

Annual Report
of
the
Town Officers
of the
TOWN OF UPTON

For the Year Ending December 31, 1998

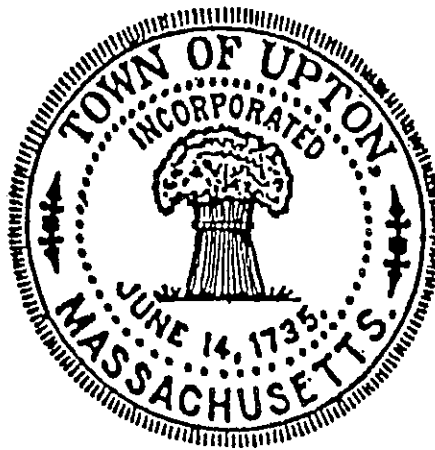


THE NEW TOWN HALL, UPTON, MASS.

Dedicated Friday, Sept. 20, 1884.

Cover drawing is from *The Gazette* of Friday, September 26, 1884. *The Gazette* was published weekly and distributed in Milford, Hopkinton, West Medway, and Upton, Massachusetts. This issue is in the collection of Upton Historical Society.

ANNUAL REPORTS
OF THE
TOWN OFFICERS
OF THE
TOWN OF UPTON



for the
YEAR ENDING DECEMBER 31, 1998

Printed by Athol Press Inc., Athol, MA 01331

IN MEMORIAM



Teresa (Julian) Trask

Third Grade Teacher in Upton – 19 Years
Principal of the Former George S. Ball School – 10 years



Stanton T. Baker

Assessor of Taxes (filled term) 1947
Trustee of Library – 1951 – 1988
Mendon-Upton School Committee – 1960 – 1964
Council on Aging – 1986 – 1998



Paul 'Slim' McDonnell
Upton Fire Department – 30 Years
One of the First Ambulance Drivers – 20 Years
World War II Veteran



George W. Bishop, Sr.
Upton Fire Department – 20 Years
One of the First Ambulance Drivers – 20 Years
World War II Veteran



Forrest E. Noe
Part-Time Police Officer – 11 Years
World War II Veteran
U.S. Postal Service – Upton – 29 Years



Arthur L. "Roy" Aldrich
Part-Time Police Officer
Fireman
Constable
One of the First Ambulance Drivers
Disabled Veteran – Korean War

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
------	----------------	-------	-------------

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.

TOWN OFFICERS FOR 1998

MODERATOR

David C. Loeper

term expires 1999

TOWN CLERK

Martha R. Williams

term expires 2001

SELECTMEN

James R. Bates

term expires 1999

Alfred C. Holman

term expires 2000

Robert J. Fleming

term expires 2001

COLLECTOR-TREASURER

Kenneth W. Glowacki

term expires 2000

ASSESSOR OF TAXES

Anthony W. Bonina

term expires 1999

Charles T. Marsden

term expires 2000

Kennison N. Gale, Jr.

term expires 2001

MENDON-UPTON REGIONAL SCHOOL DISTRICT COMMITTEE

Cynthia Robertson

term expires 1999

Cecilia E. Henderson

term expires 2000

Kenneth A. Wood

term expires 2001

CEMETERY COMMISSION

William H. Sadler

term expires 1999

Richard L. Randall

term expires 2000

Robert R. Richard

term expires 2001

PLANNING BOARD

James R. Bates, Jr.

term expires 1999

Thomas C. Davidson

term expires 2000

Raymond P. Smith

term expires 2001

Raymond J. Spiewak (resigned)

term expires 2002

Kenneth E. Picard

term expires 1999

BOARD OF HEALTH

James G. Kirby

term expires 1999

Edward C. St. Andre

term expires 2000

Gail N. Snow

term expires 2001

TRUSTEES OF PUBLIC LIBRARY

George A. Klink	term expires 1999
Betty C. O'Connell	term expires 1999
Charlotte N. Rivard (resigned)	term expires 1999
Charlotte Carr	term expires 1999
Laurie S. Wodin	term expires 2000
Katherine M. Stanton	term expires 2000
John Robertson, Jr.	term expires 2000
Doreen C. Chancellor	term expires 2001
Kathleen E. Kelley	term expires 2001
Rena M. Richard	term expires 2001

RECREATION COMMISSION

Joseph K. Poirier	term expires 1999
Michael R. Rooney	term expires 2000
Kenneth A. Wood	term expires 2001

CONSTABLES (term expire 2001)

Scott D. Garland	Erik M. Mager	Rodney B. Marchand
Richard D. Henderson, Sr.		Christos Stamopoulos

UPTON HOUSING AUTHORITY

Robert C. Humes	term expires 1999
Carl R. Nickerson	term expires 2000
Mildred F. Morin	term expires 2001
William S. Evans	term expires 2003
Judith F. McGee (appointed by the Department of Communities and Development)	

FINANCE COMMITTEE (Elected Members)

Penny P. Kelley	term expires 1999
Joan E. Shanahan	term expires 2000
Philip J. Wood, Jr.	term expires 2001

APPOINTED BY THE BOARD OF SELECTMEN

ADMINISTRATIVE ASSISTANT	Rose Marie Horton, term expires May, 2000
CLERK TO BOARD OF SELECTMEN	Kristen Dirschel, term expires May, 1999
TOWN COUNSEL	Stanley L. Weinberg
TOWN ACCOUNTANT	Robert A. Perkins, term expires May, 1999

CLERK TO TOWN ACCOUNTANT

Ann L. Perkins, term expires May, 1999

POLICE COMMISSIONERS

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

CHIEF OF POLICE

Thomas B. Stockwell, term expires June, 1999

POLICE SERGEANTAlan J. Cyr, term expires May, 2000
Bruce D. Rivard, term expires May, 2000**FULL TIME POLICE OFFICERS**Carl A. Ambrosino, term expires May, 2000
Michael D. Benjamin, term expires May, 1999
Michael J. Bradley, Jr., term expires May, 1999
Michael F. Lupachini, term expires May, 2000
Erik M. Mager, term expires May, 2000
Lisa C. Vass, term expires May, 2000**PART TIME POLICE OFFICERS**Lt. Rodney B. Marchand, term expires May, 1999
John MacNaughton, term expires May, 1999**RESERVE POLICE OFFICERS**

(terms expire May, 1999)

Brian Kutcher
Douglas TrippJeffrey M. White
David M. AndersonRocco Addeo
Dean Paine**SPECIAL POLICE OFFICERS**

(terms expire May, 1999)

Aldo B. Consigli, Sr.
Robert Coffin
Frances WallestonKenneth Pedersen, Jr.
Michael Bradford, Jr.
John SaucierBruno Ragaini
John LeBrun**HONORARY SPECIAL POLICE OFFICERS**

(terms expire 1999)

Donald R. Keniston

Richard D. Stockwell
Fred M. Hebb

Joanne Kinney

CROSSING GUARDSGeraldine Linnell
Diane Tiernan

(terms expire May, 1999)

COMMUNICATIONS OFFICE**COMMUNICATIONS OFFICER**

Thomas B. Stockwell, term expires May, 1999

FULL TIME COMMUNICATIONS OFFICERS Paula Deiana, term expires May, 2001
Linda M. Jones, term expires May, 2000
Dustin Fitch, term expires May, 1999

**PART TIME COMMUNICATIONS
OFFICERS**

(term expire May, 1999) Rose Marie Horton,
Sheryl Anderson, Elizabeth Venables, Donna Fitch

BOARD OF FIRE ENGINEERS

Richard J. Henderson, Fire Chief

Michael 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. Owczarzak

DOG OFFICER

Keith Fitzpatrick

DIRECTOR OF VETERANS' GRAVES

Richard L. Randall

DIRECTOR OF VETERANS' SERVICES

Robert J. Miller

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

TREASURER OF WOOD, BARK AND LUMBER

Robert A. Page

DISABILITY AFFAIRS GRIEVANCE COORDINATOR

Anita Sundelin

GAS INSPECTOR

Walter A. Hopkins

ASSISTANT GAS INSPECTOR

Thomas E. French

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

SUPERINTENDENT OF PEST CONTROL

Donald R. Keniston

COUNTY ADVISORY BOARD MEMBER

James R. Bates

**DELEGATE, BLACKSTONE VALLEY REGIONAL
DEVELOPMENT CORPORATION**

PUBLIC WEIGHERS:

Jane Richard, Robert R. Richard

FINANCE COMMITTEE

Paul T. Flaherty

term expires 1999

Stephen M. Bern

term expires 1999

Alan L. Rosenfield

term expires 2000

CONSERVATION COMMISSION

Ray Grenon

term expires 1999

John Savello

term expires 1999

Michael J. Seitz

term expires 1999

Jeffrey Young

term expires 1999

Michael Penko

term expires 2000

Sandra Lajoie

term expires 2000

Frances Walleston

term expires 2001

REGISTRARS OF VOTERS

George P. Kennedy (R), Chairman

term expires 2000

Eleanor R. Broderick (D)

term expires 2001

Kathleen A. Kelly (D)

term expires 1999

Martha R. Williams, ex-officio, Clerk

term expires 2001

HISTORICAL COMMISSION

Carolyn F. Blomquist

term expires 1999

Barbara E. Burke

term expires 1999

David Mackey

term expires 1999

George P. Kennedy

term expires 2000

Ashley Perkins

term expires 2000

Stephen A. Minichiello

term expires 2001

Kenneth W. Wood

term expires 2001

ASSOCIATE MEMBER, HISTORICAL COMMISSION

Russell Walker Wood

term expires 1999

ZONING APPEAL BOARD

Joseph D. Lurie
Stedman Briggs
John F. LeBrun

term expires 1999
term expires 1999
term expires 2000

ASSOCIATE MEMBERS, ZONING APPEAL BOARD

Roger I. Bartlett

term expires 2000

COUNCIL FOR THE AGING

(terms expire 1999)

Anita Sunderlin, Director
Lorilee Morin
Outreach Worker, Donald Gonyor

Helen Sanborn
Lydia Fitton

Dawn Hobill
Pamela Smith

CABLE TELEVISION ADVISORY COMMITTEE

Glenn Fowler
Jeffrey C. Young

Eva P. Fowler

Robert Pray
Judy Young

TOWN HALL RENOVATION STUDY COMMITTEE

Patrick H. Roche
Walter A. Hopkins

Donald Moquin
Corey L. Nelson

Maurice Capistran
Kenneth E. Picard

CULTURAL COUNCIL

Lori A. Natterstad
Amy Y. Docherty
Karen S. Mayzel

Linh T. Reilly
Vanessa Majkut
Doreen Condry

Doreen C. Chancellor
Valerie V. Kara
Maureen Porter

AQUATIC WEED CONTROL COMMITTEE

Charles E. Pedersen
Francis L. Walleston

Gladys M. McKinstry
Pamela J. Foley

INSURANCE ADVISORY COMMITTEE

Rose Marie Horton

Regina B. Cunningham

PERSONNEL BOARD

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

term expires 1999
term expires 2000
term expires 2001

DISABILITIES AFFAIRS COMMITTEE

Corey L. Nelson

Melinda M. Carneiro

DEVELOPMENT AND INDUSTRIAL COMMISSION

Harvey J. Trask
Henry Poirier, III

Dennis Kelly

David Hatfield
David Sarkisian

UPTON TECHNOLOGY COMMITTEE

William C. Young

David M. Anderson

DEPARTMENT OF PUBLIC WORKS

DIRECTOR

Robert J. Gilchrist

SUPERVISOR OF HIGHWAYS

Michael J. Bradford, Sr.

TOWN BUILDING COMMITTEE FOR WASTEWATER

Kevin Davis

**TREATMENT PLANT UPGRADE AND EXPANSION
PROJECT**

Daniel Fitzpatrick
George Furst
Walter A. Hopkins
Leo L. Morin
Robert H. Snow

CLERK, UPGRADE AND EXPANSION COMMITTEE

Kristen Dirschel

WATER/SEWER SUPERINTENDENT

Leo L. Morin

CLERK, DEPARTMENT OF PUBLIC WORKS

Carol A. Peterson

TREE WARDEN

Donald R. Keniston

APPOINTED BY THE BOARD OF HEALTH

BOARD CLERK

Diane E. Tiernan

AGENT

Maxine Kogut

ANIMAL INSPECTOR

Diane Tiernan

BURIAL AGENT

Martha R. Williams

ASSISTANT BURIAL AGENT

Kenneth M. Pedersen, Jr.

FOOD INSPECTOR

Marsha Paine

PLUMBING INSPECTOR

Walter A. Hopkins

ASSISTANT PLUMBING INSPECTOR

Thomas E. French

TOWN PHYSICIAN

John F. Hoell, M.D.

TOWN NURSE

Patricia Parent

APPOINTED BY THE MODERATOR

FINANCE COMMITTEE

David M. Lunny
Denis M. Horrigan
Brian A. Johnson

term expires 1999
term expires 2000
term expires 2001

SPECIAL TOWN MEETING

March 24, 1998

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 twenty-fourth day of March next from 7:00 a.m. to 8:00 p.m. for the following purposes:

Question No. 1 Proposition 2 1/2 General Override

General Law Chapter 59 s21C

Shall the Town of Upton be allowed to assess an additional \$487,000.00 in real estate and personal property taxes for the purpose of funding the fiscal 1999 Operating Budget for the fiscal year beginning July first, nineteen hundred and ninety-eight:

Yes _____

No _____

and you are directed to serve this Warrant, by posting up attested copies thereof at the Post Office, Town Library and Town Hall in said Town, seven days at least before the time of holding said meeting.

Hereof fail not and make due return of this Warrant with your doings thereon to the Town Clerk, at the time and place of meeting as aforesaid.

Given under our hands this tenth day of March in the year of our Lord one thousand nine hundred and ninety-eight.

Robert J. Fleming
James R. Bates
Alfred C. Holman
SELECTMEN OF UPTON

Worcester, ss.

Upton, Ma., March 12, 1998

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 Post Office at least (7) seven days before the date of the meeting as within directed.

Scott D. Garland, Constable of Upton

PROCEEDINGS OF SPECIAL TOWN ELECTION March 24, 1998

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 Joan Varney. Elizabeth Consigli and Nancy Kennedy 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, Joan Varney, all Democrats; Richard Leighton, Amy Docherty, both Republicans; Donna Kempton, Mary Lapierre, both unenrolled. Tabulating the vote were Joan Shanahan and William C. Young.

Question #1	Yes	672
	No	627

The total number of votes cast was 1,300. The results of the election were read by Election Clerk Barbara E. Burke at 9:10 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

TOWN MEETING

May 4, 1998

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 in Upton on Monday, the fourth day of May 1998, at seven o'clock in the morning, then and there to act on the following articles:

ARTICLE 1: To choose necessary officers for the ensuing year, all to be voted for upon one ballot. The polls will be closed at 8:00 p.m. on the day of said meeting. The remaining articles on the warrant will be acted on at the adjourned meeting in the Town Hall, Saturday, May 9, 1998, punctually at 2:00 p.m.

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

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.

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, 1998 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.

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 one hundred-three thousand, six hundred twenty-seven dollars (\$103,627.00). 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 July 1, 1998 through June 30, 1999, or, to take any other action relative thereto.

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, 1998, 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.

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 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.

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 seven thousand five hundred dollars (\$7,500.00) or any other sum for a Fiscal year 1998 audit of the accounts and financial records of the Town of Upton, or, to take any other action relative thereto.

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 three thousand dollars (\$3,000.00), or any other sum, for the pick-up and disposal of dead animals for FY99, or, to take any other action relative thereto.

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 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 ponds: Taft Pond, Mill Pond, Pratt Pond, Lake Wildwood, or, to take any other action relative thereto.

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 twenty-two thousand dollars (\$22,000.00), or any other sum, to be used for a reserve account for revaluation through the Board of Assessors, or, to take any other action relative thereto.

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 seventeen thousand dollars (\$17,000.00), or any other sum, for the purchase of forty-five (45) new pagers for the Fire and EMS Departments, or, to take any other action relative thereto.

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 twelve thousand dollars (\$12,000.00), or any other sum, for the purchase of four (4) Scott Air Packs for the Town's Fire Department, or, to take any other action relative thereto:

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 five thousand seven-hundred dollars (\$5,700.00), or any other sum, to provide a Fire Alarm System for the Town's Fire Station, which is recommended by the Town's Insurance Company, or, to take any other action relative thereto.

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 two thousand five-hundred dollars (\$2,500.00), or any other sum, to replace four (4) portable radios for the Town's Fire Department, or, to take any other action relative thereto.

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 three thousand dollars (\$3,000.00), or any other sum, for the installation of two (2) exhaust fans at the Town's Fire Station, or, to take any other action relative thereto.

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 dollars (\$28,000.00), or any other sum, to replace the DPW Director's vehicle in accordance with the DPW Capital Plan, or, to take any other action relative thereto.

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 thirty-two thousand (\$32,000.00), or any other sum, to replace a DPW Water/Sewer Division vehicle in accordance with the DPW Capital Plan, or, to take any other action relative thereto.

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 hundred twenty thousand dollars (\$120,000.00), or any other sum, to replace a 1980 Front-end Loader for the DPW Highway Division, in accordance with the DPW Capital Plan, or, to take any other action relative thereto.

ARTICLE 20: To see if the Town will vote to establish a departmental revolving fund to be known as the Library Materials Replacement Fund in accordance with 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 funds, by patrons using the copier and printing facilities and by purchasers of used library books. The Library Director, 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, or, to take any other action relative thereto.

ARTICLE 21: To see if the Town will vote to accept a Memorial Fund of two thousand five hundred dollars (\$2,500.00), to be known as the Bertha Frost/Helen Magnuson Memorial Fund for the Upton Town Library given by Newton Frost of West Brookfield in memory of Bertha Frost, former Upton Librarian, and Helen Magnuson. The principal will remain in trust and the interest may be dispersed at the discretion of the Town Librarian with the approval of the Board of Trustees of the Upton Town Library. Purchases may include any and all materials and services relating to gardening, bird watching, local history and science, or, to take any other action relative thereto.

ARTICLE 22: To see if the Town will vote to establish a revolving fund to be known as the Council on Aging Fund in accordance with Mass. General Laws, Chapter 44 Section 53E1/2. The purpose of this fund will be to provide programming for the elderly of Upton as administered through the Senior Center Director and the Council on Aging. Monies to be deposited in this fund shall be monies donated for this purpose. The Director of the Upton Senior Center, with the approval of the Council on Aging, shall be authorized to expend from this fund. Expenditures from this fund shall not exceed receipts into the fund in any given year, or, to take any other action relative thereto.

ARTICLE 23: To see if the Town will vote to amend the By-Laws of the Town of Upton, Title 2, Chapter 18, Animal Control as follows:

Section 1 Delete the existing Section 1 (not needed as we are no longer part of the County Licensing system) and insert in its place the following: The fee to license a male or female dog will be \$20.00. The fee to license a spay female or neutered male will be \$10.00.

Section 2 In addition to the license fees required by Section 1 of this by-law, there shall be assessed a late charge of ten dollars (\$10.00) with respect to any dog that is not licensed before June 1 of each year.

The above fees to become effective with the 1999 licensing period, or, to take any other action relative thereto.

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 twenty-three thousand sixty-seven dollars (\$23,067.00), or any other sum for the Town's FY99 assessment of the Operational contribution voted by the Blackstone Valley Vocational Regional School District Committee on February 12, 1998, or, to take any other action relative thereto.

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 twelve thousand one hundred ninety-three (\$12,193.00), or any other sum for the Town's FY99 assessment of the Existing Debt voted by the Blackstone Valley Vocational Regional School District Committee on February 12, 1998, or, to take any other action relative thereto.

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 one thousand one hundred twenty-two dollars (\$1,122.00), or any other sum for the Town's FY99 assessment of the Expansion Feasibility Study voted by the Blackstone Valley Vocational Regional School District Committee on December 18, 1997 for the purpose of financing the costs relating to a feasibility expansion study, including costs incidental and related thereto, or to take any other action relative thereto.

ARTICLE 27: To see if the Town will vote to rescind the actions voted under Article 21, of an annual adjourned town meeting of May 6, 1995, which established a "Department of Finance" under a petition filed with the General Court of the Commonwealth under Section 8 of Article 2 of the amendment to the Constitution of the Commonwealth as amended by Article 89 of those amendments known as the "Home Rule Amendment" and to authorize the Board of Selectmen to proceed with any other action that may be necessary with the General Court of the Commonwealth, including but not limited to the filing of a Home Rule Petition, to rescind said act, Chapter 132, Acts and Resolves of 1995 (established by House Bill 5115) which established a "Department of Finance" in the Town of Upton, or, to take any other action relative thereto.

ARTICLE 28: To see if the Town will vote to rescind the actions voted under Article 22 of the annual adjourned town meeting of May 6, 1995, allowing the "Finance Director" to be included in the Town Benefits under Chapter 11, (entitled eligibility) of the Town of Upton By-Laws, or, to take any other action relative thereto.

ARTICLE 29: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the treasury, or transfer the sum of forty thousand dollars (\$40,000.00) or any other sum, to be used in conjunction with monies (\$126,500.00) appropriated under Article 1 of the Special Town Meeting of June 24, 1996 for the design, reconstruction and repair of the roof of the Upton Town Hall, or, to take any action relative thereto.

ARTICLE 30: 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.

ARTICLE 31: To see if the Town will vote to amend the Town of Upton Personnel By-law by deleting Section IV.A regarding recruitment and by inserting the following in its place:

A. Requisition/Notification

All requests to fill vacancies for Regular Employees are made by the Hiring Authority, or designee, on a Personnel Requisition Form forwarded to the Personnel Board. It is the Personnel Board's responsibility to establish and/or confirm the appropriate Job Title, Salary Grade and Salary Range for the position requested and the Personnel Board will act within ten (10) working days of receiving the

Personnel Requisition Form.

Before the recruitment process for a temporary employee, the Personnel Board should be notified by the Department Head or Hiring Authority that the process is beginning. No position shall be created without being classified by the Personnel Board.

2. To see if the Town will vote to amend the Town of Upton Personnel By-law, changing the title of Section IX.H from Workmen's Compensation to Workers' Compensation.

3. To see if the Town will vote to amend the Town of Upton Personnel By-law by deleting Section IX.A regarding vacation time and inserting the following in its place.

A. Vacation

As of July 1, 1998, Regular Part Time Employees are eligible for paid vacation time as described below:

Accrual Rate Per Year for Part Time Employees				
Regular\Years of Scheduled\Service Hours	Less Than One Year	One But Less Than Five	Five But Less Than Ten	Ten or More
10-19 per week	10 hours	30 hours	50 hours	70 hours
20-29 per week	20 hours	40 hours	60 hours	80 hours
30-39 per week	30 hours	50 hours	70 hours	90 hours

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 (40 hours)
One but less than five	10 days per year (80 hours)
Five but less than ten	15 days per year (120 hours)
Ten or more	20 days per year (160 hours)

The accrual rate is equal to the number of days divided by the number of pay periods.

Years of service should be calculated based on the employee's date of hire for regular employment with the Town of Upton. Any break in employment greater than 180 calendar days will initiate a new calculation for years of service. The chart below correlates regular scheduled hours on a weekly basis into an equivalent for years of services.

Regular Scheduled Hours	Percentage of One Year of Service
Less than 10 per week	10
10-19 per week	25
20-29 per week	50
30-39 per week	75
40 per week	100

Probationary employees will accrue vacation days/hours but will not be allowed to use this benefit until their probationary period is over.

Employees are allowed to carry over up to the equivalent of two weeks hours vacation into the following fiscal year with the 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 time approved by the Hiring Authority.

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 ten thousand (\$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 in accordance with the Personnel By-law, or, to take any other action relative thereto.

ARTICLE 32: To see if the town will vote to accept Centerbrook Way including the taking or acceptance of easements for drainage purposes, all as shown on the below-referred plan, road and easement being constructed by the developer in accordance with the Rules and Regulations governing the subdivision of land in the town of Upton, Massachusetts, and as further laid out on a plan entitled "Definitive Subdivision Plan of "Centerbrook" Plan of Land in Upton, Massachusetts", dated December 98, 1994 with revisions, said plan recorded with the Worcester District Registry of Deeds in Plan Book 694, Plan 49 and approved by the Upton Planning Board on June 13, 1995. Acceptance is conditional upon the delivery to the Board of Selectmen of a deed of the property involved and the recording, at the grantor's expense, of the deed at the Worcester Registry of Deeds. A copy of said plan being available for inspection at the office of the Town Clerk, or, to take any other action relative thereto.

ARTICLE 33: To see if the Town will vote to accept Goss Pond Road, Brousseau Drive and Green Lane including the taking or acceptance of easements for drainage purposes, all as shown on the below-referred plan, roads and easements being constructed by the developer in accordance with the rules and regulations governing the subdivision of land in the Town of Upton, Massachusetts, and as further laid out on a plan entitled "Definitive Subdivision Plan of " Goss Pond Estates" Plan of Land in Upton, Massachusetts", dated June 1, 1989 with revisions, said plan recorded at the Worcester District Registry of

Deeds in Plan Book, 685, Pages 72, 73, 74 and approved by the Upton Planning Board on June 14, 1994. Acceptance is conditional upon the delivery to the Board of Selectmen of a deed to the property involved and the recording, at the grantor's expense of the deed at the Worcester Registry of Deeds. A copy of said plan being available for inspection at the office of the Town Clerk, or, to take any other action relative thereto.

ARTICLE 34: To see if the Town will vote to accept Tyler Road and Chapin Road including the taking or acceptance of easements for drainage purposes, all as shown on the below-referred plan, road and easement being constructed by the developer in accordance with the Rules and Regulations Governing the Subdivision of Land in the Town of Upton, Massachusetts, and as further laid out on a plan entitled "Lookout Point" "Definitive Plan of Land in Upton, Massachusetts", dated December 10, 1985 with revisions, said plan recorded with the Worcester District Registry of Deeds in plan Book 571, Plan 89 and approved by the Upton Planning Board on April 14, 1998. Acceptance is conditional upon the delivery to the Board of Selectmen of a deed of the property involved and the recording, at the grantor's expense, of the deed at the Worcester Registry of Deeds. A copy of said plan being available for inspection at the office of the Town Clerk, or, to take any other action relative thereto.

ARTICLE 35: To see if the Town will vote to amend Title 3 of its By-laws entitled "Land Use", Chapter 1 entitled "Earth Removal", Section 2 as follows:

To strike out the following provisions of Section 2 which read, "No Permit shall be required for the continuous operation on any parcel of a sand or gravel pit in operation at the time this by-law is adopted, provided such operation is not thereafter discontinued for more than one year," and add in lieu thereof, a permit shall be required for the operation of any parcel of land as a sand or gravel pit regardless of when said pit began operations", or, to take any other action relative thereto.

And you are directed to serve this Warrant, by posting up attested copies thereof at the Post Office, Town Library and Town Hall, in said Town, seven days at least before the time of holding said meeting.

Hereof fail not, and make due return of this Warrant, with your doings thereon, to the Town Clerk, at the time and place of meeting, as aforesaid.

Given under our hands this twenty-first day of April in the year of our Lord One thousand nine hundred and ninety-eight.

Robert J. Fleming
James R. Bates
Alfred Holman
SELECTMEN OF UPTON

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

Worcester, ss:

Upton, MA, April 23, 1998

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 Post Office at least seven days before the date of the meeting, as within directed.

Scott D. Garland, Constable of Upton

PROCEEDINGS OF ANNUAL TOWN ELECTION May 4, 1998

The meeting was called to order with the reading of the Warrant by Election Clerk Barbara E Burke. It was voted to dispense with the reading of the remaining articles on the Warrant until the Annual Adjourned Meeting, Saturday, May 9 at 2:00 p.m. The polls were declared open at 7:00 a.m. by Election Warden Richard Randall.

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

Tellers reporting at 8:00 p.m. were Joan Shanahan, Theresa Martin, Marie Lamanuzzi, Margaret Libbey, Susan Bonina, Robert Snow, Kathleen Ramsey, all Democrats; Richard Leighton, Elizabeth Crawford, Amy Docherty, all Republicans; Mary Lapierre, Martha Woodin, Donna Kempton, Gloria Nelson, all Unenrolled. Tabulating the vote were Paula J. Leighton and William C. Young.

MODERATOR (for one year)

David C. Loeper, 18 Nelson Street (Candidate for re-election)	588
BLANKS	88

TOWN CLERK (for three years)

Martha R. Williams, 37 Hartford Ave., No. (Candidate for re-election)	544
BLANKS	132

SELECTMEN (for three years)

Robert J. Fleming, 54 East Street	492
BLANKS	184

ASSESSOR OF TAXES (for three years)

Kennison N. Gale, Jr., 290 Westboro Street (Candidate for re-election)	504
BLANKS	172

MENDON-UPTON REGIONAL DISTRICT SCHOOL COMMITTEE**(for three years)**

Kathleen O'Neill, 31 Church Street	283
Kenneth A. Wood, 73 Main Street	380
BLANKS	13

CEMETERY COMMISSION (for three years)

Robert R. Richard 19 Mechanic Street, (Candidate for re-election)	549
BLANKS	127

BOARD OF HEALTH (for three years)

Gail N. Snow, 4 Fiske Mill Road (Candidate for re-election)	488
BLANKS	188

RECREATION COMMISSION (for three years)

Kenneth A. Wood, 73 Main Street	42
All others	6
BLANKS	628

TRUSTEES OF PUBLIC LIBRARY (for three years)

Kathleen E. Kelley, 17 Farm Street (Candidate for re-election)	483
Rena M. Richard, 125 Westboro Street (Candidate for re-election)	467
Doreen C. Chancellor, 18 Glenview Street	424
BLANKS	2,028

PLANNING BOARD (for five years)

Lawrence E. Hepinstall, 13 Rockdale Hill Circle (Candidate for re-election)	440
BLANKS	236

CONSTABLES (for three years)

Scott D. Garland, 13 Christian Hill Road (Candidate for re-election)	481
Rodney B. Marchand, 2 Bouthiette Lane (Candidate for re-election)	489
Christos Stamopoulos, 1 Cider Mill Lane	371
Erik M. Mager, 23 Warren Road	15
Richard J. Henderson, Sr., 1 Cross Street	10
BLANKS	2,014

HOUSING AUTHORITY (for five years)

William S. Evans, 7 Depot Street	314
Scott D. Garland, 13 Christian Hill Road	302
BLANKS	60

FINANCE COMMITTEE (for three years)

Philip J. Wood, Jr., 5 Josiah Drive (Candidate for re-election)

495

BLANKS

181

The total number of votes was 676. The results of the election were read by Election Clerk Burke at 9:50 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

**PROCEEDINGS OF ANNUAL ADJOURNED
TOWN MEETING
May 9, 1998**

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.

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

Non-voters seated on the main floor were Eileen Vigliante, Milford Daily News; David Crisafulli, Superintendent of Schools; Stanley Weinberg, Town Counsel; Robert Gilchrist, DPW Director; Anita Sundelin, Director, COA; Neal Rapp, member Mendon/Upton Regional School District Committee; Attorney William Murray and John Tusino, both of Milford.

During this meeting 123 voters were checked into the main hall by Nancy E. Kennedy and Barbara E Burke.

ARTICLE 2: Voted: Unanimously that the Town accept the reports of all Town officers and Appointed Committees.

ARTICLE 3: Voted: That the Town 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.

Voted to be raised and appropriated by taxation:

Moderator:	Salary	95.00	\$
	Miscellaneous	25.00	120.00
Board of Selectmen: Salaries:	Chairman	4,016.00	
	Members	6,930.00	
	Clerk	10,712.00	
	Administrative Assistant	36,560.00	
	Expenses: Administrative Assistant	1,200.00	
	Telephone	20,000.00	
	General Expenses	1,000.00	80,418.00
Accountant:	Salary	13,658.00	\$
	Clerk		4,539.00
	Expenses	1,500.00	19,697.00
Building Inspector: Salaries:	Inspector	12,743.00	
	Clerk	3,069.00	
	Assistant Inspector	6,048.00	
	Expenses	4,000.00	25,860.00
Conservation Commission:	Expenses	400.00	400.00
Finance Committee: Expenses		350.00	350.00
Personnel Board: Expenses		200.00	200.00
Registrars of Voters: Salaries:	Clerk	220.00	
	Members	447.00	
	Expenses	2,700.00	3,367.00
Elections and Town Meetings:	Expenses	3,000.00	3,000.00
Town Counsel: Retainer		50.00	
	Expenses	9,950.00	10,000.00
Zoning Board of Appeals:	Salary,	Clerical 1,666.00	
	Expenses	250.00	1,916.00
Bonding Town Officers:	Expenses	2,000.00	2,000.00
Municipal Buildings:	Salary, Custodian	13,800.00	
	Expenses	28,000.00	41,800.00
Board of Assessors: Salaries:	Chairman	4,290.00	
	Members	8,580.00	
	Clerk	26,667.00	
	Expenses	6,000.00	45,537.00
Treasurer-Collector: Salaries:	Treasurer/Collector	31,530.00	
	Clerical 1	3,439.00	
	Clerical 2	12,972.00	
	Clerical 3	5,198.00	
	Tax Title foreclosure	4,000.00	
	Expenses	14,167.00	71,306.00

Town Clerk:	Salary,	Town Clerk	27,990.00	
		Clerical	2,966.00	
	Expense		2,000.00	32,956.00
Planning Board:	MA Regional Planning		860.00	
	Expenses		478.00	1,338.00
Police Department:	Salaries:	Chief	55,105.00	
		Sergeant 1	41,294.00	
		Sergeant 2	41,294.00	
		Patrol Officer 1	35,428.00	
		Patrol Officer 2	35,428.00	
		Patrol Officer 3	35,428.00	
		Patrol Officer 4	35,428.00	
		Patrol Officer 5	35,428.00	
		Patrol Officer 6	35,428.00	
		Over-time	70,958.00	
	Training		3,000.00	
	Employee Incentive Program		17,500.00	
	Custodian		3,407.00	
	Cruiser		24,800.00	
	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	530,926.00
Communications:	Salaries:	Dispatcher 1	26,471.00	
		Dispatcher 2	25,700.00	
		Dispatcher 3	25,700.00	
		Dispatcher over-time	43,568.00	
	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	133,413.00
Fire Department:	Salaries:	Engineer 1/Chief	44,284.00	
		Engineer 2/Clerk	6,564.00	
		Engineer 3/Asst. Chief	6,286.00	
		Assistant Chief #2	3,142.00	
		Captain 1	2,797.00	
		Captain 2	2,797.00	
		Lieutenant 1	2,640.00	
		Lieutenant 2	2,640.00	
		Lieutenant 3	2,640.00	

	Fireman Stipend	21,133.00	
	Hourly Compensation	19,570.00	
	Fireman/EMT/Inspector	35,928.00	
	Financial Assistant 1	6,489.00	
	Fire Alarm Maintenance	1,000.00	
	New Equipment	3,500.00	
	General Expenses	17,000.00	
	Building Maintenance	2,000.00	
	Clothing allowance	1,000.00	
	Uniform allowance	700.00	
	Radio maintenance	3,000.00	
	Expenses - Forest Fire	3,500.00	
	Fire Prevention	600.00	189,210.00
Ambulance Service: Salaries:	Director	2,807.00	
	Assistant Director	1,979.00	
	EMT Stipend	13,596.00	
	EMT Training Compensation	9,976.00	
	Training Officer	1,320.00	
	Equipment Officer	1,245.00	
	Maintenance Officer	1,245.00	
	CPR Coordinator	660.00	
	Medical Advisor	331.00	
	Hourly Compensation	13,550.00	
	Ambulance Supplies		9,400.00
	Ambulance maintenance		1,000.00
	Expenses	475.00	57,584.00
Wire Inspector: Salaries	Wire Inspector	8,281.00	
	Assistant Inspector	4,639.00	
	Clerical	2,982.00	
	Expenses	2,625.00	18,527.00
Gas Inspector: Salary		2,575.00	2,575.00
Board of Health: Salaries:	Chairman	651.00	
	Members	1,138.00	
	Clerical	12,319.00	
	Burial Agent	92.00	
	Plumbing Inspector	6,425.00	
	Food Inspector	1,714.00	
	Agent	3,641.00	
	Animal Inspector	514.00	
	Perc Tests	7,500.00	
	Expenses	3,000.00	
	Demolition/Buildings	10.00	37,004.00
Waste Removal: Transportation		103,350.00	
	Disposal	110,000.00	

	Recycling Expense		16,000.00
	Miscellaneous Expense	25,380.00	254,730.00
Health Services:	Salary: Nurse	20,600.00	
	Expenses	2,400.00	23,000.00
Dog Officer:	Salary	1,771.00	
	Kennel Rental	2,400.00	
	Transportation	900.00	
	Expenses	2,000.00	7,071.00
Council on Aging:	Salaries: Coordinator	30,793.00	
	Secretary	10,608.00	
	Outreach	12,383.00	
	Expenses	10,912.00	73,696.00
Department of Public Works:	Salaries: Clerical	\$22,916.00	\$
	Director	53,560.00	
	Highway Supervisor	35,740.00	
	Equipment Op.	25,891.00	
	Driver/Lab. 1	23,595.00	
	Driver/Lab. 2	23,595.00	
	Chief Operator	37,361.00	
	Treatment Pl.Op.	31,029.00	
	Employee Water/Sewer	30,733.00	
	Water/Sewer part-time	17,406.00	
	Parks Supervisor	30,681.00	
	DPW Overtime	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 & Paving	32,000.00	
	Snow Removal	80,000.00	
	DPW Building utilities	10,000.00	
	DPW Building maintenance	1,000.00	
	Ramsey Building maintenance	2,500.00	
	Parks/Playground maintenance	5,000.00	
	Treatment Plant O & M	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	751,847.00

Cemetery Commission:			
	Salaries	Treasurer	276.00
		Members	220.00
			496.00
Veterans' Services:	Salaries:	Veterans' Officer	4,413.00
		Clerical	856.00
	Benefit payments		5,000.00
	Expenses		750.00
			11,019.00
Mendon-Upton Regional:			
	Bond - New School		419,610.00
	1991 Debt Exclusion		69,840.00
	Miscoe Hill Bond		9,308.00
	Operating Expense		3,438,640.00
			3,918,782.00
Blackstone Valley Regional:			
	Operating Expense		23,067.00
	Capital Assessment		35,260.00
Library:	Salaries:	Librarian	31,395.00
		Librarian Assistant	13,271.00
		Children's Librarian	13,960.00
	Expenses:		18,000.00
			76,626.00
Recreation:	Beach Program		8,000.00
			8,000.00
Disability Affairs Committee:			
	Expenses		100.00
			100.00
Miscellaneous:	Insurance		210,000.00
	Historical Commission		1,000.00
	Memorial Day		1,000.00
	Parking ticket Warrant Officer		300.00
	Dog license expense		100.00
	Street Lighting		31,000.00
	Unemployment Compensation Fund		3,600.00
	Medicare - Payroll tax		22,000.00
	Medical testing		3,500.00
	Printing		8,500.00
Maturing Debt:	Police Station principal		100,000.00
	Retirement of Debt (Sewer Study)		56,414.00
			156,414.00
Interest Paid:	Police Station		24,200.00
			24,200.00
Total to be raised and appropriated by taxation			\$6,931,745.00

ARTICLE 4: 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, 1998, 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: Voted: Unanimously that the Town raise and appropriate the sum of one hundred three thousand, six hundred twenty-seven dollars (\$103,627.00), 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, 1998 through June 30, 1999.

ARTICLE 6: 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, 1998, in accordance with M.G.L. Chapter 114, Section 15, to be used for cemetery oiling and grading.

ARTICLE 7: Voted: that the Town raise and appropriate the sum of one thousand dollars (\$1,000.00) for the Conservation Fund set up under Article 24 of the 1966 Annual Town Meeting.

ARTICLE 8: Voted: Unanimously that the Town raise and appropriate the sum of seven thousand five hundred dollars, (\$7,500.00) for a Fiscal Year audit of the accounts and financial records of the Town of Upton.

ARTICLE 9: Voted: Unanimously that the Town raise and appropriate the sum of three thousand dollars (\$3,000.00) for the pick-up and disposal of dead animals for FY99.

ARTICLE 10: Motion declared lost.

ARTICLE 11: Voted: Unanimously that the Town raise and appropriate the sum of twenty-two thousand dollars (\$22,000.00) to be used for a reserve account for revaluation through the Board of Assessors.

ARTICLE 12: Motion declared lost.

ARTICLE 13: Voted: Unanimously that the Town raise and appropriate the sum of twelve thousand dollars (\$12,000.00) for the purchase of four (4) Scott Air Packs for the Town's Fire Department.

ARTICLE 14: Voted: Unanimously that the Town raise and appropriate the sum of five thousand seven hundred dollars (\$5,700.00) to provide a Fire Alarm System for the Town's Fire Station, which is recommended by the Town's Insurance Company.

ARTICLE 15: Voted: Unanimously that the Town raise and appropriate the sum of two thousand five hundred dollars (\$2,500.00) to replace four (4) portable radios for the Town's Fire Department.

ARTICLE 16: Voted: Unanimously that the Town raise and appropriate the sum of three hundred dollars (\$300.00) for the purchase of 2 exhaust fans for the Town's Fire Station.

ARTICLE 17: Voted: Unanimously to pass-over this article.

ARTICLE 18: Voted: Unanimously to pass-over this article.

ARTICLE 19: Voted: to pass-over this article.

ARTICLE 20: Voted: Unanimously that the Town establish a departmental revolving fund to be known as the Library Materials Replacement Fund in accordance with 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 Library director, with the approval of the Board of Trustees of the Upton Town Library shall be authorized to expend from this fund but at no time exceeding more than the available balance in the revolving fund.

ARTICLE 21: Voted: Unanimously that the Town accept a Memorial Fund of two thousand five hundred dollars (\$2,500.00), to be known as the Bertha Frost/Helen Magnuson Memorial Fund for the Upton Town Library given by Newton Frost of West Brookfield in memory of Bertha Frost, former Upton Librarian, and Helen Magnuson. The principal will remain in trust and the interest may be dispersed at the discretion of the Town Librarian with the approval of the Board of Trustees of the Upton Town Library. Purchases may include any and all materials and services relating to gardening, bird watching, local history and science.

ARTICLE 22: Voted: Unanimously that the Town establish a revolving fund to be known as the Council on Aging Fund in accordance with M.G.L. Chapter 44 Sec. 53E1/2. The purpose of this fund will be to provide programming for the elderly of Upton as administered through the Senior Center Director and the Council on Aging. Monies to be deposited in this fund shall be monies donated for this purpose. The Director of the Upton Senior Center, with the approval of the Council on Aging shall be authorized to expend from this fund. Expenditures from this fund shall not exceed receipts into the fund in any given year.

ARTICLE 23: Voted: That the Town amend the By-laws of the Town of Upton, Title 2, Chapter 18, Animal Control as follows:

Section 1: Delete the existing Section 1 (not needed as we are no longer part of the County licensing system) and insert in its place the following: The fee to license a male or female dog will be \$20.00. The fee to license a spay female or neutered male dog will be \$10.00.

Section 2: In addition to the license fees required by Section 1 of this by-law, there shall be assessed a late charge of ten dollars (\$10.00) with respect to any dog that is not licensed before June 1 of each year.

The above fees to become effective with the 1999 licensing period.

ARTICLE 24: Voted to pass-over this article.

ARTICLE 25: Voted to pass-over this article.

ARTICLE 26: Voted that the Town raise and appropriate the sum of one thousand one hundred twenty-two dollars (\$1,122.00) for the Town's FY99 assessment of the Expansion Feasibility Study voted by the Blackstone Valley Vocational Regional School District Committee on December 18, 1997 for the purpose of financing the costs relating to a feasibility expansion study including costs incidental and related thereto.

ARTICLE 27: Moderator declared this motion lost.

ARTICLE 28: Moderator declared this motion lost.

ARTICLE 29: Voted: That the Town raise and appropriate the sum of forty thousand dollars (\$40,000.00) to be used in conjunction with monies (\$126,500.00) appropriated under Article 1 of the Special Town meeting of June 24, 1996 for the design, reconstruction and repair of the roof of the Upton Town Hall.

ARTICLE 30: 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 31: Voted: That the Town amend the Town of Upton Personnel By-law by deleting Section IV.A regarding recruitment and by inserting the following in its place:

1. A. Requisition/Notification

All requests to fill vacancies for Regular Employees are made by the Hiring Authority, or designee, on a Personnel Requisition Form forwarded to the Personnel Board. It is the Personnel Board's responsibility to establish and/or confirm the appropriate Job Title, Salary Grade and Salary Range for the position requested and the Personnel Board will act within ten (10) working days of receiving the Personnel Requisition Form. Before the recruitment process for a Temporary Employee begins the Personnel Board should be notified by the Department Head or Hiring Authority.

No position shall be created without being classified by the Personnel Board.

2. Voted to amend the Town of Upton Personnel By-law, changing the title of Section IX.H from Workmen's Compensation to Workers' Compensation.
3. Voted to pass-over this section.
4. Moderator declared this motion lost.

ARTICLE 32: Voted: Unanimously that the Town accept Centerbrook Way including the taking or acceptance of easements for drainage purposes, all as shown on the below-referred plan, road and easement being constructed by the developer in accordance with the Rules and Regulations governing the subdivision of land in the Town of Upton, Massachusetts, and as further laid out on a plan entitled "Definitive Subdivision Plan of "Centerbrook" Plan of Land in Upton, Massachusetts", dated December 9, 1994 with revisions, said plan recorded with the Worcester District Registry of Deeds in Plan Book 694, Plan 49 and approved by the Upton Planning Board on June 13, 1995. Acceptance is conditional upon the delivery to the Board of Selectmen of a deed of the property involved and the recording, at the grantor's expense, of the deed at the Worcester Registry of Deeds. A copy of said plan being available for inspection at the office of the Town Clerk.

ARTICLE 33: Voted: Unanimously to pass-over this article.

ARTICLE 34: Voted: That the Town accept Tyler Road and Chapin Road including the taking or acceptance of easements for drainage purposes, all as shown on the below-referred plan, road and easement being constructed by the developer in accordance with the Rules and Regulations Governing the Subdivision of Land in the Town of Upton, Massachusetts, and as further laid out on a plan entitled "Lookout Point" "Definitive Plan of Land in Upton, Massachusetts", dated December 10, 1985 with revisions, said plan recorded with the Worcester District Registry of Deeds in plan Book 571, Plan 89 and approved by the Upton Planning Board on April 14, 1998. Acceptance is conditional upon the delivery to the Board of Selectmen of a deed of the property involved and the recording, at the grantor's expense, of the deed at the Worcester Registry of Deeds. A copy of said plan being available for inspection at the office of the Town Clerk.

ARTICLE 35: Voted: That the Town amend Title 3 of its By-laws entitled "Land Use", Chapter 1 entitled "Earth Removal", Section 2 as follows:

To strike out the following provisions of Section 2 which read, "No Permit shall be required for the continuous operation on any parcel of a sand or gravel pit in operation at the time this by-law is adopted, provided such operation is not thereafter discontinued for more than one year", and add in lieu thereof:

"A permit shall be required for the operation of any parcel of land as a sand or gravel pit regardless of when said pit began operations; all sand or gravel pits operating without a permit at the time this by-law amendment takes effect shall obtain said permit within one hundred twenty (120) days of the date this by-law amendment takes effect;"

It was moved and seconded to dissolve this warrant and that this meeting be adjourned. This meeting adjourned at 9:20 p.m.

Attest:

Martha R. Williams, CMC/CMMC

Town Clerk of Upton

WARRANT FOR SPECIAL TOWN MEETING May 9, 1998

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 in said Upton on Saturday, May 9, 1998 at one o'clock in the afternoon, then and there to act on the following articles:

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 five thousand dollars (\$5,000.00), or any other sum, to be applied to the Treatment Maintenance Plant Account, or, to take any other action relative thereto.

ARTICLE 2: To see if the Town will vote to transfer the sum of four thousand one hundred dollars (\$4,100.00), or any other sum, from the Equipment Operator Salary Account of the DPW to be used as a FY 1998 supplemental appropriation to the DPW Director Salary Account, or, to take any other action relative thereto.

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 dollars (\$12,000.00) or any other sum, to be applied to the Board of Health Waste Removal Disposal Account, or, to take any other action relative thereto.

ARTICLE 4: To see if the Town will vote to transfer the sum of two thousand two hundred sixty-nine dollars (\$2,269.00), or any other sum, from the Police-Educational Incentive Program Account, to be used as a FY 1998 supplemental appropriation to the Police Chief's Salary Account, or, to take any other action relative thereto.

ARTICLE 5: To see if the Town will vote to transfer the sum of fourteen thousand five hundred seventy-six dollars (\$14,576.00), or any other sum, from the Sergeants #2

Full-time Salary Account, to the Police part-time and over-time account, or, to take any other action relative thereto.

ARTICLE 6: To see if the Town will vote to transfer the sum of twelve thousand dollars (\$12,000.00) from the Dispatcher #3 Full-time Salary Account to the Police Part-time and over-time Account, or, to take any other action relative thereto

ARTICLE 7: To see if the Town will vote to transfer the sum of four hundred eighty dollars (\$480.00), or any other sum, from the Town Clerk's Clerical Account to the Town Clerk's Expense Account, or, to take any other action thereto.

ARTICLE 8: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of fifteen thousand five hundred (\$15,500.00) or any other sum, for purposes of treating the 42 weed infested acres of Lake Wildwood to eradicate the Cabomba weed, or, to take any action relative thereto.

ARTICLE 9: To see if the town will vote to add a new Section 8, entitled Water Use Restriction, to Title 2, Chapter 14, Water Department of the Town By-laws as follows:

Town of Upton BYLAWS

TITLE 2, Municipal Government and Finance, Chapter 14, Water Department

Section 8 Water Use Restriction

8.1 Authority

This By-law is adopted by the Town under its police powers to protect public health and welfare and its powers under M.G.L. c.40, ss21 et seq. and implements the Town's authority to regulate water use pursuant to M.G.L. c. 41, s69B.

8.2 Purpose

The purpose of this by-law is to protect, preserve and maintain the public health, safety and welfare whenever there is in force a State of Water Supply Conservation by providing for enforcement of any duly imposed restrictions, requirements, provisions or conditions imposed by the Town.

8.3 Definitions

Person shall mean any individual, corporation, trust, partnership or association, or other entity.

State of Water Supply Conservation shall mean a State of Water Supply Conservation declared by the Town pursuant to section 8.4 of this by-law.

Water Users or Water Consumers shall mean all public and private users of the Town's public water system, irrespective of any person's responsibility for billing purposes for water used at any particular facility.

8.4 Declaration of a State of Water Supply Conservation

The Town, through its Board of Selectmen, may declare of State of Water Supply Conservation upon a determination by a majority vote of the Board that a shortage of water exists and conservation measures are required to ensure an adequate supply of water to all water consumers. Public notice of a State of Water Conservation shall be given under section 8.6 of this by-law before it may be enforced.

8.5 Restricted Water Uses

A declaration of a State of Water Supply Conservation shall include one or more of the following restrictions, conditions, or requirements limiting the use of water as necessary to protect the water supply. The applicable restrictions, conditions or requirements shall be included in the public notice required under section 8.6.

a.) Odd/Even Day Outdoor Watering Outdoor watering by water users with odd numbered addresses is restricted to odd numbered day. Outdoor watering by water users with even numbered addresses is restricted to even numbered days.

b.) Outdoor Watering Ban Outdoor watering is prohibited.

c.) Outdoor Watering Hours Outdoor watering is permitted only during daily periods of low demand, to be specified in the declaration of a State of Water Supply Conservation and public notice thereof.

d.) Filling Swimming Pools Filling of swimming pools using the municipal water system is prohibited.

e.) Automatic Sprinkler Use The use of automatic sprinkler systems is prohibited.

8.6 Public Notification of a State of Water Supply Conservation; Notification of DEP

Notification of any provision, restriction, requirement or condition imposed by the Town as part of a State of Water Supply Conservation shall be published in a newspaper of general circulation within the Town, or by such other means reasonable calculated to reach and inform all users of water of the State of Water Supply Conservation. Any restriction

imposed under section 8.5 shall not be effective until such notification is provided. Notification of the State of Water Supply Conservation shall also be simultaneously provided to the Massachusetts Department of Environmental Protection.

8.7 Termination of a State of Water Supply Conservation; Notice

A State of Water Supply Conservation may be terminated by a majority vote of the Board of Selectmen, upon a determination that the water supply shortage no longer exists. Public notification of the termination of a State of Water Supply Conservation shall be given in the same manner required by section 8.6.

8.9 Penalties

Any person violating the provisions of this by-law will receive a written notice for the first violation, and shall be liable to the Town in the amount of \$50.00 for the second violation and \$100.00 for each subsequent violation, which penalties shall inure to the Town Treasury. Each day of violation shall constitute a separate offense. Any person violating this by-law for a third offense shall be subject to termination of municipal water service and Department of Public Works personnel will shut off the municipal water service to the property. Service will be restored only by Department of Public Works personnel during normal working hours following payment to the Town Treasurer of any and all applicable fines. Fines shall be recovered by indictment, or on complaint before the District Court, or by non-criminal disposition in accordance with section 21D of the Massachusetts General Laws.

8.9 Severability

The invalidity of any portion or provision of this by-law shall not invalidate any other portion or provision thereof.

or, to take any other action relative thereto.

and you are directed to serve this warrant, by posting up attested copies thereof at the Post Office, Town Library and Town Hall, in said Town, 14 days at least before the time of holding said meeting.

Hereof fail not, and make due return of this Warrant, with your doings thereon, to the Town Clerk at the time and place of meeting, as aforesaid.

Given under our hands this fourteenth day of April in the year of our Lord one thousand nine hundred and ninety-eight.

Robert J. Fleming
James R. Bates
Alfred C. Holman
SELECTMEN OF UPTON

A true copy. Attest: Scott D. Garland

Worcester, ss.

Upton, MA. April 21, 1998

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 14 days before the date of the meeting, as within directed.

Scott D. Garland, Constable of Upton

PROCEEDINGS OF SPECIAL TOWN MEETING May 9, 1998

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

Non-voters seated on the main floor were John Johnson, D.P.W.; Robert Gilchrist, Director, D.P.W.; Gerald Smith, Aquatic Controls Technician, Eileen Vigilante, Milford Daily News; Representative Guy Glodis; Town Counsel Stanley Weinberg.

ARTICLE 1: Voted: That the Town appropriate from available unappropriated funds in the treasury, the sum of five thousand dollars (\$5,000.00) to be applied to the Treatment Plant Maintenance Account.

ARTICLE 2: Voted: That the Town transfer the sum of four thousand-one hundred dollars (\$4,100.00) from the Equipment Operator Salary Account of the DPW to the DPW Director Salary Account to be used as a FY 1998 supplemental appropriation.

ARTICLE 3: Voted: Unanimously that the Town appropriate from available unappropriated funds in the Treasury, the sum of eleven thousand dollars (\$11,000.00) to be applied to the Board of Health Waste Removal Disposal Account.

ARTICLE 4: Voted: Unanimously that the Town transfer the sum of two thousand, two hundred sixty-nine dollars (\$2,269.00) from the Police Educational Incentive Program Account to the Police Chief's Salary Account to be used as a FY 1998 supplemental appropriation.

ARTICLE 5: Voted: Unanimously that the Town transfer the sum of fourteen thousand, five hundred seventy-six dollars (\$14,576.00) from the Sergeant's #2 Full-time Salary Account to the Police Part-time and Over-time Account.

ARTICLE 6: Voted: Unanimously that the Town transfer the sum of twelve thousand dollars (\$12,000.00) from the Dispatcher #3 Full-time Salary Account to the Police Part-time and Over-time Account.

ARTICLE 7: Voted: That the Town transfer the sum of four hundred-eighty dollars (\$480.00) from the Town Clerk's Clerical Account to the Town Clerk's Expense Account.

ARTICLE 8: Voted: That the Town transfer the sum of fifteen thousand dollars (\$15,000.00) from the Stabilization Account for the purpose of treating the 42 weed infested acres of Lake Wildwood to eradicate the Cabomba Weed. The motion passed by a 2/3 majority vote.

ARTICLE 9: Voted: That the Town add a new Section 8, entitled Water Use Restriction, to Title 2, Chapter 14, Water Department, of the Town By-laws as follows:

Town of Upton BY-LAWS

TITLE @, Municipal Government and Finance, Chapter 14, water department.

Section 8 Water Use Restriction

8.1 Authority

This By-law is adopted by the Town under its police powers to protect public health and welfare and its powers under M.G.L.c.40.ss21 et seq. and implements the Town's authority to regulate water use pursuant to M.G.L.c.41,ss69B.

8.2 Purpose

The purpose of this by-law is to protect, preserve and maintain the public health, safety and welfare whenever there is in force a State of Water Supply Conservation by providing for enforcement of any duly imposed restrictions, requirements, provisions or conditions imposed by the Town.

8.3 Definitions

Person shall mean any individual, corporation, trust, partnership or association, or other entity.

State of Water Supply Conservation shall mean a State of Water Supply Conservation declared by the Town pursuant to section 8.4 of this by-law.

Water Users or Water Consumers shall mean all public and private users of the Town's public water system, irrespective of any person's responsibility for billing purposes for water used at any particular facility.

8.4 Declaration of a State of Water Supply Conservation

The Town, through its Board of Selectmen, may declare a State of Water Supply Conservation upon a determination by a majority vote of the Board that a shortage of water exists and conservation measures are required to ensure an adequate supply of water to all water consumers. Public notice of a State of Water Conservation shall be given under Section 8.6 of this by-law before it may be enforced.

8.5 Restricted Water Uses

A declaration of a State of Water Supply Conservation shall include one or more of the following restrictions, conditions, or requirements limiting the use of the municipal water system as necessary to protect the water supply. The applicable restrictions, conditions or requirements shall be included in the public notice required under section 8.6.

a.) Odd/Even Day Outdoor Watering Outdoor watering by water users with odd numbered addresses is restricted to odd numbered day. Outdoor watering by water users with even numbered addresses is restricted to even numbered days.

b.) Outdoor Watering Ban Outdoor watering is prohibited.

c.) Outdoor Watering Hours Outdoor watering is permitted only during daily periods of low demand, to be specified in the declaration of a State of Water Supply Conservation and public notice thereof.

d.) Filling Swimming Pools Filling of swimming pools is prohibited.

e.) Automatic Sprinkler Use The use of automatic sprinkler systems is prohibited.

8.6 Public Notification of a State of Water Supply Conservation: Notification of DEP

Notification of any provision, restriction, requirement or condition imposed by the Town as part of a State of Water Supply Conservation shall be published in a newspaper of general circulation within the Town, or by such other means reasonably calculated to reach and inform all users of water of the State of Water Supply Conservation. Any restriction imposed under section 8.5 shall not be effective until such notification is provided. Notification of the State of Water Supply Conservation shall also be simultaneously provided to the Massachusetts Department of Environmental Protection.

8.7 Termination of a State of Water Supply Conservation: Notice

A State of Water Supply Conservation may be terminated by a majority vote of the Board of Selectmen upon a determination that the water supply shortage no longer exists. Public notification of the termination of a State of Water Supply Conservation shall be given in the same manner required by section 8.6.

8.8 Penalties

Any person violating the provisions of this by-law will receive a written notice for the first violation, and shall be liable to the Town in the amount of \$50.00 for the second violation and \$100.00 for each subsequent violation, which penalties shall inure to the Town Treasury. Each day of violation shall constitute a separate offense. Any person violating this by-law for a third offense shall be subject to termination of municipal water service and Department of Public Works personnel will shut off the Municipal water service to the property. Service will be restored only by Department of Public Works personnel during normal working hours following payment to the Town Treasurer of any and all applicable fines.

8.9 Severability

The invalidity of any portion or provision of this by-law shall not invalidate any other portion or provision thereof.

During this meeting 123 voters were checked into the main hall by Nancy E. Kennedy and Barbara E. Burke.

It was moved and seconded that the warrant be dissolved and that this meeting be adjourned. This meeting adjourned at 2:00 p.m.

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

WARRANT FOR SPECIAL TOWN MEETING June 30, 1998

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 in said Upton on Tuesday, June 30, 1998 at seven-thirty in the evening, then and there to act on the following articles:

ARTICLE 1: To see if the town will vote to transfer from the following accounts:

\$7,409.00 from the Free Cash Account;
\$7,287.13 from the FY94 Overlay Account;
\$2,000.00 from the Street Light Account;
\$1,350.00 from the Treas/Coll. FY97 Exit Audit Account;
\$1,487.50 from the FY97 Town's Financial Audit Account;
\$4,000.00 from the Finance Committee Reserve Account, to the Snow Removal Account, to pay the FY98 Snow Emergency Deficit, or, to take any other action relative thereto.

ARTICLE 2: To see if the Town will vote to transfer from the following accounts:

\$3,200.00 Driver Laborer 1 Salary Account;
\$5,500.00 Driver/Laborer 2 Salary Account;
\$3,900.00 Equipment Operator Salary Account;
\$2,500.00 PT Employee Water/Sewer Salary Account and also to transfer \$11,000.00 from the Corrosion Control Account (from Article 1 of the May 10, 1997 Special Town Meeting), or any other sum, for the purpose of purchasing a new or used with factory warranty, DPW vehicle to replace the DPW Director's vehicle in accordance with the DPW Vehicle and Equipment Capital Plan, or, to take any other action relative thereto.

ARTICLE 3: 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.

ARTICLE 4: To see if the Town will vote to appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of four thousand five hundred fifty-eight dollars (\$4,558.00), to pay the yearly contract fee for the Upton Town Library's network connection to C/CMARS to cover fiscal year 1998/1999, or, to take any other action relative thereto.

ARTICLE 5: To see if the Town will vote to transfer the sum of one thousand eight hundred-eighty three dollars and ninety five cents (\$1,883.95) from the County Dog Re-fund Account to the Library Goodfortune Fund Account, or, to take any other action relative thereto.

ARTICLE 6: To see if the Town will vote to transfer the sum of eighty dollars (\$80.00), or any other sum from the Treasurer-Collector Clerk 1 Account to the Treasurer-Collector Expense Account, or, to take any other action relative thereto.

ARTICLE 7: To see if the Town will vote to transfer the sum of one hundred fifty (\$150.00), or any other sum from the Treasurer-Collector Clerk 2 Account to the Treasurer-Collector Expense Account, or, to take any other action relative thereto.

ARTICLE 8: To see if the Town will vote to transfer the sum of one thousand four hundred dollars (\$1,400.00), or any other sum from the Police-Cruiser Gas Account, to the Police-Department General Expense Account, or, to take any other action relative thereto.

ARTICLE 9: To see if the Town will vote to transfer the sum of two thousand two hundred fifty seven dollars (\$2,257.00) or any other sum, from the Street Light Account, to the Telephone Expense Account, or, to take any other action relative thereto.

ARTICLE 10: To see if the Town will vote to transfer the sum of one thousand three hundred (\$1,300.00), or any other sum from the Street Light Account to the Town Building Expense Account, or, to take any other action relative thereto.

ARTICLE 11: To see if the Town will vote to transfer the sum of one thousand six hundred dollars (\$1,600.00), or any other sum from the FY96 Town's Financial Audit Account, to the Town Accountant Expense Account for the purchase of a new computer, or, to take any other action relative thereto.

ARTICLE 12: To see if the Town will vote to transfer from the following accounts, \$3,100.00 Risteen Building - Replace Burner Account, (Article 8, Special Town Meeting, December 2, 1991),

\$1,800.00 Risteen Building - Replace Heating System Account, (Article 19, Town Meeting, May 8, 1993),

\$500.00 EPA Engineering Report Account (Article 1, Special Town Meeting November 19, 1996),

\$2,100.00 Water Dept. - Consultant on Pumping Capacity Account (Article 9, March 4, 1996 Special Town Meeting and

\$3,700.00 Emergency Interconnection Design Account, (Article 4, June 24, 1996), to the Building Inspector, Inspection Salaries Account,) or, to take any other action relative thereto.

ARTICLE 13: To see if the Town will accept the provisions of Chapter 258, section 13 of the M.G.L. which provides that the town shall indemnify and save harmless munici-

pal officers, elected or appointed, from personal financial loss and expenses including reasonable legal fees and costs, if any, in an amount or judgment not to exceed one million dollars, arising out of any claim, demand, suit or judgment by reason of any act or omission except an intentional violation of civil rights of any person under any law, if the official at the time of such act or omission was acting within the scope of his official duties or employment, or, to take any other action relative thereto.

ARTICLE 14: To see if the Town will vote to accept Chapter 40, ss57, as amended, of the Massachusetts General Laws, which would allow a licensing authority to deny, suspend or revoke any local license or permit including renewals and transfers issued by any board, officer, department for any person, corporation or business enterprise who has neglected or refused to pay any local taxes, fees, assessments, betterment's or any municipal charges and amend the Shutesbury General By-laws by adopting the following as a by-law "Denial, Suspension or Revocation of Local Licenses. The Town Collector shall annually furnish to each department, board of commission, hereinafter referred to as the "party", that has neglected or refused to pay any local taxes, fees, assessments, betterment's or other municipal charges for not less than a twelve-month period, and that such party has not filed in good faith a pending application for an abatement of such tax or a pending petition before the appellate tax board, or, to take any other action relative thereto.

ARTICLE 15: to see if the Town will vote to transfer the sum of four hundred-fifty dollars (\$450.00) from the Fire Department's Captain #1 Salary Account to the Fire Department's Clerk Salary Account, or, to take any other action relative thereto.

ARTICLE 16; To see if the Town will vote to transfer the sum of two hundred eighty dollars (\$280.00) from the Fire Department's Firemen Stipend Account to the Fire Department's Hourly Compensation Account, or, to take any other action relative thereto.

ARTICLE 17: To see if the Town will vote to transfer the sum of five hundred dollars (\$500.00) from the Fire Department's Fire Alarm Maintenance Account to the Fire Department's General Expense Account, or, to take any other action relative thereto.

ARTICLE 18: To see if the Town will vote to transfer the sum of two hundred-thirty dollars (\$230.00) from the Fire Department's Building Maintenance Account to the Fire Department's General Expense Account, or, to take any action relative thereto. and you are directed to serve this Warrant, by posting up attested copies thereof at the Post Office, Town Library and Town Hall, in said town, 14 days at least before the time of holding said meeting.

Hereof fail not, and make due return of this Warrant, with your doings thereon, to the Town Clerk, at the time and place of the meeting, as aforesaid.

Given under our hands this ninth day of June, in the year of our Lord one thousand nine hundred and ninety-eight.

James R. Bates
Alfred C. Holman
Robert J. Fleming
SELECTMEN OF UPTON

A true copy, Attest: Scott D. Garland

Worcester, ss.

Upton, MA, June 12, 1998

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 14 days before the date of the meeting, as within directed.

Scott D. Garland, Constable of Upton

PROCEEDINGS OF SPECIAL TOWN MEETING June 30, 1998

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

The non-voters seated on the main floor were Eileen Vigliante of the Milford Daily News; Robert Gilchrist, DPW Director; and Stanley Weinberg, Town Counsel.

During the meeting 46 voters were signed in by Nancy E. Kennedy and Nancy McDonnell.

ARTICLE 1: Voted that the Town vote to transfer from the following accounts:

\$7,409.00 from the Free Cash Account;
\$7,287.13 from the FY94 Overlay Surplus Account;
\$2,000.00 from the Street Light Account
\$1,350.00 from the Treasurer/Collector FY97 Exit Audit Account;
\$1,487.50 from the FY97 Town's Financial Audit Account;
\$4,000.00 from the Finance Committee Reserve Account, to the Snow Removal Account to pay the FY98 Snow Emergency Deficit.

ARTICLE 2: Moderator declared this motion lost.

ARTICLE 3: Voted: Unanimously to borrow the sum of \$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 M.G.L. Chapter 90, Section 34, Clause 2(a).

ARTICLE 4: Voted: To appropriate from available unappropriated funds in the Treasury, the sum of \$4,000.00 to pay the yearly contract fee for the Upton Town Library's network connection to C/WMARS to cover fiscal year 1999.

ARTICLE 5: Voted: Unanimously to transfer the sum of \$1,883.95 from the County Dog Refund Account to the Library Goodfortune Fund Account.

ARTICLE 6: Voted: Unanimously to transfer the sum of \$80.00 from the Treasurer-Collector Clerk 1 Account to the Treasurer-Collector Expense Account.

ARTICLE 7: Voted: Unanimously to transfer the sum of \$150.00 from the Treasurer-Collector Account Clerk 2 Account to the Treasurer-Collector Expense Account.

ARTICLE 8: Voted: Unanimously to transfer the sum of \$1,400.00 from the Police-Cruiser Gas Account to the Police Department General Expense Account.

ARTICLE 9: Voted: Unanimously to transfer the sum of \$2,257.00 from the Street Light Account to the Telephone Expense Account.

ARTICLE 10: Voted to pass-over this article

ARTICLE 11: Voted: Unanimously to transfer the sum of \$1,600.00 from the FY96 Town's Financial Audit Account to the Town Accountant Expense Account for the purchase of a new computer.

ARTICLE 12: Voted to transfer from the following accounts:

\$3,157.80 Risteen Building Burner Account;
\$1,875.64 Risteen Building-Replace Heating System Account;
\$583.00 EPA Engineering Report Account;
\$2,125.30 Water Department, Consultation on Pumping Capacity Account;
\$3,723.16 Emergency Interconnection Design Account, to the Building Inspector, Inspection Salaries Account.

ARTICLE 13: Voted to pass-over this article

ARTICLE 14: Voted to pass-over this article

ARTICLE 15: Voted to table action on this article.

ARTICLE 16: Voted: Unanimously that the Town transfer the sum of \$280.00 from the Fire Department's Firemen Stipend Account to the Fire Department's Hourly Compensation Account.

ARTICLE 17: Voted to transfer the sum of \$500.00 from the Fire Department's Fire Alarm Maintenance Account to the Fire Department's General Expense Account.

ARTICLE 18; Voted: To transfer the sum of \$230.00 from the fire Department's Building Maintenance Account to the Fire Department's General Expense Voted to transfer the sum of \$500.00 from the Fire Department's Fire Alarm Maintenance Account to the fire Department's General Expense Account.

It was moved and seconded that the warrant be dissolved and that this meeting be adjourned. This meeting adjourned at 9:35 p.m.

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

SPECIAL TOWN MEETING 11/24/98 - 7:30 PM PROCEEDINGS

ARTICLE 1: I move that the Town vote to appropriate from available unappropriated funds in the Treasury, the sum of One Hundred-Forty Thousand Dollars (\$140,000.00), and to raise and appropriate the sum of One Hundred-Twenty Thousand Dollars (\$120,000.00), and that both sums be applied to the Town's Stabilization Fund.

VOTED IN THE AFFIRMATIVE

ARTICLE 2: I move that the Town vote to appropriate from available unappropriated funds in the Treasury, the sum of Two Thousand Five Hundred Dollars (\$2,500.00), into the Elections and Town Meetings Miscellaneous Account.

VOTED IN THE AFFIRMATIVE

ARTICLE 3: I move that the Town vote to appropriate from available unappropriated funds in the Treasury, the sum of Fifteen Thousand Four Hundred and Fifty Dollars (\$15,450.00), to fund the salary and benefits, of a Dispatcher #4 position in the Town's Communication Department, for the period beginning January 1, 1999 and ending June 30, 1999.

VOTED IN THE AFFIRMATIVE

ARTICLE 4: I move that the Town vote to appropriate from available unappropriated funds in the Treasury, the sum of Thirteen Thousand, Five Hundred-Seventy-Two Dollars (\$13,572.00), to fund the salary and benefits for the Treatment Plant Operator #3 position of the Department of Public Works Sewer Division, for the period beginning January 1, 1999 and ending June 30, 1999.

VOTED IN THE AFFIRMATIVE

ARTICLE 5: I move that the Town vote to appropriate from available unappropriated funds in the Treasury, the sum of Ten Thousand Dollars (\$10,000.00) for use in hiring consultants to review and update the Compensation and Classification plans for the Town of Upton in accordance with the Town's Personnel By-law.

VOTED IN THE AFFIRMATIVE.

ARTICLE 6: I move that the Town vote to 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.

VOTED IN THE AFFIRMATIVE.

ARTICLE 7: I move that the Town vote to appropriate from available unappropriated funds in the Treasury, the sum of Three Thousand Five Hundred Dollars (\$3,500.00) for the replacement of (4) ladders for the Upton Fire Department.

VOTED IN THE AFFIRMATIVE.

ARTICLE 8: I move that the Town vote to appropriate from available unappropriated funds in the Treasury, the sum of Three Thousand Dollars (\$3,000.00), for the Fire Department Management Software.

VOTED IN THE AFFIRMATIVE.

ARTICLE 9: I move that the Town vote to appropriate from available unappropriated funds in the Treasury, the sum of Five Hundred Dollars (\$500.00), for the Fire Department Uniform Allowance Account.

VOTED IN THE AFFIRMATIVE.

ARTICLE 10: I move that the Town vote to appropriate from available unappropriated funds in the Treasury, the sum of Seven Thousand Dollars (\$7,000.00), for the purchase of a Computer System, including Hardware, Software, Management Applications and Training. This system is to be utilized under the control of the Town's Technology Committee.

VOTED IN THE AFFIRMATIVE.

and you are directed to serve this Warrant, by posting up attested copies thereof at Post Office, Town Library and Town Hall, in said Town 14 days at least before the time of holding said meeting.

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

Given under our hands this fourth day of November in the year of our Lord One Thousand Nine Hundred and ninety-eight.

James R Bates
Alfred C. Holman
Robert J. Fleming
UPTON BOARD OF SELECTMEN

BOARD OF SELECTMEN

1998 was a year of many accomplishments and the beginning of our financial crisis recovery. This recovery is happening because of your support and approval of the \$487,000 General Override of Proposition 2 1/2 in March of this year. The passage of this override allowed funding at the Annual Town Meeting of a level-funded operating budget, whereas in the past several budget cycles, we experienced reduced budgets or deficit spending on the budget. The preparation and presentations for the override took several months and a tremendous amount of dedicated hard work by everyone on the "Financial Team" and they are to be commended.

Accomplishments:

Wastewater Treatment Plant Project — The contract of \$4,700,000 for the upgrade and expansion of our wastewater treatment plant project (zero interest loan from the State) was awarded to Methuen Construction Company in April, and the project work began in May. As of December, this project was 48% complete and is projected to be completed in May, 1999, a full six months ahead of schedule. The project also remains within budget, which is a compliment to the Wastewater Treatment Facility Building Committee, DPW Director, Sewer Superintendent, and liaison from the Board of Selectmen, who meet every other Monday night to oversee this project.

State and Federal Grants — Through the efforts of the Town's departments, boards, committees, and commissions, our community continues to benefit from state and federal grants. Please refer to individual reports within your Town Report for specific grant awards and dollar amounts. Those people who are responsible for applying and receiving grant awards for the Town are also to be commended.

Town Hall Roof Repair — With the \$148,000.00 the Town has in escrow and the \$100,000.00 expected to be awarded to Upton in January, 1999, from the State Historic Commission, repair and renovation work on the Town Hall roof is projected to begin in the spring of 1999. Our thanks go out to Historic Commission Chairperson Barbara Burke, DPW Director Robert Gilchrist, and Rose Marie Horton, Administrative Assistant to the Board of Selectmen, for their efforts.

Pleasant Street Road Improvement Project — The contract for this \$1,500,000 (federal) project was finally awarded in November by Mass Highway and is projected to begin in the spring/summer of 1999.

Water Improvement Project — The purpose of this project is to maximize our present water system capacities and delivery ability and to begin replacement of failing water mains. This project will also allow us to begin research and testing for an additional water source. The Water-Sewer Advisory Board has spent more than a year in preparation for this proposal and has conducted several open forum meetings for input from the public. This pro-

posal will be presented to the governing body for approval in the winter of 1998/1999. The estimated cost of this project, which is \$446,000.00, will be paid for by short term borrowing and then the "note" will be satisfied by other revenue streams within two years.

Annual Audit Completed — In October, the independent auditing firm of Borgatti & Harrison completed the annual audit, in which they reported that proper accounting controls were in place and being managed.

Updated Classification and Compensation Plan — In November, the Town approved the funding of \$10,000.00 for the Personnel Board to contract the services of a consulting firm to analyze and update our plan. The report is expected to be presented early next year so town employees can receive equitable compensation for their services to the town.

New Positions — At the Special Town Meeting in November, the governing body voted to fund two positions that have been justified and required for several years. First is a fourth full-time dispatcher for the Communications Dept. at Police Headquarters. This position will provide full-time professionally trained coverage throughout each week of the year. Second is a third full-time Treatment Plant operator at our wastewater facility, which has been mandated for several years and is part of the D.E.P.'s agreement to grant a zero-interest loan for our wastewater project.

Stabilization Fund — Also at the November Special Town Meeting, the Town voted to transfer \$140,000.00 from so-called "Free Cash" to the Town Stabilization Fund, bringing this fund's balance to \$230,000.00. The State allows and recommends that a town provide 5% of its levy ceiling limit in stabilization. For Upton's financial status, that equates to \$600,000.00

Technology Committee — This recently reorganized committee has created a Town computer web-site. This will provide another source of information to the citizens to be informed and aware of their town government operations.

Council on Aging — In addition to the C.O.A.'s social and cultural programs, they have expanded their services to include many health, safety, wellness, and financial information services. The C.O.A. continues to provide innovative programs and services to our senior citizen population.

Fire/EMS Building Assessment Committee — This committee was established in December to analyze the needs of the Town's fire/EMS facility. The facility was originally constructed in 1952 and has been on the Town's capital needs list for improvement/expansion since the early 1990's. The committee will be requesting funding for an independent consulting firm to assist in their evaluation of needs for the facility. The Board of Selectmen's liaison is also working with this committee.

Although the town will certainly benefit from the accomplishments attained this year, the Board is cautious and concerned about the future as we move into the next century and a new millenium. The override has helped our recovery by providing additional funding for the operating budget, but with continued population growth, which causes increased demands for services, is a level-funded budget satisfactory? We think not! Also, the accomplishments this year have addressed the beginning improvements to some of our infrastructure, but the town has additional infrastructure improvement needs and our capital requirements have not been addressed. Because of our small town character, pristine rural environment, sound education system and facilities, many other services, and a low tax base, Upton is the "jewel" of Central Massachusetts, and therefore, attracts developmental growth.

Recognizing growth is inevitable and will continue in Upton, it becomes imperative that we maintain a strict adherence to our Zoning Bylaws and our Subdivision Control Bylaws in order to control and monitor this growth. Also, we must work diligently to insure that the growth we experience is of high quality, which can be assured by strong enforcement of our Building Codes. The people who serve the town in these zoning, planning, and building positions must continue to be dedicated, responsible and independent thinking.

Increasing population growth (38% in the last decade) creates demands for all services, including of course, our educational facilities and its operating budget. Your present Board of Selectmen is strongly supportive of sound education for our children; they are the future and are most important to all of us.

With the passing of the Educational Reform Act of 1993 (ERA), a certain required funding (minimum funding) was mandated. In order to fulfill this funding and other educational needs, your Regional School District budgets have increased between 7% to 12% annually for the past six years. During the same time period, your general Town Operating Budget has increased only to a maximum of 2 1/2 % for each of the prior years under the constraints of the so-called "Proposition 2 1/2" legislation. If the effects of population growth are primarily related to all demands for services, then there appears to be an imbalance (unfairness) in the distribution of funds that can be raised annually under the tax levy limit.

The Board of Selectmen has an ongoing obligation and is committed to informing you, the citizens, of the status of town government, the infrastructure and capital needs, and the overall town services available so that you can make informed decisions when proposals are brought forward for your consideration.

The Town will be faced with many challenges in the future in order to maintain and improve the quality of life that we all enjoy. The Board is confident that the Town will meet these challenges by working cooperatively with all segments of our community.

Working with the Financial Team and the managers of the various departments, boards, committees, and commissions, and listening to you, the citizens, we plan to develop Capital

Exclusions and Debt Exclusions for your consideration. These will be presented at town meeting and town elections in the form of ballot questions. By bringing forth proposals for infrastructure and capital requirements in the form of Exclusions, we will protect the financial recovery the Town has made in the operation budget. Also, exclusions are temporary, not permanent, and they end when the debt or capital cost is paid.

The following is a list of infrastructure and capital needs:

- Renovation and expansion of Fire/EMS facility
- Town Hall and Risteen Building renovations and improved access for compliance with ADA
- Town vehicle replacements for DPW, Fire and Police Depts.
- Regional School District costs over the mandated minimum funding requirements.
- Town road improvements and reconstruction program

The Board of Selectmen has spent considerable time during the past year in informing you of the Town's needs and proposals. We have accomplished this through our weekly Selectmen meetings, local access TV viewing (live and taped), bulletin board notices on local access TV, local newspaper notices, and many open forum meetings at the Town Hall. We plan to continue our efforts in the future so that you can be aware of the operations of your local government. It is the Board's privilege serving the people of Upton.

The success of 1998 in moving the Town forward and in beginning our financial recovery is, in the Board's opinion, due in large part to the strong cooperative relationship that the Financial Team has shared and the pro-active approach the Public Safety Management Team has exhibited in the day-to-day operations of the Town.

The Board would like to take this opportunity to thank all the town employees, town officials, and members who serve on various boards, committees, and commissions. Also, we thank you, the citizens, for your support and approval of our efforts.

We also thank Kristen Dirschel, Clerk to the Board, for her service, and lastly, but most especially, thanks go to Rose Marie Horton, our Administrative Assistant, who keeps operations going daily not only for the Board, but also for all town officials and townspeople when they need assistance.

Respectfully submitted,

Upton Board of Selectmen
James R. Bates, Chairman
Alfred C. Holman
Robert J. Fleming

**TOWN OF UPTON
COMBINED BALANCE SHEET
JUNE 30, 1998**

	General Fund	Highway Fund	Special Revenue Fund	Trust Fund
	ASSETS			
Cash	\$1,024,692.99	(219,066.96)	\$68,991.58	\$1,228,911.12
Accounts Receivable				
Taxes-Personal Property				
1994	\$74.31			
1995	\$396.79			
1996	\$2,173.52			
1997	\$2,636.61			
1998	\$3,703.85			
Taxes-Real Estate				
1994	\$20.84			
1995	(\$973.38)			
1996	(\$961.09)			
1997	\$2,712.69			
1998	\$176,001.26			
1999	(\$6,396.96)			
Motor Vehicle Excise				
1994	\$2,547.85			
1995	\$2,947.12			
1996	\$6,696.37			
1997	\$10,981.14			
1998	\$28,994.03			

	General Fund	Highway Fund	Special Revenue Fund	Trust Fund
Tax Liens	\$135,075.32			
Water Charges	\$10,681.32			
Sewer Charges	\$11,278.51			
Sewer Surcharge	\$5,020.77			
Water Liens				
1996	\$72.88			
1997	\$456.57			
1998	\$1,852.70			
Sewer Liens				
1996	\$236.24			
1997	(\$421.18)			
1998	\$3,423.07			
Provisions for Abatements				
1997	(\$22,951.61)			
1998	(\$20,095.09)			
Due From:				
General Fund				\$4,920.00
Special Revenue				\$1,883.95
Trust Funds	\$80,721.49		\$548.75	
Government		\$219,066.96		
Amounts to be Provided For Payment of Bonds	\$435,500.62			

	General Fund	Highway Fund	Special Revenue Fund	Trust Fund
Bonds Authorized	\$4,923,548.00			
Total	\$6,820,647.55	\$0.00	\$69,540.33	\$1,235,715.07
LIABILITIES AND FUND BALANCES				
Warrants Payable	\$248,130.35		\$13,516.62	
Payroll Withholdings	\$6,955.23			
Due To:				
General Fund				\$80,721.49
Special Revenue Fund				\$548.75
Trust Funds	\$4,920.00		\$1,883.95	
Contracts Payable	\$127,940.04			
Deferred Revenue				
Property Taxes	\$142,738.70			
Property Taxes (FY99)	(\$6,396.96)			
Tax Liens	\$135,075.32			
Motor Vehicle Excise	\$52,166.51			
User Charger — Water/Sewer	\$26,980.60			
Utility Liens	\$5,620.28			
Bond Anticipation Notes Payable	\$435,500.62			
Fund Balance				
Designated	\$260,789.02		\$54,139.76	\$1,154,444.83
Undesignated	\$456,679.84			

	General Fund	Highway Fund	Special Revenue Fund	Trust Fund
Bonds Authorized (Unissued)	\$4,923,548.00			
Total	\$6,820,647.55	\$0.00	\$69,540.33	\$1,235,715.07

Note: This report has not been audited

**TOWN OF UPTON
STATEMENT OF INDEBTEDNESS
JUNE 30, 1998**

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
Principal Retired FY98	\$100,000
Balance of Principal (6/30/98)	\$500,000

Purpose	Design Study of Treatment Plant
Original Issue Date	March 24, 1997
Original Bond Principal	\$452,537
Principal Retired FY98	\$80,461
Balance of Principal (6/30/98)	\$372,076

**TOWN OF UPTON
REVENUE SUMMARY
JUNE 30, 1998**

Personal Property Taxes	\$158,246
Real Estate Taxes	\$4,650,000
Tax Liens	\$18,444
Motor Vehicle Excise	\$653,863
Penalty and Interest — Property Taxes	\$22,128
Penalty and Interest — Excise	\$10,265
Penalty and Interest — Tax Liens	\$4,008
In Lieu of Taxes	\$46,331
Water Usage Charges	\$152,391
Other Water Charges	\$6,850
Sewer Usage Charges	\$159,183
Other Charges for Services	\$104,556
Fees	\$40,704
Fees Retained from Tax Collections	\$60
Rentals	\$12,000
Alcoholic Beverages Licenses	\$7,720
Other Licenses and Permits	\$189,339
Revenues From State	\$562,633

Court Fines	\$9,020
Fines and Forfeitures	\$335
Earnings on Investments	\$32,166
Other Miscellaneous Revenues	\$4,608
Bond Revenue	\$435,501
Transfer From Special Revenue Funds	\$5,400
Transfer From Trust Funds	\$141,000
TOTAL REVENUE	\$7,426,751

**TOWN OF UPTON
EXPENDITURE SUMMARY
JUNE 30, 1998**

Town Meetings — Services and Supplies	\$4,093
Moderator — Personal Services	\$92
Selectmen — Personal Services	\$55,777
Selectmen — Services and Supplies	\$33,229
Finance Committee — Services and Supplies	\$169
Accountant — Personal Services	\$17,667
Accountant — Services and Supplies	\$8,810
Assessors — Personal Services	\$38,385
Assessors — Services and Supplies	\$5,067
Revaluation — Services and Supplies	\$9,511
Treasurer — Personal Services	\$51,235
Treasurer — Services and Supplies	\$13,340
Town Counsel — Services and Supplies	\$5,690
Personnel Board — Services and Supplies	\$566
Tax Title Foreclosures	\$5,119
Cable Commission	\$495
Town Clerk — Personal Services	\$29,575
Town Clerk — Services and Supplies	\$2,468
Voter Registration — Personal Services	\$649
Voter Registration — Services and Supplies	\$2,378
Conservation Commission — Services and Supplies	\$4,727
Planning Board — Services and Supplies	\$914
Zoning Board — Services and Supplies	\$1,713
Public Buildings — Personal Services	\$11,163
Public Buildings — Services and Supplies	\$28,000
Public Buildings — Capital	\$7,795
Technology Committee	\$1,999
Police — Personal Services	\$514,231
Police — Services and Supplies	\$71,304
Police — Capital	\$23,941

Fire — Personal Services	\$150,555
Fire — Services and Supplies	\$26,059
Fire — Capital	\$5,375
EMT — Personal Services	\$45,393
EMT — Services and Supplies	\$13,595
Building Inspector — Personal Services	\$34,841
Building Inspector — Services and Supplies	\$5,572
Gas Inspector — Personal Services	\$2,200
Electric Inspector — Personal Services	\$15,438
Electric Inspector — Services and Supplies	\$2,589
Dog Officer — Personal Services	\$1,719
Dog Officer — Services and Supplies	\$5,300
Forestry — Personal Services	\$9,697
Forestry — Services and Supplies	\$4,184
Animal Disposal	\$2,500
DPW Administration — Personal Services	\$72,924
Highway Construction and Maintenance — Personal Services	\$114,515
Highway Construction and Maintenance — Services and Supplies	\$120,099
Highway Construction and Maintenance — Capital	\$14,779
Snow Removal	\$103,534
Street Lighting	\$26,699
Waste Collection and Disposal	\$236,984
Sewerage Collection and Disposal — Personal Services	\$66,566
Sewerage Collection and Disposal — Services and Supplies	\$241,549
Sewerage Collection and Disposal — Capital	\$64,754
Water Distribution — Personal Services	\$44,861
Water Distribution — Services and Supplies	\$114,202
Cemetery — Personal Services	\$11,443
Cemetery — Services and Supplies	\$6,403
Board of Health — Personal Services	\$24,875
Board of Health — Services and Supplies	\$7,555
Nursing Service — Personal Services	\$18,981
Nursing Service — Services and Supplies	\$1,465
Council on Aging — Personal Services	\$51,705
Council on Aging — Services and Supplies	\$19,790
Veteran's Services — Personal Services	\$4,285
Veteran's Services — Services and Supplies	\$182
Library — Personal Services	\$53,877
Library — Services and Supplies	\$24,245
Library — Capital	\$23,622
Beach Program — Personal Services	\$8,000
Parks — Personal Services	\$33,627
Parks — Services and Supplies	\$7,470
Historic Commission	\$687

Celebrations	\$1,000
Debt — Principal	\$552,537
Debt — Interest	\$52,162
Retirement Contribution	\$99,253
Worker's Compensation	\$3,076
Insurance	\$191,508
Medicare	\$19,284
County Assessments	\$10,974
State Assessments	\$6,428
Mendon Upton Regional School District — Operating Expense	\$3,214,054
Mendon Upton Regional School District — Capital	\$580,432
Mendon Upton Regional School District — Bond	(\$5,006)
Blackstone Valley Regional School District — Operating Expense	\$35,012
Blackstone Valley Regional School District — Capital	\$14,096
TOTAL	\$7,569,607

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 \$449,992,700. This reflects 93% residential, 3% commercial, 1% industrial, and 3% personal property. In accordance with the General Laws of the Commonwealth of Massachusetts, the town of Upton completed the triennial update of real and personal property valuations. The board of assessors completed this project in cooperation with Appraisal Consultants of New England Corporation and the Massachusetts Department of Revenue. This project began April 27th, 1998 and was completed with state certification on November 20th, 1998.

The fiscal year 1999 tax rate was approved by the Department of Revenue on December 11th, 1998. The fiscal year 1999 tax rate is \$12.26. This new rate reflects a decrease of 10 cents below fiscal 1998 year's rate of \$12.36. The primary reason for the lower tax rate is a direct result of the triennial revaluation completed this year. Massachusetts general law requires each town to perform a certified revaluation every three years. Property values are reviewed and adjusted to fair market value based on current sales reports. The result of the revaluation demonstrated property values within the town of Upton have increased. The increase in total property valuation results in a decrease of the tax rate.

Although the tax rate has decreased, in general the fiscal 1999 tax bills will be higher than the fiscal 1998 tax bills. The reason for the increase in your tax bill is a result of the appropriations voted by the citizens of Upton at the annual and special town meetings. Total taxes to be raised increased in fiscal 1999 by \$606,757.

Fiscal 1999 tax levy	\$5,516,910
Fiscal 1998 tax levy	\$4,910,153
Increased levy	\$606,757

The fiscal 1999 tax rate includes four proposition 2 1/2 debt exclusions. These are Repairs for the Nipmuc High School (voted in May 1990), New High School (voted in December 1994), Wastewater Treatment Plant Upgrade Design (voted in February, 1997) and Wastewater Treatment Plant Construction (voted in June, 1997). These debt exclusions account for \$1.27 per \$1,000 of property valuation within the tax rate.

Tax Rate Breakdown for Fiscal Year 1999

Tax rate within Proposition 2 1/2	\$10.99
Plus override voted March, 1998	
Debt Exclusions	
Nipmuc High School repairs	\$00.16
New School Bond	\$00.93
Wastewater Treatment Design	\$00.03
Wastewater Treatment Plant	\$00.15

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. Marsden, Chairman
Anthony W. Bonina
Kennison N. Gale, Jr.

REPORT OF THE UPTON CABLE ADVISORY COMMITTEE

Work has progressed at a slower than expected rate during this period.

Accomplishments include:

- preparation of a public survey to collect feedback from the general population.
- conducting a public survey via the Upton Town Crier
- collection of survey responses
- partial analysis of the response received
- development of a survey for town organizations and committee's
- beginning discussion with key municipal organizations to acquire their attention and begin addressing needs for the next ten years.

Plans for this year are:

- completion of the municipal survey
- complete analysis if general population response and municipal response
- hold a public hearing to deal with issues of past performance of the operator and future needs of the Town.
- Prepare a request for proposal from the operator
- submit the formal request to the operator
- Negotiate a new contract with the operator

Respectfully submitted by the Upton Cable Advisory Committee

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

REPORT OF THE CONSERVATION COMMISSION

Conservation Commission:

The Commission continued to administer the Massachusetts Wetlands Protection Act. Five Determinations of Applicability and 25 Orders of Conditions were issued. Many projects were successfully modified to reduce impacts to wetlands and work with the 100-ft. wetland buffer zone. Eleven acres of open space were protected in perpetuity at the Taft Mill Estates subdivision. One project was denied a permit. The Commission issued one Enforcement Order and informally resolved several minor violations of the Wetlands Protection Act. Five Certificates of Compliance were issued for completed projects, including one for the Goss Pond subdivision. Regular public meetings and numerous site inspections were held during the year.

The Commission worked closely with the Planning Board, providing comment letters on major projects before the Board, including the Taft Mill Estates, West River Farms, and Knowlton Farm Subdivisions.

Jeff Young created a web site, which contains a wealth of information about the Wetlands Protection Act, Commission activities, and links to the Department of Environmental Protection and other environmental organizations. The web address is: www.kersur.net/~ems-fd/html/conservation_comm.html; email Upton_concom@usa.net

Two vernal pools were identified by the Commission and certified by the state.

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

To keep up to date with changing regulations, Commission members attended several seminars sponsored by the Massachusetts Association Conservation Commissions and Department of Environmental Protection. One member attended the "Covets" forest stewardship workshop offered by the University of Massachusetts Forest Extension Service.

The Commission noted with regret the resignation of Richard Day and Rae Grenon, and welcomed new member Mike Seitz.

Open Space Subcommittee:

The Open Space Subcommittee, chaired by Gene Bernat and Tony Dick, held regular monthly meetings throughout the year. The Subcommittee worked closely with the Planning Board to develop a flexible zoning bylaw. The proposed bylaw is expected to go before town meeting early in 1999.

Late in the year work began on an update of the town's Open Space and Recreation Plan. The Board of Selectmen appropriated \$1,000 from the Beautification Fund to help update the plan.

The Subcommittee continued its association with the Metacomet Land Trust, a private non-profit group that works to protect open space in central Massachusetts. Tony Dick served as Upton's representative on the Merchant Board of Directors.

Aquatic Weed Control Committee:

The Aquatic Weed Control Committee, chaired by Charles Pederson, continued its efforts to control nuisance aquatic weeds in town ponds. With \$15,000 appropriated at a special town meeting, whole lake treatment with an aquatic herbicide controlled a serious infestation of fanwort in Lake Wildwood. Spot treatment of aquatic weeds in Pratt Pond and Taft Pond was conducted with a separate \$4,500 appropriation.

Respectfully Submitted,

Michael Penko. Chairperson
Francis Walleston (Vice-chair)
Sandra Lajoie
John Savello (Treasurer)
Mike Seitz
Jeff Young (Secretary)

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:

- SERVE: 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 volunteer in our community through the programs of the Upton Council on Aging and the Intergenerational Program 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. 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 is sponsored by the Upton Council on Aging.

Focus 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 fourth 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: Karen Kozak, Elizabeth Nichols, and Eleanor Broderick.

In 1998 the Upton Council on Aging began the task of compiling a policy and procedure manual through a careful and thoughtful process requiring much research and discussion. The Council on Aging will work to complete this document in the coming year. It is being drafted 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 the past year the Council on Aging was able to obtain two state-of-the-art personal computers, complete with software and printer, and internet connection, for public use at the Senior Center, through the generous gift of Unibank for Savings. Upton seniors are now on-line!

In 1998 the staff of the Upton Senior Center provided the public with 3200 units of general information service, 434 units of client support, 2600 units of group support, and 3126 units of recreation service delivered to residents of Upton, old and young. At our mealsite 7607 congregate meals were served, and 5462 meals were delivered to elders in their homes. Senior Center volunteers contributed a total of 1953 hours of service, or \$19,976.00 worth of free service to the townspeople of Upton.

In these times 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 support many of our programs would not have been possible. The following grants were obtained by the Upton Council on Aging in the 1998 Fiscal Year:

Executive Office of Elder Affairs Formula Grant	\$3488.00
Upton Cultural Arts Council Cultural Arts Grant	\$500.00
Transit Alternatives AIMM Grant (In-Kind service)	\$1150.64
Unibank For Savings (Donation of Computer Equipment)	

Respectfully Submitted,

Anita Sundelin, Director
Lorilee Morin, Chairperson
Dawn Hobill, Vice Chair
Pam Smith, Treasurer
Helen Sanborn, Secretary
Ursula Hanford
Lydia Fitton

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 1999 GRANTS TOTALING APPROXIMATELY \$3,200 WERE AWARDED TO:

LCC GRANTS

Mendon/Upton PTO	
Celtic Celebration	300
Tribal Rhythms Celebration	200
David Parker	400
Upton Senior Center	
Richard Hamelin – Pottery	295
Professional Art Demo	150
Heritage Homecoming Week	350
Blackstone Valley Arts Assoc.	
Concerts on the canal	100

NIPMUC Middle/High School
A Christmas Carol 400

Upton Public Library
Children's Museum Pass 500

P.A.S.S. GRANT

NIPMUC Middle/High School
Museum of Science 525

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 funds. Please send all correspondence to Upton Arts Council, P.O. Box 162, Upton, MA.

Respectfully submitted,

Valerie Kara, Chairperson (529-4126)
Amy Docherty
Karen Mayzel
Lori Natterstad
Doreen Chancellor
Linh Reilly
Doreen Condry

REPORT OF THE DEPARTMENT OF PUBLIC WORKS

The Department of Public Works is pleased to submit its annual report for the year ending December 31, 1998.

1998 proved to be the most challenging year for the DPW since it was created in 1990. Operational budgets continue to be level funded and capital needs of the DPW were again placed on hold due to financial constraints. Demands of the DPW continue to increase as the Town has faced growth which has exceeded 28% in recent years. Despite the increased demands and funding limitations, the DPW maintained a basic level of service in 1998 with increased efficiency and coordination between DPW divisions. We hope that the progress and increased public support realized in 1998 will continue in the future and allow the DPW to provide a high level of service to our community. We are optimistic about the future and hope to improve and expand the services the DPW provides to the community.

HIGHWAY DIVISION

The winter of 1997-1998 continued relatively mild due to El Nino. The only significant snow storm of the season occurred on December 23, 1997 with a total snowfall of 16" - 18". We did however, have a significant number of ice related storms and lesser amount snow storms requiring the crew to sand on many occasions.

Numerous road projects were completed over the course of the year. The Maple Avenue reconstruction project was completed. New catch basins were installed and new curbing was installed for the future sidewalk. Most of the work was completed by our own DPW crews with outstanding results. South Street, Oak Drive and Brookside Drive had an asphalt base course installed with the finish stone seal coat to be installed in the spring of 1999.

Crockett Road also had a base leveling coat of asphalt installed with the stone seal coat to be installed in the spring of 1999. With the assistance of the Milford Highway Department we prepared the roadway for paving. The street was swept by Milford with our department supplying the removal truck. Our crew also began cutting brush along the roadway.

West River Street was reclaimed and repaved by Henderson Builders in conjunction with their installation of new water mains to the "River Bend" subdivision.

A sign improvement program has been initiated in conjunction with the Upton Police Department to improve the safety in certain areas.

Several areas where drainage has been a problem in the past were cleaned and in some instances paved to improve drainage. Also some culverts were repaired or extended by our crew.

The Pleasant Street Improvement Project bids were opened by the Massachusetts Highway Department on December 10, 1998. The project is expected to begin in the Spring of 1999 with a completion scheduled for November of 1999. The Town of Upton has provided the necessary engineering for the project of 1999 and the Massachusetts Highway Department will oversee the construction of the project.

The Department of Public Works began reading its own water meters again this year with outstanding results. The meters were read by our own people wearing department uniforms and wearing picture ID badges to identify them. This procedure not only reduces the amount of time required to obtain the reading but it also increases the accuracy of the readings, identifies problems such as broken meters and allows the clerk to complete the bills in a more timely manner.

We experienced some personnel changes over the past year. In January Joe Drew left the equipment operator position to begin his own business. Steve Zaloga was hired in April to replace Mr. Drew. Chris Dion left the department in October to seek employment in the private sector with a local development company. This position was advertised in December with the hopes of having a replacement on board by the middle of January.

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.

1998 proved to be another busy year for the Parks and Recreation Division. Once again, Kevin M. Henderson returned to help out for the summer season. This year the Parks Division has assumed the responsibility of operation and inspection of town owned dams. Three of these dams, Wildwood, Pratt Pond and Mill Pond, were lowered and inspected to assist in the annual weed control program that occurred earlier this summer.

The resurfacing of the 3 tennis and 2 basketball courts located at Kiwanis Park and Memorial School, was completed this spring. This project was started in the fall of 1997, however, inclement weather led to a delay in its completion. Thanks to a donation from Mr. John Porter of Shore Drive, outdoor lighting for the courts was installed at Memorial School. Donations such as this one are what make these types of projects possible. Much thanks John. These lights have been wired and will be ready for evening playing in the Spring of 1999. We are currently budgeting for a new fencing around one of the courts located at Kiwanis Beach. This fencing project will be the final steps in the restoration process. The restoration of the courts has been funded solely by the revolving fund account, which was created in 1996.

Soda, juice and spring water machines were added to the Kiwanis Beach recreational area this summer. Through an agreement with the Coca-Cola Corporation, these machines are fully serviced by Coca-Cola. All proceeds generated from these machines go directly into the Park Divisions' revolving fund to benefit Parks and Recreation programs.

1998 has brought an abundance of field requests from various youth groups in Upton. With the increase of children in the Town of Upton, there continues to be a shortage of playing fields. The Parks and Recreation Division is committed to working with the Town to address this growing need in the near future.

In closing, the Parks and Recreation Division would like to thank all of the summer lifeguards and gatekeepers who helped make 1998 a fun and safe summer for all. Also a special thanks to the Recreation Commissioners and DPW Clerk, Carol Peterson, for all of their help and continued support.

WATER AND SEWER DIVISION

The Water and Sewer Division continued the progress started in 1997 to provide more efficient and reliable service to water and sewer customers. The Water and Sewer Division met twice monthly with the Water and Sewer Advisory Board and the Wastewater Treatment Facility Upgrade and Expansion Building Committee to develop policies, procedures and plans for the safe and efficient operation and maintenance of the water and sewer systems for the future. The DPW would like to extend a special thanks to the Water and Sewer Advisory Board and to Selectmen James Bates, liaison to the DPW and the Advisory Board for their dedication, assistance and continued support to address our water and sewer infrastructure needs.

The Sewer Division saw the award of the \$4.7 million Upgrade and Expansion of the Wastewater Treatment Facility in May 1998 to Methuen Construction Company. Through the end of 1998, Methuen Construction Company has progressed to 50% complete and Methuen anticipates the completion of the project in the Spring of 1999, several months ahead of the required completion date.

The following accomplishments were realized by the Water Division in 1998:

- Water/Sewer Billing Completed "In-House" (January 1998)
- Water Management Permit Obtained from DEP (February 1998)
- Water Emergency ByLaw Adopted (May 1998)
- Leak Detection Survey Completed (August 1998)
- Revised Water Rates and Fees (September 1998)

- Completed Hydraulic Model of Water System (October 1998)
- Received Zone II Approval from DEP (October 1998)
- Corrosion Control Treatment On-Line (October 1998)

1998 water demand continued to reach record levels with a total of 161 million gallons of water was pumped in 1998 despite a mandatory water ban which started in June and remained in effect until December. The 1998 water demand is an increase of 12% over the 1994 demand (144 MG) and an increase of 39% over the 1990 demand (116 MG). The DPW has worked with the Water & Sewer Advisory Board and the Board of Selectmen to find a solution to both our immediate and our long term water supply needs and intends to present the first phase of a proposed Water System Improvements Plan to the Town in the Spring of 1999.

The Water Division repaired and replaced a total of 41 leaking water service connections and installed 6 new water service connections in 1998. The Water Division adopted an aggressive approach for its meter replacement program in 1998 and replaced a total of 112 meters that were found to be or suspected of being broken. The DPW and Water Division staff repaired to one water main break at 1 Milford Street on June 29, 1998.

The Sewer Division continued its efforts to hold the plant together and maintain constant operation until the plant improvements are completed in 1999. A total of 76 million gallons of wastewater was treated at the plant on Maple Avenue in 1998. The sewer moratorium on new connections continued through 1998 as we construct the improvements needed to effectively treat the waste entering the plant before discharging to the West River. ,

The Water and Sewer Division continues to be guided by the experiences 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 Dan Bates, who provided valuable part-time help and hard work during the summer and other busy times throughout the year. Leo and his staff keep pace with changing government rules and regulations and everybody eagerly awaits future improvements to the sewer and water systems.

MUNICIPAL BUILDINGS DIVISION

1998 marked the start of the first real progress in the Municipal Buildings Division. Efforts began to improve the cleaning and maintenance requirements of the Town Hall and Risteen Building with the appointment of part-time Custodian Paul Marchand in December 1997. Many storage rooms were cleaned for the first time and the Police Department cleaned and organized many old records in the old firing range in the basement of the Town Hall.

Paul's efforts and increased level of service have resulted in many positive remarks by Town officials, employees and citizens regarding the improved cleanliness of the Town Hall and Risteen Building.

Many minor repairs were also completed including numerous leaking plumbing pipes, temporary roof repairs to the Town Hall, heating system repairs, broken windows and broken doors. We are hopeful that the future will allow more time to provide much needed routine maintenance and basic improvement projects.

The DPW Director worked with Barbara Burke of the Historical Commission and Rose Marie Horton, Administrative Assistant to the Board of Selectmen, to complete a grant application to the Massachusetts Historical Commission for the repair of the Town Hall roof. The matching grant should provide \$150,000 in matching funds to replace the existing roof and a decision on our application is expected January 1999.

CEMETARY DIVISION

The Cemetery Division realized a number of accomplishments in 1998 as communication and coordination between the DPW and the Cemetery Commissioners improved greatly. The Highway Division not only assisted with the excavation for all burials but our efforts also resulted in the completion of the oil and grading of roads at the Lakeview Cemetery, the extension of water service to the "Perch Rock" area of the Cemetery and the removal of numerous overgrown shrubs around the Cemetery.

The DPW Director is working with the Cemetery Commissioners to map the limited area of land remaining at the Lakeview Cemetery in order to identify the future land needs for additional cemetery space. Several meetings throughout the year with the Commissioners have helped to better coordinate the operational and capital needs of the Cemetery Division. A special thanks is extended to the Cemetery Commissioners as we continue to work together to address the growing needs in this division.

FORESTRY DIVISION

1998 continued the long-standing tradition of outstanding service provided by Tree Warden Doug Keniston. The DPW provided assistance to the Tree Warden throughout the year in the removal of damaged and diseased trees and with the annual planting of dozens of new trees to replace those removed. Doug's dedication is a great example to this young DPW and the DPW would like to extend its appreciation to Doug for all his efforts.

CONCLUSION

We, the DPW staff listed below, would like to thank the Board of Selectmen for their support and an increased level of communication and assistance during 1998. Special thanks also to Police Chief Stockwell and the Police Communications Departments for a great year

and for cooperative efforts to improve traffic signage, pedestrian safety and communications between our departments. We look forward to 1999 and the construction of the new Police Department Firing Range at the DPW site. Special Thanks also to Fire Chief Henderson and the regular assistance with fire apparatus to provide water for paving work, to clear blocked drain lines and in constructing the Town's first diesel fuel storage and pumping station at the DPW site.

We would also like to thank the various other 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 STAFF - 1998

Director of Public Works	Robert J. Gilchrist, P.E.
Clerical Assistant	Carol A. Peterson
Highway Supervisor	Michael J. Bradford, Sr.
Driver/Laborer I	Thomas A. Marchand
Driver/Laborer II	Steven E. Zaloga
Parks Supervisor/Asst. Highway Supervisor	John J. Johnson, Jr.
Summer Parks Employee	Kevin M. Henderson
Municipal Building Custodian	Paul Marchand
Water & Sewer Superintendent	Leo L. Morin
Treatment Operator I	Larry Bovaird
Water & Sewer Employee FT	Ronald J. SanSouci
Water & Sewer Employee PT	Thomas A. Wasilewski
Water & Sewer Employee PT	Daniel Bates

The DPW will continue to cooperate and coordinate with the needs of other Town departments in any way that we can to benefit the Town. We will keep our community informed through informational meetings, cable announcements and articles in the local media to continue to open dialogue necessary to inform the community of the needs, challenges and improvements facing the DPW in the future. We appreciate the patience of most citizens as we manage the limited resources available to address the ever-increasing demands of our growing community.

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 AND SEWER ADVISORY BOARD

This was a busy year characterized by stability in the membership of the committee. There were two major goals of the committee.

First, the committee continued to be involved in the general oversight of the awarding and construction of the new expanded Wastewater Treatment facility. With the formation of the Wastewater Treatment Facility Upgrade and Expansion Building Committee, much of this work was passed to this committee that was formed in early 1998.

The second goal was to address issues related to the town's public water system. Challenges to this area are reflected in the water ban initiated in June 1997 and continued through to December 1998 when it was temporarily suspended.

The Board worked closely with the Board of Selectmen, the DPW Director, and the Water and Sewer superintendent to implement water system corrosion control, which became operational in October. The water Distribution System report from the consultant Tata & Howard and the DPW Director provided options to be examined to help the town to meet present and future water system demands. An informational meeting was held on October 29th to inform the public of recent improvements and accomplishments, the current status of the water system and a proposed plan for future improvements. The Board also supported the recommendation to modify the water rates such that they support conservation and cover the operation and maintenance cost of the service. The year ended with plans taking shape to start implementing, with the support of the Town of Upton, improvements in the water system such that the town will eventually solve the chronic water shortage issues. Also, the operator position was recommended and funded by the town's people for their approval early in 1999.

Support from the Board of Selectmen with special thanks to James R. Bates, member and chairperson of the Board of Selectmen; Robert J. Gilchrist, Director of the department of Public Works; and Leo L. Morin, Water and Sewer Superintendent are greatly acknowledged.

The Water & Sewer Advisory Board
George Furst, Chairman
Kevin Davis
Daniel Fitzpatrick
Walter Hopkins
Robert Snow

REPORT OF THE CEMETERY COMMISSION

The Commissioners of the Upton Cemeteries hereby submit the annual town report
for the year ending June 30, 1998.

General Maintenance:

Appropriation: \$13,500.00

Expenses:

Labor: \$10,966.38

Misc.: \$2,533.62

Balance:

\$0.00

Interest From Perpetual Care Investments:

\$11,599.36

Expenditures from Perpetual Care Investment Account:

Labor: \$5,880.47

Misc. \$1,282.08

Total: \$7,162.55

Cemetery Income Transferred to Town Treasurer:

Receipts from:

Burials \$7,870.00

Perpetuals: \$6,180.00

Sale of Lots: \$1,230.00

Reg. Of Deeds \$270.00

Total: \$15,550.00

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

REPORT OF THE FIRE DEPARTMENT

The year 1998 was an extremely active year for the Upton Fire Department. The responses of the department out distanced any previous year since records have been accurately kept. We responded to a total of 334 emergencies with a total fire loss of \$204,625.00. In a continuing effort to upgrade the service we provide to the Town the department conducted several training sessions with live fires. These provided many of our new personnel with some real fire experience.

RESPONSES

The year started off with our first structure fire on New Years Day at 110 Glen Avenue which caused an estimated \$25,500.00 damage to the basement section of the dwelling. On January 17 a vehicle fire at High Street and Warren Street destroyed a commercial vehicle with the loss totaling \$8,000.00. Another commercial vehicle fire in front of 134 Main Street caused an estimated \$13,000.00 damage to the vehicle and for a time there was concern for the safety of residents at the Upton Inn due to the intensity of the fire. On March 5 the department responded to the Nipmuc Regional High School for a report of smoke in the building. The source was discovered to be a copy machine on the second floor. A structure fire at 52 Main Street caused an estimated \$52,000.00 damage. The fire was confined to an upstairs bedroom. The resident had recently renovated the room and had installed fire-coded sheet rock. This helped significantly in containing the fire to this room of origin. A six acre brush fire at 10 Taft Street significantly taxed our resources for a two hour period of time as the fire was well into the woods and very difficult to access. With the aid of the Hopedale Fire department we were able to contain the blaze without any structural loss to homes on Taft Street or Elm Street. In April the department had to contend with a ten-wheel dump truck that had rolled over near 31 Milford Street in what is called the "Snake Hill" section. Milford Street, also Route 140, was closed for a period of three hours due to the road being blocked by the vehicle. The accident created a hazardous materials condition with the spill of approximately 20 gallons of diesel fuel. The spill was contained by department personnel and cleaned up by an environmental contractor. Also in April we assisted the Mendon Fire Department with a seven-acre brush fire on their Northbridge Road, which at times threatened several homes along this roadway. Our response with three pieces of apparatus not only helped contain the blaze quickly, but also prevented damage to any dwellings. Friday, June 18 was one of the busiest days ever recorded by the Upton Fire Department in its 160-year history. On this day a severe thunderstorm struck this area with heavy downpours and incessant lightning. In a period of one half hour there were a reported eighteen lightning strikes to dwellings in an area beginning in the Glen Avenue section, proceeding down Pleasant Street to Mendon Street and then on to the East Upton section of town. The most significant incident was at the Trask farm on Mendon Street where a satellite antenna located on a barn was struck setting the building on fire and causing over \$100,000.00 in damage. The remote location of the fire required mutual aid tank-

ers from the towns of Grafton and Mendon with additional engine companies from Hopedale and Northbridge. In addition Grafton also supplied another engine company which along with the Northbridge and Hopedale Departments responded to the other numerous incidents stretching from the West Upton section of town to the East Upton section. In all a total of thirteen pieces of equipment were in some type of response mode for the period. July 20 lightning struck the Town Hall causing minor damage to the fire alarm system. On July 31 we responded mutual aid to the Town of Grafton for a major gas leak at the Washington Mills complex in that town. November 20 the department responded to the Upton Inn apartments for a reported gas leak in the building. A mandatory evacuation of all residents ensued as the source could not be immediately determined. Residents were taken by bus to the Senior Center on Farm Street until conditions were determined to be safe. This incident lasts approximately two hours. Millhaus Apartments was the scene of another major call on December 11. The department received the original call for a person trapped in the elevator. Upon arrival of the first units it was discovered that there was a fire in the main electrical panel in the main equipment room. The fire had self extinguished itself when the power to the panel was shut down. A member of the department was able to establish telephone contact with the trapped resident in the elevator and kept her calm until a representative of the elevator company could extricate her.

TRAINING

Several department drills were conducted at Upton Inn, Milhaus Apartments, Upton Nursing Center, Memorial School, 6 Milford Street, United Parish and Nipmuc Regional High School to familiarize department personnel with the alarm systems and layouts of the various structures in the event of an incident. Several live training drills were conducted at 51 Pearl Street in conjunction with the Hopedale Fire Department. Areas covered included SCBA, ladders, search and rescue, ventilation and fire streams use. A live burn was conducted on July 25 in order that both departments experience actual fire conditions in a controlled atmosphere. This proved very profitable to both departments. In October the Osterman Gas Company conducted a live fire training session for our department at the Upton Fuel property on Maple Avenue. The department was given classroom instruction by representatives of the gas company and the actual fire training with their qualified instructors. Two five foot high gas "wands" were set afire utilizing propane liquid and the crews were to walk up to the burning torches and shut down the gas valve between the "wands". This was also a very profitable training session where newer members got to experience actual heat and fire conditions. In December over fifty employees of the Fire/EMS/Police/Communications and DPW Departments attended two training sessions provided by Massachusetts Electric Company (MEC) in Hopedale. The purpose of the training was two fold; first to provide safety training for all employees who may be involved in electrical emergencies and to train employees to identify electrical components for more efficient reporting of actual electrical damage during major incidents. We would like to thank MEC for an excellent training program.

DEPARTMENT PROJECTS

Through the efforts of former Director Sue Bonina, current Director Barbara Marsdin, Chief Henderson and with the cooperation of the Commonwealth of Massachusetts, a new fire alarm system has been installed at Coach Road Apartments. While the responses have increased to this facility since the installation of the new system, we expect the calls to decrease as the residences become familiar with the new detectors and the contractors repair the malfunctions that occur with these types of large installations. The old system did not adequately provide for timely notification of the Fire Department in the event of a fire. The new state of the art system will greatly enhance the life safety of the residents of Coach Road Apartments.

A Fire/EMS Building Assessments Committee has been formed to review the present condition relative to lack of space and lack of adequate facilities for Fire and EMS Personnel. The committee will determine the current and future requirements of the Fire and EMS Departments relative to facility needs, and will formulate a plan to present to Selectmen and ultimately the citizens of Upton to address the findings of the report. The committee is a cross section of the community and are worked diligently to initiate a plan to bring about a successful solution to the needs of the Fire and EMS Departments for the next twenty years.

The Board of Fire Engineers is in the process of upgrading the department's personnel protective gear. Most of our protective equipment is ten to fifteen years old and a considerable amount no longer meets NFPA standards. To accomplish this end we are seeking to provide our personnel with the best of equipment to protect them in all hazardous situations.

PERSONNEL

In October Firefighter/EMT/Inspector Scott Garland resigned his position with our department to become the Fire Chief of the Hopedale Department. In his tenure with the Upton Fire Department Scott established many programs dealing with safety and fire prevention. He was instrumental in beginning the S.A.F.E. Program in the public schools that promotes awareness and fire safety in the same manner as the D.A.R.E. Program of the Police Department promotes drug awareness and education. We thank Scott for his dedicated service and wish him the best of luck in his new position.

During the year we experienced the loss of three retired members of our department. Paul "Slim" McDonnell, Arthur Leroy Aldrich and George Bishop. All three were long time-dedicated individuals and served this the Town and Department faithfully for a combined total of over sixty years. To them we say "Well done".

October 1, 1998 marked the retirement of Henry "Sonny" Poirier, Jr. after 43 years in the Fire Department. The retirement was mandatory due to current state law. While in the department "Sonny" was a firefighter, lieutenant, chief and again firefighter. "Sonny" had

a motto that was "just do it and we'll worry about it later" when it came to difficult situations. He was also president of the "unregistered" EMT's. He felt that if the EMT's needed a helping hand or were not able to respond because they were committed to another call that the "unregistered" EMT's could provide the patient care until such time as the registered EMT's would arrive. We wish "Sonny" well and we also know that if we need an extra pair of hands that we will turn around and see "Sonny" there ready, willing and able. Mr. Poirer was honored at our annual Christmas party. He was presented the Walter J. Stank Memorial Award for Outstanding Firefighter of the Year in 1998 along with gifts from the Fire Company and Fire Department. Thank you "Sonny".

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,

Board of Fire Engineers

Richard J. Henderson, Sr., Fire Chief

Michael J. Bradford, Sr., Deputy Chief

Michael J. Marchand, Assistant Chief

UPTON FIRE DEPARTMENT REPORT OF EMERGENCIES 1998

Total fire Calls: 334		
Structure fires:		37
Includes:	Building:	5
	Chimney:	4
	Kitchen:	1
	Electrical:	16
	Appliance:	6
	Oil burner:	5
Brush & grass		8
Vehicle fires:		4
Investigations:		24
False alarms:		48
Hazardous materials:		7
Gas odor/leak:		6
Assist EMS Dept:		34
Includes:	Extrication's:	5
	Rescue:	0
	Misc.:	23
Assist Police Dept.:		3
Assist D.P.W.:		2
Public assistance:		6
Public service:		11
Smoke investigations:		21
Electrical emergencies:		11
Water emergencies:		8
Fuel spills:		9
Outside fires:		7
Standby at station-emerg.:		5
Training sessions:		18
Co Detectors:		27
Mutual aid given:		10
Includes:	Structure fire:	0
	Brush fire:	1
	Standby:	8
	Extrication's:	0
	Dive team:	0
	Training:	1
TOTAL		334

Total estimated property damage

\$204,625

FIRE INSPECTION ACTIVITIES 1998

Total Calls Handled:	3720
Total Calls Less Phone Calls	2355
Total Permits Issued	2214
Includes: Smoke Detector	130
Oil Burner	42
Propane Storage	22
Blasting	15
Tank Trucks	17
Black Powder	4
Fuel Storage – above ground	21
Below ground	2
UST removal	10
Fireworks	1
Open Burning	1950
Smoke Detector Layout	41
Non-residential bld plan approvd:	12
Fire Alarm Tests	21
Fire Safety Building Inspectors	12
Violations Issued	5
Fire Drills	11
Fire Safety Programs	11
Complaints	16
Insurance Reports	12
Sprinkler System Inspection	8
Environmental Inquiries (21E)	7
FP-290 Fuel Storage	5
Phone call Inquiries	1345

MEMBERS OF THE UPTON FIRE DEPARTMENT 1998

Richard J. Henderson, Sr.	Chief		
Robert D. Henderson	Private		
Michael J. Bradford, Sr.	Deputy Chief	Daniel P. Henley	Private
Michael J. Marchand	1 st Asst. Chief	Thomas J. Konieczny	Private
Scott D. Garland	2 nd Asst. Chief	Edward J. Lavin	Private
Henry J. Poirier III	Captain	Mark A. LaRose	Private
Richard T. Leighton	Captain	Robert J. Migliaccio	Private
Keith D. Orrell	Lieutenant	Philip D. McClure	Private
Steven E. Zaloga	Lieutenant	Kennety M. Peterson, Jr.	Private
Randy Addy	Private	Henry J. Poirier, Jr.	Private
Scott M. Rivers	Private	Gary W. Shults	Private
Robert C. Allen	Private	Gary R. Shults	Private
Michael J. Bradford, Jr.	Private	Douglas K. Usher	Private
David F. Cialdea	Private	P. Kenneth Van Kleeck	Private
Bonnie L. Corbett	Private	Steven J. Foye	Auxiliary
Christopher P. Dion	Private	Douglas Cook	Auxiliary
Nader D. Hamed	Private	Kevin McElreath	Auxiliary
David B. Kennedy	Auxiliary	Matt Fryer	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
Barbara Shults	Ladies Auxiliary	Theresa Migliaccio	Ladies Auxiliary
Linda Usher	Ladies Auxiliary		

REPORT OF THE EMERGENCY MEDICAL SERVICES

The Department of Emergency Medical Services hereby submits the following report for the year ending 31 December 1998.

404 Total Emergency Calls

Total calls decreased slightly this past year though activities increased, particularly in the category of multiple E.M.S. Incidents. More and more we are experiencing the growing pains associated with a rapidly developing small town. Very few days go by not that we do not answer at least one, and sometimes several requests for emergency transportation to medical facilities. Our ambulance transportation revenues generated over \$72,000 this past year, bring us well above our annual operating budget.

We currently maintain a staff of 23 certified Emergency Medical Technicians (EMT's) who provide night duty between the hours of 9:00 P.M. and 6:00 A.M. There is one full-time EMT on duty at the fire station on weekdays, along with the Fire Chief who is also an EMT. There is no specific E.M.S. Coverage between the hours of 4:00 P.M. and 9:00 P.M. on weekdays and during daytime hours on Saturday and Sunday. This system is highly dependent upon the dedication of our Call EMT's and their dedication to respond during the unmanned hours is truly appreciated.

We believe Upton E.M.S. is due to follow with the changes in our community. We need more room to store our vehicle, its equipment and supplies, and administrative operations. We need a training facility, restrooms, and a place to sleep during storm emergencies. We should also be heading in the direction of upgrading our service to the Advanced Life Support (ALS) level as well as providing a second ambulance to handle the burden of multiple emergencies.

Replacing myself is our new full-time EMT, Bonnie L. Corbett, a lifelong resident of Upton. Bonnie brings several year of E.M.S. and firefighting experience to the community and she will excel in her efforts to bring E.M.S. awareness to our school aged children and adult community. Together with Fire Chief Richard Henderson Upton is fortunate to be provided during daytime hours with these experienced and caring individuals. As always, we have several emergency personnel who provide excellent emergency care assistance during weekdays thanks to their particular work schedules. Included are Paramedic Nadar Hamed, and EMT's Douglas Cook, Brian Kemp, Barbara Harris, and most recently Sot Reinertson. We extend our sincere thanks to Linda M. Jones who retired from E.M.S. after fourteen years service to the town.

On a personal note I wish to express to the residents of Upton my sincere regards and best wishes for a prosperous and healthy future. I recently accepted the Fire Chief's position in the Town of Hopedale, and though it was difficult for me to leave the comfortable confines of my hometown, the opportunity afforded itself and I am very happy with my

decision. Change is good, change is positive, new ventures bring and new problems to solve keeps the mind fresh. I have greatly enjoyed my relationship with our elder community and have been inspired by their support and caring for one another. I urge all of you to support and your local boards and commissions and to assist them in any positive goal which they may endeavor.

As I will resign my position on June 30, 1999 I wish we extend my sincere gratitude to the various town boards which we I have had the opportunity to interact with, the townspeople for their financial support of the Department, and to all the "volunteers" for filling all the duty nights and responding to the thousands of emergencies which have occurred in the past fifteen years.

Respectfully submitted,

Scott D. Garland

Director

Deborah S. LaRose

Assistant Director

Upton Department of Emergency Medical Services

1998 Roster

Scott D. Garland-Director/EMT/CPR Instructor
Deborah S LaRose-Assistant Director/EMT
Jeffrey C. Young-Training Officer/Medical Advisor/EMT
Robert E. Allen-EMT
Jennifer L. Campbell-EMT
Michelle Carco-EMT
Erin E. Cialdea-EMT
Douglas P. Cook-RN/EMT
Bonnie L. Corbett-EMT/CPR Instructor
Steven J. Foye-EMT
Nader D. Hamed-Paramedic
Barbara J. Harris-EMT/CPR Coordinator/Instructor
David Harrison-Paramedic
Richard J. Henderson Sr.-EMT
Daniel P. Henley-EMT (resigned)
Linda M. Jones-EMT/CPR Instructor (retired)
Adam D. Karsin-EMT (moved from town)
Brian F. Kemp-EMT
Thomas J. Konieczny-Paramedic (resigned)
Richard T. Leighton-EMT
Hugh J. MacDonald Jr.-Equipment Officer/EMT
Mark J. Maljanian-EMT
Kevin McElreath-EMT Trainee
Robert J. Migliaccio-Maintenance Officer/EMT
James Perry-Paramedic (resigned)
Scot A. Reinertson-EMT-I Tech
Patrick Sullivan-EMT/CPR Instructor
Lisa C. Vass-EMT
Maxwell J. Weinfuss-Paramedic

REPORT OF THE BOARD OF HEALTH

The Board of Health respectfully submits the following report for the year 1998. Board members were as follows; Chairman, James Kirby; Member, Gail Snow; and Member, Edward St. Andre.

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 continues to conduct business through out the year, relating to the public health. Residents of Upton contact the local Board of Health for several different reasons. Anyone constructing a new septic system on his or her property or is upgrading/repairing an existing system must first obtain a permit from the Board. The BOH agent oversees soil testing to determine the suitability for a septic system, and then the Board members will review a septic design for approval. The agent will also oversee the construction of the septic system as it is being installed.

In addition, the agent for the Board inspects new homes for occupancy, and investigates complaints of rental property.

The food inspector for the board inspects all of Upton's food establishments' bi-annually, assuring residents that the owners are being supervised to comply with Article X.

The local swimming areas; Lake Wildwood, Kiwanis Beach, and Taft Pond are all tested bi-monthly for coliform, during the summer swim season. High readings would be a cause to close the local beaches. During the summer of 1998, all local beaches tested within the safe limit.

Although the operation of the Upton Transfer Station has been running without any problems during the year, recycling is proving to be arduous. Little to no markets for recycling cause the industry to be sluggish. The Board is hopeful that it will come back in the future, and residents can be offered more recycling options. The volunteers for the recy-

cling center have shown a remarkable dedication to the town in helping to operate the recycling facility in an efficient and costly manner. Our deepest thanks to all of you.

The sale of the transfer station stickers help to defray the cost of rubbish disposal for Upton residents. Few realize just how costly and involved, disposal of residential trash is.

The rabies clinic was again held in the spring of 1998, at the Upton Fire Station. Residents may bring their cats and dogs to the clinic for the rabies vaccine. Licenses are also available at the time of the clinic.

The following permits were issued during 1998:

Food:	19
Plumbing:	134
Gas:	56
Garbage & Offal:	7
Installers:	25
Septic:	30
Perc & Deephole:	110
Massage Therapy:	3
Frozen Desserts:	1
Complaints:	35

Respectfully Submitted,

Upton Board of Health

REPORT OF THE HEALTH SERVICE

Again in 1998, I have had the pleasure of meeting and caring for hundreds of Upton residents. The nursing service is remaining vital to those who utilize it. Managed care in the Health Care setting is "managing" to create an increased need for town nursing. When residents find it difficult to get answers from the system, they have turned to the nurse for support. When insurance companies feel a resident's nursing needs have ceased, yet the person is unsure, they call the town nurse. It is a pleasure to work in the nursing profession when the client not the paperwork and red tape, can be the number one priority.

Blood pressure clinics have continued at Coach Road Apartments and the Senior Center, the last Monday of every month. Follow up visits or referrals are made for anyone found to be at high risk. Home visits for assessment of vital signs are common, and often prevent unnecessary trips to doctor's offices or clinics. Monitoring medication usage or misuse can prevent disasters, especially for our elderly.

As the Town nurse, promotion of proper immunizations and screening for diseases is important. As a vaccine Provider, I work closely with the Department of Public Health, Central Region, to insure vaccine is made available to our residents. This year, influenza vaccine was difficult to come by. However, through begging and several trips to the Regional Office, Upton was able to obtain 200 doses of vaccine, which allowed us to provide protection to those residents at the highest risk of infection. Tuberculosis screening remains imperative, as active TB is difficult to treat. Residents needing a PPD for employment, school, camp volunteerism or for any reason, can obtain the test through the Town Nurse. This year, Massachusetts provided a limited number of Hepatitis B vaccine series for the purpose of protecting Public Employees at high risk.

In addition to screening for, or immunizing against disease, the Town Nurse is also responsible for the tracking and reporting of infectious diseases in our community. Luckily, Upton has continued to maintain a low incidence of these illnesses in 1998.

Referrals to and from local agencies such as Tri-Valley Elder Services or the VNA, helps to allow continuity of care in providing for the health needs of Upton residents.

It had been a fairly healthy year for the residents of Upton. Education and support of health services will assist in keeping this trend going. See you in 1999!

Respectfully Submitted,

Patricia Parent

Statistics 1998

Visits:

Morbidity	1,213
Mental Health	61
Maternal/Child	4
Hospice/Bereavement	21
Reportable Diseases	8
Total Visits	1,307

Clinics:

Blood Pressure (24 clinics)	40 per month
School Immunization	32
PPD Tests	43
Flu Immunizations	200
Pneumococcal	18

Sincerely,

Patricia Parent, Town Nurse

REPORT OF THE UPTON HERITAGE HOMECOMING COMMITTEE

Because Upton elementary students no longer attend Memorial School in Upton, but now are enrolled in Mendon with students of both towns, steps had to be taken to continue the heritage of "Constitution Day" which was started in 1987 on the occasion of the Bicentennial of the actual signing on Sept. 17, 1787.

Upton became a Bicentennial Town when in 1988 a "Constitution Tree" was planted on the front lawn of Memorial School. Each year at that site a "Constitution Day" program was presented on the Friday closest to Sept. 17, in which the elementary students were involved reciting and singing patriotic poems, readings, and songs. Town and state officials gave their free time to be present and to speak in commemoration of the event.

In the year of 1998, with the cooperation of the Mendon-Upton School Administrators, the site was moved to the Mendon-Upton Middle/High School Auditorium. Principal Paul Daigle, Asst. Principal Joan Scribner, Dean of Students Patrick Larkin, and Chairman of the Upton Heritage Homecoming Committee Edward Furphy met several times to go over plans for the new arrangements.

The indoor facilities at the school proved to be ideal. No longer would inclement weather create a problem. The auditorium was more than ample for the student body as well as the public.

The program was held on Friday, September 18, 1998, at 10:15 a.m. A procession of flags led by the Color Guard from the George W. Wood Post and the American Legion proceeded into the auditorium followed by "Johnny Patriot", local Selectmen from both towns, other town officials, Senator Matthew Amorello, Senator Richard Moore, Representative George Peterson and Guy Glodis. The School was represented by Principal Daigle, and Dean of Students Patrick Larkin. Mrs. Jean Bavosi, Selectmen from Mendon, Alfred Holman and James Bates Selectmen of Upton, as well as DPW Director Robert Gilchrist, Police Chief Thomas Stockwell, and Fire Chief Richard Henderson were among the invited guest seated on stage. Moore, Amorello, Peterson, Glodis, Bavosi, and Bates all spoke on the importance of "Constitution Day".

Patrick Quirk, the 1998 winner of the LOYCA AWARD assisted the Color Guard by carrying one of the flags. Principal Paul Daigle spoke glowingly of the accomplishments of the young Quirk who personifies the meaning of LOYCA, a Living Outstanding Young Citizen.

Among the Color Guard of former veterans were: Doug Keniston, George Shepard, Robert Humes, and Aldo Consigli, Sr.

The students presented patriotic song selections in between the abbreviated but very pertinent talks by the guests. The band was under the direction of Roger Morel and the chorus under the direction of Marsha Ledoux.

The Heritage Committee wishes to thank Glenn Fowler who covered the event as a cameraman for the local cablevision channel UCTV.

Two days later, on Sunday, September 20, 1998, the committee presented another in its series of concerts at the Town Hall. "The Jolly Kopperschmidts" a German brass band presented a two-hour concert of rousing band music to the delight of the more than 100 who were in attendance. They are one of the most popular "Oompah" bands not only in the local area but throughout the Northeast. Under the leadership of George Melekian, they pulled out all the stops and had the audience tapping their feet and clapping their hands.

Once again, the Heritage Committee is grateful for grants from Upton and Massachusetts's Cultural Councils, and from the local branch of UniBank.

On October 2, a gala evening honoring outstanding citizens of Upton took place at the United Parish. Recognized for his contributions to our local heritage was Levi WW. Taft, who lived almost a century in East Upton. Born in 1809, he was a former Selectman and Overseer of the Poor. He helped organize the first Upton Fire Department. He often assisted by pumping "Niagra 2" the hand pumper that has several times been restored. As a surveyor, he laid out the principal roads in Upton. He helped organize the library in Upton in 1871. He died in 1904.

Another distinguished deceased citizen to be honored was Eugene Picard. He was recognized for his many devoted years of service to the town in the field of education. Harvey Trask, in speaking of the man said, "The strength of the man was astounding." He was the Chairman of the Building Committee and put in an inordinate amount of time and work."

Gene was the retired Superintendent of the Blackstone Valley Tech High School, a position that he held for seventeen years. Selectman Alfred Holman spoke glowingly of his charisma, "He was a true gentleman, very kind, and always there when needed. I looked to him for counsel. He is sorely missed."

Attending the dinner as a guest of honor was his wife Elaine. Three of his children were in attendance; Michelle Ray, Collette Picard, and Jonathan Picard.

Scott Garland, the M.C. for the evening, introduced the winner of the Living Outstanding Citizen award, George Kennedy. "How do you roast one of the nicest guys in town? George is truly a nice guy to all of us who have the privilege to know him. He is always ready to help when needed."

George has served his community in many capacities. He has been the Chairman of the Board of Registrars for 40 years, the Past President of the Upton Historical Society, an active member of the VFW. He serves meals at the Senior Center every Thursday. He is dedicated to his church, the United Parish, as a member of the Upton Telephone Directory Committee. He annually reads the names of the war dead at Memorial Day Services held on the Town Common. Rev. Leighton said of him, "I would like to thank you, George, for being a person who honors all of our lives by your presence."

George stood humbly to receive his awards from Scott Garland, Senator Amorello, and Rep. Peterson, and said, "This is the greatest moment of my life, and I really appreciate it" He then thanked his wife, Nancy, as "the little girl who has stood beside me for 52 years."

The LOYCA (Living Outstanding Young Citizen Award) was presented to Patrick Quirk, a senior at Nipmuc Regional High School. In lauding the young man, Principal Paul Daigle called him "an incredible model for other young men, an inspiration for kids and adults in the school."

Patrick collected over 3,000 books for DYS kids and was recognized as an A+ student by Channel 5's Amalia Barreta last spring. He is a member of the National Honor Society, plays in the band, and plays basketball and soccer for Nipmuc. He recently won the Prudential Award over 11,000 applicants.

Our Heritage Committee thanks all of our citizens who turned out to support these activities which engender pride in our town and build on our heritage already established by our predecessors. We look forward to another successful year upcoming.

UPTON HERITAGE HOMECOMING COMMITTEE

MICHAEL BRADFORD
PATRICIA GILES
SHIRLEY KIRBY
CARL PAULSON
ALICE STEFANS
EDITH SHAUGNESSY

EDWARD FURPHY, CHAIRMAN
ROBERT HUMES
JUDITH McGEE, SECRETARY
NORMAN SANDERS
MARY STRACHAN
WILLIAM YOUNG, TREASURER

REPORT OF THE HISTORICAL COMMISSION

Historical Commission report for the year 1998.

The Commission is continuing to work with the National Register of Historic Places to have many of the properties in Upton recognized.

We have met with many of the owners of a proposed Upton Center North District, which includes forty four buildings on Church, Maple, Nelson, North Main, School, and Warren Streets. A letter has been sent to each of the owners explaining the process and advantages of this nomination.

We have had an open hearing on October 22 with Philip Bergen of the Massachusetts Historical Commission. Mr. Bergin gave a presentation to those present and answered questions. Another meeting will be scheduled in 1999.

A meeting on June 4 was held with Kelly and Erik Mager. They are seeking to change the name of Warren Road. A list of the residents was presented who agree with this. The Commission voted in the majority to submit the name of Brewer Road which has historic background to the area. A hearing will be held with all the property owners, the Planning Board the Selectmen and the Commission in January 1999 to act on this request.

A concern was made by a resident regarding the possibility that stonewalls might be destroyed in the building of Taft Mill Estates off South Street. It was voted to have the chairman contact Greg Burrell of WGB Builders and express this concern. Mr. Burrell has the same desire to save the walls and plans to incorporate the walls in the design of the property. The only concern he expressed was where will he be rebuilding the area bordering South Street. He will contact the chairman if any other changes must be made.

The Chairman assisted Robert Gilchrist, D.P.W. Director in applying for a grant for the Town Hall roof. As it was necessary to have the building listed on the National Register before it could be considered, that process was completed. Through the extra cooperation of Carole Peterson, DPW Clerk, RoseMarie Horton, Administrative Assistant, Martha Williams, Town Clerk, Sue Bonina, Assessor's office, we were able to document all of the building's history.

Director Gilchrist and the Chairman attended the election of the hall and this allowed our grant application to be considered in the January cycle.

Steve Minichiello requested a six month leave of absence in January. Russell Wood of Nelson Street was appointed to fill this vacancy. Steve was reappointed in June and Russell was made an associate member.

The chairman began work in November with Andrew McNulty of Glenview Street on an eagle scout project. Andrew is a member of Boy Scout Troop 132 and chose to research the eight district schools. In his project he will be working with other scouts to clear the areas around some of the sites for the installation of stone markers with plaques designating the history. Andrew will also be producing a booklet with the history of the schools for distribution to the omission and the Historical Society.

We thank Melissa Duquette our Clerk for the fine work she does and all of the townspeople for their continued support in our projects and research, the other boards and Commissions for their cooperation and the selectmen for their assistance and trust and look forward to another year of progress in discovering our past.

UPTON HISTORICAL COMMISSION

Barbara E. Burke, Chairman

Carolyn Johnson Blomquist Vice Chairman

David Mackey, Clerk

Ashley Perkins, Treasurer

Kenneth W. Wood

Stephen Minichiello

George Kennedy

Russel Wood, Associate Member

REPORT OF THE UPTON HOUSING AUTHORITY

Fiscal Year Ending December 31, 1998

This year the Upton Housing Authority began the process of upgrading their 30-year-old fire alarm system. As of December 31st the system is up and running. Special thanks to Chief Richard Henderson for his help in getting this long overdue project accomplished.

In May, Kenneth Wood, Sr., who had been on the Board of Commissioners for the Upton Housing Authority for over 20 years, made the decision to not run for reelection. We thank Kenneth for the many contributions he has made to the Housing Authority and wish him happiness in his retirement.

The Upton Housing Authority's office is located at Coach Road Apartments, 4 Hartford Avenue 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 \$31,700 and a two person household \$36,250. There is no asset limit at this time but it is included when determining applicant eligibility. Although there is a waiting list for both programs, local, nonresidents and minorities are encouraged to apply.

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 Wednesday 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,

Robert Humes, Chairman
Mildred Morin, Vice Chairman
Judith McGee, Treasurer
Carl Nickerson, Member
Bill Evans, Member
Barbara Marsden, Executive Director;

REPORT OF THE INSPECTOR OF BUILDINGS

During 1998 the following permits were issued through the office of the Inspector of Buildings:

New Homes	31
Additions	25
Barns/Garages/Sheds	20
Decks/Porches/Pools	60
Roof/Re-roof/Siding/Repair	17
Technical Room	5
Renovations	15
Commercial Building	2
Demolitions	4
Re-issue	3
Inspections	20

Turned over to Town Treasurer - \$38,395.21

Respectfully submitted,

Patrick H. Roche
Inspector of Buildings

**Inspector Office Hours are:
Saturday from 9:00 to 12:00 Noon**

REPORT OF THE LIBRARY DIRECTOR

Do you have one of these? The holder of an Upton Town Library card is entitled to many benefits. Some of these benefits are: free access to a circulating collection of over 15,000 books (NY Times bestsellers and Oprah picks included), periodicals, videos and books on tape; access to materials in collections in over 120 libraries in cities and towns in Central and Western Massachusetts via the C/W MARS Library Network; free access to the Internet and to a variety of educational computer games, on-line databases, and word-processing; and, free or reduced admission to some of the Commonwealth's most popular museums.

In 1998, a total of 1,903 new materials were added to the Library's collection. Among these additions are a new collection of 140 music CD's, and 300 entertainment, educational and instructional videos. This year we also added a subscription to Morningstar to complement our other investment periodical, Value Line. The Library circulated 25,727 items in 1998. An increase of 33% as compared to the 19,340 items circulated in 1997.

Members of the community who visited the Library this year were not only interested in the circulating and reference collections, but also attended many Library sponsored events and programs. Throughout the year, 139 people shared their opinions at the monthly book discussion group meetings, and 625 pre-school children enjoyed weekly story hours. One hundred and forty-five children registered for the annual summer reading program held in July and August of 1998. Three hundred and forty children and their families attended the 16 events and activities that encouraged participation in this program. Additionally, the Library sponsored eleven recreational programs that were attended by 552 people.

The automation of the Town Library, which began in October of 1995, was completed in May of 1998. The result in reaching this milestone is electronic access and maintenance of both library collections and patron records, as well as a commitment to annual membership in the C/W MARS network.

Thank you to Carl Paulson, local stained glass artist, who provided the Library with the illustration on the card pictured above, therefore, adding another benefit of holding an Upton Library card – a piece of local history for everyone's wallet.

Respectfully Submitted,

Deborah P. Hersh
Director

REPORT OF THE LIBRARY BOARD OF TRUSTEES

The Upton Town 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 meeting is held the second Monday of the month.

There were two changes on the Board. Donna Gallo who had served for three years chose not to stand for re-election and was replaced in May's election by Doreen Chancellor. Charlotte Rivard, whose term expired in 1999, resigned in June and was replaced by Charlotte Carr for the remainder of her term. We thank both Donna and Charlotte for their dedicated service to the Board. 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 Librarian updated the master plan and filed it with the Massachusetts Board of Library Commissioners (MBLC). The Board completed its revision of the Upton Town Library policies. Anyone wishing a copy may request same from the Librarian.

The Library was the grateful recipient of a Memorial Trust Fund for \$2,500.00 in memory of Bertha Frost, former Librarian, and her sister, Helen Magnuson, the interest of which will be used to purchase materials in the areas of gardening, bird-watching, local history and science. We also gratefully accepted a donation of \$2,500.00 from Unibank. The money was used to fund our summer reading program and provide the refrigerator magnets bearing the Library logo. We received \$4,237.71 in state grant money. We are eligible for these funds because our Library meets the standards set by the MBLC.

The Upton Town Library Trustees have opened a dialogue with the Trustees of the Taft Memorial Library of Mendon to investigate the possibility of building a regional library. Both facilities are inadequate in terms of space, access, meeting rooms, staff space, parking, etc. Since we share a school district, we already have interests in common. We have begun sharing library programs between the two towns. State funding for a regional library is much higher than for an individual town library and competition is not as fierce. Reimbursement is generally in the 60% - 75% range versus 30% -50% of construction costs. We will be holding public forums to keep townspeople apprised of our efforts.

The Board deeply appreciates the support the community has given the Library over the last few years. We want to thank the Friends of the Library, our Librarian, Deborah Hersh, the Circulation Librarian, Donna Kempton and the Children's Librarian and storyteller, Marita Metivier-Spencer, 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 citizens of the Town of Upton.

Respectfully submitted,

Rena Richard, Chairman
George Klink, Vice-Chairman
Betty O'Connell, Secretary
Katie Kelley, Treasurer
Charlotte Carr
Doreen Chancellor
John Robertson
Katherine Stanton
Laurie Wodin

REPORT OF THE TOWN MODERATOR

It was again my privilege to preside at the adjourned annual town meeting on May 9 (reconvened on May 14th), 1998. Additionally, there were Special Town Meetings on May 9, June 30, and November 24, 1998. Appointments made to the Finance Committee were; David Lunny (1998-1999), Dennis Horrigan (1998-2000), and Brian Johnson (1998-2001).

This year's annual meeting of the Massachusetts Moderators Association was held at Old Sturbridge Village on October 30th. Attending these meetings on a yearly basis is truly a highlight for me because it gives me the opportunity to ask questions to other more experienced moderators about issues that effect our town. What I usually find out is that most of our issues are not at all unique and other towns have been dealing with these same issues for any number of years. The advice that is given to me can only help when it comes time to face those issues again at upcoming town meetings.

Next, I would once again ask the Board of Selectmen to consider the possible use of the auditorium at the Nimpuc Regional Middle-High School for future Town Meetings. The facilities are clearly far superior than those that exist in the town hall. Our neighboring town of Mendon has taken advantage of this opportunity and their moderator has informed me that their meetings have been both well attended and very comfortable for the townspeople. If I can be of any help in the process of securing the use of the school auditorium then I would gladly offer my services to the Board.

Thanks again to all the individuals who help with the town meeting process; cablevision, town hall custodian, town clerk, administrative assistant, tellers, checkers and all the boards, committees, and commissions throughout the town. A final thanks to all the citizens who participate in the town meeting process, for without you this last bastion of true democracy would ultimately wither away.

Respectfully submitted,

David C. Loeper

REPORT OF THE PERSONNEL BOARD

The Personnel Board continues to purport its vision of a supportive and equitable work environment for all employees of the Town of Upton. Working as a three member board it has been a very interesting and busy year. The Board has continued its efforts in several areas including employment related legislation, the Town's hiring process, documentation of Town policies and procedures.

We also presented an article at the Annual Town meeting regarding benefits for part-time Employees. While this continues to be a concern for the Personnel Board, and several of the Department Heads, we passed over the article due to several factions, however we are committed to address this issue again.

We also presented at the Annual Town meeting and then again at the November Special Town Meeting, an article regarding an update to the Town's Classification and Compensation Plans. We have received several bids and will soon decide upon a firm to conduct the required surveys and research as well as some compensation and classification training for the Town's Department Heads.

Until the completion of our project reviewing and updating the classification and compensation plans, the salary ranges and classification for Town positions remain as follows:

Classification	Hourly Min	Hourly Max	Position/Title Dept
2	8.19	11.62	Financial Assistant I Clerical Assistant I Custodian
4	9.20	13.05	Clerical Assistant II Auxiliary Fireman Financial Assistant II Trainee Technician Driver/Laborer
5	9.75	13.83	Director Veteran Services Financial Assistant III Food Inspector
6	10.34	14.66	Clerical Assistant IV Treatment Operator I Equipment Operator Financial Assistant IV Assessor's Assistant Librarian Assistant
7	10.96	15.55	Clerical Assistant V

Classification	Hourly Min	Hourly Max	Position/Title Dept
8	11.62	16.48	Dog Officer
			Fireman
			Dispatcher
			Water Treatment Operator I
			Equipment Officer
			Maintenance Officer
			Animal Inspector
			Assistant Building Inspector
			Assistant Wiring Inspector
			Assistant Plumbing Inspector
			Outreach Coordinator
			Supervisor of Parks/Asst.
			Hwy Sup.
			Nurse
9	12.32	17.47	Patrol Officer
			Gas Inspector
			Plumbing Inspector
			Wiring Inspector
			Highway Supervisor
			Firefighter/EMT
			Training Officer
			CPR Officer
			Assistant Officer
			Technician
			Lieutenant
			Water/Sewer Supervisor
			Accountant
			Health Agent
10	13.06	18.52	Administrative Assistant II
			Librarian I
			Library Director
11	13.84	19.64	Captain
			Building Inspector
12	14.67	20.81	COA Director
			Sergeant
15	17.47	24.78	Assistant Fire Chief
			Fire Engineer, T/C
			Fire Engineer, Deputy
			Fireman/Inspector/EMT
			Financial Director
16	18.52	26.27	EMS Director
			DPW Director
			Fire Chief
			Police Chief

Please understand that while it has not been the Town's practice to increase these ranges on an annual basis, that practice will be reviewed as part of the Consultant's work and a recommendation for future revisions to our compensation plan will be presented to the Town following the survey.

We look forward to new membership in 1999. It is our hope that with additional membership we will be able to research and present to the Town additional programs and benefits that will raise Upton's appeal as an employer within the community and surrounding area.

Seema Kenney, Chairperson
Cheryl Bonina, Secretary
Alan Nasuti

REPORT OF THE REGISTRARS OF VOTERS

During 1998 the Registrars met several times to certify nomination papers and initiative petitions. Special sessions to register new voters were held prior to each election.

On January 1, 1998 there were a total of 3,646 registered voters including 766 Democrats; 677 Republican and 2,203 Unenrolled voters.

At the time the Annual Town Election in May there were 3,538 eligible voters including 732 Democrats; 633 Republican; 4 Libertarian and 2,169 Unenrolled voters.

At the close of registration prior to the State Primary in September there were 3,583 eligible voters including 729 Democrats; 651 Republican; 4 Libertarian and 2,199 Unrolled voters.

At the close of registration prior to the State Election in November there were 3,622 eligible voters including 652 Republicans; 757 Democrats; and 2,213 Unenrolled voters.

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

At the end of 1998 there were 3,736 registered voters in Upton including 766 Democrats; 657 Republicans; 3 Libertarian; 4 Reform Party; 2,306 Unenrolled voters.

Members of the Registrars are George P. Kennedy @, 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 1998 the following vital statistics records were recorded by the Town Clerk:

Births	113
Marriages	31
Deaths	39

Dog Licenses

During 1998 there were 515 dog licenses and 13 kennel licenses issued through the Town Clerk's office. The fee to license a male or female dog was \$11.00 and the fee for a neutered male or spay female was \$7.00. A late fee of \$3.00 was charged for licenses issued after May 31.

Transferred to Town Treasurer	\$4,397.00
Late charges collected	156.00

Fisheries and Wildlife

During 1998 the town Clerk issued 153 Fish and Wildlife licenses, plus 19 Archery Stamps, 11 Waterfowl Stamps, 11 Primitive Firearms Stamps, 124 Wildland Conservation Stamps.

Issued: 68 Resident Fishing; 2 Resident Fishing Minor; 5 Resident Fishing Age 65-69; 10 Resident Fishing Handicapped; 2 Non-Resident Fishing; 1 Non-Resident 3-dys Fishing; 1 Duplicate Fishing; 21 Resident Citizen Hunting; 1 Resident Hunting 65-69; 2 Non-Resident Hunting Small Game; 22 Resident Citizen Sporting; 18 Resident Citizen Sporting over 70.

Paid to Commonwealth of Massachusetts \$3,929.75

Permits, Certificates, Booklets, etc.

During 1998 the following were sold through the Town Clerk's office:

84	Birth Certificates	82	Street Lists
22	Marriage Certificate	15	Zoning Board of Appeals Hearings
62	Death Certificates	12	Subdivision Control By-law Booklets
32	Marriage Intentions	29	Zoning By-law Booklets
3	Gasoline Storage Renewals	4	Raffle/Bazaar Permits
1	Voting List	10	Zoning Maps

Recorded: 27 Business Certificates
39 U.C.C. Filings
2 Pole locations

Funds transferred to the Town Treasurer \$4,143.00

Transfer Station Stickers

During 1998, 3,456 Transfer Station Stickers were sold through the Town Clerk's office.

Funds transferred to the Town Treasurer \$3,109.00

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

I will begin this years annual report with our "Mission Statement"

We strive to provide a safe environment through our diligent effort to reduce crime, and the fear of crime, with the goal of enhancing the quality of life in our Community.

Over the past several years, through dedication and hard work, our Police and Communication Departments have been successful in reducing the crime rate in our community. This could not have been accomplished without the strong supportive relationship between our Police Department, the Board of Selectmen, and the Citizens of Upton. Our Town is now experiencing a rapid growth in population, which is directly related to the yearly increases in our calls for service. Due to the financial difficulties the town has been faced with over the past five years, our department budgets have been level funded, or in some cases reduced. The increase in calls for service, coupled with the budgetary constraints, is now placing a strain on our ability to provide the proper level of service to our citizens. Additional funding for personnel, training, equipment replacement, preventative maintenance, and operating expenses, must be addressed in this next fiscal year.

On a more positive note, our Police Department again this year was fortunate to receive financial assistance through State and Federal grant funding. These grant awards allowed us to maintain our DARE program for the eighth consecutive year, upgrade our computer system for Y2K compliance, assisted in funding the Cops Fast Officer for the fourth year, and allowed us to continue our important Community Policing programs. Some of our community policing programs this year were, Crime Prevention projects, School Resource Officer, and Elder Protection presentations. It is our goal to sponsor a Citizens Police Academy in the spring of 1999. If any resident is interested in attending, please contact Police Headquarters for further information and enrollment.

In March of this year Officer Bruce Rivard, was promoted to the rank of Sergeant. In November, the town voted to fund a desperately needed fourth full-time dispatcher position. Dean Paine, has been promoted, and will fill this new position effective January 1, 1999. Once again, with the support and assistance from the Board of Selectmen, and the Personnel Board, we have promoted from within our own department, and have selected highly qualified candidates to fill these two important positions.

During the course of this year our Officers have worked on a number of traffic related projects in an effort to make our streets safer. Some of these projects included seat belt enforcement & education, increased O.U.I. patrols, school bus safety, implementation of a zero tolerance policy relative to student driving behavior while commuting to and from our schools, truck safety inspections with the State Police truck team, and the placement of our

new speed sign display system at various locations through the town. The 1998 statistics show an increase in the volume of traffic throughout our town, while accidents and moving violations have decreased. I feel this is a direct result of our safety programs, as well as the proactive efforts of our Police Officers.

The Speed sign display system, which was donated by the Upton Men's Club, has proven to be a valuable tool in warning motorists when they are exceeding the posted speed limit. This department has received numerous calls and letters from residents expressing their appreciation for placing the sign in their neighborhood, and praised the signs effectiveness in reducing the number of speeding vehicles. Our thanks go out to the Men's Club for their generous donation to our Police Department, and their concern for public safety.

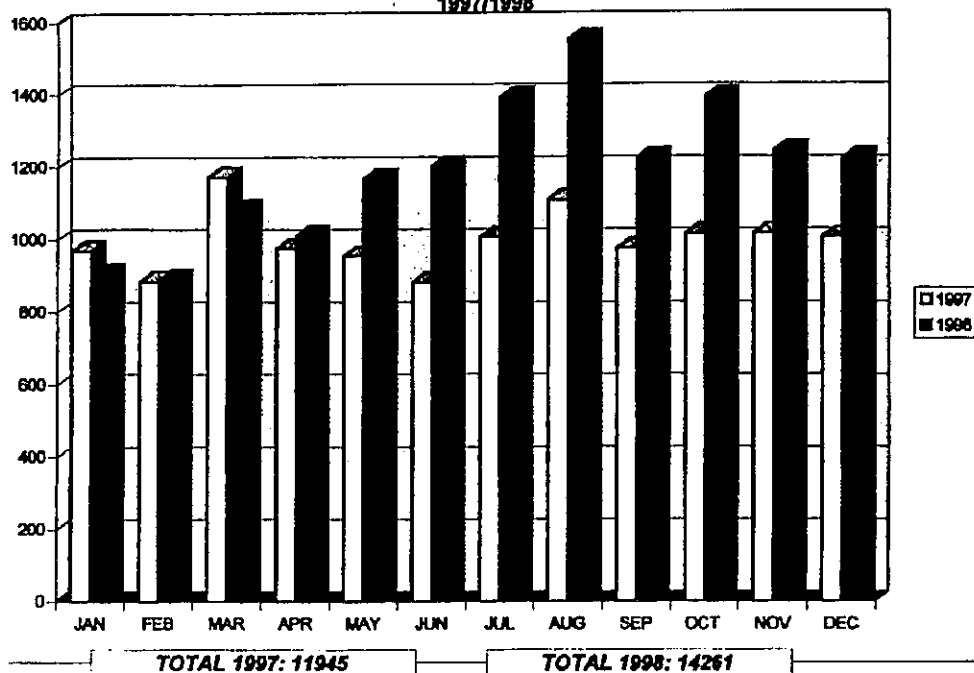
We have already started planning for our 10th annual Fishing Derby, which will be held in June of 1999. We also are looking forward to continuing our Community Policing programs in the coming year, and we will pursue all available grant funds for financial assistance to maintain these programs. It is our hope that the Police and Communication budgets can be properly funded this year, so we can restore our training, replace aging equipment, maintain the current level of service, and start working again toward our goal of becoming a State Accredited Police Department.

I would like to thank all the Town Departments, Boards, and Committees for their continued support and assistance during this past year. The positive working relationship between all of our Public Safety Departments, along with the support from the Board of Selectmen, has been an important factor in the success and effectiveness of your Police Department.

GRANT AWARDS RECEIVED FOR 1998

D.A.R.E.	\$11,250.00
COPS FAST	\$15,000.00
COMMUNITY POLICING	\$16,000.00
TOTAL GRANT FUNDS	\$42,250.00

CALLS FOR SERVICE/ACTIVITY **1997/1998**



PARTIAL BREAKDOWN OF CALLS FOR SERVICE 1998

Alarms	420
Animal Complaint	200
A & B	26
A & B Dang Wpn	10
Assist EMS	335
Assist Fire Dept	228
Assist (General)	551
Arrests	235
Burglary/B&E	31
Crim. Complaint	79
Disorderly Contact	27
Disturbances	106
Domestics	40
Drug Charges	36
Disabled MV	259
Indecent A & B Child	2
Intimidation	10
Larceny	78
Liquor Law Viol.	34
MV Violations	3089
MV Accidents	122
MV Thefts	4
OUI Liquor/Drugs	49
Parking Viol.	116
Protective Custody	17
Restraining Orders	28
Suspicious MV	320
Suspicious Person	83
Trespassing	19
Vandalism	52

Respectfully submitted,

Thomas B. Stockwell
Chief of Police

REPORT OF THE DOG OFFICER

During the past year myself and my wife Suzanne, acting as my voluntary Assistant, have spent countless hours on call, on the phone, investigating complaints, working in the office, searching for lost pets, and caring for owned and unclaimed pets.

There has been an increase in manhours, mileage, phone calls, complaints, office work, dogs picked up, and virtually every aspect of the job.

Whether contacted by citizens or police dispatch, we've responded in most cases in minutes.

Because of the new leash law we need budget increases in order to continue to provide quality of service Upton demands and needs

Upton residents need to license their dogs each year by March 31 and have their dogs under control whether on or off their property at all times.

DURING THE PAST YEAR WE ATTENDED TO:

960 phone calls, drove approx. 5000 miles, picked up 168 dogs; of which 128 were returned to their owners, 40 were placed in new homes, and 5 were humanely put to sleep. There were 114 dog complaints, 16 dog bites, 19 dogs and cats transported to and from the vets, 14 dogs hit or found dead in the road.

In addition 4 dogs attacked other dogs, 1 dog attacked some chickens, 3 cats were killed by dogs, and 1 dog attacked some skunks.

Respectfully Submitted,

Keith Fitzpatrick
Upton Dog Officer

REPORT OF THE TREASURER/COLLECTOR

The office of the Treasurer/Collector office has endeavored over the last year to improve its efficiency as well as make business transactions by the citizens of Upton more convenient. A number of changes in office equipment and procedures has therefore transpired. A brief description of each is as follows:

- Drop Box – Payments can now be made at the drop box located outside and to the left of the Treasurer/Collector's office at the Town Hall.
- Two new Y2K compliant computers have been installed allowing for more timely postings and inquiries.
- New Y2K compliant software has been installed allowing us to print Real Estate bills internally, bar code bills, and print cash management reports thereby saving printing, posting and reporting costs.
- Three new staff members have been hired and trained.
- The Tax Title accounts are now computerized allowing timely reporting and accurate accounting.
- A second telephone line has been configured for electronic banking purposes reducing transaction cost.
- A five million dollar sewer construction bond was successfully concluded.
- A \$234,000 State Aid Anticipation Note (SAAN) was negotiated at 3.64% allowing the town to take advantage of this low interest borrowing in lieu of using the Town's higher interest bearing general funds.
- A comprehensive inventory of tax takings, redemption and disclaimers has been completed and computerized.
- Direct deposits are now being made for town employees.
- All of the foregoing items were made within the FY1998 Treasurer/Collector budget.

Respectfully submitted,

Kenneth Glowacki
Treasurer/Collector

Fiscal Year End June 30, 1998

Treasurer's Cash Account

Beginning Balance, June 30, 1997	\$1,221,879.24
Receipts 1998	\$7,815,518.33
Interest 1998	\$32,165.91
Warrants 1998	\$(8,209,128.66)
Ending Balance, June 30, 1998	\$860,434.82

TRUST FUNDS

Stabilization Fund

Beginning Balance, June 30, 1997	221,049.10
Interest 1998	9,472.82
Expended 1998	140,000.00
Ending Balance, June 30, 1998	90,521.92

Law Enforcement Trust

Beginning Balance, June 30, 1997	1,618.33
Interest 1998	111.86
Added 1998	10.00
Ending Balance, June 30, 1998	1,740.19

George Knowlton Distress Fund

Beginning Balance, 1997	
Principal	5,000.00
Acc. Income	33,788.85
Interest 1998	2,681.08
Ending Balance, June 30, 1998	41,469.93

Industrial Accident Fund

(Principal and Interest Combined)	
Beginning Balance June 30, 1997	6,284.89
Interest 1998	434.41
Ending Balance, June 30, 1998	6,719.30

Charlotte Batchelor School Fund

Beginning Balance 1997	
Principal	5,000.00
Acc. Income	11,183.89
Interest 1998	1,118.63
Ending Balance, June 30, 1998	17,302.52

Schultz Library Fund

Beginning Balance 1997:

Principal	2,000.00
Acc. Income	3,219.09
Interest 1998	360.74
Expended 1998	(389.24)
Ending Balance, June 30, 1998	5,190.59

Knowlton School Fund

(Principal and Interest Combined)

Beginning Balance, June 30, 1997	89.34
Income 1998	6.18
Ending Balance, June 30, 1998	95.52

Risteen Scholarship Fund

Original Principal: \$1,000.00

(Principal and Interest Combined)

Beginning Balance June 30, 1997	503.65
Income 1998	34.81
Ending Balance June 30, 1998	538.46

Carpenter Library Fund

Beginning Balance 1997:

Principal	1,000.00
Acc. Income	2,926.00
Income, 1998	271.36
Expended 1998	(462.80)
Ending Balance June 30, 1998	3,734.56

Charlotte Batchelor Library Fund

Beginning Balance 1997:

Principal/Income Combined	4,538.99
Income, 1998	313.73
Additions, 1998	461.01
Ending Balance June 30, 1998	5,313.73

Cemetery Perpetual Care Funds

Beginning Principal Balance June 30, 1997	122,538.04
Principal Added 1998	4,920.00
Principal Balance June 30, 1998	127,458.04
Acc. Interest Balance, 1997	45,277.04
Income 1998	11,599.36
Expended 1998	(7,162.55)
Balance Accumulated Income	49,713.85
Ending Total June 30, 1998	177,171.89

Roy Johnson Library Fund

Beginning Balance 1997:	
Principal	1,000.00
Acc. Income	122.92
Interest 1998	77.62
Ending Balance, June 30, 1998	1,200.54

William Knowlton Trust Fund

Beginning Balance 1997:	
Principal (invested in common stocks)	
Acc. Income/Interest	107,235.19
Income/Interest, 1998	22,581.21
Expended 1998	(4,805.82)
Ending Balance June 30, 1998	125,010.58

Eliza Keith Library Fund

Beginning Balance 1997:	
Principal	1,000.00
Acc. Income	678.43
Additions, 1998	413.70
Income, 1998	116.01
Expended 1998	(1,092.13)
Ending Balance June 30, 1998	1,116.01

Charlotte Batchelor and George Knowlton Trust Fund

Beginning Balance 1997:	
Principal (invested in stocks and Bonds)	
Acc. Income	54,062.72
Income/Interest 1998	5,782.21
Ending Balance June 30, 1998	59,844.93

Lora Davee Dearth Memorial Fund

Beginning Balance 1997:	
Principal	7,694.45
Acc. Income	12,137.11
Income, 1998	1,370.76
Expended 1998	(294.11)
Ending Balance June 30, 1998	20,908.21

Gary Bates Scholarship Fund

Beginning Balance 1997:	
Principal and Interest combined	2,539.39
Interest, 1998	175.52
Ending Balance June 30, 1998	2,714.91

Conservation Fund

Beginning Balance 1997	6,211.57
Interest, 1998	429.34
Ending Balance June 30, 1998	6,640.91

Ella Whitney Risteen Fund

Balances 1997:Principal (primarily invested in common stock)	
Principal Deposit	41,079.55
Accumulated Income:Welfare (B)	279,932.50
Schools ©	93,278.70
Improvements (D)	69,703.06
Income/Interest 1998	55,562.19
Expended and Adjustments 1998	
Welfare (B)	(1,900.00)
Schools ©	(0000.00)
Improvements (D)	(3,263.71)
Balances June 30, 1998:	
Welfare (B)	306,539.14
School ©	107,691.31
Improvements (D)	79,109.29

Newton Fund

Beginning Balance 1997:	
Principal	1,000.00
Acc. Income	518.08
Interest, 1998	104.93
Ending Balance June 30, 1998	1,623.01

Ramsey Fund

Beginning Balance 1997: Principal	5,026.53
Interest, 1998	247.43
Expended, 1998	(200.00)
Ending Balance June 30, 1998	5,173.96

Goodrich Fund

Beginning Balance 1997: Principal	25,954.67
Interest, 1998	1,793.98
Ending Balance June 30, 1998	27,748.65

Wilson Library Fund

Beginning Balance 1997: Principal	1,877.68
Interest, 1998	129.79
Additions 1998	620.00
Expended 1998	(1,206.04)
Ending Balance June 30, 1998	1,421.43

Library Good Fortune Fund

Beginning Balance 1997: Principal	9,523.44
Interest, 1998	658.26
Additions 1998	6,188.95
Expended 1998	(3,945.56)
Ending Balance June 30, 1998	12,425.56

Shaft/Armstrong Library Fund

Beginning Balance 1997: Principal	1,099.44
Addition, 1998	550.00
Interest, 1998	75.99
Ending Balance June 30, 1998	1,725.43

Frost/Magnuson

Beginning Balance	0000.00
Additions	2,500.00
Interest 1998	172.80
Ending Balance June 30, 1998	2,672.80

Interest/Fees Collected 1998

Interest/Demand fees from R.E. and P.P.	22,099.19
Interest/Demand fees from MVE	10,265.00
Interest/Demand fees from Tax Title	4,008.04
Treasurer/collector fees	12,202.60

Respectfully submitted,

Kenneth Glowacki
Treasurer/Collector

REPORT OF THE TREE WARDEN

In 1998 a total of thirty-two (32) shade trees were planted in Upton. Twenty-seven of these trees beautify Upton's roadsides, while five (5) were planted at the Lakeview Cemetery.

Twenty-three (23) roadside stumps were removed along town streets in 1998. Our on-going program of trimming dead and low branches was carried out with the assistance of a bucket truck. The removal of low branches is helpful, as it allows the sunshine to get at the roads for faster ice and snow melt.

The Tree Department had thirty-eight (38) emergency calls during the past year. Several windy days attributed to these calls which were handled by the DPW and tree department.

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 1998.

Respectfully submitted,

Donald R. Keniston,
Tree Warden

REPORT OF THE UPTON TECHNOLOGY COMMITTEE

Upton Technology Committee's (UTC) is a volunteer staffed group reporting to the Upton Board of Selectmen. The UTC has recently re-organized and with the addition of new members are in the process of addressing the needs of the community we serve.

The primary goal of the Upton Technology Committee is to provide guidance, assistance and recommendations for the computer based technology utilized by the Town of Upton employees and organizations. The varied backgrounds of these volunteers serve to enhance the perspective and skills available to us.

All Town employees, commissions, committees, boards, and departments are urged to contact the Upton Technology Committee whenever they may have a question(s) concerning computer technology. This is definitely the case with the coming needs of the Year 2000 (Y2K) issues.

The Y2K preparation is underway and much work remains. In the effort, all Upton Authorities, Boards, Commissions, Committees, Councils, Departments, Inspectors, Services and Societies have been contacted and asked to provide us critical information to develop a unified and systematic approach to safeguarding Upton's computer based informational resources.

In addition the Upton Technology Committee has developed and published an Internet site for the Upton Community. The URL address for this site is currently <http://www.kersur.net/~ems.-fd>. This address will likely be changing sometime in 1999 when Upton acquires its own domain name. This is where a citizen of Upton can go to review public domain information concerning the Town, or email an Upton government group or employee with a question. We are working to provide all Town employees the computer-based tools and resources their jobs demand. This includes access to the Internet, and the ability to communicate using E-mail.

The UTC is currently looking for volunteers who would like to help in this year's efforts. If you would be interested in joining the UTC, please send a letter to the Upton Board of Selectmen.

Respectfully submitted,

Jeffrey C. Young
Chairperson - Upton Technology Committee
Email: upton-tech-comm@usa.net

REPORT OF THE DIRECTOR OF VETERAN'S GRAVES

Twelve (12) Veteran's were buried in Upton cemeteries during 1998.

World War Two Service:

U.S. Army:	5
U.S. Navy:	3
U.S. Air Force:	0

Korean Conflict:

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

World War II and Korea:

U.S. Army:	1
------------	---

Vietnam Service:

U.S. Air Force:	1
-----------------	---

A review of all cemeteries show a total of 870 known veterans of all wars are buried in Upton.

Respectfully submitted,

Richard L. Randall
Director of Veteran's Graves

REPORT OF THE DEPARTMENT OF VETERANS SERVICES

The function of this department is to insure that all veteran's and their dependent's, within our town are aware and kept up to date on all veterans benefits and services.

The continual changes in the services and benefits at this time presents some difficulty keeping the lines of communication open to our veterans. It will be the goal of this department to use the resources at the town hall, cable television and the internet. This should address this area and heighten our interaction with our veterans.

In 1999 there will be a Veterans Bulletin Board located at the town hall in the lobby. All new information and changes will be posted at this location and will be placed on our cable television. The use of the internet has proven to be a great asset to this department. We have numerous web pages on hand to assist in keeping current on all activities, legislations, and changes that take place.

In 1999 we will be looking for ways to set up activities with in our town with all veteran's and their dependents. Furthermore, I will be looking for some assistance in setting up these activities, Lets Get Involved.

I would like to thank the Board of Selectmen and all of the other town departments for their assistance during the year. I also would like to thank those people who called me and provided information regarding changes in benefits and services.

If any veteran and or dependents has any questions, please call me at any time.

Submitted by,

Robert J. Miller
Veteran's Services

REPORT OF THE ZONING BOARD OF APPEALS

The Upton Zoning Board of Appeals held six (6) public hearings with the following results:

Variances:	10
Special Permits:	1
Denials:	2
Withdrawals:	1

John F. LeBrun, Chairman
Joseph Lurie
Stedman Briggs
Ann Davidson, Clerk

REPORT OF THE AQUATIC WEED CONTROL COMMITTEE

The Aquatic Weed Control Committee is committee of the Conservation Commission. Its purpose is to assure that nuisance aquatic vegetation is controlled in the ponds of Upton. The committee has for many years worked with Aquatic Control Technologies of Sutton, a Department of Environmental Management approved company, to assess and treat Pratt Pond, Lake Wildwood, Taft Pond and Mill Pond for nuisance weeds and vegetation.

Treatment is necessary for a number of reasons including the shallowness of the ponds, run off of phosphates and fertilizers which enhance vegetative growth and the introduction of new strains of weeds by various means (human and natural). If left untreated, our ponds would soon be overrun with unwanted weeds and nuisance vegetation which would hasten their eutrophication (aging) and detract from their recreational use such as swimming, boating and fishing.

In 1998, the Town budgeted \$4,500 for pond maintenance. Pratt and Taft Ponds were spot treated as well as a portion of Mill Pond. The full budgeted amount was spent to treat these ponds.

Lake Wildwood, however, had become over grown with a particularly evasive weed named Cabomba. Cabomba seeds by vegetative fragmentation (a piece broken from the main plant will root) and a large portion of the lake had been taken over by it. To rid Wildwood of this weed would require a comprehensive treatment covering the whole pond. Under a special town warrant, \$15,000 was allocated to conduct this treatment which was done successfully.

It is important that this maintenance program be continued on an ongoing basis each year. \$4,500 will be needed to maintain our ponds in 1999. It is much more cost effective to maintain ponds than to try to restore ponds after they have been fully taken over by nuisance vegetation.

REPORT OF THE DEVELOPMENT AND INDUSTRIAL COMMISSION

This committee has continued its relationship with the Central Massachusetts Regional Planning Commission and the Regional Economic Development Committee.

As stated in a previous report, a statistical analysis of the available industrial and commercial land was accomplished and remains on file for future use.

It is still very evident that in order to have any significant industrial and commercial growth the Township should favor the expansion of water and sewer facilities to the industrial and commercial zones.

Lastly the Grafton and Upton Railroad has indicated it is definitely going to expand and rehabilitate the trackage to Hopedale which will greatly benefit the Upton industrial and commercial areas, most of which abuts the railroad.

The Commission intends to remain active in the areas detailed above which should ultimately benefit the Town of Upton.

Respectfully submitted,

Harvey Julian Trask Esq., Chairman

ANNUAL REPORT

of the

MENDON-UPTON
REGIONAL SCHOOL DISTRICT COMMITTEE

Fiscal Year Ending June 30, 1998

Calendar Year Ending December 31, 1998

TO THE CITIZENS OF MENDON AND UPTON

A Dream Reached The Dedication of the Miscoe Hill Elementary School

October 27, 1998

A Message to the Communities from the School Committee and Superintendent

It is especially comforting to know that when a community shares a common vision and a dream becomes a reality that everyone can feel a sense of accomplishment and civic pride. Yes, goals are reached when dedication, hard work and a team effort bring an outcome as special as the Miscoe Hill Elementary School.

The Superintendent of Schools as the District's educational leader, and us as members of the School Committee took great pride realizing the District's Building Program was successfully completed after four and one half years. **The completion of the Miscoe Hill Elementary School brings two communities together as one in a unique manner that reflect the wonderful communities of Mendon and Upton. The Miscoe Hill Schoolhouse will, over a period of time, reflect a new culture, sense of accomplishment and pride for educating our elementary students. The staff, parents and students will become builders of ways to extend and explore educational knowledge. At the same time, their efforts will create an enriched sense of community exemplifying a spirit, pride and character that is already becoming evident at the Miscoe Hill Elementary School. The learning outcomes will be endless since the facelift to the current bricks and mortar reflects an attractive environment that is conducive for learning.**

Together as an educational community, we have come a long way, because of your faith and trust. Four years ago a small group of people shared a vision for continued excellence in education for the Mendon-Upton Regional School District. Your actions and support as citizens of Mendon and Upton spoke for itself. The testimony of your trust and faith is evident by the dedication of Miscoe Hill Elementary facility. Likewise, it was our turn as educators to rally by setting higher standards and demonstrate we could improve the quality of education. Our elementary staff has met that challenge. The elementary program that has consistently achieved some of the highest MEAP and Iowa Test scores in the state is becoming a beacon for varied educational programming offered to its students.

When asked by other educators or citizens about our building process, the answer is simple. It is a classic testimony of what people can achieve when working together. **Our goal was not to merely build a school, but to create a facility that matched our instructional philosophy.** As School Committee and Superintendent, we wanted to maximize learning opportunities for students and provide the teaching staff with a facility that would encourage learning for today, tomorrow and well into the twenty first century. We would

like to thank the Building Committee who gave Jan Goodrich, her staff and myself the opportunity to take an active role in determining the buildings cosmetic facelift. Furthermore, We would like thank Bruce Wiltshire and the staff of Earl A. Flansburg and Associates in helping us renovate this building and accomplishing our goal of creating a school-house that envisioned a "warm and homey" educational setting for our elementary students. We would like to thank you, the citizens, for entrusting in us to create a facility that meets all our dreams and expectations, sparking tremendous community spirit and pride. We would like to thank past and present members of the School Committee, members of the Building Committee, Brian Main the District's OPR, the staff at Mello Construction and all the subcontractors. Finally to members of the central office staff and administrative team who supported the efforts of Neal Rapp, Dan Fluery, Jan Goodrich, Nancy Thompson and Dr. Crisafulli in making a number of day to day decisions that were critical in order to bring the project to a close.

As part of the goal for the 1998 school year, to insure quality teaching and learning, the School Committee and administration have adopted District goals that would serve as a guide to help improve student instruction and raise our educational standards.

Successful Indicators for Improving Student Learning

- 1 Thinking Globally and Acting Locally through the District's commitment to understand learners and learning, building a sense of community, understanding systematic change and valuing diversity
- 1 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
- 2 A school climate which reflects our dedication to students
- 3 Expanding the practice of site based management and utilizing the school council as a means to infuse ideas and the continued building of a strong administrative team
- 4 Empowerment based on responsibilities and duties
- 5 A commitment to life-long learning by all members of the school community
- 6 Curriculum ownership initiated by active staff participation
- 7 A strong staff development program whose focus is to improve learning and is sensitive to the State's Curriculum Frameworks and MCAS measurement practices

- 8 An excellent teaching staff that rises to the challenge and wants to be better
- 9 Recognizing the concept of "school being a community" where ideas are welcomed
- 10 Instructional strategies that even exceed the Educational Reform Act 1993

Mendon-Upton Regional School District MCAS Testing Summary

The Mendon-Upton Regional School District's MCAS results reflect solid test scores in all grades and are well above the projected state averages. According to the Globe article of Thursday, December 10, 1998, the District's rank statewide was 31st and the Miscoe Hill Elementary School 4th grade scores ranked 8th. The results affirm our desire to provide students with sound instructional practices. From our preliminary interpretation by staff, the MCAS test confirms that we are moving in the correct direction to develop important critical thinking and problem solving practices within each curriculum area. **Similarly, to our MEAP and Iowa tests the MCAS scores demonstrate the staff's commitment to excellence and high standards. We commend our teaching staff for their dedication and a job well done.** Some testing highlights follow:

4th Grade Results:

- 64% scored proficient or advanced in mathematics as compared to 34% for the state
- 76% scored proficient or advanced in science and technology as compared to 48% for the state
- Less than 1% failed in all three categories

8th Grade Results

- 47% proficient or advanced in mathematics as compared to 31% for the state
- 59% proficient or advanced in science and technology as compared to 27% for the state

10th Grade Results

- 62% proficient or advanced in language arts as compared to 38% for the state
- 45% proficient or advanced in mathematics as compared to 24% for the state

Even though we are pleased with some of the testing, we are optimistically cautious since the information will serve as baseline data. The next step's are to analyze all data, implement more formal review of the District's instructional practices and review our curriculum alignment to the State's Instructional Frameworks. This inclusive curriculum review process is grassroots oriented involving all staff. Our curriculum and testing philosophy is intended to cover the entire District Pk-12. The last step will be to develop a variety of strategies that will support students so as to improve their learning in preparation for their next MCAS test.

We look forward to working with all members of the Mendon-Upton Educational Community in order to provide our students with an enriched curriculum that will meet their personal academic goals and future careers. The MCAS test emphasizes our commitment to the high quality education of the children of Mendon and Upton.

In closing, we recognize that our achievements reflect the communities support both financially and educationally and is best expressed by the African proverb "It takes an entire village to educate one child". This sense of community is what makes Mendon and Upton so special.

OUTSTANDING STUDENT AND FACULTY RECOGNITION FOR THE 1998 SCHOOL YEAR

The 1998 school year identified a number of students who were recognized for outstanding excellence in academic achievement and exceptional effort in extra curricular activities. The 1998 Nipmuc-graduation profile reflected the school district's strong orientation towards academic achievement and development of well-rounded students. The senior profile indicated **96% of the class would continue on to further education.** Of that number, 68% will attend four-year colleges including some of the finest universities in the country. In addition, 25% of the class will continue on to two year schools and 3% to specialty schools while 2% will use the military to further their education and 2% 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. Special merit commendations were given to two students for their achievements on the PSAT. Furthermore, outstanding student achievement was evident by the **28 students who were inducted into the Nipmuc National Honor Society.**

The **Nipmuc Regional High School Band and Chorus** earned a **Second Place for the band and chorus at North America Music Festival, held in Toronto, Canada,** for Class schools with enrollments up to 600 students. Participating in the festival were high school bands from the Mid Atlantic and Canada.

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

Congratulations, to the fifteen Mendon-Upton Regional staff who have successfully completed a Master's Degree from a joint collaborative between Fitchburg State College and the Merrimack Educational Center. The course work was held at Nipmuc Regional Middle/High School over the past two years. The degree will emphasize technology education along with an emphasis on its practical application to classroom instruction.

Four members of the middle school band earned **District recognition** for their 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** and 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 Music, Art and Drama**.

DISTRICT DIRECTION FOR THE 1999 SCHOOL YEAR

The 1998 school year focused on the development of a Vision Statement for Curriculum and Instruction. This document represents the most significant goal for any school district. The statement goal will be to unify curriculum and instructional direction for each grade level and enable staff to work cooperatively within a framework of ideas and educational practices to improve teaching and learning.

Vision Statement for Curriculum & Instruction – 1998-99

Mendon-Upton teachers and administrators will:

- **set high standards and expectations for all children;**
- **articulate these standards and expectations;**
- **shape curriculum and instruction so that students can achieve the standards;**
- **assess students' progress using a variety of methods;**
- **Emphasize the importance of character and the value of human differences.**

Goals to Achieve Vision

- **Complete the review of all existing curricula, revise local standards, and bring the content and order of instruction into greater alignment with the Massachusetts Curriculum Frameworks.**
- **Create or revise curricula, which will enable all students to achieve local standards.**
- **Identify and implement instructional strategies and assessments that are consistent with the system's vision, the research on effective practice, Massachusetts Curriculum Frameworks, and local learning standards.**
- **Evaluate and possibly restructure programs and services to provide specialized attentions to help all students maximize their potential and surmount obstacles to their achievement.**
- **Incorporate the full range of available technologies to provide richer and more stimulating learning environments and to improve the effectiveness of our schools.**
- **Create and revise mechanisms that encourage greater and more efficient partnerships between school and home, and between school and community.**

The School Committee, along with the Superintendent, Administration and Faculty has 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 third 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 District has been very active in writing and securing additional grants to supplement additional programming for staff and students. Some of these grants are:

\$10,000 — Mentoring Grant to match master teachers with first year teachers;
 \$20,000 — Goals 2000 —Induction Year Grant;
 \$25,785 — Teacher Training/Professional Development Grant;
 \$1,950 — Safe Schools Gay & Lesbian Grant;
 \$35,000 — Professional Development-English, History Grant with Milford;
 \$2,000 — Tomorrow's Teacher Club;
 \$350,000 — Virtual Museum Grant with the Blackstone Valley Collaborative;
 \$10,000 — Collaborative Technology Grant;

- The continuation and major focus of a staff development program, at all levels, to focus on student centered approach to learning and to merge student instruction, research practices and technology to improve student learning.
- Increased competitive grant writing to seek additional funds to improve current instruction.
- Continue with the John Collins program at all grade levels of the Writing Across the Curriculum Program. Our recent success in the State MCAS testing reflected our strong showing in writing and the approach used by staff based on the John Collins model.
- The Implementation of a technology plan for the new facilities, staff training and the integration of technology into all curriculum areas. A computer-purchasing plan was implemented to acquire additional machines for a high school business lab, a middle school instructional lab and for the classrooms at the elementary school.
- The Elementary School Transition Plan was very successful in coordinating the move from one facility to Miscoe Hill Elementary. The plan focus was thoughtfully done and established a sense of community and school spirit for the elementary children parents and staff.

Elementary Initiatives

- The development of student centered classrooms by active teaching and active learning practices.
- Continued improvement to provide students with up to date computer skills and a philosophy for teaching computer instruction at the elementary school. With the addition of a full time computer staff member, formal elementary computer instruction is underway in a new thirty-station lab and a twenty-five station lab for teacher use in the library.

- 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
- Computer training for staff to focus on the merge between technology and instruction in the classroom
- The implementation of a kindergarten level Spanish Language Immersion program with the expansion and plan for a continuation into the first grade in 1999.
- The revision and development of a new elementary reporting system by a joint study group of parents, faculty and school council members.

Miscoe Middle School Initiatives

- Development of "Writing Across the Curriculum" and grammar program
- 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
- The adoption of a two teacher teaming plan at the seventh grade level and an additional eighth grade English staff member to create a stronger focus on student writing.

Nipmuc Regional High School Initiatives

- Development of integrated curriculum for American Studies, science and math
- "Going beyond the block" and working with staff to become more student centered in their teaching approach.
- Technology workshop preparation for the use of the Internet, its connection to enhance student instruction and to integrate curriculum in a meaningful manner.
- Restructuring of the high school math program and the introduction of (IMP) Integrated Math Program to demonstrate the practical use of math and to teach algebra, geometry and calculus as an integrated approach.

- Restructuring of technology and program offerings to assist students to use the technology as an enrichment tool for learning using hyper-studio and PowerPoint as daily tools.
- A Web Page Design course will be offered for students at Nipmuc Regional High School.

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. Last year, the debt factor was calculated into the state's reimbursement formula. The minimum suggested indicated that minimum spending level was absorbed by the debt paid by the towns for the new building. This practice is the result of language placed in the Education Funding Formula in 1993. Even though the towns voted an override and to pay the school debt outside of the levy limit, the town's commitment to the District is covered under this cliché. We appreciated the town's effort to restore the District's suggested minimum-spending amount. Their cooperation will be needed in the future since the District's building debt will remain for another nineteen years.

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 for Spanish Immersion and an increase in special subject staff. The Middle School included an additional seventh grade science teacher and the introduction of an additional full-time world language position for high school. Administratively, a change will take place with Mr. Daniel Leclerc leaving as the District's Director of Curriculum and Technology to become the Assistant Superintendent in Ashland. We would like to thank him for the great contribution he has made to improve student instruction and helping to advance us as professional educators.

Future projections are still indicating that each high school graduating class is being replaced with much larger kindergarten classes. **The enrollment from 1996 to 1998 has grown by 13.2% and future projections indicate that this trend will continue for a period of time. With this continuing enrollment trend the District intends to utilize both the Clough and Memorial Schools. A full report of space needs and grade alignment configurations will be presented to the School Committee by the Superintendent in late January 1999.**

Faculty Retirements

The administration and School Committee thanks recent retirees Barbara Wilcox, Barbara Baggeson and Gail Hixon for their years of service and commitment to the students of Mendon and Upton.

Administration

Dr. David A. Crisafulli, Superintendent

Paul D. Daigle, Principal, Nipmuc

Regional Middle/High School

Janet E. Goodrich, Principal, Miscoe Hill

Elementary

Maryellen L. Gray, Director of

Pupil Personnel Services

Daniel C. Leclerc, Director of Curriculum and

Technology

Respectfully Submitted,

Neal J. Rapp, Chairperson

Cecelia Henderson, Vice Chairperson

Donna R. Cote, Treasurer

Jay Byer, Secretary

Cynthia Robertson

Kenneth Wood

ANNUAL REPORT OF THE MENDON-UPTON REGIONAL SCHOOL DISTRICT COMMITTEE

Year ending June 30, 1998

ORGANIZATION SCHOOL COMMITTEE

Neal J. Rapp, Chairman	Term expires 2000
Cecelia Henderson Vice Chairman	Term expires 2000
Donna R. Cote, Treasurer	Term expires 1999
Jay Byer, Secretary	Term expires 2001
Cynthia Robertson	Term expires 1999
Kenneth Wood	Term expires 2001

SUPERINTENDENT

David A. Crisafulli, Ed.D	\$93,647
---------------------------	----------

SUPERINTENDENT'S OFFICE

Joseph Kogut Jr, Assistant Treasurer	\$40,491
Kimberly A. Belland, Accountant	34,529
Kathleen A. Ramsey, Superintendent's Clerk	26,545

NIPMUC HIGH SCHOOL/MISCOE HILL MIDDLE SCHOOL

Paul D. Daigle, Director of Education	\$70,860
---------------------------------------	----------

HENRY P. CLOUGH SCHOOL/MEMORIAL SCHOOL

Janet E. Goodrich, Principal	\$67,435
Nancy Thompson, Asst, Principal	52,000
Ruth P. O'Grady, Secretary	17,488
Cynthia L. Mc Devitt, Secretary	14,394

HEALTH SERVICES

Scott Faber, MD	
John P. Cocciarelli, MD	
JoAnn Krause, RN	\$37,821
Caroline M. Smith, RN	33,727
Cecilia Stienstra, RN	33,727

SCHOOL DIRECTORY — FY 1997/1998

SUPERINTENDENT OF SCHOOLS

TELEPHONE (after Sept 98) 634-1585

Office: (after Sept 98) 150 North Ave P. O. Box 5 Mendon, MA 01756

Superintendent
Assistant Treasurer
Accountant
Superintendent's Clerk

David A. Crisafulli Ed.D
Joseph Kogut, Jr
Kimberly A. Belland
Kathleen A. Ramsey

NIPMUC MIDDLE/HIGH SCHOOL

TELEPHONE 528-2130

90 Pleasant St Upton MA 01568

Paul D. Daigle, Director of Education

Joan Scribner, Asst. Principal

\$52,000

Patrick Larkin, Dean of Students

35,676

Daniel C. Leclerc, Director of Curriculum

69,735

Helene Wagner, Secretary

25,709

Bernadette F. Curtis, Secretary

25,709

Deborah A. Linehan, Secretary

15,055

Lauren Ferrucci, Computer Specialist-Attendance Clerk

29,790

Denise Farrell Secretary

9.24/Hr

MISCOE HILL ELEMENTARY SCHOOL

TELEPHONE (after Sept 98) 634-1590

148 North Ave Mendon, MA 01756 (after Sept 98)

Janet E. Goodrich, Principal

Nancy Thompson, Asst. Principal

Ruth P. O'Grady, Secretary

Cynthia L. Mc Devitt, Secretary

HENRY P. CLOUGH SCHOOL

TELEPHONE (after Sept 98) 634-1580

Janet E. Goodrich, Principal

MEMORIAL SCHOOL

TELEPHONE (after Sept 98) 529-1082

Janet E. Goodrich, Principal

PUPIL PERSONNEL SERVICES

TELEPHONE 529-2144

Maryellen L. Gray, Director

\$70,273

Carolyn A. Barrows, Secretary

25,709

Guidance-Nipmuc

TELEPHONE 529-2140

Stephen C. Gressak, Counselor

\$50,678

Katherine A. Ducat, Counselor

41,446

Allan J. Byrne, Counselor

51,859

Katherine W. Clarke, Counselor

51,859

Ona S. Moore, Secretary
 Guidance-Miscoe Hill Elementary
 Donna M. Mattson, Counselor

\$11.16/hr
 TELEPHONE (after Sept 98) 634-1588
 \$47,780

FACULTY-NIPMUC MIDDLE/ HIGH SCHOOL

David B Barnes	Science	\$37,845
Aimee S Bel D'Agostino	English/History	26,869
Laurie C. Borek	Health Education	42,158
Kevin M. Campbell	Art Aide	26,869
William A. Cilley	Physics	46,449
Michael J. Clements	English	42,158
June A. Cook	Mathematics	33,459
Arthur R. Courtman	Social Studies	51,859
Cynthia N. Donatelli	Computer	46,449
Bruce R. Glazer	Media Specialist	43,025
James H. Grant	Social Studies	42,158
Michelle D. Greene	Media Aide	\$8.50/hr
Patricia A. Hill	SPED Aide	\$9.36/hr
Tricia E. Hill	Foreign Language	26,869
Sheryl A. Kelley	SPED Aide	\$9.36/hr
Pamela S. Kyrka	English	35,304
Rachel A. Lawrence	Resource Room	28,695
William D. Leaver	English	42,158
Michael E. Maloney	Science/Math	25,601
William R. McInnis	Physical Education	39,364
Martha S. Miles	Mathematics	43,824
Henry P. Morel	Music	50,678
Arlene M. Murray	Foreign Languages	42,158
Johanne D. Oliveri	Learning Disabilities	47,780
Carl M. Olson III	Social Studies	43,824
Paul N. Papadonis	Art	47,780
Wayne R. Phipps	English	42,158
Pamela J. Rivers	Foreign Language	30,676
Judith A. Shea	Computer/Business	32,021
Kathleen A. Shea	Science	37,315
Cherylann Silva	Mathematics	46,449
Robert W. Smith Jr	Social Studies	50,678
Jean C. Warden	Mathematics	51,859
Linda S. Wilde	English	51,859
Priscilla S. Arbuckle	Resource Room	46,449
Richard A. Auger	Music Coordinator	43,824
Bradley J. Austin	Grade 8	42,158
Jill M. Baszner	Learning Disabilities	42,158
Jane M. Bodnar	Physical Education	42,158

Lynne B. Caron	Grade 6	42,158
Karen Culberson	Science	39,364
Lisa L. D'Elia	World Language	30,066
Patricia DiAntonio	Grade 6	42,158
John V. Frederick	Grade 8	32,021
Elizabeth A. Gagnon	Aide	\$9.24/hr
John N. Grady	Grade 6	42,158
Richard M. Grady	Grade 7	46,449
Diane B. Grant	Grade 8	42,158
Aime Jay Hughes	Computer	13,435
F. Andrew King	Resource Room	42,158
Sandra M. Lajoie	Learning Disabilities	42,158
Roberta B. Laudon	Fed Project/Psychologist.	20,037
Dorothy A. LeMarbre	SPED Aide	\$9.36/hr
Carol L. Lipscomb	SPED Aide	\$8.50/hr
Daniel L. Malloy	Grade 5	47,780
Jean G. Maxwell	Resource Aide	\$9.36/hr
Sheila McCormick	Pre K Aide	\$9.36/hr
Marie E. McManus	Grade 5	30,676
Michele M. McRoberts	Art	46,449
William Milligan	Grade 5	50,678
Barry P. Murphy	Grade 8	50,678
Dianne E. Nydam	Grade 5	42,158
Dale A. O'Connell	TOESS	\$9.36/hr
Katie J. O'Malley	Grade 5	30,676
Frederick G. Oldfield III	Resource Room	43,478
Christine H. Page	Math	36,238
Kathleen M. Patacchiola	Preschool	26,869
Sandra L. Petrie	SPED Aide	\$8.50/hr
Karen A. Presbrey	Resource Room	35,841
Kathleen A. Rhodes	Grade 7	42,158
Nancy C. Robbins	Nurse Asst.	\$9.36/hr
Melissa G. Shenian	ECIP	14,832
Kathleen Tatro	SPED	28,695
Mary E. Vaccaro	Grade 5	42,158
Louise M. Villa	Grade 8	42,158
Janice Weatherbee	Grade 7	42,158
Phyllis J. Winn	Aide	\$8.50/hr

FACULTY-HENRY P. CLOUGH SCHOOL

Veronica C. Ariel	Speech Pathologist	\$46,449
Mary E. Barrows	Grade 1	25,601
Arlene M. Belmore	COTA	\$19,88/hr
Michelle L. Boiardi	SPED Aide	\$8.50/hr

Patricia E. Carnegie	Language Development	32,884
Anne Costello	SPED	34,363
Anita L. Espanet	Grade 3	42,158
Diane M. Evans	Grade 1	42,158
Harriett A. Fougere	Grade 4	42,158
Janice E. Gallagher	Grade 2	28,137
Marion L. Gomes	MUASP Aide	\$12.18/hr
Martha S. Grady	Grade 3	42,158
Catherine J. Grimes	Art	25,294
Dorothy A. Hackenson	Kindergarten Aide	\$8.50/hr
Beverly Ann Hart	Kindergarten	49,442
Naomi A. Howarth	Grade 2	47,780
Anne W. Hyder	Computer Tech/Teacher	27,296
Patricia Karnila	Kindergarten	36,146
Timothy P. Kearnan	Grade 4	25,601
Kristine L. Magnuson	Grade 3	28,137
Heidi E. McCluskey	SPED Language Aide	\$9.36/hr
Linda J. McDonnell	Tutor	17,510
Nancy M. McIsaac	Grade 1	26,869
Leslie J. Mc Shane	Kindergarten Aide	\$8.50/hr
Robert A. Nigro	Physical Education	42,158
Paula S. Pearlman	Grade 4	42,158
Paula M. Piggott	Grade 1	42,158
Dianne C. Pulkkinen	SPED Aide	\$8.50/hr
Sandra N. Ray	Grade 2	42,158
Pamela A. Ricker	Reading Tutor	\$19.86/hr
Suzette M. Ruby	Learning Disabilities	51,859
Dorothy H. Smith	Librarian	51,859
Lise M. Smith	Language Class	46,449
Cindy L. Stakus	Kindergarten Aide	\$9.36/hr
Barbara B. Wilcox	Music	42,158
Melissa A. Wildes	Extended Day Kindergarten Dir.	\$12.18/hr

FACULTY-MEMORIAL SCHOOL

Charlotte J. Allen-Smith	Speech Pathologist	\$34,782
Peter E. Baszner	Resource Room	46,449
Michaele P. Beauchemin	Grade 2	37,812
Joanne M. Belhumeur	Pre-school Aide	\$8.50/hr
Betsy J. Bertrand	Grade 4	35,304
Patricia A. Bulock	Pre-school Aide	\$9.36/hr
Joan F. Burrell	Grade 1	43,824
Kathryn A. Craib	Grade 4	42,158
Ruth A. Danforth	Grade 1	46,449
Jennifer A. Erickson	General Aide	\$9.36/hr

Marjorie K. Foster
 Matthew S. Genaway
 Maribeth Grant
 Kathy A. Guertin
 Patricia M. Hansen
 Mary N. Hastings
 Maria L. Herrick
 Ellen F. Holmes
 Nicole A. Kelleher
 Paula R. Johnson
 Lana M. Laczka
 Heidi A. Mathieu
 Kristen J. Matthes
 Karen G. McDonough
 Wanda B. Monroe
 Judith A. Mullen
 Helen A. O'Neill
 Carol L. Peterson
 Elaine M. Porter
 Brenda L. Quinlan
 Kerri L. Ruscitti
 Joan E. Siska
 Pamela J. Smith
 Susan B. Stager
 Maria A. Stanley
 Patricia A. Swain
 Joel R. Warren
 Carolyn H. Wright

MUASP Aide	\$8.50/hr
Tutor	673
Vision Services	46,449
Psychologist	35,557
Pre-school Teacher	46,614
Grade 3	38,701
Grade 3	25,601
Aide	\$9.36/hr
Grade 4	28,137
Grade 2	30,676
MUASP Director	\$12.18/hr
Kindergarten Aide	\$8.50/hr
Grade 3/4	26,869
Grade 1	35,841
Preschool	30,066
Ext Day Kindergarten	\$9.36/hr
Vision Services	26,458
Ext Day Kindergarten	\$12.18/hr
Grade 2	42,158
Grade 3	35,841
Ext Day Kindergarten	28,137
SPED Aide	\$18.76/hr
Aide	\$8.50/hr
Vision Services	43,824
Kindergarten Aide	11,214
Pre-school Aide	\$8.50/hr
Grade 1	25,601
Grade 4	43,824

CUSTODIANS-NIPMUC MIDDLE/ HIGH SCHOOL

Peter P. Allen	\$11.33/hr
Francis J. Burke	35,880
Richard P. Carlson	29,016
Kenneth H Choiniere	35,000
Richard Cuthbertson	20,280
Richard B. Gentili	23,483
Marc W. King	23,483
Daniel E. Roche	\$7.12/hr
Marc L. Tousignant	21,320
John J. Willinski	23,566

CUSTODIANS-HENRY P. CLOUGH SCHOOL

Reid G Burrell	\$7.12/hr
Robert H. MacDonald	\$8.70/hr

Robert J. Moore	\$33,800
Philip S. Rinehart	\$10.79/hr

CUSTODIANS-MEMORIAL SCHOOL

April H. Laucis	\$7.67/hr
Nicole E. Peterson	\$10.79/hr
Charles J. Vaccaro	\$33,800

CAFETERIA-NIPMUC MIDDLE/ HIGH SCHOOL

Anne W. Crisafulli-Food Service Coordinator	\$33,000
Carole A. DiDonato	\$9.93/hr
Mary Ann Erickson	\$10.57/hr
Barbara M. Gentili	\$9.93/hr
William E. Hackenson	\$9.10/hr
Karen A. Herrick	\$9.93/hr
Mary Jo Langell	\$10.37hr
Sandra Merusi	\$9.93/hr
Barbara Nyborn	\$10.57/hr
Susan H. Vandervalk	\$10.09/hr

CAFETERIA-HENRY P. CLOUGH SCHOOL

Charlene A. Doe-Manager	\$14,327
-------------------------	----------

CAFETERIA-MEMORIAL SCHOOL

Gail E. Hixon-Manager	\$14,327
-----------------------	----------

SCHOOL CALENDAR 1997-1998 HOLIDAYS

FALL TERM, TEN WEEKS

Term began August 26, 1997	Labor Day	Monday, September 1, 1997
Term ended October 31, 1997	Columbus Day	Monday, October 13, 1997

WINTER TERM, ELEVEN WEEKS

Term began November 3, 1997	Veteran's Day	Monday, Nov. 11, 1997
Term ended January 23, 1998	Thanksgiving	Thurs/Fri, Nov. 27-28, 1997
	Christmas	Wednesday, Dec. 25, 1997

SPRING TERM, TEN WEEKS

Term began January 26, 1998	New Year's Day	Wednesday, Jan. 1, 1998
Term ended April 3, 1998	Martin Luther King Day	Monday, January 19, 1998

SUMMER TERM, TEN WEEKS

Term began April 6, 1998	Good Friday	Friday, April 10, 1998
Term ended June 11, 1998	Memorial Day	Monday, May 25, 1998

**Mendon-Upton Regional School District
Balance Sheet as of June 30, 1998**

	General Fund	Special Revenue Funds	Capital Projects Fund	Trust & Agency Funds	General Long-Term Obligations Group	Combined Totals (Memo Only)
Assets:						
Cash & Cash Equivalents	\$1,151,191	\$90,619	\$2,497,628	\$141,855		\$3,881,293
Accounts Receivable	\$1,357					\$1,357
Prepaid Expenses	\$41,931					\$41,931
Amount to be provided for Retirement of Long-Term Obligations					\$25,081,087	\$25,081,087
Total Assets	\$1,194,479	\$90,619	\$2,497,628	\$141,855	\$25,081,087	\$29,005,668
Liabilities & Fund Balances:						
Liabilities:						
Accounts Payable and Accrued Expenses	\$336,359	\$595	\$654,929			\$991,883
Accrued Retainage			\$214,536			\$214,536
Due to Student Groups				\$54,535		\$5,4535
Accrued Sick Pay Benefits					\$306,087	\$306,087
Bonds Payable					\$24,775,000	\$24,775,000
Total Liabilities	\$336,359	\$595	\$869,465	\$54,535	\$25,081,087	\$26,342,041

	General Fund	Special Revenue Funds	Capital Projects Fund	Trust & Agency Funds	General Long-Term Obligations Group	Combined Totals (Memo Only)
Fund Balances:						
Reserved for Endowments				\$66,078		\$66,078
Reserved for Expenditures	\$230,101					\$230,101
Unreserved:						
Designated			\$747,869			\$747,869
Undesignated	\$628,019	\$90,024	\$880,294	\$21,242		\$1,619,579
Total Fund Balances	\$858,120	\$90,024	\$1,628,163	\$87,320	\$0	\$2,663,627
Total Liabilities and Fund Balances	\$1,194,479	\$90,619	\$2,497,628	\$141,855	\$25,081,087	\$29,005,668

MENDON-UPTON REGIONAL SCHOOL DISTRICT ENROLLMENT AS OF OCT 1, 1998

DISTRIBUTION OF SCHOOL ATTENDING CHILDREN, RESIDENTS OF THE TOWN OF MENDON AND THE TOWN OF UPTON AS OF OCTOBER 1, 1996, 1997, AND 1998 TAKEN FROM SCHOOL REGISTERS

ACTUAL ENROLLMENT — OCTOBER 1, 1998																			
Grade	Pre-Choice School	Sped Out	Voc Out	K	1	2	3	4	5	6	7	8	9	10	11	12	Total	Percent	
Mendon	9	24	16	6	86	73	71	89	80	78	77	64	66	56	52	46	44	913	913/1776=51.14%
Upton	4	26	14	1	86	88	101	68	76	63	68	69	52	49	41	42	41	863	863/1776=49.85%
Choice In					6	10	6	3	2	5	3	9	9	11	10	12	8	94	
Misc.											1					1	1	3	
Choice Out																			
Totals	13	50	30	7	178	171	178	160	158	146	149	142	127	116	103	101	94	1873	

ACTUAL ENROLLMENT — OCTOBER 1, 1997																			
Grade	Pre-Choice School	Sped Out	Voc Out	K	1	2	3	4	5	6	7	8	9	10	11	12	Total	Percent	
Mendon	13	25	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	6	3	3	5	3	70	
Misc.															1	0	1	2	
Choice Out																			
Totals	27	63	26	10	155	176	152	161	143	140	131	113	132	92	90	97	92	1737	

ACTUAL ENROLLMENT — OCTOBER 1, 1996																			
Grade	Pre-Choice School	Sped Out	Voc Out	K	1	2	3	4	5	6	7	8	9	10	11	12	Total	Percent	
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	1	0	2	
Choice Out																			
Totals	21	63	23	16	166	145	152	134	137	130	109	132	104	91	95	91	69	1615	

1998-1999 ENROLLMENT BY SCHOOLS

	Mendon	Upton	Choice	Other	Total
Clough	59	1	3	0	63
Miscoe	418	481	29	0	928
Nipmuc M	207	189	21	1	418
Nipmuc H	198	173	41	2	414
Sped/Voc	22	15	—	—	37
Presch	9	4			13
Totals	913	863	94	3	1873

1997-1998 ENROLLMENT BY SCHOOLS

	Mendon	Upton	Choice	Other	Total
Clough	366	0	21	0	387
Memorial	5	381	14	0	400
Miscoe Hill	260	235	21	0	516
Nipmuc	183	172	14	2	371
Sped/Voc	20	16	—	—	36
Preschool	13	14			27
Totals	847	818	70	2	1737

**Thirty-eighth Annual
Commencement Exercises**

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

**High School Gymnasium
Saturday, June 6, 1998
10 a.m.
Class of 1998**

- * Acheson, Brooke L.
- * Anderson, Michael G.
- Applegate, Alissa A.
- Auty, William D.
- Baldiga, Jason W.
- * Baptiste, Anne L.
- Bates, Daniel W.
- Bonetti, Christine M.
- Brochu, Matthew E.
- Buday, Rachel M.
- Campanelli, Lauren E.
- Campbell, J. Scott
- * Carchedi, Danielle E.
- * Carlson, Amanda R.
- Coady, Suzanne E.
- * Crisafulli, Mara A.
- Crump, Edmund P.
- Crump, Marion E.
- * Cullinane, Jason S.
- Cummings, Paul B.
- * DeCoster, Jennifer E.
- * DeLuca, Donna M.
- Durant, David J.
- Eldridge, Kevin M.
- Elliot, Jennifer L.
- Fisher, Anthony J.
- Foster, Megan J.
- Glagowski, Katherine M.
- Hampson, Laura J.
- Johnson, Justin J.
- Kirstein, Benjamin P.
- * Laucis, Nicole A.
- Lavallee, Michelle E.
- Lawrence, Raymond F.
- LeBlanc, Jeremy
- Lucier, Derek C.
- * Lynch, Jayme M.
- MacDonald, Sean M.
- Mahler, Gretchen R.
- * McCrum, Kelly A.
- McCue, Jason M.
- Meade, Kara M.
- Melvin, Joshua M.
- Michaud, Eric S.
- Mirra, Jeffrey A.
- Morel, Marabeth
- Neally, Jr., Mark R.
- Nguyen, Tuan
- O'Brien, Jessica E.
- O'Neill, Daniel J.
- Page, Andrew B.
- Phipps, Kelly A.
- Pina, Kathleen D.
- Pinto, Laura A.
- Plaza, Patryk
- Polinski, Michael P.
- * Poxon, Rebecca
- Prentiss, Julie L.
- * Rapp, Ryan A.
- Rossman, David M.
- Roy, Jennifer L.
- Searles, Cheryl A.
- Serra, Marc P.
- * Shaheen, LoriAnn
- Siemaszko, Sarah J.
- Smith, Matthew J.
- * Souza, Valerie M.
- * Stanley, Jr., James P.
- * Sullivan, Megan E.
- Talamini, Brenda J.
- Teachout, Jodi L.
- Thompson, Christina A.
- Trainor, Jeffrey M.
- Tran, Nguyen Tony
- Tran, Thanh Shawn
- Usher, Katrina M.
- * Vandervalk, Lisa L.
- VanKeuren, Maple R.
- * Walleston, Courtney L.
- * Welch, Kristin M.
- Whelan, Keith T.
- * White, Matthew B.
- * White, Rebecca
- Wilga, Craig A.
- Wood, Seth R.
- Zaccarino, Matthew J.

* Denotes National Honor Society

PROGRAM

- * Processional High School Band
- * National Anthem All Present
- Address of Welcome Danielle E. Carchedi, Senior Class President
- Essay Lisa L. Vandervalk
"Memories"
- Musical Selection Rebecca White, accompanied by Marsha I. Ledoux
"The Dance", Tony Arata
- Essay Jennifer E. DeCoster
"The Future Years"
- Musical Selection Marabeth Morel, accompanied by Marsha I. Ledoux
"My Heart Will Go On" (Love theme from Titanic), James Horner, Will Jennings
- Remarks Patryk Plaza, Exchange Student, Poland
- Musical Selection High School Band
"Sovereign Variants", James Curnow
- Essay Kelly A. Phipps
"To the End"
- Remarks Dr. David A. Crisafulli
Superintendent of Schools
- Presentation of Awards Paul D. Daigle
Principal
- Presentation of Diplomas Neal J. Rapp
Chairperson, School Committee
- * Recessional High School Band

Director of the High School Band Henry P. Morel
 Marshal Elizabeth D. Baxter, Junior Class President

*Audience Standing

President Danielle E. Carchedi
Vice President Matthew J. Smith
Secretary Jayme M. Lynch
Treasurer Seth R. Wood

CLASS ADVISORS
Anne Crisafulli and William McInnis

CLASS MOTTO
"Remember yesterday, dream for tomorrow, live for today." Anonymous

CLASS COLORS
Green and White

CLASS FLOWER
Yellow Rose

SCHOOL COMMITTEE
Neal J. Rapp, Chairperson
Jay Byer
Donna Cote
Cecelia Henderson
Cynthia Robertson
Kenneth Wood

SUPERINTENDENT OF SCHOOLS
David A. Crisafulli, Ed.D.
Daniel C. Leclerc, M.Ed.
Director of Curriculum and Educational Technology
Maryellen L. Gray, M.Ed.
Director of Pupil Services

SCHOOL FACULTY

Paul D. Daigle, M.Ed Principal

Joan M. Scribner, M.Ed., Assistant Principal

Patrick M. Larkin, B.A., Dean of Students

George Anderson, A.S.

David B. Barnes, B.S.

Steven B. Bliss, B.S.

Allan J. Byrne, M.Ed.

Kevin M. Campbell, B.A.

Roger S. Campbell

William A. Cilley, M.Ed.

Michael J. Clements, B.S.

Arthur Courtman, M.A.

Karen Culberson, B.S.

Aimee S. D'Agostino, B.A.

Cynthia N. Donatelli, M.Ed.

Katherine Ducat, M.A.

Bruce R. Glazer, M.Ed.

James H. Grant, B.A.

Michelle D. Greene

Stephen C. Gressak, M.A.

Tricia E. Hill, B.A.

Patricia A. Hill, B.A.

Sheryl A. Kelley, B.S.

F. Andrew King, B.S.

JoAnn Krause, R.N., B.S., C.S.N.

Pamela Kyrka, M.A.T.

Rachel Lawrence, M.Ed.

Michael E. Maloney, B.S.

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.

Christine H. Page, M.Ed.

Paul N. Papadonis, M.S.

Wayne R. Phipps, B.A.

Pamela Rivers, B.A.

Nancy C. Robbins, LPN

Judith A. Shea, B.S.

Kathleen Shea, M.S.

Dorothy H. Smith, M.Ed.

Robert W. Smith, Jr., M.Ed.

Jean C. Warden, M.A.

Linda S. Wilde, M.Ed.

**NIPMUC REGIONAL HIGH SCHOOL GRADUATION
CLASS OF 1998 JUNE 6, 1998**

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: Lisa Vandervalk

2. Two \$200 scholarships presented by the Nipmuc Student Council for leadership.

RECIPIENTS: Lisa Vandervalk, and David Rossman

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: Nicole Laucis and Michael Anderson

4. One \$100 scholarship given by the United Parish of Upton.

RECIPIENT: Kelly Phipps

5. One \$100 Scholarship, in Memory of Henry Boots Mussulli.

RECIPIENT: Megan Sullivan

6. One \$100 Scholarship, given by Milford-Whitinsville Regional Hospital to a student furthering his/her education.

RECIPIENT: Kelly McCrum

7. 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: Danielle Carchedi and Rebecca White

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

RECIPIENT: Danielle Carchedi

- 9 Four \$150 scholarships 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.

RECIPIENTS: Rachel Buday, Amanda Carlson, Suzanne Coady,
and Megan Foster

- 10 One \$150 Gift Certificate awarded by the Nipmuc Art Society to a graduating senior who displays creative and artistic ability in photography.

RECIPIENT: Jennifer Elliot

- 11 Two \$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: Michael Anderson and Michael Polinski

- 12 One \$150 scholarship given by the Upton Men's Softball League.

RECIPIENT: Danielle Carchedi

13. This year, in memory of Andy Sala, The Mendon-Upton Youth Soccer Association will award two \$250 scholarships to a graduating high school senior boy and girl from Mendon or Upton who has participated in the Soccer Club program, and who is furthering his or her education in a technical, vocational, two or four year college.

RECIPIENTS: Danielle Carchedi and Michael Polinski

14. One \$200 scholarship known as the St. Michael's Catholic Women's Club Scholarship to members of St. Michael's Parish.

RECIPIENT: Lisa Vandervalk

- 15 Three \$100 scholarships given by the Mendon-Upton Music Boosters to students furthering their education.

RECIPIENTS: Donna DeLuca, Megan Sullivan, & Joshua Melvin

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: Brooke Acheson and Craig Wilga

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: Jayme Lynch

18. One \$200 scholarship, known as the Ernest W. Ramsey Scholarship, 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: Gretchen Mahler

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

RECIPIENTS: Michael Anderson and Jayme Lynch

20. 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: Rebecca Poxom and Andrew Page

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

RECIPIENTS: Donna DeLuca and Jason McCue

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

RECIPIENTS: Lisa Vandervalk and Jason Cullinane

23. 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: Rebecca White

24. Two \$300 scholarships to be awarded to a boy and girl given in memory of deceased members from the class of 1973 and in honor of their 25th year since graduating from

NIPMUC. The funds are for the purpose of defraying the cost of furthering his/her education.

RECIPIENTS: **Nicole Laucis and Michael Polinski**

25. One \$550 award given by the First Unitarian Society of Upton to a student furthering his/her education.

RECIPIENT: **Danielle Carchedi**

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: **Marabeth Morel**

27. One \$500 scholarship given by the Upton Bloomer Girls.

RECIPIENT: **Danielle Carchedi**

28. One \$500 scholarship awarded by The Oliver Ashton Post #343 American Legion Northbridge.

RECIPIENT: **Anthony Fisher**

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

RECIPIENTS: **Lisa Vandervalk and Brenda Talamini**

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: **Donna DeLuca and Jason Cullinane**

31. One \$500 Johnna 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 judgment, and exhibiting common sense.

RECIPIENT: **Jayme Lynch**

32. The Andrew Sala Memorial Scholarship will be presented annually to a Nipmuc graduating senior girl and boy who has worked diligently at his/her academic and athletic endeavors. This individual may not be the most gifted student or natural athlete but

accepts hard work in the classroom and on the athletic field as the most important criteria for success. Candidates must be of good character, demonstrated service to the school and community and noted for one's scholastic achievement.

RECIPIENTS: Mara Crisafulli and Jason Cullinane

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: Michael Polinski

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: Jennifer DeCoster

35. 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: Mara Crisafulli

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: Marabeth Morel

37. One \$1,000 scholarship given by the Upton Woman's Club to Mendon or Upton students furthering their education.

RECIPIENT: Brenda Talamini

38. One \$1,000 scholarship given by the Milford Rotary Club to a student furthering his or her education.

RECIPIENT: Lisa Vandervalk

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: Lisa Vandervalk

40. One \$1,000 scholarship given by the Unibank for Savings to a student furthering his or her education.

RECIPIENT: Mara Crisafulli

41. One \$1,000 scholarship given by the Milford Federal Saving and Loan Association to a student furthering his or her education.

RECIPIENT: Ryan Rapp

42. On behalf of The Shelley D Vincent Memorial Scholarship Find, one \$1,000 scholarship given by the Milford National Bank and Trust Company to a student furthering his or her education and who has significantly participated in community service activities and/or team sports.

RECIPIENT: Kelly McCrum

43. Two scholarships totaling \$1,500 given by the newly formed Upton Men's Club, a civic and social organization dedicated to furthering a better understanding of our community and improving the quality of life in our community. The recipients to be Upton seniors pursuing further education at either a two or four year college who have exhibited a sense of community within the school and/or general community while attaining a high level of academic achievement.

RECIPIENTS: \$500 Michael Polinski and \$1,000 Danielle Carchedi

44. 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: Rebecca White
Upton: Danielle Carchedi
Overall: Rebeca Poxon

45. The Ella B. Risteen 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-Michael Anderson	\$200-Gretchen Mahler
	\$200-Danielle Carchedi	\$150-Kelly Phipps
	\$200-Megan Foster	\$150-Michael Polinski

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: Marabeth Morel

2. Two \$300 scholarships awarded to seniors furthering their education.

RECIPIENTS: Kelly Phipps and Jason Cullinane

3. One \$400 scholarship awarded to a son or daughter of a member of The Mendon-Upton Regional Teacher's Association.

RECIPIENT: Ryan McDonough

4. One \$400 award known as the Janet O. Stockwell Memorial Scholarship to a student furthering his or her education.

RECIPIENT: Donna DeLuca

5. One \$400 scholarship awarded to a boy or girl furthering his or her education in the field of education.

RECIPIENT: Megan Foster

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: Brenda Talamini and Michael Anderson

**SPECIAL RECOGNITIONS, SCHOLARSHIPS, AND FINANCIAL AID PACK-
AGES AWARDED BY OTHER COMMUNITY GROUPS AND COLLEGES**

Brooke Acheson	\$20,475	Providence College
Michael Anderson	12,700	Bentley College
Danielle Carchedi	16,000 1,000	Catholic University Good Character alumni Daughters of the American Revolution
Mara Crisafulli	8,000	Regis College Presidential Scholarship
Jennifer DeCoster	16,000 1,000	Army ROTC AEF
Katherine Glagowski	200	Ruth P. Marshall Scholarship United Presbyterian Church Whitinsville
Laura Hampson	1,5000	Anna Maria College-Service Grant
Nicole Laucis	5,7000	Bentley College Presidential Scholarship
Kelly McCrum	1,000	University of NE-Grant
Joshua Melvin	2,000	Wentworth-Merit
Kelly Phipps	750	Montgomery Lodge
Lisa Vandervalk	8,000	UMass-Amherst Scholars Program
Matthew White	40,000 1,000	Clark University-Worcester County Alumni Memorial Foundation For Blind.

REPORT OF THE BLACKSTONE VALLEY VOCATIONAL REGIONAL SCHOOL DISTRICT

From the Superintendent-Director:

With a history of innovation, invention and economic success, the Blackstone Valley is ideally situated for expanded local, regional and international business efforts. Future possibilities are limited only by the ability of its workforce to respond quickly and efficiently to rapidly changing employer demands. During the 1997-98 school year, Blackstone Valley Regional Vocational Technical High School demonstrated that, by drawing upon the expertise of strategic business partners, it is uniquely suited to respond to those demands. It was a year in which Valley Tech solidified its presence as a catalyst for economic prosperity in the region.

In session for a full 193 teaching days in FY98, Valley Tech had an unprecedented opportunity to respond to the teaching and learning needs of area youth and to answer the call from business and industry for highly-skilled, technically-oriented workers. The year saw the system take preparation for the future workplace to new dimensions, combining specialized vocational-technical training, fundamental academic learning and an enhanced array of extracurricular activities within an integrated interdisciplinary approach.

During the past year, Valley Tech sustained and expanded its mission to prepare students to meet the challenges of an increasingly competitive world with a potent combination of stimulating new ideas and solid grounding in tried and true methods. The system continued to forge ever stronger partnerships with community, business and industry leaders and built upon its most valuable resource - a talented, enthusiastic and innovative staff - to create a constantly evolving classroom and ensure relevance of what is taught in the classrooms and vocational technical laboratories to that expected in the workplace, the military of the post-secondary school setting.

The endeavors described in this report are representative of Valley Tech's pro-active response over the past year to goals and standards set by both state and national educational agencies. These activities reflect the fact that the business world the vocational technical delivery system serves has forever changed and that expectations and accountability are increasing in all facets of our society. Today we must educate not only for success in the local workplace, but for a global advantage as well.

The Valley Tech team accepts with enthusiasm the challenge presented at local, state and national levels to continuously improve student learning. The team looks forward to achieving unprecedented student skill levels as it provides young people from throughout the Blackstone Valley with the academic and occupational competencies essential for success in a global economy.

Dr. Michael F. Fitzpatrick

"Blackstone Valley Regional Vocational Technical High School's leaders and faculty have taken steps to create a culture of higher expectations for students...The team was impressed with the enthusiasm of the staff, the direction the school is taking and the desire by all to make Valley Tech one of the top regional high schools in the state."

Gene Bottoms
former Executive Director
American Vocational Association, Alexandria, Virginia

Answering the call from business and industry: Specialized vocational-technical training

A student who enrolls in one of Valley Tech's sixteen award-winning vocational technical programs commences a four-year odyssey of applied, interactive learning. The system's mission is to ensure that students are provided with the tools, processes, training and challenges to succeed within their chosen career paths. In 1997, taxpayers approved a \$750,000 bond for new equipment to afford students access to the very latest technology they will encounter in the workplace. During 1998, needs were prioritized in concert with the General Advisory Committee and new equipment was put in service in each of the vocational technical shops.

The **Automotive Technology** program was upgraded with a full function engine analyzer, other related equipment, and a software program that will update information on all automotive systems for the next five years. **Building & Property Maintenance**, which has been involved in numerous community service projects, received a 15" planer. The **Carpentry** program responded to area employment needs by adding a new home building component. A storage building was constructed at the rear of the campus to house this new program and tools and equipment were purchased for it. Computer equipment for CAD design and estimating was also purchased to complement carpentry shop projects.

Significant modernization of the **Collision Repair** program included the installation of two full-size insulated painting booths, a double vehicle prep station, a paint mixing room and related equipment. The **Culinary Arts** program was outfitted with a point-of-sale computer system, a new freezer, refrigerator and other equipment. The **Drafting** department received industry standard computers along with printing and copying equipment. Small tools, equipment and a cabling training system were purchased for the **Electrical** program.

The system's nationally-recognized **Electronics** program was updated with PC Knowledge troubleshooting systems, oscilloscopes, function generators, a spectrum analyzer and other equipment. Major capital purchases in the **Graphic Arts** departments included a Heidelberg offset press, a Stahl folder, computers, printers and monitors with related software programs. **Health Services** was furnished hospital beds and other equipment.

Heating, Ventilation, Air Conditioning and Refrigeration purchased a refrigeration simulator, refrigerant leak detection system, recovery tanks, furnaces and related equipment. The industrial manufacturing and welding program was renamed **Manufacturing Technologies** and provided a new vertical band saw, a surface grinder, an Idealarc polarity switch, digital readouts and a computer system for its C & C plasma cutter. **Office Technology**, which received state-of-the-art computers from the operating budget, was furnished with new computer stations. **Painting & Decorating** received a respiratory protection system. Drain cleaning equipment, threading machines, a gas boiler and Ridgit equipment were added to the **Plumbing** program.

The construction of a greenhouse on school grounds to house the **MRS Horticulture** program was funded with tuition generated by this collaborative program for students with moderate to severe special needs.

**Improving student learning:
Fundamental academics with uncommon resourcefulness**

Continuing to refine innovative teaching methods and strategies that were introduced over the past few years, the Valley Tech team of dedicated teaching professionals is involved in an all-out effort to improve student learning.

Raising system expectations:

- Basic skills were improved measurably with a system-wide focus on reading and writing across the curriculum.
- A syllabus requirement was established for all courses, which have been reviewed to ensure compliance with state curriculum frameworks.
- A formative evaluation tool for teachers was developed and accepted by all staff.
- A redefined student code of conduct improved student accountability for attendance and discipline.

Encouraging students to take the right course:

- Student and class profiles were developed and used to create individual educational packages and to better determine actual student needs.
- A course catalog was developed and published.
- A career interest survey was conducted with all freshmen.

- The course selection process was improved with greater involvement of teachers and guidance counselors.

Changing classroom/laboratory practices:

- Professional development was made available to all staff in a cohesive team approach.
- Integration of academic and vocational technical skills was expanded, along with participation in learning projects with elementary and middle schools.
- Clustering of academic classes continued to support integration efforts.

Involving parents, employers and the community:

- New partnerships were forged with area businesses, including reciprocal training agreements with Eastern Acoustic Works, EMC and Boston Digital.
- Unibank and Junior Achievement became partners in the classroom in an effort to more effectively link education with careers.
- The hugely successful fourth annual Superintendent's Dinner expanded involvement of students in planning and execution.
- A special education parent group (PAC) became a viable advocate for student interests.
- A reactivated Alumni Association began planning new activities to support the school.

Improving student assessment:

- A system-wide focus on MCAS testing was designed to maximize student results.
- Use of student portfolios was expanded.
- Academic, career and learning style assessments were completed for all new students and included in their portfolios.

**Preparing for new challenges:
An expanded array of extracurricular activities**

In 1998 an enhanced selection of extracurricular activities allowed students to expand on their particular interests and to develop their physical and emotional well-being. Increasing numbers of students chose to participate in these activities which increase social experiences and develop leadership abilities.

Toastmasters International, a new school band and a **Business Professionals of America** chapter were added to the variety of clubs and organizations which includes Class Officers, Future Business Leaders, the National Honor Society, Students Against Destructive Decisions (SADD), Safety Committee, Student Advisory Council, Student Council, Students for Environmental Awareness (SEA), US FIRST Robotics Team, Vocational Industrial Clubs of America (VICA), and the Yearbook Committee.

Great strides were made in 1998 to expand athletic opportunities and ensure gender equity for students. New this year were **junior varsity girls' basketball**, **junior varsity softball**, and **golf**, bringing the total number of sports teams to 21 and allowing students to participate in baseball, basketball, cheerleading, cross country, golf, lacrosse, soccer, softball, track and field and volleyball. Highlights of the year included the **State Vocational Track and Field championship** won by the girls' track and field team and **Colonial Athletic League championships** won by the boys' cross country team, the girls' soccer team, and the girls' track and field team. Championship banners have been hung in the gymnasium, which was completely repainted and refurbished during the year.

**A vision for the future:
Taking preparation for the workplace to new dimensions**

In 1998, forward-thinking finance committees and voters from across the district unanimously supported funding a **school expansion feasibility study**. The request for the study resulted from a 21.4% increase in student enrollment during the past four years which has the school operating at full capacity and a large increase in applicants for Valley Tech's grade 9 class. Over 400 students applied for only 220 available spaces in the Class of 2002.

The growing economic development of the Blackstone Valley and the need to address new and emerging occupations and technologies were factors leading to the proposal to consider adding biotechnology, computer technologies, cosmetology, telecommunications or other opportunities to the school's curriculum. A summative report on this study is expected to be completed in the summer of 1999.

Funding

The FY98 total operating budget for the Blackstone Valley Vocational Regional School District was \$8,242,040. The Net School Spending requirement of the district was \$6,996,123.

This sum was funded through Chapter 70 Aid of \$4,684,917 and Minimum Contribution requirements from the thirteen (13) member towns totaling \$2,311,206.

In the operation portion of the budget - but outside DOE net school spending areas - the district had a budget of \$503,490 for transportation, \$100,000 for acquisition of fixed assets, and an obligation of \$135,000 for retiree medical coverage.

In addition to their state-required Minimum Contributions, the member towns supported the school's operating budget with shared assessments for operations, student transportation, asset acquisition, and retiree medical. Funds received from the state for regional student transportation amounted to \$270,962.

The district's debt obligation for FY98 was \$159,119. This was funded by an assessment which was allotted among the member towns in accordance with the District Agreement.

Grants

Valley Tech again supplemented its budget by aggressive pursuit of local, state and federal grant funds. \$638,846 in grant funds allowed for quality initiatives at no cost to the district, as follows:

• School to Work	\$156,275.00
• Massachusetts Electric Energy Education	400.00
• Blackstone Valley Chamber of Commerce Senior Services	2,500.00
• Goals 2000 Curriculum Study Groups	10,000.00
• PALMS Phase II	1,985.00
• Bell Atlantic Excellence in Education Award	10,000.00
• SPED 94-142	89,100.00
• Title I Distribution	28,779.00
• SPED Access to the Curriculum	3,725.00
• Health Protection	18,571.00
• Perkins Occupational Education - Vocational Skills	144,851.00
• Perkins - High Schools That Work	20,000.00
• Eisenhower Teacher Training	2,366.00
• Title VI	1,826.00
• Technology Literacy Challenge I	10,000.00
• Technology Bond Matching Grant	24,000.00
• Safe and Drug Free Schools	3,865.00
• Essential Skills: Remedial Education	20,000.00
• Blackstone Valley Chamber of Commerce Techmates	250.00
• CESAME	8,353.00
• Foundation Reserve	42,000.00
• Bell Atlantic EdLink - Alliance for Education (Fiscal Agent Award)	40,000.00

Staff - Our most valuable resource

Valley Tech's unique learning environment is a direct result of the diverse talents of an exceptionally motivated and enthusiastic staff. Fostering an innovative organizational climate are the following staff members:

1 Superintendent - Director, 1 Assistant Superintendent - Director, 7 Administrators, 40 Vocational Instructors, 29 Academic Teachers, 7 Special Education Teachers, 2 Technology Specialists, 11 Paraprofessional/Instructional Aides, 2 Adjustment Counselors, 4 Guidance Counselors, 1 School Psychologist, 1 Computer Technology Analyst, 1 Library/Media Specialist, 1 Business Specialist, 2 School Nurses, 6 Custodial/Maintenance Personnel, 2 School-year Custodial Assistants, 10 Food Service Personnel, 6 Full-time Secretaries, 3 School-year Clerks, 1 Payroll Officer, 1 Human Resource 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. During the 1998 commencement ceremony, school committee members Matthew Krajewski and Edward Postma were honored for a combined total of 68 years of service to the district. Both have diligently served the vocational technical needs of the young people of the Blackstone Valley since the planning stages of the district in the early 1960's.

An elected School Council meets periodically throughout the year to discuss issues concerning school operations. Council members were: 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.

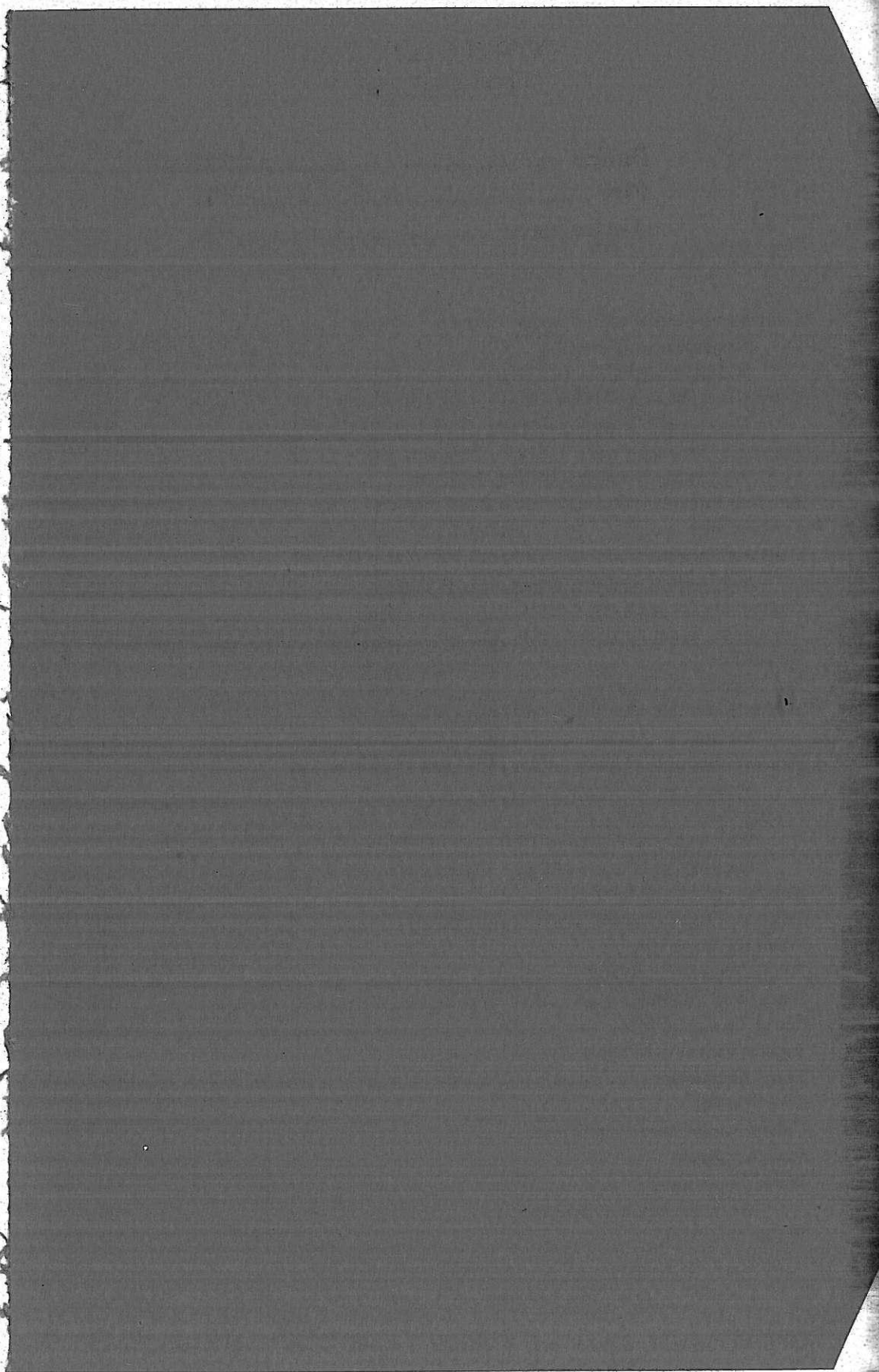
Respectfully submitted,

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 A. 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

Index

Aquatic Weed Control	130
Assessors, Board of	65
Town Accountant	57
Blackstone Valley Vocational Regional District School Committees, Report of	167
Board of Health, Report of	93
Building Inspector	103
Cable Commission	67
Cemetery Commission	82
Conservation Commission	68
Council on Aging, Report of	70
Cultural Council	73
Development & Industrial Commission	131
Dog Officer	118
Emergency Medical Services, Report of	90
Fire Engineers, Report of	83
Health Service	95
Heritage Homecoming Committee, Report of	97
Historic Commission	100
Housing Authority, Report of	102
Librarian, Report of	104
Library Board of Trustees, Report of	105
Memoriam	2
Mendon-Upton Regional School District Committee, Report of	132
Moderator, Report of	107
NIPMUC Regional Commencement Program	154
Personnel Board	108
Police and Communication Department	114
Public Works, Department of	75
Registrars of Voters, Report of	111
Selectmen, Report of	53
Technology Committee, Report of	126
Town Clerk	112
Town Officers for 1998	7
Town Treasurer/Collector's, Report of	119
Tree Warden, Report of	125
Veterans' Graves	127
Veterans' Services, Report of	128
Water and Sewer Advisory Board	81
Zoning Board of Appeals	129

Special Town Meeting, March 24, 1998	15
Special Town Election, March 24, 1998	16
Town Meeting, May 4, 1998	17
Annual Town Election, May 4, 1998	25
Adjourned Town Meeting, May 9, 1998	27
Warrant Special Town Meeting, May 9, 1998	37
Special Town Meeting, May 9, 1998	41
Special Town Meeting, June 30, 1998	48
Special Town Meeting, November 24, 1998	50



TOWN DIRECTORY EMERGENCY

Police911
Fire911
Ambulance911

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 9:00 a.m.-1:00 p.m. and	
Meeting on 1st Thursday at 6:00 p.m.)	529-3293
Library (Monday 2:00 p.m.-6:00 p.m., Tuesday 2:00 p.m.-8:00 p.m.	
Wednesday & Thursday 10:00 a.m.-8:00 p.m., Friday 10:00 a.m.-4:00 p.m.,	
Saturday 10:00 a.m.-4:00 p.m., Closed Saturdays July & August)	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	529-6191
Water Department	529-3993
Water Department Emergencies	529-3200
Wiring Inspector	529-3067