



Annual Report
of
the
Town Officers
of the
TOWN OF UPTON

For the Year Ending December 31, 1997



**MENDON-UPTON
NIPMUC REGIONAL MIDDLE/HIGH SCHOOL**

"Success is when a community shares a common vision and goal
Success is when citizens unite for a reason to improve the quality of education
Success is when a dream becomes a reality
Success is when everyone feels a sense of accomplishment
Success is when dedication, hard work and team effort bring an outcome as spectacular as the Nipmuc Regional Middle/High School."

**ANNUAL REPORTS
OF THE
TOWN OFFICERS
OF THE
TOWN OF UPTON**



**for the
YEAR ENDING DECEMBER 31, 1997**

IN MEMORIAM



PATRICIA ELINOR FITZPATRICK
DOG OFFICER
1981-1997



STANLEY MITCHELL CRAIB
DEVELOPMENT AND INDUSTRIAL
COMMISSION
1972



EUGENE PICARD
SUPERINTENDENT BLACKSTONE VALLEY VOC. REG. SCH. DIST.
CHAIRMAN, MENDON-UPTON REG. SCH. BLDG. COMM.

TOWN OF UPTON

Incorporated June 14, 1735

1990-Federal Census	4,677
1985-State Census	4,260
1980-Federal Census	3,884
1975-State Census	3,777
1971-State Census	3,557
1970-Federal Census	3,484
1965-State Census	3,502
1960-Federal Census	3,127
1955-State Census	2,921
1950-Federal Census	2,656

“DOWN THROUGH THE YEARS”

1735—Approximately 50 Families

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

Town Comprises 21.81 Square Miles

Land	13,853.3 acres	Water	104.7 acres
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Town Highways—61.51 miles

Pratt Hill—approximately 595 ft. above mean sea level

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

U.S. SENATORS

John F. Kerry of Boston

Edward M. Kennedy of Boston

CONGRESSMAN, THIRD DISTRICT

James McGovern

STATE SENATOR, FIRST WORCESTER

AND MIDDLESEX DISTRICT

Matthew J. Amorello of Grafton

REPRESENTATIVE, EIGHTH MIDDLESEX DISTRICT

George N. Peterson, Jr. of Grafton

COUNTY COMMISSIONERS

John R. Sharry of Worcester, Chairman

Joann M. Sharp of Northborough

John C. Burke, Fitchburg

SHERIFF OF WORCESTER COUNTY

John M. Flynn of Worcester

COUNTY TREASURER

Michael J. Donoghue of Worcester

CLERKS OF COURT, WORCESTER COUNTY

Loring P. Lamoureux of Worcester

REGISTER OF PROBATE AND INSOLVENCY

Leonard P. Flynn of Shrewsbury

REGISTER OF DEEDS, WORCESTER COUNTY

Anthony J. Vigliotti of Worcester

DISTRICT ATTORNEY

John J. Conte of Worcester

TOWN OFFICERS FOR 1997

MODERATOR

David C. Loeper term expires 1998

TOWN CLERK

Martha R. Williams term expires 1998

SELECTMEN

Robert J. Fleming term expires 1998
James R. Bates term expires 1999
Alfred C. Holman term expires 2000

COLLECTOR-TREASURER

Kenneth W. Glowacki term expires 2000

ASSESSOR OF TAXES

Kennison N. Gale, Jr. term expires 1998
Anthony W. Bonina term expires 1999
Charles T. Marsden term expires 2000

MENDON-UPTON REGIONAL SCHOOL DISTRICT COMMITTEE

Alfred C. Holman (resigned) term expires 1998
Kathleen O'Neill term expires 1998
Cynthia Robertson term expires 1999
Cecilia E. Henderson term expires 2000

CEMETERY COMMISSION

Robert R. Richard term expires 1998
William H. Sadler term expires 1999
Richard L. Randall term expires 2000

PLANNING BOARD

Lawrence E. Hepinstall term expires 1998
James R. Bates, Jr. term expires 1999
Thomas C. Davidson term expires 2000
Raymond P. Smith term expires 2001
Raymond J. Spiewak term expires 2002

BOARD OF HEALTH

Gail N. Snow term expires 1998
James G. Kirby term expires 1999
Edward C. St. Andre term expires 2000

TRUSTEES OF PUBLIC LIBRARY

Donna M. Gallo	term expires 1998
Kathleen E. Kelley	term expires 1998
Rena M. Richard	term expires 1998
George A. Klink	term expires 1999
Betty C. O'Connell	term expires 1999
Charlotte N. Rivard	term expires 1999
Laurie S. Wodin	term expires 2000
Katherine M. Stanton	term expires 2000
John Robertson, Jr.	term expires 2000

RECREATION COMMISSION

Kenneth A. Wood	term expires 1998
Joseph K. Poirier	term expires 1999
Michael R. Rooney	term expires 2000

CONSTABLES**(terms expire 1998)**

Wilson B. Luther, Jr.	Scott D. Garland
Herbert B. Leland, Jr.	Rodney B. Marchand
Maurice E. Capistran	

UPTON HOUSING AUTHORITY

Kenneth W. Wood	term expires 1998
Robert C. Humes	term expires 1999
Carl R. Nickerson	term expires 2000
Mildred F. Morin	term expires 2001
Judith F. McGee (appointed by the Department of Communities and Development)	

FINANCE COMMITTEE**(Elected Members)**

Philip J. Wood, Jr.	term expires 1998
Penny P. Kelley	term expires 1999
Joan E. Shanahan	term expires 2000

APPOINTED BY THE BOARD OF SELECTMEN**ADMINISTRATIVE ASSISTANT**

Rose Marie Horton	term expires May, 1998
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TOWN COUNSEL**Stanley L. Weinberg**

TOWN ACCOUNTANT

Robert A. Perkins term expires May, 1998

POLICE COMMISSIONERS

Robert J. Fleming James R. Bates
Alfred C. Holman

CHIEF OF POLICE

Thomas B. Stockwell term expires June, 1999

POLICE SERGEANT

Alan J. Cyr term expires May, 2000

FULL TIME POLICE OFFICERS

Carl A. Ambrosino term expires May, 2000
Michael D. Benjamin term expires May, 1998
Michael J. Bradley, Jr. term expires May, 1999
Michael F. Lupachini term expires May, 2000
Erik M. Mager term expires May, 2000
Bruce D. Rivard term expires May, 2000
Lisa C. Vass term expires May, 2000

PART TIME POLICE OFFICERS

Lt. Rodney B. Marchand term expires May, 1998
John MacNaughton term expires May, 1998

RESERVE POLICE OFFICERS

(terms expire May, 1998)

Brian Kutcher Jeffrey M. White Rocco Addeo
David M. Anderson

SPECIAL POLICE OFFICERS

(terms expire May, 1998)

Aldo B. Consigli, Jr. Kenneth Pedersen, Jr. Bruno Ragaini
Robert Coffin Francis Walleston John Johnson
John LeBrun John Saucier

HONORARY SPECIAL POLICE OFFICERS

(terms expire 1998)

Richard Stockwell Donald Keniston Fred M. Hebb
George N. O. Poirier Thomas Kozel

CROSSING GUARDS
(terms expire May, 1998)

Geraldine Linnell

Diane Tiernan

Donna McClure

COMMUNICATIONS OFFICE

COMMUNICATIONS OFFICER

Thomas B. Stockwell

term expires May, 1998

**FULL TIME COMMUNICATIONS
OFFICERS**

Linda M. Jones

term expires May, 1998

Paula Deiana

term expires May, 1999

Michael D. Benjamin

term expires May, 2000

**PART TIME COMMUNICATIONS
OFFICERS**

(term expire May, 1998)

Santa Flynn

Donna Fitch

Jeffrey White

Rose Marie Horton

Bonnie Corbett

Danielle Jacobs

Amy Fradette

Elizabeth Venables

Susan Maynard

BOARD OF FIRE ENGINEERS

Richard J. Henderson, Fire Chief

Michard J. Marchand

Michael J. Bradford, Sr.

DIRECTOR, EMERGENCY MEDICAL SERVICE

Scott D. Garland

ASSISTANT DIRECTOR, EMERGENCY MEDICAL SERVICE

Deborah S. LaRose

PARKING CLERK WARRANT OFFICER

Carol A. Parker

DOG OFFICER

Keith Fitzpatrick

CLERK TO TOWN ACCOUNTANT

Ann L. Perkins

DIRECTOR OF VETERANS' GRAVES

Richard L. Randall

DIRECTOR OF VETERANS' SERVICES

Thomas Callahan

FOREST FIRE WARDEN

Richard J. Henderson

INSPECTOR OF BUILDINGS

Patrick H. Roche

ASSISTANT INSPECTOR OF BUILDINGS

Maurice E. Capistran

CIVIL DEFENSE DIRECTOR

Thomas B. Stockwell

MEASURER OF WOOD, BARK AND LUMBER

Robert A. Page

DISABILITY AFFAIRS GRIEVANCE COORDINATOR

Anita Sundelin

GAS INSPECTOR

Walter A. Hopkins

OIL BURNER INSPECTOR

Scott D. Garland

DIRECTOR (INSPECTOR) OF WIRING

Wayne S. Lapan

DELEGATE, CENTRAL MASS. REGIONAL PLANNING

James R. Bates, Jr.

ALTERNATE DELEGATE

Thomas C. Davidson

**CLERK, BOARD OF SELECTMEN
SUPERINTENDENT OF PEST CONTROL
COUNTY ADVISORY BOARD MEMBER
DELEGATE, BLACKSTONE VALLEY REGIONAL
DEVELOPMENT CORPORATION
PUBLIC WEIGHERS:**

Kristen Dirschel
Donald R. Keniston
James R. Bates

Jane Richard, Robert R. Richard

FINANCE COMMITTEE

George A. Schaeffer
Kellie A. Fleming
Alan L. Rosenfield

term expires 1998
term expires 1998
term expires 2000

CONSERVATION COMMISSION

Jeffrey Young
Francis Wallston
John Savello
Michael Penko
Sandra Lajoie
Richard S. Day
Ray Grenon

term expires 1998
term expires 1998
term expires 1999
term expires 2000
term expires 2000
term expires 1998
term expires 1999

REGISTRARS OF VOTERS

George P. Kennedy (R), Chairman
Eleanor R. Broderick (d)
Kathleen A. Kelly (D)
Martha R. Williams, ex-officio, Clerk

term expires 2000
term expires 1998
term expires 1999
term expires 1998

HISTORICAL COMMISSION

Stephen A. Minichiello
David Mackey
Ashley Perkins
George P. Kennedy
Carolyn F. Blomquist
Barbara E. Burke

term expires 1998
term expires 1998
term expires 1998
term expires 1998
term expires 1999
term expires 1999

ZONING APPEAL BOARD

John F. LeBrun
Stedman Briggs
Joseph D. Lurie

term expires 2000
term expires 1998
term expires 1999

ASSOCIATE MEMBERS, ZONING APPEAL BOARD

Roger I. Bartlett

term expires 2000

COUNCIL FOR THE AGING

Anita Sundelin, Director
Eleanor R. Broderick
Helen Sanborn

Dawn Hobill
Ursula Hanford
Lorilee Morin
Karen J. Kozak

Eleanor Nichols
Nancy Marciano
Joan E. Varney

CABLE TELEVISION ADVISORY COMMITTEE

Glenn Fowler
Jeffrey C. Young

Eva P. Fowler
Judy Young

Robert Pray

TOWN HALL RENOVATION STUDY COMMITTEE

Patrick H. Roche
Walter A. Hopkins

Donald Moquin
Corey L. Nelson

Maurice Capistran
Kenneth Picard

CULTURAL COUNCIL

Karen S. Mayzel
Lori A. Natterstad

Linh T. Reilly
Amy Y. Docherty

Valerie V. Kara
Doreen C. Chancellor

HISTORIC DISTRICT STUDY COMMITTEE

Carolyn J. Blomquist
Stephen A. Minichiello

Elsie J. Craib

Barbara E. Burke
Christopher Crawford

COMPUTER STUDY COMMITTEE

Sean Luck
Jeffrey C. Young
John Bouthiette

Scott D. Clark
Bruce A. Breen

Philip J. Biancucci
Susan L. Shangle
Sean Luck

AQUATIC WEED CONTROL COMMITTEE

Charles E. Pedersen
Francis L. Walleston

Gladys R. McKinstry
Pamela J. Foley

INSURANCE ADVISORY COMMITTEE

Regina B. Cunningham

Rose Marie Horton

Brian J. Tomlinson

PERSONNEL BOARD

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

term expires 1998
term expires 1999
term expires 2000

DISABILITIES AFFAIRS COMMITTEE

Corey L. Nelson

Melinda M. Carneiro

DEVELOPMENT AND INDUSTRIAL COMMISSION

Harvey J. Trask
Henry Poirier, III

David Hatfield

Dennis Kelly
David Sarkisian

DEPARTMENT OF PUBLIC WORKS

DIRECTOR

SUPERVISOR OF HIGHWAYS

WATER/SEWER ADVISORY BOARD

Leo L. Morin
Kevin Davis
George Furst

Robert J. Gilchrist
Michael J. Bradford
Robert H. Snow
Daniel Fitzpatrick
Walter A. Hopkins
Leo L. Morin
Carol A. Peterson
Donald R. Keniston

WATER/SEWER SUPERINTENDENT

CLERK

TREE WARDEN

APPOINTED BY THE BOARD OF HEALTH

BOARD CLERK

AGENT

ANIMAL INSPECTOR

BURIAL AGENT

ASSISTANT BURIAL AGENT

FOOD INSPECTOR

PLUMBING INSPECTOR

ASSISTANT PLUMBING INSPECTOR

TOWN PHYSICIAN

TOWN NURSE

Diane E. Tiernan
Maxine J. Kogut
Charlotte Newell
Martha R. Williams
Kenneth M. Pedersen, Jr.
Marsha Paine
Walter A. Hopkins
G. Andrew Moir
John F. Hoell, M.D.
Patricia Pighetti-Parent

APPOINTED BY THE MODERATOR

FINANCE COMMITTEE

Patricia A. Stell
Lisa M. Fowler
Lawrence E. Delgrego

term expires 1998
term expires 2000
term expires 2000

WARRANT FOR SPECIAL TOWN ELECTION

January 7, 1997

Worcester, ss.

To either of the Constables of the town of Upton in the county of Worcester

Greetings:

In the name of the Commonwealth you are required to notify and warn the inhabitants of the town, qualified to vote in elections and in town affairs, to meet at the Town Hall in said Upton on Tuesday, the seventh day of January next from 7:00 a.m. to 8:00 p.m. for the following purpose:

To cast their votes in the Special Town Election for ballot question as follows:

Debt Exclusion Ballot Question

Shall the Town of Upton be allowed to exempt from the provisions of Proposition 2 1/2, so-called, the amounts required to pay for the bond issued in order to fund engineering design services for the upgrade and expansion of the wastewater treatment facility as outlined in the report entitled "Wastewater Treatment Facility Evaluation Study", dated February, 1996.

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

Given under our hands this third day of December, 1996.

Steven E. Lowell
Jean B. Warren
James R. Bates
SELECTMEN OF UPTON

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

December 6, 1996

Scott D. Garland, Constable of Upton

PROCEEDINGS OF SPECIAL TOWN ELECTION

January 7, 1997

The meeting was called to order with the reading of the Warrant by Election Clerk Barbara E. Burke. The polls were declared officially open at 7:00 a.m. by Warden Richard L. Randall.

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

Tellers reporting at 8:00 p.m. were Susan Bonina, Theresa Martin, Robert Snow, Margaret Libbey, all Democrats; Donna Kempton, Tina Bonina, Mary Lapierre, Nancy McDonnell, all Unenrolled. Tabulating the vote were Joan Shanahan and William Young.

Question No. 1.	Yes	267
	No	181

The total number of votes cast was 448. The results of the election were read by Election Clerk Barbara E. Burke at 8:20 p.m. The used and unused ballots were sealed in separate containers and deposited in the Town Vault.

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

SPECIAL TOWN ELECTION

January 7, 1997

The meeting was called to order with the reading of the Warrant by Election Clerk Barbara E. Burke. The polls were declared officially open at 7:00 a.m. by Warden Richard L. Randall.

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

Tellers reporting at 8:00 p.m. were Susan Bonina, Theresa Martin, Robert Snow, Margaret Libbey, all Democrats; Donna Kempton, Tina Bonina, Mary Lapierre, Nancy McDonnell, all Unenrolled. Tabulating the votes were Joan Shanahan and William Young.

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

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

December 6, 1996

Scott D. Garland.
Constable of Upton

ANNUAL TOWN MEETING

May 5, 1997

The meeting was called to order with the reading of the Warrant by Election Clerk Joan E. Varney. It was voted to dispense with the reading of the remaining articles on the Warrant until the Annual Adjourned Meetings, Saturday, May 10 at 2:00 p.m. The polls were declared open at 7:00 a.m. by Election Warden Barbara E. Burke.

Ballot clerks on duty at the check-in table were Rena Richard and Edna Furphy. Nancy Kennedy and Robert Snow were on duty at the check-out table. Deputy Warden Janet Caton was on duty at the ballot box, to be relieved of duty by Dorothy Francis at 1:30 p.m.

Tellers reporting at 8:00 p.m. were Susan Bonina, Marie Lamanuzzi, Margaret Libbey, Judy Dube, Eva Fowler, all Democrats; Bette Norris, Donna Kempton, Martha Woodin, Joy Foster, Richard Leighton, all Republicans; Mary Lapierre, Carol Peterson, both Unenrolled. Tabulating the votes were Paula J. Leighton and William C. Young.

MODERATOR (for one year)

David C. Loeper, 18 Nelson Street (Candidate for re-election)	842
BLANKS	146

SELECTMAN (for three years)

Anthony C. Anzalone, 8 Plumbley Road	347
Alfred C. Holman, 48 Mechanic Street	595
BLANKS	46

COLLECTOR-TREASURER (for three years)

Kenneth W. Glowacki, 15 Hickory Lane	726
BLANKS	262

ASSESSOR OF TAXES (for three years)

Charles T. Marsden, 3 Pease Road (Candidate for re-election)	792
BLANKS	196

MENDON-UPTON REGIONAL DISTRICT COMMITTEE (for three years)

Cecelia E. Henderson, 84 Mechanic Street	760
BLANKS	228

CEMETERY COMMISSION (for three years)

Richard L. Randall, 44 Christian Hill Road (Candidate for re-election)	801
BLANKS	187

PLANNING BOARD (for five years)		
Raymond J. Spiewak, 27 Merriam Way (Candidate for re-election)		719
BLANKS		269
BOARD OF HEALTH (for three years)		
Edward C. St. Andre, 25 Main Street		138
Stedman Briggs, 24 James Road		109
BLANKS		738
TRUSTEES OF PUBLIC LIBRARY (for three years)		
Laurie S. Wodin, 7 Nelson Street (Candidate for re-election)		665
Katherine M. Stanton, 22 Walnut Street		641
John Robertson, Jr., 59 Mechanic Street		59
BLANKS		1,599
RECREATION COMMISSION (for three years)		
Michael R. Rooney, 11 Josiah Drive		47
BLANKS		941
FINANCE COMMITTEE (for three years)		
Joan E. Shanahan, 18 Maple Ave.		687
BLANKS		301
FINANCE COMMITTEE (for one year)		
Philip J. Wood, Jr., 5 Josiah Drive		696
BLANKS		292
QUESTION 1		
Yes		340
No		532
BLANKS		116

The total number of votes was 988. The results of the election were read by Town Clerk Martha R. Williams at 10:25 p.m. The used and unused ballots were sealed in separate containers and deposited in the Town Vault.

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

PROCEEDINGS OF ANNUAL ADJOURNED TOWN MEETING

May 10, 1997

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

Non-voters seated on the main floor were Jeanne Murray, Business Manager of Blackstone Valley Regional, Stanley Weinberg, Town Counsel, David Crisafulli, Superintendent of Schools, Neal Rapp, Mendon-Upton Regional School Committee, Eileen Vigliante of the Milford Daily News and Patricia Parent, Town Nurse.

Selectmen Chairman James R. Bates called for a moment of silence for all town officers that have passed away during the past year.

It was voted unanimously that on matters requiring a 2/3 vote by statute a count need not be taken unless the vote declared is immediately questioned by seven or more voters as provided in General Laws, Chapter 39, Section 15.

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

Voted: To accept the reports of the Town Officers and Committees as printed in the 1996 Town Report with the exception of the Finance Committee Report which will be addressed in Article 3 of this Warrant. It was further voted to accept the reports of the Police Department and Recreation Commission.

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

Voted: That the Town fix salaries and compensation of all officers of the Town as provided by Chapter 41, Section 108, G.L. as amended, and appropriate such sums as may be necessary to defray expenses of the Town Departments for the ensuing year. I further move that the Town raise and appropriate by taxation all monies for items as recommended which have not been requested "hold", and that all monies set in this article are for the fiscal year beginning July 1, 1997 and ending June 30, 1998.

Voted to be raised and appropriated by taxation:

Moderator:	Salary	\$92.00
	Expenses	25.00
		117.00

Selectmen:	Salaries:	Chairman	3,899.00
		Members	6,728.00
		Clerical	10,400.00
		Administrative Assistant	35,495.00
	Expenses:	Administrative Assistant	1,200.00
		Telephone	20,000.00
	Expenses:		1,000.00
			78,722.00
Accountant:	Salary		13,260.00
	Clerical		4,407.00
	Expenses		1,500.00
			19,167.00
Building Inspector:	Salary:	Inspector	12,372.00
		Clerical	2,980.00
		Assistant Inspector	5,872.00
			21,224.00
Conservation Commission:		Expenses	400.00
Finance Committee:		Expenses	350.00
Personnel Committee:		Expenses	200.00
Registrars of Voters:	Salary,	Clerk	214.00
		Members	435.00
		Expenses	2,700.00
			3,349.00
Elections & Town Meetings:		Expenses:	3,000.00
Town Counsel:	Retainer		50.00
	Expenses		9,950.00
			10,000.00
Zoning Appeal Board:	Salary,	Clerical	1,617.00
		Expenses	250.00
			1,867.00
Bonding Town Officers:		Expenses	2,000.00
Municipal Buildings:	Salary:	Custodian	13,398.00
		Expenses	28,000.00
			41,398.00
Board of Assessors:	Salaries:	Chairman	4,165.00
		Members	8,330.00
		Clerical	25,890.00
		Expenses	6,000.00
			44,385.00

Treasurer-Collector:	Salaries:	Treasurer-Collector	\$30,612.00
		Clerical 1	3,339.00
		Clerical 2	12,594.00
		Clerical 3	5,047.00
		Tax Title foreclosure	5,000.00
		Expenses	13,167.00
			69,759.00
Town Clerk:	Salary:	Town Clerk	27,175.00
		Clerical	2,880.00
		Expenses	2,000.00
			32,055.00
Planning Board:	MA Regional Plan		838.00
	Expenses		500.00
			1,338.00
Police Department:	Salaries:	Chief	51,231.00
		Sergeant 1	39,898.00
		Sergeant 2	39,898.00
		Patrol Officer 1	34,230.00
		Patrol Officer 2	34,230.00
		Patrol Officer 3	34,230.00
		Patrol Officer 4	34,230.00
		Patrol Officer 5	34,230.00
		Over-time	68,558.00
		Training	3,000.00
		Employee Incentive Plan	17,500.00
		Copsfast	16,135.00
		Replacement Cruiser	24,000.00
		Cruiser Maintenance	7,500.00
		Cruiser Gas	12,000.00
		Clothing allowance	5,850.00
		General expenses	16,300.00
		Utilities	16,850.00
		Building Maintenance	2,500.00
		Custodian	3,407.00
			495,777.00
Communications:	Salaries:	Dispatcher 1	25,576.00
		Dispatcher 2	24,831.00
		Dispatcher 3	24,831.00
		Dispatcher over-time	42,095.00
		Employee Incentive Program	3,700.00
		Dispatcher clothing Full-time	1,350.00
		Dispatcher clothing Part-time	300.00
		Dispatcher training	2,124.00
		Radio Maintenance	1,000.00
		Computer Maintenance	3,500.00
			129,307.00

Fire Department:	Salaries:	Engineer 1/Chief	42,994.00
		Engineer 2/Clerk	6,373.00
		Engineer 3/Assistant Chief 1	6,103.00
		Assistant Chief 2	3,050.00
		Captain 1	2,716.00
		Captain 2	2,716.00
		Lieutenant 1	2,563.00
		Lieutenant 2	2,563.00
		Lieutenant 3	2,563.00
		Fireman stipend	20,517.00
		Hourly Compensation	19,000.00
		Fireman/EMT/Inspector	34,882.00
		Financial Assistant 1	6,300.00
	Fire Alarm Maintenance		1,000.00
	New Equipment		3,500.00
	Expenses		17,000.00
	Building Maintenance		2,000.00
	Clothing Allowance		700.00
	Uniform Allowance		1,000.00
	Radio Maintenance		3,000.00
	Expenses - Forest Fires		3,500.00
	Fire Prevention		600.00
			184,640.00
Ambulance Service:	EMT Stipend		13,200.00
	EMT Training Compensation		9,685.00
	Ambulance supplies		9,400.00
	Ambulance maintenance		1,000.00
	Salaries:	Director	2,725.00
		Assistant Director	1,922.00
		Training officer	1,281.00
		Equipment officer	1,209.00
		Maintenance officer	1,209.00
		CPR Coordinator	641.00
		Medical Advisor	321.00
		Hourly Compensation	13,860.00
	Expenses		475.00
			56,928.00
Wire Inspector:	Salaries:	Wire Inspector	\$8,039.00
		Assistant Inspector	4,504.00
		Clerical	2,895.00
	Expenses		2,625.00
			18,063.00
Gas Inspector:	Salary		2,500.00
			2,500.00

Board of Health:	Salaries:	Chairman	632.00
		Members	1,104.00
		Clerical	11,960.00
		Agent	3,535.00
		Perc test	7,500.00
		Animal Inspector	499.00
		Burial Agent	89.00
		Plumbing Inspector	6,238.00
		Food Inspector	1,664.00
	Expenses		3,000.00
	Demolition/buildings		10.00
			36,231.00
Waste Removal:	Transportation		103,350.00
	Disposal		95,000.00
	Miscellaneous Expense		25,380.00
	Recycling Expenses		16,000.00
			239,730.00
Health Services:	Salary:	Nurse	20,000.00
		Expenses	2,400.00
			22,400.00
Dog Officer:	Salary		1,719.00
	Kennel rental		2,400.00
	Transportation		900.00
	Expenses		2,000.00
			7,019.00
Council on Aging:	Salaries:	Coordinator	29,896.00
		Secretary	10,299.00
		Outreach	12,022.00
	Expenses		19,912.00
			72,129.00
Department of Public Works:			
	Salaries:	Clerical	22,249.00
		Director	46,575.00
		Highway Supervisor	34,699.00
		Employee Op.	28,089.00
		Driver/Lab. 1	23,595.00
		Driver/Lab. 2	23,595.00
		Chief Operator	36,273.00
		Treatment Pl. Op. 2	30,125.00
		Employee Water/Sewer	29,838.00
		Water/Sewer P.T.	17,406.00
		Parks Supervisor	29,787.00
		DPW Over-time	20,000.00
		Summer Parks Employee	3,840.00

Vehicle fuel	10,000.00
Vehicle maintenance/repair	20,000.00
General highway materials	5,000.00
General DPW expense	40,000.00
Oil and Paving	32,000.00
Snow Removal	80,000.00
Building utilities	10,000.00
Building maintenance	1,000.00
Ramsey Building maintenance	2,500.00
Parks/Playground maintenance	5,000.00
Treatment Plant maintenance	57,000.00
Toxicity testing	12,000.00
Water maintenance	96,500.00
Cemetery maintenance	13,500.00
Expenses - Forestry	9,000.00
Radio maintenance	500.00
Pest control	1,500.00
	741,571.00
Cemetery Commission: Salaries:	Treasurer 268.00
	Members 214.00 482.00
Veterans' Services: Salaries:	Veterans' Officer 4,285.00
	Clerical 831.00
	Benefit payments 5,000.00
	Expenses 750.00 10,866.00
Mendon-Upton Regional: Town funded Operating Expenses	3,220,283.00
Capital assessment	
(Miscoe Hill Bond credit \$5,006)	580,432.00
	3,795,709.00
Blackstone Valley Regional:	
	Town funded Operating Expenses 35,012.00
	Capital assessment 14,096.00 49,108.00
Library:	Salaries: Librarian \$30,243.00
	Librarian Assistant 12,925.00
	Children's Librarian 13,750.00
	Expenses 18,000.00 74,918.00
Recreation:	Beach program 8,000.00 8,000.00
Disability Affairs Committee:	Expenses 100.00 100.00

Capital Budget Committee:	Expenses	10.00	10.00
Miscellaneous:			
Historical Commission		1,000.00	
Insurance		210,000.00	
Memorial Day		1,000.00	
Printing expenses		8,500.00	
Street lighting		31,000.00	
Unemployment Compensation		3,600.00	
Medicare - payroll tax		22,000.00	
Parking ticket Warrant Officer		300.00	
Dog License expense		100.00	
Medical testing		3,500.00	281,000.00
Maturing Debt:	Police Station principle	100,000.00	100,000.00
Interest Paid:	Police Station	28,200.00	28,200.00
Total to be raised and appropriated by taxation			\$6,689,025.00

ARTICLE 4: To see if the Town will vote to authorize the Town treasurer, with approval of the Board of Selectmen, to borrow in anticipation of revenue for the fiscal year beginning July 1, 1997, in accordance with the provisions of M.G.L. Chapter 44, Section 4 and to issue a note or notes therefore payable within one year in accordance with M.G.L., Chapter 44, Section 17, or, to take any other action relative thereto.

Voted: Unanimously that the Town authorize the Town Treasurer, with approval of the Board of Selectmen, to borrow in anticipation of revenue for the fiscal year beginning July 1, 1997, in accordance with the provisions of M.G.L. Chapter 44, Section 4 and to issue a note or notes therefore payable within one year in accordance with M.G.L., Chapter 44, Section 17.

ARTICLE 5: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of ninety-nine thousand two hundred fifty-three dollars (\$99,253.00), or, any other sum in conformity with M.G.L. Chapter 32, Section 22(7)(c)(ii) of the General Laws relative to the Pension, Expense, Worker's Compensation and Military Service Funds of the Worcester County Retirement System for the fiscal period which begins on July 1, 1997 through June 30, 1998, or, to take any other action relative thereto.

Voted: Unanimously that the Town raise and appropriate the sum of ninety-nine thousand two hundred fifty-three dollars (\$99,253.00) in conformity with M.G.L. Chapter 32, Section 22(7)(c)(ii) of the General Laws relative to the Pension, Expense, Worker's Compensation and Military Service Funds of the Worcester County Retirement System for the fiscal period which begins on July 1, 1997 through June 30, 1998.

ARTICLE 6: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of three hundred dollars (\$300.00) or any other sum, equal to that received from the sale of lots and graves during the fiscal year beginning July 1, 1997, in accordance with M.G.L. Chapter 114, Section 15, to be used for cemetery oiling and grading, or, to take any other action relative thereto.

Voted: Unanimously that the Town transfer the sum of three hundred dollars (\$300.00) equal to that received from the sale of lots and graves during the fiscal year beginning July 1, 1997, in accordance with M.G.L. Chapter 114, Section 15, to be used for cemetery oiling and grading.

ARTICLE 7: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of two thousand dollars (\$2,000.00) or any other sum to be used in conjunction with the accumulated balance of the oiling and grading accounts for the purpose of stone sealing Lakeview cemetery roads, or, to take any other action relative thereto.

Voted: Unanimously that the Town transfer the sum of two thousand dollars (\$2,000.00) from the sale of lots and graves, to be used in conjunction with the accumulated balance of the oiling and grading accounts for the purpose of stone sealing Lakeview cemetery roads.

ARTICLE 8: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of one thousand dollars (\$1,000.00), or, any other sum, for the Conservation Fund set up under Article 24 of the 1966 Annual Town Meeting, or, to take any other action relative thereto.

Moderator declared this motion lost.

ARTICLE 9: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of four thousand five hundred dollars (\$4,500.00), or, any other sum, to be used for aquatic weed control in one or more of the following: Taft Pond, Mill Pond, Pratt Pond, or Lake Wildwood, or, to take any other action relative thereto.

It was voted to pass-over this article.

ARTICLE 10: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of twenty-five thousand seven hundred seventy-three dollars (\$25,773.00) to fund the debt authorized by vote of the Blackstone Valley Vocational Regional School District Committee on December 19, 1996 for the purpose of financing costs of purchasing equipment, including computers and related technology and also including costs incidental and related thereto, or, to take any other action relative thereto.

It was voted to pass-over this article.

ARTICLE 11: To see if the Town will vote to authorize the Town Treasurer, with the approval of the Board of Selectmen, to borrow from time to time from the Massachusetts Water Pollution Abatement Trust established pursuant to M.G.L. Chapter 29C, up to a maximum amount of two hundred thousand dollars (\$200,000.00), for the purpose of making loans to residents of the Town to assist with cost incurred for repairing, replacing, or upgrading individual wastewater disposal systems as recommended by the Board of Health and as required under 310 CMR 15.00, the State Environmental Code Title V, or, to take any other action relative thereto.

Voted: Unanimously that the Town authorize the Town Treasurer, with the approval of the Board of Selectmen, to borrow from time to time from the Massachusetts Water Pollution Abatement Trust established pursuant to M.G.L. Chapter 29C, up to a maximum amount of two hundred thousand dollars (\$200,000.00), for the purpose of making loans to residents of the Town to assist with cost incurred for repairing, replacing, or upgrading individual wastewater disposal systems as recommended by the Board of Health and as required under 310 CMR 15.00, the State Environmental Code Title V.

ARTICLE 12: To see if the Town will amend the General By-laws of the Town of Upton, Title 2, Chapter 14, Water Department, by adding "Section 7" Rate as follows:

(a) Residential Connections:

- (1) For a single family dwelling that is connected, directly or indirectly, to the municipal water supply, \$2,500.00 shall be assessed.
- (2) For a multi-family dwelling that is connected, directly or indirectly, to the municipal water supply, \$2,500.00 shall be assessed for the first dwelling unit and \$1,250.00 shall be assessed for each additional dwelling unit therein or thereto. For the purposes of this provision, "multi-family dwelling" shall mean any house, building or other structure (other than a hotel or motel) that has more than one dwelling unit.
- (3) For an approved sub-division having branch or secondary mains installed and paid for by any party or parties other than the Town of Upton, \$2,500.00 shall be assessed for each connection made, directly or indirectly, to the municipal water supply within five years from the date of initial definitive sub-division plan approval as endorsed by the Upton Planning Board. The provisions of Section 7(a)(1) SUPRA, shall govern any connection made within such development after said five year period.
- (4) For a hotel or motel that is connected, directly or indirectly, to the municipal water supply, \$2,500.00 shall be assessed for each rentable unit therein or as may be from time to time added thereto; and for any other use therein which is connected, directly or indirectly, to a public water supply an amount shall be assessed in accordance with Section 7(b), INFRA.

(b) Non-Residential Connections:

- (1) For an approved commercial or individual sub-division having branch or secondary mains installed and paid for by a party or parties other than the Town of Upton, \$2,500.00 shall be assessed for each connection made, directly or indirectly, to the municipal water supply within five years from the date of the initial definitive sub-division plan approval as endorsed by the Upton Planning Board the provisions of Section 7(b)(2), INFRA, shall govern any connection made with such development after such five year period.
- (2) Any facility not otherwise herein provided for shall be assessed as follows:
 - (i) Any such facility that is utilized solely by one party, partnership, association, corporation or other entity, and for one enterprise only, and which has floor space not in excess of 10,000 square feet, shall be assessed at \$2,500.00
 - (ii) Any other such facility shall be assessed a minimum of \$2,500.00 together with an additional \$2,500.00 for each 10,000 square feet of floor space up to a total of 50,000 square feet, as such floor space may be therein or as may be from time to time added thereto.

Voted that the Town amend the General By-laws of the Town of Upton, Title 2, Chapter 14, Water Department as appearing on the Warrant.

ARTICLE 13: To see if the Town will amend the General By-laws of the Town of Upton, title 2, Chapter 15 Sewer Cost Apportionment by revision the amounts to be assessed in Section 3 Rate as follows:

(a) Residential Connections:

- (1) For a single family dwelling that is connected, directly or indirectly, to the municipal sanitary sewer, \$5,000.00 shall be assessed.
- (2) For a *multi-family* dwelling that is connected, directly or indirectly, to the municipal sanitary sewer, \$5,000.00 shall be assessed for the first dwelling unit and \$2,500.00 shall be assessed for each additional dwelling unit therein or as may be from time to time added thereto. For the purposes of this provision, "multi-family dwelling" shall mean any house, building or other structure (other than a hotel or motel) that has more than one dwelling unit.
- (3) For an approved sub-division having branch or secondary mains installed and paid for by any party or parties other than the Town of Upton, \$5,000.00 shall be assessed for each connection made, directly or indirectly, to the municipal sanitary sewer within five years from the date of initial definitive sub-division plan approval as endorsed by the Upton Planning Board. The provisions of Section 3(a)(1), SUPRA, shall govern any connection made within such development after said five year period.
- (4) For a hotel or motel that is connected, directly or indirectly, to the municipal

sanitary sewer, \$5,000.00 shall be assessed for each rentable unit therein or as may be from time to time added thereto; and for any other use therein which is connected, directly or indirectly, to a municipal sanitary sewer an amount shall be assessed in accordance with Section 3(B), INFRA.

(b) Non-Residential Connections:

- (1) For an approved commercial or individual sub-division having branch or secondary mains installed and paid for by a party or parties other than the Town of Upton, \$5,000.00 shall be assessed for each connection made directly or indirectly, to the municipal sanitary sewer within five years from the date of the initial definitive sub-division plan approval as endorsed by the Upton Planning Board. The provisions of Section 3(b)(2), INFRA, shall govern any connection made with such development after such five year period.
- (2) Any facility not otherwise herein provided for shall be assessed as follows:
 - (i) Any such facility that is utilized solely by one party, partnership, association, corporation or other entity, and for one enterprise only, and which has floor space not in excess of 10,000 square feet, shall be assessed at \$2,500.00.
 - (ii) Any other such facility shall be assessed a minimum of \$5,000.00 together with an additional \$5,000.00 for each 10,000 square feet of floor space up to a total of 50,000 square feet, as such floor space may be therein or as may be from time to time added thereto.

Voted that the Town amend the General By-laws of the Town of Upton, Title 2, Chapter 15, Sewer Cost Apportionment as appearing on the Warrant.

ARTICLE 14: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of eighteen thousand dollars (\$18,000.00) or any other sum to be used for a reserve amount for revaluation through the Board of Assessors, or, to take any other action relative thereto.

Voted: Unanimously that the Town raise and appropriate the sum of eighteen thousand dollars (\$18,000.00) or any other sum to be used for a reserve amount for revaluation through the Board of Assessors,

ARTICLE 15: To see if the Town will vote to establish a departmental revolving fund for the Upton Town Library in accordance with M.G.L. CH 44 Sec 53E1/2. The purpose of this fund shall be to replace items lost by those who borrow library materials, to replace items used in activities for which a fee is paid and to purchase new books from used book sales. Receipts to this fund shall be monies paid by borrowers for lost materials or for overdue fines, by patrons using the copier and printing facilities and by purchasers of used library books. The Librarian, with the approval of the Library Board of Trustees, shall be authorized to expend from this fund but at no time exceeding more than the available balance in the revolving fund.

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

ARTICLE 16: To see if the Town will vote to accept a Memorial Fund of approximately one thousand dollars (\$1,000.00) for the Upton Town Library in memory of Karen Armstrong to be used for the benefit of the Library at the discretion of the Board of Trustees and the Librarian, or, to take any other action relative thereto.

Voted: Unanimously that the Town accept a Memorial Fund of approximately one thousand dollars (\$1,000.00) for the Upton Town Library in memory of Karen Armstrong to be used for the benefit of the Library at the discretion of the Board of Trustees and the Librarian.

ARTICLE 17: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the treasury, or transfer the sum of twenty-four thousand dollars (\$24,000.00) for the purchase of a 1997, fully equipped Police cruiser, or, to take any other action relative thereto.

Voted: Unanimously to pass-over this article.

ARTICLE 18: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of sixteen thousand dollars (\$16,000.00) for the replacement of forty-five (45) Fire Department Pagers, or, to take any other action relative thereto.

Voted: Unanimously to pass-over this article.

ARTICLE 19: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of one thousand five hundred dollars (\$1,500.00) for tools for the Fire Station, or, to take any other action relative thereto.

Voted: Unanimously to pass-over this article.

ARTICLE 20: To see if the Town will vote to accept the provisions of Section 21D of Chapter 40 of the M.G.L. "Noncriminal Disposition Statute", or, to take any other action relative thereto.

Voted: That the Town accept the provisions of Section 21D of Chapter 40 of the Massachusetts General Laws "Noncriminal Disposition Statute".

ARTICLE 21: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the treasury, or transfer the sum of thirteen thousand three hundred seventy-five dollars (\$13,375.00) for the purchase of a new air compressor to replace an eleven year old unit to be used by the Department of Public Works, or, to take any other action relative thereto.

Voted to pass-over this article.

ARTICLE 22: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, transfer or borrow the sum of one hundred eight thousand six hundred twenty-four dollars (\$108,624.00) to purchase and equip a new five ton all-wheel drive dump truck with wing, plow and sander to be used by the Department of Public Works, or, to take any other action relative thereto.

Voted to pass-over this article.

ARTICLE 23: To see if the Town will vote to borrow the sum of two hundred twenty-three thousand five hundred forty-eight dollars (\$223,548.00) to be used for the construction, reconstruction and/or improvement of Town roads, said sum to be reimbursed by the Commonwealth under Chapter 113B, M.G.L. Chapter 90, section 34, Clause 2(a), or, to take any other action relative thereto.

Voted: Unanimously that the Town borrow the sum of two hundred twenty-three thousand five hundred forty-eight dollars (\$223,548.00) to be used for the construction, reconstruction and/or improvement of town roads, said sum to be reimbursed by the Commonwealth under Chapter 113B, M.G.L. Chapter 90, section 34, Clause 2(a).

ARTICLE 24: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of twelve thousand five hundred dollars (\$12,500.00) or any other sum for the purchase of six (6) Scott Air Packs for use by the Fire Department, or, to take any other action relative thereto.

Voted: Unanimously to pass-over this article.

ARTICLE 25: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the treasury, or transfer the sum of twenty nine thousand dollars (\$29,000.00) to be used to pay the salary and expenses for the Town's inspectional departments (i.e. building, electrical, gas, plumbing and fire) with respect to the construction of the Nipmuc Regional Middle/High School for fiscal years 1997 and 1998.

Voted: Unanimously to pass-over this article.

ARTICLE 26: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of ten thousand dollars (\$10,000.00) or any other sum for use in hiring consultants to review and update the classification and compensation plans for the Town of Upton, or, to take any other action relative thereto.

Moderator declared this motion lost.

ARTICLE 27: To see if the Town will vote to amend the Town of Upton Personnel By-law as follows to correct various typographical and grammatical errors:

- A. Section III.C - last bullet
Enter into Independent Contractor agreements with the Town for duties which are substantially similar to their regular job functions. (adding 't' to the beginning of their)
- B. Section IV.F - last paragraph, second sentence the Personnel By-law of the Town of Upton. (change from acknowledging receipt of 'this presentation')
- C. Section VI.A - second paragraph, last sentence The Hiring Authority is responsible for submitting fully completed forms to the Personnel Coordinator who will include (adding apostrophe)
- D. Section VI.A - third paragraph, third sentence
Supervisors are not to discuss compensation issues (annual adjustments) during the evaluation review. (capitalizing the first word of the sentence)
- E. Section VI.B - item number three. Period of time since the employee's salary was last adjusted (adding apostrophe)
- F. Section VI.D - last sentence. During an employee's evaluation the employee and Supervisor should identify a career path and plot a training/education program that will promote progress toward that goal. (Clarifying who and when a training/education program is developed)
- G. Section VII.B - introductory paragraph, last sentence. All steps in the grievance procedure must be thoroughly documented in the employee's personnel file. (adding apostrophe)
- H. Section VIII.B - bullet regarding items to be included in disciplinary action. how much time the employee has to correct the problem (removing an 's' from the end of correct

Voted: Unanimously to amend the Town of Upton Personnel By-law as appearing on the Warrant.

ARTICLE 28: To see if the Town will vote to amend the Town of Upton Personnel By-law by deleting Sections IV.B, IV.C, AND VI.C regarding postings, interviews and promotions and by inserting the following in its place:

Section IV.B - Recruitment

- a. The Personnel Coordinator is responsible for all postings and all requests for postings should be forwarded to the Personnel Coordinator.

All applications will be directed to the Personnel Coordinator who will be responsible for recording and distributing these to the appropriate department. The Town of Upton acknowledges its obligation to protect the privacy of employees and applicants by exercising all due consideration with respect to personnel records and will to the extent possible maintain the confidentiality of all applicants.

The Town of Upton maintains a policy of promoting from within and will, at least initially, advertise all available positions internally. Internal postings are open to all current employees, subject to the Town's conflict of interest policy. Should an internal posting for a Department Head position result in less than three (3) qualified candidates, an external posting is required.

- i. Internal Posting

Internal notices of vacancies will be posted for a minimum of five (5) working days before any external recruiting to allow employees an opportunity to submit an application to the Personnel Coordinator's Office. Notice of vacancies will be posted on selected bulletin boards in the Town Hall. In addition, copies of postings will be sent to each department (e.g. Police Station, Fire Station, DPW Municipal Garage, Senior Center and Town Library). Postings will include the position description, minimum qualifications, salary grade, and due date for receipt of applications.

- ii. External Posting

External recruitment may include notices of vacancies to job banks, community organizations and associations, and advertisements in newspapers, professional journals, or newsletters. Postings will include a brief position description, minimum qualifications, salary grade, and due date for receipt of applications. Newly created positions will not be posted until approval and funding by a vote at Town Meeting.

Existing positions that have been vacated, will be posted only after all potential promotional candidates are reviewed. Promotions must follow procedures set forth in Section Six (6)(C).

Section IV.C - Applicant Screening and Selection

Applications will be accepted by the Personnel Coordinator within the period of time specified on the position announcement. All applications received after the deadline has passed shall not be considered, but will be retained in the event that the position must be reposted.

Once the application deadline has passed, the Hiring Authority, Department Head and a representative of the Personnel Board will screen all applications. Candidates who

appear to meet the minimum requirements for the position shall be considered for interviews. In the event that there are more than five qualified candidates, the Hiring Authority, Department Head and representative of the Personnel Board may elect to interview only those candidates who appear to be most qualified. The Interview Team may recommend the position be reposted if it is in the best interest of the Town. It is important that the results of the screening and selection process are documented fully. An interview team comprised of the Hiring Authority (or designee), Department Head (or designee from the Hiring Authority in the case of an available Department Head position) and a representative of the Personnel Board will interview those candidates most qualified for the position. Any additional interviewers will act in an advisory capacity. In some cases, repetitive interviews will be used to narrow the field of candidates. All interviews shall comply with applicable state law.

Following the interview, the interview team will verify references and will recommend to the Hiring Authority Candidates (if appropriate, first, second, third choice) for employment, a proposed starting salary and employment date. The Hiring Authority will make final approval regarding employment, transfer, promotion, and starting salary of any prospective employee. Should the first recommended candidate not be hired, for any reason, the Hiring Authority may, at its discretion, extend an offer to other candidates if so recommended by the interview team.

The Hiring Authority's office will notify the department head, the Personnel Coordinator and the individual to be employed, promoted, or transferred of the starting salary and starting date. In the case of transfer or promotion, the Hiring Authority's Office will communicate with all affected departments in an attempt to determine a mutually compatible starting date.

All new employees shall supply proof of citizenship or valid verification of permission for employment in the United States (I-9 form). All payroll and personnel changes and additions necessitated by the employment, transfer, or promotion of any individual will be reported on the Employee Action Form. The Employee Action form is the official record of employment status: It details every change in status including address, title, position, wage and salary adjustments, and longevity information. The employee's supervisor will complete the form and forward the form to the Department Head and the Hiring Authority for approval. To the extent possible, the Employee Action Form should be received by the Hiring Authority before the employee begins employment with the Town. Upton receipt and approval, the Hiring Authority will forward copies to the Treasurer-Collector or Town Accountant, the department head and the Personnel Coordinator.

Section VI.C - Promotions

It is the policy of the Town to hire and retain the most qualified employees. Accordingly, employees may be promoted to new positions. There are two types of promotions, Available Position Promotions and Reclassification Promotions. The Personnel Board has the responsibility to determine whether a promotion is an Available Position Promotion or a

Reclassification Promotion. All available Department Head positions are subject to recruitment procedures as described in Sect. IV part B.

1. Available Positions

Available position promotions occur as a result of an existing position being vacated or a new position being created. When a position is vacated, the Hiring Authority or designee will review current staff for promotional eligibility. A recommendation of the most qualified candidate (based on e.g. merit, qualifications), will be made to the Hiring Authority and the Personnel Board consisting of performance record, qualifications (education, years experience and other criteria) recommended salary, and any other action to be taken for approval.

2. Reclassifications

Reclassification Promotions result when the duties and responsibilities of a position have increased sufficiently to justify an increase in the position's Salary Grade. This type of promotion results in the elimination of one position and the creation of a new position at a higher salary grade. This type of promotion will not result in another position being vacated, does not require posting and will not necessarily result in a salary increase.

Voted: That the Town amend the Town of Upton Personnel By-law by deleting Sections IV.B, IV.C, AND VI.C as appearing on the Warrant with the exception that Section IV.B, Section A, the last sentence is deleted.

ARTICLE 29: To see if the Town will vote to amend the Town of Upton Personnel By-Law by deleting Section VII.C regarding Harrassment and by inserting in its place the following:

Section VII.C - Harassment

The Town of Upton does not condone any behavior that promotes an intimidating or hostile working atmosphere for any of its employees. The inappropriate conduct of one employee should never have the purpose or effect of interfering with another employee's work performance or of creating an intimidation, hostile, or offensive work environment. The employees of the Town of Upton should accept individuals and promote teamwork and cooperation rather than polarization and exclusion. Consequently, the Town of Upton upholds a strict code of conduct regarding harassment and will take appropriate action against offenders.

Sexual Harassment is unlawful, violating Title VII of the Civil Rights Act of 1964, as amended, and Massachusetts General Law (MGL c. 151B).

Harassment includes but is not limited to: (1) conditioning or threatening to condition concrete employment benefits on sexual favors; and (2) creating a hostile or offensive working environment. A hostile work environment occurs when employees are

subjected to unwelcome sexual advances, requests for sexual favors, intimidation, ridicule, and insults and other verbal or physical conduct of a racial, sexual or other nature that has the purpose or effect of unreasonably interfering with an individual's work performance.

Any employee who believes he or she has been the subject of or harassment, may first attempt to resolve the problem through discussion with the harasser. In cases in which discussion of the problem with the person presents particular stress or difficulties, the complainant may consult on an informal and confidential basis with any member of the Board of Selectmen.

If an employee who in good faith believes he or she has been the subject of or has witnessed harassment and would like to file a formal complaint, he or she is encouraged and requested to report the offensive conduct to the employee's supervisor, and the Board of Selectmen in writing. Refer to the Harassment Policy available from the Personnel Coordinator for full details.

All reports of harassment will be taken seriously and be responded to immediately. Any employee found to have engaged in harassment will be subject to appropriate discipline. Courses of action may include verbal warning (written), written warning, counseling, probation, suspension, or discharge.

Voted: Unanimously that the Town amend the Town of Upton Personnel By-law by deleting Section VII.C regarding Harassment and by inserting in its place the wording as appearing on the Warrant.

ARTICLE 30: To see if the Town will vote to amend the Town of Upton Personnel By-law by deleting Section IX.A, IX.F4, IX.F5, IX.F6, & IX.G regarding benefits and by inserting in its place the following:

A. Section IX.A - Vacation

As of July 1, 1997, regular full-time employees are eligible for paid vacation time as described below:

Years of Service	Accrual Rate
Less than one	5 days per year
One but less than five	10 days per year
Five but less than ten	15 days per year
Ten or more	20 days per year

Accrual rate is equal to number of days/number of pay periods. Probationary employees will accrue vacation days but will not be allowed to use this benefit until their probationary period is over.

Employees are allowed to carry over up to ten (10) days of vacation into the following fiscal year, with recommendation of the Department Head and approval of the Hiring Authority. Employees are not allowed to use vacation until it is earned. The schedule

of vacation time must be approved by the department head. Department heads must have their vacation schedule approved by the Hiring Authority.

B. Section IX.F4 - Family/Medical Leave

Eligible employees may take up to a maximum of 12 weeks job protected leave each year for one or more of the following reasons: (1) for the birth or placement of a child for adoption or foster care; (2) to care for an immediate family member (spouse, child, parent) with a serious health condition; or (3) to take medical leave when the employee is unable to work because of a serious health condition. This leave is first drawn and paid for by an employee's accrued sick leave. If an employee does not have enough accrued sick leave to cover the leave period, the rest of the 12 week maximum period taken will be unpaid under these provisions. Once on unpaid family/medical leave, the Town of Upton will continue coverage for medical benefits, however, the employee will be required to pay their normal portion of the premium. For more details and provisions, please refer to the Family/Medical Leave policy. Accruals of vacation and sick time will continue for the first 30 days of a family medical leave. This leave policy complies with state regulations and the Family Medical Leave Act.

D. Section IX.F5 - Personal Leave of Absence

An employee may with the recommendation of the Department Head, specific approval of the Hiring Authority be granted up to two days of personal leave without pay to meet a serious personal obligation that cannot be met other than during working hours.

Section IX.G - Consolidated Omnibus Budget Reconciliation Act (COBRA)

In accordance with the Consolidated Omnibus Budget Reconciliation Act (COBRA), a federal statute, employees and/or dependents who lose eligibility from the Town of Upton's sponsored group medical insurance may continue coverage for a specified length of time depending upon the qualifying event; termination of employment or reduction of work hours - 18 months; disability - 29 months; death, divorce or legal separation of employee - 36 months; dependent of employee entitled to Medicare - 36 months; dependent child's loss of eligibility - 36 months. Covered individuals will be responsible for 100% of the cost of the insurance. For more details, please contact the Personnel Coordinator.

Voted: Unanimously that the Town amend the Town of Upton Personnel By-law by deleting Section IX.A, IX.F4, IX.F5, IX.F6 AND IX.G regarding benefits and by inserting the wording as appearing on the Warrant.

ARTICLE 31: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of ten thousand dollars (\$10,000.00), or any other sum to the Finance Committee Reserve Account, said amount to

be expended in accordance with M.G.L. Chapter 59, Section 25, or, to take any other action relative thereto.

Voted: Unanimously that the Town raise and appropriate the sum of ten thousand dollars (\$10,000.00) to the Finance Committee Reserve Account, said amount to be expended in accordance with M.G.L. Chapter 59, Section 25.

ARTICLE 32: To see if the Town will raise and appropriate or appropriate from available unappropriated funds in the treasury or transfer or borrow the sum of \$81,883.84, or any other sum, for the purpose of the reconstruction and or repair including drainage for the full 5280 linear feet of the town owned road known as Ridge Road beginning at the southerly end where it meets Westboro Street through or over Ridge Road and ending at the northerly end where it meets Westboro Street, or, to take any other action relative thereto.

Moderator declared this motion lost.

ARTICLE 33: To see if the Town will raise and appropriate or appropriate from available unappropriated funds in the Treasury or transfer or borrow the sum of \$40,941.92, or any other sum, for the purpose of the reconstruction and or repair including drainage of a 2640 linear foot portion of the Town owned road known as Ridge Road from the southerly end beginning at Westboro Street to Residence #54, or, to take any other action relative thereto.

Moderator declared this motion lost.

ARTICLE 34: To see if the Town will vote to amend the Zoning By-laws of the Town of Upton by making the following changes to Section IV - Intensity Regulations; Subsection B (Table):

Minimum Setback Requirements

Front in ft.	(b)
General Business:	Change (30) to (60)
Commercial & Industrial:	Change (30) to (60)

Maximum % Coverage Including Accessory Buildings

General Business:	Insert (40)
Commercial 7 Ind.:	Change (50) to (40) or, to take any other action relative thereto.

It was voted to make this article into two motions.

ARTICLE 34A: Voted: That the Town amend the Zoning By-laws of the Town of Upton by making the following changes to Section IV - Intensity Regulations:

Maximum % Coverage Including Accessory Buildings

General Business: Insert (40)
Commercial & Industrial: Change (50 to 40)

ARTICLE 34B: The Moderator declared this motion lost.

ARTICLE 35: To see if the Town will vote to amend the Zoning By-laws of the Town of Upton by making the following changes to Section III - Use Regulations; Subsection E - Commercial and Industrial District:

From Item I.e, delete "heating fuel with above-ground storage limited to one hundred thousand (100,000) gallons,

Delete Item I.f in its entirety.

or, to take any other action relative thereto.

The Moderator declared this motion lost.

ARTICLE 36: To see if the Town will vote to amend the Zoning By-laws of the Town of Upton by inserting the following paragraph in Section V - Special Provisions in General Business and Commercial and Industrial Districts; Subsection A - Enclosure and Screening; immediately after Item 7: "Landscaping: All required setback areas shall be adequately and attractively landscaped with lawns and trees and/or bushes and said landscaping shall be installed prior to occupancy or commencement of use and shall thereafter be maintained in an attractive manner. Where such compliance is impracticable due to the season of the year, the Zoning Office may issue an Occupany Permit with restrictions. Said temporary status shall be issued until all required plantings have been completed in the following plantings season. Said landscaping shall thereafter be maintained in an attractive manner.", or, to take any other action relative thereto.

Voted: Unanimously that the Town amend the Zoning By-laws of the Town of Upton by inserting the following paragraph in Section V - Special Provisions in General Business and Commercial and Industrial Districts; Subsection A - Enclosure and Screening; immediately after Item 7:

"Landscaping: All required setback areas shall be adequately and attractively landscaped with lawns and trees and/or bushes and said landscaping shall be installed prior to occupancy or commencement of use and shall thereafter be maintained in an attractive manner. Where such compliance is impracticable due to the season of the year, the Zoning

Offices may issue an occupancy permit with restrictions. Said temporary status shall be issued until all required plantings have been completed in the following plantings season. Said landscaping shall thereafter be maintained in an attractive manner."

It was moved and seconded that the warrant be dissolved and that this meeting be adjourned. This session adjourned at 11:18 p.m.

Attest:

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

A true copy. Attest: Scott D. Garland, Constable

Worcester, ss:

Upton, MA, April 23, 1997

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

Scott D. Garland, Constable of Upton

PROCEEDINGS OF SPECIAL TOWN MEETING

May 10, 1997

The meeting was called to order with the reading of the Warrant by Moderator David C. Loeper at 1:00 p.m. A quorum was present. The call and constable's return was read by Moderator Loeper.

Non-voters seated in the main hall were Eileen Vigliante of the Milford Daily News, Colin Furz, Photographer for the Worcester Telegram, Stanley Weinberg, Town Counsel, John Johnson, Parks Department and George Peterson, State Representative.

ARTICLE 1: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of thirty-five thousand two hundred dollars (\$35,200.00) to fund a one-year, full-scale demonstration corrosion control project for the Town's Water Supply System in accordance with the Administrative Order issued by the EPA on May 23, 1996, or, to take any other action relative thereto.

Voted: Unanimously that the Town will appropriate from available unappropriated funds in the Treasury the sum of thirty-five thousand two hundred dollars (\$35,200.00) to fund a one-year, full-scale demonstration corrosion control project for the Town's Water Supply System in accordance with the Administrative Order issued by the EPA on May 23, 1996.

ARTICLE 2: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of nine thousand dollars

(\$9,000.00) for consultation services to address the "Order to Complete" the Town's Water Management Permit Application No. 9P4-2-12-303.01 issued by the DEP on December 3, 1996, or, to take any other action relative thereto.

Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury, the sum of nine thousand dollars (\$9,000.00) for consultation services to address the "Order to Complete" the Town's Water Management Permit Application No. 9P4-2-12-303.01 issued by the DEP on December 3, 1996.

ARTICLE 3: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury or transfer the sum of twelve thousand three hundred twenty-five dollars (\$12,325.00) for the purchase of accessories for the DPW Department's articulating rubber tired tractor in order that the machine can be utilized year round, or, to take any other action relative thereto:

- (a) One (1) power angle sixty inch (60") broom at four thousand three hundred seventy-five dollars (\$4,375.00).
- (b) One (1) set of four (4) summer tires to be used in conjunction with the mower deck for the Parks Department at one thousand five hundred dollars (\$1,500.00).
- (c) One (1) one hundred twenty inch (120") rotary mower deck at six thousand four hundred fifty dollars (\$6,450.00).

Voted: That the Town appropriate from available unappropriated funds in the Treasury the sum of twelve thousand three hundred twenty-five dollars (\$12,325.00) for the purchase of accessories for the DPW Department's articulating rubber tired tractor in order that the machine can be utilized year round.

- (a) One (1) power angle sixty inch (60") broom at four thousand three hundred seventy-five dollars (\$4,375.00).
- (b) One (1) set of four (4) summer tires to be used in conjunction with the mower deck for the Parks Department at one thousand five hundred dollars (\$1,500.00).
- (c) One (1) one hundred twenty inch (120") rotary mower deck at six thousand four hundred fifty dollars (\$6,450.00).

ARTICLE 4: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of four thousand dollars (\$4,000.00) into the DPW General Maintenance Account for vehicle maintenance and repair costs, or, to take any other action relative thereto.

Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury, the sum of four thousand dollars (\$4,000.00) into the DPW General Maintenance Account for vehicle maintenance and repair costs.

ARTICLE 5: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury or transfer the sum of five hundred dollars (\$500.00) or any other sum, to be used for the purchase of an air conditioning unit for the Board of Assessors office, or, to take any other action relative thereto.

Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury the sum of five hundred dollars (\$500.00) to be used for the purchase of an air conditioning unit for the Board of Assessors office.

ARTICLE 6: To see if the Town will vote to raise and appropriate from available unappropriated funds in the Treasury, or transfer the sum of five hundred dollars (\$500.00) or any other sum, to be used for the purchase of a printer for use by the Board of Assessors office, or, to take any other action relative thereto.

Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury, the sum of five hundred dollars (\$500.00) to be used for the purchase of a printer for use by the Board of Assessors office.

ARTICLE 7: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury or transfer the sum of ten thousand dollars (\$10,000.00) into the Water Maintenance Account due to three (3) major water leaks and twenty-four (24) leak repairs during this fiscal year, or, to take any other action relative thereto.

Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury the sum of ten thousand dollars (\$10,000.00) to the Water Maintenance Account due to three (3) major water leaks and twenty-four (24) leak repairs during this fiscal year.

ARTICLE 8: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury or transfer the sum of twenty thousand dollars (\$20,000.00) or any other sum into the Police Part-time and Over-time Salary account, or, to take any other action relative thereto.

Voted: That the Town appropriate from available unappropriated funds in the Treasury the sum of twenty thousand dollars (\$20,000.00) to the Police Part-time and Over-time Salary account.

ARTICLE 9: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury or transfer the sum of two thousand four hundred dollars (\$2,400.00) or any other sum into the Police Cruiser Gas account, or, to take any other action relative thereto.

Voted: Unanimously that the Town appropriate from available unappropriated funds

in the Treasury the sum of two thousand four hundred dollars (\$2,400.00) to the Police Cruiser Gas Account.

ARTICLE 10: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury or transfer the sum of eight thousand dollars (\$8,000.00) or any other sum for the purchase of a used 1972 ladder truck for use by the Fire Department, or, to take any other action relative thereto.

Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury the sum of eight thousand dollars (\$8,000.00) for the purchase of a Used 1972 ladder truck for use by the Fire Department.

ARTICLE 11: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of fifteen hundred dollars (\$1,500.00) or any other sum, for the purchase of a carbon monoxide detection meter for the Fire Department, or, to take any other action relative thereto.

Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury the sum of fifteen hundred dollars (\$1,500.00) for the purchase of a carbon monoxide detection meter for the Fire Department.

ARTICLE 12: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of two thousand dollars (\$2,000.00) to fund an Audit of the Collector's records as required by M.G.L. Chapter 60, Section 97 when a new Collector assumes office, or, to take any other action relative thereto.

Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury, the sum of two thousand dollars (\$2,000.00) to fund an Audit of the Collector's records as required by M.G.L. Chapter 60, Section 97 when a new Collector assumes office.

ARTICLE 13: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of fifteen thousand three hundred and two dollars (\$15,302.00), or any other sum, said amount agreed to under terms of collective bargaining agreement between the Town of Upton, and M.C.O.P., Local #162. Agreement signed April, 1997, or, to take any other action relative thereto.

Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury the sum of fifteen thousand three hundred and two dollars (\$15,302.00) to the Police and Communications Accounts, said amount agreed to under terms of collective bargaining agreement between the Town of Upton, and M.C.O.P., Local #162. Agreement signed April, 1997.

ARTICLE 14: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of ten thousand dollars

(\$10,000.00), or any other sum for legal services relative to the Town's status as an Intervenor before the Energy Facilities Siting Board with respect to Boston Edison's proposed siting of transmission facilities in the East Upton section of the town, or, to take any other action relative thereto.

The Moderator declared this motion lost.

ARTICLE 15: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of one thousand five hundred dollars (\$1,500.00), or any other sum for bleachers at Memorial Field, or, to take any other action relative thereto.

Motion to table action on this article was passed

ARTICLE 16: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of seven thousand dollars (\$7,000.00) or any other sum, to the Street Light Account, or, to take any other action relative thereto.

Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury the sum of seven thousand dollars (\$7,000.00) to the Street Light Account.

ARTICLE 17: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of four thousand dollars (\$4,000.00) or any other sum, to the Telephone Expense Account, or, to take any other action relative thereto.

Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury, the sum of four thousand dollars (\$4,000.00) to the Telephone Expense Account.

It was moved and seconded that the warrant be dissolved and that this meeting be adjourned. This meeting adjourned at 2:20 p.m.

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

A true copy. Attest: Scott D. Garland, Constable

Worcester, ss:

Upton, MA, April 23, 1997

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

Scott D. Garland, Constable of Upton

PROCEEDINGS OF SPECIAL TOWN MEETING

June 18, 1997

The meeting was called to order with the reading of the Warrant by Moderator David C. Loeper. A quorum was present. The call and constable's return was read by Moderator Loeper.

During the meeting 290 voters were checked into the meeting by Barbara Burke, Nancy Kennedy, Susan Bonina, Judy McGee and Nancy McDonnell.

ARTICLE 1: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or borrow the sum of four million seven hundred thousand dollars, (\$4,700,000.00), or any other sum, for the cost associated with the engineering, project management, construction and initial equipment for the upgrade and expansion of the Municipal Wastewater Treatment Facility as outlined in the reports entitled "Comprehensive Wastewater Management Plan" dated March, 1997 and the "Final Design Document/Contract 97-1", dated June, 1997, copies of said Plan/Contract being available for inspection at the office of the Town Clerk. Furthermore, to authorize the Treasurer, with the approval of Selectmen, to borrow such funds pursuant to Chapter 44, Section 7(22) of the General Laws. This appropriation and debt authorization is contingent upon passage of a proposition 2 1/2 debt exclusion referendum question under the provisions of General Laws Chapter 59, Section 21c(k), or, to take any other action relative thereto.

Voted: That the Town borrow the sum of four million seven hundred thousand dollars (\$4,700,000.00) for the financing and cost associated with the engineering, project management, construction and initial equipment for the upgrade and expansion of the Municipal Wastewater Treatment Facility as outlined in the reports entitled "Comprehensive Wastewater Management Plan" dated March, 1997 and the "Final Design Document/Contract 97-1", dated June, 1997, copies of said Plan/Contract

being available for inspection at the office of the Town Clerk. Furthermore, to authorize the Treasurer, with the approval of the Board of Selectmen, to borrow such funds and issue bonds or notes pursuant to Chapter 44, Section 1, Section 7(22) and any other applicable section of Chapter 44 of the General Laws. Also, Chapter 29C Section 1 of the General Laws. These bonds or notes shall be general obligations of the Town unless the Treasurer with the approval of the Board of Selectmen determines that they should be issued as limited obligations and may be secured by local system revenues as defined in Section 1 of Chapter 29C; that the Treasurer with the approval of the Board of Selectmen is authorized to borrow all or a portion of such amount from the Massachusetts Water Pollution Abatement Trust established pursuant to Chapter 29C and in connection therewith to enter into a loan agreement and/or security agreement with the Trust and otherwise to contract with the Trust and the Department of Environmental Protection (DEP), with respect to such loan and for any Federal or

State aid available for the project or for the financing thereof and that the Board of Selectmen is authroized to enter into a project regulatory agreement with the Department of Environmental Protection (DEP), to expend all funds available for this project.

Also, that the taxpayers of the Town fund 50% of the cost of the Municipal Wastewater Treatment Facility Upgrade and Expansion Project; and the other 50% of the cost is to be paid by adding a charge, above and beyond the cost of sewer system operations and maintenance, to the sewer system bills of the residential, commercial and any other non-town owned or related users of the sewer system. This debt authorization is contingent upon passage of a proposition 2 1/2 debt exclusion referendum question under the provisions of General Laws Chapter 59, Section 21C(k).

It was moved and seconded that the warrant be dissolved and that this meeting be adjourned. This meeting adjourned at 11:50 p.m.

Attest:

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

A true copy. Attest: Rodney B. Marchand, Constable

Worcester, ss:

Upton, MA, May 30, 1997

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

Rodney B. Marchand, Constable of Upton

PROCEEDINGS OF SPECIAL TOWN ELECTION

June 23, 1997

The meeting was called to order with the reading of the Warrant by Election Clerk Barbara E. Burke. The polls were declared open by Warden Richard L. Randall at 7:00 a.m.

Ballot clerks on duty at the check-in table were Edna Furphy and Judith McGee. On duty at the check-out table were Nancy Kennedy and Joan Varney. Deputy Warden Dorothy Francis was on duty at the ballot box to be relieved of duty at 1:30 p.m. by Janet Caton.

Tellers reporting at 8:00 p.m. were Susan Bonina, Theresa Martin, Joan Shanahan, all Democrats; Nancy McDonnell, Donna Kempton, Mary Lapierre, Joy Foster and Tina Bonina, all Unenrolled. Tabulating the vote were Melissa Duquette and William Young.

Debt Exclusion Ballot Question

Shall the Town of Upton be allowed to exempt from the provisions of Proposition 2 1/2, so called, the amounts required to pay for the bond issued in order to pay for the costs associated with the engineering, project management, construction and initial equipment for the renovation and expansion of the municipal wastewater treatment facility?

Proposition 2 1/2 Override Question

Shall the Town of Upton be allowed to assess an additional \$170,000.00 in real estate and personal property taxes for the purpose of funding the fiscal 1998 operating budget for the fiscal year beginning July first, nineteen hundred and ninety-seven?

Question No. 1	Yes	562
	No	345
	Blanks	2
Question No. 2	Yes	321
	No	576
	Blanks	12

The total number of votes cast was 909. The results of the election were read by Town Clerk Martha R. Williams at 8:55 p.m.

The used and unused ballots were sealed in separate containers and deposited in the Town Vault.

Attest:

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

A true copy. Attest: Rodney B. Marchand, Constable
Worcester, ss:

Upton, MA, June 11, 1997

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

Rodney B. Marchand, Constable of Upton

PROCEEDINGS OF SPECIAL TOWN MEETING

June 30, 1997

The meeting was called to order at 7:35 p.m. by Moderator David C. Loeper with a quorum present. The call and constable's return was read by Moderator Loeper.

Non-voters seated on the main floor were Eric Campbell of CellularOne, Steven Venincase of Westboro and David Maxson of Broadcast Signal.

During the meeting 52 voters were checked into the main hall by Nancy E. Kennedy and Barbara E. Burke.

ARTICLE 1: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of twenty-four thousand dollars (\$24,000.00), or any other sum, for the purchase of a 1997, fully equipped Police Cruiser, or, to take any other action relative thereto.

Voted: Unanimously to pass-over this article.

ARTICLE 2: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of four hundred thirteen dollars (\$413.00), or any other sum, to reimburse the Fire Department General Expense Account for supplies used during two hazardous materials incidents in the Town of Upton, or, to take any other action relative thereto.

Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury, the sum of four hundred thirteen dollars (\$413.00), to reimburse the Fire Department General Expense Account for supplies used during two hazardous materials incidents in the Town of Upton.

ARTICLE 3: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of twenty thousand dollars (\$20,000.00), or any other sum, to the Board of Health Waste Removal Disposal Account, said sum to be used to pay the remainder of Fiscal 1997 invoices for trash disposal, or, to take any other action relative thereto.

Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury, the sum of twenty thousand dollars (\$20,000.00), to the Board of Health Waste Removal Disposal Account, said sum to be used to pay the remainder of Fiscal 1997 invoices for trash disposal.

ARTICLE 4: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of nine thousand seven-hundred eighty-nine dollars (\$9,789.00), or any other sum, to fund the necessary renovation of the Town Hall and offices within, in order to comply with the Americans with Disability Act (ADA), or, to take any other action relative thereto.

Voted: That the Town appropriate from available unappropriated funds in the Treasury, the sum of nine thousand seven-hundred eighty-nine dollars (\$9,789.00) to fund the necessary renovations of the Town Hall and offices within, in order to comply with the Americans with Disability Act (ADA).

ARTICLE 5: To see if the Town will vote to transfer the sum of five hundred fifty dollars (\$550.00) or any other sum, from the Fire Department Stipend Account to the Fire Department General Expense Account, or, to take any other action relative thereto.

Voted: That the Town transfer the sum of five hundred fifty dollars (\$550.00) from the Fire Department Stipend Account to the Fire Department General Expense Account.

ARTICLE 6: To see if the Town will vote to transfer the sum of three hundred dollars (\$300.00), or any other sum from the Fire Department Fire Alarm Maintenance Account to the Fire Department General Expense Account, or, to take any other action relative thereto.

Voted: Unanimously that the Town transfer the sum of three hundred dollars (\$300.00), from the Fire Department Fire Alarm Maintenance Account to the Fire Department General Expense Account.

ARTICLE 7: To see if the Town will vote to transfer the sum of four hundred dollars (\$400.00), or any other sum from the Fire Department Uniform Account to the Fire Department General Expense Account, or, to take any other action relative thereto.

Voted: Unanimously that the Town transfer the sum of four hundred dollars (\$400.00), from the Fire Department Uniform Account to the Fire Department General Expense Account.

ARTICLE 8: To see if the Town will vote to transfer the sum of one thousand five hundred dollars (\$1,500.00), or any other sum, from the Ambulance Service/EMT Stipend Account to the Ambulance Service EMT Compensation Account, or, to take any other action relative thereto.

Voted: Unanimously that the Town transfer the sum of one thousand five hundred dollars (\$1,500.00), from the Ambulance Service/EMT Stipend Account to the Ambulance Service EMT Compensation Account.

ARTICLE 9: To see if the Town will vote to transfer the sum of two hundred fifty dollars (\$250.00), or any other sum, from the Ambulance Service/Ambulance Maintenance Account to the Ambulance Service/EMT Compensation Account, or, to take any other action relative thereto.

Voted: Unanimously that the Town transfer the sum of two hundred-fifty dollars (\$250.00), from the Ambulance Service/Ambulance Maintenance Account to the Ambulance Service/EMT Compensation Account.

ARTICLE 10: To see if the Town will vote to transfer the sum of nine hundred dollars (\$900.00), or any other sum from the Ambulance Service/Training Compensation Account to the Ambulance Service/Supplies Account, or, to take any other action relative thereto.

Voted: Unanimously that the Town transfer the sum of nine hundred dollars (\$900.00), from the Ambulance Service/Training Compensation Account to the Ambulance Service/Supplies Account.

ARTICLE 11: To see if the Town will vote to establish and accept a fund to be known as the Upton Planning Board Recreation and Open Space "Gift Fund". Said fund shall be used to provide for any purpose, for which in the opinion of the Planning Board, benefits the recreational or open space needs of the inhabitants of the Town of Upton. Such uses may include, but are not limited to capital improvements to town owned recreational facilities either already existing or to be constructed, including playgrounds, recreation fields, or beach facilities. Such uses may also include funds for activities, which in the opinion of the Planning Board, offer recreational value to inhabitants of the Town of Upton. The expenditure of fund income and principal, except for one thousand dollars (\$1,000.00) of the fund, which must remain in trust forever, shall be under the direction and control of a recorded majority vote of the elected Planning Board Members of the Town of Upton. Said fund may be added to from time to time. The fund may be invested in any manner consistent with legal investments practices for towns in the Commonwealth of Massachusetts, and placed under the control of the Treasurer/Collector of the Town of Upton, or, to take any other action relative thereto.

Moderator declared this motion lost.

ARTICLE 12: To see if the Town will vote to transfer the sum of three hundred ninety-five dollars (\$395.00) or any other sum, from the Town Clerk's Clerical Account to the Town Clerk's Expense Account, or, to take any other action relative thereto.

Voted: Unanimously that the Town transfer the sum of three hundred ninety-five dollars (\$395.00) from the Town Clerk's Clerical Account to the Town Clerk's Expense Account.

ARTICLE 13: To see if the Town will vote to transfer the sum of one thousand dollars (\$1,000.00), or any other sum, from the Librarian Salary Account to the Librarian Assistant Salary Account, or, to take any other action relative thereto.

Voted: Unanimously that the Town transfer the sum of one thousand dollars (\$1,000.00), from the Librarian Salary Account to the Librarian Assistant Salary Account.

ARTICLE 14: To see if the Town will vote to transfer the sum of five hundred and sixty-five dollars (\$565.00), or any other sum, from the Senior Center Air Conditioner Account (FY96 prior year balance) to the Council on Aging Expense Account, or, to take any other action relative thereto.

Voted: Unanimously that the Town transfer the sum of five hundred and sixty-five dollars (\$565.00), from the Senior Center Air Conditioner Account (FY96 prior year balance) to the Council on Aging Expense Account.

ARTICLE 15: To see if the Town will vote to transfer the sum of thirteen hundred dollars (\$1,300.00), or any other sum from the Council on Aging - Outreach Salary Account, to the Council on Aging - Expense Account, or, to take any other action relative thereto.

Voted: Unanimously that the Town transfer the sum of thirteen hundred dollars (\$1,300.00), from the Council on Aging - Outreach Salary Account, to the Council on Aging - Expense Account.

ARTICLE 16: To see if the Town will vote to transfer the sum of six hundred dollars (\$600.00), or any other sum from the Council on Aging - Secretary Account, to the Council on Aging Expense Account, or, to take any other action relative thereto.

Voted: Unanimously that the Town transfer the sum of six hundred dollars (\$600.00), from the Council on Aging - Secretary Account, to the Council on Aging Expense Account.

ARTICLE 17: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of twenty-eight thousand seven hundred-one dollar and two cents (\$28,701.02), or any other sum, to be applied to the Snow Removal Account, to fund the FY97 Snow Emergency Deficit balance, or, to take any other action relative thereto.

Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury, the sum of twenty-eight thousand seven hundred-one dollar and two cents (\$28,701.02), to be applied to the Snow Removal Account, to fund the FY97 Snow Emergency Deficit balance.

ARTICLE 18: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of one thousand dollars (\$1,000.00), or any other sum, for the Conservation Fund established under Article 24 of the 1966 Annual Town Meeting, or, to take any other action relative thereto.

Voted: That the Town appropriate, appropriate from available unappropriated funds in the Treasury, the sum of one thousand dollars (\$1,000.00), for the Conservation Fund established under Article 24 of the 1966 Annual Town Meeting.

ARTICLE 19: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of four thousand five hundred dollars (\$4,500.00), or any other sum, to be used for aquatic weed control in one or more of the following: Taft Pond, Mill Pond, Pratt Pond, or Lake Wildwood, or, to take any other action relative thereto.

Voted: That the Town appropriate from available unappropriated funds in the Treasury, the sum of four thousand five hundred dollars (\$4,500.00), to be used for aquatic weed control in one or more of the following: Taft Pond, Mill Pond, Pratt Pond, or Lake Wildwood.

ARTICLE 20: To see if the Town will vote to enact a temporary moratorium, effective July 1, 1997, on the construction and/or expansion of wireless communications facilities and that no permit shall be issued for the same until after the adjournment of Upton's Spring, 1998 Annual Town Meeting and no sooner than July 1, 1998.

Voted: Unanimously that the Town enact a temporary moratorium, effective July 1, 1997, on the construction and/or expansion of wireless communications facilities, excluding facilities that would provide dedicated telecommunications services for the exclusive use of any of the following: Police, Fire, EMS, DPW Departments or other municipal services. And that no permit shall be issued for the same, except for the above exclusions, until after the adjournment of Upton's Spring, 1998 Annual Town Meeting and no sooner than July 1, 1998.

ARTICLE 21: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of seven thousand five hundred dollars (\$7,500.00), or any other sum, for a fiscal year 1997 audit of the accounts and financial records of the Town of Upton, or, to take any other action relative thereto.

Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury, the sum of seven thousand five hundred dollars (\$7,500.00) for a Fiscal year 1997 audit of the accounts and financial records of the Town of Upton.

It was moved and seconded to dissolve this warrant and to adjourn this meeting. This meeting adjourned at 9:05 p.m.

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

A true copy. Attest: Rodney B. Marchand, Constable of Upton
Worcester, ss:

Upton, MA, June 11, 1997

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

PROCEEDINGS OF SPECIAL TOWN ELECTION

August 5, 1997

Worcester, ss.

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

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

To cast your vote to fill a vacancy on the Board of Selectmen - and to vote on the following Ballot questions:

Proposition 2 1/2 Override Question - M.G.L. c, 59

Shall the Town of Upton be allowed to assess an additional \$170,208.00 in real estate and personal property taxes for the purpose of funding the Fiscal 1998 operating budget deficit and approved articles voted at the Annual Town Meeting on May 10, 1997 and June 24, 1997 for Fiscal year beginning July first, nineteen hundred and ninety-seven?

Yes No

Debt Exclusion Ballot Question - M.G.L. c, 59

Shall the Town of Upton be allowed to exempt from the provisions of proposition two and one-half, so called, the amount remaining required to be paid for the bond issued in order to pay for the Redesign/Renovations and Construction of Upton's Police/Communication Headquarters and Municipal Office Space?

The meeting was called to order with the reading of the Warrant by Election Clerk Barbara E. Burke. The polls were declared officially open at 7:00 a.m. by Warden Richard L. Randall.

Ballot clerks on duty at the check-in table were Judith McGee and Edna Furphy. Nancy Kennedy and Robert Snow were on duty at the check-out table. Deputy Warden Dorothy Francis was on duty at the ballot box to be relieved of duty at 1:30 p.m. by Janet Caton.

Tellers reporting at 8:00 p.m. were Susan Bonina, Theresa Martin, both Democrats; Nancy McDonnell, Tina Bonina, Donna Kempton, Carol Peterson, Mary Lapierre, Joy Foster, all Unenrolled. Tabulating the vote were William Young and Margaret Libbey.

SELECTMAN:	Robert J. Fleming, 54 East Street	406
	BLANKS	218
QUESTION 1	Yes	115
	No	508
	BLANKS	1
QUESTION 2	Yes	146
	No	470
	BLANKS	8

The total number of votes cast was 624. The results of the election were read by Town Clerk Williams at 8:50 p.m. The used and unused ballots were sealed in separate containers and deposited in the Town Vault.

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

A true copy. Attest: Scott D. Garland, Constable of Upton

Worcester, ss:

Upton, MA, July 17, 1997

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

Scott D. Garland, Constable of Upton

PROCEEDINGS OF SPECIAL TOWN MEETING

November 17, 1997

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

Non-voters seated in the main hall were Robert Gilchrist, DPW Director, John Johnson, DPW Department, Eileen Vigliante of the Milford Daily News, Guy Glodis, State Representative, Brian Miller of the Worcester Telegram/Gazette, Stanley Weinberg, Town Counsel and Scott Kennedy.

During the meeting 78 voters were checked into the hall by Barbara E. Burke and Nancy E. Kennedy.

ARTICLE 1: To see if the Town will vote to appropriate from available unappropriated funds in the Treasury "free cash" a sum of money to off-set the deficiency in the fiscal year 1998 operating budget, as voted at the Annual Town Meeting held on May 10, 1997 and June 24, 1997, or, to take any other action relative thereto.

Voted: That the Town appropriate from available unappropriated funds in the Treasury "free cash" \$200,000.00 to off-set the deficiency in the fiscal year 1998 operating budget, as voted at the Annual Town Meeting held on May 10, 1997 and June 24, 1997.

ARTICLE 2: To see if the Town will vote to transfer the sum of one hundred thousand dollars (\$100,000.00) from the stabilization account to off-set the deficiency in the fiscal year 1998 operating budget, as voted at the Annual Town Meeting held on May 10, 1997 and June 24, 1997, or, to take any other action relative thereto.

Voted: That the Town transfer the sum of eighty four thousand dollars (\$84,000.00) from the Stabilization Account to off-set the deficiency in the fiscal year 1998 operating budget, as voted at the Annual Town Meeting held on May 10, 1997 and June 24, 1997.

ARTICLE 3: To see if the Town will vote to establish a line item identified as Building Inspector Expenses in the fiscal year 1998 operating budget; and further to appropriate from available unappropriated funds in the Treasury, or transfer the sum of four thousand dollars (\$4,000.00) to the Building Inspector Expense Line Item, or, to take any other action relative thereto.

Voted: That the Town establish a line item identified as Building Inspector Expenses in the fiscal year 1998 operating budget; and further to appropriate from available unappropriated funds in the Treasury, four thousand dollars (\$4,000.00) to the Building Inspector Expense line item,

ARTICLE 4: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of two thousand five hundred dollars (\$2,500.00), or any other sum, for Animal Disposal Services, or, to take any other action relative thereto.

Voted: That the Town appropriate from available unappropriated funds in the Treasury, the sum of two thousand five hundred dollars (\$2,500.00) for Animal Disposal Services.

ARTICLE 5: To see if the Town will vote to close the Water Management Permit Consultation Account, voted at the May 10, 1997 Special Town Meeting, and to transfer the balance of the nine thousand dollars (\$9,000.00), or any other sum to be used to partially fund the costs of a new account, "The Engineering Consultation Account", to prepare a hydraulic model of the town water system in accordance with a capital plan for water system improvements, or, to take any other action relative thereto.

Voted: Unanimously that the Town close the Water Management Permit Consultation Account, voted at the May 10, 1997 Special Town Meeting, Article 2, and to transfer the balance of the nine thousand dollars (\$9,000.00), to be used to partially fund the costs of a new account, "The Engineering Consultation Account", to prepare a hydraulic model of the town water system in accordance with a capital plan for water system improvements.

ARTICLE 6: To see if the Town will vote to transfer the sum of six thousand dollars (\$6,000.00), or any other sum, from the Corrosion Control Project Account, voted at the May 10, 1997 Special Town Meeting, to be used to partially fund the costs for a new account, "The Engineering Consultation Account", to prepare a hydraulic model of the Town water system in accordance with a capital plan for water system improvements, or, to take any other action relative thereto.

Voted: Unanimously that the Town transfer the sum of six thousand dollars (\$6,000.00), from the Corrosion Control Project Account, voted at the May 10, 1997 Special Town Meeting, Article 1, to be used to partially fund the costs for a new account, "The Engineering Consultation Account", to prepare a hydraulic model of the Town water system in accordance with a capital plan for water system improvements.

ARTICLE 7: To see if the Town will vote to transfer the sum of four thousand fifty dollars (\$4,050.00), or any other sum, from the Wastewater Treatment Plant Facility Design Account, voted at the November 19, 1996 Special Town Meeting, to the Treatment Plant Maintenance Account for payment of work associated with site preparations required for the Wastewater Treatment Facility Upgrade and Expansion Project, or, to take any other action relative thereto.

Voted: Unanimously to pass-over this article.

ARTICLE 8: To see if the Town will vote to transfer the sum of twenty-three thousand five hundred seventy dollars (\$23,570.00), or any other sum, from the Wastewater Treatment Plant Facility Design Account, voted at the November 19, 1996 Special Town Meeting, to a new account, "The engineering, consulting, project management and preconstruction Account", for costs associated with preparations for the Wastewater Treatment Facility Upgrade and Expansion Project, or, to take any other action relative thereto.

Voted: Unanimously to pass-over this article.

ARTICLE 9: To see if the Town will vote to transfer the sum of four thousand dollars (\$4,000.00), or any other sum, from the Sale of Lots and Graves Accounts to the Cemetery Maintenance Account to be used for the purchase of a new lawn tractor to replace an existing 19 year-old unit in the Cemetery Division of the DPW, or, to take any other action relative thereto.

Voted: Unanimously that the Town transfer the sum of three thousand one hundred dollars (\$3,100.00) from the Sale of Lots and Graves Accounts, to the Cemetery Maintenance Account to be used for the purchase of a new lawn tractor to replace an existing 19 year-old unit in the Cemetery Division of the DPW.

It was moved and seconded to dissolve this warrant and that this meeting be adjourned. This meeting adjourned at 8:16 p.m.

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

A true copy. Attest: Rodney B. Marchand, Constable of Upton

Worcester, ss:

Upton, MA, October 29, 1997

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

Rodbey B. Marchand, Constable of Upton

BOARD OF SELECTMEN

The Board of Selectmen is entrusted to insure that all of Upton's citizens are provided services, to which they are entitled, providing the quality of life which we all cherish in the Town of Upton. The Board along with all other Town departments is presently balancing the demands of growth, while working to maintain the character of our community, which our citizens have enjoyed for so many decades. This has become more and more difficult due to the financial constraints of the past few years. Regardless of these constraints, your Board of Selectmen is committed to working to meeting these challenges.

Two new members were elected to the Board this past year. Al Holman was elected at the Annual May election to fill the seat vacated by Steven Lowell who chose not to seek re-election. The Board thanks Steve for his dedication as a Selectman and his many years as a member of the Finance Committee.

The Board also welcomed back former Selectmen Robert Fleming. Bob was elected to a one year term in August to fill the vacancy created by the resignation of Jean Warren, who resigned shortly after the May Annual election. The Board thanks Jean for her service and contribution to the Town.

The Board was saddened by the passing away of Pat Fitzpatrick, our Dog Officer, who quietly and effectively provided service to the citizens of Upton. Pat assumed the position in 1981 after the death of her husband Raymond, who served as Dog Officer for five years. In keeping with the family's commitment to the community, the Board was pleased to appoint their son, Keith Fitzpatrick, to the position of Dog Officer. We thank Keith and his family for their dedication.

In April the Board appointed Kristen Dirschel as Clerk to the Board of Selectmen. Working in conjunction with the Administrative Assistant she has proven herself to be a valuable asset to the Board.

In April the Board approved by-laws governing the Council on Aging. These by-laws bring the operations of the Council more in line with state procedures and policies. A Sexual Harrassment Policy was presented to the Board by the Personnel Board for acceptance. Through the efforts of the Personnel Board all town employees and persons involved in Town government are assured of having a non-threatening work environment, which is conducive to good government.

To insure the Town's financial integrity, the Board awarded a contract to the firm of Borgatti & Harrison for an audit of the Town's financial departments for the year 1996. Although not mandated by law the Board will stay consistent to this practice.

In June, management changes were effected in three of the Town's larger departments by appointments of the Board.

Robert Gilchrist was re-appointed Director of Public Works. After having been in the private sector for one year, Bob elected to return as Director. We are pleased to have him here in Upton where his knowledge and experience have proven to be invaluable to many Town departments.

Sergeant Thomas Stockwell was promoted by the Board and appointed Chief of the Upton Police Department. Chief Stockwell had served as Acting Chief for one year. He has served as a member of the Upton Police Department for 23 years and has proven himself to be an effective leader and administrator. At the Annual Town Meeting funding was approved for the position of full time Fire Chief. Richard Henderson was appointed to the Board of Fire Engineers, who unanimously voted him to serve as Upton's first full-time Fire Chief. The Board has great appreciation for Chief Henderson's experience and knowledge as Chief.

Due to the vacancy created by Chief Stockwell's promotion, the Board made the appointment of Michael Benjamin to the position of Police Officer. Officer Benjamin served as Senior Communications Officer prior to the appointment and has already distinguished himself at the Police Academy. He is scheduled to perform his full time duties in March of 1998.

An agreement was reached through Collective Bargaining by the Board of Selectmen and Local 170 of the Mass Coalition of Police, International Union Police Association, AFL, CIO. The contract is retroactive to July 1996 and expires June 1999.

In the summer of 1996 voters approved a \$50,000 appropriation for a feasibility study to assess the needs for an upgrade to our Wastewater Treatment Facility. In January of 1997 it was voted at Town Meeting to appropriate \$542,000 for the design phase of the upgrade and expansion of the existing facility. The vote after much debate was for the \$542,000 to be assessed at 60% from taxation and 40% to be paid by the users of the facility. The design contract was awarded to Metcalf & Eddy Co., Inc.

The Board called a Town Meeting in June and brought before the voters an article asking for \$4.7 million for the construction phase of the upgrade and expansion of the Wastewater Treatment Plant. The article was, (as was the article for design costs), based on an assessment of 40% from taxation and 60% from users. Through long and sometimes heated debate the citizens at the meeting voted to appropriate the \$4.7 million based on an assessment of 50% from taxation and 50% to be paid by the users. In August the State Department of SRF Loan of the Water Abatement Trust. This was officially awarded to the Town in October.

In December the Board began the process of advertising for bids for the construction and upgrade of the facility.

Considerable time and effort was required by all members of our Building and Inspection Departments to insure the new Nipmuc Regional Middle-High School met

building code standards. Working in a cooperative effort with the School Committee and the Administration they are to be applauded for their accomplishments in this effort.

In September the Board accepted the results of the study for the design and reconstruction of the Town Hall roof. Voters had appropriated \$126,500.00 for the necessary repair, of which \$18,000 has been expended on the study. Unfortunately the study revealed a more comprehensive repair is required than had been expected due to the deterioration of the roof. The \$108,500.00 is insufficient, in that the actual cost will be in excess of \$230,000 for the least cost repair, which carries a limited warranty.

The Town Hall roof repair is a priority. Failure to correct this condition will, in a short time, jeopardize the use of the Town Hall for existing activities, such as meetings of Town Boards and Committees, as well as the use by citizens on evenings and weekends.

A vacancy was created on the Mendon-Upton School Committee by the resignation of Selectman Al Holman. As required by law, the two remaining seated members of the School Committee representing Upton and the Board of Selectmen conducted an election. The joint membership of the School Committee and the Board of Selectmen elected Kathy O'Neil to a one-year term to expire May 1998.

Through the initiative of members of our Fire Department, the Town has improved its fire-fighting capabilities with the acquisition of a 100-foot ladder truck for \$6,500.00. The truck is a 1972 vehicle which was completely overhauled and refurbished by the members of the department under the direction of 1st Assistance Chief Michael Marchand and Firefighter Chris Dion. The Board commends the Fire Department for being innovative and fiscally responsible.

After having served many years as custodian for Upton's Municipal Buildings, Custodian Charlie Vaccaro elected to retire. The Board thanks Charlie for his service to the Town and wishes him the best in his years of retirement. The Board transferred the supervisory authority for the custodian to the Director of Public Works. We are pleased to have Paul Marchand assume the position as Town Custodian.

The traditional lighting of our Town Common through the holiday season was threatened due to our present financial situation. A special thank you is extended to William Sadler, Robert Richard, Robert Humes and the membership of the Marshal-Leland American Legion Post. They came forward and volunteered to sponsor a fund-raiser to purchase new lighting and to repair defective wiring on the Common. It's through their actions that Upton citizens enjoyed our beautifully lighted Town Common.

The \$1.5 million road reconstruction on Pleasant Street from the Northbridge town line to Mendon Street due to begin in early 1998. The Town has for some time met its obligations for the project and is awaiting the State to schedule and release funding.

Our Town is presently in financial crisis, experiencing increased growth, aging capital, service demands, and increased costs of operation. The revenue stream coming into the Town is presently insufficient to meet these demands and still provide the services the citizens expect and deserve.

Our 1997 Annual Town Meeting clearly demonstrates the impact of this financial crisis. The meeting was gaveled open on May 6th and to effectively have consensus on a balanced budget did not adjourn until May 11th. At the conclusion of that meeting the Town's operating budget had still not balanced. State law requires that a town's operating budget be balanced prior to the Town being able to set its tax rate, and thereby generate revenue. As this process evolved, all Town officials, departments and committees joined in unison to create a balanced budget, which was finally accomplished at a November 17, 1997 meeting. It was a cooperative effort, with departments making sacrifices, putting Upton first, and personal agendas secondary. This is highly commendable and reflects the quality of persons working to make Upton the community we desire it to be.

As the Executive authority of the Town, your Board of Selectmen has serious concerns as to how long we as a Town can ask departments to reduce budgets without the result creating serious implications. How long can we ask public safety departments to hold the line without risking the safety of our citizens? Are vital services we now provide to the young and elderly becoming marginal, or will they become nonexistent? The Board recognizes the need to raise our tax base and will continue to offer citizens a choice by placing over-ride questions and debt exclusions on the ballot.

We have made limited investment into capital, which is beginning to show neglect. Our short-term needs are many. Estimates for some of these needs are:

\$1.3 million	Water storage facility to provide adequate water supplies to our citizens and insures fire-fighting resources.
\$300,000	Repair of the Town Hall Roof
\$1.25 million	Renovate the Town Hall to be in compliance with code and American Disabilities Act requirements.
\$500,000	Renovate the Knowlton Risteen Building
\$2 million	Upgrade and reconstruct town roadways
\$500,000	Expand and upgrade the Town Fire Station

The Board is committed to providing and disseminating information as accurately as possible, allowing citizens to make decisions based on fact. We encourage all citizens to become involved in the activities of THEIR government. Through our fundamental democratic process of Town Meeting, each citizen has a right to be recognized and contribute to his or her Town.

A special thanks to Rose Marie Horton our Administrative Assistant for her tireless commitment and Kristen Dirschel our Clerk for her valuable assistance. We also wish to thank the many men and women who serve our Town unselfishly, giving their time and energies to improve our community for all citizens.

Respectfully submitted,

UPTON BOARD OF SELECTMEN

Robert J. Fleming, Chairman

James R. Bates

Alfred C. Holman

**REPORT OF THE TOWN ACCOUNTANT
TOWN OF UPTON
COMBINED BALANCE SHEET
JUNE 30, 1997**

	General Fund	Highway Fund	Special Revenue Fund
ASSETS			
Cash	\$1,241,491.45	(\$78,196.47)	\$74,805.25
ACCOUNTS RECEIVABLE			
Taxes-Personal Property			
1994	\$126.73		
1995	\$116.82		
1996	\$2,422.26		
1997	\$4,432.18		
Taxes-Real Estate			
1994	\$942.32		
1995	(\$912.60)		
1996	(\$2,756.72)		
1997	\$149,303.44		
1998	(\$5,384.28)		
Motor Vehicle Excise			
1994	\$3,193.63		
1995	\$4,560.26		
1996	\$11,567.37		
1997	\$14,094.80		
Tax Liens	\$178,665.48		
Water Charges	\$5,610.13		
Sewer Charges	\$11,048.21		

	General Fund	Highway Fund	Special Revenue Fund
Water Liens			
1996	\$2,769.07		
1997	\$4,379.31		
Sewer Liens			
1996	\$4,855.77		
1997	\$5,994.41		
Tax Title and Foreclosures	(\$2,220.51)		
Departmental	\$300.00		

PROVISIONS FOR ABATEMENTS

1994	(\$7,287.13)
1995	\$524.65
1996	\$1,549.07
1997	(\$54,342.36)

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DUE FROM:

General Fund			
Trust Funds	\$30,005.00		
Government		\$115,455.47	
Amounts to be Provided for	\$452,537.00		
Payment of Bonds			
Authorized Bonds	\$5,123,548.00		
Total	\$7,181,133.76	\$37,259.00	\$74,805.25

LIABILITIES AND FUND BALANCES

Warrants Payable	\$247,526.17	\$37,259.00	\$8,584.21
Payroll Withholdings	\$1,865.43		

	General Fund	Highway Fund	Special Revenue Fund
DUE TO:			
General Fund			
Capital Projects			
Special Revenue Fund			
Trust Funds	\$13,130.00		
Contracts Payable	\$148,649.94		
DEFERRED REVENUE			
Property Taxes	\$94,118.66		
Property Taxes (FY98)	(\$5,384.28)		
Tax Liens	\$178,665.48		
Tax Foreclosures	(\$2,220.51)		
Motor Vehicle Excise	\$33,416.06		
User Charger -Water/Sewer	\$16,658.34		
Utility Liens	\$17,998.56		
Departmental	\$300.00		
Bond Anticipation Notes Payable	\$452,537.00		
FUND BALANCE			
Designated	\$536,857.52		
Undesignated	\$323,467.39	\$0.00	\$66,221.04
Bonds Authorized (Unissued)	\$5,123,548.00		
Total	\$7,181,133.76	\$37,259.00	\$74,805.25

NOTE: THIS REPORT HAS NOT BEEN AUDITED

REVENUE SUMMARY
JUNE 30, 1997

Personal Property Taxes	\$152,365
Real Estate Taxes	\$4,273,475
Tax Liens	\$28,089
Motor Vehicle Excise	\$419,924
Penalty and Interest - Property Taxes	\$19,357
Penalty and Interest - Excise	\$7,258
Penalty and Interest - Tax Liens	\$1,803
In Lieu of Taxes	\$40,410
Water Usage Charges	\$122,141
Other Water Charges	\$18,300
Sewer Usage Charges	\$150,700
Other Charges for Services	\$73,675
Fees	\$43,462
Fees Retained from Tax Collections	\$852
Rentals	\$18,000
Alcoholic Beverages Licenses	\$9,140
Other Licenses and Permits	\$178,317
Revenues from State	\$491,177
Court Fines	\$6,187
Fines and Forfeitures	\$185
Earnings on Investments	\$46,773
Other Miscellaneous Revenues	\$1,735
Transfer from Special Revenue Funds	\$300
Transfer from Trust Funds	\$2,000
 TOTAL REVENUE	 \$6,105,625

EXPENDITURE SUMMARY
June 30, 1996

Town Meetings — Services and Supplies	\$6,738
Moderator — Personal Services	\$89
Moderator — Services and Supplies	\$25
Selectmen — Personal Services	\$51,131
Selectmen — Services and Supplies	\$31,395
Finance Committee — Services and Supplies	\$124
Accountant — Personal Services	\$17,070
Accountant — Services and Supplies	\$19,540
Assessors — Personal Services	\$37,087
Assessors — Services and Supplies	\$6,553
Revaluation — Services and Supplies	\$4,500

Treasurer — Personal Services	\$49,843
Treasurer — Services and Supplies	\$14,697
Town Counsel — Services and Supplies	\$9,417
Personnel Board — Services and Supplies	\$1,000
Tax Title Foreclosures	\$4,513
Cable Commission	\$3
Town Clerk — Personal Services	\$28,656
Town Clerk — Services and Supplies	\$2,864
Voter Registration — Personal Services	\$627
Voter Registration — Services and Supplies	\$2,375
Conservation Commission — Services and Supplies	\$4,350
Planning Board — Services and Supplies	\$1,096
Zoning Board — Personal Services	\$1,563
Zoning Board — Services and Supplies	\$82
Public Buildings — Personal Services	\$10,403
Public Buildings — Services and Supplies	\$29,892
Public Buildings — Capital	\$27,158
Police — Personal Services	\$487,903
Police — Services and Supplies	\$68,081
Police — Capital	\$2,310
Fire — Personal Services	\$115,874
Fire — Services and Supplies	\$26,689
Fire — Capital	\$58,792
EMT — Personal Services	\$43,588
EMT — Services and Supplies	\$10,673
Building Inspector — Personal Services	\$32,809
Building Inspector — Services and Supplies	\$5,691
Gas Inspector — Personal Services	\$1,762
Electric Inspector — Personal Services	\$14,916
Electric Inspector — Services and Supplies	\$2,622
Dog Officer — Personal Services	\$1,364
Dog Officer — Services and Supplies	\$5,570
Forestry — Personal Services	\$4,830
Forestry — Services and Supplies	\$15,825
Animal Disposal	\$3,000
DPW Administration — Personal Services	\$34,532
Highway Construction and Maintenance — Personal Services	\$118,819
Highway Construction and Maintenance — Services and Supplies	\$118,487
Highway Construction and Maintenance — Capital	\$107,358
Snow Removal	\$108,641
Street Lighting	\$28,894
Waste Collection and Disposal	\$231,252
Sewerage Collection and Disposal — Personal Services	\$64,152
Sewerage Collection and Disposal — Services and Supplies	\$357,097

Water Distribution — Personal Services	\$41,093
Water Distribution — Services and Supplies	\$111,203
Cemetery — Personal Services	\$10,910
Cemetery — Services and Supplies	\$6,159
Board of Health — Personal Services	\$22,618
Board of Health — Services and Supplies	\$9,076
Nursing Service — Personal Services	\$18,390
Nursing Service — Services and Supplies	\$1,582
Council on Aging — Personal Services	\$47,975
Council on Aging — Services and Supplies	\$21,870
Veterans' Services — Personal Services	\$4,140
Veterans' Services — Services and Supplies	\$3,194
Library — Personal Services	\$47,064
Library — Services and Supplies	\$26,448
Beach Program — Personal Services	\$9,987
Parks — Personal Services	\$32,780
Parks — Services and Supplies	\$7,085
Parks — Capital	\$27,824
Historic Commission	\$8,416
Celebrations	\$963
Debt — Principal	\$190,000
Debt — Interest	\$34,093
Retirement Contribution	\$98,691
Worker's Compensation	\$2,900
Insurance	\$177,599
Medicare	\$17,400
Bonding Town Officers	\$859
Parking Ticket Warrant Officer	\$73
County Assessments	\$9,268
State Assessments	\$5,057
Mendon Upton Regional School District — Operating Expense	\$2,752,134
Mendon Upton Regional School District — Capital	(\$742)
Mendon Upton Regional School District — Bond	\$293,441
Blackstone Valley Regional School District — Operating Expense	\$26,918
Blackstone Valley Regional School District — Capital	\$12,955
Transfer to Trust Funds	\$2,000
TOTAL	\$6,515,737

STATEMENT OF INDEBTEDNESS
June 30, 1997

PURPOSE	UPTON POLICE HEADQUARTERS
Original Issue Date	February 15, 1993
Original Bond Principal	\$1,000,000
Principal Retired FY94	\$100,000
Principal Retired FY95	\$100,000
Principal Retired FY96	\$100,000
Principal Retired FY97	\$100,000
Balance of Principal (6/30/97)	\$600,000
PURPOSE	AMBULANCE
Original Issue Date	January 24, 1996
Original Bond Principal	\$50,000
Principal Retired FY96	\$25,000
Principal Retired FY97	\$25,000
Balance of Principal (6/30/97)	\$0
PURPOSE	FIRE TRUCK
Original Issue Date	January 24, 1996
Original Bond Principal	\$130,000
Principal Retired FY96	\$65,000
Principal Retired FY97	\$65,000
Balance of Principal (6/30/97)	\$0
PURPOSE	PLANS FOR TREATMENT PLANT
Original Issue Date	March 24, 1997
Original Bond Principal	\$452,537
Balance of Principal (6/30/97)	\$452,537

REPORT OF THE BOARD OF ASSESSORS

The Board of Assessors wishes to thank the people of Upton for their continued support. The current total assessment of all property within the town of Upton is \$397,261,600. This reflects 93% residential, 3% commercial, 1% industrial, and 3% personal property.

During 1997 two hundred and seventy-six deed transfers were processed and new growth revenue amounted to \$124,015. The fiscal year 1998 tax rate has been set at \$12.36 per thousand dollars of valuation, representing an increase of 62 cents over the fiscal year 1997 tax rate. The fiscal 1998 tax rate includes three proposition 2 1/2 debt exclusions. These are repairs to the Nipmuc High School (vote May, 1990), New High School and Middle School renovations (voted December 1994) and a 40% portion of the wastewater treatment plant upgrade design cost (voted February, 1997)

Tax Rate Breakdown for Fiscal Year 1998

Town Budget voted within proposition 2 1/2	\$10.85
Debt Exclusion repairs to Nipmuc High School	\$.19
Debt Exclusion New High School & Building Renovations	\$1.27
Debt Exclusion Wastewater Treatment Plant Design	\$.05
Fiscal Year 1998 tax rate total	\$12.36

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

Please find below the recapitulation figures used when setting the tax rate for fiscal 1998.

Total Amount to be raised:	\$7,329,262.86
Total Estimated Receipts from other sources:	\$2,419,109.49
Total Taxes levied on property:	\$4,910,153.37

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

Respectfully submitted,

Charles T. Marden, chairman
Anthony W. Bonina
Kennison N. Gale

REPORT OF UPTON CABLE ADVISORY COMMISSION

During the calendar year 1997, this commission has accomplished the following activities:

- Held 10 public meetings to recruit membership, organize the committee, establish basic rules of operation, learn about the issues, scope the problems and discuss alternatives in our process and objectives we should seek.
- Accomplishments include: recruiting a commission of five plus members, electing a chairperson, meeting the principles of the present operator and completing a physical site walk of operator's plant and facilities. We then developed an RFP (Request For Proposal) which was mailed to all known candidates and resulted in interviews with several candidates. This process ended with the selection of Peter J. Epstein Esq. as our legal counsel for the negotiating team. A working agreement for services has now been established between the Board of Selectmen and Counsel which will provide for use as needed on a per hour rate under the direction and approval of this commission. We were fortunate to obtain the service of Mr. Gordon Champion, of the Massachusetts Cable Commission who provided a high quality, interesting and useful multi-media presentation on the Cable License Renewal Process for the Board of Selectmen, Cable Advisory Committee, members of the Upton Community and Delegates from the present Cable Operator. We have now begun the Ascertainment phase of the process by developing a draft document and process for completing a Public Survey. The survey will address two very important issues. First, what will the citizens and other entities in and of the Town of Upton need or want from a cable operator during the next eight to ten years? Second, how well has the present operator met the terms of the present license agreement.
- Our present goals for calendar year 1998 include: completing the design of public survey process and data collection, collecting and tabulating measures of operator performance and future public wants/needs, communicating the survey results to the community, holding at least one public hearing to discuss results, identify and address any special issues. From these results, the commission will prepare a new RFP to the operator. The Operator may then respond to our specifications. Then negotiation may begin.

The present Commission at year end is:

David Bigelow	Member
Eva Fowler	Secretary
Glenn Fowler	Chairperson
Bob Pray	Member
Jeffrey Young	Member
Judy Young	Member

Minutes of our public meetings are provided under separate cover and are available for public review.

REPORT OF THE CONSERVATION COMMISSION

The Conservation Commission continued its efforts to administer the Massachusetts Wetlands Protection Act and Rivers Protection Act. The Commission received Notices of Intent and issued corresponding Orders of Condition for about 20 projects. Projects reviewed include the West River Bend development, the new Nipmuc Regional Middle/High school, and the Town's wastewater treatment plant upgrade. Five Requests for Determination were also processed. The Commission issued two Enforcement Orders and informally resolved several minor violations of the Wetlands Protection Act. Eight Certificates of Compliance were issued for completed projects. The Commission provided comments to the Planning Board on the proposed West River Bend and West River Farms developments. Regular public meetings and numerous site inspections were held during the year.

The Commission sponsored town "Clean-Up Day" and organized efforts to protect spotted salamanders during their spring migration to vernal pools.

The Commission's request to allocate \$1,000 to the Conservation Fund was approved at a Town Meeting.

Under the leadership of Gene Bernat (chair), Tony Dick (vice-chair), and Carolyn Letvin (secretary), the Open Space Subcommittee prepared a Mission Statement and began work on a open space Planning bylaw. The subcommittee also sponsored a nature walk and prepared an inventory of Chapter 61 properties in town.

The Aquatic Weed Control Committee, chaired by Charles Pederson, contracted for the control of nuisance aquatic weeds in Pratt Pond and Taft Pond.

The Commission noted with regret the resignation of Lori Watson and welcomed new members Richard Day and Jeff Young.

Finally, we are very pleased to report that Francis Walleston, a longtime Commission member, was honored as Conservation Commissioner of the Year by the Massachusetts Association of Conservation Commissioners.

Respectively Submitted,

Michael Penko, Chairperson
Francis Walleston (Vice-chair)
Richard Day
Rae Grenon
Sandra Lajoie
John Savello
Jeff Young

THE OPEN SPACE SUB-COMMITTEE

Late in the year of 1993, the Open Space Sub-committee was born out of the Conservation Commission to compile the state-required Open Space Plan. Upon the Plan's completion, the Open Space Sub-committee was able to apply for state grants to assist in land acquisition. It wasn't long before there was an article put before the townspeople to acquire a 220 acre tract of land in northwest Upton. After many meetings and ballots, The Warren Brook Watershed Conservation Land became the newest addition to the town's open space.

It's been two years since then, and the Open Space Sub-committee has been evolving. Under the direction of a new chairman, Gene Bernat, the committee is focusing on becoming a more mature body within the town's workings. By stating its overall goals in a mission statement, the committee has been able to direct its energies toward projects that seem to best fall under the jurisdiction of that mission statement.

The Open Space Sub-committee Mission Statement

Upton's Open Space Sub-committee is dedicated to protecting our town's quality of life by preserving its open spaces, its natural resources, its historic treasures and its small town character.

The Open Space Sub-committee goals are:

- To increase awareness and enjoyment of Upton's protected lands and natural resources and to educate the public on open space issues.
- To work with public officials and private land owners to identify opportunities for open space management, protection or acquisition.
- To help the town develop bylaws, regulations and planning strategies to preserve open space, enhance natural habitants and to ensure that rapid development doesn't overburden town services or town taxpayers.

Since developing this strategy, the sub-committee has taken action in a number of areas:

1. We are Upton's representative in Metacomet Land Trust, an independent organization that assists its members with land acquisitions and land management. Other towns involved are Bellingham, Franklin, Blackstone, Millville, Mendon, Sutton and Norfolk.

2. We are working with the Grafton-Upton Railroad to develop trail access along the railway.
3. In October of 1997, we sponsored a nature walk through the state forest. Led by Elaine Cate, Forest Ranger at the Upton State Forest, approximately 25 individuals enjoyed the beauty and peacefulness of the outdoors that our town has to offer.
4. Thanks to one of our most devoted members, Bill Cilley, we are represented in "The Upton Town Crier" on a monthly basis. Through his very personal insights, Bill has a way of conveying this sub-committee's philosophy in a most charming and illuminating way.
5. Last but not least, we have been making headway in our efforts to become part of the screening process for development approval by interacting with the Planning Board, Conservation Commission and developers.

With almost 20 active members, the Open Space Sub-committee can look forward to accomplishing many of its goals this year and in the years to come.

REPORT OF THE COUNCIL ON AGING

The Upton Senior Center is open Monday through Friday from 8:30 a.m. to 7:30 p.m., serving as the gateway to the elder service network, under the auspices of the Upton Council on Aging. Both the Council on Aging and the Senior Center staff are dedicated to:

- Protecting the Senior Citizen's right to independent living
- Preserving the dignity of the aging
- Offering support to families of the elderly
- Responding to individual needs
- Bringing the young and not-so-young together through intergenerational programming, and events. Special events held in the last year include the Intergenerational Tea Party, the Grandparents Day Ice Cream Social, and Harvest Ham Supper.
- Providing opportunities for involvement in our community

The Council on Aging continues to provide a full range of services to Upton residents 60 years of age and older, while reaching out to citizens of all ages who seek to enrich their lives through volunteerism and socialization. Our monthly newsletter reaches the homes of seniors throughout town, listing the center's monthly schedule, daily activities and special events, as well as supplying readers with up-to-date information which can be used to access needed services.

The Upton Senior Center serves as a community center by providing programs and features which benefit the entire town. The Council on Aging is pleased to offer:

- SHARE; making available monthly food packages while encouraging community volunteerism
- Annual Fuel Assistance Program
- Fitness programs that are fun!
- Annual Flu Shot Clinic, presented in conjunction with the Upton Board of Health
- Public Informational Forums
- Accessibility: The Upton Senior Center is in compliance with the Americans With Disabilities Act, and provides a barrier-free meeting place for town agencies and local non-profit organizations. The center is accessible by telephone to the deaf and hard-of-hearing through our TTY machine, and provides close-captioned films every Thursday.
- Volunteers: Upton seniors volunteered in our elementary school through the programs of the Upton Council on Aging Intergenerational Committee.
- Candidates' Night

At the Upton Senior Center, elders not only have the opportunity to serve their fellow townspeople, but they are also offered a number of valuable services. Podiatry clinics,

available by appointment, are held every other month. Legal clinics, also by appointment, are available every third Tuesday from 8:30 - 10:30 a.m., free of charge. The SHINE program (Serving Health Insurance Needs of Elders) assists seniors through the maze of health insurance issues each Monday morning. Each month the Upton Board of Health holds a blood pressure clinic at the center. Phlebotomy service is available by appointment through Clini Tech Services. Annual AARP Income Tax Clinics provide free tax preparation by AARP volunteers to eligible seniors. Each month guest speakers share their expertise on a variety of topics related to successful aging. Monday through Friday the Senior Center becomes a congregate meal site offering nutritious, hot lunches through Tri Valley Elder Services, and the Meals on Wheels program, which provides home delivered meals to those Upton and Hopedale residents requiring this service. Much needed transportation to medical appointments, as well as a twice-monthly grocery shopping trip are sponsored by the Upton Council on Aging.

Focusing on meeting the particular needs of many of Upton's seniors and caregivers, our Outreach Worker/Social Service Coordinator makes regular contact through home visits and office appointments, and is available for assistance and referral. Through continuous networking with the many agencies providing elder services, the Upton Council on Aging has been instrumental in promoting the coordination and accessibility of services, as well as the responsible and effective use of those resources available.

The Council on Aging Intergenerational Programming Committee has completed a third highly successful year of innovative programming aimed at lessening isolation in our community. Through such programs as Teen Chore Service (providing teenage volunteers to senior households to assist with light housework and errands), Senior Pen Pals (linking elder pen pals up with Memorial School students in letter-writing curriculum), and special events throughout the year, young and old come together, to the mutual benefit of all.

The Council on Aging wishes to recognize the contributions, and dedicated years of service to the Upton seniors of Board members no longer serving on the Council, but whose public-spirit made a difference: Reverend James Hensley, Nancy Marciano, and Joan Varney.

In 1997 the Upton Council on Aging successfully completed the task of revising our bylaws through a careful and thoughtful process requiring much research and discussion. With this new document complete, the future is before us, and our mission of service is renewed.

The Upton Council on Aging conducted a needs assessment in 1997, by questioning seniors townwide to determine what unmet need might exist in our community and how we might better serve Upton. We will use the results to guide us through the coming years.

In the coming year the Council on Aging has set as its goal the completion of its policies and procedures manual. This document is being designed with state and national

standards in mind, with an aim to provide stability and quality assurance for our programming development in the years ahead.

In these times of continued budget constraints, the need for volunteers to help run and maintain our programs, becomes more urgent. The Council on Aging would warmly welcome Upton residents willing to give of themselves and their time in one of our volunteer programs.

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

The following grants were obtained by the Upton Council on Aging in the 1997 Fiscal Year:

Executive Office of Elder Affairs	\$2,775.00
Formula Grant	
Upton Cultural Arts Council	\$500.00
Cultural Arts Grant	
Transit Alternatives	\$1,150.64
AIMM Grant (In-Kind service)	
Central Massachusetts Agency on Aging	\$1,400.00
Title III Fitness Program Grant (FY '96-'97)	

Respectfully Submitted,

Anita Sundelin, Director
Lorilee Morin, Chairperson
Eleanor Broderick, Vice Chair
Dawn Hobill, Treasurer
Karen Kozak
Elizabeth Nichols
Ursula Hanford
Helen Sanborn

REPORT OF THE UPTON CULTURAL COUNCIL

The Upton Cultural Council is pleased to be one of the cities and towns in Massachusetts to be allocated funds from the Massachusetts Cultural Council. Cultural Council funds are awarded to community organizations, arts and humanities organizations to enrich, encourage, and promote artistic and humanistic development in the Town of Upton.

AWARDS ARE MADE ON A REIMBURSEMENT BASIS

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

DEADLINES FOR PROCEDURES

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

FOR 1998, GRANTS TOTALING APPROXIMATELY \$3,100 WERE AWARDED TO:

LCC GRANTS

Upton Parent's Club	
Meet the Musicians	300.00
Hampstead Players	200.00
Tutson Storyteller	175.00
 Senior Center	
Concert	325.00
 Heritage Homecoming Week	200.00
 Blackstone Valley Arts Assoc.	100.00
 Nipmuc Middle School	
A Christmas Carol	400.00

P.A.S.S. GRANTS

Nipmuc Middle School		
Tsongas Industrial History		480.00
Memorial School		
Nutcracker-Boston Ballet		365.00
Plimoth Plantation		300.00
Blackstone Valley Tech		
Old Sturbridge Village		210.00

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

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

Respectfully submitted,

Vanessa Majkut, Chairperson
Maureen Porter
Valerie Kara
Amy Docherty
Karen Mayzel
Lori Natterstad
Doreen Chancellor
Linh Reilly

REPORT OF THE DEPARTMENT OF PUBLIC WORKS

The Department of Public Works hereby submits its annual report for the year ending December 31, 1997.

The Town of Upton continues to face the many challenges of a small Town adjusting to the growth and changes so common to towns in the Blackstone Valley in the 1990's. The DPW faces many challenges in our infrastructure needs and in providing the expected level of service in today's world of increasing demand and decreasing resources. It is these challenges and the potential of this small Town to respond to the needs of our little "community" that prompted the return of this DPW Director in June. We are excited about the future and the challenges and possibilities that await, and look forward to further service to the community in which we work and live.

HIGHWAY DIVISION

Major snow events for the Highway Division included the April Fool's Blizzard with approximately 36 inches of snowfall, the early-winter storm of November 4, 1997 with 6 inches of early snow and the unexpected 16 inch storm of December 23, 1997.

Road projects included cold-planing of the worst sections of Hopkinton Road and then resurfacing, leveling and resurfacing of Southboro Road, and cold-planing and resurfacing of School Street along with work started for a new sidewalk (winter weather halted work in November until next Spring). Crack-sealing work was done on various streets throughout Town to extend the life of many roads. Safety improvements were realized through a State GRANT of \$37,259 which allowed guardrail replacement on Hartford Avenue North, High Street and Hopkinton Road. This work was later expanded to Glen Avenue and Mendon Street with "Chapter 90" funds.

The DPW coordinated with the Planning Board in 1997 to realize road repairs and finish paving at the Lookout Point subdivision in East Upton. This project was abandoned some 10 years ago when the original developer went bankrupt. Cooperation between the residents of Lookout Point, the Planning Board and the DPW resulted in a reasonable and economical solution to a long-standing problem.

The Federal GRANT of \$1.5 million to reconstruct Pleasant Street is nearing completion of design work. A public hearing will be scheduled in early 1998 and the project is expected to be bid for construction in mid-1998.

Miscellaneous accomplishments by Highway Division personnel include the completion of catch basin construction at 26 East Street, installation of a new water supply at the Lakeview Cemetery, painting of all crosswalks and stop lines throughout Town, and most all of the work associated with drainage improvements and sidewalk construction along School Street.

The Town of Upton, DPW staff and Highway Supervisor, Mike Bradford, Sr., welcomed Chris Dion to the position of Driver/Laborer in August, replacing Paul Garaglano, Jr., and Tom Marchand to the other Driver/Laborer position in December, replacing Ron Engblom. Chris and Tom join Joe Drew, our Equipment Operator, in the Highway Division and both bring many skills and are an asset to the DPW.

PARKS AND RECREATION DIVISION

The Parks and Recreation Division and Supervisor John Johnson, Jr. would first like to thank the Board of Selectmen and the townspeople for their continued support.

1997 proved to be another safe and productive year in Parks and Recreation. Kevin Henderson returned from college in May for his third year as summer parks employee and helped ready all the playing fields and the beach for heavy use which started June 1. Many improvement projects were completed during Kevin's stay and Kevin picked up the extra slack when an injury sidelined the Parks Supervisor. Thanks Kevin!

The Parks Revolving fund, which charges a user fee at park facilities, proved a great success again in 1997. Proceeds from the user fees were used to construct and install a gate keeper building at the entrance to the Park, pay the salaries of gate keepers, provide repairs and repainting of the rafts, add an additional set of bleachers for the softball field, provide new vandal-proof cooking grills at the beach picnic area, and begin pavement repairs and resurfacing to the Town tennis courts and basketball courts not only at the Kiwanis Park but also at the Memorial School. (Tennis and basketball repairs were halted in November with the early snowstorm of November 14 and repairs will be completed in the Spring, ready for the busy 1998 season.)

The Parks and Recreation Division also received donations from three groups who regularly use the Town facilities: the Mendon-Upton Youth Soccer Club donated two sets of new bleachers for the Kiwanis soccer field, a local group donated labor to install the new granite steps to the softball field viewing area and a local businessman donated new fencing for the Memorial School ball fields.

The Parks Division also assisted Mr. Harvey Trask in the planting and maintenance of new trees along Main Street as part of a Main Street beautification project made possible through a donation from the Blackstone Valley Natural Heritage Program.

The Parks and Recreation Division would like to thank all the summer lifeguards and the gate keepers who helped make 1997 a safe and enjoyable summer for all. A special thank you to the Recreation Commissioners, Ken Wood, Jr., Joe Poirier and new member Mike Rooney for their continued assistance and support in 1997.

WATER AND SEWER DIVISION

The Water and Sewer Division took its first big steps in 1997 into the future of providing more efficient and reliable service to water and sewer customers. The Sewer Division saw the completion of designs to Upgrade and Expand the Wastewater Treatment Facility, the approval by Town voters to fund the \$4.7 million project, the approval from the State of a zero interest loan for the project and approval from the DEP to bid the project in November. The DPW proceeded with permitting requirements to register the Town two well supplies, with water treatment for corrosion control and started a hydraulic model of the system to plan for future improvements. We are confident that the support of system customers and voters will enable us to proceed with improvements and provide a high level of service in the future.

Water demand continued to reach record levels in 1997 and a total of 152 million gallons of water was pumped in 1997 despite a mandatory water ban which started in June and was still in effect at the close of the year. The West River Street pumping station was in operation for 316 days (or 87% of the year!) and the Glen Avenue station operated for 213 days in 1997 (it is necessary to operate both stations on high demand days during the summer months). Mid-June demand reached 4.2 million gallons in one week or 86% of total system capacity. The worst drought in recent history also added to the problem and numerous private wells went dry throughout the summer as groundwater levels dropped in the area. The DPW will continue to work with the Water & Sewer Advisory Board and the Board of Selectmen to find a solution to our immediate water supply needs.

The Water Division repaired and replaced a total of 39 leaking water service connections and installed 18 new water service connections in 1997. The Water Division continued its meter replacement program and replaced a total of 42 meters that were found to be broken. The Water Division staff responded on 16 occasions for off-duty water or sewer alarms or for off-duty requests for water service shut-off.

The Sewer Division continued its efforts to hold the plant together and maintain constant operation until the plant improvements are completed in 1999. The sewer moratorium on new connections continued through 1997 as we address the improvements needed to effectively treat the waste entering the plant before discharging to the West River. This challenge was made more difficult in November with the opening of the new 1,000 student high school on Pleasant Street but the bidding of the Upgrade and Expansion project will bring the much-needed improvements closer to reality next year.

The Water and Sewer Division continues to be guided by the experience and knowledge of Superintendent Leo Morin, who started work for the Town in 1971. Leo's staff including plant operator Larry Bovaird, Water/Sewer Employee Ron SanSouci and part-time employee Tom Wasilewski, maintain smooth operation of the Town's aging and over-worked water and sewer facilities. The Water and Sewer staff also benefited from the assistance of Eric Peterson, who provided valuable help and hard work during an absence of our part-time

employee. Leo and his staff keep pace with changing government rules and regulations and everybody eagerly awaits future improvements to the sewer and water systems.

CONCLUSIONS

The DPW has attempted in 1997 to provide a higher level of service to our community, to cooperate and coordinate with the needs of other Town departments and to keep our community informed through informational meetings, cable announcements and articles in the local media. We intend to continue this open dialogue as we inform the community of the needs, challenges and improvements facing us in the future. We appreciate the patience of most of the community as we proceed with DPW projects aimed at providing a better community for all to enjoy.

We would like to thank the Board of Selectmen for their support and an increased level of communication and their assistance during 1997. We would also like to thank the Water and Sewer Advisory Board for their efforts and assistance in pursuing the progress needed to face the future in the water and sewer areas. We would also like to thank the various Town Boards, Committees and Departments for their cooperation, support and assistance throughout the year. Thanks also to Carol Peterson, the DPW Clerk, for her tireless efforts, understanding and patience.

DPW GRANT SUMMARY - 1997

- \$5.2 million DEP Revolving Fund Zero Interest Loan to Upgrade and Expand the Wastewater Treatment Facility (50% Grant Equivalence)
- \$223,762.00 "Chapter 90" Reimbursement for Road Repairs
- \$37,259.00 Mass Highway "Chapter 204" Grant used for Guardrail Replacement at Various Streets
- \$50,000.00 Supplemental State Budget Appropriation for Box Mill Dam Design/Repairs

Respectfully Submitted,

Robert J. Gilchrist, P.E., Director
Michael J. Bradford, Sr., Highway Supervisor
John J. Johnson, Jr., Parks/Asst. Highway Supervisor
Leo L. Morin, Water & Sewer Superintendent

REPORT OF THE WATER & SEWER ADVISORY BOARD

The year 1997 was a year of transition for the Board, characterized by adjustments in membership, and the need to maintain progress on the Treatment Plant Upgrade project.

The Board worked closely with the Board of Selectmen, the DPW Director, and the Water & Sewer Superintendent throughout the year, to see that the final Treatment Plant design was completed satisfactorily. Once this was accomplished we assisted with the successful efforts to secure Town approval to borrow up to \$4.7 million interest-free from the State's revolving fund. At year-end, having received DEP approval of the design, the Town has advertised for construction bids, with bid returns expected in January 1998, contract award in March, and construction-start in early spring. Construction duration is approximately eighteen months.

The Board's depth of expertise was considerably enhanced by the appointments of members Kevin Davis and George Furst, as well as former Commissioner Daniel Fitzpatrick, who had served on the Water & Sewer Commission from 1972 through 1984. We will miss the input of Charles Marsden, who had to leave the Board during the year.

Major projects coming up include the construction phase at the Treatment Plant, and the initial significant steps in the enhancement of Water System capabilities. The Board has been fortunate to enjoy a close working relationship with the Board of Selectmen, the DPW Director, and the Water & Sewer Superintendent, and we look forward to a productive and progressive year in 1998.

The Water & Sewer Advisory Board

**Kevin Davis
Daniel Fitzpatrick
George Furst
Walter Hopkins
Robert Snow**

REPORT OF THE BOARD OF PARK COMMISSIONERS

The Board of Park Commissioners would like to thank Mr. John Johnson for his continued efforts to maintain and improve Parks Department facilities throughout the town. In addition to maintaining the town playground, ball fields, and beach, Mr. Johnson has been instrumental in initiating many improvements in these facilities.

The Spring was a busy time, preparing fields and courts for use of the various town youth and adult organizations. Additionally, much effort was spent in repairing and painting the two rafts and preparing the beach and picnic areas at the Town Beach.

For the past several years, we have been fortunate to have a college student, Mr. Kevin Henderson, as a Summer employee. Kevin started in May and worked through August. With added use of ball fields, the playground and expanded picnic area at the beach, daily maintenance has become a necessity.

The first of many projects at the beach was the gate keepers building for the Town Beach. Mr. Johnson obtained plans from the Army Corps of Engineers for this structure and a local carpenter constructed it. With the help of the Highway Department, a hot-top pad was installed at the main gate and the building was set in place. A new set of bleachers was purchased and installed on the viewing area at the beach softball field and a local group that uses the field donated labor to install granite steps that lead to this area. Vandal-proof cooking grills were installed in the picnic area next to the beach. Mendon-Upton Youth Soccer donated two sets of bleachers which were installed on the upper field at the beach.

Through a donation by a local businessman, additional fencing was installed at the Memorial School ball fields.

As part of Mr. Harvey Trask's beautification project, Mr. Johnson assisted in planting and maintaining new trees along Main Street.

Winter came early this year (an early snowstorm) which made for several projects being uncompleted. Just as we started refurbishing the basketball and tennis courts at both The Memorial School and beach, bad weather hampered the completion of this project. Cracks have been repaired, but the top coating will have to wait until this Spring at which time we will install lights which have been donated for the basketball and tennis courts at the Memorial School.

Respectfully submitted,

Kenneth A. Wood
Chairman: Recreation Commission

REPORT OF THE CEMETERY COMMISSION

The Commissioners of Upton Cemeteries hereby submit the Annual Report for the year ending June 30, 1997.

General Maintenance

Appropriation		\$12,000.00
Expenses:		
Labor	\$11,084.68	
Miscellaneous	915.32	
Balance:		-0-

Interest from Perpetual Care Investments: \$9,332.79

Expenditures from Perpetual Care Interest Account:

Labor	\$8,175.92
Misc.	344.92
	\$8,520.84

Cemetery Income Transferred to Town Treasurer:

Receipts From:

Burials	\$9,050.00
Perpetual Care	6,205.00
Sale of Lots	1,035.00
Reg. of Deeds	200.00
	\$16,490.00

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

REPORT OF THE UPTON FIRE DEPARTMENT

1997 was an extremely active year for the Upton Fire Department. There were seven major incidents involving damage to homes or businesses, causing in excess of \$210,000 damage. In addition to our primary responsibility for delivering emergency services within a rapidly changing and expanding environment, the organization was engaged in many special and routine projects related to training, fire prevention, public education, and equipment rehabilitation. The position of Fire Chief was upgraded to full-time on July 1, 1997, which will benefit both the Fire and the EMS Departments.

RESPONSES

1997 was the busiest year in the history of the Upton Fire Department. A total of 284 responses were recorded. As predicted in last year's annual report, the total call volume for the Fire and EMS Departments exceeded 700. This is an increase of eight percent over 1996 and sixteen percent over 1995. A disturbing trend for both Departments has been the number of simultaneous calls. While this used to occur on a rare occasion, we had numerous multiple call incidents this year.

January proved to be a busy month with a total of 21 responses. In February, we responded to two chimney fires and had station coverage for weather related incidents. The first of many brush fires of the season occurred on February 21st. On March 2nd, a wood stove fire at Two Pleasant Street caused \$3,000 damage and a refrigerator fire at Seven Church Street caused \$1,000 damage. On March 11th, we were assisted by the Northbridge FD at the Blackstone Valley Technical High School for an oil burner misfire that caused limited damage to the furnace. On March 20th, we responded to 77 Prospect Street for a chimney fire that caused \$2,600 damage. On March 31st, the station was manned for a major 32" snowstorm and crews responded to several incidents. On April 9th, we responded to a structure fire at 57 Main Street which caused in excess of \$45,000 damage. The cause of the fire was determined to be faulty electrical wiring. During the month of April we also responded to numerous brush fires caused by permit fires going out of control. We provided mutual aid with two tankers to Grafton on April 26th for a forest fire on Milford Street. On May 12th, we responded to a mutual aid request by the town of Milford for a 15-acre brush fire on Whitewood Road that threatened several homes. We utilized three pieces of apparatus in several of the residents' driveways to protect their property. Another request was received from Milford for assistance at a 165-acre fire that occurred in May. A car fire on May 18th at Scoops Ice Cream caused \$1,000 damage. On May 22nd, we responded with Engine 4 and Engine 7 for a mutual aid request by Grafton for a large forest fire on King Street. At the same incident Engine 2 covered the Grafton Center Station. On June 1st, the Upton Fire, EMS and Police Departments, along with the Mass State Police and Central Mass Search and Rescue Team conducted a successful search in the North Street area for a lost individual. This effort was extremely well coordinated and all individuals should be commended for an outstanding job. Another successful search was conducted on June 28th for an elderly woman

who had wandered into the woods off Pleasant Street. The Fire Department responded to several brush fires in the South St./Oak Drive area that were apparently set intentionally. The Upton Police conducted an investigation and no additional fires have occurred. On July 5th, we responded to a gas grill fire at Seven Fieldstone that caused limited damage. On July 7th, we responded and were assisted by the Hopedale FD at the scene of a motor vehicle rollover on Chestnut Street. On July 19th, Engines 4, 6 and 7 responded for a mutual aid request to Keith Hill Road in Grafton for a 60-acre forest fire. Also during the month of July we provided our 400-gallon "water buffalo" (trailer tanks) to eight families who had run out of water due to the drought in Central Massachusetts. The Fire Department maintains four of its own units, and we borrowed buffaloes from the Towns of Mendon, Grafton, Blackstone and the State Department of Environmental Management. We provided water to these families through November. On August 4th, we responded mutual aid to the Town of Millville with Engines 6 and 7 to assist at a major forest fire. On October 4th, the Fire Department responded with the EMS Department to a five-car motor vehicle accident with multiple injuries at the intersection of High and School Streets. Also in October, we provided mutual aid to Hopedale with Rescue 1 and a diver for the search of a motor vehicle found submerged in Draper Pond. November started a series of structure fires that continued into late December. A fire on November 8th at 31 Glen View Street caused in excess of \$34,000 damage. This fire was caused by careless disposal of smoking material. On November 13th, two structure fires were reported within thirty minutes of each other. The first call received occurred at Six Milford Street causing \$10,000 damage and was caused by a faulty heating unit. The second fire at 40 Cider Mill Lane caused \$22,000 damage and was caused by a glass bottle of gasoline being dropped in a garage with a vehicle running. Northbridge, Hopedale and Grafton Fire Departments provided mutual aid for both fires. On November 18th we responded to Eight Oak Drive for an oil burner misfire that caused \$10,500 damage and resulted in the homeowner being transported to Milford Hospital for smoke inhalation. She had remained in the home to rescue eight adult show dogs and seven newborn puppies. After arriving on scene at Oak Drive, we received a call for a vehicle in the water at the Nipmuc Rod and Gun pond with individuals on top of the vehicle. Hopedale Fire Rescue 1 responded and assisted. On November 19th, we responded to a mutual aid request from Hopedale with Engine 2 for a structure fire and on November 28th to a chimney fire at 20 Plain Street that caused \$2,500 damage. On December 4th, we responded to 76 Warren Street for a structure fire that caused in excess of \$40,000 damage and was caused by an overturned lamp. On December 26th, Rescue 1 and the Upton ambulance responded to a mutual aid request by Hopkinton for a serious motor vehicle accident on route 495 and assisted in the extrication of four victims. The Fire Department also responded to several chimney fires during December that caused no damage.

PUBLIC SERVICE

One of the major goals and missions of the Department is to educate the public in fire safety. During calendar year 1997, 2nd Assistant Chief Garland delivered 23 public education demonstrations to various schools, entities, and the public at large. Fire prevention education in the schools is having a very positive effect on community-wide fire safety. With the

addition of the new high school, the department's goal is to increase the amount of educational and fire safety programs during the 1998/1999 school year. Fire drills were conducted at all schools and nursing homes.

INVENTORY OF DEPARTMENT PROJECTS:

As in the past, the members continue to work on special projects to increase the capabilities of the Fire Department in additional equipment or training. It takes a tremendous amount of volunteer effort, coordination and resources to accomplish this. Without the highly dedicated commitment of the organization's personnel, it would be an impossible task to achieve the results we have had this past year. These accomplishments are the direct result of active participation from all the ranks within the Department.

The major project for the Department in 1997 was the complete refurbishment of a 1972 American LaFrance 100' ladder truck. Under the direction of 1st Assistant Chief Michael Marchand, the ladder was inspected, serviced and the required repairs made. With the assistance of Firefighter Chris Dion, a considerable amount of body work was performed and the entire truck, including the ladder, was painted. Additional lighting and rewiring of the existing electrical systems were completed. Ladder 1 was put into service in October, and it greatly enhances our ability in fire suppression, rescue operations, and particularly in providing increased safety to our firefighters.

During the entire year, both 2nd Assistant Chief Garland and Chief Henderson were involved in the construction of the new Nipmuc Regional Middle/High School and spent a considerable amount of time working with the administration and contractors to ensure that the fire suppression, alarm, and communications systems were installed to our satisfaction. We would like to commend the Building Committee, School Committee, Superintendent Dr. David Crisafulli, Principal Paul Daigle, Assistant Principal Joan Scribner and the entire faculty and staff for their professionalism and dedication throughout the entire project.

PERSONNEL

In October, Captain Phil McClure, a twenty-five year member of the Department, retired and moved with his family to South Carolina. Phil made significant contributions to the Department during his twenty-five years. The Goodwins, Michael and Michelle, both firefighters with the Department, moved to Syracuse, New York, in order for Mike to pursue his education. Both Mike and Michelle were very committed to the Fire Department and the Upton Fire Company. Michelle received the Walter J. Stank Memorial Award for Outstanding FireFighter of the Year in 1996 and Mike received the award in 1997. We wish both the McClure and Goodwin families the best of luck in the future.

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

Respectfully submitted,

Richard J. Henderson Sr., Fire Chief
Michael J. Bradford Sr., Deputy Chief
Michael J. Marchand, 1st Assistant Chief

ROSTER OF MEMBERS OF THE UPTON FIRE DEPARTMENT 1997

Richard J. Henderson, Sr.	Chief	Robert D. Henderson	Private
Michael J. Bradford, Sr.	Deputy Chief	Daniel P. Henley	Private
Michael J. Marchand	1st Asst. Chief	Thomas J. Konieczny	Private
Scott D. Garland	2nd Asst. Chief	Edward J. Lavin	Private
Philip D. McClure	Captain	Robert J. Migliaccio	Private
Henry J. Poirier III	Captain	Mark A. LaRose	Private
Richard T. Leighton	Captain	Kenneth M. Pedersen, Jr.	Private
Keith D. Orrell	Lieutenant	Henry J. Poirier, Jr.	Private
Steven E. Zaloga	Lieutenant	Scot A. Reinertson	Private
Randy L. Addy	Private	Scott M. Rivers	Private
Robert C. Allen	Private	Gary W. Shults	Private
Michael J. Bradford, Jr.	Private	Gary R. Shults	Private
David F. Cialdea	Private	Douglas K. Usher	Private
Bonnie L. Corbett	Private	P. Kenneth Van Kleeck	Private
Christopher P. Dion	Private	Steven J. Foye	Auxiliary
Michael E. Goodwin	Private	Michelle A. Goodwin	Auxiliary
Nader D. Hamed	Private	Adam C. Karsin	Auxiliary
		David B. Kennedy	Auxiliary
Cheryl Bonina	Ladies Auxiliary	Christine Lavin	Ladies Auxiliary
Mary Bradford	Ladies Auxiliary	Patricia Marchand	Ladies Auxiliary
Erin Cialdea	Ladies Auxiliary	Theresa Martin	Ladies Auxiliary
Joyce Dean	Ladies Auxiliary	Jennifer Shults	Ladies Auxiliary
RoseAna Dion	Ladies Auxiliary	Barbara Shults	Ladies Auxiliary
Linda Usher	Ladies Auxiliary	Theresa Migliaccio	Ladies Auxiliary

REPORT OF EMERGENCIES

Total Fire Calls:	283
Structure fires:	21
includes: building:	6
chimney:	8
kitchen:	0
electrical:	2
appliance:	3
oil burner:	2
Brush & grass:	20
Vehicle fires:	6
Investigations:	16
False alarms:	40
Hazardous materials:	0
Gas odor/leaks:	20
Assist EMS Dept.:	34
includes: extrications:	5
rescue:	4
misc.:	25
Assist Police Dept.:	0
Assist D.P.W.:	1
Public assistance:	17
Public service:	28
Smoke investigations:	18
Electrical emergencies:	11
Water emergencies:	3
Fuel spills:	9
Outside fires:	8
Standby at station-emerg.:	3
Training sessions:	16
Mutual aid given:	13
includes: structure fire:	0
brush fire:	6
standby:	4
extrications:	1
dive team:	1
training:	1
TOTAL ESTIMATED PROPERTY LOSS	\$210,000

FIRE INSPECTOR ACTIVITIES

REPORT OF THE EMERGENCY MEDICAL SERVICES

The Department of Emergency Medical Services hereby submits the following report for the year ending 31 December 1997:

Summary of Calls:	426 Total Calls	
Medical Emergency	266	266
Non-motor Vehicle Accident	71	71
Motor Vehicle Accident	56	56
Public Assistance	12	12
Public Service	14	14
Standby-Emergency	2	2
Investigations	2	2
False Alarms	1	1
Missing Persons	2	2

Transport Data:

Total patients transported by Upton	316	316
Total patients transported with ALS on board	99	99
Mutual Aid received by Upton Ambulance	31	31
Patients transported by mutual aid ambulance	30	30
Patients refused transport	83	83
Patients referred to Medical Examiner	6	6
Patients transported by helicopter	4	4
Mutual Aid given to other towns	19	19

As predicted call volume increased dramatically in 1997 with a 10% increase in overall calls. The greatest increase was total patients transported with a one-year increase of 15% to a total of 350. This figure includes transports by either Upton EMS, mutual aid ambulances, or air-medical evacuation. Total call volume, medical emergencies, and motor vehicle collisions were all record setters. A missing person incident in June realized the resources of over 100 emergency personnel from various state and local agencies. The area searched encompassed 1.25 million square feet which was broken down into eleven separate sectors. The victim was eventually located with the assistance of the State Police helicopter. On another occasion we were called to a serious motor vehicle accident on Route 495 in Hopkinton. Our personnel assisted in the treatment of several entrapped persons who were transported by air-medical evacuation. Another serious motor vehicle accident at High Street and Hopkinton Road involving five motor vehicles required us to respond four additional medical units to the scene in order to transport all victims.

Our staff of twenty-five EMTs and two EMT-Trainees provide twenty-four hour coverage for the Town of Upton. They are considered "Call EMTs" and thereby are compensated for their duties when responding to incidents handled by the service. The

town supported our request for an additional day-time Firefighter/EMT with the hiring of Fire Chief Richard Henderson to a full-time position. Chief Henderson has recently completed his EMT certification, and this will certainly alleviate some of the difficulty in finding available daytime EMTs. In addition, EMT Erin Cialdea, who is the part-time clerk for the Fire Department, has been able to cover EMS calls during her twelve hours of weekly duty at the fire station. During the past year we have welcomed new EMTs Mark Maljanian, Lisa Vass, and Douglas Cook as well as EMT-Trainees Michelle Carco and Chief Henderson. Kristen Konieczny and Lori Hinchliffe retired from the Department after ten and six years of duty respectively.

Our goals in 1998 are to 1) be able to fund our FY1999 operating budget due to anticipated reductions in department budgets; 2) provide an aggressive training schedule to help maintain adequate staffing levels and enhance staff competencies; and 3) provide a better working environment for the full-time employees and the Call EMT staff of the Fire and EMS Departments. A 1997 goal of bringing our service to the Advanced Life Support (ALS) level is currently in process. We congratulate EMTs Maxwell Weinfuss and Nader Hamed who recently completed their Paramedic training and extend our support to EMT James Perry who is currently enrolled in the program. Together with current Paramedics David Harrison and Thomas Konieczny we should be in good condition to provide such service when we become ALS certified.

For FY1997 we are pleased to report an overall collection rate of 89 percent. This figure represents a positive trend in our ambulance billing collection system. Through the persistent effort of our part-time clerk as well as the staff of the Town Treasurer, we have realized acceptable collection rates for several years now. Total invoice billed for FY1997 were \$77,330.21. Total adjustments and abatements for the year were \$5,250.13. The total monies collected for the period was \$64,029.44, leaving an uncollected FY1997 balance of \$8,050.94. For reference purposes our FY1997 E.M.S. Department budget was \$54,390.

We wish to express our appreciation to the members of the Upton Fire and Police Departments, the DPW personnel, the Town Nurse and Board of Health for their many interactions throughout the past year, and to the Council of Aging staff including Outreach Worker Katrina Gomes for their dedication to assisting those in need. The continued support of the Board of Selectmen, Administrative Assistant Rose Marie Horton, and the Town Treasurer is greatly appreciated. In addition, we wish to recognize the professional services provided by the Milford-Whitinsville Hospital Paramedics whose life-saving skills are readily available to the general public.

Respectfully submitted,

Scott D. Garland
Director
Deborah S. LaRose
Assistant Director

EMS DEPARTMENT PERSONNEL

Allen, Robert E.	4 Piccadilly Street
Campbell, Jennifer L.	64 Elm Street
Carco, Michelle B.	15 Nelson Street
Cialdea, Erin E.	92 Warren Street
Cook, Douglas P.	3 Centennial Court
Corbett, Bonnie L.	51 School Street
Foye, Steven J.	120 Mechanic Street
Garland, Scott D.	13 Christian Hill Road
Hamed, Nader D.	147 Hopkinton Road
Harris, Barbara J.	194 Westboro Road
Harrison, David	10 Warren Road
Henderson, Richard J. Sr.	One Cross Street
Henley, Daniel P.	79 Main Street
Jones, Linda M.	101A Main Street
Karsin, Adam C.	286 Westboro Road
LaRose, Deborah S.	45 Elm Street
Leighton, Richard T.	166 Pleasant Street
MacDonald, Hugh J. Jr.	10 Hazeltine Road
Maljanian, Mark D.	33 Church Street
Migliaccio, Robert J.	18 Plumbly Road
Perry, James R.	6 Cross Street
Sullivan, Patrick J.	135 Main Street
Vass, Lisa C.	30 School Street
Weinfuss, Maxwell J.	8 Hazeltine Road
Young, Jeffrey C.	6 Stoddard Street

January 2, 1998

REPORT OF THE BOARD OF HEALTH

The Board of Health respectfully submits the following report for the year 1997. Board members were as follows: Chairman, Gail Snow; Jim Kirby, Member, and Ed St. Andrew was welcomed as a new member this year. The Board wishes to thank past member Debbie Turner for her time and effort spent on the Board.

The following were also re-appointed to their positions:

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

The Board of Health continues to perform tasks relative to residential health issues. Some of the Boards responsibilities include reviewing and approving the designs of septic systems for residential and commercial use, overseeing the operation of the transfer station, performing food inspections, and barn inspections.

The recycling center was once again able to accept newspaper from residents. Although the town no longer profits from the product, it has reached an affordable price to recycle verses disposing. The transfer station also now offers a Goodwill bin for those wishing to donate used clothing to a worthy cause. During the few months that the bin has been available, residents have shown a great response.

The Board of Health was also approved to participate in the Title 5-loan program through the Commonwealth of Mass. This program enables approved applicants to receive low interest loans from the Massachusetts Water Pollution Abatement Trust Program, administered by the Town of Upton, to repair a failed septic system. The B.O.H. also received a \$20,000 grant from the Department of Environmental Protection to prepare and enact a community septic management plan for the loan program.

Food inspections were conducted during the year, showing that most establishments are operating in a clean and sanitary manner.

Local beaches were also inspected every two weeks during the swimming season, to assure that the lakes and ponds in Upton pose no health threat to swimmers.

The annual rabies clinic was held during the spring of 1997, for all residents owning cats and dogs. The Board also passed a local regulation in October of 1997, requesting all owners of animals other than cats and dogs register at the Board of Health to assist us in conducting barn inspections.

The following permits were issued during the year 1997:

Food:	18
Plumbing:	104
Gas:	59
Garbage & Offal:	13
Installers:	16
Septic:	43
Perc and Deephole:	83
Massage Therapy:	2
Frozen Desserts:	1
Complaints:	38

Sincerely,

Gail Snow, Chairman
James Kirby
Ed St. Andre

REPORT OF THE HEALTH SERVICE

The Upton Health Service survived 1997 thanks to the public support for this valuable position. The budget crisis rages on, and the debate over the value of the Town Nurse to the townspeople will continue as well. My gratitude is extended to all the residents of Upton who signed petitions, made telephone calls, wrote letters and attended meetings on behalf of keeping the services of the Nurse available to the townspeople who need it. Remember, although you as an individual may not have used the services of the nurse in 1997, your neighbor or relative or friend may have, and you may tomorrow!

The role of the Town Nurse is limited only by the utilization of the Nurse by its townspeople. Whatever individual residents need, they will get within the Nurse's scope of practice and licensing regulations. In 1997, I have seen residents for dressing changes, catheter care, immunizations, vital signs, medication management and teaching, TB screening, injections, chronic and acute illness visits, well child visits, new baby visits, communicable disease reporting and tracking, durable equipment loans, reassurance, support and grief counseling. I'm sure I could expound on the list, but this gives you an idea of the variety of needs I see and respond to.

When I first became the Town Nurse, the town was faced with budget cuts probably as deep as the needs today. The threats of extinction are a grave concern to me not as an individual, but for the position itself. The need for healthcare is not diminishing in Upton. The availability of healthcare even to people covered by insurance providers is diminishing however. The Nurse provides a safety net, and a most valuable service. Service to people that pay taxes to afford the service. Budget cuts in all areas have to be made. Service in all areas may have to be altered, but no service should have to be eliminated, including that of the Town Nurse.

I would like to list every visit, telephone call and bit of research I have done in 1997, but I believe maintaining patient confidentiality is not only my moral, but legal responsibility. I will say that utilization of the service has steadily increased since I have been the Town Nurse. The needs of the townspeople with regard to health service change year to year, and I try to adjust to the changes to continue to provide the taxpayers with the service they're paying for.

Thank you for allowing me the privilege of serving you in 1997.

Statistics

Visits:

Morbidity	1,396
Mental Health	52
Maternal/Child	6
Hospice/Bereavement	12
Reportable Diseases	17

Total Visits	1,483
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Clinics:

Blood Pressure (24 clinics)	40 per month
School Immunization	35
P.P.D. Tests	61
Flu Immunizations	200
Pneumococcal	20

Agency Referrals:

Tri-Valley Elder Services	3
VNA/Health Providers	23

Sincerely,

Patricia Pighetti-Parent

REPORT OF THE UPTON HERITAGE HOMECOMING COMMITTEE

A brilliant sun shone down on the Memorial School grounds as a large gathering of pupils, teachers, administrators, public servants, and parents came to see and hear the 1997 Heritage Homecoming celebration on Friday, September 19, at 10:15 a.m. The Constitution Day program took place beside the Constitution Tree on the front lawn of the school.

"Johnny Patriot," (Edward Furphy) was the M.C. in charge of the program which included a signing of the Constitution by the school children, parents, and guests. Speakers at the ceremony included Senator Matthew Amorello, Representative George Peterson, Selectmen James Bates and Alfred Holman, and Elementary School Principal Janet Goodrich. All of the classes in grades K to 4 took part in patriotic recitations and songs. The music was under the direction of Barbara Wilcox.

A color guard from the VFW Post and the American Legion presented the colors. The group included Aldo Consigli, Sr., George and David Kennedy, Robert Humes, and Donald Keniston. A highlight of the proceedings included "The Spirit of '76" leading the procession to the ceremony site. Students who participated were the drummer, Jacki Cialdea, flag bearer, Jason Jordan, and the fife player, Vinay Bhatt.

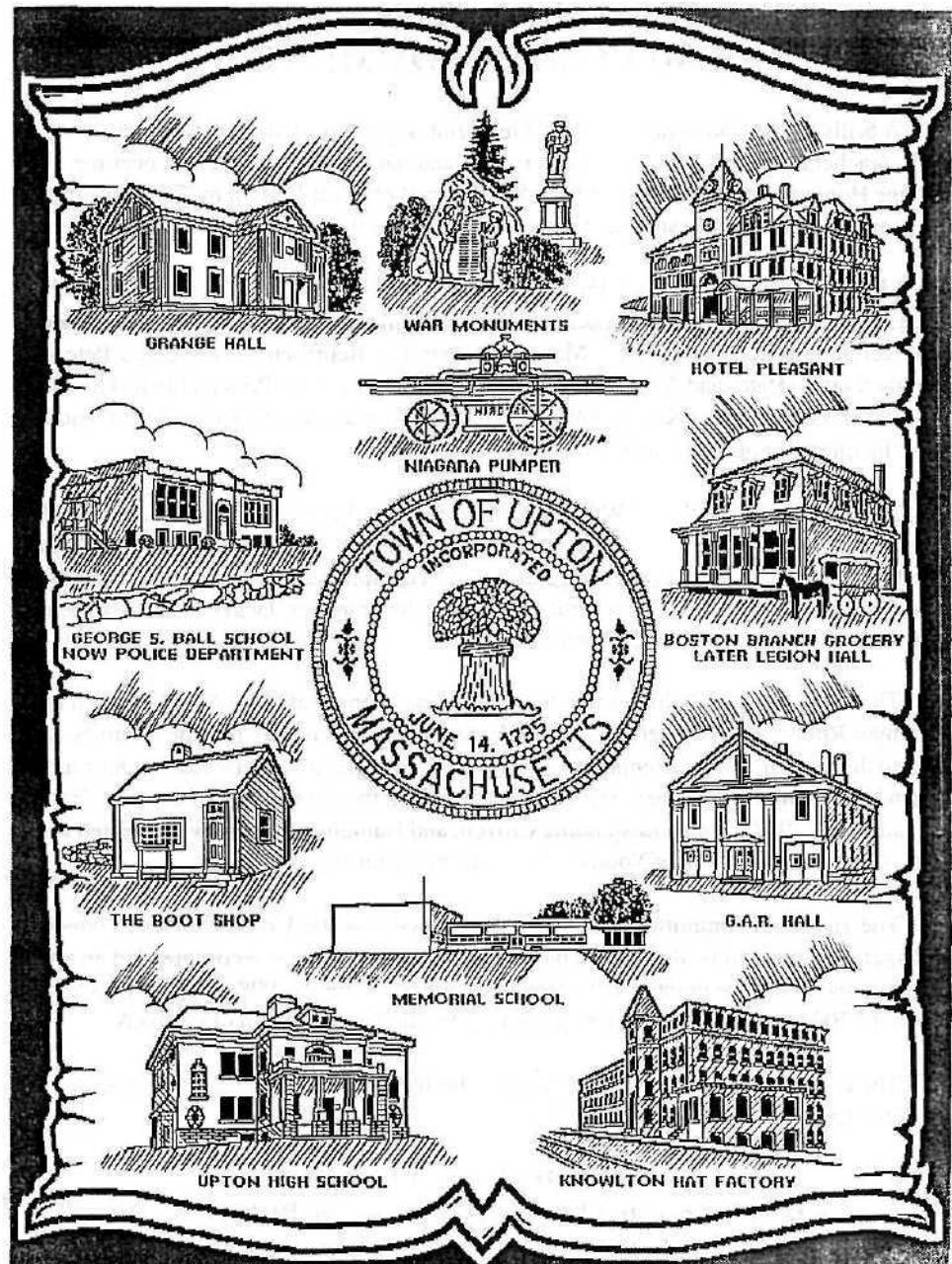
The "Hall of Honor" dinner was held that same evening at Holy Angels' Parish Hall. Selectman Robert Fleming served as the Master of Ceremonies as four new names were added to the list of honorees. Benjamin Claflin Wood was named as the Deceased Outstanding Citizen born in the 19th century; Henry C. Walker from the 20th century. Edward J. Furphy was named the 1997 Living Outstanding Citizen, and Danielle Carchedi was selected as the LOYCA (Living Outstanding Young Citizen Award) winner.

The Heritage Committee is happy to announce that the Upton Cultural Council, a local agency supported by the Massachusetts Cultural Council, has recommended an award in the amount of \$200 be granted to the Heritage Committee for its 1998 project. An additional award of \$200 has been given to the committee by the Upton branch of Unibank.

The committee thanks all those people who helped to make this another memorable day in the heritage of the Town of Upton.

UPTON HERITAGE COMMITTEE

Edward J. Furphy, Chairman	Carl Paulson
Judith McGee, Secretary	Norman Sanders
William Young, Treasurer	Helen Sears
Michael Bradford	Edith Shaughnessy
Patricia Giles	Alice Stefans
Robert Humes	Mary Strachan
Shirley Kirby	



REPORT OF THE HISTORICAL COMMISSION

The Historical Commission submits the report for the year nineteen ninety seven.

We have worked with the Blackstone River Valley National Corridor in the following projects. We have obtained signs commemorating the two villages. One located on the Knowlton-Risteen lawn stating "Upton, a crossroads village". The other located at the junction of Main and Hartford Avenue, North, which states, "West Upton, a Mill Village". We have also received one of the Blackstone Corridor signs to be located on North Street. This was at the request of the residents.

We were involved with Attorney Harvey Trask in applying for a grant which paid for the design of the landscape along Main Street. Historically the Street had been lined with trees until the street was widened in 1950. Mr. Trask received the services of landscape designer, Cynthia O'Connell from the Corridor Commission. The work was begun in the fall with the planting of trees and shrubs in West Upton.

A new walking tour guild booklet has been prepared by Rachel Faugno and we will be distributing them in the spring. We were able to supply the pictures and maps for this project.

We are presently working with Christopher Noonan to apply for a grant to help with the restoration of the Town Hall.

We submitted names for the developments West River Farms and River Bend Farms.

The restoration and repair of the stones in the first cemetery is continuing. We hope to obtain a grant that will pay for the remainder.

The Commission is moving ahead to have the sites and buildings which are eligible for nomination to the National Register of Historic Places. Because of the amount of work involved, the Selectmen appointed two more members to the commission, raising the number to seven. Carl Anderson chose not to be reappointed this year. Carl has been a dedicated member for eleven years and shared his knowledge of the Town as well as being actively involved in the projects. We will miss his sharing of Upton for the past ninety years but will continue to consult with him on our history.

The new members are George Kennedy, David Mackey, and Ashley Perkins. Each of them will be active in preparing for the nominations to the National Register.

We are also fortunate to have Gordon Marques as a consultant. Gordon was involved with this project for New England Power.

We are involved in a project to place markers on the sites and buildings which were the District Schools. We are grateful to the family of Henry Poirier, Sr. for continuing to help in supplying the foundation stones to be used as markers.

We continue to answer questions of school children and others and to supply information on Upton's history. We thank the Selectmen, the town boards, and the townspeople for their continued support.

Respectfully submitted,

UPTON HISTORICAL COMMISSION

Barbara E. Burke, Chairman

Ashley Perkins, Vice-Chairman

Carolyn Johnson Blomquist, Clerk

Kenneth W. Wood

Stephen Minichiello

George Kennedy

David Mackey

REPORT OF THE UPTON HOUSING AUTHORITY

Fiscal Year Ending December 31, 1997

This past year has been a very busy one for us. We were successful in completing the following projects:

- I. Widening and paving our main roadway. At the same time we corrected our drainage problem behind Building D.
- II. The Upton Housing Authority participated in the Multifamily Retrofit Program which is offered to customers of Mass Electric that meet certain specifications. Under this program Mass Electric will provide and install various conservation measures at the proposed site free of charge. Our participation enabled us to:
 - Replace all exterior lighting over entry doors, common hallways, community room and office,
 - Install 16 thermostats with fixed settings in all common hallways to reduce tampering of controls,
 - Performed air sealing throughout units to reduce heat loss through air infiltration,
 - Insulated all attic areas, hot water tanks and pipes,
 - Reduced our domestic hot water consumption by installing energy saving massage showerheads and faucet aerators in all units.

In late 1997, we received funding to upgrade our current fire alarm system to meet State and Local Fire Codes. Since this project is of great magnitude, we have already had several meetings with Fire Chief Richard Henderson, State Officials and Appointed Engineer. We are looking forward to having the work take place during the Summer of 1998.

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

We currently have two State subsidized programs:

- MRVP (Massachusetts Rental Voucher Program) - 9 subsidized family/elderly units located at the Upton Inn, at 135 Main Street, Upton.

- Program 667 - 40 subsidized elderly/disabled units located at Coach Road Apartments, 4 Hartford Avenue. Age limit is 60+ with a net income for a one person household being \$29,100 and a two person household of \$33,300. There is no asset limit at this time. Our current waiting list is very small and we encourage local and nonlocal residents to apply. Minorities are welcomed.

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

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

Respectfully submitted,

Kenneth W. Wood, Chairman
Robert C. Humes, Vice Chairman
Mildred Morin, Treasurer
Judith McGee, Secretary
Carl Nickerson, Member
Barbara Marsden, Executive Director

REPORT OF THE INSPECTOR OF BUILDINGS

During 1997 the following permits were issued through the office of the Inspector of Buildings:

New Homes	25
Additions	20
Alterations	26
Barns/Garages/Sheds	25
Decks/Porches/Patios	14
Roof/re-roof/Siding	16
Pools	14
Pool house/cabana	2
Re-issues	5
Inspection Certificates	4

Turned over to Town Treasurer \$30,863.55

Respectfully submitted,

Patrick H. Roche
Inspector of Buildings

Inspector Office Hours are:
Saturday from 9:00 a.m. to 12:00 noon

REPORT OF THE LIBRARY DIRECTOR

In Fiscal Year 1997, the Library reports an increase in both circulation to its patrons, and in providing programs and services to the community. A total of 17,315 books, magazines, videos and audio cassettes were circulated to patrons. This reflects an increase of 23% over last years total circulation of 14,061. The number of registered borrowers has also increased by 17% from 2,063 to 2,409. This year we have also added a monthly book discussion, and increased the hours that the Library is open to the public on weeknights and Saturdays.

The most exciting Library development in the past year is the progress made in automating the Library holdings. In July of 1997, the Library contracted membership in the regional automated network system, C/W MARS. The availability of funding through state and federal grants has enabled our Library to participate in the C/W MARS network via a program called the Mininet. The Mininet program allows for small public libraries to share the cost of automation with other small libraries. The other member towns in our Mininet are Dudley, Townsend and Ware. Essentially, once all the pieces are in place, the Upton Town Library will have all the automation benefits of our larger neighbors like Westborough and Milford for a fraction of the cost. The automated system has been installed, and our collection has been barcoded. Currently, the collection is undergoing a conversion process where the card catalog will be modified into an electronic catalog. Once the conversion is completed, we will then be issuing new Library cards that will allow us to circulate our materials using the computer. Look for a fully automated Upton Town Library in Fiscal Year 1998.

Respectfully submitted,

Deborah P. Hersh
Library Director

REPORT OF THE LIBRARY BOARD OF TRUSTEES

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

There were two changes in the makeup of the Board this year. Joan Shanahan resigned in order to serve on the Town Finance Committee and Edith Carey chose not to seek re-election. Katherine Stanton was selected to complete Ms. Shanahan's term and Mrs. Carey was replaced in the May election by John Robertson, former Town Selectman. We thank both Joan and Edith for their many years of dedicated service to the Library. At the May meeting, the following officers were elected:

Chairman	Rena Richard
Vice-Chairman	George Klink
Secretary	Betty O'Connell
Treasurer	Katie Kelley

The Board and Librarians completed a master plan for the Library and submitted it to the state Massachusetts Board of Library Commissioners (MBLC) and the selectmen. This will allow us to compete for state grants. We also submitted input to the planning board for inclusion in the town master plan.

The Board completed an updating of the Trustee-by-laws and is working on updating the policy statements for the Library. This was last done in the mid-80's.

The Board accepted with regret the resignation of the children's librarian, Suzanne Scribner. She was replaced in early November by Marita Spencer-Metivier who is a degree candidate in the MLS program at the University of Rhode Island.

The Library was the grateful recipient of another grant of \$2,500. from Unibank. This was used to fund the summer reading program. The Library also received \$4,517.52 in state grant funds. We are eligible for these funds because our Library meets the standards set by the MBLC.

The automation process continues and should be completed within a few months. All patrons will be given a new library card which bears an updated image of our stained glass logo. The logo is the work of Carl Paulson who had done the original work for the library sign.

The Board deeply appreciates the support the community has given the Library over the last year. We want to thank the Friends of the Library, our Librarian, Deborah Hersh, the

Circulation Librarian, Donna Kempton, the Children's Librarians, Suzanne Scribner and Marita Spencer-Metivier and our storyteller, Doreen Chancellor, for their dedication and service to the Town of Upton.

We look forward to continued support from the Board of Selectmen, other town committees and officials and the citizenry of the town of Upton.

Respectfully submitted,

Rena Richard, Chairman
George Klink, Vice-Chairman
Betty O'Connell, Secretary
Katie Kelley, Treasurer
Donna Gallo
Charlotte Rivard
John Robertson
Katherine Stanton
Laurie Wodin

REPORT OF THE TOWN MODERATOR

Here is the 1997 Annual Report of the Town Moderator.

It was my privilege to preside at the adjourned annual town meeting on May 10 (reconvened June 24), 1997. Additionally, there were special town meetings on May 10, June 18, June 30 and November 17, 1997.

Appointed to the Finance Committee was Mr. Lawrence Delgreco for the three year term from 1997 to 2000.

During the last few Town meetings in 1997, the townspeople have adopted a procedure to allow the counting process for motions requiring a 2/3 majority vote to be determined by a voice vote if the vote of the people was clearly beyond the 2/3 limit but not necessarily unanimous. At the present time we adopt this procedure on a meeting-by-meeting basis. If the townspeople wish to set up this procedure on a permanent basis by making a change to the town by-laws, then someone can contact me so that I can give them information on how this can be stated in article form to be considered at a future town meeting.

We have reinstated an old tradition by having the church bells in town rung 10 minutes before the Annual town meeting so that we can "warn the inhabitants" of the community that the Annual town meeting will be taking place. If you want to volunteer to ring the bells before the Annual meeting, then contact me during the first week in May.

A special thanks to the checkers, tellers, Town Clerk, Board of Selectmen, Upton cablevision and all citizens who attend town meetings. You help keep the democratic process alive in our town.

Finally, I would request that the Board of Selectmen investigate the possibility of moving the Town Meeting to the auditorium of the new Nipmuc Regional Middle-High School. The facilities are far superior to those that can be provided in the town hall and this may be an encouragement for even more residents to attend future town meetings.

Respectfully Submitted,

David C. Loeper

REPORT OF THE PERSONNEL BOARD

The Personnel Board remains committed to establishing a supportive and equitable work environment for all employees of the Town of Upton. While some of our efforts have been slowed by a lack of membership, we continue to watch for employment related legislation at both the State and Federal levels which will impact the Town.

We continued to assist with the hiring process throughout the Town. During 1997 this included the Police Chief, DPW Director, two Driver/Laborer positions, Children's Librarian, three positions in the Treasurer/Collector's office, and a Patrol Officer.

Several amendments were made to the Personnel By-Law at the Annual Town Meeting. The purpose ranged from clarification of policies to inclusion of Federal benefits open to all employees. Our thanks to the voters of the Town for their support in our efforts to provide written documentation to our Management staff and employees.

The Personnel Board attempted to fund a review of the classification and compensation plans. As a result of the funds being denied at the Annual Town Meeting, the following grades, pay scales, and titles remain in effect:

Grade	Hrly Min	Hrly Max	Position Title
2	8.19	11.62	Financial Assistant I Clerical Assistant I Custodian
4	9.20	13.05	Clerical Assistant II Fireman, Auxiliary Financial Assistant II Technician, Trainee Driver/Laborer
5	9.75	13.83	Director of Veteran Service Financial Assistant III Inspector, Food
6	10.34	14.66	Clerical Assistant IV Treatment Operator I Clerical Assistant IV Equipment Operator Financial Assistant IV Assessor's Assistant Librarian Assistant
7	10.96	15.55	Clerical Assistant V Dog Officer Fireman Dispatcher Water Treatment Operator I
8	11.62	16.48	Equipment Officer Maintenance Officer

Grade	Hrly Min	Hrly Max	Position Title
9	12.32	17.47	Inspector, Animal Inspector, Building Asst. Inspector, Wiring Asst. Inspector, Plumbing Asst. Coordinator, Outreach Super. Parks/Asst. DPW Foreman Nurse Patrol Officer Inspector, Gas Inspector, Plumbing Inspector, Wiring Supervisor, Highway Firefighter/EMT Training Officer CPR Officer Assistant Officer Technician Lieutenant Supervisor, Water/Sewer Accountant Health Agent Administrative Asst. II Librarian I (Children's)
10	13.06	18.52	Library Director Captain
11	13.84	19.64	Inspector, Building Director, C.O.A.
12	14.67	20.81	Sergeant Fire Chief, Assistant Fire Engineer, T/C Fire Engineer, Deputy Fireman/inspector/EMT Director, Financial
15	17.47	24.78	Director, EMS
16	18.52	26.27	Director, DPW Chief, Fire Chief, Police

We look forward to continuing our work for the Town of Upton throughout 1998. However, it is obvious that many additional programs, such as an internship program for High School students, would benefit from additional membership on the Personnel Board.

Respectfully submitted,

SEEMA - Jane Kenney
Alan D. Nasuti
Cheryl A. Bonina

REPORT OF THE PLANNING BOARD

The Planning Board respectfully submits the following report of its actions for the calendar year 1997.

The Board met on the Second and Fourth Tuesday of each month at 7:00 pm on the Main Floor of The Upton Town Hall.

The members of the board for the 1997 year were,

James R. Bates Jr.
Thomas C. Davidson
Lawrence E. Hepinstall
Raymond J. Spiewak (Re Elected May 1997)
Raymond P. Smith

The Planning Board approved 15 Form A's. Form A's can be two things; the creation of new building lots on existing public ways, or the addition or subtraction of land from another piece of land.

Two Form B's or Preliminary Subdivision Plans were submitted to the Planning Board in 1997. They were, WEST RIVER FARMS, and THE VILLAGE.

WEST RIVER FARMS is proposed off of Williams St. and was submitted by M.G. Kane Properties, Inc.

THE VILLAGE is proposed off of Grove St. and was submitted by R. & B. Burke.

Preliminary Plans are optional and are non-binding, they are used to establish review and discussion before a Definitive Subdivision Plan is submitted.

Neither Plan was Approved or Denied.

Three Form C's were submitted to the Planning Board in 1997. Form C's are the submission of Definitive Subdivision Plans, they are as follows;

TAFT MILL ESTATES, a 45 lot subdivision off of South St., submitted by W.G.B. Construction Co., Inc.

Submitted January 14, 1997 denied July 8, 1997

Re-Submitted December 9, 1997, it is still in the review process as of the end of the year.

RIVER BEND ESTATES, a 24 lot subdivision off of West River St., submitted by North Street Realty Trust.

Submitted April 4, 1997 denied August 12, 1997

Re-Submitted August 26, 1997, it is still in the review process as of the end of the year.

WEST RIVER FARMS, a 38 lot subdivision off of Williams St. submitted by M.G. Kane Properties, Inc.

Submitted June 10, 1997 denied August 26, 1997.

On September 23, 1997 the applicant for this proposed subdivision filed in Land Court, a Law Suite against the Upton Planning Board and is still at that status as of the end of the year.

The Planning Board approved one Form C Definitive Subdivision Plan in 1997.

That Subdivision is known as VICTORIA ESTATES, it is a 3 lot Subdivision located off of Maple Ave.

Two As-Built Plans were submitted to the planning board in 1997. As-built plans are the final set of plans for a approved subdivision, they were for the CENTERBROOK WAY SUBDIVISION, and THE GOSS POND ESTATES SUBDIVISION. The plans are out being reviewed by the towns engineer as of the end of the year, and public hearing dates have been set so that the planning board can determine its recommendation for Town Road Acceptance before the Annual 1998 Town Meeting.

The Upton Planning Board is pleased to announce the completion of the roadways within THE LOOK OUT POINT SUBDIVISION. The applicant for this subdivision had gone bankrupt in the late 1980's and the roads were never finished. Through a combined effort between the residents of the subdivision, The Upton Planning Board, and most especially The Upton DPW Director, Robert J. Gilchrist, who coordinated all the construction work that was needed, (Thanks Bob). The roads were completed and are expected to appear at the Annual 1998 Town Meeting for Town Road Acceptance.

The Planning Board reviewed 5 Site Plans in 1997, 3 were approved and the other 2 are still in proposal and design stage, as of the end of the year. The 3 site Plans that were approved are as follows.

A 7,200 square foot, 1 story, warehouse facility on Lot #4 off of Walker Drive. Lot #4 is the last Lot to be developed on Walker Drive, the Towns only Commercial/Industrial Park.

A 1,250 square foot, storage facility at the Grant's Septic-Kleen, Inc. property located on Farm St.

A 2,000 square foot, Steel Fab garage on Maple Ave.

On December 9, 1997 the Planning Board received a application for recommendation of approval, of a Common Drive to be located off of Pond St. in East Upton to service Lot #9, 10, 11. The application was submitted by Waterman Design Associates, Inc. on behalf of MBL Realty Trust. The application/plan was sent back to the applicant requesting that more detail be submitted in regards to construction of the drive, more specifically the grades, easements, and drainage concerns that were raised by Planning Board members and the DPW Department.

The plan is being revised and is expected to be resubmitted to the board sometime in early 1998.

On June 10, 1997 the Upton Planning Board and the Upton Board of Selectmen held a joint public hearing in regards to the proposed Zoning Bylaws Amendments that appeared on the Annual Town Meeting Warrant.

The following is the Planning Board's recommendations for Articles 34, 35, 36, at the 1997 Annual Town Meeting.

Article 34 – The Planning Board voted to recommend AGAINST article 34, as written, but voted for a amended Article with a 40% lot coverage change only. Specifically, the proposed changes in setback requirements within the original article were not supported by the board.

Article 35 – The Planning Board voted to provide NO RECOMMENDATION on this Article.

Article 36 – The Planning Board vote to RECOMMEND IN FAVOR of Article 36.

At the June 10, 1997 Planning Board meeting, the board voted 5 - 0 to Not Recommend to the Zoning Board of Appeals the granting of a special permit (or granting of a variance) for the installation or construction of a communication site, on Lot 1, Map 8, within the Town of Upton, said site consisting of a 150 Foot Monopole Communications Tower and a 30 x 30 Equipment Shelter.

The Planning Board continues to work on a Revised Master Plan for the Town of Upton. Presently, the information that has been gathered to date, is being inputted into a computer system so that it can be amended, formatted and ultimately set up to be reproduced into a complete document.

As the Town of Upton approaches the year 2000 and beyond, one thing is certain, we will continue to grow, especially in the residential housing area.

With careful planning and consistent review of submitted requests, the town will be able to continue its small town atmosphere. Through adherence to the Town of Upton's Subdivision Control Laws, Zoning Bylaws, and Town of Upton Bylaws, we will be able to control how our town grows, and ultimately how it will appear in the years to come.

Respectfully submitted,

James R. Bates Jr., Chairman
Thomas C. Davidson, Vice Chairman
Raymond P. Smith, Treasurer
Raymond J. Spiewak, Clerk
Lawrence E. Hepinstall, Member

REPORT OF THE REGISTRARS OF VOTERS

During 1997 the Registrars met several times to certify nomination papers and initiative petitions. Special sessions to register new voters were held prior to each election.

Prior to the Town Election in May there were 3,541 eligible voters including 749 Democrats, 666 Republican and 2,127 Unenrolled voters.

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

At the end of 1997 there were 3,636 registered voters including 762 Democrats, 675 Republicans and 2,199 Unenrolled voters.

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

Respectfully submitted,

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

REPORT OF THE TOWN CLERK

Vital Statistics

During 1997 the following vital statistics records were recorded by the Town Clerk:

Births	117
Marriages	28
Deaths	50

Dog Licenses

During 1997 there were 696 dog licenses and 11 kennel licenses issued through the Town Clerk's office. The fee to license a male or female dog is \$11.00 and the fee for a neutered male or spay female is \$7.00. A late fee of \$3.00 is charged effective June 1 of each year.

Transferred to Town Treasurer	\$5,927.00
Late charges collected	710.00

Fisheries and Wildlife

During 1997 the Town Clerk issued 214 Fish and Wildlife licenses, plus 25 Archery Stamps, 11 Waterfowl Stamps, 8 Primitive Firearms Stamps, 176 Wildlands Conservation Stamps:

Issued: 102 Resident Fishing; 5 Resident Fishing Minor; 6 Resident Fishing Age 65-69; 14 Resident Fishing Handicapped; 1 Non-Resident Fishing; 28 Resident Citizen Hunting; 33 Resident Sporting; 22 Resident Citizen Sporting over 70; 1 Duplicate Hunting; 1 Duplicate Sporting.

Paid to the Commonwealth of Massachusetts	\$5,418.25
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Permits, Certificates, Booklets, etc.

During 1997 the following were sold through the Town Clerk's office:

56	Birth Certificates	89	Street Lists
23	Marriage Certificates	11	Zoning Board of Appeals Hearings
93	Death Certificates	9	Subdivision Control By-law Booklets
30	Marriage Intentions	26	Zoning By-law Booklets
4	Gasoline Storage Renewals	1	Raffle/Bazaar Permit
1	Voting List	1	Zoning Map

Recorded: 29 Business Certificates
60 U.C.C. Filings

Funds transferred to the Town Treasurer \$4,158.00

Transfer Station Stickers

During 1997 3,791 Transfer Station Stickers were sold through the Town Clerk's office.

Funds transferred to Town Treasurer \$3,447.00

Respectfully submitted:

Martha R. Williams, CMC/CMMC

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

REPORT OF THE POLICE & COMMUNICATION DEPARTMENTS

This year again proved to be a year of change for the Police department. After serving as Acting Chief for a year, I was appointed to the position of Police Chief in June. This created a promotional opportunity for other members of our Police and Communication departments. In October, Senior Communication Officer Michael Benjamin was promoted to Full-time Patrol Officer. Communication Officer Linda Jones was then promoted to the Senior Communication position. We are currently in the process of selecting a new Sergeant from within our ranks, and hope to make this appointment by February of 1998. I wish to thank the Board of Selectmen, and the Personnel Board for their supportive roll during this reorganization process. Their diligent effort to promote from within has been an important contribution to the morale and success of our Police Department.

We have received grant funding this year to continue our community based programs. The DARE program will begin it's seventh year, and Officer Mager is looking forward to teaching at the new High School, as well as the elementary School. Also through grant funding, we have been able to continue other Community programs such as Crime Prevention, Highway Safety, and Community Policing. These are very important programs, that are necessary to maintain a proactive service to our community. Part of the Community Policing award was used to up-grade our equipment. This grant allowed us to replace our aging Cruiser Video systems. Our Police department was one of the first in the Commonwealth to use Video equipment in their cruisers. These Video systems have proven to be very effective in reducing Officer court time, as well as liability to our Town.

Our department is currently working toward utilizing the rear of the D.P.W. facility site on Pleasant Street for our firearms training and qualification. For the past eight years this department has been searching for a suitable site in Upton for this purpose. Because we do not have our own firing range, we now have to train and qualify in the town of Grafton. If approved, the range will only be used by members of the Upton Police department for the purpose of training and qualification. The firing range will not be used while the new High School is occupied, and strict policies and regulations will insure safety.

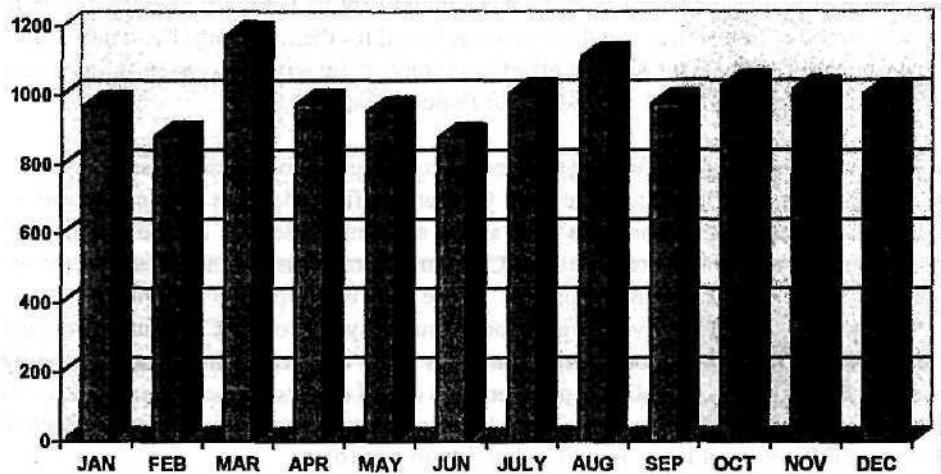
In the coming fiscal year our Police department is again facing budgetary cuts. Our budget has been reduced several times over the past years. The proposed 7% reduction in the FY-99 budget will definitely effect this departments ability to provide the proper level of service to our citizens. These budget cuts will also hinder our goal of becoming a state accredited Police department. Most importantly, the cuts will reduce staffing, which will effect public safety, as well as Officer safety.

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

GRANT FUNDING RECEIVED FOR 1997

DARE:	\$8,000.00
COPSFAST:	\$18,250.00
COMMUNITY POLICING:	\$11,000.00
TOTAL GRANT FUNDS	\$37,250.00

MONTHLY CALLS FOR SERVICE/ACTIVITY 1997



Arrests	151	Burglary/B&E	24	MV Violations	3,468
Crim. Complaint	67	Larceny	58	Domestic	59
Warrant	23	MV Theft	8	Disturbance	94
Protective Custody	32	Weapons Viol.	7	Assist Fire Dept.	173
Restraining Orders	40	OUI Liquor/Drugs	50	Assist EMS	305
Assault/A&B	30	MV Accidents	192	DMV	227
Aslt/A&B Dang. Wpn	12	Alarm	341	General Assist	618
Indecent A&B	1	Dest./Vandalism	56	Animal Complaint	203
Intimidation	7	Disorderly Person	39	Liquor Law Viol.	43
Trespassing	20	Parking Viol.	49		

Respectfully Submitted,

Thomas B. Stockwell
Chief of Police

REPORT OF THE DOG OFFICER

The number of unowned strays, picked-up and humanely disposed of, remains consistent with previous years. If the dogs were healthy and good natured, they were held for 10 days and then placed in homes as soon as one became available. Sometimes at cost to the kennel.

The low number of dog bites, reports of vicious dogs, and emergency calls for dogs hit by cars or in need of first aid remains consistent with previous years.

The number of owned dogs picked up and returned to their owners, if licensed, and the number of barking dog complaints has increased slightly; due in part to the new leash law, and in part to the increase in population.

The part-time dog officer job, and its budget, reflects handling the above services; however the new leash law has added a dimension to the job.

The number of licensed dogs continues to increase yet is still not 100%; we urge all dog owners to vaccinate and license their dogs each year. In addition under the new leash law owners must supervise property; preventing them access to any public way unless leashed or under constant verbal control.

The number of leash law violations has been very high and our office is handling the many complaints as fast as we can.

Finally I would like to quote my fathers dog officer report from 1980 - Raymond Fitzpatrick.

"Dog owners know the companionship, loyalty and love, the pleasure and sheer fun that a dog adds to you and your family's life. But there are many dog owners who do not realize that with every right goes a corresponding duty. Dog owners must consider their responsibilities toward their neighbors and toward their communities.

Your dog does not have a sense of civic responsibility, so you have to think for him, license him, and take him to the veterinarian for his yearly medical and health needs.

Put yourself in your neighbors place and try to imagine how your pets' habits affect them. It is up to you to train your dog so that you will enjoy each other without spoiling the enjoyment of others."

Respectfully submitted,

Keith Fitzpatrick
Dog Officer

TREASURER/COLLECTOR'S REPORT

Fiscal Year End June 30, 1997

Treasurer's Cash Account

Beginning Balance, June 30, 1996	\$1,123,906.25
Receipts 1997	\$6,865,467.86
Interest 1997	\$46,772.68
Warrants 1997	-\$6,814,267.55
Ending Balance, June 30, 1997	\$1,221,879.24

TRUST FUNDS

Stabilization Fund

Beginning Balance, June 30, 1996	215,127.15
Interest 1997	7,921.95
Expended 1997	-2,000.00
Ending Balance, June 30, 1997	221,049.10

Law Enforcement Trust

Beginning Balance, June 30, 1996	1,340.53
Interest 1997	77.80
Added 1997	200.00
Ending Balance, June 30, 1997	1,618.33

George Knowlton Distress Fund

Beginning Balance 1996:	Principal	5,000.00
	Acc. Income	31,661.04
Interest 1997		2,127.81
Ending Balance, June 30, 1997		38,788.85

Industrial Accident Fund

(Principal and Interest Combined)

Beginning Balance, June 30, 1996	5,940.12
Interest 1997	344.77
Ending Balance, June 30, 1997	6,284.89

Charlotte Batchelor School Fund

Beginning Balance 1996:	Principal	5,000.00
	Acc. Income	10,296.10
Interest 1997		887.79
Ending Balance, June 30, 1997		16,183.89

Schultz Library Fund

Beginning Balance 1996:	Principal	2,000.00
	Acc. Income	2,932.79
Interest 1997		286.30
Ending Balance, June 30, 1997		5,219.09

Knowlton School Fund

(Principal and Interest Combined)		
Beginning Balance, June 30, 1996		84.44
Income 1997		4.90
Ending Balance, June 30, 1997		89.34

Ristein Scholarship Fund

Original Principal:	\$1,000.00	
(Principal and Interest Combined)		
Beginning Balance, June 30, 1996		476.02
Income 1997		27.63
Ending Balance, June 30, 1997		503.65

Carpenter Library Fund

Beginning Balance 1996:	Principal	1,000.00
	Acc. Income	2,710.63
Income 1997		215.37
Ending Balance, June 30, 1997		3,926.00

Charlotte Batchelor Library Fund

Beginning Balance 1996:	
Principal/Income Combined	6,427.80
Income, 1997	373.07
Expended 1997	-2,261.88
Ending Balance, June 30, 1997	4,538.99

Cemetery Perpetual Care Funds

Beginning Principal Balance June 30, 1996	116,333.04
Principal Added 1997	6,205.00
Principal Balance June 30, 1997	122,538.04
Acc. Interest Balance, 1996	44,465.99
Income, 1997	9,332.79
Expended 1997	-8,521.74
Balance Accumulated Income	45,277.04
Ending Total June 30, 1997	167,815.08

Roy Johnson Library Fund

Beginning Balance 1996:	Principal	1,000.00
	Acc. Income	81.64
Interest 1997		62.78
Expended		-21.50
Ending Balance, June 30, 1997		1,122.92

William Knowlton Trust Fund

Beginning Balance 1996:	Principal (Invested in common stocks)	
Acc. Income/Interest		87,407.69
Income/Interest, 1997		21,623.20
Expended 1997		-1,795.70
Ending Balance, June 30, 1997		107,235.19

Eliza Keith Library Fund

Beginning Balance 1996:	Principal	1,000.00
	Acc. Income	2,124.07
Income, 1997		181.32
Expended 1997		-1,626.96
Ending Balance June 30, 1997		1,678.43

Charlotte Batchelor and George Knowlton Trust Fund

Beginning Balance 1996:	Principal (Invested in stocks and Bonds)	
	Acc. Income	49,183.63
Income/Interest 1997		4,879.09
Ending Balance June 30, 1997		54,062.72

Lora Davee Dearth Memorial Fund

Beginning Balance 1996:	Principal	7,694.45
	Acc. Income	12,341.40
Income, 1997		1,162.88
Expended, 1997		-1,367.17
Ending Balance, June 30, 1997		19,831.56

Gary Bates Scholarship Fund

Beginning Balance 1996:		
Principal and Interest combined		2,778.15
Interest, 1997		161.24
Expended, 1997		-400.00
Ending Balance, June 30, 1997		2,539.39

Conservation Fund

Beginning Balance 1996	3,980.54
Interest, 1997	231.03
Additions 1997	2,000.00
Ending Balance June 30, 1997	6,211.57

Ella Whitney Risteen Fund

Expenditure and Adjustments 1997

Welfare (B)	-2,750.00
Schools (C)	00.00
adjustment (C)	-8,715.98
Improvements (D)	-3,058.85
Adjustments (D)	8,715.98

Balances June 30, 1997:

Welfare (B) 279,932.50
 School (C) 93,278.70
 Improvements (D) 69,703.06

Newton Fund

Beginning Balance 1996:	
Principal	1,000.00
Acc. Income	434.80
Interest, 1997	83.28
Ending Balance June 30, 1997	1,518.08

Ramsey Fund

Beginning Balance 1996: Principal	4,750.79
Interest, 1997	275.74
Ending Balance June 30, 1997	5,026.53

Goodrich Fund

Beginning Balance 1996: Principal	24,530.89
Interest, 1997	1,423.78
Ending Balance, June 30, 1997	25,954.67

Wilson Library Fund

Beginning Balance 1996: Principal	3,614.92
Interest, 1997	209.81
Additions 1997	434.61
Expended 1997	-2,381.66
Ending Balance June 30, 1997	1,877.68

Library Good Fortune Fund

Beginning Balance 1996: Principal	5,186.93
Interest, 1997	301.05
Additions 1997	7,855.00
Expended 1997	-3,819.54
Ending Balance, June 30, 1997	9,523.44

Armstrong Library Fund

Beginning Balance 1996: Principal	1,071.71
Interest, 1997	27.73
Ending Balance June 30, 1997	1,099.44

Interest Collected 1997

Interest/Demand fees from R.E. and P.P.	19,357.19
Interest/Demand fees from MVE	7,258.13
Interest/Demand fees from Tax Title	1,803.19

Respectfully submitted,

Kenneth Glowacki
Treasurer/Collector

TREE WARDEN

The 1997 Annual Report of the Tree Warden is as follows:

In 1997, a total of thirty (30) shade trees were planted along the town roadsides. Among the thirty trees, some were added at the Lakeview Cemetery.

The April 1st, heavy, wet snowstorm which began March 31st at 1 P.M. and lasted until April 1st, 3:30 P.M., resulted in a busy time for the Upton Tree Department. Three crews were used to remove downed-trees and broken branches. A bucket truck was activated to assist in removal of hanging limbs over the roadways.

I would like to thank all the town departments which worked around-the-clock to keep our roads open and safe. Our tree department and DPW were busy for two weeks on storm-cleanups: brush removal and chipping.

The Upton Tree Department had forty-six (46) emergency calls during 1997. Most calls came as a result of the April fool's snowstorm. Trees weakened by the storm's thick and heavy snow came down and need to be removed.

Twenty-five (25) roadside stumps were removed this year. Our on-going program of removing dead wood and low hanging branches continued with the assistance of a bucket truck.

I would like to thank Highway Supervisor, Michael J. Bradford, Sr., Public Officials, The Department of Public Works, Massachusetts Electric Company and the townspeople of Upton for their assistance during 1997.

Respectfully submitted,

Donald R. Keniston,
Tree Warden

REPORT ON THE ACTIVITIES OF THE UPTON TECHNOLOGY COMMITTEE

To Upton Residents:

This year the Upton Technology Committee has been involved with upgrading the computer systems in the Town Hall. The new computers have already arrived, and now we are working on getting the network for the computers finished. The wiring for the network in the Town Hall has been installed and now all that remains is to connect the computers together. We hope to have this completed soon.

We can report that everyone in the Town Hall offices are enjoying their new computer systems. We have been told that these new computers have helped the town departments immensely with their expanding requirements. We would like to especially thank Paul from Mendon Computer Outlet for his support in helping us with this project. Paul was the chosen vendor for the computers and network installation and his efforts to date have been appreciated.

Sean Luck
Chairman,
Upton Technology Committee
January 1998

REPORT OF THE DIRECTOR OF VETERANS GRAVES

Nine (9) veterans were buried in Upton cemeteries during 1997

Six (6) World War Two Service

U.S. Army	2
U.S. Navy	4
U.S. Air Force	0

Three (3) Korean Conflict

U.S. Army	2
U.S. Navy	1
U.S. Air Force	0

Respectfully submitted,

Richard L. Randall
Director of Veterans Graves

REPORT OF THE DEPARTMENT OF VETERANS' SERVICES

Appropriations	\$5,000.00
Sundries, Aid Allocated to Persons	3,071.19
Unexpended Appropriations	1,928.81

ADMINISTRATIVE COST

Expenses, Appropriated	\$750.00
Clerk	803.00
Expenses, Expended	225.60
Clerk	0.00
Returned	\$3,256.21

Respectfully submitted,

Thomas Callahan
Veterans' Service
Town of Upton

REPORT OF THE WIRING INSPECTOR

During 1997, the following Wiring Permits were issued through the office of the Wiring Inspector:

Permits Issued 1997	Number of inspections
Residential Buildings & Out Buildings	23
Commercial Buildings	8
Industrial Buildings	0
Additions	23
Rewires & Remodels	7
Service Upgrades	14
Temporary Services	7
Burglar & Fire Alarm Systems	8
Pools	13
Service Work Permits	18
Total Permits Issued 1997	121
New Middle/High School Inspections to Date	Number of Inspections 218

Respectfully Submitted,

Wayne S. LaPan
Wiring Inspector

*For information on wiring permits, Please call 508-529-1001
Monday - Friday 7:30am to 3:30pm*

ZONING BOARD OF APPEALS

The Upton Zoning Board of Appeals held twelve public hearings during 1997 with the following results:

Vaiances	-	5
Denials	-	2
Continuances	-	2
Application withdrawals	-	3

John LeBrun, Chairman
Joseph Lurie
Stedman Briggs
Roger Bartlett, Alternate
Ann Davidson, Clerk

ANNUAL REPORT

of the

**MENDON-UPTON
REGIONAL SCHOOL DISTRICT COMMITTEE**

Year Ending June 30, 1997

TO THE CITIZENS OF MENDON AND UPTON

A Historical Time for the Mendon-Upton Regional School District

The 1997 school year reflected a number of historical and unparalleled changes in the Mendon-Upton Regional School District. The goal of the District was to maintain high academic standards at all levels and at the same time prepare for a new era by the completion of the Nipmuc Regional Middle/High School and the renovation the Nipmuc/Miscoe facility. On November 12, 1997 the first classes were held in the new school in Upton. At the dedication of the building to the public held on December 13, 1997, the opening statement best reflects the emotions felt by everyone who attended and viewed the new facility.

Success is when a community shares a common vision and goal
Success is when citizens unite for a reason to improve the quality of education
Success is when a dream becomes a reality
Success is when everyone feels a sense of accomplishment
Success is when dedication, hard work and team effort bring an outcome as spectacular as the Nipmuc Regional Middle/High School.

The Superintendent stated that we all share a legacy and special moment in time when our aspirations and energy came true for a special reason. The reason was to provide the youth of Mendon and Upton with a School House that is more than just bricks and mortar. Together we have come a long way because of your faith in supporting quality education. It was our turn as educators to fulfill the trust you bestowed in the administration, School and Building Committee to complete the project within budget and provide the students with an Information Age School. The testimony of our partnership between community pride and high educational expectations for our students was evident by those who attended the dedication ceremony and have viewed the building. Again, we would like to thank all community members for your support and what people can achieve when working together.

In conclusion, I would like to personally thank the School Committee and Building Committee, the architectural firm of Earl R. Flansburg & Associates and Interstate Construction, that allowed the administration to complete a floor plan for the facility that meets all our educational dreams and expectations.

Similarly, the same enthusiasm and pride is the goal of the administration, School Committee and Building Committee in Miscoe Hill Elementary School renovation. The project began simultaneously when we began classes at the new Nipmuc. The general contractor, Mello Construction and our architectural firm of Earl R. Flansburg & Associates, anticipate that the project will be completed by mid summer of 1998. The Building Committee has taken a very proactive philosophy to insure the same building quality and that the facility design promote an effective teaching/learning environment for the elementary students and staff.

As part of the goal for the 1997 school year to insure quality teaching and learning, the administration adopted a series of indicators that would serve as a guide to help improve our educational standards.

Successful Indicators for Improving Student Learning

- A shared vision whose intent is to improve the quality of all the District's educational practices and prepare our students for the Information and Technology Society of the future
- A school climate which reflects our dedication to students
- An infusion of new leadership, ideas and the continued building of a strong administrative team
- Empowerment based on responsibilities and duties
- A commitment to life-long learning by all members of the school community
- Curriculum ownership initiated by active staff participation
- A willingness to accept the process of change
- An excellent teaching staff that rises to the challenge and wants to be better
- Recognizing the concept of "school being a community" where ideas are welcomed
- Instructional strategies that even exceed the Educational Reform Act of 1993

As part of the Reform Act of 1993 The Iowa Test of Basic Studies was administered statewide to students in grades three and ten. The elementary reading scores were outstanding and the 95 percentile achieved placed our students fourth in the state overall. The high school scores were in the 71 percentile. The high school staff is in the process of reviewing the test results and will be making recommendations to the administration. We would like to personally thank our outstanding staff for their high level of professionalism in providing students with instructional and teaching excellence.

OUTSTANDING STUDENT AND FACULTY RECOGNITION FOR THE 1997 SCHOOL YEAR

The 1997 school year identified a number of students who were recognized for outstanding excellence in academic achievement and exceptional effort in extra curricular activities. The 1997 Nipmuc graduation profile reflected the school district's

strong orientation towards academic achievement and development of well-rounded students. The senior profile indicated **90% of the class will continue on to further education**. Of that number, 67% will attend four year colleges including some of the finest universities in the country. In addition, 17% of the class will continue on to two year schools and 3% to specialty schools while 3% will use the military to further their education and 10% will go to the world of work.

Reflecting our pursuit for academic excellence, students have been named **Advanced Placement Scholars** by the College Board in recognition of the exceptional achievement and one student qualified for the AP Scholar with Distinction Award. Furthermore, outstanding student achievement was evident by the **27 students who were inducted into the Nipmuc National Honor Society**.

The Nipmuc Regional High School Band and Chorus earned a Second Place award at the Music Showcase Festival, held in Alexandria, Virginia, for Class A schools with enrollments up to 600 students. Participating in the festival were high school bands from the Mid Atlantic and Southern States.

Four members of the middle school band earned **District recognition** for his/her exceptional musical talent. In addition, a number of our male and female athletes in soccer, field hockey, basketball, softball and baseball were selected to **State and District Teams**. Our teams in soccer, basketball, softball and baseball won **Dual Valley and Central Mass Championships**. Other high school students received individual recognition for work in the fields of **Art and Drama**.

The Miscoe Hill Middle School Seventh and Eighth Grade Band achieved a Gold Medal for the third year in the Great East Music Festival held at Canobie Lake, New Hampshire for the second consecutive year. In addition, the sixth grade band in their first competition won a **Silver Medal**.

DISTRICT DIRECTION AND ACHIEVEMENTS FOR THE 1997 SCHOOL YEAR

The 1997 school year focused on a number of administrative, educational and organizational changes for the Mendon-Upton Regional School District. The primary focus of the changes were to;

- 1) meet the School Committee's vision for educating students in the 21st Century and moving towards an Information Age School that would enable students to communicate with the rest of the world**
- 2) achieve compliance to the Education Reform Act of 1993**
- 3) continue the successful staff development program preparing teachers for methodology changes required to encourage active classroom teaching and learning at both the elementary and high school level**
- 4) improve the quality and district capabilities to prepare students and staff for the technological society in which we live**
- 5) complete the construction phase for the Nipmuc Regional Middle/High School and begin the renovation process for the new elementary school**
- 6) work with staff and the teachers association in implementation of the Mendon-Upton Teachers Standards and Assessment practices agreed in the District and MURTA Collective Bargaining Agreement**

The School Committee, along with the Superintendent, Administration and Faculty have been working to implement a number of program and methodology changes to increase student learning, increase teacher performance and to establish standards to measure program effectiveness. These actions reflect the School Committee's vision for moving the District forward. Some of the specific instructional program initiatives are as follows:

DISTRICT INITIATIVES

The District began its second year award for two (2) \$40,000 Restructuring Grants for Elementary and High School. The grants will enable the district to develop additional programming and teacher professional development support

- The continuation and major focus of a staff development program, at all levels, to focus on student centered approach to learning. With the technology rich environment of the Nipmuc Middle/High School Facility and the Block Scheduling program the focus will be to merge student instruction, research practices and technology to become a viable instructional tool for enhancing student learning

- Increased competitive grant writing to seek additional funds to improve current instruction
- Staff training and implementation of a Writing Across the Curriculum Program
- Implementation via the collective bargaining process and the Educational Reform Act for Time and Learning and development of Professional Standards and Assessment criteria for faculty
- Implementation of a technology plan for the new facilities, staff training and the integration of technology into all curriculum areas

The formation of a School Transition Team to assist in the move from one facility to the new one and a specific plan for achieving the move that would utilize students, faculty and community volunteers

Administrative and leadership restructuring of the cafeteria and custodial staff

ELEMENTARY INITIATIVES

- The expansion and staff planning to increase the family cluster, multiage and activity centered approaches to student learning
- Continued improvement to provide students with up to date computer programming and the formation of mini labs at both the Clough and Memorial Schools. Also, the addition of a full time computer staff member to begin formal elementary computer instruction
- Development of theme based integrated curriculum units
- Staff training to implement teaching methodology to include greater student exploration, investigation and an inquiry approach to learning
- Review of the current elementary math and language arts program
- Continued purchasing of the updated Open Court Reading Program

Computer training for staff to focus on the merge between technology and instruction in the classroom

- The investigation by a School Committee Language Immersion Study Group to determine the feasibility of introducing foreign language at the kindergarten level

- Implementation of new teacher assessment program and teacher flex time scheduling
- Application submission for a Horace Mann Charter School Program

MISCOE MIDDLE SCHOOL INITIATIVES

- Development of "Writing Across the Curriculum" and grammar program
- Full time foreign language for the eighth grade
- Implementation of a Skills for Living Program
- Review of the current math and language arts program
- Implementation of project based units related to the Blackstone Valley
- Examination by the administration and staff of other scheduling modules for longer student instructional blocks
- Middle School administrative and leadership restructuring plan
- The transition process to the new facility for the fifth grade for one year until the renovations are complete

NIPMUC REGIONAL HIGH SCHOOL INITIATIVES

- Development of integrated curriculum for American Studies, science and math
- Continued implementation of the Copernican Schedule introducing longer time blocks and increased classroom instruction for students
- Technology workshop preparation for the use of the Internet and its connection to enhance student instruction
- Restructuring of the high school math program
- Restructuring of technology and program offerings
- Staff preparation for the move to the new school and working with the Transition Team

The State's Foundation Budget has been of great assistance in increasing school spending for needed programming and to manage class size, especially demonstrated by the growth in student population. Because of increasing enrollments at all levels, a large portion of the budget was directed toward hiring more staff. At the elementary level there was an increase of two full time teachers, an additional kindergarten section and an increase in special subject staff. The Middle School included an additional fifth grade teacher and the introduction of full time foreign language for the eighth grade. The high school included additional staff for English, art and math. Administration added a full time Assistant Principal in the elementary school and for Nipmuc and Miscoe a full time Dean of Students. Future projections are still indicating that each high school graduating class is being replaced with much larger kindergarten classes. The enrollment from 1995 to 1997 has grown by 14.1% and future projections indicate that this trend will continue for a period of time.

The School Committee thanks recent retiree Jeffrey Allard for his years of service and commitment to the students of Mendon and Upton.

The Committee would like everyone to know how greatly appreciated were the efforts of Building Committee Chairman Eugene Picard in making the Nipmuc Middle/High School reality. The plaque in the front entrance way at the Nipmuc Middle/High School will read

Eugene Picard
Mendon-Upton Regional School District Building Committee Chairman
February 1, 1932 - July 6, 1997

Pride, vigor and wisdom describe Gene's loving commitment as the Chairman of the Nipmuc Regional Middle/High School Building Project. His ability to work with all members of the School and Building Committee was a testimony to his dedication to excellence and his tireless efforts to provide the youth of Mendon and Upton with a first class learning facility. With great respect and affection by everyone you left us with a legacy that will be long remembered. You did yourself proud, thank you Gene.

Respectfully Submitted,

Alfred C. Holman, Chairman
Donna R. Cote, Vice Chairman
Cecelia Henderson, Secretary
Neal J. Rapp, Treasurer
Cynthia Robertson
Anthony C. DaSilva

Administration
Dr. David A. Crisafulli, Superintendent
Paul D. Daigle, Principal/Nipmuc Regional High School and
Miscoe Middle
Janet E. Goodrich, Elementary Supervisor
Maryellen L. Gray, Director of Pupil Personnel Services
Daniel C. Leclerc, Director of Curriculum and
Professional Development

ANNUAL REPORT OF THE MENDON-UPTON REGIONAL SCHOOL DISTRICT COMMITTEE

Year ending June 30, 1997

ORGANIZATION SCHOOL COMMITTEE

Alfred C. Holman, Chairman	Term expires 1998
Donna R. Cote, Vice Chairman	Term expires 1999
Neal J. Rapp, Treasurer	Term expires 2000
Cecelia Henderson Secretary	Term expires 2000
Cynthia Robertson	Term expires 1999
Anthony C. DaSilva	Term expires 1998

SUPERINTENDENT

David A. Crisafulli, Ed.D	\$88,765
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SUPERINTENDENT'S OFFICE

Joseph Kogut Jr, Assistant Treasurer	\$39,312
Kimberly A. Belland, Accountant	33,852
Kathleen A. Ramsey, Superintendent's Clerk	25,771

NIPMUC HIGH SCHOOL/MISCOE HILL MIDDLE SCHOOL

Paul D. Daigle, Director of Education	\$68,796
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HENRY P. CLOUGH SCHOOL/MEMORIAL SCHOOL

Ms Janet E. Goodrich, Principal	\$64,500
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HEALTH SERVICES

Scott Faber, MD	
John P. Cocciaelli, MD	
JoAnn Krause, RN	\$35,294
Caroline M. Smith, RN	31,946
Cecilia Stienstra, RN	31,946

SCHOOL DIRECTORY — FY 1996/1997

SUPERINTENDENT OF SCHOOLS

TELEPHONE 529-7729

Office:	Knowlton-Risteen Memorial Building 2 Main Street, P.O. Box 176 Upton, MA 01568	
Superintendent	David A. Crisafulli Ed.D	
Assistant Treasurer	Joseph Kogut, Jr	
Accountant	Kimberly A. Belland	
Superintendent's Clerk	Kathleen A. Ramsey	

NIPMUC REGIONAL HIGH SCHOOL

TELEPHONE 473-0994

Paul D. Daigle, Director of Education	
Daniel C. Leclerc, Director of Curriculum	\$67,704
Helene Wagner, Secretary	\$24,731
Deborah A. Linehan, Clerk	\$13,845
Lauren Ferrucci, Computer Specialist-Attendance Clerk	\$28,922

MISCOE HILL MIDDLE SCHOOL

TELEPHONE 478-2240

Paul D. Daigle, Director of Education	
Bernadette F. Curtis, Secretary	\$24,731

HENRY P. CLOUGH SCHOOL

TELEPHONE 473-1768

Janet E. Goodrich, Principal	
Ruth P. O'Grady, Secretary	\$16,808

MEMORIAL SCHOOL

TELEPHONE 529-6931

Janet E. Goodrich, Principal	
Cynthia L. Mc Devitt, Secretary	\$12,494

PUPIL PERSONNEL SERVICES

TELEPHONE 634-1572

Maryellen L. Gray, Director	\$68,226
Carolyn A. Barrows, Secretary	\$24,731

Guidance-Nipmuc

TELEPHONE 478-6150

Stephen C. Gressak, Counselor	\$49,202
Katherine A. Ducat, Counselor	\$38,709

Ona S. Moore, Secretary Guidance-Miscoe Hill	\$10.28/hr
	TELEPHONE 478-2410
Allan J. Byrne, Counselor Katherine W. Clarke, Counselor	\$50,348 \$49,202
Guidance-Elementary	TELEPHONE 529-6931/634-1580
Donna M. Mattson, Counselor	\$46,388

FACULTY-NIPMUC REGIONAL HIGH SCHOOL

Jeffrey M. Allard	Biology	\$40,930
Laurie C. Borek	Health Education	40,930
Kevin M. Campbell	Art Aide	12,428
William A. Cilley	Physics	45,096
Michael J. Clements	English	40,930
Jane A. Cook	Mathematics	29,782
Arthur R. Courtman	Social Studies	50,348
Cynthia N. Donatelli	Computer	45,096
Bruce R. Glazer	Media Specialist	40,239
James H. Grant	Social Studies	40,930
Pamela S. Kyrka	English	31,926
Patrick Larkin	Media Aide/English	27,318
Rachel A. Lawrence	Resource Room	25,839
William D. Leaver	English	40,930
Penny D. March	Foreign Language	31,089
William R. McInnis	Physical Education	36,743
Martha S. Miles	Mathematics	42,547
Henry P. Morel	Music	49,202
Arlene M. Murray	Foreign Languages	40,930
Johanne D. Oliveri	Learning Disabilities	46,388
Carl M. Olson III	Social Studies	42,547
Paul N. Papadonis	Art	46,388
Wayne R. Phipps	English	40,930
Pamela J. Roberts	Foreign Languages	27,318
Joan M. Scribner	Foreign Languages	37,667
Judith A. Shea	Computer/Business	27,318
Kathleen A. Shea	Science	34,797
Cheryllann Silva	Mathematics	45,096
Robert W. Smith Jr	Social Studies	49,202
Jean C. Warden	Mathematics	50,348
Linda S. Wilde	English	50,348

FACULTY-MISCOE HILL MIDDLE SCHOOL

Priscilla S. Arbuckle	Resource Room	\$45,096
Richard A. Auger	Music Coordinator	42,547
Bradley J. Austin	Grade 8	40,930
Jill M. Baszner	Learning Disabilities	40,930
Jane M. Bodnar	Physical Education	40,930
Lynne B. Caron	Grade 6	40,930
Karen Culberson	Science	36,743
Lisa L. D'Elia	World Language	26,501
Patricia DiAntonio	Grade 6	40,930
John N. Grady	Grade 6	40,930
Richard M. Grady	Grade 7	45,096
Diane B. Grant	Grade 8	40,930
Aime Jay Hughes	SPED Aide	\$9.09/hr
F. Andrew King	Resource Room	40,930
Stephanie C. Kirkos	Music	15,025
Sandra M. Lajoie	Learning Disabilities	40,930
Roberta B. Laudon	Fed Project/Psych.	18,886
Dorothy A. LeMarbre	SPED Aide	\$9.09/hr
Carol L. Lipscomb	SPED Aide	\$8.25/hr
Daniel L. Malloy	Grade 5	42,547
Marie E. McManus	Grade 5	27,318
Michele M. McRoberts	Art	45,096
Sandra Merusi	SPED Tutor	\$8.25/hr
William Milligan	Grade 5	49,202
Barry P. Murphy	Grade 8	49,202
Dianne E. Nydam	Grade 5	40,930
Katie O'Malley	Grade 5	27,318
Frederick G. Oldfield III	Resource Room	40,616
Christine H. Page	Math	33,706
Kathleen M. Pichel	Nurse Asst.	\$9.09/hr
Karen A. Presbrey	Resource Room	33,362
Kathleen A. Rhodes	Grade 7	40,930
Kathleen Tatro	SPED	9,703
Mary E. Vaccaro	Grade 5	40,930
Louise M. Villa	Grade 8	40,930
Janice Weatherbee	Grade 7	40,930

FACULTY-HENRY P. CLOUGH SCHOOL

Veronica C. Ariel	Speech Pathologist	\$45,096
Barbara Baggesen	Grade 1	40,930
Patricia E. Carnegie	Language Development	29,191
Helen Cuthbertson	MUASP Director	\$11.83/hr
Anita L. Espanet	Grade 3	40,930
Diane M. Evans	Grade 1	40,930
Harriett A. Fougere	Grade 4	40,930
Janice E. Gallagher	Grade 2	26,086
Marion L. Gomes	MUASP Aide	\$8.25/hr
Martha S. Grady	Grade 3	40,930
Catherine J. Grimes	Art	24,558
Dorothy A. Hackenson	Kindergarten Aide	\$8.25/hr
Beverly Ann Hart	Kindergarten	45,257
Naomi A. Howarth	Grade 2	46,388
Kathy A. Kamfonik	Guidance	31,808
Patricia Karnila	Kindergarten	33,879
Kristine L. Magnuson	Grade 3	26,086
Heidi E. McCluskey	SPED Language Aide	\$9.09/hr
Nancy M. McIsaac	Grade 1	24,855
Leslie J. McShane	Kindergarten Aide	\$8.25/hr
Robert A. Nigro	Physical Education	40,930
Paula S. Pearlman	Grade 4	40,930
Paula M. Piggott	Grade 1	40,930
Dianne C. Pulkkinen	SPED Aide	\$8.25/hr
Sandra N. Ray	Grade 2	40,930
Pamela A. Ricker	Reading Tutor	\$18.72/hr
Suzette M. Ruby	Learning Disabilities	49,120
Dorothy H. Smith	Librarian	50,348
Lise M. Smith	Language Class	45,096
Cindy L. Stakus	Kindergarten Aide	\$9.09/hr
Barbara A. Toland	Music	40,930
Susan L. West	Grade 4	31,089
Nancy E. Vaillancourt	Aide	\$9.09/hr

FACULTY-MEMORIAL SCHOOL

Charlotte J. Allen-Smith	Speech Pathologist	\$24,370
Peter E. Baszner	Resource Room	45,096
Michaele P. Beauchemin	Grade 2	35,294
Joanne M. Belhumeur	Pre-school Aide	\$8.25/hr
Betsy J. Bertrand	Grade 4	32,816
Lisa B. Broderick	Pre-school Aide	\$8.25/hr

Patricia A. Bulock	Pre-school Aide	\$9.09/hr
Joan F. Burrell	Grade 1	42,547
Kathryn A. Craib	Grade 4	40,930
Ruth A. Danforth	Grade 1	45,096
Maribeth Grant	Vision Services	45,096
Patricia M. Hansen	Pre-school Teacher	43,389
Mary N. Hastings	Grade 3	36,005
Maria Herrick	Aide	\$9.09/hr
Ellen F. Holmes	Aide	\$9.09/hr
Paula R. Johnson	Grade 2	27,318
Lana Laczka	MUASP Director	\$11.83/hr
Karen G. McDonough	Grade 1	33,362
Sarah S. McPhee	Sub	23,997
Wanda B. Monroe	Preschool	22,009
Judith A. Mullen	Ext Day Kindergarten	\$9.09/hr
Elaine M. Porter	Grade 2	40,930
Brenda L. Quinlan	Grade 3	31,089
Kern L. Ruscitti	Ext Day Kindergarten	13,043
Joan E. Siska	SPED Aide	\$18.21/hr
Nicole A. Smith	Grade 2	26,086
Pamela Smith	Aide	\$8.25/hr
Susan B. Stager	Vision Services	42,547
Maria A. Stanley	Kindergarten Aide	\$8.25/hr
Patricia Swain	Pre-school Aide	\$8.25/hr
Carolyn H. Wright	Grade 4	42,547

CUSTODIANS-NIPMUC REGIONAL HIGH SCHOOL

Peter P. Allen	\$10.53/hr
Bruce D. Barry	\$31,949
Joseph F. Bonati	21,882
Francis J. Burke	34,030
Richard P. Carlson	27,227
Richard B. Gentili	21,882
Marc W. King	21,882

CUSTODIANS-HENRY P. CLOUGH SCHOOL

Robert J. Moore	\$31,949
William K. White	22,942

CUSTODIANS-MEMORIAL SCHOOL

Michael J. Bradford	\$7.48/hr
Patrick M. Mc Kinney	\$7.97/hr
Joseph K. Poirier	\$10.02/hr
Charles J. Vaccaro	\$31,949

CAFETERIA-NIPMUC REGIONAL HIGH SCHOOL

Anne W. Crisafulli — Food Service Coordinator	\$12.75/hr
Gladys P. King — Manager	\$12.11/hr
Carole A. DiDonato	\$9.55/hr
Mary Ann Erickson	\$10.17/hr
Barbara M. Gentilli	\$9.55/hr
William E. Hackenson	\$8.75/hr
Karen A. Herrick	\$9.55/hr
Mary Jo Langell	\$9.55hr
Barbara Nyborn	\$10.17/hr
Susan H. Vandervalk	\$9.70/hr

CAFETERIA-HENRY P. CLOUGH SCHOOL

Charlene A. Doe-Manager	\$11.39/hr
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CAFETERIA-MEMORIAL SCHOOL

Gail E. Hixon-Manager	\$11.39/hr
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SCHOOL CALENDAR 1996-1997

HOLIDAYS

FALL TERM, TEN WEEKS

Term began August 27, 1996	Labor Day	Monday, September 2, 1996
Term ended November 1, 1996	Columbus Day	Monday, October 14, 1996

WINTER TERM, ELEVEN WEEKS

Term began November 4, 1996	Veteran's Day	Monday, Nov. 11, 1996
Term ended January 24, 1997	Thanksgiving	Thurs/Fri, Nov. 28-29, 1996

SPRING TERM, TEN WEEKS

Term began January 27, 1997	New Year's Day	Wednesday, January 1, 1997
Term ended April 4, 1997	Martin Luther King Day	Monday, January 20, 1997
	Good Friday	Friday, March 28, 1997

SUMMER TERM, TEN WEEKS

Term began April 7, 1997	Memorial Day	Monday, May 26, 1997
Term ended June 11, 1997		

**Mendon-Upton Regional School District
Balance Sheet
as of June 30, 1997**

	General Fund	Special Revenue Funds	Capital Projects Fund	Trust & Agency Funds	General Long-Term Obligations Group	Combined Totals (Mimeo Only)
Assets:						
Cash & Cash Equivalents	\$534,463	\$58,356	\$24,260,838	\$136,620		\$24,990,277
Temporary Investments			\$2,631,133			\$2,631,133
Accounts Receivable-Other	\$8,190					\$8,190
Prepaid Expenses	\$33,051					\$33,051
Amount to be provided for Retirement of Long-Term Obligations					\$26,075,017	\$26,075,017
Total Assets	\$575,704	\$58,356	\$26,891,971	\$136,620	\$26,075,017	\$53,737,668
 Liabilities & Fund Balances:						
Liabilities:						
Accounts Payable and Accrued Expenses	\$120,043	\$6,699	\$1,437,997			\$1,564,739
Retainage			\$655,557			\$655,557
Due to Student Groups				\$49,393		\$49,393
Accrued Sick Pay Benefits					\$312,097	\$312,097
Capital Lease Obligations					\$31,920	\$31,920
Bonds Payable					\$25,731,000	\$25,731,000
Bond Anticipation Notes Payable			\$15,000,000			\$15,000,000
Deferred Revenue		\$1,169				\$1,169
Total Liabilities	\$120,043	\$7,868	\$17,093,554	\$49,393	\$26,075,017	\$43,345,875
 Fund Balances:						
Reserve for Endowments					\$66,078	\$66,078
Unreserved:						\$0
Designated			\$9,294,950			\$9,294,950
Undesignated	\$455,661	\$50,488	\$503,467	\$21,149		\$1,030,785
Total Fund Balances	\$455,661	\$50,488	\$9,798,417	\$87,227	\$0	\$10,391,793
 Total Liabilities and Fund Balances	\$575,704	\$58,356	\$26,891,971	\$136,620	\$26,075,017	\$53,737,668

MENDON-UPTON REGIONAL SCHOOL DISTRICT ENROLLMENT AS OF OCT 1, 1997

Distribution of school attending children, residents of the Town of Mendon and the Town of Upton as of October 1, 1995, 1996, and 1997 taken from school registers.

GRADE	PRE-SCHOOL	CHOICE OUT	SPED OUT	VOC OUT	ACTUAL ENROLLMENT - OCTOBER 1, 1997												TOTAL	PERCENT	
					K	1	2	3	4	5	6	7	8	9	10	11	12		
MENDON	13	26	13	7	71	68	77	76	79	74	61	61	64	49	49	44	41	847	847/1665 50.87%
UPTON	14	38	13	3	81	98	66	77	59	64	63	46	62	40	37	48	47	818	818/1665 49.13%
CHOICE IN					3	10	9	8	5	2	7	6	8	3	3	5	3	70	
MISC.																		1	
CHOICE OUT																		2	
TOTALS	27	63	26	10	165	176	152	161	143	140	131	113	132	92	90	97	92	1737	

ACTUAL ENROLLMENT - OCTOBER 1, 1996

GRADE	PRE-SCHOOL	CHOICE OUT	SPED OUT	VOC OUT	ACTUAL ENROLLMENT - OCTOBER 1, 1996												TOTAL	PERCENT	
					K	1	2	3	4	5	6	7	8	9	10	11	12		
MENDON	11	25	11	11	56	77	70	73	72	62	59	60	56	47	46	38	38	787	787/1540 51.10%
UPTON	10	38	12	5	99	58	74	57	63	60	44	65	46	38	46	49	27	753	753/1540 48.90%
CHOICE IN					11	10	8	4	2	8	6	7	2	5	3	3	4	73	
MISC.																	1	0	
CHOICE OUT																	0	2	
TOTALS	21	63	23	16	166	145	152	134	137	130	109	132	104	91	95	91	69	1815	

ACTUAL ENROLLMENT - OCTOBER 1, 1995

GRADE	PRE-SCHOOL	CHOICE OUT	SPED OUT	VOC OUT	ACTUAL ENROLLMENT - OCTOBER 1, 1995												TOTAL	PERCENT	
					K	1	2	3	4	5	6	7	8	9	10	11	12		
MENDON	10	27	11	10	73	68	71	76	55	56	65	51	51	51	40	41	47	766	766/1468 52.18%
UPTON	22	39	12	5	61	74	58	57	62	48	65	50	46	49	51	31	33	702	702/1468 47.82%
CHOICE IN					9	8	8	2	3	4	3	0	4	2	1	3	7	52	
MISC.					1												1	2	
CHOICE OUT																	0		
TOTALS	32	66	23	15	144	148	137	135	120	108	133	101	101	102	93	75	87	1522	

1997-1998 ENROLLMENT BY SCHOOLS

	MENDON	UPTON	CHOIC	OTHER	TOTAL	1996-1997 ENROLLMENT BY SCHOOLS					OTHER	TOTAL
						MENDON	UPTON	CHOICE	OTHER	TOTAL		
CLOUGH	366	0	21	0	387	CLOUGH	343	0	21	0	0	364
MEMORIAL	5	381	14	0	400	MEMORIAL	5	351	14	0	0	370
NIPMUC M	260	235	21	0	516	MISCOE HILL	237	215	23	0	0	475
NIPMUC H	183	172	14	2	371	NIPMUC	169	160	15	2	2	346
SPED/VOC	20	16	-	-	36	SPED/VOC	23	16	-	-	39	
PRESCH	13	14	-	-	27	PRESCHOOL	11	10	-	-	21	
TOTALS	847	818	70	2	1737	TOTALS	777	742	73	2	1615	

Thirty-Seventh Annual Commencement Exercises



Mendon-Upton Regional School District
NIPMUC REGIONAL HIGH SCHOOL
Mendon, Massachusetts

Wilho Frigard Memorial Gymnasium
Saturday, May 31, 1997
10 a.m.

CLASS OF 1997

Alvarez-Sanchez, Jose G.	Harnois, Melora B.
Bailey, Shane R.	Hawksley, Jason M.
* Baumgartner, Karen	* Hoermann, Rebecca A.
* Bavosi, Anthony P.	* Hoey, Kelly-Jean
* Brill, Jason M.	Iacovelli, Alicia M.
* Brown, Hilary	Kuczinski, Kevin J.
Brown, Joel M.	Kuczinski, Melissa J.
* Brown, Robert N.	* Lapan, Katy J.
Bruncken, Arne	Lareau, Erin E.
* Callahan, Nathan J.	Lashley, Jordan P.
Caputo, Maureen	Leavitt, Jeremy R.
Carlson, Eric T.	Lord, Camille M.
* Cicchese, Allyson M.	Medoff, Edward K.
Claflin Jr., James R.	* Mielinski, Daniel A.
* Comforti, Christopher V.	* Miller, Ruth E.
* Coolberth, Jacob B.	Morrison, Hawken
* Daigle, Nicole M.	* Nestor, Michelle
* Daigle, Thomas A.	Peterson, Leigh A.
DeToma, Stephen E.	Rios, Natalie A.
Donahue, Eric R.	* Robbins, Rachel A.
Dudley, Bryan R.	* Robinson, Sarah J.
Ellis, Ryan J.	Roche, Tara L.
Fitch, Dustin G.	* Ruggiero, Laura B.
Flanagan, Patrick A.	Russo, Nicholas R.
* Foy, Matthew T.	Serra, Anthony G.
French, Christine M.	* Traviglia, Daniel F.
Fryer, Matthew J	* Wagner, Christopher F.
Gillette, Adam	Walden, Jaclyn B.
* Gordon, Amber	* Walleston, Lara K.
* Grady, Mary Ann	Weeks, Jedediah J.
* Grady, Rebecca R.	Whyte, Jason R.
* Grant, Kevin M.	Wilshire, Megan M.
Grover, Damon	Wojdag, Jason P.
* Hall, Carla E.	* Woodfin, Thomas R.
	Woods Jr., Thomas P.

* Denotes National Honor Society

PROGRAM

*	Processional	High School Band
*	National Anthem	All Present
	Address of Welcome	Christopher F. Wagner, Senior Class President
	Essay	Kevin M. Grant "Final Curtain Call"
	Musical Selection	Jedediah J. Weeks, Jordan P. Lashley "Trip 97"
	Essay	Thomas R. Woodfin "The Journey of a Thousand Miles Begins With This One Step"
	Musical Selection	Melissa J. Kuczinski "Rondo alla Turca", Mozart
	Remarks	Jose G. Alvarez-Sanchez, Exchange Student, Mexico
	Musical Selection	Rebecca A. Hoermann "Amoroza Miei Giorni", Donaudi
	Essay	Matthew T. Foy "The Road Ahead"
	Musical Selection	Rachel A. Robbins, accompanied by Melissa J. Kuczinski "Somewhere", Stephen Sondheim, Leonard Bernstein
	Remarks	Dr. David A. Crisafulli SUPERINTENDENT OF SCHOOLS
	Presentation of Awards	Paul D. Daigle PRINCIPAL/DIRECTOR OF EDUCATION
	Presentation of Diplomas	Alfred Holman CHAIRPERSON, SCHOOL COMMITTEE
*	Recessional	High School Band Director of the High School Band Henry P. Morel Marshal Craig Wilga, Junior Class President
*	Audience Standing	

CLASS OFFICERS

President	Christopher F. Wagner
Vice President	Kevin M. Grant
Secretary	Jacob B. Coolberth
Treasurer	Jason M. Brill

CLASS ADVISORS

Joan M. Scribner and Kathleen Shea

CLASS MOTTO

"The journey of a thousand miles begins with this one step." Lao-tse

CLASS COLORS
Green, Gold and White

CLASS FLOWER
Yellow Rose

SCHOOL COMMITTEE
Alfred Holman, Chairperson

Donna Cote
Anthony DaSilva
Cecilia Henderson
Neal Rapp
Cynthia Robertson

SUPERINTENDENT OF SCHOOLS
David A. Crisafulli, Ed.D.

Daniel Leclerc, M.Ed.
Director of Curriculum

Maryellen Gray, M.Ed.
Director of Pupil Personnel Services

SCHOOL FACULTY
Paul D. Daigle, M.Ed., Principal/Director of Education
Joan M. Scribner, M.Ed., Dean of Students

Jeffrey Allard, B.A.
Robin Broman, B.S.
Kevin M. Campbell, B.A.
William A. Cilley, M.Ed.
Michael Clements, B.S.
June Cook, B.A.
Arthur Courtman, M.A.
Karen Culberson, B.S.
Cynthia N. Donatelli, M.Ed.
Katherine Ducat, M.A.
Bruce R. Glazer, M.Ed.
James Grant, B.A.
Stephen C. Gressak, M.A.
Andrew King, B.S.
JoAnn Krause, R.N., B.S., C.S.N.
Pamela Kyrka, M.A.T.
Patrick Larkin, B.A.
Rachel Lawrence, M.Ed.
Penny March, B.A.

Marlo Marlot, B.S.N.
William McInnis, B.S.
Martha S. Miles, B.S.
Henry P. Morel, M.A.T.
Arlene M. Murray, B.A.
Johanne D. Oliveri, M.Ed.
Carl M. Olson III, B.S.
Paul N. Papadonis, M.S.
Wayne Phipps, B.A.
Kathleen M. Pichel, R.N.
Pamela Rivers, B.A.
Judith A. Shea, B.S.
Kathleen Shea, M.S.
Cheryllann Silva, M.Ed.
Dorothy Smith, M.Ed.
Robert W. Smith, Jr., M.Ed.
Jean Warden, M.A.
Linda Wilde, M.Ed.

NIPMUC REGIONAL HIGH SCHOOL GRADUATION CLASS OF 1997 MAY 31, 1997

1. One \$50 Savings Bond and the American Legion School Award given by the Roger L. Wood Post #355 of Mendon for a student who best exemplifies the qualities of honor, courage, scholarship, leadership, and service.

RECIPIENT: Thomas Woodfin

2. Three \$50 scholarships funded by Meola Vending Company and presented by the Nipmuc Student Council for leadership

RECIPIENTS: Allyson Cicchese, Carla Hall and Matthew Foy

3. Two \$100 scholarships awarded by the Home and Community Service Committee of the Upton Grange to the Upton Students judged to be most deserving.

RECIPIENTS: Karen Baumgartner and Jason Brill

4. Two \$100 scholarships given by the United Parish of Upton.

RECIPIENTS: Karen Baumgartner and Erin Lareau

5. Two \$100 awards given by the National Honor Society of Nipmuc Regional High School to students who have shown personal and academic growth in their four years of high school and who have exhibited potential for success in a post high school program.

RECIPIENTS: Rebecca Grady and Thomas Woodfin

6. A \$100 award given by the Greater Milford Chamber of Commerce.

RECIPIENT: Rebecca Grady

7. A \$100 award given by THE REGIONAL TIMES- the school newspaper, awarded to the graduate who has made a significant contribution to journalism.

RECIPIENT: Nathan Callahan

8. One \$150 scholarship awarded by the Nipmuc Arts Society to a graduating senior who will be enrolled in art courses and display creative and artistic ability with a sincere interest in pursuing visual art in the future

RECIPIENT: Eric Carlson

9. Three \$150 awards by the Upton Youth Club to Upton students who have participated in the Youth Club Program, and who are furthering their education in a technical, vocational, two or four year college.

RECIPIENTS: Jason Brill, Matthew Foy and Daniel Traviglia

10. Three awards of \$200 each, given to a graduating high school senior boy and girl from Mendon or Upton who has participated in the Soccer Club program, and who are furthering his or her education in a technical, vocational, two or four year college.

RECIPIENTS: Matthew Foy, Damon Grover and Daniel Mielinski

11. One \$200 scholarship given in memory of Daniel Taft by his family and friends

RECIPIENT: Allyson Cicchese

12. Two \$200 scholarships known as the St. Michael's Catholic Women's Club Scholarship to members of St. Michael's Parish.

RECIPIENTS: Mary Ann Grady and Laura Ruggiero

13. Two \$200 scholarships given by the Mendon-Upton Music Boosters to students furthering their education.

RECIPIENTS: Karen Baumgartner, and Anthony Bavosi

14. One \$200 scholarship given by the International Association of Approved Basketball Officials Board #26.

RECIPIENT: Kevin Grant

15. One \$200 scholarship known as the Gary Bates Memorial Scholarship given by the proceeds of funds raised by the youth of Upton as a memorial scholarship to be awarded annually to a graduating student from Upton to defray the cost of further education.

RECIPIENT: Carla Hall

16. Two \$200 awards given by the Nipmuc Warriors Club to students who have supported the school in a sports activity and are of good character, leadership and sportsmanship and who are planning to further their education.

RECIPIENTS: Matthew Foy and Daniel Mielinski

17. One \$200 award known as the George G. and Ruth R. Newton Scholarship to an Upton boy or girl furthering his or her education.

RECIPIENT: Nicole Daigle

18. One \$200 award administered by the Selectmen of Upton and approved by the October 30, 1989 town meeting to be awarded to a deserving student of Upton who will be furthering his or her education.

RECIPIENT: Katy Lapan

19. One \$200 scholarships given in memory of Clifford Lapierre of Upton by his family and friends.

RECIPIENT: Dustin Fitch

20. Two \$250 scholarships given by the Upton Police Union Local 162 to an Upton boy and girl furthering their education.

RECIPIENTS: Erin Lareau and Dustin Fitch

21. Two \$250 scholarships known as the Chadd Ghelli Memorial Scholarship to be awarded from a fund established by his family and friends and presented to a Mendon girl and boy who are furthering their education and have been participants in Mendon youth athletic programs. The students also have demonstrated a love and enthusiasm for sports.

RECIPIENTS: Mary Ann Grady and Kevin Grant

22. Two \$250 Good Fellowship Awards given by the Mendon Firefighters to a Mendon boy and girl furthering their education.

RECIPIENTS: Mary Ann Grady and Anthony Bavosi

23. Three \$250 scholarships given by the Mendon Police Association to a boy or girl who displays good school fellowship.

RECIPIENTS: Mary Ann Grady, Rebecca Grady & Anthony Bavosi

24. One \$250 award known as the Larry C. Niro Memorial Citizenship Award given by his family and friends to a Mendon senior student from Nipmuc Regional High School who demonstrates the qualities for which Mr. Niro will be remembered. They are good fellowship, regard for others, service to the community, industriousness, personableness, kindness, and compassion.

RECIPIENT: Thomas Woodfin

25. One \$300 scholarship given by the Upton Bloomer Girls.

RECIPIENT: Katy Lapan

26. One \$300 scholarship awarded by the Online Repertory Company to a student planning to continue his/her education.

RECIPIENT: Carla Hall

27. One \$400 award given by the First Unitarian Society of Grafton and Upton to students furthering their education.

RECIPIENT: Nicole Daigle

28. One \$500 scholarship given by the Mendon-Upton Music Boosters to a student who is furthering his/her education in the field of music.

RECIPIENT: Rebecca Hoermann

29. Two \$500 scholarships given by the Mendon Country Gift Barn to deserving students furthering their education.

RECIPIENTS: Mary Ann Grady and Lara Walleston

30. Two \$500 scholarships given by the Mendon Lion's Club to the Mendon girl and boy judged to be the most deserving and planning to further their education.

RECIPIENTS: Thomas Daigle and Mary Ann Grady

31. One \$500 Johana Gould Bradley Memorial Scholarship given by her family, friends, and the Class of 1984 to a senior eager to learn, capable of leadership but more willing to serve, honest, friendly, compassionate to others, willing to listen, possessing good judgement, and exhibiting common sense.

RECIPIENT: Mary Ann Grady

32. One \$500 scholarship known as the Wilho Frigard Memorial Scholarship to be given each year from a fund created by his friends and colleagues.

RECIPIENT: Rebecca Grady

33. One \$500 award known as the James M. Varney Memorial Scholarship to be awarded by a fund established by his family and friends and given annually to an Upton or Mendon student who demonstrates qualities of good character, leadership, ability, friendship, and regard for others and who plans to further his or her education in the field of computer science, electronics or engineering.

RECIPIENT: Christopher Wagner

34. One \$500 award known as the Roy O. Johnson Memorial Scholarship given by his family and friends for a student who is planning to further his/her education in a technical field.

RECIPIENT: Rebecca Grady

35. Jesse A. Taft a graduate of Mendon High School '26 and Massachusetts Agricultural College '30 (now The University of Massachusetts) established this scholarship endowment in 1995 for graduates of Nipmuc Regional High School. This year \$600 is awarded based on exemplary academic achievement to students accepted for enrollment at the University of Massachusetts-Amherst in the College of Food and Natural Resources, the Stockbridge School or their successor organizations..

RECIPIENT: Rebecca Grady

36. One \$700 award known as the Deborah L. Beltramini Memorial Scholarship to be awarded from a fund established by her family and friends and to be given annually to a student who demonstrates a talent in and a love for music and plans on furthering his or her education.

RECIPIENT: Rebecca Hoerman

37. Two \$1,000 scholarships given by the Upton Woman's Club to Mendon or Upton students furthering their education.

RECIPIENTS: Kelly Hoey and Christopher Wagner

38. One \$1,000 scholarship given by the Milford Rotary Club to a student furthering his or her education.

RECIPIENT: Thomas Woodfin

39. One \$1,000 scholarship given by Miscoe Springs, Inc. and Garelick Farms, Inc. of Franklin to an outstanding student furthering his or her education.

RECIPIENT: Kevin Grant

40. One \$1,000 scholarship given by the Unibank for Savings to a student furthering his or her education.

RECIPIENT: Rebecca Grady

41. One \$1,000 scholarship given by the Massachusetts Elks Scholarship, Inc. to a student furthering his or her education.

RECIPIENT: Rebecca Grady

42. Three \$500 scholarships known as the Henry P. Clough Memorial Awards, from funds established through his estate. Selection is based on scholarship, leadership, service, and character, one Mendon student, one Upton student, and one overall student.

RECIPIENTS:

Mendon: Lara Wallston

Upton: Carla Hall

Overall: Thomas Woodfin

43. The Ella B. Ristein Scholarship, Clause B is administered by the Selectmen of Upton and approved by the March 1973 Town Meeting and since amended, a sum not to exceed \$2,500 to be awarded annually to Upton students graduating from a private or public high school and planning to further their education.

RECIPIENTS:		
	\$200-Matthew Foy	\$200-Dan Traviglia
	\$200-Jason Brill	\$150-Carla Hall
	\$200-Nicole Daigle	\$150-Katy Lapan
	\$200-Karen Baumgartner	

THE MENDON-UPTON REGIONAL TEACHER'S ASSOCIATION AWARD

1. One \$200 award known as the Grace Hutchinson Memorial Scholarship to a student furthering his or her education.

RECIPIENT: Christopher Wagner

2. Two \$300 scholarships awarded to seniors furthering their education.

RECIPIENTS: Jason Brill and Sarah Robinson

3. One \$400 scholarship awarded to a son or daughter of a member of The Mendon-Upton Regional Teachers Association.

RECIPIENT: John Ducat

4. One \$400 award known as the Janet O. Stockwell Memorial Scholarship to a student furthering his or her education.

RECIPIENT: Allyson Cicchese

5. One \$400 scholarship awarded to a boy or girl furthering his or her education in the field of education.

RECIPIENT: Mary Ann Grady

6. Two \$500 awards known as the Janet A. Porter Memorial Scholarship given by her family and friends to students who have shown a love of learning, a love and respect for people, and a love of sports throughout their school years and plan to attend a four-year college.

RECIPIENTS: Katy Lapan and Kevin Grant

**SPECIAL RECOGNITIONS, SCHOLARSHIPS, AND
FINANCIAL AID
PACKAGES AWARDED BY OTHER COMMUNITY
GROUPS AND COLLEGES**

Damon Grover	\$1,000	Dean College
Thomas Woodfin	2,000	William Randolph Hearst
	1,000	U.S. Senate Youth Program
	1,000	National Merit Scholarship
Lara Walleston	10,000	Northeastern University (Grant)
Mary Ann Grady	7,000	Providence College (Grant)
Ruth Miller	100	Mendon/Uxbridge 4-H
	2,500	Valparaiso University
Laura Ruggiero	1,000	Worcester State College
	100	Presidential Merit Scholarship
	100	Mendon/Uxbridge 4-H
Alicia Iacovelli	5,000	Franklin Pierce College
Christopher Comforti	12,000	Bryant College
Amber Gordon	4,000 (/Yr. Plus \$1,000)	Community Scholar Award Wheaton College
Jason Brill	5,000	Paper Route to College
Tom Woods	2,500 1,200 2,500	Dean College Commuter Grant Rosco Woodward Scholarship Dean Community Service Scholar
Michelle Nestor	500	Natick V.F.W.

BLACKSTONE VALLEY VOCATIONAL REGIONAL SCHOOL DISTRICT

**Dr. Michael F. Fitzpatrick
Superintendent-Director**

The annual report which follows is for the Blackstone Valley Vocational Regional School District's fiscal year 1997, spanning from July 1, 1996 to June 30, 1997.

On July 6, 1997 the Valley Tech district was saddened to learn of the untimely passing of former longtime superintendent-director Eugene D. Picard. Gene joined the Valley Tech family when the school opened in 1966. He had served the district as director of guidance and then as assistant superintendent before assuming the position of superintendent-director in 1978. He retired in 1994 after 16 distinguished years at the helm of the school.

Gene will be remembered as a devoted educator who was committed to providing the opportunity for quality vocational education to the young people of the Blackstone Valley. He instilled a sense of high standards and a solid work ethic at the school, ever leading by example with his quiet, yet persistent, manner. The entire Valley Tech community was indeed privileged to have had the benefit of his able leadership for so many years. We trust that we do justice to his legacy as we provide our constituents with details on the innovations in education that fill our days at Valley Tech.

**Dr. Michael F. Fitzpatrick
Superintendent-Director**

REPORT OF THE BLACKSTONE VALLEY VOCATIONAL REGIONAL SCHOOL DISTRICT

From the Superintendent-Director:

The state has entered the fifth year of a seven-year implementation cycle of a massive reform effort designed to change how we conceive of and conduct public education in Massachusetts. Blackstone Valley Regional Vocational Technical High School has championed this reform effort from the start, implementing changes, excelling mandates, and leading the charge for improvement of public education. The reaction and impact have included statewide recognition, positive employer feedback, new levels of parental involvement and benchmarked accountability and growth.

The 1996-97 school year marked Valley Tech's thirtieth anniversary. It was also the year which tested and validated many of our improvements. Students attended school for an additional nine days; a faculty-driven team system was launched to further look at time and learning and to review and enhance curriculum; numerous projects integrating academics, vocational-technical learning and the community were initiated; a five-year technology plan was adopted and hailed by the Department of Education as a model for other school Systems; and a \$750,000 bond for expansion of computer technology and vocational-technical equipment received district-wide support.

These efforts, and many more like them, enjoyed unparalleled success. In 1997 individual strands of our reform initiatives blended together cohesively into a seamless blueprint, resulting in a more efficient, more comprehensive enhancement process. This innovative system-wide process is an ambitious endeavor: a journey without end.

As we reflect on the past year, and contemplate the next, the Valley Tech family will remain steadfast in its mission to prepare young people for life after high school through a quality vocational-technical and academic education. We shall continue to answer the challenge put forth by parents, by the business community, by government leaders, by the Board of Education, and most significantly, by the students we serve - to teach, to nurture and to mold in a way which prepares our youth to compete in the 21st century.

Dr. Michael F. Fitzpatrick

Integration —

Organizing the best curricular and instructional practices into a single integrated high school experience

With the new team approach in mind, faculty embarked upon joint projects and programs, merging talents to teach in new, vibrant ways. The muscle and bone project described below was but one of many undertaken this year. Valley Tech's integration effort will continue to look for ways to work cooperatively between our own departments combining academic and vocational-technical learning, as well as reaching out to partner with schools, community service groups, and senior citizens in the district.

Janice Muldoon-Moors, a health services instructor, teamed up with John Festa, carpentry instructor, on a project to help area third graders learn about anatomy. Valley Tech students in Health Services and Carpentry combined their knowledge to create wooden models of different body structures, like knee joints and hands, which were used to teach the third graders. The project exposed the carpentry students to concepts of teaching and early childhood, development, health services students learned about carpentry techniques, and the third graders were able to interact with older students in a stimulating learning environment.

"We were excited that you came to our classroom. It was fun and we learned a lot about bones and muscles

**Peter Kraftka 3rd grader
Woodland Elementary School
Milford**

Student Highlights

- Based upon guidance documentation, 100% of graduating seniors were placed in jobs, the military, colleges and post-secondary employment and training programs for the third consecutive year.
- Certificates of vocational-technical competency were awarded with diplomas at graduation.
- Total student enrollment continued to increase, with greater competition for available seats.
- Valley Tech students were singled out for recognition by researchers at the U.S. Army Research Institute of Environmental Medicine in Natick. Their design for a device to hold cells inside a cytometer will be patented.
- The robotics team competed respectably against college and NASA-affiliated teams in the US First Robotics National Competition in Florida.

- New lacrosse, volleyball, frosh basketball and junior varsity baseball teams were added to the school's sports and intramural programs.
- Girls' soccer and cross country teams won Colonial Athletic League championships. Student government and school spirit activities increased, including additional dances and expanded fundraising.
- A National Vocational Technical Honor Society chapter was established at the school.

Programs

Valley Tech continues to offer a wide range of quality vocational-technical programs that are competency-based. In the course of over 2,000 hours of training, students are provided with the tools, processes, and challenges to ensure future success in their chosen career paths. The school's mission also includes concern with the overall well-being of its student population as future productive members of society. The school's academic based health program was commended by the Department of Education as a model for schools addressing comprehensive health education.

While quality is a constant in all departments, this year produced significant changes in the following three programs brought on by a need to match changes in industry.

Electronics: The Electronics department is building a computer tech curriculum which will teach young people to troubleshoot computer hardware and software. A portion of the program will involve repairing and maintaining computers belonging to other district schools or municipalities. The department's robotics curriculum is now in its third year. During 1997, students competed in a national robotics competition in Florida, improving their performance 50% over the previous year.

IMWT: The Industrial Manufacturing and Welding Technology department has combined its manufacturing and machining programs to better prepare young people for the explosion of work opportunities in this field. Equipment has been upgraded to include CNC lathes, plasma cutting machines and digital readouts on the machining equipment. A pre-apprenticeship component has been added to the department; allowing students to earn a college degree while pursuing their career. Recently, a major new partnership was forged with Natick Labs, teaming IMWT students with environmental scientists.

MRS: The Maintenance and Repair Services program has expanded to include a horticultural component, supported in part by a grant from the Blackstone Valley Chamber of Commerce. Aspects of the program include chemistry, biology, plants and flowers, landscaping, tool use and maintenance, and the importance of community service. A major element of the curriculum involves public service projects, including beautification of local town commons and elder care facilities. A greenhouse is currently under construction on school grounds to further expand the program.

Community Outreach

Valley Tech continued its tradition of active participation in the larger community, opening its doors to those in our district and looking for ways to improve the economic quality of life in the historic Blackstone Valley.

- The school hosted a series of state and regional meetings and conferences; including a State Board of Education regular meeting, a Department of Education Technology Seminar for area educators, the Blackstone Valley Chamber of Commerce Regional Economic Development meeting, and a political forum to help familiarize district voters with candidates for state legislator.
- Visiting educators and dignitaries, including then-Lt. Governor Paul Cellucci, Dr. John Silber and Education Commissioner Robert Antonucci, were welcomed.
- A successful third annual Superintendent's Dinner was held, raising funds for technology. The evening Adult Education program continued, offering trade, practical art and college level courses.
- An introductory computer class for senior citizens met with much enthusiasm and will be followed by other programs for elders in the region.
- Summer sports and technology camps continued to meet the need for such activities for area youngsters.

Learning through Service

Each year, students and staff put their vocational-technical skills to use for senior citizens, elementary and middle schools, municipalities and non-profit organizations throughout the district. They help to design, build and beautify throughout the Blackstone Valley. In recent years, Valley Tech has completed \$750,000 worth of community service projects.

Samples of Community Service Projects completed in 1997 in Upton:

- Graphic Arts students printed time slips and letterheads for the Upton Police Department, flyers for Upton Road Race, and pumping station sheets for Water/Sewer Department.
- IMWT students constructed a bracket for Upton Water/Sewer Department.
- Painting & Decorating students refinished and painted sign for Holy Angels Church.
- Painting and Decorating students painted Upton Fire Station.
- Carpentry and Painting & decorating students constructed and painted a sign for the Upton Conservation Commission.
- Carpentry students made pickets for Upton Cemetery Commission.

Staff

Valley Tech's success as an innovative and vibrant technical training institution has been fueled by a collaborative work environment which focuses upon the future. Working in an atmosphere of enthusiasm and vision are the following staff members:

1 Superintendent-Director, 1 Assistant Superintendent-Director, 7 Administrators, 42 Vocational Instructors, 27 Academic Teachers, 7 Special Education Teachers, 12 Paraprofessional/Instructional Aides, 1 Adjustment Counselor, 4 Guidance Counselors, 1 School Psychologist, 1 Computer Technology Analyst, 1 Library/Media Specialist, 2 School Nurses, 6 Custodial/Maintenance Personnel, 1 School-year Custodial Assistant, 11 Food Service Personnel, 4 Full-time Secretaries, 4 School-year Clerks, 1 Business Office Specialist, 1 Payroll Officer, 1 Human Resources Specialist and 1 Bookkeeper.

Governance

The Blackstone Valley Vocational Regional School District is governed by a 13-member board, with one member representing each community in the district. Each member, elected district-wide, serves a four-year term.

An elected School Council meets periodically throughout the year to discuss issues concerning school operations, including professional development, community awareness, budgetary issues and student life. School Council members are: parents Ann Bryson and Frances Dorr; teachers Joseph Yacino and Susan Hoar; administrator William Mahoney; students Frank Dorr and Matt Hoar; and community member John Gauvin.

Respectfully submitted,

Jay P. Hanratty, Chairman, Millbury
E. Kevin Harvey, Vice-Chairman, Bellingham
Diane M. Paradis, Secretary, Grafton
Matthew C. Krajewski, Blackstone
Charles E. Randor, Douglas
Everett K. Young, Hopedale
John J. Knox, Mendon
Arthur E. Morin, Jr., Milford
Gerald M. Finn, Millville
Edward B. Postma, Northbridge
Mitchell A. Intinarelli, Sutton
Robert H. Snow, Upton
James Ebbeling, Uxbridge
Dr. Michael F. Fitzpatrick, Superintendent-Director

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REAR VIEW OF NIPMUC REGIONAL MIDDLE/HIGH SCHOOL

TOWN DIRECTORY EMERGENCY

Police	911
Fire	911
Ambulance	911

Selectmen (Meeting each Tuesday Evening 7:30 p.m..	529-6901
Administrative Assistant	
(Monday-Friday 7:30 a.m.-3:30 p.m.)	529-6901
Town Clerk (Monday-Friday 11:30 a.m.-4:30 p.m. and	
Tuesday and Thursday Evenings 7:00 p.m.-9:00 p.m.)	529-3565
Assessors (Monday-Friday 7:30 a.m.-3:30 p.m. and	
Wednesday Evening 7:00 p.m.-9:00 p.m.)	529-1002
Building Inspector (Saturday 9:00 a.m.-12 Noon)	529-3565
Civil Defense	529-3200
Collector/Treasurer (Monday-Thursday 9:00 a.m.-4:00 p.m.	
and Tuesday Evening 6:00 p.m.-8:00 p.m.)	529-3737
Community Counseling Center of Blackstone Valley	473-6723
Council on Aging Drop-In-Center	529-4558 & 529-4559
Dog Officer	529-3095
Fire Department Business	529-3421
Health Board (Monday-Friday 9:00 a.m.-1:00 p.m. and	
Meeting on 2nd and 4th Thursday Evenings 7:30 p.m.)	529-6813
Housing Authority (Monday-Friday 8:30 a.m.-12:30 p.m.	
Meeting on 1st Thursday at 6:00 p.m.)	529-3293
Library (Monday and Wednesday 9:00 a.m.-1:30 p.m. & 2:30 p.m.-7:30 p.m.,	
Tuesday, Thursday, & Friday 2:30 p.m.-7:30 p.m.,	
Saturday 9:00 a.m.-1:30 p.m.)	529-6272
Nursing and Health Service	529-3110
Parks and Recreation Building (Summers Only)	529-3232
Plumbing Inspector	529-6296
Police Department Business	529-3200
Department of Public Works	529-3067
Sewer Treatment Plant	529-3993
Superintendent of Schools	529-7729
Town Accountant	529-3557
Tree Warden	529-6247
Valley Adult Counseling Service	478-0820
Veterans' Agent	478-0167
Water Department	529-3993
Water Department Emergencies	529-3200
Wiring Inspector	529-3067