annual Town meeting warrant.

I want to thank Personnel Board member Maria Glynn for her service on the Board since 2018. Earlier this year, she decided to step down from the Board, leaving us with one opening.

Respectfully submitted,

Scott van Raalten, Chair
Michelle Rivers, Vice Chair
Marcia Kasilowski
John Westerling

PLANNING BOARD

Summary

Throughout the calendar year 2022 the Planning Board reviewed or continued the review process of various subdivisions, special permits, and site plan approval applications despite the challenges that COVID-19 continued to present. Town Hall was open to the public. The Planning Board conduct its meetings and hearings on a remote meeting platform for the first half of 2022 then switched to in-person with a remote link.

With assistance from Paul Dell'Aquila, Town Planner, other Town Boards & Committees, and the Central Massachusetts Regional Planning Commission (CMRPC) we continued to implement items from Upton's Master Plan (adopted 2005) and to review and amend zoning bylaws and regulations as applicable.

Proposed Zoning Bylaw amendments.

- The Board held a public hearing on March 22, 2022, for the proposed amendment of Section 300-7.5 Large Lot Frontage Reduction bylaw.
- Upon close of the public hearing the Board voted to recommend the amendment be accepted at the annual town meeting; the amendment was accepted at the town meeting on May 5, 2022.
- The Board held a public hearing on October 25, 2022, for the proposed amendment of Sections 300-4.3 Height, frontage and lot width measurements - B. Frontage; and 200-10.1 Definitions and word usage – Lot, Frontage of.
- Upon close of the public hearing the Board voted to recommend the amendments be accepted at the special town meeting to be held November 1, 2022; amendments were accepted.

Definitive Subdivision Plans reviewed/in progress:

- East Street Estates" 16-lot definitive plan located off East St.; the Board continued its review of the plans.
- "Whitney Farms" 8-lots located off Grove St; all houses are built and occupied. A public hearing was held to recommend road acceptance at the annual town meeting on May 5, 2022. Acceptance was approved.
- "Hartford Highlands" 4-lots located off Hartford Ave. South; all houses have been built and are occupied.
- "Sylvan Springs" 54-lots located off Northbridge Rd. in Mendon; 6 houses located in Upton and 48 houses in Mendon. Infrastructure

and many homes have been completed on the Mendon side; no work has begun in Upton to date.

Special Permits reviewed/in progress:

Large Lot Frontage Reduction:

Application for two reduced frontage lots located on land off Westboro Rd. Upon review the plan was denied.

Mixed-Use Development:

Application for Rushford & Sons Brewery, located at 8 Grove St, for amendment to their previously approved special permit to allow a total of 75 seats (indoor and outdoor); and modification to the parking plan (Site Plan). Upon review the Board approved the application.

Open Space Residential Subdivision:

"JR Estates" 5-lots located off West River St on Azalea Ln. All houses are occupied. Road acceptance was approved at town meeting in 2021, however, to the Board's knowledge the plans and documents were not recorded.

"The Preserve at Dean Pond" 14-lots located off Hopkinton Rd on Claflin Farm Rd.; The subdivision was approved in 2020. Infrastructure work has been completed and houses are under construction with several completed & occupied.

Senior Housing Residential Community:

"Upton Ridge North & Upton Ridge South" 139-unit (including 10 affordable units) Senior Housing Community located off Hartford Ave. South. Construction continued throughout 2022 and many units are complete and occupied.

"Cobbler's Creek" 59 single-family unit Senior Housing Community located off North St/Westboro Rd/Eames Ln. Upon review the Board approved the project in November 2021; site work & infrastructure has been started.

“Governor’s Landing” A formal application was submitted in November 2021 for a 110-unit Senior Housing Community and 34-unit Townhouse Development to be located off Milford St. A public hearing has been opened; throughout 2022 continued review and discussion has generated changes to the scope of this project.

Site Plan Approval Applications reviewed/in progress:

- Application for the Upton Community Center to be located at 9 Milford St was approved in September 2021. Site clearing and infrastructure began in 2022; construction of the building continues with an anticipated opening date of spring 2023.
- Application for Site Plan Approval filed by Riverside Community Care for the property located at 206 Milford St. Application is for change of use from an outpatient treatment facility to an inpatient treatment facility. Upon review the application was approved in November 2022

Plan Review

The data table below summarizes the Board’s review activity for CY2022.

<u>Plan Type</u>	<u>Reviewed</u>	<u>Lots/Parcels</u>	<u>Fees Collected</u>
81P (ANR)	11	15lots4/parcels	\$1400.00
Definitive Plans	NA	NA	NA
Site Plans	1	1	\$350.00
Special Permits	1	2	\$500.00
Street Acceptance	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

The Planning Board's meetings are held on the second and fourth Tuesday each month at 7:00 pm; meetings are in-person and virtually. In July Denise Smith, long-time Department Coordinator for the Planning Board was appointed as Upton Town Clerk. Paul Dell'Aquila, Town Planner, resigned in October. Mr. Dell'Aquila provided technical support and guidance to applicants and the Board.

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,

Thomas Davidson, Chair
Gary Bohan, Vice-Chair
Katherine Roberson, Clerk
Margaret Carroll, Treasurer
Paul Carey, Member
William Tessmer, Associate Member

POLICE AND COMMUNICATIONS DEPARTMENT

Calls for Service/Activity 2022

Abandoned 911 Call	293	Larceny	43
Alarm	157	Lockout House.....	12
Animal Complaint.....	95	Lockout Motor Vehicle.....	40
Animal Injured.....	28	Lost Animal.....	54
Assault and Battery	4	Lost/Missing Person.....	5
Assist EMS	607	Lost/Missing Property	46
Assist Fire Department	152	Loud Music Complaint	22
Assist Other Agency	179	Motor Vehicle Crash	187
Assist Other P.D.	454	Motor Vehicle Violation.....	2439
Assist with Pedestrian Traffic.	12	Motor Vehicle Complaint.....	216
Assist with Traffic.....	42	Neighbor Dispute	6
ATV Complaint	13	Obstruction in Roadway	237
Breaking and Entering.....	1	Open Door.....	4
Building Check.....	3094	Overdose	3
Car Seat Installation	22	Parking Complaint/Violation..	41
Disabled Motor Vehicle	127	Power Outage	16
Disorderly Person.....	1	Restraining Order Viol.....	4
Disturbance	65	Restraining Order Issued.....	23
Deliver Message.....	12	Serve Legal Process	89
Domestic Disturbance	13	Shots Fired	8
Extra Patrols Requested.....	23	Solicitation	1
Found Property	27	Suicidal Person	8
Fraud/Forgery	26	Suspicious Motor Vehicle.....	111
Fundraiser Scam.....	24	Suspicious Person	71
General Assistance.....	968	Threats	13
Harassment Prevention Order	13	Traffic Enforcement Assignments	
House Check.....	20	320
Hunter Complaint	2	Trespassing.....	6
Illegal Dumping	8	Vandalism.....	17
		Water Leak	9
		Well Being Check.....	91

Wires Down.....	48
911 Hopedale	948

Offenses 2022

Sexual Assault	2
Indecent Assault.....	1
Aggravated Assault	6
Simple Assault.....	17
Intimidation.....	6
Extortion.....	2
Theft from a Building	6
Theft from a Motor Vehicle	6
All Other Larceny	12
Motor Vehicle Theft.....	2
Counterfeiting / Forgery	4
False Pretenses	14
Impersonation.....	18
Statutory Rape	2
Pornography/Obscene Material	2
Destruction of Property	17
Drug Narcotic Violations	7
Weapon Law Violations	8
Disorderly Conduct	1
Driving Under the Influence...	13
Liquor Law Violations.....	1

Arrests by Shift

Day Shift (8AM – 4PM)	48
Evening Shift (4PM-12AM).....	94
Night Shift (12AM-8AM).....	27

Arrests by Day of Week

Sunday.....	21
Monday	32
Tuesday	29
Wednesday	25
Thursday.....	21
Friday.....	20
Saturday	21

Offenses by Month

January	40
February	42
March	40
April	50
May	45
June	37
July	38
August	35
September.....	40
October	29
November	38
December.....	18

Top Ten Offenses Charged

1. Criminal MV Violations
2. False Pretense/Fraud
3. Simple Assault
4. Destruction of Property
5. Operating Under the Influence
6. Intimidation
7. Larceny
8. Weapons Law Violations

- 9. Drug offenses
- 10. Theft from a Building

Motor Vehicle Violations 2022

Arrests	33
Civil Violations.....	225
Criminal Complaint	177
Written Warning	772
Verbal Warning	1533

Top Ten Violations Cited

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

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

Barbara’s Path	1
Chestnut Street	1
Christian Hill Road	1
East Street	7
Farm Street	1
Fiske Mill Road	2
Forest Street	1

Grafton Road	1
Glen View Street	2
Hartford Avenue North	7
High Street	9
Hopkinton Road	14
James Road	1
Knowlton Circle	1
Main Street	33
Maple Avenue	7
Mendon Street	8
Mechanic Street	1
Milford Street.....	17
North Main Street	1
Oak Drive.....	1
Old Grafton Road	1
Pleasant Street	22
Plumbly Lane	1
Pond Street	1
School Street	4
Southboro Road	1
Taft Street	1
West Main Street	1
Westboro Road	6
West River Street	1

**Motor Vehicle Crashes by Day of
Week**

Sunday	10
Monday	26
Tuesday	21
Wednesday	28
Thursday.....	23
Friday.....	29
Saturday	22

**Top Five Driver Contributing
Code for Motor Vehicle
Accidents**

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

**Motor Vehicle Accident Injury
Status**

Fatal Injury	1
Incapacitating.....	9
Visible injury.....	21
Minor injury	10
No visible injury.....	257

Age and Gender Breakdown of Operators

	Male	Female	Total
<19	33	18	51
19-21	5	5	10
22-25	5	9	14
26-35	28	17	45
36-45	29	19	38
46-60	21	18	39
>60	20	10	30
Total	141	96	237

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
- Cultural Competency
- Crowd Management
- Domestic Terrorism
- Taser Training X2 Recertification

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

- APCO EMD
- APCO PST-1
- DCJIS CJIS & NCIC training
- FBI-LEEDA 695TH Command Leadership Inst
- MPI 3 Day Budget Training
- Alzheimer's & Dementia for Dispatchers & Call Takers
- Basic Critical Incident Response
- Basic Public Records Law Annual Recertification for Public Safety Personnel
- Dispatchers Response to Persons w/Mental Illness
- Excited Delirium
- Lives on the Line: Dispatcher & Domestic Violence
- Managing & Conducting Background Investigations
- Opioid Overdose-Responding to Persons in Crisis
- Surviving the Call Center: Stress-the Silent Killer
- Instructor Firearms-Handgun-Instructor Lead
- Pistol Mounted Optic Instructor Certification
- NG911 New Hire
- RAD Instructor Certification Basic Physical Defense
- Watchguard online WatchGuard V300 Body Camera training

Grants:

The Upton Police & Communications Departments received the following grants for 2022:

- **State 911 Department Support Grant: \$266,615.00**
Funding was provided by the Massachusetts State 911 Department for equipment purchases within the communication center and for wage reimbursement for 911 call takers.
- **911 Training Grant: \$48,755.00**
Funding was provided by the Massachusetts State 911 Department for E911 approved courses and overtime replacement costs for employees attending training.
- **911 Development Grant \$144,731.00**
Funding was provided by the Massachusetts State 911 Department to upgrade the Fire Alarm reporting system for Upton and Hopedale.
- **MRS Traffic Safety Grant \$18,741.00**
Funding for traffic safety equipment and mobilizations to target traffic violations.

Community Policing & Special Programs:

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

- R.A.D. Program for Adults and Children
- Seniors Spaghetti Dinner
- Santa Claus Parade on Christmas Eve
- SRO (School Resource Officer)
- Massachusetts Police Certification/Accreditation Program

Conclusion:

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

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

- Provides a norm for an agency to judge its performance.
- Provides a basis to correct deficiencies before they become a public problem.
- Requires agencies to commit their policies and procedures to writing.
- Promotes accountability among agency personnel.
- Provides a means of independent evaluation of agency operations for quality assurance.
- Enhances the reputation of the agency and promotes public confidence in the agency.

The Department operates eight police vehicles; 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

This year was the first full year for our new Recreation Director, Maria Tonry. She was tasked with not only handling all of our routine activities but also increasing our events and overall visibility in the Town. She reached out to other departments to collaborate on activities and events and plans to do even more in the coming year. We thank Maria for digging in and successfully completing her first year at Upton Recreation. We said a fond farewell to longtime Recreation Commission Chairperson Rich Gazoorian. Rich served the Town of Upton in many capacities for decades. We will miss his wisdom, his institutional knowledge, and his sense of humor. We thank him for his dedication to the town.

Kids@Play

Our summer program continues to be the mainstay of the Recreation Department and one of our chief sources of revenue. We offer many different options for parents, including early drop off and late pickup. The Leader-in-Training Program continues to be a popular option for older children. Kids@Play serves children from K-6th grade.

Kiwanis Beach

Unlike many surrounding towns, Upton was able to fully staff the beach all summer with lifeguards. Our team of lifeguards and gate keepers did a

terrific job of keeping the beach running safely during a very hot and busy summer. We are happy to report that it was an incident-free summer season at Kiwanis Beach.

Summer Concert Series

Our free concert series was a spectacular success with a full parking lot on many Wednesday evenings during the summer. We collaborated with Rushford and Sons to offer the sale of beer at the concerts. Recreation staff sold grilled foods, chips and drinks which allowed families to enjoy the concert, get some fresh air and feed their family all at the same time. Kiwanis Beach is one of the jewels of Upton. It is beautiful at dusk on a summer evening.

Sports Fields

The fields were at full capacity again this year and demand remains very high. The DPW did an excellent job maintaining the fields to keep them in good condition and their efforts are appreciated.

Ongoing Activities

The Upton Pickleball Club continued their upward trajectory in terms of membership. There are now 35 club members. Adult volleyball averaged 16-18 participants per week. And we held the annual Light Up Upton, a holiday decorating contest.

New Events

A family sledding event was held in February at Stefan's Farm, in collaboration with Land Stewardship. Approximately 30 families enjoyed sledding, hot chocolate and snacks. We hope this will be an annual event. We added a Halloween House Decorating Contest this year. The entrants did a great job creating spooky Halloween displays.

We presented our first outdoor Movie night at Kiwanis Beach in September and have plans to continue next year.

Finally, we are pleased to report that toward the end of the year we announced that Upton Recreation will soon reintroduce yoga classes to its lineup of programs.

Respectfully submitted,

Rick Porter, Chairperson
Debbie Amorelli

Summary of Recreation Commission Financials - Calendar 2022

Recreation Revolving Fund:	
Balance 1/1/2022	\$59,246.08
Total Income	\$224,492.58
Total Expenses	<u>(\$201,320.99)</u>
Balance 12/31/2022	\$82,417.67

Parks DPW Revolving Fund:	
Balance 1/1/2022	\$14,207.96
Total Income	\$43,752.90
Total Expenses	<u>(\$33,263.43)</u>
Balance 12/31/2022	\$24,697.43

Recreation Site Improvement	
Balance 1/1/2022	\$16,000.00
Funding	\$23,280.00
Total Expenses	<u>(\$7,280.00)</u>
Return to General Fund	<u>(\$16,000.00)</u>
Balance 12/31/2022	\$16,000.00

Recreation Beach Salary (Lifeguards)	
Balance 1/1/2022	\$10,607.74
Funding	\$28,800.00
Total Expenses	<u>(\$37,572.89)</u>
Balance 12/31/2022	\$1,834.85

Recreation Beach Programs (Concerts)	
Balance 1/1/2022	\$800.00
Funding	\$7,000.00
Total Expenses	<u>(\$7,000.00)</u>
Balance 12/31/2022	\$800.00

REGISTRAR OF VOTERS

The Registrars respectfully submit the following report for year ending 2022:

The members of the Board of Registrar are Joseph Poirier (R), Cynthia Robertson (D), Kelly McElreath (U) through July, then M. Denise Smith (U) for remainder of the year.

In 2022, the following elections were held: Annual Town Election (May), State Primary Election (September) and State General Election (November). The Board of Registrars held extended voter registration hours for all elections. We encourage residents to register to vote and participate in all elections.

Voter turnout for the Annual Town Election on May 10, 2022: total ballots voted was 636 out of 6,145 registered voters (15% turnout). This included 53 absentee/early vote by mail ballots. No in-person early voting was held for this election.

Voter turnout for the State Primary Election on September 6, 2022: total ballots voted was 1,314 out of 6,270 registered voters (21% turnout). This included 872 absentee/early vote ballots (781 vote by mail and 91 in-person early vote) representing 66% of total ballots voted.

Voter turnout for the State General Election on November 8, 2022: total ballots voted was 3,947 out of 6,336 registered voters (66% turnout). This included 1,866 absentee/early vote ballots (1,416 vote by mail and 450 in-person early vote) representing 47% of total ballots voted.

The Automatic Voter Registration program through the Registry of Motor Vehicles continues to affect our daily work. Each voter registration received is reviewed to determine if it is a new registration or if there is a

change to an existing voter’s status before the registration can be processed. The Board of Registrars are thankful for the assistance of the Town Clerk’s Office as they review and keep voter information updated on the Central Voter Registration system. They also update the CVR with information received from the annual town census and other sources.

The Board of Registrars also reviewed and signed multiple petitions which were signed by Upton voters. Petitions were submitted to the State in order to add questions to the State Election ballot held November 2022.

At the end of 2022, there were 6,349 registered voters in the Town of Upton. The breakdown is as follows:

Unenrolled	4,359
Democrats	1,087
Republicans	817
All other	86

The Registrars would like to thank Kelly McElreath for her many years of service and dedication to the Town of Upton.

Respectfully submitted,

M. Denise Smith,
Ex-Officio Clerk to Registrars

TECHNOLOGY COMMITTEE

The Technology Committee was formed in December of 2017. Two new members (Dave Lane and John Daly) were appointed in 2022. Both Dave and John have made significant contributions. Long time committee

member John Bouthiette has resigned. We appreciate all of his contributions over the past years.

Summary of Accomplishments

IT Director and Support Staff

The Town is very fortunate to have negotiated an agreement with MURSD to share a support person Chris Carron. Chris is on-site at town hall about 20 hours per week. We also have benefited from the extensive IT and networking experience of Joe Leacu who is acting as the Town's IT Director on a part-time basis. We expect both Joe and Chris will be actively involved in getting the Community Center up and running next spring.

Planning IT/AV/Security Cameras for new Community Center

The design on the Community Center progressed during the course of the year and required a significant amount of time from the committee. At this point, the design for IT, AV and Security Cameras is completed. The electrical contractor for the project has been very flexible in accommodating small changes as we worked through construction.

The committee identified a local Upton business to provide and install the AV equipment as well as the security cameras.

We have identified a provider for procurement and installation of IT equipment. We are working with the IT Director to create a contract for this work.

Fiber Optic Cable Grant

The Technology Committee submitted a grant application to connect all town buildings and locations with fiber optic cable. This would improve resiliency and make the town network more secure. On June 2, 2022, Town of Upton was one of 86 municipalities and school districts across the Commonwealth to be awarded a grant under the Community

Compact Cabinet Municipal Fiber Grant program. The Town of Upton received \$237,500 to connect various town and school facilities under the first year of this new grant program. Under the terms of the grant, the Town will contribute \$12,500 towards the cost of this project.

The town selected Comm-Tract to perform the installation services for this grant. Due to supply chain issues, work is scheduled to begin in December 2022.

Incident Response Planning

Given the growing number of cybersecurity attacks against municipalities, the committee decided to develop an incident response plan for the Town.

Using resources from the state as well as other sources, the committee is in the process of developing a comprehensive plan for dealing with a cybersecurity incident.

IT Managed Services Vendor

The committee changed RetroFit’s role. RetroFit is now providing network monitoring services and would be available for providing on-site support on a case-by-case basis.

Respectfully submitted:

Charles Borghetti
David Brooks, Secretary
Rob Bruno

John Daly
Dave Lane
Steven R. Rakitin, Chair

TOWN CLERK

I respectfully submit the following report for year ending 2022:

This year saw major change to the Town Clerk's office as Kelly McElreath, Town Clerk for 21 years, resigned in July to take the position of Town Clerk for the Town of Plymouth MA. Kelly's dedication and commitment to the Town of Upton was truly unmatched. She always went above and beyond to assist residents, Board & Committee members, and fellow employees. As her successor, I truly feel that I learned from the best! Be it her professionalism, her knowledge, or her lead-by-example style I have benefited from working alongside Kelly for those 21 years. I also want to thank Kelly for her support and encouragement as I continue as Town Clerk.

Throughout the year we processed voter registrations submitted in-person, by mail and online. With Automatic Voter Registration, additional work is required to ensure our voter list is up to date on a weekly basis. This year there were three elections thus we saw an increase in voter registration activity. Also, the new allowance for voters to receive ballots by mail (Vote by Mail or Absentee Ballot) and In-person Early Voting (State Primary & General Election) our office was kept very busy. While voting on election day is a priority for many, any opportunity that allows the voter to cast their ballot and be counted is the goal.

Throughout the year we also worked to complete requests for certified vital certificates (birth, death, and marriage). The majority of these requests are submitted online. Dog licensing is a priority from January to April, however, licensing continued throughout the year.

Another major function of the Town Clerk's office is to record documents for the Town. The following records were recorded at the Town Clerk's office during 2022:

VITAL STATISTICS

66 Births

51 Deaths

39 Marriages

DOG LICENSES

661 Dog licenses

4 Kennel licenses

The Town Clerk's office generated approximately \$15,000.00 in revenue for 2022. These funds were transferred to the Town Treasurer.

With the support of the Town, and as with the previous Town Clerk, I held memberships with 2 different Town Clerk's associations. These memberships allowed me to attend training and conferences with the Massachusetts Town Clerk's Association and the Worcester County Town Clerks Association. This past year, I also participated in many virtual trainings to keep up to date on changes with laws affecting the Town Clerk's office and election and voting regulations.

I would like to welcome Kathleen Bern as the Assistant Town Clerk. Kathleen started in October and immediately was involved with voter registration and assisted with all aspects of the State General Election in November. Kathleen has already become an important member of this office.

Town Clerk office hours coincide with the hours Town Hall is opened to the public: Monday, Wednesday, and Thursday: 8:00 am – 4:00 pm, Tuesday 8:00 am – 6:00 pm, and Friday 8:00 am – 12:00 pm.

Lastly, thank you to the residents, co-workers and members of various Boards and Committees for your support as I transitioned from Assistant Town Clerk to Town Clerk.

Respectfully submitted,

M. Denise Smith
Town Clerk

TRUST FUND COMMISSIONERS

The Town of Upton's Trust Fund Commissioners met during the course of 2022 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 on an ongoing basis 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 asset allocation is consistent with prior years.

The expendable portions of the Trust Funds are 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 calendar year 2022 for the expendable portion of the portfolio was -7.04%. During 2022 the rising interest rates environment caused the overall bond markets to decline much more, while our short duration portfolio has help us to mitigate much of this volatility.

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 calendar year 2022 for the non-expendable funds were -13.70%.

The performance of the funds over the past five years are as follows:

Expendable Funds

2022 -7.07%

Non-Expendable Funds

2022 -13.70%

2021	+1.17%	2021	+12.34%
2020	+3.98%	2020	+14.48%
2019	+7.71%	2019	+19.83%
2018	-1.43%	2018	-7.22%

The Board has continued to diversify the funds and maintained its investment discipline. We believe this 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,

Robert Fleming, Chairman
Dave Ross
Kenneth Glowacki

VETERANS’ SERVICES

Upton maintains a Department of Veterans’ Services through which the municipality makes available to all residents the services of a Veteran Service Officer (VSO). Upton’s VSO is here to assist all qualified veterans and their dependents in understanding and accessing Federal, State, and local benefits for services to which they are entitled.

Upton supports its residents through various programs, whether seeking assistance with VA medical, employment, education, housing, Massachusetts Chapter 155 benefits or numerous other referral programs.

Any veteran or veteran family members are encouraged to contact the Veteran’s office in the Town Hall. We are here to serve.

Respectfully submitted,
Patrick D. Morris. VSO

SCHOOL REPORTS

BLACKSTONE VALLEY VOCATIONAL REGIONAL SCHOOL DISTRICT

Message from our Superintendent Director:

With your continued support, we prepare our students for personal and professional success in an internationally competitive society through a fusion of rigorous vocational, technical, and academic skills. Therefore, it is our custom to go beyond the facts and figures of our operation and share student success stories and district achievements that exemplify our mission.

In FY22, we were strategic and resilient in carrying out our mission despite the ongoing challenges of the pandemic. We expanded our vocational offerings and opened our Biotechnology program, which welcomed its first class of students. We embraced the arts and culture within our community with our Arts Heals: Shine Your Light Chalk Festival, Day of Silence, and Multicultural Festival. And we pursued nearly \$2 million in grants that continue to support your regional vocational-technical school system.

To uphold this level of success, we encourage our students, administrators, and staff to hone their skills, believe in themselves, and pursue their dreams. To do this, we must harness the powerful driving force from within and come to understand that the distance between our dreams and reality is action.

Demonstrating what is achievable with their high-quality education, our alumni are our best ambassadors for vocational-technical education. You can see this drive, passion, and call to action in Lindsey Testa's story. With an open mind and skilled hands, she, like many of our graduates, is

taking what she learned and shaping our future workforce while giving back to her alma mater.

At BVT, we cheer each other on, celebrate our success, and take pride in our continuous improvements and growth. I encourage you to read on and discover how our powerful driving force has allowed us to deliver high-quality education and help our students navigate the road ahead.

Dr. Michael F. Fitzpatrick
Superintendent-Director

Alumni Profile: Lindsey Testa (*Dental Assisting, Class of 2019*)

A Powerful Driving Force

Although most people find their career paths later in life, there are a few who, from an early age, have an experience that speaks to them in such a way they can't ignore it. Learn how the adage: "follow your heart, it knows the way" takes on new meaning for one of our alumni, Lindsey Testa (*Dental Assisting, Class of 2019*), and how a childhood event inspired her to harness a powerful driving force within and shape her future career success.

When Lindsey was in the 5th grade, she got braces, and unlike most kids, she liked everything about the experience. "I was in my braces for about four years," said Lindsey. "I loved my orthodontist, Dr. Hamilton, and the orthodontic assistants at Family Orthodontics in Milford. I looked up to them and dreamed of working in orthodontics. So when I learned about the Dental Assisting program at BVT, I was eager to attend the school and one day pursue a career in the dental field."

With an interest in the dental field, it came as no surprise during Freshmen Exploratory that Dental Assisting was Lindsey's top choice. She also explored Business & Entrepreneurship, Culinary Arts, Electrical, Electronics & Engineering Technology, Health Services, and HVAC&R. "I had such a great time during the HVAC&R exploratory. I considered changing my mind to HVAC for a little while!" exclaimed Lindsey. "But after I explored the Dental Assisting shop, I knew there was no other program I would enjoy as much as that one."

Utilizing the skills acquired at BVT, Lindsey coincidentally earned a co-op job with Family Orthodontics in Milford during her senior year. "It was a dream come true. This was the office I had always dreamed of working in!" said Lindsey. "I learned so much about orthodontics, sterilization, and talking with patients."

"After working in orthodontics, I realized I was more interested in general dentistry," said Lindsey. "The dental assistant is most frequently the first person a patient will see, so it is important in that position to learn how to talk to patients in a caring manner. You truly only learn by working in an office and experiencing it for yourself. I also found it to be a fun experience."

However, when it came time to apply to college, Lindsey wasn't sure if she wanted to become a dentist or a dental hygienist. But, she knew she would need further education to achieve those goals. "I talked it over with my parents, and I decided to pursue a degree in Dental Hygiene at the Massachusetts College of Pharmacy and Health Sciences (MCPHS)," said Lindsey. "I fell in love with the clinic at MCPHS and the technology they had for their students."

“While in college, I worked as a dental assistant at Uxbridge Family Dental in Uxbridge, MA, and the Milford Dentist Office in Milford, MA. It was a busy schedule at both offices, and it taught me how to be timely and efficient,” said Lindsey. “Assisting a dentist consists of taking a lot of radiographs and passing instruments to the dentist. I can thank my vocational instructors for teaching me how to do that effectively.”

“My vocational-technical training at BVT prepared me for success in hygiene school at MCPHS,” said Lindsey. “We spent about a month learning the names of teeth, the positions of teeth, the anatomical features of the teeth, and much more basic terminology crammed into such little time. But I already knew this, which helped a lot. When we began patient care, I felt more prepared than some of my peers because of my history of working with patients as a dental assistant. If I had never attended a vocational high school, I can easily say that I would not be where I am today.”

“I was asked by professors at MCPHS to be a peer tutor for clinical and academic courses,” explained Lindsey. “I excelled in many of my courses because of my previous knowledge in dental assisting, and I can solely thank BVT for that.”

"During my last semester at MCPHS, I had a capstone project, which required that I teach to those with dental hygiene-related needs," explained Lindsey. "I immediately thought about visiting my alma mater's Dental Assisting program to educate students on topics important to dental assistants and dental hygienists. I am thankful to my Dental Assisting instructors, Mrs. Fleisher, Mrs. Donovan, and Mrs. Langin, who pushed me when I was at BVT and welcomed me to work with them and their students for this project."

“The dental students were welcoming, eager to learn, and engaged in our group discussions. I had forgotten how much I had enjoyed teaching. I taught dance classes at the Milford Dance Center during high school. This experience reminded me that teaching might be in my future. The vocational instructors worked with me in planning our discussion topics and scheduling time for clinical to teach those hands-on topics to their students,” said Lindsey. “It opened my eyes to the real possibility of teaching dental assisting at a vocational high school.”

Lindsey graduated in May of 2022 from the Massachusetts College of Pharmacy and Health Sciences. Having earned a Bachelor of Science in Dental Hygiene in three years instead of four, she was eligible to take regional and national dental hygiene board examinations.

“Looking back at how much I have learned truly amazes me. I never thought I would end up back at BVT, especially in front of a group of students teaching. I could not be happier that my path in life went this way,” said Lindsey. “I have a full-time position as a dental hygienist at the Milford Dentist Office. I plan on working clinically for a few years while working towards a degree in vocational education. This experience has made me realize that even though I have reached my goal of becoming a dental hygienist, my journey is not over. The options are endless to where I go from here.”

“If you are considering a career in the dental industry, there are many career possibilities in this growing field,” said Lindsey. She smiled and shared this advice, “Never doubt yourself, don’t quit, or compare yourself to others; everyone’s path is different. It doesn’t matter how you get to the end of the path; what matters is that you get there!”

See how other alumni are benefiting from BVT's career, college, and life ready educations...

"All the skills I learned in Health Services have helped make my clinical experience in college and overall patient care/interactions less difficult. My job as a CNA has helped me become a more well-rounded and understanding nurse, thanks to BVT."

- Elizabeth May Rondeau, Night Nursing Supervisor at Bethany Healthcare Center

"In fashion school, the main components consisted of creativity and knowledge of Adobe products. Multimedia Communications pushed me to excel beyond my classes and helped me get internships/jobs in my first semester of college. Today, I run a team of designers for a Los Angeles based company, and my job solely depends on the foundations I learned at BVT."

- Erin Kalousdian, Senior Apparel Designer at Avid Apparel

"I earned a paid internship at Neles Metso in Worcester during my senior year, utilizing the machining and CNC skills I learned at BVT. I continued working there full-time upon graduation and stayed for another five years. I was hired into a senior position at my new job based on my real-world work experience, which has given me a huge advantage over my same-age peers, all due to my BVT training and the internship."

- Tristram Fritchey, Manufacturing Engineer at Lufkin Industries

On The Cutting Edge of Science

While the biotech industry in Massachusetts continues to grow, so does the need for talented employees. With a history of providing our students with in-demand skills through vocational training, we officially

commemorated the opening of our Biotechnology program with a ribbon cutting ceremony on December 8th.

We were proud to welcome the first class of students from the Class of 2025 to our newest vocational-technical program, Biotechnology, for the 2021–2022 school year. These sixteen students completed the Freshmen Exploratory process and selected Biotechnology as their first choice shop placement. On December 3rd, they were excited to learn that the Biotechnology program would be their vocational shop for the next three years.

“Before the Exploratory process, I was interested in Health Services,” said Isabelle Kling. “But then I explored Biotechnology which showed me a whole other side of medicine that I didn’t know existed. I knew that Biotechnology was right for me when I came back to shop every morning, excited to see what the day would bring.”

Biotechnology Instructor Susan Piraino said, “I enjoyed meeting many students during the exploratory process. It is an exciting time for this first class. I look forward to introducing them to the many branches of biotechnology.”

Ms. Piraino is a molecular and cell biologist with extensive experience in drug discovery and gene therapy. She has co-authored several scientific publications, is a co-inventor on three U.S. patents, and has been recognized for innovation in science and excellence in teaching.

In speaking with Susan, it is evident that she loves teaching and is passionate about science. She said, “I will always remember my high school teacher, Mr. Thomas, who one day commented that I should

probably pursue a career in science because I was pretty good at it. I took his advice and chose to major in Biology in college. Just one comment from a teacher can direct which path you choose to take in life, which was true for me.” Susan has come full circle and is excited about her new position and the opportunities to inspire students at BVT.

“I am proud of my career and accomplishments in this field,” said Piraino. “I know that it takes work and creativity, but you can do great things in science. I want my students to recognize that they can do amazing things and are aware of the many careers available to them in this field.”

This first class quickly got to know each other and their new shop. They began by exploring biotechnology history and became acquainted with the lab safety policies. They also performed agarose gel electrophoresis, a standard lab procedure for separating DNA by size for visualization and purification, experimented with yeast fermentation and produced cheese curds.

“I am excited to be in this first Biotechnology class setting the blueprint in this program,” said Kallie Allen. “We are fortunate to have Ms. Piraino as our instructor, challenging us in new and exciting ways.”

A Curious Collaboration

Forensics is an exciting discipline in science, often capturing worldwide attention. Our students discover what it’s like to be a crime scene investigator through hands-on projects that allow for learning the science behind evidence analysis. They use fluorescent fingerprint powder and black lights to analyze fingerprints as they investigate staged crime scenes, identify hairs and fibers from different sources, and evaluate fake bloodstain patterns to reconstruct the events.

Collaborating with the State Police Crime Lab and the Upton Police Department reveals behind-the-scenes realities of working in the field. Detective John Bergstrom of the Upton Police Department spoke with our inquisitive Biotechnology students and demonstrated forensic fingerprinting techniques. The uniqueness of each print WOWED our students!

Celebrating Our Seniors on Their Journey to Commencement

Spring can be a bittersweet time for our seniors as they conclude their high school careers and prepare to graduate. For the Class of 2022, the journey to commencement was an ideal time to appreciate every last moment that we had together. See how we celebrated our seniors and their achievements:

Senior Class Day

This ceremony included Academic and Vocational Awards, Attendance Awards, Yearbook Dedication, Class Officer, and Commendation recognition for the Class of 2022.

Scholarships & Awards Ceremony

We were excited to recognize and celebrate the achievements of the Class of 2022 at their scholarships & awards ceremony. During this evening event held on May 24th in our Competition Center, we distributed 97 Community, Memorial, and Military awards. Take a peek at the achievements:

www.valleytech.k12.ma.us/scholarshiprecipients2022.

Marking a Milestone

We celebrated our graduates and said farewell as they embarked on their next great adventure. The Class of 2022 Graduation Ceremony was held

on our athletic field on the evening of May 26th. We welcomed extended family and friends to view the live stream at www.valleytech.k12.ma.us/classof2022.

What a Way to Make a Living!

We know every career path is unique. So we congratulated and celebrated our senior co-op and career placement students who are going directly into high-skill, high-wage employment after graduation.

www.valleytech.k12.ma.us/careersigningday2022

"There are many paths to success, and while I am proud of all of our career-focused students, I am particularly proud of these students heading directly into the workforce. Using their high school vocational-technical training to launch their careers is the essence of our mission. They have a lot of confidence in their skills, and it takes guts and grit to go against the cultural grain of heading to college."

- Principal Anthony E. Steele

Career, College & Life Ready

College is a continuation of learning. Many of our students simultaneously pursue a post-secondary education while working in their vocations.

Class of 2022 - 297 Graduates:

Workforce/Apprenticeship Program: 20.20 percent (60 students)

4 Year College/Tech College: 70.37 percent (209 students)

2 Year College/Certificate Program: 6.73 percent (20 students)
Military: 0 percent (0)

Gap or Service Year: 2.69 percent (8 students)

Class of 2021- 300 Graduates:

Workforce/Apprenticeship Program: 13.33 percent (40 students)
4 Year College/Tech College: 72.67 percent (218 students)

2 Year College/Certificate Program: 9.67 percent (29 students)
Military: 1.67 percent (5 students)

Gap or Service Year: 2.67 percent (8 students)

Class of 2020 - 298 Graduates:

Workforce/Apprenticeship Program: 17.45 percent (52 students)
4 Year College/Tech College: 67.45 percent (201 students)

2 Year College/ Certificate Program: 10.07 percent (30 students)
Military: 1.34 percent (4 students)

Gap or Service Year: 2.35 percent (7 students)

Unknown: 1.34 percent (4 students), due to the COVID-19 pandemic some 2020 data is missing.

Off to work they go, building credentials, pursuing industry licenses, certifications, and degrees.

ACE Temperature Control, Assumption University, Baylor University,
Blasius Auto Group, Braza & Mancini Electrical, Cambridge Port

Manufacturing, Chromatics, Clark University, Dean College, Elite Woodworking, Georgia Institute of Technology, J.M. Mazzone Electric, JJ Mechanical Services, Johnson & Wales University, Kadant Solutions, Keen State College, Loyola University, Massachusetts College of Art and Design, Milford Regional Medical Center, Milton CAT,

Nicholson Plumbing, Rochester Institute of Technology, Salve Regina University, Santon Plumbing & Heating, United States Air Force Academy, Waters Corporation, and Worcester Polytechnic Institute.

FY22: An Amazing Year of Achievements

Our students continually demonstrate mastery of rigorous academic studies and industry-validated vocational-technical competencies during the pandemic.

Members of the Class of 2022 earned more than 330 scholarships and awards with a collective renewable value nearly exceeding **11 million**.

A total of 272 **juniors and sophomores** participated in the fall PSAT/NMSQT and early spring PSAT-10 test administrations. The tests designed by the College Board are an early indicator of potential student success on the SATs and in the Advanced Placement program.

We provided our students with a traditional testing experience in May 2022. All Advanced Placement students took their AP College Board Exams in person. These traditional and difficult exams are designed for students to earn college credit for an AP class. Spring 2022, **341 AP course exams** were given to 232 students in English Language & Composition, English Literature & Composition, U.S. History, Biology, Chemistry, Calculus AB, Calculus BC, Computer Science A, Computer

Science Principles, Human Geography, Psychology, Physics 1, Physics C: Mechanics, and Spanish Language & Culture. Our English Literature & Composition students also participated in the College Board's pilot study by taking their exams online.

For the past **23 years**, the Massachusetts Comprehensive Assessment System (MCAS) exams have played an important role in the achievement level of students in the state. Spring 2019, the Department of Elementary and Secondary Education (DESE) instituted the Next-Gen MCAS, an updated, more rigorous, computer-based exam to determine a student's readiness for career and college. This system of tests also incorporates altered scoring tiers.

As schools throughout Massachusetts strived to keep students learning and on task while dealing with COVID-19-related issues, DESE reverted to in-person testing for sophomores as they participated in the Next-Gen MCAS in ELA and Mathematics. Some of our sophomores and advanced freshmen took the new Next-Gen Science tests in Biology and Physics.

Students are required to achieve a Competency Determination, a graduation requirement, on the Next-Gen MCAS test. In FY21, the Massachusetts Board of Education voted to waive some of those requirements. Nevertheless, our students, who have a history of exemplary achievement on the MCAS exams, remained vigilant in their participation. Spring 2021, despite obstacles presented by the ongoing pandemic, members of the BVT Class of 2023 performed well on the Next-Gen tests. Seventy-nine percent achieved Exceeding or Meeting Expectations on the English Language Arts portion, while 62 percent were in the Exceeding or Meeting Expectations category in Mathematics. Both were well above the state averages.

Looking Ahead...

Unfortunately, due to the ongoing pandemic, there had been a significant interruption in gathering valid assessment data on Massachusetts enrolled students. However, state officials are confident that because of the dedicated administrators and staff in MA school districts, students will continue to be near the top levels compared to other K-12 students nationally and internationally. BVT is proud to have an enviable history of high student growth and achievement that most certainly will be evident when the new data is available.

A Powerful Message, Artfully Delivered

It was an honor to welcome Bob Upgren, an internationally recognized motivational speaker and world-renowned chalk artist, to speak to our students at our school-wide assemblies. On January 25th, Upgren opened the presentation speaking our language, “BVT is a school that transforms education, and by design, transforms lives.” He immediately had the students engaged and on their feet with a shiny silver quarter and a quick game of heads or tails to illustrate a point.

“I used to wonder if life was like a flip of the coin, a mere chance that some people make it and some people don’t,” said Upgren. “As you work with more people, you might compare yourself to others and find yourself thinking they are more than me or better than me. More athletic. More creative. More mathematical. Until I realized they were simply different than me. They were unique.”

“What I love about a school like this is that it not only celebrates uniqueness, but it nurtures and ignites it,” said Upgren. “You have a purpose. Every person here has a purpose. I know that it is not easy to figure out what that is. One of the great secrets to being successful is

figuring out how to stand out, and that is through your uniqueness. You have a big decision to make as you figure out your purpose. Are you going to choose to embrace your uniqueness?”

Upgren shared his proven formula to living a life of significance with this three-step process. He said, “Learn a skill, master a skill, and deliver a skill.”

Learn a Skill – You have to be humble to learn a skill. The value in that is it can never be taken away.

Master a Skill – Once you’ve learned a skill, don’t stop. You are capable of exemplifying mastery, which only occurs over time through perseverance.

Deliver a Skill – When you deliver a skill you’ve learned in an amazing way, it has the potential to open doors to decades of work.

Upgren’s skill is his art. His tool is chalk, and his canvas is a black sheet upon which he artfully delivers an inspirational message of perseverance.

The lights go down, a spotlight illuminates a black canvas, and the music is inspirational. Upgren picks up the chalk, dust starts to fly, and the canvas comes alive with color as he works to the song, “This Is Me,” from The Greatest Showman soundtrack, *“Look out ‘cause here I come. And I’m marching on to the beat I drum. I’m not scared to be seen. I make no apologies, this is me.”*

At BVT, students have an opportunity to learn, master, and deliver a skill. They are encouraged to take that message with them and to ask themselves, what is my purpose? Remember, do not give up. It is going to be hard, but keep going. Believe in yourself and celebrate your

uniqueness. Let your hands get dirty, and your dreams get bigger. Check out Upgren's art: www.valleytech.k12.ma.us/bobupgren.

Activities & Clubs

Our Students Shine at SkillsUSA

The annual SkillsUSA competition series is a showcase for vocational technical education where students test their competency by competing with each other in hands-on technical exams designed and judged by industry leaders and experts. In 2022, our students proved their technical skills are among the best in the country by earning 176 medals at the district, state, and national levels.

Massachusetts District V Conference

33 Gold, 37 Silver, 32 Bronze

Massachusetts State Leadership & Skills Conference

29 Gold, 27 Silver, 10 Bronze

National Leadership & Skills Conference

7 GOLD:

- Julia Drapeau: Health Occupations Professional Portfolio
- Adam Pratt & Bryan Wheeler: Robotics & Automation Technology
- Riley Holt & Robert Mellen: Mechatronics
- Daniel Cardone & Brett Staples: Web Design

1 BRONZE:

- Allana Atstupenas: CNC Turning Specialist

4th place:

- John Kearney & Chloe Vescio: Additive Manufacturing

- Sara Lewis: Principles of Technology
- Autumn Herrick: Telecommunications Cabling

5th place:

- Chloe Terrell, Kyle Penta, Andrew Konicki & Nicholas Valoras: Entrepreneurship

8th place:

- Natalie Lambert: Culinary Arts

10th place:

- Myra Dehestani: Prepared Speech

All contestants who medaled or met a threshold contest score were awarded a Skill Point Certificate.

NATIONAL VOTING DELEGATES

- Mia Bellacqua of Uxbridge
- Haley McKinnon of Blackstone
- Camila Ramirez of Hopedale
- Samantha Stephens of Mendon

STATE OFFICER

- Hunter Claflin, National Officer Candidate Elect

BVT's Got Talent

Hidden talent is everywhere. But it's the courageous ones who share their unique gifts with the world. Some of those brave souls stepped up to the mic and competed for cash prizes and a chance to be crowned BVT's Got Talent winner on April 12th.

The first round of the competition was open to the public and featured comedians, beatboxers, singers, and dancers. With so much talent displayed, it was difficult for the judges to determine which contestants would advance to the final round.

Our final round of contestants:

- Mikaela Sadik & John Fumia
- Haley Bilodeau
- Emily Muniz
- Dante Hastings
- Ethan Herron, Jackson Lapointe, Luke Scholl & Mason Day

And the Winner was... Haley Bilodeau of Douglas, a freshman in our Biotechnology program. She was crowned the BVT's Got Talent winner for her mad skills on the electric violin. Way to go, Haley!

Day of Silence

Our Gender Sexuality Alliance (GSA) Club serves the LGBTQ+ community on campus and works to create a safe and inclusive environment that fosters a sense of community among students of all sexual orientations and gender identities. The club seeks to promote the understanding of the issues facing gay, lesbian, bisexual, transgender, and allied students. Club members and other interested students took part in the Day of Silence on May 3rd. Silently and peacefully, they protested anti-lesbian, gay, bisexual, transgender, and queer or questioning (LGBTQ+) bullying, harassment, and name-calling. The vow of silence represents the silence

faced by LGBTQ+ people and their allies each and every day. Rather than speaking, they handed out “speaking cards” explaining their reasons for remaining silent. By taking part, students teach one another about diversity, respect, and empower themselves by realizing they CAN make a difference in the world. To learn more, visit: www.dayofsilence.org.

Accolades & Awards – Celebrating Excellence

The accomplishments of our students and staff included numerous awards and recognitions in FY22.

John H. Chafee Heritage Award

During an awards presentation held at BVT on April 11, 2022, our sophomore Painting & Design Technology class and their instructor, Tom Lamont, were recognized as John H. Chafee Heritage Award recipients for restoring a sign on the Northbridge Town Common in collaboration with the Blackstone River Valley National Heritage Corridor. Chafee Awards recipients at this ceremony also included Congressman Jim McGovern and Ross Weaver from Sutton, MA, and Senator Jack Reed and John Marsland from Rhode Island, who received their awards at different ceremonies later in April.

Project Lead the Way Distinguished School

The nationally recognized nonprofit organization Project Lead the Way (PLTW) has named BVT a 2021-22 PLTW Distinguished School. It is the fifth consecutive year that we have earned this national recognition.

Chairman’s Award

Our Robotics Team, Team 61, The Intimidators, competed against the top robotics teams across New England during the New England FIRST Robotics Competition (NEFRC) District event held at Worcester Polytechnic Institute in April. Team 61 came home with the

District Chairman's Award. It is the most prestigious award at FIRST; it honors the team that best represents a model for other teams to emulate and embodies the mission of FIRST. It was created to keep the central focus of FIRST Robotics Competition on the goal of transforming the culture in ways that will inspire greater levels of respect and honor for science and technology and encourage more of today's youth to become science and technology leaders.

Practical Nursing Program Recognition

With the demand for skilled nurses particularly significant, our Practical Nursing (post-secondary) program was recently ranked #3 in the state by Nursing Schools Almanac. This organization annually ranks the best nursing schools in Massachusetts to help aspiring nurses with a resource for selecting their future nursing school.

MAVA/MVA Outstanding Vocational Student of the Year

Each year, this award is presented by the Massachusetts Association of Vocational Administrators (MAVA) and the Massachusetts Vocational Association (MVA) to one student from each vocational-technical high school in Massachusetts. The award recognizes students who have made significant contributions to their local school district and the statewide vocational education system. Recipients must have excellent attendance, a minimum of a 3.5 GPA, and vocational-related work experience. In addition, the students must demonstrate leadership qualities, technical competence, involvement in the community, and extracurricular activities. Noelle "Ellie" McDonald of Grafton, a well-rounded and dedicated senior in Construction Technology, earned the 2022 MAVA/MVA Outstanding Vocational Student of the Year award.

Community Investments

Our students participate in community projects each year, which provide a tangible return on investment for District residents and provide our students with invaluable hands-on, real-world experience. Whether it's reconstructing a playground, creating a sign for your business, or remodeling a public building or local landmark, we believe in giving back by using our vocational training and skills to enhance the communities that support our students. BVT's work on capital improvement projects throughout our 13-town District is a welcome source of financial relief for local budgets by utilizing in-house talent and resources. We're proud to provide additional savings to District residents by welcoming our stakeholders to enjoy discounted services in our student-run restaurant, salon, and design and print center.

A few examples of the FY22 community projects include:

Neighbors Helping Neighbors

When the Upton Cemetery Commission needed to repair and replace sections of a fence at the Maplewood Cemetery in Upton, which borders our school grounds, they reached out to us to discuss the repairs. It was the perfect opportunity for our students in Construction Technology and Painting & Design Technology to use their training and skills to help a neighbor.

The two shops collaborated as the Construction Technology students cut 160 pickets from stock cedar that were then primed and painted by our Painting & Design Technology students.

The next time you drive down Maple Avenue, be sure to slow down and check out Maplewood Cemetery's beautiful white picket fence. Once

again, our students have left their mark on our community.

Preserving the Past

When a weathered map of the National Register that showcased the Historic District of Whitinsville required a facelift, a creative collaboration between the Blackstone River Valley National Heritage Corridor (BHC) and our Painting & Design Technology (P&D) program was born.

The hand-drawn map was created years ago by town historian Ken Warchol and displayed proudly on the Northbridge Town Common, highlighting local historic landmarks. Luckily, Mr. Warchol had the original artwork rolled up and tucked away for reference, but it required some attention.

So, under the watchful eye of Tom Lamont, our P&D instructor, his students worked to flatten, clean, and restore the original artwork that the BHC used to create a digital image. Then, the students were able to use that digital image and the technology in their shop to print a vinyl graphic of the map and produce the new signage. They also freshened up the existing frame with a fresh coat of paint.

Get a behind-the-scenes look at the map creation and installation process: www.valleytech.k12.ma.us/preservingthepast.

Return on Investment

Our Budget Enhances Learner-Centered Education with Federal and State Funds

Our School Committee prepared the District's FY22 budget so that it complements local assessments and supports student-focused learning

with various skill development opportunities for our students through established relationships with local businesses and industries while adhering to strict state requirements. With the assistance of gifts, grants, private funding, and a minor increase in state aid, the District kept the budget to a 3.10% increase. Also, to help offset the state-mandated escalation of our member town's minimum contributions (3.62% in FY22), the District applied \$225,000 of its state Department of Revenue certified E&D funds to reduce a portion of each town's appropriation request.

We continuously search for new ways to collaborate with our administration, faculty, and students to be efficient, embrace recycling initiatives, and decrease energy consumption while providing quality education. Additionally, we encourage lifelong learning with opportunities for professional development and promote the importance of a healthy lifestyle in our school community, which has enhanced our incredibly positive learning environment.

The FY22 operating budget of \$26,396,702 was funded primarily by \$9,499,922 in Chapter 70 & 71 State Aid and \$16,438,780 in Member Assessments. BVT is a fiscally responsible partner in seeing our District towns through fiscal management, austerity, and planning by presenting a single, consolidated annual request to operate within the dollars requested regardless of any unforeseen variables within anticipated revenue streams.

Quote for sidebar:

“Our Administration, through the leadership of Lt. Governor Polito and the STEM Advisory Council, has worked hard for the past several years to help kids across the state gain experience in STEM fields. Especially now, with the most technology jobs per capita in the country, the demand for

highly-skilled people is a pressing issue and STEM Week is an important way to highlight the many opportunities that exist in science, technology, engineering and math.”

- Governor Charlie Baker

Budgeted Revenue Required to Support Operational Expenditures

Revenue Category	FY2020	% Increase	FY2021	%Increase	FY2022	% Increase
Member Town Assessments						
Minimum Contribution	\$11,910,802	4.82%	\$12,576,061	5.59%	\$13,031,695	3.62%
Non Net School Spending Items*	\$1,706,267		\$1,676,735		\$1,698,994	
Member Credits/Charges**	\$886,879		\$1,045,617		\$1,278,241	
Debt Service	\$458,250		\$446,550		\$429,850	
Total Member Assessments	\$14,962,198	4.20%	\$15,744,963	5.23%	\$16,438,780	4.41%
State Aid						
Chapter 70 – Regional Aid	\$8,152,073		\$8,211,324		\$8,228,565	
Transportation Reimbursement	\$1,103,644		\$1,204,663		\$1,271,357	
Total State Aid	\$9,255,717	2.43%	\$9,415,987	1.73%	\$9,499,922	0.89%
Other Revenue Sources						
Miscellaneous Income	\$199,000		\$217,000		\$233,000	
Unreserved Fund Balance	\$225,000		\$225,000		\$225,000	
Total Other Revenue	\$424,000		\$442,000	4.25%	\$458,000	3.62%
Grand Totals	\$24,641,915	3.53%	\$25,602,950	3.90%	\$26,396,702	3.10%

*Non NSS Items Include: Transportation (over state aid), Capital Equipment, and Retiree Medical.

**Credits or additional assessments are directly affected by increases in state aid, 9C cuts implemented through the Governor’s Office, or other economic factors beyond the District’s control, which impacts state aid and member assessments.

Complementing Community Support

Community support is complemented with non-taxpayer resources through the ongoing pursuit to secure public and private grants and donations to support programs and services and enhance learning opportunities for our students. In FY22, local assessments were complemented by nearly \$2 million in grants, private sector support, and efficiencies.

We're proud to enhance our academic, vocational, and community offerings with grants that strengthen our ability to serve our students and the greater community. With the support of a \$225,000 MA Skills Capital Grant, we are enhancing our highly-popular Heating, Ventilation, Air Conditioning & Refrigeration program and purchasing new shop equipment. Combined with labor and student project design, renovations are taking place without financially impacting our member communities. The Baker-Polito Administration has awarded BVT over \$2.69 million to our school through the MA Skills Capital Grant program.

The District received needed support in FY22 to help respond to Covid-related challenges and implementation plans for a safe return to in-person instruction. BVT received \$349,454 in Elementary and Secondary Education Emergency Relief (ESSER II&III) funds to increase access to educational materials and technology, as well as mental and physical health supports for students and staff.

The funding helped BVT address learning loss resulting from the pandemic and support overall student success in FY22 and for years to come. Through developing AP courses and conducting math acceleration academies, we are continuing to use our ESSER funding to expand course offerings utilizing evidence-based methods. We implemented a school-wide social-emotional learning curriculum, Character Strong, and are

monitoring the mental health of students and staff while expanding the positive and supportive learning environment that we have created. All students and staff have access to technology, devices, resources, and support systems needed for their overall success.

Thanks to the funding of competitive grants, we share some examples of our students having fun in FY22 with learning opportunities that were made possible by:

- Toshiba America Foundation for 3D Printers that our Engineering students use to understand that engineering design process.
- Blackstone Valley Education Foundation for Precision Balances & pH Meters that our Biotechnology students can use in their lab.
- Member Town Cultural Councils for supporting our Multicultural event and Art Heals: Shine Your Light Chalk Festival.

Quote for sidebar:

“Massachusetts, like the rest of the country, will face workforce challenges in the next few years, but we are poised to handle them better because of programs like the Skills Capital Grants. The grants enable schools, colleges, and other educational institutions to revamp how students learn and gain crucial experience that serves them and employers well.”

- Lt. Governor Karyn Polito

Grants

Grant	Amount
Competitive Grants	
MassHire (Student Mentoring Program)	\$51,300
Project Lead the Way BioMedical (Year 2)	\$29,468
Toshiba America Foundation (Engineering 3D Printers)	\$5,006
NESDEC (Admin Team Leadership Retreat)	\$5,000
Member Town Cultural Councils (Multicultural Festival)	\$3,103
BVEF (Biotechnology Labs - Precision Balances & pH Meters)	\$3,000
LRIG-NE (Information Technology - Drones)	\$2,000
Member Town Cultural Councils (Chalk Art Festival)	\$2,000
Project Bread (School Meal Support Grant)	\$1,500
Competitive Grants Subtotal	\$102,377
State Entitlement Grants	
Elementary & Secondary School Emergency Relief 3 (ESSER III)	\$234,924
MA Skills Capital Grant (HVAC Shop)	\$225,000
Elementary & Secondary School Emergency Relief 2 (ESSER II)	\$114,530
Higher Ed Emergency Relief (HEERF III) (PN)	\$81,585
Special Education COVID Related (ARP IDEA)	\$64,735
FCC Emergency Connectivity Fund (Laptops)	\$33,200
MA COVID Recovery Needs Special Support Earmark III (Utility Vehicle)	\$25,000
Career Voc Tech Equitable Access (EL Recruitment)	\$21,200
MA COVID Summer Program Reimbursement (Transition Camp)	\$18,125
Grade 10 Math Acceleration Academy, Summer 2021 & April 2022 (ESSER I & II)	\$29,750
MA Financial Literacy Plan & Implement (Curriculum Development)	\$1,920
USDA School EBT Admin Reimbursement	\$614
State Entitlement Grants Subtotal	\$850,583
Federal Entitlement Grants	
Special Education 94-142 (IDEA)	\$326,406
Perkins	\$177,303
Title I	\$35,464
Title IIA	\$15,805
Title IV	\$10,000
Perkins Post-Secondary (PN Program)	\$2,842
Federal Entitlement Grants Subtotal	\$567,820
FY22 Grand Total	\$1,520,780

Note: The District also secured substantial donations in the form of cash, tools, raw materials, and technology. Also, at the time of the printing of this report, additional grant awards were under consideration.

Our School Committee

Our School Committee is comprised of 13 dedicated individuals, elected district-wide, with representation from each of our member towns. With many years of experience in fields ranging from business and industry to law and education, they provide invaluable expertise in overseeing operations and setting District policy.

Chair: Joseph M. Hall, Bellingham

Vice Chair: Gerald M. Finn, Millville

Assistant Treasurer: Chester P. Hanratty, Jr., Millbury

Secretary: Anthony M. Yitts, Grafton

Joseph A. Broderick, Blackstone

Mark J. Potter, Douglas

Mitchell A. Intinarelli, Hopedale

Edward D. Cray, III, Mendon

Paul J. Braza, Milford

Jeff T. Koopman, Northbridge

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

Business Manager: Lorna M. Mangano

District Treasurer: Christopher C. Pilla

Thank You for Your Support

The success of our mission wouldn't be possible without the ongoing support of the residents and business partners of our District. Blackstone Valley Regional Vocational Technical High School, based in Upton, Massachusetts, proudly serves the towns of Bellingham, Blackstone,

Douglas, Grafton, Hopedale, Mendon, Milford, Millbury, Millville, Northbridge, Sutton, Upton, and Uxbridge.

Thanks to support from District towns, advisory committees, business partners, and local stakeholders, Blackstone Valley Tech offers expert training in the following vocational programs:

- Advanced Manufacturing & Fabrication
- Automotive Collision Repair & Refinishing
- Automotive Technology
- Biotechnology
- Construction Technology
- Cosmetology
- Culinary Arts
- Dental Assisting
- Drafting & Design Technology (2-year program for Juniors and Seniors only)
- Electrical
- Electronics & Engineering Technology
- Engineering & Robotics
- Health Services
- Heating, Ventilation, Air Conditioning & Refrigeration
- Information Technology
- Multimedia Communications
- Painting & Design Technology
- Plumbing

We also offer Moonlight Programs for adult learners:

- Advanced Manufacturing Foundational Skills
- Practical Nursing (Post-Secondary)

MENDON-UPTON REGIONAL SCHOOL DISTRICT

Superintendent's Report
Dr. Maureen M. Cohen

Dear Mendon and Upton Communities:

We have had an outstanding year in the Mendon-Upton Regional School District as we have transitioned out of the pandemic. Thank you for your continued partnerships and investment in our students through financial investment so we can provide high-quality instruction, innovative programming, and systemic support that ensure that we meet our mission to *"Empower all Learners to Thrive."* One of the many lessons we learned from the pandemic was the critical importance of all aspects of our school system (healthy and safe facilities, high-quality instruction, student support services, technology infrastructure, food security, transportation, leadership and support staff), in providing a high-quality education of the whole child. Across the nation, and locally in our own communities, the academic, social-emotional, behavioral, and mental health needs of our students have increased as a result of the pandemic. As a result, to meet our mission to empower all learners to thrive, we have centered our work on building exceptional multi-tiered systems of support (MTSS).

In building these systems of support we recognize the need to 'Understand, Support, and Engage' our students. We begin by building personalized systems to fully understand each of our students' strengths, hopes, dreams, interests, and needs. Then, through staffing, structures, and programs, we provide tiered levels of support based on systemic data assessments of student data. Next, we increase opportunities across all levels for students to engage in deeper learning and authentic experiences that not only bring their interests to life but also enable

them to develop the competencies of our portrait of a learner by the time they graduate.

In addition to our commitment to ‘Understand, Support, and Engage’ all learners, we continue our relentless and unwavering commitment to our district’s strategic plan, which is in its fifth year. This plan serves as a blueprint for our district, school, and classroom commitment for continuous improvement. The following are our four strategic objectives of our district strategic plan:

Strategic Objectives:

1. We will engage the community as partners in learning
2. We will support social-emotional learning, so our schools are safe, healthy, and balanced learning environments
3. We will align our professional practices with the MURSD beliefs about learning
4. We will redefine and reimagine school to empower learning for the modern context

Some of our strategic initiatives for this year included:

1. Improving School & Classroom Communication with Our Families
2. Sustaining and Ensuring Efficiency of District Operations
3. Defining, Communicating, and Celebrating Authentic Learning
4. Developing Partnerships That Draw Upon the Expertise of the Community
5. Providing Tiered Supports and Interventions
6. Developing Structures & Practices that Support Student Agency
7. Teaching and Modeling the SEL (CASEL) Core Competencies
8. Bring the Portrait of a Learner to Life through Deeper Learning Experiences

In the Mendon-Upton School District’s Annual Report, you will find that our school leadership, teachers, and support staff are committed not only

to continuous improvement and our strategic priorities listed above, but are also dedicated to our community, families, and most importantly, our students.

We are able to continue to provide a high-quality education for our Mendon-Upton students due to the active engagement and partnerships with community members and the financial investment in our strategic goals. It is an honor and a privilege to serve the community as Superintendent of Schools and to be entrusted with the care of your children, our most precious members of our communities. We do not take this privilege lightly. Our annual report will provide a window into the world that is the Mendon-Upton Regional School District. Please follow us on our upgraded websites and expanded social media outlets to learn more about our student successes and district outcomes.

As always, thank you for your active engagement and unwavering support.

Respectfully submitted,

Dr. Maureen M. Cohen
Superintendent of Schools

Administrator’s Report
Assistant Superintendent of Schools

Department of Teaching Learning

The Department of Teaching and Learning is responsible for coordinating the following activities:

- Professional development for district faculty and staff
- 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 Educator Evaluation System
- Evaluation and recommendations of instructional materials, methods, and programs to support curriculum
- Support for the implementation of data inquiry
- English Language Learner programming
- Implementation of Department of Elementary and Secondary Education (DESE), state, and federal regulations

We have been fortunate to be back in school, in-person, providing programs and services in the Mendon-Upton Regional School District (MURSD) that enable all learners to thrive. Our goals have been focused on building multi-tiered systems of support (MTSS) to provide equitable access to strong, grade-appropriate instruction; connecting with our students using strength-based approaches that prioritize social emotional learning; and incorporating authentic learning experiences that integrate Portrait of a Learner competencies and engage students in deeper learning.

Curriculum, Instruction, and Assessment

MURSD believes that exemplary teaching and a high-quality curriculum equip our students with the skills to create solutions for a rapidly changing, technologically rich, and diverse world. The curriculum review process provides the Mendon-Upton Regional School district with systematic ongoing evaluation of curriculum, instruction, and assessment across all content areas. The adoption of High Quality Instructional Materials (HQIM) in mathematics (Bridges and Desmos), was supported through professional learning during 2022. This year we also resumed the process of curriculum review for English Language Arts (ELA) that began prior to the pandemic.

Multi-tiered Systems of Support (MTSS) Supported by Data Inquiry:

Our district continues to solidify its multi-tiered systems of support (MTSS) to ensure that every student receives a high-quality educational experience. We regularly assess our progress in this regard through a process of data inquiry that uses a combination of universal screeners, benchmark, and formative assessments in key academic and social emotional areas to assess our Tier 1 areas of strength and growth and to identify the students who need additional support, intervention, and extension. FY22 was our second year using i-Ready, an assessment and targeted instruction platform, and Panorama, a universal screener for social-emotional learning (SEL) competencies and well-being. As a compliment to these assessment platforms, the district introduced Thrively, a personalized learning platform that identifies students' strengths and interests. We provided professional development to help educators use these platforms and began organizing for data inquiry, a process of collaboratively analyzing data to understand and address the needs of the whole learner.

Equity, Diversity, and Inclusion (EDI): An Equity, Diversity, and Inclusion (EDI) Team formed in 2021, established shared beliefs that guide our work in 2022 and beyond. We are committed to living our mission of empowering all learners to thrive by ensuring that each member of our community is known, valued, celebrated, and nurtured; We believe in ensuring educational equity where all students receive what they need to develop their full academic, social and emotional potential; We endeavor to create systems to ensure that all students have equal access to opportunities regardless of their background. In addition to professional learning, book studies, and programming that bring this mission to life, we collected feedback from students and staff in Panorama, and applied for grants and partnerships to guide and support our efforts.

District-wide Development of Portrait of a Learner Competencies

One of the foundational frameworks guiding the district's 2018-2023 strategic plan is the creation of six Portrait of a Learner competencies that evolved as strengths-based ways to engage students in six

competencies providing a framework for each student's personal narrative that evolves throughout their Pre-K-12 experience. Over the last five years, we have accomplished much in enabling students to develop these competencies through authentic learning experiences including two Inspired Learning Days in 2022 that enabled high school students to share talents with their younger peers and encouraged students to participate in community-based learning experiences. The high school also launched a Portrait of a Learner scholars pilot through which students identify the competency that they identify with the best.

Mentoring and Induction

The district implements a multi-year induction program for its newest educators. This program matches educators who are new to the district with more experienced mentors. Mentors are trained in areas like providing feedback, asking questions, and supporting adult learners. They meet with new educators regularly and observe them teaching. Part of our new teacher induction also includes inviting second and third-year educators to participate in learning walks organized in partnership with Milford and Ashland Public Schools.

Grants

In 2022, the district received several entitlement and competitive grants totaling over \$1.7 million. The Curriculum and Instruction Office is responsible for the writing and management of many of the district grants, which provide supplemental funding for our programming. We are always seeking additional funds from external sources to meet the growing needs of our students and schools. Below is a list of some of the entitlement and competitive grants received:

- Title I Grant: Targeted assistance to students in reading, writing, and mathematics through Title I tutors at eligible schools
- Title IIA Grant: Teacher quality/mentoring program and professional development
- Title IV Grant: Innovative practices and social-emotional learning system of supports

- Summer Extended Learning Grant: Support for academic and social well-being of students who are at risk
- ESSER Grant: Investments in digital textbooks and online assessment system
- Acceleration Math Grant: i-Ready Math assessments and personalized learning
- Project-Based Learning Leadership Academy: Training for project-based learning instruction
- PLTW Grant: Expansion of Project Lead the Way programming to grades 5-8

Professional Development

The Mendon-Upton Regional School District is committed to providing high-quality educator professional development that is systematic, purposeful, and structured over a sustained period with the goal of improving teacher practice and student outcomes. Guided by the district's PD Committee, our professional learning has supported our commitment to "Understand, Support and Engage" our students and in 2022 focused on the following areas: 1) The implementation of newly adopted HQIMs in math and early literacy, 2) Using collaborative data inquiry to assess student needs and strategize for adjustments to Tier 1 instruction, 3) Understanding and implementing the MTSS framework and developing increasingly effective Tier 1 inclusive practices including Project Lead the Way, Project-Based Learning, Co-Teaching, and Small Group Instruction and, 4) Incorporating Social-Emotional Learning such as mindfulness, de-escalation techniques, and executive functioning skills in the Tier 1 classroom. We also provide annual mandated state and federal training in bullying, cyberbullying, child abuse, discrimination, FERPA, sexual harassment, and health emergencies for all educators.

Educators are 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. Additionally, the district supports the professional learning of educators through a variety of regional networks and affiliations. Some of our affiliations include Blackstone Valley Curriculum Consortium, Local Staff Development Opportunities (LSDO), Primary Source, Curriculum Leadership Council, SafeSchools, and MA Partnerships for Youth. Our new partnerships with the PBL Leadership Network, S3, and CRPLA will also support our professional growth over the next several years. To view our district professional development website, please go to:

www.mursdpd.weebly.com

Respectfully submitted,

Dr. Cheryl L. Kirkpatrick
Assistant Superintendent of Schools
Administrator's Report
Director of Student Support Services

The Student Support Services Department of the Mendon-Upton Regional School District provides a continuum of services, accommodations, and modifications designed to meet the unique needs of each student identified through the IEP process. Our district is dedicated to providing meaningful instructional practices to ensure high-quality learning for all students within the least restrictive environment. Services are provided for students eligible for special education from the ages of 3-22 years. The Mendon-Upton faculty and administration adhere to our shared vision to create an inclusive classroom environment that compliments all ability levels and learning styles. The Student Support Services department is committed to collaborating with families, general and special educators, related services providers, administrators, and community partners to ensure equity and access for all students. Updates to support our collaboration include the addition of a school psychologist working between Miscoe Hill Middle School and Nipmuc Regional High School, the addition of a Board Certified Behavior Analyst,

and the implementation of several new skill based courses providing specially designed instruction in such areas as executive functioning, literacy, and transition services.

The Mendon-Upton Regional School District recognizes the importance of Least Restrictive Environment (LRE) outlined in the IDEA and substantiated by decades of research that show that the more normative the environment the better the outcomes for children. To this end, each of our four district school buildings promote collaborative planning, teaching and assessing student progress among general and special educators, service providers, and paraeducators in the general education setting. The co-teaching model consists of a general educator and special educator working as equal partners sharing instructional responsibility for all students in a single classroom. Students with significant skill deficits in the areas of reading, written language, spoken language, and/or math skills may also receive explicit instruction in a small group setting at the elementary and middle school levels. In this small, specialized setting, information is presented in a highly structured, organized manner, using a multi-sensory approach to support both written and spoken language comprehension emphasizing key concepts and main ideas.

The Mendon-Upton Regional School District offers an Integrated Pre-Kindergarten Program that provides a structured learning environment for children both with and without disabilities. The Integrated Pre-Kindergarten Program provides identification, educational and support services for preschool age children. Pre-kindergarten classes are located at the H.P. Clough and Memorial Elementary Schools and typically enroll 15 to 16 students at each location. Our integrated pre-kindergarten utilizes the World of Wonders curriculum which aligns with our K-4 Wonders curriculum. The World of Wonders curriculum provides developmentally appropriate instruction for young learners including cross-curricular activities, focus on socio-emotional development, and preparation for kindergarten and beyond. Children with disabilities are provided additional support and specialized instruction as directed by their Individualized Education Programs. A comprehensive range of

services is provided by the pre-kindergarten staff as well as related service providers including speech language therapist, occupational therapist, and physical therapist as needed in an integrated service learning approach. The district works collaboratively with early intervention programs to ensure eligible students are ready to receive specialized instruction and/or related services starting on their third birthday.

In addition to a comprehensive inclusion model, the district also offers more intensive programming to meet the needs of students with significant disabilities requiring a varied learning environment to make effective progress. The elementary and secondary levels offer the STAR Program (Success through Alternative Resources) for students who require intensive behavioral, academic and communication support. The instructional practices in the STAR classrooms are primarily based on the principles of Applied Behavioral Analysis (ABA), which feature teaching methods including task analyzed instruction, discrete trial training, fluency-based instruction, incidental teaching methods, and behavior reduction strategies. The STAR program offers behavioral interventions, student specific inclusion opportunities, family support and engagement, as well as consultative support to general educators. The district was fortunate to receive a Playground Communication Board from the Doug Flutie, Jr. Foundation for Autism. The District's grant submission was approved in the fall of 2021 but due to supply chain delays the board was received in the spring and installed during the summer. The District also wishes to recognize the Upton Police Department and Upton Police Association, which sold special patches during Autism Awareness Month in April. The effort raised \$1,080, which was donated to the Flutie Foundation. The efforts of our local community partners assist in creating grant opportunities for our students and for that we are appreciative. We are also appreciative of the continued generosity of The Doug Flutie, Jr. Foundation for Autism.

Nipmuc Regional High School also offers the Vista Program providing individualized services, programming, and instruction to students relevant to their needs. The Vista curriculum is provided in a small group setting but allows for inclusion opportunities as well as community-based activities to maximize the potential and independence of each student. Academically, core content instruction focuses on reading, written language, mathematics, social studies, and science as the base curricula within each day. A life skills component related to current events, health, nutrition, safety, money handling skills, and community involvement, including travel within the area, is also part of this comprehensive curriculum. In addition, transition services are offered for students accessing support and services through our VISTA and STAR programs for students from the ages of 18 through 21. The transition curriculum covers a wide range of functional skills that students will need to lead independent and productive adult lives. Core elements of the instruction integrate specific academic, social, communication, self-determination, and activities of daily living skills into a variety of learning environments including school, community, home, and vocational training sites. The transition curriculum provides a foundational bridge for school services to adult services.

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 empower all learners to thrive. The Student Support Services department affirms this commitment and uses this goal as a benchmark when developing and maintaining programs worthy of distinction. These programs, described in the aforementioned paragraphs, provide all students with an education that promotes intellectual rigor, responsible citizenship, and lifelong learning.

Respectfully submitted,

Ms. Jennifer D'Angelo
Director of Student Support Services

Administrators' Report
Nipmuc Regional High School

For Nipmuc Regional, 2022 provided the opportunity to move forward from the challenges of the pandemic, reestablish student activities that were interrupted by the health crisis, and celebrate the resilience and togetherness of our community. Through the collaboration of students, staff, and families - the Nipmuc community had a great deal to celebrate in 2022. Included below are some updates and highlights from an eventful year.

Empowering All Learners to Thrive

This year, Nipmuc continued to design learning experiences aligned with our district mission "to empower all learners to thrive." Examples of these learning experiences include:

- Expanding exhibitions of learning across all departments, allowing students to present their learning to community members, professionals, higher-education representatives, and the Nipmuc community.
- Developing a computer science pathway that provides a four-year course of study aligned with professional learning opportunities.
- Establishing a partnership with the Mastery Transcript Consortium, joining approximately 400 schools across the globe that are pioneering a digital, ungraded, and dynamic school transcript.
- Creating a pilot group of students who applied to colleges and universities using the Mastery Learning Record rather than a traditional transcript.

- Launching the freshman seminar course, providing all students with intentional opportunities to explore the MURSD Portrait of a Learner and develop a positive personal narrative.
- Establishing a civics project for all high school juniors that supports students to explore what democratic citizenship looks like in action.

Academic Achievement

Despite the challenges of learning during the pandemic, Nipmuc's students achieved success in MCAS testing and Advanced Placement (AP) courses. Highlights from student performance on the MCAS include earning "high growth" designation in English Language arts and in math, earning a higher average score than students from across the state (ELA = 26% above average, math = 15% above average, science = 10% above average).

In Advanced Placement courses - Nipmuc's most rigorous courses that allow students to earn college credit - Nipmuc's students earned the second highest percentage of qualifying scores in the past decade. Nipmuc's AP program continues to grow in achievement and enrollment. In the past ten years the school has increased AP course offerings from six to eighteen courses (200% increase). Additionally, in 2022 students took 342 AP exams, a 22% increase from ten years ago. In addition to increasing courses, enrollment, and the number of tests taken each year - Nipmuc's average score has increased by 6% over this ten-year timeframe.

A Return to Student Activities

As the health crisis subsided, Nipmuc's students returned safely to many of the student activities and traditions that play such an important part of the high school experience. Included below are some of the highlights of student life and extracurricular programming for the high school.

- Nipmuc Drama Guild - To the delight of audiences, Nipmuc's theater students performed the spring musical *The Addams Family*, the fall 2022 production of the play *She Kills Monsters*, as well as a selection of student-directed plays in the One Acts Festival.
- Nipmuc Music - Band and choral students performed 12 times including the annual pops concert, ensemble performances, and the annual winter concert.
- Travel - Student travelers explored the globe with trips to Paris, the Côte d'Azur, the Italian Riviera, and Cambodia.
- Faculty and Students Together (FAST) - The annual tradition of FAST returned to Nipmuc, providing students with a day of culture-building, spirited competition, and school pride.

Celebrating the Class of 2022

On June 4, 2022, Nipmuc celebrated the graduation of the 151 members of the Class of 2022. This talented group of students, leaders, artists, musicians, athletes, and community members demonstrated resilience and positivity through the challenges of their years at Nipmuc. Upon graduation, 86% of students attended two or four-year colleges, 11% took a gap year, 2.5% matriculated in career education programs, and .5% sought employment. The graduates gained acceptances to 447 universities and enrolled at 139 different schools. The class earned more than \$15 million in scholarship funds and accepted \$3.6 million from schools they attended.

Nipmuc Athletics

Nipmuc's athletic program continues to thrive with 575 athletes participating over 24 sports. Nipmuc's athletes earned seven league championships (boys and girls indoor track, baseball, softball, girls soccer, boys and girls volleyball). Additionally, teams earned four Central Massachusetts Championships in boys lacrosse, boys and girls volleyball, and girls soccer. The school also expanded its programming with the launching of Nipmuc's first e-sports team. Additionally, in September

2022, Nipmuc inducted its second class of distinguished athletes into the Nipmuc Athletic Hall of Fame. As part of homecoming weekend, the school celebrated the induction of eight alumni and two teams. (See bit.ly/Nipmuc-HOF for more information.)

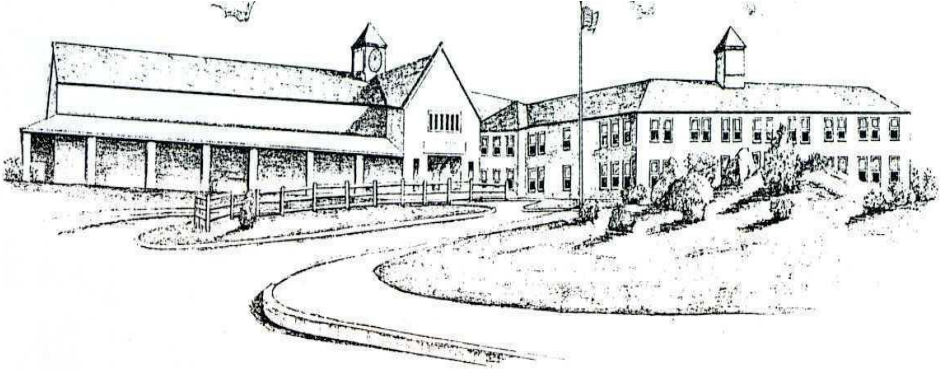
Reflection

We remain grateful for the ongoing support, dedication, and caring of our students, staff, and community. This year provided a sense of hope and encouragement about Nipmuc's journey beyond the challenges of the pandemic. We look forward to the year ahead and the chance to be part of learning that inspires.

Respectfully submitted,

Mr. John Clements and Ms. Mary Anne Moran
Co-Principals

Sixty-second Annual
Commencement Exercises



Mendon-Upton Regional School District
Nipmuc Regional High School
Upton, MA

Saturday, June 4, 2022
10:00 am

Graduation Program

*Processional – Nipmuc High School Band

“Pomp and Circumstance” by Sir Edward Elgar, arranged by Merle J. Isaac

*National Anthem – All Present

“The Star Spangled Banner” arranged by Steve Smith

Welcome – Alex Rock, Senior Class President

Trailblazers

Principals Address – Mr. John Clements and Mary Anne Moran

Nipmuc Co-Principals

Musical Selection – Meghan Lawrence & Emma Offord

“For Good” by Stephen Schwartz

Essay – Macey Spangenberg

In a Moment

Musical Selection – Nipmuc High School Band

“Landslide” by Stevie Nicks, arranged by Ed Jojeski

Remarks – Dr. Maureen Cohen, Ed.D

Superintendent of Schools

Presentation of Diplomas – Kerry Laurence, School Committee

*Recessional – Nipmuc High School Band

“Marche Romaine” by Charles Gounod, arranged by John Cacavas

*Audience Standing

Congratulations to the Class of 2022

CLASS OFFICERS

PresidentAlex Rock
Vice President.....Lucienne Nicholson
SecretarySydney Vanasse
TreasurerHarrison Rausch

CLASS ADVISORS

Alycia Beatrice and Leigh-ann Miklavic

NIPMUC ADMINISTRATION

John K. Clements, M.Ed., Co-Principal
Mary Anne Moran, M.Ed., Co-Principal

DISTRICT ADMINISTRATION

Maureen M. Cohen, Ed.D., Superintendent of Schools
Cheryl L. Kirkpatrick, Ed.D., Interim Assistant Superintendent
Jay Byer, B.A., Director of Finance and Operations
Jennifer D’Angelo, M.B.A., M.Ed., Director of Student Support Services
David J. Quinn, Ph.D., Director of Technology Integration
Joseph S. Leacu, M.P.P., Director of Technology Operations

SCHOOL COMMITTEE

Erick Brown, Philip De Zutter, Matthew Hagen, Kerry Laurence, Vikki
Ludwigson,
and Sean Nicholson

NIPMUC REGIONAL HIGH SCHOOL FACULTY AND STAFF

Deborah Abalos-Coyle	Shelley Cook	Courtney Henry	Samuel O'Neil
Julie Ahmed-Jussaume	Peter Curley	Ellen Hester	Kristen Oberg
Sandra Alibozek	Erin Dailey	Lisa Hurd	Lauren Plante
Patrick Allen	Darcy Daniels	Laura Jionzo	Kathryn Reardon
Jennifer Andrews	Steven Dellarovere	Brian Kelly	Nancy Robbins
Johanna Annunziata	Kathleen Deschenes	Gina Keniry	Rachel Robbins
David Antonelli	Katy Dreher	Mary Ellen Kennedy	Cassidy Rousseau
Kaitlyn Asam	Erin Ellis	Marc King	Amy Schmidt
Maryann Auty	Brian Espanet	Melisa Kinkela	Christopher Schmidt
Emily Ayers	Christopher Evans	Courtney Leja	Michelle Sheehan
Donna Barry Moilanen	Kerry Fagan	Chelsea LeMaire	Whitney Simmonds
Alycia Beatrice	Scott Felper	Daniel MacIsaac	Ana Soto
Lori Beaudoin	Anthony Ferreira	Michelle Manoogian	Nicole Swanson
Bruce Bisbee	Jennifer Field	Christine Manzella	Kendra Swenson
Elizabeth Black	Kathleen Foisy	Leslie McInnis	Stephen Thompson
Lauren Blackburn	Amy Gilchrist	Matthew Merten	Samantha Tolys
Meagan Brazil-Sheehan	Samantha Glynn	Robert Messick	Allison Towne
Kristin Burns	James Gorman	Leigh-ann Miklavic	Justin Townsend
Amy Buzzell	Bret Hackenson	Brian Moloney	Cari White
Kevin Campbell	Kevin Hackenson	Tricia Moloney	Anna Young
James Caparella	Karen Hadley-Nawrocki	Dianne Mucci	Denise Zinno
Christopher Carron	Simon Harding	Bonnie Nieves	
Alison Clish	Meredith Hefez	Jennifer O'Brien	
Ronald Cochran	Diane Hegarty	Ciara O'Connor	

Class of 2022 Future Plans

Evan Spencer Abate	Upton Bloomer Girls Scholarship
	<i>Future Plans: Lineman Institute of the Northeast</i>
Pasant Ayman Abdelmesih	Mendon Lions Club Scholarship
	Murphy Insurance Agency Scholarship
	National Honor Society
	National Business Honor Society
	Nipmuc Business Proficiency Award
	Nipmuc Portrait of a Learner Scholar
	Nipmuc Service Award
	Spanish Honor Society
	<i>Future Plans: University of Massachusetts - Amherst</i>

Joseph Edward Acker	Franklin Pierce Doctorate of Physical Therapy Scholarship
	Franklin Pierce University Health Scholarship
	Franklin Pierce University Presidential Scholarship
	Milford Chamber of Commerce Scholar
	National Honor Society
	Next Step Athletic Scholarship
	<i>Future Plans: Franklin Pierce University</i>
Quinn Thomas Anderson	Spanish Honor Society
	<i>Future Plans: University of Massachusetts - Amherst</i>
Emily Else Aron	National Honor Society
	Rochester University Harper Scholarship
	Spanish Honor Society
	<i>Future Plans: University of Rochester</i>
Kamaria Adara Baham	National Honor Society
	Nipmuc Portrait of a Learner Scholar
	Spanish Honor Society
	Upton Police Association Scholarship
	<i>Future Plans: Military - Air Force</i>
Avery Austin Birdsey	<i>Future Plans: Undecided</i>
Isaac Steven Daniel Borst	<i>Future Plans: Quinsigamond Community College</i>

Emma Lauren Braun	<i>Future Plans: Gap Year</i>
Julia Emily Brereton	John and Abigail Adams Scholar Homefield Credit Union Scholarship National Business Honor Society National Honor Society Spanish Honor Society University of Connecticut Leadership Scholarship <i>Future Plans: University of Connecticut</i>
John Francis Bruno	University of Southern Maine Dirigo Scholar Award <i>Future Plans: University of Southern Maine</i>
Rowan Delaney Callahan	<i>Future Plans: Quinsigamond Community College</i>
Brady Robert Campbell	Nipmuc Physical Education Medal Award Stonehill College Founders Award Stonehill College Scholarship <i>Future Plans: Stonehill College</i>
Joseph Healey Carlson	<i>Future Plans: Employment</i>
Alyson Marion Casey	Andrew Sala Memorial Scholarship First Unitarian Society of Upton Scholarship National Business Honor Society National Honor Society

Nipmuc Gridiron Club Scholarship

Nipmuc Portrait of a Learner Scholar

Spanish Honor Society

Upton Men's Club Scholarship

Warriors' Club Scholarship

Future Plans: University of Massachusetts - Amherst

Lorenzo Vincent Cassano

John and Abigail Adams Scholar

NCSSSMST Scholarship

Worcester Polytechnic Institute Presidential Scholarship

Future Plans: Worcester Polytechnic Institute

Anna Cedrone

Eileen Lucier Award

MURSD Spanish Immersion Scholar

Spanish Honor Society

University of New England Merit Award

University of New England NorEaster Scholarship

Future Plans: University of New England

Allison Antonina Ceruti

Italian Honor Society

Mendon Upton Regional Teachers Association Scholarship

National Business Honor Society

Future Plans: Bridgewater State University

Caleigh Ann Christensen

French Honor Society

Next Step Athletic Scholarship

Future Plans: Merrimack College

Hannah Rose Clark

Jenna Giardini Memorial Scholarship

Spanish Honor Society

University of Rhode Island Presidential Scholarship

Future Plans: University of Rhode Island

Oscar Daniel Clark

Future Plans: University of New England

Allison Elizabeth Clemons

Endicott Presidential Art Scholarship

Endicott Scholar

Italian Honor Society

National Honor Society

Future Plans: Endicott College

Avery Jayne Consigli

Spanish Honor Society

University of New Hampshire Trustee's Scholarship

Future Plans: University of New Hampshire

David Peter Cook

Mendon Upton Regional Teachers Association Scholarship

MURSD Spanish Immersion Scholar

Saint Joseph's College Grant

Saint Joseph's College of Maine Early Action Scholarship

Saint Joseph's College of Maine Merit Scholarship

Saint Joseph's College of Maine Visit Scholarship

Spanish Honor Society

Future Plans: Saint Joseph's College of Maine

Clara Meaghan Cooney

Endicott College Presidential Academic Scholarship

MURSD Spanish Immersion Scholar

Nipmuc Portrait of a Learner Scholar

Spanish Honor Society

Future Plans: Endicott College

Patrick Didier Cormier

John and Abigail Adams Scholar

MURSD Spanish Immersion Scholar

Future Plans: Apprenticeship

Jack Steven Coskie

Future Plans: Gap Year

Grace Violet Cotter

John and Abigail Adams Scholar

Nipmuc Artistic Craftsmanship Medal Award

Future Plans: Gap Year

Eric James Coyle

John and Abigail Adams Scholar

Mendon Upton Regional Teachers Association Scholarship

Future Plans: Pennsylvania State University

Joshua Ethan Honor Crosby

Allan Frederick Rawson Memorial Scholarship

Future Plans: University of Massachusetts - Amherst

Noah Michael Curley	Jesse A. Taft Scholarship at UMass Amherst
	National Business Honor Society
	Nipmuc Faculty Recognition Award
	Nucor Corporation Educational Award
	Spanish Honor Society
	Warriors' Club Scholarship
	<i>Future Plans: University of Massachusetts - Amherst</i>
Aidan Clayton Dankwardt	<i>Future Plans: University of North Carolina - Charlotte</i>
Arin James Demerjian	<i>Future Plans: University of New Hampshire</i>
Joseph Roger Denaro	Keene State College Enrichment Scholarship
	<i>Future Plans: Keene State College</i>
Samuel Patrick Denson	John and Abigail Adams Scholar
	Milford Chamber of Commerce Scholar
	National English Honor Society
	National Honor Society
	Spanish Honor Society
	<i>Future Plans: University of Massachusetts - Amherst</i>
Christina Adeline Derocher	Italian Honor Society
	Milford Chamber of Commerce Scholar
	National English Honor Society

	National Honor Society
	Upton Fire & EMS Association, Inc. Scholarship
	<i>Future Plans: Northeastern University</i>
Caroline Ellen De Zutter	Broadway Youth Dance Theater Scholarship
	John and Abigail Adams Scholar
	MURSD Spanish Immersion Scholar
	Roger Williams Presidential Scholarship
	Spanish Honor Society
	<i>Future Plans: Roger Williams University</i>
Aidan Ellery Doe	<i>Future Plans: Gap Year</i>
Spencer Wrafton Doe	University of Massachusetts - Dartmouth Admissions Award
	<i>Future Plans: University of Massachusetts - Dartmouth</i>
Jason Robert Drummey	<i>Future Plans: Framingham State University</i>
Jonathan Richard Elliott	Saint Joseph's College of Maine Grant
	Saint Joseph's College of Maine Merit Scholarship
	Saint Joseph's College of Maine Visit Scholarship
	Spanish Honor Society
	<i>Future Plans: Saint Joseph's College of Maine</i>
Lillette Ehab Emile	John and Abigail Adams Scholar
	Milford Chamber of Commerce Scholar

National Honor Society

Seal of Biliteracy

Spanish Honor Society

University of Massachusetts - Amherst Dean's Award

Future Plans: University of Massachusetts - Amherst

Jason David Ferrandino

Andrew Sala Memorial Scholarship

Endicott Presidential Academic Scholarship

First Unitarian Society of Upton Scholarship

John and Abigail Adams Scholar

Milford Chamber of Commerce Scholar

National Honor Society

Spanish Honor Society

Future Plans: Endicott College

Cole Bryan Ferris

National Business Honor Society

Future Plans: Quinnipiac University

Ryan Thomas Fior

Future Plans: Trade - Plumbing

Catherine Reilly Flanagan

National Business Honor Society

Siena College Presidential Scholarship

Siena College Soccer Scholarship

Future Plans: Siena College

Michel Patrick Flanagan	John Philip Sousa Award
	MURSD Spanish Immersion Scholar
	National Honor Society
	National School Development Council Leadership Award
	Nipmuc Social Studies Medal Award
	Nipmuc Spanish Medal Award
	Nipmuc Student Council Recognition Award
	Seal of Biliteracy
	Spanish Honor Society
	<i>Future Plans: University of Massachusetts - Amherst</i>
Drew Arthur Fleming	John and Abigail Adams Scholar
	Spanish Honor Society
	<i>Future Plans: Quinsigamond Community College</i>
Charles Jacob Fraser	<i>Future Plans: Coastal Carolina University</i>
Amanda Grace Frieswick	Italian Honor Society
	Milford Chamber of Commerce Scholar
	National Honor Society
	National English Honor Society
	Nipmuc Portrait of a Learner Scholar
	Providence College Albertus Magnus Scholarship
	Providence College PC Book Award

Future Plans: Providence College

Megan Elisabeth Gamache *Future Plans: Bridgewater State University*

Sheamus Michael Gately MURSD Spanish Immersion Scholar
Future Plans: Bridgewater State University

Nicholas Seferino Giardini *Future Plans: University of Rhode Island*

Michael Liam Gibbons *Future Plans: Employment*

Angelo Michael Giordani *Future Plans: Gap Year*

Laela Mae Giroux Nipmuc Portrait of a Learner Scholar
University of Massachusetts - Boston Beacon Scholarship
Future Plans: University of Massachusetts - Boston

Kailey Ann Golden Bentley University Presidential Scholarship
Milford Chamber of Commerce Scholar
MURSD Spanish Immersion Scholar
National Business Honor Society
National Honor Society
Seal of Biliteracy
Spanish Honor Society
Future Plans: Bentley University

Nadia Gomolko French Honor Society

John and Abigail Adams Scholar

Milford Chamber of Commerce Scholar

National Honor Society

Seal of Biliteracy

Future Plans: Trinity College - Dublin

Nora Arlene Gould

MURSD Spanish Immersion Scholar

Spanish Honor Society

University of New Hampshire Trustee's Scholarship

Future Plans: University of New Hampshire - Durham

Grace Nicole Grant

Future Plans: Undecided

Kylie Hope Grant

French Honor Society

Jill M. Carboni Memorial Scholarship

John and Abigail Adams Scholar

Michael G. Anderson Scholarship

National Honor Society

Sacred Heart Presidential Excellence Scholarship

Sacred Heart Pioneer Service Grant

Sacred Heart Thomas More Scholarship

Future Plans: Sacred Heart University

Illiana Marie Grossman

Future Plans: University of Massachusetts - Dartmouth

Ramez Emad Guirguis	<i>Future Plans: University of Massachusetts - Boston</i>
Jacob Keith Hamburger	<i>Future Plans: University of Massachusetts - Amherst</i>
Liam Donald Hartwig	MURSD Spanish Immersion Scholar Seal of Biliteracy Spanish Honor Society University of New Hampshire Trustee's Scholarship <i>Future Plans: University of New Hampshire</i>
Quinn Kathleen Henderson	Mendon Upton Regional Teachers Association Scholarship Spanish Honor Society University of Maine - Farmington Academic Distinction Scholarship University of Maine - Farmington Diversity Grant <i>Future Plans: University of Maine - Farmington</i>
Jayne Rose Hershberger	<i>Future Plans: Gap Year</i>
Lauren Catherine Heye	DECA Proficiency Award Italian Honor Society National Business Honor Society National Honor Society <i>Future Plans: University of Massachusetts - Amherst</i>
Emma Catherine Hoff	French Honor Society Milford Chamber of Commerce Scholar

National Honor Society

Future Plans: Purdue University

Alexis Rain Hogue

Future Plans: University of Massachusetts - Dartmouth

Bennett David House

Spanish Honor Society

Future Plans: Arizona State University

Grace Soleil Hughes

Future Plans: University of Massachusetts - Boston

Andrew James Jacques

John Cruden Memorial Scholarship

Massachusetts Maritime Academy Admirals Scholarship

Spanish Honor Society

Future Plans: Massachusetts Maritime Academy

Hailey Pamela Jameson

Future Plans: Coastal Carolina University

Cooper Louis Johnson

Italian Honor Society

John and Abigail Adams Scholar

Milford Chamber of Commerce Scholar

National English Honor Society

National Honor Society

Future Plans: Boston University

Nathan William Jokela

French Honor Society

Future Plans: Gap Year

Michael Christopher Joseph	Dean Bank Scholarship
	Mendon Upton Music Boosters Senior Music Scholarship
	University of Massachusetts - Boston Beacon Scholarship
	<i>Future Plans: University of Massachusetts - Boston</i>
Allison Christine Julian	Italian Honor Society
	University of New Hampshire Trustee's Scholarship
	<i>Future Plans: University of New Hampshire - Durham</i>
Hassan Raza Kazmi	<i>Future Plans: University of Massachusetts - Boston</i>
Chloe Jayne Kelly	Italian Honor Society
	<i>Future Plans: Clemson University</i>
Travis James Kierstead	MURSD Spanish Immersion Scholar
	Spanish Honor Society
	University of New Hampshire Presidential Scholarship
	<i>Future Plans: University of New Hampshire</i>
Kathleen Elizabeth Kilcoyne	Italian Honor Society
	Milford Chamber of Commerce Scholar
	National English Honor Society
	National Honor Society

Nipmuc History Medal Award

Nipmuc Portrait of a Learner Scholar

Future Plans: Hamilton College

Emily Rose Kirby

Italian Honor Society

University of Massachusetts - Boston Chancellor's Merit Scholarship

Future Plans: University of Massachusetts - Boston

Christian Alfred Kleya

Future Plans: Quinsigamond Community College

Alexander Stanley Kraft

Future Plans: Employment

Natalie Walton Kurze

MURSD Spanish Immersion Scholar

Future Plans: Gap Year

Aaron James LaBastie

Excellence in Technical Theater Award

Future Plans: Gap Year

Jack Chenowith LaBonne

Future Plans: Quinsigamond Community College

Connor James LaCross

Endicott College Presidential Academic Scholarship

National Honor Society

Spanish Honor Society

Future Plans: Endicott College

Jack Gordon Lahar

French Honor Society

Milford Chamber of Commerce Scholar

	National Business Honor Society
	National Honor Society
	<i>Future Plans: University of Miami</i>
Ralph Joseph Langdon	Louis Armstrong Award
	Wentworth Institute of Technology Early Action Award
	Wentworth President's Award
	<i>Future Plans: Wentworth Institute of Technology</i>
Luke David Lange	John and Abigail Adams Scholar
	National English Honor Society
	National Honor Society
	Spanish Honor Society
	<i>Future Plans: Northeastern University</i>
Christopher Jamar Lanier	<i>Future Plans: Continuing Education</i>
Rowan Matthew Tennyson Laufik	Italian Honor Society
	<i>Future Plans: College of the Holy Cross</i>
Meghan Elizabeth Laurence	National Choral Award
	Spanish Honor Society
	University of Vermont Presidential Scholarship
	<i>Future Plans: University of Vermont</i>
Alexis Felicia Lavigne	MURSD Spanish Immersion Scholar

National English Honor Society

National Honor Society

Seal of Biliteracy

Spanish Honor Society

The Catholic University of America Cornerstone Scholarship

Future Plans: The Catholic University of America

Cameran Jane Leary

Broadway Youth Dance Theater Scholarship

University of Rhode Island University Scholarship

Future Plans: University of Rhode Island

Benjamin J. Lee

Nipmuc Portrait of a Learner Scholar

Spanish Honor Society

Future Plans: Brandeis University

Haleigh Theresa Lemay

French Honor Society

Future Plans: University of Massachusetts - Amherst

Matthew Robert Leombruno

Future Plans: Nichols College

Kelly Grace Locklin

Italian Honor Society

National English Honor Society

Nipmuc Portrait of a Learner Scholar

University of Massachusetts - Boston Dean's Merit Scholarship

Future Plans: University of Massachusetts - Boston

Rylie Mackenzie Loftus	Nipmuc Physical Education Medal Award
	Nipmuc Portrait of a Learner Scholar
	Nipmuc School Spirit Award
	Roger Williams Presidential Scholarship
	Spanish Honor Society
	<i>Future Plans: Roger Williams University</i>
Darryl Francis Lubin	Excellence in Acting Award
	Nipmuc French Medal Award
	Nipmuc Portrait of a Learner Scholar
	<i>Future Plans: University of Toronto</i>
Patrick Michael Lynch	Johnson & Wales University Merit Scholarship
	MURSD Spanish Immersion Scholar
	<i>Future Plans: Johnson & Wales University - Providence</i>
Amelia Lynn Manocchio	Italian Honor Society
	<i>Future Plans: Bridgewater State University</i>
William George Marshall	<i>Future Plans: University of Massachusetts - Amherst</i>
Amy Lynn Mazzarelli	Italian Honor Society
	Johnson & Wales University Presidential Scholarship
	National Honor Society
	<i>Future Plans: Johnson & Wales University - Providence</i>

Matthew Allin McCarthy	<i>Future Plans: Suffolk University</i>
Aidan Frederick McCrea	<i>Future Plans: Quinsigamond Community College</i>
Samuel Robert McElligott	John and Abigail Adams Scholar National Honor Society University of Rhode Island Presidential Scholarship <i>Future Plans: University of Rhode Island</i>
Benjamin Michael McEnaney	<i>Future Plans: Employment</i>
Kyle Thomas McLaughlin	<i>Future Plans: Florida Gulf Coast University</i>
Jessica Ann McNamara	Lasell University Award <i>Future Plans: Lasell University</i>
Brennan Max Miller	National Business Honor Society University of Rhode Island Founders Grant University of Rhode Island Presidential Scholarship <i>Future Plans: University of Rhode Island</i>
Hailey Camille Moore	MURSD Spanish Immersion Scholar Seal of Biliteracy <i>Future Plans: Keene State College</i>
Emily Ruth Morehouse	Western New England University Success Grant <i>Future Plans: Western New England University</i>

Thomas Richard Morrell	<i>Hall Memorial Scholarship</i> <i>Future Plans: University of Massachusetts - Boston</i>
Madison Quinn Murphy	French Honor Society Marist College Scholarship National Honor Society <i>Future Plans: Marist College</i>
Gabrielle Sylvia Murray	Italian Honor Society University College Dublin International Student Scholarship <i>Future Plans: University College Dublin</i>
Jacob Douglas Murray	University of Massachusetts - Boston Chancellor's Scholarship <i>Future Plans: University of Massachusetts - Boston</i>
Andrew Nicholas Nagda	<i>Future Plans: Bryant University</i>
Emerson Taylor Nealley	<i>Future Plans: Suffolk University</i>
Elicia Nicole Newton	<i>Future Plans: Southern New Hampshire University</i>
Khue Quynh Nguyen	Nipmuc Portrait of a Learner Scholar <i>Future Plans: Quinsigamond Community College</i>
Lucienne Noelle Nicholson	Italian Honor Society Joan M. Scribner Leadership Award Milford Chamber of Commerce Scholar

National Honor Society
Nipmuc Class of 2022 Vice President
Nipmuc Portrait of a Learner Scholar
Nipmuc Statistics Medal Award
The Columbia Book Award
Worcester County Superintendents' Scholar
Future Plans: United States Military Academy at West Point

Olivia Ann O'Brien
Franklin Pierce University President's Honors Scholarship
Spanish Honor Society
Future Plans: Franklin Pierce University

Carly Elizabeth O'Connell
Clark University Richard P. Traina Scholarship Award
Spanish Honor Society
Future Plans: Clark University

Emma Katherine Offord
Director's Award for Chorus
Italian Honor Society
National English Honor Society
National Honor Society
Future Plans: Providence College

Wesley Grant Overholt
MURSD Spanish Immersion Scholar
National English Honor Society
Seal of Biliteracy with Distinction

	Spanish Honor Society <i>Future Plans: Skidmore College</i>
Cole Alexander Palinkas	<i>Future Plans: Bridgewater State University</i>
Marissa Ashleigh Perkins	<i>Future Plans: University of Maine - Orono</i>
Anthony Lawrence Perry	<i>Future Plans: Trade - Plumbing</i>
Cameron Francis Pierce	Spanish Honor Society University of Rhode Island Presidential Scholarship <i>Future Plans: University of Rhode Island</i>
Samuel Alexander Pismenny	<i>Future Plans: Continuing Education and Employment Training</i>
Leana Melissa Polanco	<i>Future Plans: Massachusetts Bay Community College</i>
Cody Robert Porter	National Business Honor Society <i>Future Plans: Nichols College</i>
Kelly Grace Powers	French Honor Society John and Abigail Adams Scholar Nipmuc Science Book Award University of Massachusetts - Boston Dean's Merit Scholarship <i>Future Plans: University of Massachusetts - Boston</i>
Jason Michael Ramsey	<i>Future Plans: University of New Hampshire</i>

Eric William Rapiejko	French Honor Society
	Mendon Upton Music Boosters Senior Music Scholarship
	Milford Chamber of Commerce Scholar
	National English Honor Society
	National Honor Society
	Saint Gabriel Catholic Women's Scholarship
	<i>Future Plans: Siena College</i>
Harrison John Rausch	John and Abigail Adams Scholar
	Milford Chamber of Commerce Scholar
	MURSD Spanish Immersion Scholar
	National Honor Society
	Nipmuc Class of 2022 Treasurer
	Nipmuc Portrait of a Learner Scholar
	Spanish Honor Society
	<i>Future Plans: University of Massachusetts - Amherst</i>
Hayley Shannon Roach	<i>Future Plans: Continuing Education</i>
Alex Nicholas Rock	John and Abigail Adams Scholar
	Nipmuc Class of 2022 President
	Seton Hall University Scholarship
	Seton Hall University Summer Scholarship
	<i>Future Plans: Seton Hall University</i>

Ethan Christopher Schulte	Italian Honor Society
	National Business Honor Society
	National English Honor Society
	<i>Future Plans: Providence College</i>
Clara Marie Scott	Bentley University Founders Scholarship
	French Honor Society
	John and Abigail Adams Scholar
	National Business Honor Society
	National Honor Society
	<i>Future Plans: Bentley University</i>
Kaylee Irene Servis	First Unitarian Society of Upton Scholarship
	John and Abigail Adams Scholar
	Liz Wernig Memorial Scholarship
	Milford Chamber of Commerce Scholar
	Mount Holyoke College Leadership Award
	National Honor Society
	Spanish Honor Society
	Upton VFW Scholarship
	USVMCMA Scholarship
	<i>Future Plans: Mount Holyoke College</i>
Edward Cornelius Shea	<i>Future Plans: Quinsigamond Community College</i>

Zachary Richard Shilale	Dean Bank Scholarship
	Endicott College Presidential Scholarship
	Mendon Upton Regional Teachers Association Scholarship
	<i>Future Plans: Endicott College</i>
Chloe Jane Small	MURSD Spanish Immersion Scholar
	Nipmuc Italian Medal Award
	Seal of Biliteracy
	<i>Future Plans: University of Massachusetts - Amherst</i>
Emerson Elizabeth Smith	Bryant University Dean's Scholarship
	John and Abigail Adams Scholar
	Spanish Honor Society
	<i>Future Plans: Bryant University</i>
Macey Lynn Spangenberg	Massachusetts School Administrators' Association Award
	Mendon Upton Music Boosters Senior Music Scholarship
	Milford Chamber of Commerce Scholar
	National English Honor Society
	National Honor Society
	Nipmuc English Medal Award
	Nipmuc Portrait of a Learner Scholar
	Spanish Honor Society
	University of Connecticut Academic Excellence Award

Future Plans: University of Connecticut

Emma Lynn Steel

Connecticut College Founders Scholarship

Future Plans: Connecticut College

Julia Josephine Stewart

Italian Honor Society

Future Plans: University of Massachusetts - Amherst

Holli Jo Strapponi

Future Plans: Hawaii Pacific University

Benjamin David Studley

Future Plans: Entrepreneurship

Julia Marie Sullivan

Endicott College Presidential Academic Scholarship

Jenna Giardini Memorial Scholarship

John and Abigail Adams Scholar

MURSD Spanish Immersion Scholar

National Honor Society

Nipmuc Gridiron Club Scholarship

Seal of Biliteracy

Spanish Honor Society

Future Plans: Endicott College

Nathaniel David Survell

French Honor Society

Future Plans: Bridgewater State University

Michael Salvatore Tinio

Future Plans: Employment

Melody Rose Todd	Colorado School of Mines Merit Award
	John and Abigail Adams Scholar
	National Honor Society
	National School Development Council Leadership Award
	Nipmuc Artistic Creativity Medal Award
	Nipmuc Portrait of a Learner Scholar
	Spanish Honor Society
	<i>Future Plans: Colorado School of Mines</i>
Sean Andrew Jerry Trimble	Deborah Beltramini Memorial Scholarship
	<i>Future Plans: University of Massachusetts - Amherst</i>
Sydney Doreen Vanasse	MURSD Spanish Immersion Scholar
	National Honor Society
	Nipmuc Class of 2022 Secretary
	Seal of Biliteracy
	Spanish Honor Society
	University of New Hampshire Trustee's Scholarship
	<i>Future Plans: University of New Hampshire - Durham</i>
Alexander Andrew Walsh	French Honor Society
	<i>Future Plans: Tilton School</i>
Jack Bauer Watchmaker	Bentley University Gary F. Merrill Award
	Bentley University Grant

Bentley University President's Scholarship

National English Honor Society

Nipmuc Portrait of a Learner Scholar

Spanish Honor Society

Future Plans: Bentley University

Jesse Kurtis Wiersma

Stonehill College Founders Award

Stonehill College Scholarship

Future Plans: Stonehill College

Lucy Amber Wiklund

John and Abigail Adams Scholar

Spanish Honor Society

Future Plans: University of Massachusetts - Amherst

Samantha Rose Woloski

Johnson & Wales University Presidential Academic Scholarship

Future Plans: Johnson & Wales University - Providence

Victoria Wood

Future Plans: Suffolk University

Ryan Louis Zani

Future Plans: Salem State University

Administrators' Report

Miscoe Hill Middle School

Miscoe Hill Middle School staff, students, families, and community members have embraced the mission of the District Strategic Plan: Empowering all learners to thrive. The developmental needs of students in early adolescence are unique and require a unique skill set of the adults who support their learning. For students to grow and thrive requires expertise in supporting the many physical, mental, emotional, and social changes that occur between the ages of ten and fourteen. This is the focus of Miscoe Hill Middle School.

Miscoe was proud to be selected to be part of the PBLWorks' *Project Based Learning Leadership Network*. The MA School Leader Network is an exclusive opportunity for Massachusetts school leadership teams to engage in professional learning designed to create the ideal conditions for PBL. Miscoe's team is comprised of a district champion, assistant superintendent Cheryl Kirkpatrick; teachers Betsy Lambert, Rob MacMurray, and Brenda Webster; assistant principal Nick Cuomo, and Principal Jennifer Mannion. This two-year commitment engages the team in off-site training, coaching, site visits, and learning walks in neighboring districts. It also offers professional development for faculty that involves a three-day training in PBL 101 and follow up support workshops for those who complete the initial training. As defined by PBLWorks, when teachers utilize the high quality instructional practice of project-based learning, *students work on a project over an extended period of time – from a week up to a semester – that engages them in solving a real-world problem or answering a complex question. They demonstrate their knowledge and skills by creating a public product or presentation for a real audience. As a result, students develop deep content knowledge as well as critical thinking, collaboration, creativity, and communication skills. Project Based Learning unleashes a contagious, creative energy among students and teachers.* Our goal is to engage each student in two project-based learning experiences each year by the end of year two and

to have fifty percent of faculty complete the PBL 101 training by the end of year two.

Miscoe hosted two successful Inspired Learning Days for students, one in February and the second in June. Our students engaged in self-selected Inspired Learning sessions throughout the day. The planning started by soliciting student feedback on topics or skills that students want to learn. Teachers then signed up to host sessions based on the student feedback and teacher interests. The menu of options was long, and the facilitators diverse, as we had all staff members and many students offering or supporting sessions. Feedback was incredibly positive, and during the reflection session in February, students enthusiastically shared what they appreciated about the day as well as ideas for the June event. We appreciate the many donations of materials made by families and community members to support the learning.

We were honored to have the works of a select number of students chosen to represent Miscoe during Youth Art Month (YAM). This is a nationally celebrated event held each year during the month of March. It is designed to call attention to the importance of quality art education as it celebrates the talents of our youth. Being selected is quite an honor for Miscoe Hill Middle School students, as art teachers Mr. Hansen and Mr. Williams are only permitted to submit six pieces of artwork. Typically held in Boston, due to Covid, this year's exhibit was virtual and subsequently posted on Massachusetts Art Education Association's website.

In addition, Mr. Hansen was awarded a grant by The Mendon-Upton Education Foundation, which funds creative, innovative, and sustainable programming in our school and classrooms. The initiatives supported extend beyond the normal operating budget of the district as determined by State and Federal Departments of Education. Mr. Hansen was awarded a grant to purchase glasses for people who are colorblind which allow the wearer to see and experience color. He is using these

instructionally in art classes both for colorblind students and to build empathy and inspire innovation in those who are not colorblind.

Our Inspired Innovation Center, the brainchild of Dr. David Quinn, the District's Director of Technology Integration, is up and running once again. This instructional space is used by faculty members to inspire students to be makers and innovators. Students engage in learning through things like paper circuitry, laser cutting wood, and 3D printing. Our Art Club students designed functioning pinball machines from recycled cardboard. In one of our evening family events, parents/guardians and students created and launched rockets. In another, they designed family logos and printed t-shirts. Use of this space has expanded, and teachers are using it for STEM activities such as the ice cream-chemistry lab in which our eighth graders engage.

Lastly, as a district, we are committed to monitoring students' progress in learning, both in relation to the content and skills of the Massachusetts Frameworks and in social-emotional skills. To do so, we gather evidence of learning from many sources. Therefore, iReady is now administered in the fall, winter, and spring to offer valuable data around growth in literacy and mathematical skills. The Panorama survey allows us to measure and improve social-emotional teaching and learning. The Metrowest Youth Health Survey is administered every two years and provides data used to set building goals. This year the district used Thrively to support students' discovery of individual strengths and interests as they relate to potential careers. And MCAS offers information on how well our curriculum and teaching align with the MA Frameworks as well as how well cohorts or individual students are learning the content and skills of those frameworks. At times it can seem like a lot, but teaching is a complex craft, and as a research-based profession, we are always looking at ways to improve the learning. The data generated allows us to analyze instruction, evaluate our resources, and create curriculum that supports our mission of empowering all learners to

thrive. We will continue to focus on developing skills in the use of data to drive instruction and monitor progress in the coming year.

Respectfully submitted,

Ms. Jennifer Mannion
Principal

Administrator's Report
H. P. Clough Elementary School

H.P. Clough Elementary School's Mission Statement is: "We, at H.P. Clough Elementary School, are committed to working collaboratively with students, parents and the community to create a trusting and caring environment where excellence is achieved through high quality, research-based instruction that is focused on the unique needs of each child. Exemplary teaching and a high-quality curriculum equip our students with the skills to create solutions for a rapidly changing, technologically rich, and culturally diverse world."

During 2022, we experienced a major leadership transition with the retirement of Janice Gallagher after proudly serving the school district for many years. After a search was completed, Liz Garden was hired to become the new principal as of July 1. Part of 2022 was spent closing out the school year and saying goodbye to Principal Gallagher, while the second half of the year has been focused on transitioning in Principal Garden, along with several other new staff members.

This year, our school community has come together and set student-centered goals as we transition out of the pandemic. Our primary focus has been on serving the whole child in our school. We want to continue to provide our students with the highest quality educational experience, but we also want to make sure we are meeting their social, emotional, and behavioral learning needs as well. We continually strive to

strengthen our learning environment through the promotion of core values such as honesty, acceptance, trust, friendship, and respect. We work together as a team to create a positive, safe, and supportive environment where students develop the excitement to learn as well as the confidence to explore the unknown. The end goal is to work collaboratively with families and community members to prepare our students to compete in a world of constantly changing cultures, technology, and societal values and to be productive and responsible citizens as well as acknowledging and addressing social and emotional needs. It is our belief that developing academic skills, obtaining increased knowledge, and connecting and collaborating with peers is paramount in growing life-long learners who become successful adults.

We have continued to invest in improvements to our early education literacy and math instruction. Students in Pre-k through grade 4 receive literacy instruction, utilizing the Wonders Reading program as well as other supplemental resources. We have continued to implement our new Math Program K-4, called Bridges. Both programs provide resources that enable teachers to differentiate their instruction effectively, providing both remediation and enrichment. We have been working collaboratively in grade level teams to learn more about and implement new strategies that help us provide effective Tier 1 instruction for all students. Students have also continued to utilize online tools such as STMath, a visual instructional program that provides students with access to learning through challenging puzzles and formative feedback. It builds a deep conceptual understanding, builds confidence, and helps students to become active problem solvers. We also have access to Thrively with our students; this is a digital platform with a wide range of tools to help students better understand their strengths and interests while also allowing teachers to better know their students' individual strengths and the class.

As part of our Multi-Tiered Systems of Support, we have embraced universal screeners. Clough utilizes iReady as our screening tool in both

math and reading for students in K-4. The use of i-Ready assists our teachers to determine student's needs, personalize their learning, and monitor progress throughout the school year. Additionally, we incorporate a full inclusion model with special education co-teachers in grades 1 through 4, a reading specialist, and academic and Title 1 tutors working with small groups to provide intervention as needed. We have been taking a closer look at our literacy instruction which includes teaching foundational reading skills, teaching reading comprehension, and teaching writing. Clough has implemented phonics instruction, utilizing the FUNdations program, with K through 2nd grade, and has even been incorporating important phonics instruction into 3rd grade as well. The district instructional coach has been working with teams to develop a data inquiry cycle, help them strategize about their instructional practice, and push new and veteran teachers to continuously grow and improve. Last spring, Clough was able to host a successful Family Literacy Night in order to bring families together to celebrate a love of reading.

H.P. Clough Elementary School continues to be recognized by the Spanish Ministry of Education for our academic excellence in language education. We were also selected for membership in the International Spanish Academy, (ISA) which promotes high academic standards, and to provide students with the values of multicultural education.

Throughout the year, the school counselor organizes programs to help Clough families in financial need. In collaboration with St. Gabriel the Archangel Church and the Mendon's Lion's Club, we have provided families with holiday meals and grocery store gift cards for Easter, Thanksgiving, Christmas, and a summer lunch program for children. Clough staff sponsored the annual Giving Tree to provide holiday gifts for Clough families. Clough PTO and the school counselor have coordinated ways to assist students experiencing financial hardship through the Good Neighbor Program.

To promote conflict resolution and prevent bullying, we utilize the Second Step Social-Emotional Learning Curriculum at all grade levels, a research-based curriculum that integrates academics with social and emotional learning, as well as focusing on key core values across all grades with lessons and read-alouds from the school counselor, the specialists, and the classroom teachers. We revamped and brought back our SOAR (our Positive Behavior Intervention and Support program) plan. SOAR is an acronym for being Safe, On task, Acting KCR (kind, caring and respectful) and Responsible. This year our Safety Committee has worked with our school resource officer, Officer Sinko, to resume our ALICE safety training.

To increase student voice and leadership, we have a grade 4 student council. Members continually shared creative and innovative ideas to improve the school during their meetings with Principal Gallagher, and the new group of 4th graders this year have begun to plan some great community and school events with Principal Garden.

Our music program at Clough Elementary School continues to thrive, as well as our innovative opportunities for students. The 4th grade chorus performed numerous times this year. They sang at the town common as the kindergartners put their holiday decorations on the tree, sang at a Worcester Railers game, and will be holding a winter concert for families. In the fall, all Clough students enjoyed a Cardboard Creation Day and a Play Day. Parent volunteers, as well as district administrators were able to support these engaging and inspiring learning experiences.

The Clough community is most fortunate to have the constant support of our PTO, our parents, and the school committee. The success of our students is a direct result of this strong community partnership. We are also grateful for our Mendon Fire Department coming in and teaching our students about fire safety, and the Taft Public Library for opening their doors to our first grade and second grade students and giving many of them their first library card.

We are thankful for the ongoing opportunity to work together towards a common goal: to assist each student to reach his or her highest potential and to keep them safe and happy. With the constant involvement and support from staff, families, and the community, we will continue to enhance our reputation for excellence.

Respectfully submitted,

Ms. Liz Garden
Principal

Administrator's Report
Memorial Elementary School

Memorial Elementary School'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."

Memorial School's goals for the school year are to actively support the social, emotional, behavioral, and academic growth of every student and meet the needs of all learners. We have added layers to our social and emotional learning routines to include a "first six weeks of school" curriculum, the addition of "families", small groups of multi-age students assigned to an adult to increase positive connections, and the addition of a daily morning meeting routine for all classrooms to share together every day.

At Memorial Elementary School, we view teaching and learning from a holistic perspective, understanding that social, emotional, and behavioral skills are essential components in education. Students receive explicit social and emotional instruction in their classrooms weekly using the Second Step curriculum as well as classroom and school read-alouds.

Second Step is a program that promotes conflict resolution, perspective taking, and effective communication through a variety of activities, including role-playing. We continue to center our learning around our core values of RISE, based on Positive Behavior Intervention and Supports (PBIS). RISE is an acronym for Respect, Inclusivity, Safety, and Empathy. Through monthly all school meetings, classroom incentives, and school-wide supports, students are explicitly taught how to be positive members of our school community. We use Positive Office Referrals as a way to recognize acts of kindness and to build rapport between the students and administration. In addition, students and staff are all taught the Zones of Regulation and are able to use the vocabulary to describe how they are feeling, as well as identify strategies to assist in the reduction of anxiety, stress, etc.

In the fall of 2020, we began a full 1:1 iPad program from grades preschool through four and we continue to utilize them for instruction. Moving towards redefining learning through the use of technology is a goal for us and we are tapping into our innovative educators to help us to move forward with this implementation. We have continued our implementation of ST Math across the school and are enjoying the opportunities to problem solve and build our conceptual understanding of mathematics. We have set school goals to get 80% of our students through the grade level ST Math journey this year. 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 Lexia, Raz-Kids, and Epic allow students to practice their skills independently.

Memorial Elementary School has been recognized as an International Spanish Academy for our Spanish Immersion Program. 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, we are hosting six visiting teachers from Spain who have joined our staff at Memorial School. Currently, Memorial School houses Spanish immersion classes for kindergarten through fourth grade.

Memorial School continues to conduct universal screenings at all grade levels in the area of reading and mathematics. We continue to use the iReady screening tool three times a year for both reading and math and have a team of educators who complete weekly progress monitoring in the area of reading for our most at-risk students. As a team, our classroom teachers, special educators, reading specialist, and Title 1 and Academic Tutors are able to provide intensive remediation with letter recognition, letter/sound correspondence, decoding, blending, fluency, and reading comprehension as part of our regular education support system. Tutoring is also provided through regular education in the area of mathematics.

A new addition to our Tier 2 and Tier 3 supports this year is the implementation of a W.I.N. (What I Need) block at each grade level. Four days a week, Tier 1 instruction is paused for 30-40 minutes so that students can be flexibly grouped among the grade level. Students are grouped for math or literacy instruction based on formative assessment data that has been collected. Within these groups, students are provided with intervention or enrichment based on what they currently need to support their continued development. Aside from the WIN block, all students are provided with small group instruction to receive remediation and pre-teaching of specific skills as needed within the classroom. Ongoing progress monitoring allows us to identify areas of concerns quickly and document student growth for more personalized interventions. At Memorial Elementary School, we provide special education services in the least restrictive learning environment. There are co-taught classrooms at the second through fourth grade levels in which a general education teacher and a special education teacher co-plan, co-

instruct, and co-assist, meeting the needs of all students in their classroom.

Memorial Elementary School is fortunate to have committed groups of community members working in partnership with our school toward a common vision, and with a commitment to education, to ensure that all students are successful. The Memorial Elementary School Council and Memorial Elementary School Parent Teacher Organization are critical members of the school community. In addition, MUEF (Mendon Upton Education Foundation) has funded grants for innovative programs. The Upton Fire Department teaches fire safety to our students in a virtual environment. We continue to work closely with both the Upton Fire Department and Upton Police Department to review and revise safety protocols.

To meet the needs of our families, the Before and After School Program continues to offer childcare at Memorial Elementary School. Parents can access care from 7:00 a.m. until 6:00 p.m. We continue to have a wide variety of after-school enrichment opportunities this year and the participation has been tremendous. We have been able to offer everything from dodgeball to Legos to art classes to a running club.

In addition to the academic programming at Memorial, 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. We are grateful for the generous hearts and the giving culture within our community.

Respectfully submitted,

Ms. Wendy Bell

Principal

Administrator's Report

Director of Technology Integration

The Technology Integration Department serves as the bridge between our technology infrastructure and teaching and learning. Our core work ensures that our 1:1 Learning program is functioning smoothly and efficiently so that students and teachers have the devices required for the 21st Century of education. In addition, our team provides professional learning and on-demand support for educators to enhance their instructional designs to leverage the power of our district's digital investments.

While we are proud of our day-to-day work that benefits our school community, we want to highlight three major undertakings that took place during 2022.

Secondary iPad Refresh

One of the most significant endeavors of 2022 was our iPad refresh which provided MURSD students in the Classes of 2022 through 2027 with a new Apple device and keyboard. The refresh was made possible due to an Emergency Connectivity Fund grant from the Federal Communications Commission.

Beginning in January, over 1000 iPads were processed, inventoried, asset tagged, and set up for student use. The iPads were delivered in waves beginning in March before the start of MCAS testing. Students benefited from the enhanced functionality of the devices as their prior iPads were more than three years old, and the newly added keyboard cases aided students engaged in extended writing tasks.

Over the summer, our team collected and organized the iPads from the graduating Class of 2022 and other departing students for the purpose of

reissuing iPads. Our inventory revealed that we had ample devices to expand our refresh efforts to the Classes of 2028 and 2029, thus ensuring students in grades 6 - 12 had access to a 9th-generation iPad and case for in-school and home-based learning.

Project Lead the Way & Innovation Pathway Expansion

This year also marked the growth of several significant STEM programming endeavors in the district. Much of our new STEM development has come via the Project Lead the Way (PLTW) program, which provides a real-world, hands-on, and problem-based approach to learning. The district has partnered with the Mass STEM Hub to ensure grant funding and teacher training for these endeavors. As of 2022, MURSD has been awarded more than \$50,000 to support and implement this work.

Our PLTW pathway has been a multi-year project that began in the Fall of 2019. Students entering grades 6-8 in 2022 were offered quarter-long modules via the PLTW Gateway program designed for middle school students. Our existing modules, hosted in our technology classes, include Design and Modeling, Computer Science for Innovators and Makers, and Automation and Robotics. Grade 5 technology students are offered the shorter, multi-week unit called Infection: Modeling and Simulation. In Spring 2022, the district expanded its offerings as Grade 8 science teachers implemented the Science of Technology unit. Our Grade 7 students participated in a pilot of the Energy and the Environment module.

This Fall, we continued our PLTW expansion to Nipmuc Regional High School, Memorial Elementary School, and Henry P. Clough Elementary School. At the elementary level, district technology teachers and Grade 3 and Grade 4 educators completed training to implement the PLTW Launch program. Launch, an onramp to the Gateway program, provides educators with a range of 10-hour STEM modules focused on technology and engineering, physical science, life science, and Earth and space

science. Launch module implementation is scheduled to begin in January of 2023.

At Nipmuc Regional High School, the PLTW Computer Science program began this fall as the district offered two courses: Computer Science Essentials and Computer Science A. Teachers were trained in the PLTW approach during the Summer and Fall months, so they were able to implement the program's applied project and problem-based learning approach that empowers students to develop both core computer science conceptual knowledge as well as collaboration, communication, and creative thinking skills. Two more courses, Computer Science Principles, and Cybersecurity are expected to be added in 2023 to create a four-course pathway for students.

In concert with the creation of PLTW CS Pathway, Nipmuc Regional High School also sought Innovation Pathways designation from the Massachusetts Department of Elementary and Secondary Education for the Computer Science program. Innovation Pathways programs offer students a four-course, two college-level courses, and two technical courses pathway in a high-demand career sector. Innovation Pathways designation also offers students in their program access to career exposure throughout their four years in high school and culminating in a 100-hour capstone or internship program. Nipmuc submitted an application in the Fall of 2022 and received notification in December of 2022 that we were invited to continue on to the Part B application. Innovation Pathways designation, in addition to providing outstanding career education for students, also provides the district with additional grant funding to support programming. The Innovation Pathways application was a joint endeavor by the technology department, the math department, the school counseling department, administrators, the Career, Community, & Innovations Coordinator, and the Nipmuc Media Center Specialist. The planning work was partially funded by a \$5000 grant from the Blackstone Valley Education Foundation.

Inspired Innovation Center

In the Spring of 2022, we wrapped up our three-year middle school career exploration grant partnership with American Student Assistance (ASA). With the support of ASA, we were able to launch our Inspired Innovation Center (IIC) at Miscoe Hill Middle School. The IIC provides students, teachers, and families with a dedicated fabrication lab equipped with 3D printers, a laser cutter, a vinyl cutter, and a CNC machine, as well as other electronics and hand tools. The IIC also provides resources for video conferencing and digital media creation.

The ASA partnership also led to the creation of numerous career-oriented learning opportunities at Miscoe Hill Middle School. For example, in February and March, Grade 7 students investigated core financial literacy concepts and then designed games, podcasts, and instructional videos to teach peers key ideas. These end products were presented live and over Zoom to financial experts from the Mendon and Upton communities as well as financial industry professionals from across the globe. Additionally, Grade 8 students worked with a local graphic designer and graphic design students to apply their understanding of the properties of geometric rotations, reflections, and translations to design logos advocating for a personally meaningful cause. Students prepped and cut their prototypes using the IIC vinyl cutters. Finally, the IIC also offered monthly workshops for students and families. These workshops engaged families in creating meaningful products via the tools in the Innovation Center while learning about different careers aligned with the challenges they completed.

Summary

The aforementioned projects represent the highlights of the work for 2022. Though not outlined above, we would be remiss if we did not also note our role in the ongoing work to enhance school climate, student well-being, and sense of belonging. Throughout 2022, our team took an active role in organizing and distributing numerous surveys on our Panorama and Thrively digital platforms to help ensure each member of

our community will be known, valued, celebrated, and nurtured. We distributed the resulting data and provided professional learning to celebrate strengths and address important gaps. Further, our team has worked to provide curricula on Digital Citizenship for students across their K-12 experience. We are proud of our continued efforts from 2022 and look forward to reporting our achievements in 2023.

Respectfully submitted,

Dr. David J. Quinn
Director of Technology Integration

Administrator's Report
Director of Technology Operations

In 2022, we continued to upgrade and maintain our existing fleet of computers and instructional hardware to keep up with state mandated programs and services. The district maintained the 1:1 learning initiative at all schools, now serving all students grades K-12.

The district will continue to evaluate its investment in instructional technology replacing aging out-of-date projectors, smartboards, and sound hardware to pair with our existing fleet of Apple laptops, tablets, and other mobile devices. The district made a significant investment this year in communications equipment by replacing the district telephone system. 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 virtual technology professional development to staff throughout the year and coordinated several student projects around the district. We also have made program investments in software applications such as Zoom and Thrillshare to improve communications with parents and staff.

The district has made advancements in following the current MURSD Technology Plan and MURSD Strategic Plan. The district is eligible for State and Federal grant funding opportunities in the 2022-2023 school year and has received over \$100,000 in Federal and State technology funding in 2022.

Respectfully submitted,

Mr. Joseph S. Leacu
Director of Technology Operations

District Employee Listing – Year Ending June 30, 2022

Name	Amount	Description
Abalos Coyle, Deborah Y	\$78,016.00	Teacher
Abdelmasieh, Sara	\$6,754.50	Lunch/Recess Aide
Adams, Angelina C	\$48,932.80	Administrative Assistant
Adams, Christine T	\$14,070.49	Paraprofessional
Adams, Jason D	\$22,282.65	SpEd Paraprofessional
Adcock, Patrick R	\$57,499.00	Teacher
Aguilar, Ana M	\$22,282.65	Paraprofessional
Ahmed-Jussaume, Julie A	\$86,541.00	Teacher
Alibozek, Sandra N	\$96,620.00	Teacher
Allen, Kathleen M	\$94,420.00	Guidance
Allen, Patrick J	\$86,541.00	Teacher
Alsen, Sheila C	\$98,552.00	Teacher
Amitrano, Lauren M	\$86,541.00	Teacher
Angel, Felipe A	\$61,500.00	Tech. Assistant
Annunziata, Johanna M	\$62,538.00	Teacher
Antonelli, David C	\$94,420.00	SpEd Teacher
Appleby, Stacy L	\$89,019.00	Teacher
Armstrong, Laurie J	\$23,325.68	Cafeteria Worker
Asam, Kaitlyn E	\$61,547.39	Teacher
Aube, Kristen L	\$86,541.00	Teacher
Auty, Maryanne	\$23,325.68	Cafeteria Worker
Ayers, Emily R	\$57,499.00	Teacher
Baer-Clark, Kenya I	\$16,614.50	ABA Tech
Baker, John C	\$45,510.40	Custodian
Baumann, Elyse LT	\$1,480.50	ABA Tech
Bean, Bailey A	\$9,947.08	Paraprofessional
Beatrice, Alycia M	\$20,698.28	SpEd Paraprofessional
Beaudoin, Lori L	\$89,019.00	SpEd Teacher
Beauregard, Victoria L	\$98,552.00	Guidance
Bell, Rebecca J	\$16.25/hour	Before/After School Aide
Bell, Wendy L	\$123,900.00	Principal

Belland, Kimberly A	\$51,704.69	Accountant/HR
Bellefontaine, Tara A	\$94,420.00	Nurse
Benham, Holly A	\$8,596.91	Nurse Assistant
Bergeron, Brett R	\$50,294.40	Custodian
Bisbee, Bruce R	\$93,355.00	Teacher
Black, Elizabeth S	\$62,260.00	Data Administrator
Blackburn, Lauren S	\$74,919.00	Teacher
Blackwood, Erica L	\$44,583.04	Speech Pathologist
Boczanowski, Carla A	\$25,527.45	SpEd Paraprofessional
Bohan, Carol B	\$14,571.60	Nurse Assistant
Boucher, Charlene M	\$15.00/hour	Daycare Aide
Boucher, Gianna M	\$15.00/hour	Daycare Aide
Boudreau-McAlister, Stefanie A	\$32,242.00	ABA Tech.
Bradshaw, Kathryn A	\$11,216.64	Cafeteria
Brazil-Sheehan, Meagan M	\$89,019.00	Teacher
Brennick, Melissa D	\$22,282.65	SpEd Paraprofessional
Brigham, Marie E	\$96,620.00	Teacher
Brunelle, Mollie F	\$3,970.96	ABA Tech
Bukunt, Cheryl N	\$34,562.00	Academic Tutor
Burns, Kristin A	\$24,792.30	SpEd Paraprofessional
Burroughs, Denise	\$20,698.28	SpEd Paraprofessional
Busby, Julia S	\$55,640.00	Administrative Assistant
Buzzell, Amy K	\$43,111.68	Administrative Assistant
Byer, Jay R	\$115,000.00	Financial Officer
Cahill, Amelia S	\$14.25/hour	After School Aide
Calcagni, Aubrey L	\$16.00/hour	Daycare Aide
Calhoun, Donald S	\$46,032.52	Teacher
Camara, Jill T	\$22,041.83	Paraprofessional
Camire, Jonathan R	\$13,392.96	Custodian
Campbell, Kevin M	\$86,541.00	Teacher
Campbell, Roseann M	\$24,792.30	Paraprofessional
Cangi, Deborah L	\$16.25/hour	After School Aide
Carlson, Richard P	\$21,166.00	Custodian

Carron, Christopher J	\$30,880.00	Tech. Assistant
Carter, Maureen P	\$16.25/hour	Before School Aide
Carter, Nadine L	\$25,527.45	SpEd Paraprofessional
Casey, Linda J	\$48,989.40	SpEd/PT
Ceruti, Suzanne	\$78,016.00	Teacher
Charest, James R	\$78,807.00	Teacher
Chianese, Margaret A	\$16,935.38	Academic Tutor
Chiarelli, Victoria L	\$54,382.00	Teacher
Choiniere, Kenneth H	\$114,496.00	Dir. of Maintenance
Clark, Robert E	\$96,620.00	Teacher
Clark, Sarah A	\$14.25/hour	Daycare Aide
Clements, John K	\$132,755.00	Principal
Clish, Alison L	\$98,552.00	Teacher
Coburn, Douglas E	\$52,748.80	Custodian
Cochran, Ronald A	\$94,420.00	Teacher
Cody, Ryan J	\$47,354.45	Teacher
Cohen, Maureen M	\$178,326.92	Superintendent
Cole, Jeffrey A	\$4,069.26	Paraprofessional
Cole, Maryellen E	\$10,954.13	SpEd Paraprofessional
Connolly, Kerry P	\$94,420.00	SpEd/Vision Teacher
Cook, Shelley A	\$86,372.00	Teacher
Costello, Ann T	\$86,541.00	SpEd Teacher
Cote, Linda	\$86,541.00	Teacher
Couture, Alyssa L	\$89,019.00	Teacher
Cramer, Jennifer A	\$70,696.27	Teacher
Crawford, Alyssa A	\$98,552.00	Teacher
Creighton, Cheryl M	\$14,396.85	Title I
Cudmore, Patricia L	\$8,336.25	Lunch/Recess Aide
Cullen, Alyson	\$86,541.00	Teacher
Cuomo, Nicholas B	\$102,000.00	Assistant Principal
Curley, Peter J	\$25,527.45	SpEd Paraprofessional
Curran, Catherine A	\$33,833.52	ABA Tech.
Curry, Amy L	\$89,019.00	SpEd Team Chairperson
Dailey, Erin A	\$57,522.00	Guidance

D'Angelo, Jennifer L	\$118,738.00	Dir. of Pupil Personnel Services
Dawson, Katherine W	\$14.25/hour	After School Aide
DellaRovere, Steven J	\$86,541.00	Teacher
DeLuca, Charlene F	\$24,646.80	Cafeteria
DeLuca, Cristiana M	\$76,991.00	Speech Pathologist
DeLuca, Sherry Lynn	\$24,735.75	ABA Tech.
Deschenes, Kathleen P	\$94,420.00	SpEd Teacher
Devlin Ellis, Kami R	\$98,552.00	Teacher
DiGiovanni Eby, Dawn Marie	\$62,658.00	Teacher
Dixon, Janet R	\$29,090.40	Cafeteria
Doe, Charlene A	\$10,394.16	Cafeteria
Dominguez, Santiago	\$86,541.00	Teacher
Dreher, Katy A	\$60,529.00	Teacher
Duclos, Beverly T	\$12,216.96	Administrative Assistant
Dunham, Patrick R	\$14.25/hour	After School Aide
Dunton, Kati Lyn	\$89,019.00	Teacher
Eagan, Bram A	\$22,282.65	SpEd Paraprofessional
Eagan, Michael A	\$86,541.00	Teacher
Edwards, Susan N	\$51,931.00	Vision Teacher
El Khoury, Antoinette	\$2,756.16	Preschool Paraprofessional
Elliot, Elizabeth L	\$14,396.85	Title I
Ellis, Erin KM	\$68,037.00	Teacher
Ellis, Gary R	\$46,633.60	Custodian
Engblom, Gary A	\$45,510.40	Custodian
Espanet, Brian N	\$4,973.54	Paraprofessional
Ethier, Charlese V	\$14.25/hour	Daycare Aide
Evans, Christopher P	\$89,019.00	Teacher
Evans, Leigh Ann	\$86,737.00	Teacher
Fagan, Kerry A	\$94,420.00	Guidance Counselor
Farley, Amanda J	\$98,552.00	Speech Pathologist
Farquharson, Gail E	\$86,541.00	Nurse
Farrell, Denise A	\$57,408.00	Administrative Assistant
Felper, Scott	\$28,539.76	Custodian
Fermin, Miriam M	\$70,728.00	Teacher

Ferreira, Anthony C	\$9,495.92	ABA Tech
Ferris, Jay C	\$6,946.88	Lunch/Recess Aide
Fichtner, Jeanne M	\$2,611.84	Nurse Assistant
Field, Jennifer C	\$98,552.00	Teacher
Figgins, Nancy Q	\$22,675.58	SpEd Paraprofessional
Fior, Cora L	\$35,315.28	ABA Tech.
Fitzgerald, Deborah A	\$1,026.00	Lunch/Recess Aide
Floum, Erika L	\$70,132.00	Teacher
Foisy, Kathleen A	\$11,428.56	Paraprofessional
Fournier, Elizabeth L	\$22,041.83	SpEd Paraprofessional
Fowler, Jessica A	\$89,019.00	Teacher
Frary, Cathy A	\$89,019.00	Teacher
Gale, Karlyn M	\$34,562.00	Library Asst.
Gallagher, Janice E	\$125,965.00	Principal
Gannon, Nancy E	\$22,078.16	Cafeteria
Gardner, Lauren E	\$20,343.38	SpEd Paraprofessional
Gaskill, Karen M	\$32,242.00	ABA Tech.
Gervais, Beth A	\$89,019.00	Teacher
Gibbons, Abigail K	\$14.25/hour	After School Aide
Gibbons, Kristen M	\$8,336.25	Lunch/Recess Aide
Gibson, Carol A	\$57,408.00	Administrative Assistant
Giglio, Hannah E	\$14.25/hour	After School Aide
Gilchrist, Amy E	\$96,620.00	Teacher
Glassman, Scott R	\$86,541.00	Teacher
Glynn, Samantha L	\$66,649.00	School Psychologist
Goddard, Barbara A	\$22,675.58	Preschool Paraprofessional
Golini, Kristin H	\$34,327.00	Nurse Assistant
Gorman, James J	\$96,620.00	Teacher
Gorman, Susan E	\$32,831.96	ABA Tech.
Grady, Rose M	\$16,017.20	Cafeteria
Grau De Arcieri, Olgalexandra	\$76,279.00	Teacher
Griswold, Abigail L	\$56,095.00	Teacher
Gronda, Judith L	\$20,596.20	Nurse Assistant

Guertin, Kathy A	\$98,552.00	Guidance Counselor
Hack, Catherine A	\$70,132.00	Teacher
Hackenson, Bret T	\$21,122.40	Custodian
Hackenson, Kevin A	\$51,459.20	Custodian
Hadley Nawrocki, Karen A	\$30,856.80	Cafeteria Worker
Hagen, Leah M	\$67,240.00	Teacher
Hall, Jennifer S	\$86,541.00	Teacher
Hall, Wendi	\$16.25/hour	Before School Aide
Handley, Steven M	\$48,526.40	Custodian
Hansen, Jonathan M	\$89,019.00	Teacher
Hanson, Evan P	\$57,499.00	Guidance Counselor
Harding, Simon P	\$89,019.00	Teacher
Hayes, Daniel P	\$86,541.00	Teacher
Heath, David L	\$78,807.00	Teacher
Hefez, Meredith J	\$78,016.00	Guidance Counselor
Henderson, Amy E	\$89,827.00	Teacher
Henry, Courtney A	\$86,541.00	Teacher
Herd, Jacqueline R	\$24,095.18	SpEd Paraprofessional
Hernandez Perez, Marta	\$68,283.00	Teacher
Herrera Ligerio, Elisa M	\$81,649.00	Teacher
Hess, Mary E	\$32,831.96	ABA Tech.
Hester, Ellen M	\$35,607.60	Speech Pathologist
Higgins, Sara Jean	\$86,541.00	Teacher
Ho, Hong	\$1,881.00	Lunch/Recess Aide
Hodgens, Tammy A	\$25,527.45	Paraprofessional
Hollander, Elizabeth S	\$15.00/hour	Daycare Aide
Holloway, Laurie A	\$98,552.00	Teacher
Hopkins, Christy M	\$27,276.68	SpEd
Horn, Christine K	\$78,547.00	Teacher
Hovey, Michelle A	\$5,557.50	Lunch/Recess Aide
Howard, Sabrina K	\$10,626.66	Preschool Paraprofessional
Hurd, Lisa M	\$34,807.64	ABA Tech.
Ibanez Moreno, Macarena	\$86,541.00	Teacher
Ionata, Grace K	\$16.25/hour	Before School Aide

Ishler, Marabeth	\$94,420.00	Teacher
Jacob, Vahid S	\$5,016.00	Lunch/Recess Aide
Jandrow, Ryan J	\$10,702.41	Custodian
Jayyosi, Amany	\$30,197.72	ABA Tech.
Jionzo, Laura J	\$22,712.04	Cafeteria Worker
Johnson, Grace M	\$14.25/hour	After School Aide
Johnson, Lucia	\$31,029.76	Cafeteria
Jordan, Katie J	\$11,802.50	Teacher
Joyce, Carla J	\$94,420.00	Teacher
Kadra, Elisabeth M	\$94,420.00	Teacher
Kahler, Brittney A	\$81,859.00	Teacher
Kairit, Matthew A	\$22,041.83	SpEd Paraprofessional
Kanak, Svitlana	\$10,738.33	Paraprofessional
Keenan, Jaclyn M	\$86,541.00	Teacher
Keniry, Gina M	\$64,345.00	Teacher
Kennedy, Mary Ellen	\$93,355.00	Teacher
Kevorkian, Kimberly E	\$5,557.50	Lunch/Recess Aide
Kilcoyne, Cheryl L	\$16,023.28	ABA Tech.
King, Marc W	\$52,977.60	Custodian
Kinkela, Melisa J	\$94,420.00	Teacher
Labarre, Ryan G	\$76,279.00	Teacher
Labonte, Lydia R	\$14.25/hour	Before/After School Aide
LaButti, Rachel A	\$89,019.00	Teacher
Lacasse, Alyssa C	\$22,976.92	Administrative Assistant
Laczka, Lana M	\$46,252.56	After School Director
Lafreniere, Brielle M	\$20,343.38	SpEd Paraprofessional
Lajoie, Lauren B	\$86,541.00	Teacher
Lamb, Crystal M	\$3,088.80	SpEd Paraprofessional
Lambert, Elizabeth E	\$98,552.00	Teacher
Langdon, Heather B	\$89,019.00	Teacher
Leacu, Joseph S	\$105,000.00	Dir. of Technology
Leblanc, Michael E	\$18,827.90	Custodian
Leja, Courtney M	\$94,420.00	Teacher
LeMaire, Chelsea L	\$75,729.00	Teacher

Leone, Melissa A	\$94,420.00	Teacher
Lepe, Olaya G	\$22,675.58	Paraprofessional
Lilburn, Janice R	\$4,570.80	SpEd Paraprofessional
Locklin, Kelly G	\$14.25/hour	Daycare Aide
Loeper, Lorraine G	\$25,527.45	SpEd Paraprofessional
Lopes, Kimberly A	\$86,737.00	Teacher
Lopes, Nancy M	\$96,620.00	Teacher
Lopez, Alexandria L	\$14.25/hour	Before/After School Aide
Lowther, Kimberly M	\$56,617.60	Administrative Assistant
Luccini, Christine L	\$3,302.52	SpEd Paraprofessional
Macdonald, Brooke A	\$22,675.58	Preschool Paraprofessional
MacDonald, Robert H	\$28,331.84	Custodian
MacIsaac, Daniel A	\$94,420.00	Teacher
Mackinnon, Bonnilee	\$33,280.00	Daycare Aide
MacMurray, Robert T	\$86,541.00	Teacher
MacNaughton, Lianne E	\$7,573.35	Paraprofessional
Maglione, Janet R	\$98,552.00	Teacher
Maloney, Pamela J	\$9,883.09	ABA Tech.
Mannion, Jennifer L	\$128,030.00	Principal
Manoogian, Michelle M	\$3,314.70	Cafeteria Worker
Manser, Caterina A	\$96,620.00	Teacher
Mansy, Aghaby L	\$3,964.92	Preschool Paraprofessional
Manzella, Christine D	\$83,505.00	Teacher
Manzella, Deborah R	\$17,307.78	Administrative Assistant
Marques, Heather L	\$86,541.00	Teacher
Martin, Melinda R	\$17,996.06	Title I
Maruszczak, Joseph P	\$14,966.77	Superintendent
Massey, Christopher K	\$60,529.00	Guidance Counselor
Mateer, Lisa A	\$31,659.39	ABA Tech.
McCourt, Heather A	\$86,541.00	Teacher
McGovern, Denise M	\$88,066.00	Teacher
McInnis, Leslie E	\$78,547.00	Nurse
McInnis, William R	\$86,541.00	Teacher
McQuilkin, Erika K	\$29,567.70	ABA Tech/Paraprofessional

Merten, Matthew N	\$94,420.00	Teacher
Messick, Robert S	\$98,552.00	Teacher
Miklavic, Leigh Ann	\$60,529.00	Teacher
Miller, Linara M	\$14.25/hour	After School Aide
Milton, Lori A	\$32,831.96	ABA Tech.
Moeckel, Benjamin H	\$14.25/hour	After School Aide
Moloney, Brian J	\$78,547.00	Teacher
Moloney, Tricia E	\$86,541.00	Teacher
Monroe, Wanda B	\$94,420.00	Preschool Teacher
Montano, Sarah C	\$86,541.00	Teacher
Monterotti, Lori A	\$81,859.00	Teacher
Moran, Mary Anne	\$132,755.00	Principal
Moschini, Nancy L	\$12,854.40	Administrative Assistant
Motyka, Lisa C	\$32,831.96	ABA Tech.
Moussa, Mariana	\$7,695.00	Lunch/Recess Aide
Murphy, Barbara J	\$16.25/hour	After School Aide
Murphy, Karen S	\$2,351.25	Lunch/Recess Aide
Naples, Amy B	\$94,420.00	Teacher
Nealley, John H Jr	\$25,599.60	Custodian
Nieves, Bonnie	\$83,271.00	Teacher
Nieviera, Kathleen M	\$89,019.00	Teacher
Niro, Laurie J	\$34,320.00	Daycare Aide
Noreau, Catherine A	\$32,242.00	ABA Tech.
Nulty, Jessica L	\$22,656.96	Speech Pathologist
Oberg, Kristen M	\$13,071.36	Cafeteria
Oberg-Braga, Dianne L	\$66,284.00	Cafeteria Director
O'Brien, Jennifer A	\$22,282.65	Paraprofessional
O'Brien, Shannon L	\$32,242.00	ABA Tech.
O'Connell, Ryan T	\$14.25/hour	After School Aide
Oglesby, Pamela M	\$32,831.96	ABA Tech
Oldfield, Frederick G III	\$98,552.00	SpEd Teacher
Oleksyk, Amy C	\$22,282.65	SpEd Paraprofessional
O'Neal, Samuel N	\$52,000.00	Tech. Assistant
O'Neil, Maureen A	\$86,541.00	Teacher

Paiva, Susan J	\$34,807.64	ABA Tech.
Parent, Jennifer L	\$81,100.00	Teacher
Parent, Karen E	\$16,935.38	Academic Tutor
Partlow, Danielle M	\$30,019.36	ABA Tech.
Paul, Abigail	\$15.25/hour	After School Aide
Pelletier, Jill M	\$32,831.96	ABA Tech.
Perry, Kathleen B	\$96,620.00	Teacher
Peterson, Lisa M	\$15.00/hour	Daycare Aide
Petrie, Sandra L	\$34,807.64	ABA Tech
Petti, Laurie A	\$76,794.23	Accountant/HR
Piche, Sabrina L	\$33,616.00	After School Assistant
Pike, Meagan ED	\$86,541.00	Teacher
Pilkington, Rebecca J	\$78,807.00	Teacher
Pilla, Michael A	\$17,378.96	Custodian
Pisano, Kari M	\$7,641.56	Lunch/Recess Aide
Plante, Lauren R	\$65,470.00	Teacher
Plumb, Lindsey R	\$14.25/hour	After School Aide
Pokornicki, Lauren E	\$86,541.00	SpEd Team Chair
Pool, Grace G	\$51,924.60	SpEd/SLP
Porter, Kathleen A	\$20,698.28	SpEd Paraprofessional
Poxon, Lauren N	\$86,541.00	Teacher
Prairie, Kayla M	\$54,747.00	Teacher
Presbrey, Karen A	\$98,552.00	SpEd Teacher
Prior, Keith R	\$42,244.80	Custodian
Quimby, Adam L	\$22,675.58	SpEd Paraprofessional
Quinn, David J	\$110,000.00	Dir. Instr. Technology
Rabbitt, Brian J	\$42,244.80	Custodian
Rae, Astrid M	\$53,588.00	Teacher
Ramsey, Paula J	\$16,935.38	Academic Tutor
Raposa, Ann MO	\$98,552.00	SpEd Teacher
Reardon, Kathryn M	\$86,541.00	Teacher
Reilly, Pamela D	\$20,343.38	SpEd Paraprofessional
Reis, Monica V	\$19,857.28	Paraprofessional
Rempe Obrador, Kira E	\$76,279.00	Teacher

Renk, Jonathan M	\$14.25/hour	After School Aide
Rhodes, Casey A	\$58,878.00	Teacher
Richardson, Mary E	\$1,224.90	Administrative Assistant
Robbins, Heather R	\$67,240.00	Teacher
Robbins, Nancy C	\$36,429.00	Nurse Assistant
Robbins, Rachel A	\$20,698.28	SpEd Paraprofessional
Robeau, Marc J	\$7,812.56	Custodian
Robinson, Justin J	\$48,630.40	Custodian
Rodriguez, Cindy A	\$16.25/hour	Before/After School Aide
Rogers, Daniel D	\$89,019.00	Teacher
Rogers, Mallory S	\$16.25/hour	Before/After School Aide
Rosenau, Brendon T	\$83,271.00	Teacher
Round, Barbara A	\$22,206.60	Paraprofessional
Rousseau, Cassidy L	\$51,024.00	Teacher
Russell, Linda J	\$32,831.96	ABA Tech.
Rutkowski, Andrea L	\$94,420.00	Teacher
Ryan, Lisa	\$86,541.00	Nurse
San Clemente, Mark R	\$22,282.65	SpEd Paraprofessional
Sanford, Amanda A	\$96,620.00	SpEd
Sannicandro, Lauren	\$73,308.00	Administrative Assistant
Saucier, Caleigh C	\$36,684.48	Administrative Assistant
Savini, Christina M	\$9,143.81	Paraprofessional
Scanlon, Nancy J	\$33,833.52	ABA Tech.
Schaffer Tatro, Frances M	\$1,539.00	Lunch/Recess Aide
Schechter, Dana M	\$14.25/hour	After School Aide
Schmidt, Amy C	\$51,417.60	Administrative Assistant
Schmidt, Christopher P	\$86,541.00	Teacher
Schneider, Deborah E	\$16.25/hour	Before/After School Aide
Schwartz, Mary L	\$17,996.06	Title I
Sheehan, Michelle R	\$32,831.96	ABA Tech.
Sheehan, Paula R	\$78,547.00	Teacher
Shifflett, Sophia M	\$24,811.92	ABA Tech
Shilale, Donna M	\$66,538.65	Teacher
Silva, Kimberly A	\$16.25/hour	After School Aide

Simmonds, Whitney M	\$78,807.00	Teacher
Simon, Sara R	\$16.25/hour	Before/After School Aide
Simoneau, Alison M	\$53,588.00	Teacher
Smith, Heather A	\$98,552.00	Teacher
Smith, Molly J	\$51,024.00	Teacher
Smith, Rene D	\$22,206.60	Paraprofessional
Snelgrove, Rebecca K	\$98,552.00	School Psychologist
Soto, Ana M	\$94,420.00	Teacher
Spector, Kathryn M	\$73,989.00	Teacher
Spindel, Roy R	\$98,552.00	Teacher
St. Pierre, Lauren K	\$89,019.00	Teacher
Stanas, Julie T	\$89,019.00	Teacher
Steiger, Danielle L	\$33,833.52	ABA Tech.
Stone, Chelsea M	\$70,132.00	Teacher
Studley, Sophia M	\$14.25/hour	Before/After School Aide
Swanson, Nicole L	\$9,492.48	Administrative Assistant
Swenson, Kendra C	\$81,100.00	Guidance Counselor
Taylor, Kelly S	\$22,206.60	SpEd Paraprofessional
Testa, Joseph N III	\$41,454.40	Custodian
Thibault, Kristine L	\$86,541.00	Teacher
Thibodeau, Georgia G	\$16.25/hour	Before/After School Aide
Thomas, Alicia E	\$18,054.66	SpEd Paraprofessional
Thomas, Laurie A	\$47,746.00	Accounting Clerk
Thompson, Stephen J	\$27,572.81	ABA Tech
Tinio, Angela M	\$53,456.00	Administrative Assistant
Tolys, Samantha E	\$76,279.00	Teacher
Townsend, Justin P	\$70,132.00	Teacher
Trimble, Lara S	\$34,562.00	Library Assistant
Vandervalk, Mary A	\$23,550.15	SpEd Paraprofessional
Verrone, Marcy K	\$16,935.38	Academic Tutor
Villemaire, Lori A	\$69,178.00	Administrative Assistant
Walsh, Molly A	\$73,367.00	Teacher
Walsh, Rebecca R	\$15,422.88	Cafeteria
Ward, Hannah D	\$58,878.00	Teacher

Ward, Layne M	\$57,499.00	SpEd
Warren, Cindy	\$40,040.00	Daycare Director
Weber, Michael J	\$67,240.00	Teacher
Webster, Brenda L	\$89,019.00	Teacher
Webster, Riley Q	\$14.25/hour	After School Aide
Welch, Erin J	\$76,991.00	Teacher
Welch, Marney P	\$86,541.00	Teacher
Wellington, Heather A	\$67,240.00	Teacher
Wheet, Jeffrey M	\$48,526.40	Custodian
White, Allison L	\$83,505.00	Teacher
White, Cari A	\$86,541.00	Teacher
White, Sarah A	\$44,928.24	Guidance Counselor
Whitney, Denise J	\$45,760.00	Daycare Director
Whitney, Trevor M	\$42,244.80	Custodian
Williams, Justin	\$54,382.00	Teacher
Williams, Kimberly A	\$23,550.15	SpEd Paraprofessional
Willinski, John J	\$55,432.00	Custodian
Willinski, Maria E	\$96,620.00	Teacher
Wood, Kelly I	\$6,400.80	Cafeteria
Yordanopoulos, Gillian B	\$14.25/hour	After School Aide
Young, Anna E	\$39,552.00	Administrative Assistant
Young, Steven W	\$43,846.40	Custodian
Zalusky, Brianna P	\$48,602.83	Teacher
Zinno, Denise L	\$43,083.60	Administrative Assistant

October 1, 2022 Foundation Report

	Voc	Pre															
	Out	School	K	1	2	3	4	5	6	7	8	9	10	11	12	SP	Totals
Mendon																	829
Clough		4	49	78	60	55	55										301
Memorial			10		5	7	7										29
Miscoe								55	52	79	66						252
Nipmuc												50	67	68	51	1	237
Out Of District										1			1		3	2	7
Servies only		3															3
Upton																	1133
Clough																	0
Memorial		12	98	90	86	89	88										463
Miscoe								97	71	77	84						329
Nipmuc												74	89	81	81	3	328
Out Of District								1			1	3		5			10
Servies only		3															3
Choice In																	130
Clough			8	5	7	5	7										32
Memorial				1		1	5										7
Miscoe								16	15	5	18						54
Nipmuc												12	8	8	9		37
PK - Tuition																	39
Mendon-Mem																	0
Mendon-Clo		21															21
Upton-Clo																	0
Upton-Mem		18															18
Totals	0	61	165	174	158	157	162	169	138	162	169	139	165	162	144	6	2131