

**Annual Report
of the
Town Officers
of the
TOWN OF UPTON**

For the Year Ending December 31, 2003

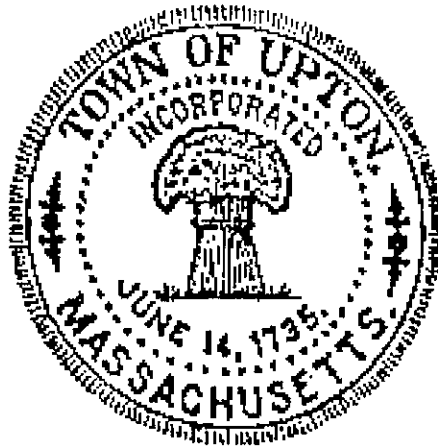


**New Fire Station and EMS Headquarters
Facility Constructed 2003**

New Fire Station and EMS Headquarters facility shown on the cover
was opened in June 2003. Thanks go out to the Citizens of the Town of Upton
and The Fire Station Building Committee

H.K.T. Architects,
D.F. Prey, Inc.

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



**for the
YEAR ENDING DECEMBER 31, 2003**

Printed by Athol Press Inc., Athol, MA 01331

U.S. SENATORS

John F. Kerry of Boston
Edward M. Kennedy of Boston

CONGRESSMAN

Richard E. Neal

**STATE SENATOR, FIRST WORCESTER
AND MIDDLESEX DISTRICT**

Guy W. Glodis of Worcester

REPRESENTATIVE, EIGHTH MIDDLESEX DISTRICT

George N. Peterson, Jr. of Grafton

SHERIFF OF WORCESTER COUNTY

John M. Flynn of Worcester

TREASURER/CHAIRMAN

Michael J. Donoghue of Worcester

CLERKS OF COURT, WORCESTER COUNTY

Loring P. Lamoureux of Worcester

REGISTER OF PROBATE AND INSOLVENCY

Leonard P. Flynn of Shrewsbury

REGISTER OF DEEDS, WORCESTER COUNTY

Anthony J. Vigliotti of Worcester

DISTRICT ATTORNEY

John J. Conte of Worcester

TOWN OF UPTON

Incorporated June 14, 1735

2003-Town Census	7,052
2002-Town Census	7,228
2001-Town Census	6,529
2000-Town Census	6,369
2000-Federal Census	5,642
1995-State Census (no longer conducted)	
1990-Federal Census	4,677
1985-State Census	4,260
1980-Federal Census	3,884
1975-State Census	3,777
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	2000	6,369

Town Comprises 21.81 Square Miles

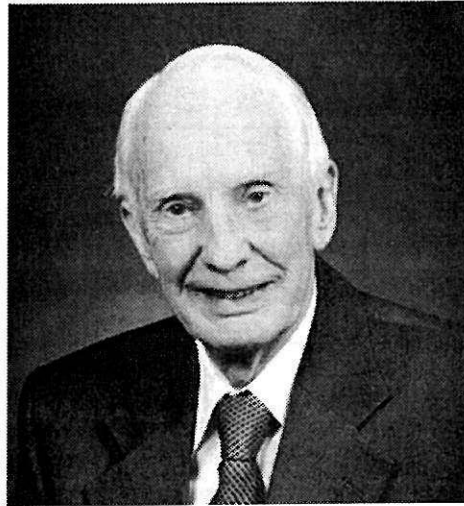
Land	13,853.3 acres	Water	104.7 acres
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Town Highways — 74.00 miles

Pratt Hill — approximately 595 ft. above mean sea level

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

IN MEMORIAM



Charles H. "Herbie" Ferris
Town Account 1954 - 1977



Carl Albert Anderson
Historical Commission 1985 - 1997

IN MEMORIAM



Barbara Brewster Bonner
Conservation Commission 1992 - 1993

TOWN OFFICERS FOR 2003

MODERATOR

David C. Loeper

Term Expires 2004

TOWN CLERK

Kelly McElreath

Term Expires 2004

SELECTMEN

Joan E. Shanahan

Term Expires 2004

Alan Leslie Rosenfield, Esq.

Term Expires 2005

David M. Lunny, Esq.

Term Expires 2006

COLLECTOR-TREASURER

Kenneth W. Glowacki

Term Expires 2006

ASSESSOR OF TAXES

Charles T. Marsden

Term Expires 2006

Glenn H. Fowler

Term Expires 2004

Anthony W. Bonina

Term Expires 2005

MENDON-UPTON REGIONAL SCHOOL DISTRICT COMMITTEE

Cynthia Robertson

Term Expires 2005

Kathleen O'Neill

Term Expires 2006

Colette E. Rooney

Term Expires 2004

CEMETERY COMMISSION

Richard L. Randall

Term Expires 2006

Robert R. Richard

Term Expires 2004

William H. Sadler

Term Expires 2005

PLANNING BOARD

Thomas C. Davidson, Chairman

Term Expires 2005

Raymond P. Smith, Vice Chairman

Term Expires 2006

Paul W. Carey

Term Expires 2005

Kenneth E. Picard, Treasurer

Term Expires 2004

Rufin Van Bossuyt

Term Expires 2006

BOARD OF HEALTH

Americo J. Binaco

Term Expires 2005

Gail N. Snow, Chairperson

Term Expires 2004

Marsha A. Paul

Term Expires 2006

TRUSTEES OF PUBLIC LIBRARY

Laurie S. Wodin	Term Expires 2006
Katherine M. Stanton	Term Expires 2006
John Robertson, Jr.	Term Expires 2006
Doreen C. Chancellor	Term Expires 2004
Kathleen E. Kelley	Term Expires 2004
Charlotte L. Carr	Term Expires 2005
George A. Klink	Term Expires 2005
Pauline H. Marquis	Term Expires 2004
Robin Silva	Term Expires 2006
David M. Anderson	Term Expires 2005

TRUSTEES OF THE MENDON-UPTON LIBRARY DISTRICT

John Robertson, Jr.	Term Expires 2006
Charlotte Carr	Term Expires 2004
Katherine M. Stanton	Term Expires 2005

RECREATION COMMISSION

Michael R. Rooney	Term Expires 2006
Mark C. Fitzgerald	Term Expires 2004
Joseph K. Poirier	Term Expires 2005

CONSTABLES

Terms Expires (2004)

James R. Bates	Rodney B. Marchand
Christos Stamopoulos	Erik M. Mager
Anthony C. Cervassi	Susan L. Pathiakias

UPTON HOUSING AUTHORITY

Rena Richard	Term Expires 2005
Mildred F. Morin	Term Expires 2006
William S. Evans	Term Expires 2008
Robert C. Humes	Term Expires 2004
Judith F. McGee (appointed by the Department of Communities and Development- Expires 2007)	

FINANCE COMMITTEE

(Elected Members)

Penny P. Kelley	Term Expires 2006
Steve McCaw	Term Expires 2004
Lawrence E. Delgrego (Resigned)	Term Expires 2005

APPOINTED BY THE BOARD OF SELECTMEN

ADMINISTRATIVE ASSISTANT

James R. Bates, Term Expires 2006

CLERK TO BOARD OF SELECTMEN

Karen L. Varney Term Expires May 2004

TOWN COUNSEL

Kopelman and Paige, P.C.. Term Expires May 2004

TOWN ACCOUNTANT

Robert A. Perkins Term Expires May 2004

CLERK TO TOWN ACCOUNTANT

Ann L. Perkins Term Expires May 2004

POLICE COMMISSIONERS

Joan E. Shanahan Term Expires May 2004

Alan Leslie Rosenfield, Esq. Term Expires May 2005

David M. Lunny, Esq. Term Expires May 2006

CHIEF OF POLICE

Thomas B. Stockwell Term Expires June 2006

POLICE SERGEANTS

Alan J. Cyr Term Expires May 2006

Bruce D. Rivard Term Expires May 2006

Michael J. Bradley, Jr. Term Expires May 2006

FULL TIME POLICE OFFICERS

Carl A. Ambrosino Term Expires May 2006

Michael D. Benjamin Term Expires May 2006

Michael F. Lupachini Term Expires May 2006

Erik M. Mager Term Expires May 2006

Lisa C. Vass Term Expires May 2006

Kostantinos D. Agiomavritis Term Expires May 2006

Dean S. Paine Term Expires May 2006

Kenneth C. Harold Term Expires May 2006

PART TIME POLICE OFFICERS

Lt. Rodney B. Marchand Term Expires May 2004

Robert J. Miller Term Expires May 2004

RESERVE POLICE OFFICERS

(Terms expire May, 2004)

Douglas Tripp
Dustin Fitch
Rocco Addeo

Term Expires May 2004
Term Expires May 2004
Term Expires May 2004

SPECIAL POLICE OFFICERS

(Terms expire May, 2004)

Aldo B. Consigli, Sr.
Matthew Rankins
Jeffrey White
Deborah LaRose

Lee Capistran
James R. Bates
Kenneth Pederson Jr.

John Johnson
David M. Anderson
Alicia Pincince

HONORARY SPECIAL POLICE OFFICERS

(Terms expire May, 2004)

Donald R. Keniston
John LeBrun
John Saucier

Henry J. Poirier, Jr.
Joanne Kinney
Bruno Regaini

Robert Coffin
Fred M. Hebb

COMMUNICATIONS OFFICER

Thomas B. Stockwell, Term Expires June 2006

FULL-TIME COMMUNICATIONS OFFICER

Dustin Fitch, (Senior Communications Officer)
Mathew Rankins
Deborah LaRose
Alicia Pincince

Term Expires May 2006
Term Expires May 2006
Term Expires May 2006
Term Expires May 2004

PART TIME COMMUNICATIONS OFFICERS

(Terms expire May, 2004)

Rose Marie Horton
Paula Deiana
Donna Fitch
Lisa Crawford
Richard Greenaway (resigned)
Tracee L. Perkins

BOARD OF FIRE ENGINEERS

(Terms expire May 2004)

Michael J. Bradford, Sr.
Richard J. Henderson, Sr.
Michael J. Marchand

DIRECTOR, EMERGENCY MEDICAL SERVICE

(Term Expires May 2004)

Brian F. Kemp

ASSISTANT DIRECTOR, EMERGENCY MEDICAL SERVICE

(Term Expires May 2004)

Jeffrey C. Young

(Following Terms Expires May 2004)

PARKING CLERK WARRANT OFFICER

Carol A. Owczarzak

DOG OFFICER

Keith W. Fitzpatrick

DIRECTOR OF VETERANS' GRAVES

Richard L. Randall

DIRECTOR OF VETERANS' SERVICES

Robert J. Miller

FOREST FIRE WARDEN

Michael J. Bradford Sr.

INSPECTOR OF BUILDINGS

Patrick H. Roche

ASSISTANT INSPECTOR OF BUILDINGS

Maurice E. Capistran

LOCAL INSPECTOR OF BUILDINGS

Diana DelGrosso

SECRETARY TO CODE ENFORCEMENT DEPARTMENT

Diana DelGrosso

MEASURER OF WOOD BARK AND LUMBER

Robert A. Page

GAS INSPECTOR

Walter A. Hopkins

ASSISTANT GAS INSPECTOR

Thomas E. French

OIL BURNER INSPECTOR

Michael J. Bradford Sr.

DIRECTOR (INSPECTOR) OF WIRING

John Poirier

ASSISTANT DIRECTOR OF WIRING

David A. Stanley

DISABILITY AFFAIRS GRIEVANCE COORDINATOR

Anita Sundelin

CUSTODIAN OF TAX TITLE PROPERTIES

Kenneth W. Glowacki

DELEGATE, CENTRAL, MASS. REGIONAL PLANNING

Paul W. Carey

ALTERNATE DELEGATE

James R. Bates Jr.

SUPERINTENDENT OF PEST CONTROL

Donald R. Keniston

COUNTY ADVISORY BOARD MEMBER

Joan E. Shanahan

PUBLIC WEIGHTERS

Jane Richard

Robert R. Richard

FINANCE COMMITTEE

Stephen M. Bern
Paul T. Flaherty
Craig Lizotte

Term Expires 2005
Term Expires 2006
Term Expires 2004

CONSERVATION COMMISSION

Sandra Lajoie
Christine Scott
Michael Penko
Jeffrey C. Young
Margaret Carroll
Trish Stefanko
Thomas Dodd
Jeffrey T. Ramsey (Associate)

Term Expires 2004
Term Expires 2004
Term Expires 2005
Term Expires 2005
Term Expires 2005
Term Expires 2004
Term Expires 2004
Term Expires 2004

REGISTRAR OF VOTERS

George P. Kennedy (R) Chairman	Term Expires 2006
Eleanor R. Broderick (D)	Term Expires 2004
Susan A. Bonina (D)	Term Expires 2006
Kelly A. McElreath, ex-officio, Clerk	Term Expires 2004

HISTORICAL COMMISSION

Ashley M. Perkins (retired)	Term Expires 2004
Stephen A. Minichiello	Term Expires 2005
Barbara E. Burke	Term Expires 2005
David Mackey	Term Expires 2005
Russell W. Wood	Term Expires 2006
John Morrel	Term Expires 2006
Rita E. Horsey	Term Expires 2004
Gordan Marquis (retired)	

ZONING APPEAL BOARD

John LeBrun	Term Expires 2006
Stedman Briggs	Term Expires 2004
Joseph D. Lurie	Term Expires 2005

ASSOCIATE MEMBER, ZONING APPEAL BOARD

Roger I. Bartlett	Term Expires 2004
James R. Bates Jr.	Term Expires 2004
David Lunny (resigned)	Term Expires 2004
Richard Desjardins	Term Expires 2004

DIRECTOR – COUNCIL FOR THE AGING

Anita Sundelin

ASSISTANT DIRECTOR – COUNCIL FOR THE AGING

Holly Whalen

SOCIAL SERVICES COORDINATOR – COUNCIL FOR THE AGING

Ann Davidson

COUNCIL FOR THE AGING

(Terms expire 2004)

Lydia Fitton	Karen Intinarelli
Jean Hale	Elizabeth Evans
Gilbert A. Peck	Joan Burrell
Betty Marengo	Lola Stanley

(Terms expire 2006)

Steve Goodman

Rev. Jan Gregory-Charpentier

UPTON TECHNOLOGY COMMITTEE

(Terms expire 2004)

Jeffrey C. Young
Michael D. Fahey

William C. Young
Rick Kasten

TOWN HALL RENOVATION STUDY COMMITTEE

Patrick H. Roche
Maurice Capistran

Donald Moquin
Walter A. Hopkins

CULTURAL COUNCIL

(Term Expires 2008)

Lori A. Natterstad
Doreen C. Chancellor
Vanessa Majkut
Donna Gavin

Linh T. Reilly
Regina Young
Elizabeth Collins
LoAnn Lien

CABLE TELEVISION ADVISORY COMMITTEE

(Terms expire 2004)

Glenn Fowler
Robert Pray

Eva P. Fowler
Jeffrey C. Young

AQUATIC WEED CONTROL COMMITTEE

(Terms Expires 2004)

Charles E. Pedersen
Nancy Thompson

James R. Bates Jr.

PERSONNEL BOARD

Seema-Jayne Kenney
Herman Meisner
Robert J. Fleming

Term Expires 2004
Term Expires 2004
Term Expires 2004

CLERK TO THE PERSONEL BOARD

Melissa Ducette

Term Expires 2004

DISABILITY AFFAIRS COMMITTEE

Anita Sundelin

Term Expires 2004

DEVELOPMENT AND INDUSTRIAL COMMISSION

(Terms expire 2004)

Harvey J. Trask
Henry Poirier, III

David Sarkisian

FIRE STATION BUILDING COMMITTEE

(Project Completed 12/03)

Robert J. Prentiss, Chairman
Lawrence E. Delgrego
Alan L. Rosenfield, Esq.

Frank P. Braney
Lloyd L. Hamm, Jr.

DEPARTMENT OF PUBLIC WORKS DIRECTOR

Durwood A. Tetreault

Expires 2006

SUPERVISOR OF HIGHWAYS

David Cialdea (resigned)

WATER/WASTEWATER ADVISORY COMMITTEE

(Terms Expires 2004)

John Sicurella
Robert H. Snow
Carmen Stellato

Walter A. Hopking
Richard E. Dupre
Jeffrey G. Hershberger

WATER/WASTEWATER SUPERINTENDENT

Ronald SanSouci

CLERK, DEPARTMENT OF PUBLIC WORKS

Carol A. Peterson

TREE WARDEN

Donald R. Keniston

UPTON COMMISSION ON DISABILITY

(Term Expires May 2004)

Anita Sundelin
Karen Intinarelli

Penny Kelly
Joan E. Shanahan

MASTER PLAN COMMITTEE

(Terms expire 2004)

Don Arthur
Kelly Carey
Ken Picard

Harvey Trask
Rich Gazoorian

(Appointments made per 2003 By-Law)

COMMUNITY PRESERVATION ACT COMMITTEE

Russ Wood
Rena Richard
Chris Scott

Ellen Arnold
Paul Carey
Richard Holmes

APPOINTED BY THE BOARD OF HEALTH

BOARD CLERK

Diane E. Tiernan

AGENT

Maxine Kogut

ANIMAL INSPECTOR

Charlotte Newell

BURIAL AGENT

Kelly A. McElreath

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

Phil Wood
Jonahan Calianos
Keith James

Term Expires 2004
Term Expires 2006
Term Expires 2005

THE COMMONWEALTH OF MASSACHUSETTS
FEBRUARY 10, 2003

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 Nipmuc Regional Middle/High School Auditorium, Monday, February 10, 2003, at Seven thirty o'clock in the evening, then and there to act on the following article:

ARTICLE 1: To see if the Town will approve the \$5,170,327 debt authorized by the Mendon-Upton Library District for the purpose of constructing, originally equipping and furnishing a new District library which debt was authorized by a vote of the District adopted on December 19, 2002, and which vote provides that no bonds or notes shall be issued for this project unless (i) each member town of the District shall have voted to exclude its allocable share of the debt service on any bonds or notes issued for this project from the limitations of Chapter 59. Section 21C of the General Laws (Proposition 2 1/2) and (ii) the District shall have been awarded grants or gifts from The Commonwealth of Massachusetts or from any other available sources, in an amount at least equal to the amount of debt authorized by the District to be incurred for this project; and which vote further provides, that any grants or gifts received by the District on account of the project authorized by this vote from the Mendon-Upton Library Trust Inc., shall be applied to the cost of the project as described herein.

And you are directed to serve this Warrant, by posting up attested copies thereof at the U.S. Post Office, Town Library and Town Hall, in said Town 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 Twenty-first day of January in the year of our Lord Two thousand three.

Upton Board of Selectmen:

Alfred C. Holman, Chairman
Joan E. Shanahan
Alan Leslie Rosenfield, Esq.

A true copy, Attest.
James R. Bates, Constable
January 23, 2003, Date

**PROCEEDING
THE COMMONWEALTH OF MASSACHUSETTS
TOWN OF UPTON
SPECIAL TOWN MEETING
February 10, 2003**

Moderator, David Loeper, called the meeting to order at 7:30 pm with quorum present. The meeting was recessed for 5 minutes in order to allow additional voters to be checked in.

Barbara Burke, Nancy Kennedy, M. Denise Smith and Susan Bonina checked in 402 voters at the Nipmuc Regional High/Middle School.

Voted unanimously to accept the following as guests: Drayton Fair, Architect from Tappe Assoc.; Jane Bigda, District Library Trustee from Mendon; Sharon Cutter, District Library Trustee from Mendon; Karen O'Brien, District Library Trustee; Tom Mullen, Lawyer; Clark Rowell, Financial Advisor; Wayne Wagner, Building Committee; Debra Hersh, Librarian; Jeff Hoover, Architect, Carolyn Peterson, District Library Trustee from Mendon; Ann Davidson, Town Crier and Mark Berger, Milford Daily News.

Regional Library Vote

ARTICLE 1: Upon motion of John Robertson, it was voted that the Town of Upton hereby approves the debt authorized by the Mendon-Upton Library District (the "District") for the purpose of constructing, originally equipping and furnishing a new District library which debt was authorized by a vote of the District adopted on December 19, 2002, and which vote provides that (i) no bonds or notes shall be issued for this project unless and until each of the Towns of Mendon and Upton shall have voted to exclude the repayment of their respective shares of debt service related to such debt from the limitations of Proposition 2 1/2, so-called, and (ii) that the District shall have been awarded grants or gifts from The Commonwealth of Massachusetts or from any other available sources, in an amount at least equal to the amount of debt authorized by the District to be incurred for this project; and which vote further provides that any grants or gifts received by the District on account of the project authorized by this vote from the Mendon-Upton Library Trust Inc., shall be applied to the cost of the project as described herein:

Favorable recommendation from Finance Committee

It was announced that a majority vote was needed to pass the motion due to the Library District agreement.

Motion by William Andrews to move to question and conduct vote by paper ballot.

The Moderator declared the motion passed.

Paper Ballot conducted. Moderator declared the vote to be:

Yes 218 No 154

Moderator declared the motion passed by majority.

Upon motion of William Young, it was voted to dissolve this warrant and adjourned meeting at 10:15 pm.

Motion passed unanimously.

A True Copy,
Attest:
Kelly A. McElreath,
Town Clerk

THE COMMONWEALTH OF MASSACHUSETTS

MARCH 20, 2003

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 Nipmuc Regional Middle/High School Auditorium, Thursday, March 20, 2003, at Seven thirty o'clock in the evening, then and there to act on the following articles:

ARTICLE 1: To see if the Town will vote to appropriate, appropriate from available unappropriated funds in the Treasury, or Transfer, or Borrow, the sum of Eighty-nine thousand one hundred eighty-three dollars, (\$89,183.00), or any other sum, to supplement the FY03 Insurance Expense Account due to increased premium cost, additional employees, and changes in medical plan options, or, to take any other action relative thereto.

ARTICLE 2: To see if the Town will vote to appropriate, appropriate from available unappropriated funds in the Treasury, or Transfer, or Borrow, the sum of Forty thousand dollars, (\$40,000.00), or any other sum, to supplement the FY03 Police Wages Account for the existing Resource Officer, at the Upton Public Schools, or, to take any other action relative thereto.

ARTICLE 3: To see if the Town will vote to appropriate, appropriate from available unappropriated funds in the Treasury, or Transfer, or Borrow, the sum of Eighty-five hundred dollars, (\$8,500.00), or any other sum, to fund the cost of the mandated General Permit Application and the Stormwater Management Plan required by the EPA and DEP, which engineering service will be provided by our Engineering firm, Tata & Howard, Inc., 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, or Borrow, the sum of Six thousand dollars, (\$6,000.00), or any other sum, to supplement the FY03, Vehicle Fuel Account of the DPW, or, to take any other action relative thereto.

ARTICLE 5: To see if the Town will vote to appropriate, appropriate from available unappropriated funds in the Treasury, or Transfer, or Borrow, the sum of Seven hundred dollars, (\$700.00), or any other sum, to Supplement the Clothing Allowance Account for the additional employee of the Fire Department approved at the Annual Town Meeting, or, to take any other action relative thereto.

ARTICLE 6: To see if the Town will vote to approve proceeding, by the Board of Selectmen, with the purchase of approximately 40 acres, more or less, of undeveloped land at 149 Mendon Street, (Assessors Map 025), which is the Richard D. Stockwell Estate, for the purpose of future Town of Upton Corporate use. This purchase would not include the House and Ancillary Buildings on the property and would be a future Proposition 2 1/2 Debt Exclusion Article and Ballot Question presented to the Governing Body, or, to take any other action relative thereto.

ARTICLE 7: To see if the Town will vote to approve proceeding, by the Board of Selectmen, with the purchase, of approximately 22 acres of land, more or less, in the U.S. Flood Plane Zone at 158 West River Street, the Edward M. Wadsworth Property, (Assessors Map 031), which has successfully passed preliminary testing for water yield. This testing was provided by Tata & Howard, Inc., under the Groundwater Exploration FY099 Account. The purpose of this purchase is for a future Town of Upton third water supply source and would be a future Proposition 2 1/2 Debt Exclusion Article and Ballot Question presented to the Governing Body, or, to take any other action relative thereto.

ARTICLE 8: To see if the Town of Upton will vote to determine and accept sections 3 to 7, inclusive, of Chapter 44B of the General Laws, as summarized herein; Sections 3 to 7 of Chapter 44B of the General Laws of Massachusetts, also known as the Community Preservation Act, establish a dedicated funding source to acquire and preserve land for parks and recreation, open space, and protection of public drinking water supplies, to restore and preserve historic properties, to protect farm land and forests from future development, and to help meet the housing needs of low income families and moderate income seniors. , In Upton, the Community Preservation Act will be funded by a surcharge of 3% on the annual property tax assessed on real property and by matching funds provided by the state. The additional surcharge will exclude the first \$100,000 of value of each parcel of residential real property and will be implemented starting in the 2004 fiscal year. A taxpayer receiving a regular property tax abatement or exemption will also receive a pro rata reduction in the surcharge. A Community Preservation Committee composed of local citizens will make recommendations on the use of the funds, and all expenditures will require a vote of Town Meeting and be subject to an annual audit, 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 Fourth day of March in the year of our lord Two thousand three.

Upton Board of Selectmen
Alfred C. Holman, Chairman
Joan E. Shanahan
Alan Leslie Rosenfield, Esq.

A true copy, Attest:
James R. Bates, Constable
March 5, 2003, Date

**PROCEEDING
THE COMMONWEALTH OF MASSACHUSETTS
TOWN OF UPTON
SPECIAL TOWN MEETING
March 20, 2003**

Called to order at 7:30 pm by Moderator David Loeper.

During this meeting, 102 voters were checked in to the Nipmuc Regional Middle/High School by Barbara Burke, M. Denise Smith and Nancy Kennedy meeting the necessary quorum of 40 voters.

By unanimous vote, guests present were Jonathan Silverstein, Town Counsel; Jennifer Pollock, Milford Daily News; Don Tata, Tata & Howard; Aaron Bikofski, Framingham; John Bertorelli, Framingham.

Insurance Transfer of Funds

ARTICLE 1: Upon motion of Joan Shanahan, it was voted that the Town transfer the sum of Eighty-nine thousand one hundred eighty-three dollars, (\$89,183.00), from the Stabilization Fund Account to the Insurance Expense account to supplement the FY03 Insurance Expense Account due to increased premium cost, additional employees, and changes in medical plan options.

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried unanimously.

Police Wages Transfer of Funds

ARTICLE 2: Upon motion of Robert Perkins, it was voted that the Town transfer the sum of Forty thousand dollars, (\$40,000.00), from "other available funds" in the Treasury to the Police Wages Account to supplement the FY03 Police Wages Account for the existing Resource Officer at the Upton Public Schools.

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried unanimously.

Department of Public Works Transfer of Funds

ARTICLE 3: Upon motion of Durwood Tetreault, it was voted to transfer the sum of Eight thousand five hundred dollars, (\$8,500.00), from the FY01 Town Wells-Corrosion Control Account to fund the cost of the mandated General Permit Application and the Stormwater Management Plan required by the EPA and DEP, and which engineering services will be provided by the Engineering firm, Tata & Howard, Inc.

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried unanimously.

Department of Public Works Transfer of Funds

ARTICLE 4: Upon motion of Durwood Tetreault, it was voted to transfer the sum of Six thousands dollars, (\$6,000.00), from the Treatment Plant Walkways & Railings Account (FY02) to the (FY03) DPW Vehicle Fuel Account.

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried unanimously.

ARTICLE 5: Upon motion of Michael Bradford, Sr., it was voted to pass over Article 5.

The Moderator declared the motion carried unanimously.

Purchase of Stockwell Property

ARTICLE 6: Upon motion of Alan Rosenfield, it was voted to approve proceeding, by the Board of Selectmen, with the purchase of approximately 40 acres, more or less, of undeveloped land at 149 Mendon Street, (Assessors Map 025), which is the Richard D. Stockwell Estate, for the purpose of future Town of Upton Corporate use. This purchase would not include the House or Ancillary Buildings on the property and would be a future Proposition 2 1/2 Debt Exclusion Article and Ballot Question presented to the Governing Body.

Upon motion of Rufin Van Boyssuyt, it was voted to amend the motion to replace "approve" with "research".

The Moderator declared the amendment carried by majority.

New Motion: To approve research, by the Board of Selectmen, with the purchase of approximately 40 acres, more or less, of undeveloped land at 149 Mendon Street, (Assessors Map 025), which is the Richard D. Stockwell Estate, for the purpose of future Town of Upton Corporate use. This purchase would not include the House or Ancillary Buildings on the property and would be a future Proposition 2 1/2 Debt Exclusion Article and Ballot Question presented to the Governing Body.

The Moderator declared the motion carried by majority.

Purchase of Wadsworth Property for Water Source

ARTICLE 7: Upon motion of Joan Shanahan, it was voted that the Town approve proceeding, by the Board of Selectmen, with the purchase, of approximately 22 acres of land, more or less, in the U.S. Flood Plane Zone at 158 West River Street, the Edward M. Wadsworth Property, (Assessors Map 031), which has successfully passed preliminary testing for water yield. This testing was provided by Tata & Howard, Inc., under the Groundwater Exploration (FY99) Account. The purpose of this purchase is for a future Town of Upton third water supply source and would be a future Proposition 2 1/2 Debt Exclusion Article and Ballot Question presented to the Governing Body.

Upon motion of Paul Flaherty, it was voted to amend the motion to replace "approve" with "researching".

The Moderator declared the amendment carried by majority.

New Motion: To approve researching, by the Board of Selectmen, with the purchase, of approximately 22 acres of land, more or less, in the U.S. Flood Plane Zone at 158 West River Street, the Edward M. Wadsworth Property, (Assessors Map 031), which has successfully passed preliminary testing for water yield. This testing was provided by Tata & Howard, Inc. under the Groundwater Exploration (FY99) Account. The purpose of this purchase is for a future Town of Upton third water supply source and would be a future Proposition 2 1/2 Debt Exclusion Article and Ballot Question presented to the Governing Body.

The Moderator declared the motion carried by majority.

Community Preservation Act

ARTICLE 8: Upon motion of Margaret Carroll it was voted that the Town of Upton accept sections 3 to 7, inclusive, of Chapter 44B of the General Laws, as summarized herein; Sections 3 to 7 of Chapter 44B of the General Laws of Massachusetts, also known as the Community Preservation Act, establish a dedicated funding source to acquire and preserve land for parks and recreation, open space, and protection of public drinking

water supplies, to restore and preserve historic properties, to protect farm land and forests from future development, and to help meet the housing needs of low income families and moderate income seniors. In Upton, the Community Preservation Act will be funded by a surcharge of 3% on the annual property tax assessed on real property and by matching funds provided by the state. The additional surcharge will exclude the first \$100,000 of value of each parcel of residential real property and will be implemented starting in the 2004 fiscal year. A taxpayer receiving a regular property tax abatement or exemption will also receive a pro rata reduction in the surcharge, this includes all low income residents and moderate income senior citizens. A Community Preservation Committee composed of local citizens will make recommendations on the use of the funds, and all expenditures will require a vote of Town Meeting and be subject to an annual audit.

Favorable recommendation from Finance Committee with provision that first expenditures out of the fund are directed to ADA compliance and recreation fields.

Upon motion of Stephen Minichiello, it was moved to question.

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

The Moderator Declared the motion carried by majority.

Upon motion of William Young, it was voted to dissolve this warrant and adjourn meeting at 9:44 pm.

Motion passed unanimously.

A True Copy,
Attest:
Kelly A. McElreath,
Town Clerk

THE COMMONWEALTH OF MASSACHUSETTS

May 05, 2003

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 Fifth day of May 2003, 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 PM on the day of said meeting. The remaining articles in the Warrant will be acted on at an adjourned meeting in the Auditorium at the Nipmuc Regional Middle/High School, Thursday, May 08, 2003, punctually at 7:30 PM.

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 to raise and appropriate, or transfer, 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, 2003, 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 borrow, or transfer the sum of One hundred seventy-five thousand seven hundred fifty-five dollars (\$175,751.00), or any other sum, in conformity with M.G.L. Chapter 32, Section 22(7)(c)(ii) of the General Laws relative to the Pension, Expense, Worker's Compensation and Military Service Funds of the Worcester Regional Retirement System for the fiscal period which begins on July 1, 2003 through June 30, 2004, or, to take any other action relative thereto.

ARTICLE 6: To see if the Town will vote to amend the Town of Upton General By-Laws by removing reference to Chapter 11, which was deleted at the Annual Town Meeting in 1996, and Chapter 12, which was deleted at a Special Town Meeting in November 1992, and by renumbering the subsequent chapters of the General By-Laws as required, which can be reviewed at the Office of the Town Clerk, or, to take any other action relative thereto.

ARTICLE 7: To see if the Town will vote to adjust the eligibility requirements seniors must meet in order to qualify for a property tax exemption by changing the eligibility age from 70 to 65 beginning Fiscal Year 2004 pursuant to M.G.L. Ch. 59 § 5(41C), or, to take any other action relative thereto.

ARTICLE 8: To see if the Town will vote to adjust the eligibility requirements seniors must meet in order to qualify for a property tax exemption by increasing the gross receipts limit that applies to the applicant from \$13,000.00 to \$20,000.00 if single and from \$15,000.00 to \$30,000.00 if married beginning Fiscal Year 2004 pursuant to M.G.L. Ch. 59 § 5(41C), or, to take any other action relative thereto.

ARTICLE 9: To see if the Town will vote to adjust the eligibility requirements seniors must meet in order to qualify for a property tax exemption by increasing the whole estate limit from \$28,000.00 to \$40,000.00 if single and from \$30,000.00 to \$55,000.00 if married beginning Fiscal Year 2004 pursuant to M.G.L. Ch. 59 § 5(41C), 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, or borrow the sum of Eighteen thousand dollars (\$18,000.00), or any other sum, to be used for a reserve amount for the revaluation through the Board of Assessors, 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, or borrow 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, 2003, 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 12: 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 Twenty thousand dollars (\$20,000.00), or any other sum, to be used for Engineering Review/Consulting and Legal Counsel fees to be actively engaged in any Chapter 40B Comprehensive Housing Permit Applications, or any other Development Projects denied by the Planning Board, Board of Health, and/or the Zoning Board of Appeals, 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, or borrow, the sum of Twenty-five thousand three hundred ninety-four dollars and fifty-seven cents (\$25,394.57), or any other sum, to fund the fifth year payment of a five year lease-purchase agreement for the new Caterpillar front-end loader of the Highway Division of the Department of Public Works, 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, or borrow the sum of Twenty-three thousand seven hundred ninety-seven dollars and forty-nine cents (\$23,797.49), or any other sum, to fund the fifth year payment of a five year lease-purchase agreement for the new five ton International dump truck of the Highway Division of the Department of Public Works, 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, or borrow, the sum of Seventy-eight thousand six hundred forty-six dollars and seventy-five cents (\$78,646.75), or any other sum, to be used for the construction and/or improvement of town roads, to be reimbursed by the Commonwealth over three years, under Chapter 53, Acts of 1999, Section 34 (2)(a) of Chapter 90 of the M.G.L.'s or, to take any other action relative thereto.

ARTICLE 16: To see if the Town will vote to establish a departmental revolving fund, as recommended by the Board of Selectmen, for the Upton Town Library in accordance with M.G.L. Chapter 44, § 53E1/2. The purpose of this fund shall be to replace items lost by those who borrow library materials, to replace items used in activities for which a fee is paid and to purchase new books from used book sales. Receipts to this fund shall be Monies paid by borrowers for lost materials or for overdue fines, by patrons using the copier and printing facilities and by purchasers of used library books. The Librarian, with the approval of the Library Board of Trustees, shall be authorized to expend from this fund but at no time exceeding more than the available balance in the revolving fund, 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, or borrow, the sum of Six thousand dollars (\$6,000.00), or any other sum, to be used for a reserve amount for a classification and compensation plan review and update later this calendar year, as required by the Town's Personnel By-Law and to be conducted by an outside consulting firm, 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, or borrow, the sum of Seven thousand dollars (\$7,000.00), or any other sum, for the construction and paving for additional parking space, at the Upton Police Department Headquarters, 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, or borrow, the sum of Five thousand dollars (\$5,000.00), or any other sum, to be applied to the Conservation Fund setup under Article 24 of the 1966 Annual Town Meeting, or, to take any other action relative thereto.

ARTICLE 20: 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 Six thousand five hundred dollars (\$6,500.00), 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 21: To see if the Town will vote to adopt a Wetlands Protection By-Law. This By-Law would be administered by the Conservation Commission and would provide protections that complement those in the Massachusetts Wetlands Protection Act (M.G.L. Chapter 131 § 40). Specifically the By-Law would add protections to isolated lands subject to flooding and would allow the Conservation Commission to promulgate regulations regarding work within the buffer zone and to levy fees to cover the cost of review of proposals for work in and around wetlands. The full text of the By-Law is available for review at the Upton Town Hall, Town Clerk's Office and online at <http://www.upton.ma.us>, or, to take any other action relative thereto.

ARTICLE 22: 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 Thirty-five thousand dollars (\$35,000.00), or any other sum, to develop a "Community Master Plan", or, to take any other action relative thereto.

ARTICLE 23: 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 One thousand five hundred dollars (\$1,500.00), or any other sum, to fund the purchase of 400 cemetery lot markers for new section (H) at the Town's Lakeview Cemetery, or, to take any other action relative thereto.

ARTICLE 24: To see if the Town will vote to establish a revolving fund, to be known as the Board of Health "Curbside Bulk Items Fund" in accordance with M.G.L., Chapter 44, § 53E1/2, as recommended by the Board of Selectmen. The purpose of this fund will be to pay the cost of removing residential bulk items through curbside pick-up. Monies to be deposited into this fund will be fees collected from residents who have bulk items removed. The balance of this account will not exceed the sum of \$10,000.00 at any time. Expenditures from this fund shall not exceed receipts into the fund, in any given year, or, to take any other action relative thereto.

ARTICLE 25: To see if the Town will vote to authorize the Board of Health and the Recycling Committee, with the approval of the Board of Selectmen, to establish a revolving Home Composting Bin Account in accordance with M.G.L. Chapter 44, § 53E1/2, in order to place revenue collected from the sale of compost bins, which shall be used to purchase additional compost bins, and that funds expended for this purpose will not exceed a maximum of Five thousand dollars (\$5,000.00), or up to the total amount collected in FY04, whichever is less, 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, or borrow the sum of One hundred thousand dollars (\$100,000.00), or any other sum, to fund the reconstruction and repair of Town Roads, said monies to be used in conjunction with Chapter 90 funds, or, to take any other action relative thereto.

ARTICLE 27: 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 Three thousand dollars (\$3,000.00), or any other sum, to be used for a reserve amount for a valuing and listing of the Town's fixed assets as required by the (GASB) statement #34 and to be conducted by an outside Valuation firm, or, to take any other action relative thereto.

ARTICLE 28: To see if the Town will vote to establish a revolving fund, to be known as the Council on Aging Fund in accordance with M.G.L., Chapter 44, § 53E1/2, as recommended by the Board of Selectmen. The purpose of this fund will be to provide programming for the elderly of Upton as administered through the Senior Center and the Council on Aging. Monies to be deposited in this fund shall be Monies donated for this purpose. The Director of the Upton Council on Aging, 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 29: To see if the Town will vote to establish a departmental revolving fund for the Upton Historical Commission in accordance with M.G.L., Chapter 44, § 53E1/2, as recommended by the Board of Selectmen. The purpose of this fund shall be to restore and repair cemetery markers in the first burying ground on Grove Street and for plaques and markers to designate historic sites and buildings. Receipts to this fund shall be Monies donated by individuals, corporations and other organizations. The Historical Commission will give approval to expend from this fund but at no time exceeding more than the available balance in said revolving fund, or, to take any other action relative thereto.

ARTICLE 30: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Thirteen thousand five hundred dollars (\$13,500.00), or any other sum, for the purchase of a lift device to be used at the DPW garage, or, to take any other action relative thereto.

ARTICLE 31: To see if the Town will vote to Delete Section IX.F.3 of the Personnel By-Law as last amended in October 2002 and replace it with the following text:

3. Military Leave of Absence

1. **Purpose:** To maintain consistent and uniform standards for granting leaves of absence relating to military service.
2. **Application:** All employees of the Town of Upton.
3. **Policy:** Leaves of absence for military service are supported. The following guidelines will be used in determining an employee's status and entitlement during a leave of absence for military service.

A. Eligibility:

- i. In order to be eligible for benefits, the employee must have:
 1. Completed his/her 6-month probationary period in the Town of Upton.
 2. Given advance notice of his/her impending service unless conditions make it unreasonable or impossible for the employee to provide notice.
 3. Not taken more than 5 years cumulative military leave time from his/her position (Exceptions: Periodic Reserve and National Guard Training and voluntary or involuntary service performed by Reserve and National guard members in time of war or national emergency)

B. Re-employment Rights:

- i. The length of military service determines the scope of employee's re-employment rights:
 1. For periods of service for ninety days or less, the employee will be immediately re-employed to the position he/she would have held if the employee remained continuously employed or if not qualified for the position, to the pre-service position so long as the employee is qualified or could become qualified with reasonable effort;
 2. If the period of service is greater than ninety days, the employee's rights are essentially the same as above except that the employee is entitled to return to the same position or a position equivalent in seniority, status and pay rather than the position he/she would have held;
 3. Regardless of the length of service, if the employee cannot become qualified for the above-mentioned positions, the employee may be returned to any other position of lesser status and pay that he/she is qualified to perform;

4. If circumstances have changed to the extent that re-employment is impossible or unreasonable, employees will not be re-employed following a leave relating to military service;
 - ii. To qualify for reemployment, an employee must apply within the following time periods:
 1. For service up to one hundred eighty days, the employee must submit an application for re-employment within fourteen days of release from service;
 2. For service of more than one hundred eighty days, an application for re-employment must be submitted within sixty days of release from service.
 - iii. The period of military service may not extend more than 5 years, unless the government required a further period of involuntary service.
 - iv. If a former employee is convalescing from injuries received during service, the employee may have up to one year to return to his/her former position.
 - v. An employee is qualified for his/her former position if he/she is able to perform essential functions of the positions with or without reasonable accommodation. If an employee is not qualified for the job to which he/she would otherwise have rights to re-employment, the Town of Upton will make reasonable efforts to train the employee for the job. The employee is not entitled to re-employment if efforts to qualify the employee for the position or accommodating the employee's disability would cause an undue hardship.
- C. Pay During Military Leave
- i. Except as noted below, leave of absence under this policy will be unpaid.
 - ii. An employee may elect to utilize accrued holiday or vacation time to cover period of leave.
 - iii. The Town of Upton will pay the difference between military and regular pay for up to two weeks (14 days) if the military pay less than the regular pay.
- D. Credible Service and Vacation and Sick Time Accruals.
- i. The period of military service will be considered credible service for the purpose of determining vacation and employment status.
 - ii. Vacation and sick time will not accrue during a Military Leave of Absence unless the employee utilizes accrued benefit time or the leave is with pay, as noted above.

- iii. All unused sick time (Max 20 Days), which had accrued prior to entry into military service, will be returned to the employee when he/she returns to work.
- iv. In accordance with the following schedule and based upon length of military service, a vacation award will be given upon reinstatement if the leave had been unpaid and vacation had not been accrued during the period of the leave. Thereafter, the employee will receive vacation in accordance with the usual monthly accrual schedule.

Service Level	Vacation Awarded
3 but less than 6 months	1 Day
6 months But less than 1 year	2.5 Days
12 months or more	5 Days

- v. If the end of military service falls within the final quarter of the fiscal year, there will be no limitations on carryover of accrued vacation time.

E. Health Insurance

- i. An employee has three options concerning health insurance:
 - 1. If the leave is paid, he/she may continue his/her health insurance, having the premiums deducted as usual;
 - 2. If the leave is unpaid, he/she may continue his/her coverage and pay their premiums directly to the Group Insurance Commission at the same rate that was deducted through payroll; or,
 - 3. He/she may terminate his/her health insurance for the period on military leave and request to be reinstated when he/she is re-employed.

or, to take any other action relative thereto.

ARTICLE 32: To see if the Town will vote to adopt a Community Preservation By-Law to make recommendations to Town Meeting concerning appropriations from the Community Preservation Fund. Said By-Law determines the membership of the Community Preservation Committee, its duties, and requirements for actions. The full text of the Community Preservation By-Law is available for review at the Town Hall, Office of the Town Clerk, or, to take any other action relative thereto.

ARTICLE 33: To see if the Town will vote to raise and appropriate an additional Six hundred fifty seven thousand seven hundred ninety three dollars (\$657,793.00), or any other sum, in real estate and personal property taxes, for the purpose of funding Upton's portion of the operating budget for the Fiscal Year starting July 1, 2003 for the Mendon Upton Regional School District; provided that such appropriation shall be contingent upon the passage of a Proposition 2 1/2 override ballot vote in accordance with M.G.L. chapter 59, § 21 C (m), or, to take any other action relative thereto.

ARTICLE 34: To see if the Town will vote to raise and appropriate an additional Six hundred seventy five thousand dollars (\$675,000.00), or any other sum, in real estate and personal property taxes, for the purpose of funding the Fiscal 2004 Operating Budget for the Fiscal Year beginning July 1, 2003; provided that such appropriation shall be contingent upon the passage of a Proposition 2 1/2 override ballot vote in accordance with M.G.L. chapter 59, § 21 C, or, to take any other action relative thereto.

ARTICLE 35: To see if the Town will vote to Delete from Section IX.C Medical Plan, of the Personnel By-law as last amended in October 2002, the following text in the second sentence: "90% by the Town and 10% by the employee" And, to replace it with the following text: "75% by the Town and 25% by the employee" for the Health Maintenance Organization, or, to take any other action relative thereto.

ARTICLE 36: 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 One hundred thousand dollars (\$100,000.00), or any other sum, to fund the reconstruction and repair of Town roads, said monies to be used in conjunction with Chapter 90 funds, provided, that this appropriation and borrowing is contingent upon passage of a Proposition 2 1/2 capital exclusion referendum under M.G.L. Chapter 59, § 21C (i1/2), which will be presented at the Annual Town Election, May 5, 2003, ballot question number one, or, to take any action relative thereto.

ARTICLE 37: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow, the sum of fifteen thousand dollars (\$15,000.00), or any other sum, to the Finance Committee Reserve Account, said amount to be expended in accordance with M.G.L. Chapter 40, § 6, or, to take any other action relative thereto.

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 7 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 Fifteenth day of April in the year of our lord Two thousand three.

Upton Board of Selectmen
Alfred C. Holman, Chairman
Joan E. Shanahan
Alan Leslie Rosenfield, Esq.

A true copy, Attest:
James R. Bates, Constable
April 24, 2003, Date

PROCEEDINGS OF ANNUAL TOWN ELECTION

May 5, 2003

Barbara E. Burke, Warden, called the meeting to order with the reading of Article One of the Warrant. It was voted to dispense with the reading of the remaining articles on the Warrant until the Annual Adjourned Meeting on Thursday, May 8, 2003 at 7:30 pm. Barbara Burke, Warden, declared the polls open at 7:00 am. Election Clerk Judith McGee was on duty.

Ballot clerks on duty at the check-in table were Donna Kempton and Rena Richards. Joan Varney and Nancy Kennedy were on duty at the checkout table. Deputy Clerk Elizabeth Consigli was on duty at the Accu-Vote tabulation machine. This is the first time the Accu-Vote Tabulation machine is used for an election in the Town of Upton. At 3:00, Paula Deiana and Seema Kenney reported to the check in table to replace Donna Kempton and Rena Richards. Also, Nancy Wolf and Paula Leighton reported to the check out table to replace Nancy Kennedy and Joan Varney.

Tellers reporting at 8:00 to count the write in votes were Russell Wood, Patricia Wood, Elizabeth Crawford and M. Denise Smith. At 8:05 pm. the results of the election were printed from the Accu-Vote tabulation machine. The unofficial results were read at 8:30 pm.

The following are the results of the election:

CANDIDATES

Moderator (for 1 yr)

David C. Loeper	1,267
18 Nelson St.	
Blanks	215
Write In	1

Board of Selectman (for 3 yrs)

James R. Bates	595
26 Williams St.	
David M. Lunny	852
121 Chestnut St	
Blanks	30
Write In	6

Treasurer/Collector (for 3 yrs)

Kenneth W. Glowacki	1,197
15 Hickory Lane	
Blanks	285
Write In	1

Board of Assessors (for 3 yrs)	
Charles T. Marsden	1,157
3 Pease Rd	
Blanks	325
Write In	1
Mendon-Upton Regional School Dist Comm (for 3 yrs)	
Kathleen O'Neill	1,065
31 Church St.	
Blanks	415
Write In	3
Cemetery Commission (for 3 yrs)	
Richard L. Randall	1,188
44 Christian Hill Rd.	
Blanks	295
Recreation Commission (for 3 yrs)	
Michael R. Rooney	1,109
11 Josiah Drive	
Blanks	367
Write In	7
Planning Board (for 3 yrs)	
Rufin Van Bossuyt (Write In Candidate)	247
125 Westboro Rd.	
Steadman F. Briggs, Jr. (Write In Candidate)	88
24 James Rd.	
Blanks	1,118
Other Write In	30
Trustee of the Upton Public Library (for 3 yrs)	
John Robertson, Jr.	1,038
59 Mechanic St.	
Laurie S. Wodin	944
7 Nelson St.	
Robin Silva	933
1 Merriam Way	
Blanks	1,531
Write In	3
Trustee of the Mendon-Upton Library Dist (for 3 yrs)	
John Robertson, Jr.	1,077
59 Mechanic St.	
Blanks	405
Write In	1
Finance Committee (for 3 yrs)	
Penny P. Kelley (Write In Candidate)	6
339 Westboro Rd.	
Blanks	1,451
Other Write In	26

Board of Health (for 3 yrs)

Steadman F. Briggs, Jr.	506
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24 James Rd	
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Marsha A. Paul	906
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20 Josiah Dr.	
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Blanks	71
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Housing Authority (for 5 yrs)

William S. Evans	832
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7 Depot St	
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Edward C. St. Andre	415
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25A Main St.	
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Blanks	234
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Write In	2
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Ballot Questions**Road Repair**

Question 1: Shall the Town of Upton be allowed to assess an additional One hundred thousand dollars (\$100,000) in real estate and personal property taxes for the purpose of funding the reconstruction and repair of Town Roads, said monies to be used in conjunction with Chapter 90 funds, for the Fiscal Year beginning July first, Two thousand three?

Yes	800	No	602	Blanks	81
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Community Preservation Act

Question 2: Shall Upton accept sections 3 to 7 inclusive, of Chapter 44B, of the General Laws, as approved by its legislative body, a summary of which appears below?

Sections 3 to 7 of Chapter 44B of the General Laws of Massachusetts, also known as the Community Preservation Act, establish a dedicated funding source to acquire and preserve parks, recreation facilities, and open space, to restore and preserve historic properties, and to help meet local families' housing needs. In Upton, the Community Preservation Act will be funded by a surcharge of 3% on the annual tax levy on real property, excluding the first \$100,000 of the value of each taxable parcel of residential real property and excluding property owned and occupied as a domicile by any person who qualifies for low income housing or low or moderate income senior housing in the Town.

Yes	703	No	684	Blanks	96
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The total number of ballots voted was 1,483, which included 22 absentee ballots. Warden Barbara E. Burke read the official results of the election at 8:50 pm. The used and unused ballots were sealed in separate containers and deposited in the town vault at 9:05 pm.

Attest:

Kelly A. McElreath

Town Clerk

**PROCEEDING
TOWN OF UPTON
ADJOURNED ANNUAL TOWN MEETING
May 8, 2003**

Moderator David Loeper called the meeting to order at 7:30 pm. with quorum present.

During this meeting, 284 voters were checked in to the Nipmuc Regional Middle/High School by M. Denise Smith, Barbara Burke and Nancy Kennedy meeting the necessary quorum of 40 voters.

By unanimous vote, guests present were Jonathan Silverman, Town Counsel; Debra Hersh, Town Librarian, Mark Berger, Milford Daily News; Ann Davidson, Town Crier; Paul Daigle, School Superintendent; Dr. Michael Fitzpatrick and Justin Martin, Blackstone Valley Regional Technical High School; Anita Sundelin, Council on the Aging; Ivey Ray, Boy Scout; Amy Malzone and Jillian Martin, non-voters.

Joan Shanahan, Chairman of the Board of Selectmen, addressed the voters. Selectwoman Shanahan made a statement regarding addressing Article 33 (School Override) in order to have an accurate assessment of the Town's budget. Philip Wood, Co-Chairperson of the Finance Committee, addressed the voters to inform them of the budget process and the amount of work that had gone into preparing the budget.

Town Reports

ARTICLE 2: Upon motion of Joan Shanahan, it was voted to accept the reports of all Town Officers and Appointed Committees, as printed in the 2002 Town Report, with the Exception of the Finance Committee Report which will be addressed in Article three (3) of this Warrant.

Upon motion of Kelly McElreath, it was voted to amend Article 2 to include under the "Appointed by the Moderator" (p16):

Philip Wood	Term Expires 2004
Keith James	Term Expires 2005

The Moderator declared the motion carried unanimously.

The Moderator declared the amended motion carried unanimously.

Upon motion of Paul Flaherty, it was voted to take Article 33 out of order.
Favorable recommendation from Finance Committee.

The Moderator declared the motion carried unanimously.

School Override

ARTICLE 33: Upon motion of Cynthia Robertson, it was voted to raise and appropriate an additional Six hundred fifty-seven thousand seven hundred ninety-three dollars (\$657,793.00), in real estate and personal property taxes, for the purpose of funding Upton's portion of the operating budget for the Fiscal Year starting July 1, 2003 for the Mendon Upton Regional School District; provided that such appropriation shall be contingent upon the passage of a Proposition 2 1/2 override ballot vote in accordance with M.G.L. Chapter 59, § 21 C (m).

Moderator declared this motion needs a 2/3 majority.

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried 2/3 majority.

Upon motion of Katherine Stanton, it was voted to reconsider Article 2.

The Moderator declared the motion carried unanimously.

Upon motion of Katherine Stanton, it was voted to amend Article 2 to include, for the record, the 2002 Report of the Mendon-Upton Library District. Said Report to be included in the official record of the Town at the Town Clerk's Office.

The Moderator declared the amended motion carried unanimously.

Upon motion of Joan Shanahan, it was voted to log on the table Article 34 to a time certain. That time to be June 17, 2003 at an Adjourned Town Meeting of this meeting.

Upon motion of Paul Flaherty, it was voted to move to question.

Moderator declared this motion needs a 2/3 majority.

The Moderator declared the move to question carried unanimously.

The Moderator declared the motion carried by majority.

Town Operating Budget

ARTICLE 3: Upon motion of Paul Flaherty, it was voted to fix the salaries and compensation of all officers of the Town as provided by Chapter 41, Section 108, M.G.L. as amended, and to appropriate, such sums as may be necessary to defray expenses of the Town Departments for the ensuing year. It was further moved that the Town raise and appropriate by taxation all monies for items as recommended which have not been requested hold, and that all monies set in this Article are for the fiscal year beginning July 1, 2003 and ending June 30, 2004. Please see the attached worksheet for the approved budget.

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried unanimously.

WARRANT FOR SPECIAL TOWN ELECTION JUNE 10, 2003

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 the Elections and in Town affairs, to meet at the Town Hall on Tuesday, the tenth day of June next from 7:00 a.m. to 8:00 p.m. for the following purpose:

To cast their votes in the Special Town Election for a Ballot question, as follows:

1. – Proposition 2 1/2 referenda question: M.G.L. Chapter 59, § 21 C (m).

1. Shall the Town of Upton be allowed to assess an additional Six hundred fifty seven thousand seven hundred ninety-three dollars (\$657,793.00), in real estate and personal property taxes for the purpose of funding Upton's share of the increased operating assessment, over the mandated assessment, of the Mendon-Upton Regional School District operational budget for the Fiscal Year beginning July first, Two thousand three?

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 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 Thirteenth day of May in the year of our lord Two thousand three.

Upton Board of Selectmen

Joan E. Shanahan, Chairman
Alan Leslie Rosenfield, Esq.
David M. Lunny, Esq.

A true copy, Attest:

Constable

Date

PROCEEDINGS OF SPECIAL TOWN ELECTION

June 10, 2003

Barbara E. Burke, Warden called the meeting to order with the reading of the Warrant. Barbara Burke, Warden, declared the polls open at 7:00 am. Election Clerk Judith McGee was on duty.

Ballot clerks on duty at the check-in table were Joan Varney and Rena Richards. Donna Kempton and Nancy Kennedy were on duty at the checkout table. Deputy Clerk Elizabeth Consigli was on duty at the Accu-Vote tabulation machine. At 3:00, Margaret Libbey reported to the check-in table to replace Joan Varney. Also, Nancy Wolf and Paula Leighton reported to the checkout table to replace Nancy Kennedy and Donna Kempton.

At 8:01 pm. the results of the election were printed from the Accu-vote tabulation machine. The following are the results of the election:

Ballot Question

School Override

Question 1. Shall the Town of Upton be allowed to assess an additional Six hundred fifty-seven thousand seven hundred ninety-three dollars (\$657,793.00), in real estate and personal property taxes for the purpose of funding Upton's share of the increased operating assessment, over the mandated assessment, of the Mendon-Upton Regional School District operational budget for the Fiscal Year beginning July first, Two thousand three?

Yes 636

No 372

Blanks 4

The total number of ballots voted was 1,012, which included 25 absentee ballots. Warden Barbara E. Burke read the official results of the election at 8:09 pm. The used and unused ballots were sealed in separate containers and deposited in the town vault at 8:25 pm.

Attest:

Kelly A. McElreath
Town Clerk

THE COMMONWEALTH OF MASSACHUSETTS

June 17, 2003

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 Nipmuc Regional Middle/High School Auditorium, Tuesday June 17, 2003, at Seven o'clock in the evening, and then and there to act on the following articles:

ARTICLE 1: To see if the Town will vote to appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow, the sum of Two thousand five hundred dollars (\$2,500.00), or, any other sum, to the Elections and Town Meetings Account, to supplement that Account, or, to take any other action relative thereto.

ARTICLE 2: To see if the Town will vote to appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of Forty-five thousand dollars (\$45,000.0), or any other sum, to develop the Town Land on West River Street for the use of Soccer Fields including all costs relating to the design, engineering, legal fees, construction, utilities, materials, vehicles access, irrigation, fencing and signs, or, to take any other action relative thereto.

ARTICLE 3: To see if the Town will vote to Transfer, the sum of Five hundred dollars (\$500.00), or any other sum, from the Board of Health's Waste Removal Miscellaneous Account to the Board of Health's Expense Account, or, to take any other action relative thereto.

ARTICLE 4: To see if the Town will vote to Transfer, the sum of Ten thousand dollars (\$10,000.00), or any other sum, from the Town Counsel Chapter 40B housing permits Account to the FY03 Town Counsel Expense Account, to supplement that account, or, to take any other action relative thereto.

ARTICLE 5: To see if the Town will vote to Transfer, the sum of One thousand one hundred dollars (\$1,100.00), or any other sum, from the FY01 Cable Committee License Renewal Account to the FY03 Cable Committee Wages Account, to Supplement that account, or, to take any other action relative thereto.

ARTICLE 6: To see if the Town will vote to Transfer the sum of Twenty thousand two hundred dollars (\$20,200.00), or any other sum, from the FY01 Town Hall Access Account, to fund the cost of installing an "Energy Recovery Heat Reclaim Ventilator System", as recommended by Johnson & Seaman Engineering, Inc., in a report dated April 25, 2003, which will provide compliance of the Lower Level of the Town Hall with the Ventilation Standard 62-1989, and which is also required by the Mass Division of Occupational Safety (DOS), or, to take any other action relative thereto.

And your 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 Twenty-seventh day of May in the year of our lord Two thousand three.

Upton Board of Selectmen

Joan E. Shanahan, Chairman
Alan Leslie Rosenfield, Esq.
David M. Lunny, Esq.

A true copy, Attest:
James R. Bates, Constable
May 28, 2003, Date

**PROCEEDING
THE COMMONWEALTH OF MASSACHUSETTS
TOWN OF UPTON
SPECIAL TOWN MEETING
June 17, 2003**

Called to order at 7:30 pm by Moderator David Loeper.

During this meeting, 156 voters were checked in to the Nipmuc Regional Middle/High School by Barbara Burke, M. Denise Smith and Nancy Kennedy meeting the necessary quorum of 40 voters.

By unanimous vote, guests present were Matt Marganilli and Ann Davidson, Town Crier.

Election and Town Meeting Transfer of Funds

ARTICLE 1: Upon motion of Kelly McElreath, it was voted to appropriate from available unappropriated funds in the Treasury the sum of Two thousand five hundred dollars (\$2,500.00) to the Elections and Town Meetings Account, to supplement that account.

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried unanimously.

Recreational Fields

ARTICLE 2: Upon motion of Mark Fitzgerald, it was voted to borrow the sum of Forty-five thousand dollars (\$45,000.00) to develop the Town Land on West River Street for the use of Soccer Fields including all costs relating to the design, engineering, legal fees, construction, utilities, materials, vehicles access, irrigation, fencing and signs.

Favorable recommendation from Finance Committee.

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

Board of Health Transfer of Funds

ARTICLE 3: Upon motion of Gail Snow, it was voted to transfer the sum of Five hundred dollars (\$500.00) from the Board of Health's Waste Removal Miscellaneous Account to the Board of Health's Expense Account.

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried unanimously.

Town Counsel Transfer of Funds

ARTICLE 4: Upon motion of Joan Shanahan, it was voted to transfer the sum of Ten thousand dollars (\$10,000.00) from the Town Counsel Chapter 40B Housing Permits Account to the FY03 Town Counsel Expense Account, to supplement that account.

Favorable recommendation from Finance Committee.

The Moderator declared the motion unanimously.

Cable Committee Transfer of Funds

ARTICLE 5: Upon motion of Glenn Fowler, it was voted to transfer the sum of One thousand one hundred dollars (\$1,100.00) from the FY01 Cable Committee License Renewal Account to the FY03 Cable Committee Wages Account, to supplement that account.

Favorable recommendation from Finance Committee.

The Moderator declared the motion unanimously.

Town Hall Repair

ARTICLE 6: Upon motion of Alan Rosenfield, it was voted to transfer the sum of Twenty thousand two hundred dollars (\$20,200.00) from the FY01 Town Hall Access Account to fund the cost of installing an "Energy Recovery Heat Reclaim Ventilator System", as recommended by Johnson & Seaman Engineering, Inc., in a report dated April 25, 2003, which will provide compliance of the Lower Level of the Town Hall with the Ventilation Standard 62-1989, and which is also required by the Mass Division of Occupational Safety (DOS).

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried by majority.

Upon motion of William Young, it was voted to dissolve this warrant and adjourn the Special Town Meeting at 7:33 pm.

Motion passed unanimously.

A True Copy,

Attest:

Kelly A. McElreath

Town Clerk

Upon motion of George Klink at 11:37 pm, it was voted to adjourn the Annual Town Meeting to a time certain. Time certain will be Tuesday, June 17, 2003 at 7:30 pm at Nipmuc Regional Middle/High School.

The Moderator declared the motion carried unanimously.

ADJOURNED ANNUAL TOWN MEETING

June 17, 2003

Moderator David Loeper called the meeting to order at 7:30 pm with quorum present.

During this meeting, 194 voters were checked in to the Nipmuc Regional Middle/High School by M. Denise Smith, Barbara Burke and Nancy Kennedy meeting the necessary quorum of 40 voters.

By unanimous vote, guests present were Kathleen Connolly, Town Counsel; Mark Berger, Milford Daily News; Emma Stickgold, Boston Globe; Paul Daigle, School Superintendent; Anita Sundelin, Council on the Aging; Sean Kenney, Ryan Kenney and Matt Morganelli, Boy Scout; Paul Marchand, non-voters.

Upon motion of Paul Flaherty, it was voted to move line 197 from the Finance Committee Report from the table.

The Moderator declared the motion carried unanimously.

School Funding

Upon motion of Cynthia Robertson, it was voted that line item #197 from the Finance Committee Report be approved for the amount of \$4,356,519.00.

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried by majority.

Borrowing Authorization

ARTICLE 4: Upon motion of Kenneth Glowacki, Treasurer/Collector, it was voted 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, 2003, 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.

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried unanimously.

Retirement Funding

ARTICLE 5: Upon motion of Robert Perkins, Town Accountant, it was voted to raise and appropriate the sum of One hundred seventy-five thousand seven hundred fifty-one dollars (\$175,751.00), in conformity with M.G.L. Chapter 32, Section 22(7)(c)(ii) of

the General Laws relative to the Pension, Expense, Worker's Compensation and Military Service Funds of the Worcester Regional Retirement System for the fiscal period which begins on July 1, 2003 through June 30, 2004.

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried unanimously.

General Bylaw Change

ARTICLE 6: Upon motion of Kelly McElreath, Town Clerk, it was voted to amend the Town of Upton General By-Laws by removing reference to Chapter 11, which was deleted at the Annual Town Meeting in 1996, and Chapter 12, which was deleted at a Special Town Meeting in November 1992, and by renumbering the subsequent chapters of the General By-Laws as required, which can be reviewed at the Office of the Town Clerk.

The Moderator declared the motion carried unanimously.

Senior Citizen Tax Adjustment

ARTICLE 7: Upon motion of Charles Marsden, it was voted to adjust the eligibility requirements seniors must meet in order to qualify for a property tax exemption by changing the eligibility age from 70 to 65 beginning Fiscal Year 2004 pursuant to M.G.L. Ch. 59 § 5(41C).

The Moderator declared the motion carried unanimously.

Senior Citizen Tax Adjustment

ARTICLE 8: Upon motion of Charles Marsden, it was voted to adjust the eligibility requirements seniors must meet in order to qualify for a property tax exemption by increasing the gross receipts limit that applies to the applicant from \$13,000.00 to \$20,000.00 if single, and from \$15,000.00 to \$30,000.00 if married, beginning Fiscal Year 2004 pursuant to M.G.L. Ch. 59 § 5(41C).

The Moderator declared the motion carried unanimously.

Senior Citizen Tax Adjustment

ARTICLE 9: Upon motion of Charles Marsden, it was voted to adjust the eligibility requirements seniors must meet in order to qualify for a property tax exemption by increasing the whole estate limit from \$28,000.00 to \$40,000.00 if single, and from \$30,000.00 to \$55,000.00 if married, beginning Fiscal Year 2004 pursuant to M.G.L. Ch. 59 § 5(41C).

The Moderator declared the motion carried unanimously.

Revaluation Funding

ARTICLE 10: Upon motion of Charles Marsden, it was voted to raise and appropriate, the sum of Eighteen thousand dollars (\$18,000.00), to be used for a reserve amount for the revaluation through the Board of Assessors.

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried unanimously.

Lots and Graves Transfer

ARTICLE 11: Upon motion of James Bates, Jr., it was voted to transfer the sum of Three hundred dollars (\$300.00), that is received from the sale of lots and graves during the fiscal year beginning July 1, 2003, in accordance with M.G.L. Chapter 114, Section 15, to be used for cemetery oiling and grading.

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried unanimously.

Legal Counsel Funding

ARTICLE 12: Upon motion of David Lunny, it was voted to raise and appropriate, the sum of Twenty thousand dollars (\$20,000.00), to be used for Engineering Review/Consulting and Legal Counsel fees to be actively engaged in any Chapter 40B Comprehensive Housing Permit Applications, or any other Development Projects denied by the Planning Board, Board of Health, and/or the Zoning Board of Appeals.

Unfavorable recommendation from Finance Committee.

Upon motion of David Lunny, it was voted to amend Article 12 to an amount \$15,000.00.

The Moderator declared the amendment motion lost.

Upon motion of Americo Binaco, it was voted to move to question.

Moderator declared this motion needs a 2/3 majority.

The Moderator declared the move to question carried by 2/3 majority.

The Moderator declared the motion lost.

Lease Funding

ARTICLE 13: Upon motion of Durwood Tetreault, it was voted to raise and appropriate, the sum of Twenty-five thousand three hundred ninety-four dollars and fifty-seven cents (\$25,394.57), to fund the fifth year payment of a five year lease-purchase agreement for the new Caterpillar front-end loader of the Highway Division of the Department of Public Works.

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried unanimously.

Lease Funding

ARTICLE 14: Upon motion of Durwood Tetreault, it was voted to raise and appropriate, the sum of Twenty-three thousand seven hundred ninety-seven dollars and forty-nine cents (\$23,797.49), to fund the fifth year payment of a five year lease-purchase agreement for the new five ton International dump truck of the Highway Division of the Department of Public Works.

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried unanimously.

Chapter 90 Funding

ARTICLE 15: Upon motion of Durwood Tetreault, it was voted to borrow, the sum of Seventy-eight thousand six hundred forty-six dollars and seventy-five cents (\$78,646.75), to be used for the construction and/or improvement of town roads, to be reimbursed by the Commonwealth over three years, under Chapter 53, Acts of 1999, Section 34 (2)(a) of Chapter 90 of the M.G.L.'s.

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried unanimously.

Library Revolving Fund

ARTICLE 16: Upon motion of John Robertson, it was voted to establish a departmental revolving fund, as recommended by the Board of Selectmen, for the Upton Town Library in accordance with M.G.L. Chapter 44, § 53E1/2. The purpose of this fund shall be to replace items lost by those who borrow library materials, to replace items used in activities for which a fee is paid and to purchase new books from used book sales. Receipts to this fund shall be Monies paid by borrowers for lost materials or for overdue fines, by patrons

using the copier and printing facilities and by purchasers of used library books. The Librarian with the approval of the Library Board of Trustees, shall be authorized to expend from this fund but at no time exceeding more than the available balance in the revolving fund.

The Moderator declared the motion carried unanimously.

Personnel Classification Funding

ARTICLE 17: Upon motion of Herman Meisner, it was voted to raise and appropriate, the sum of Six thousand dollars (\$6,000.00), to be used for a reserve amount for a classification and compensation plan review and update later this calendar year, as required by the Town's Personnel By-Law and to be conducted by an outside consulting firm.

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried unanimously.

Police Station Parking Lot

ARTICLE 18: Upon motion of Thomas Stockwell, Police Chief, it was voted to raise and appropriate, the sum of Three thousand dollars (\$3,000.00), for the construction and paving for additional parking space, at the Upton Police Department Headquarters.

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried unanimously.

ARTICLE 19: Upon motion of Margaret Carroll, it was voted to pass over Article 19.

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried unanimously.

ARTICLE 20: Upon motion of James Bates, Jr., it was voted to pass over Article 20.

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried unanimously.

Wetlands Protection Bylaw

ARTICLE 21: Upon motion of Margaret Carroll, it was voted to adopt a Wetlands Protection By-Law. This By-Law would be administered by the Conservation Commission and would provide protections that complement those in the Massachusetts Wetlands Protection Act (M.G.L. Chapter 131 § 40). Specifically the By-Law would add protections

to isolated lands subject to flooding and would allow the Conservation Commission to promulgate regulations regarding work within the buffer zone and to levy fees to cover the cost of review of proposals for work in and around wetlands. The full text of the By-Law is available for review at the Upton Town Hall, Town Clerk's Office and online at <http://www.upton.ma.us>.

Margaret Carroll, Chairperson of the Conservation Committee, made a presentation.

Upon motion of Margaret Carroll, it was voted to amend the Wetland Protection Bylaw, Section III, Exemptions and Exclusions.

The Moderator declared the amendment motion carried by majority.

Upon motion of Margaret Carroll, it was voted to amend the Wetland Protection Bylaw, Section IV, Notice and Hearings.

The Moderator declared the amendment motion carried by majority.

Upon motion of Margaret Carroll, it was voted to amend the Wetland Protection Bylaw, Section VIII, Regulations.

The Moderator declared the amendment motion carried by majority.

Upon motion of Margaret Carroll, it was voted to amend the Wetland Protection Bylaw, Section XI, Enforcement.

The Moderator declared the amendment motion carried by majority.

Upon motion of Margaret Carroll, it was voted to amend the Wetland Protection Bylaw, Section I and Section IV to make editorial changes.

The Moderator declared the amendment motion carried by majority.

Upon motion of William Young, it was voted to move to question.

Moderator declared this motion needs a 2/3 majority.

The Moderator declared the move to question carried by 2/3 majority.

The Moderator declared a standing vote for the amended motion.

Yes Vote 74

No Vote 79

The Moderator declared the amended motion lost.

Master Plan Funding

ARTICLE 22: Upon motion of Donald Arthur, Chairperson the Master Plan Subcommittee, it was voted to raise and appropriate, the sum of Thirty-five thousand dollars (\$35,000.00), to develop a "Community Master Plan".

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried unanimously.

Upon motion of Philip Wood at 11:00 pm, it was voted to adjourn the Annual Town Meeting to a time certain. Time certain will be Thursday, June 19, 2003 at 7:00 pm at Nipmuc Regional Middle/High School.

Upon motion of Michael Penko, notice was given to reconsider Article 21.

The Moderator declared the adjournment motion carried unanimously.

ADJOURNED ANNUAL TOWN MEETING

June 19, 2003

Moderator David Loeper called the meeting to order at 7:00 pm at with quorum present.

During this meeting, 284 voters were checked in to the Nipmuc Regional Middle/High School by M. Denise Smith, Barbara Burke and Nancy Kennedy meeting the necessary quorum of 40 voters.

By unanimous vote, guests present were Kathleen Connolly, Town Counsel; Mark Berger, Milford Daily News; Emma Stickgold, Boston Globe; Anita Sundelin, Council on the Aging; Paul Marchand and Judy Kelley, non-voters.

Moderator David Loeper made a statement to the voters that Reconsideration of Article 21 would be addressed later in the meeting.

Cemetery Lot Markers Purchase

ARTICLE 23: Upon motion of Joan Shanahan, it was voted to raise and appropriate, the sum of One thousand five hundred dollars (\$1,500.00), to fund the purchase of 400 cemetery lot markers for new section (H) at the Town's Lakeview Cemetery.

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried unanimously.

Board of Health Revolving Fund

ARTICLE 24: Upon motion of Gail Snow, it was voted to establish a revolving fund, to be known as the Board of Health "Curbside Bulk Items Fund" in accordance with M.G.L. Chapter 44, § 53E1/2, as recommended by the Board of Selectmen. The purpose of this fund will be to pay the cost of removing residential bulk items through curbside pick-up. Monies to be deposited into this fund will be fees collected from residents who have bulk items removed. The balance of this account will not exceed the sum of \$10,000.00 at any time. Expenditures from this fund shall not exceed receipts into the fund, in any given year.

The Moderator declared the motion carried unanimously.

Board of Health Revolving Fund

ARTICLE 25: Upon motion of Gail Snow, it was voted to authorize the Board of Health and the Recycling Committee, with the approval of the Board of Selectmen, to establish a revolving Home Composting Bin Account in accordance with M.G.L. Chapter

44, § 53E1/2, in order to place revenue collected from the sale of compost bins, which shall be used to purchase additional compost bins, and that funds expended for this purpose will not exceed a maximum of Five thousand dollars (\$5,000.00), or up to the total amount collected in FY04, whichever is less.

The Moderator declared the motion carried unanimously.

ARTICLE 26: Upon motion of Durwood Tetreault, it was voted to pass over Article 26.

The Moderator declared the motion carried unanimously.

Fixed Assets Listing Funding

ARTICLE 27: Upon motion of Joan Shanahan, it was voted to raise and appropriate, the sum of Three thousand dollars (\$3,000.00), to be used for a reserve amount for a valuing and listing of the Town's fixed assets as required by the (GASB) statement #34 and to be conducted by an outside Valuation firm.

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried unanimously.

Council on Aging Revolving Fund

ARTICLE 28: Upon motion of Karen Intinarelli, it was voted to establish a revolving fund, to be known as the Council on Aging Fund in accordance with M.G.L. Chapter 44, § 53E1/2, as recommended by the Board of Selectmen. The purpose of this fund will be to provide programming for the elderly of Upton as administered through the Senior Center and the Council on Aging. Monies to be deposited in this fund shall be Monies donated for this purpose. The Director of the Upton Council on Aging, 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.

The Moderator declared the motion carried unanimously.

Historical Commission Revolving Fund

ARTICLE 29: Upon motion of Joan Shanahan, it was voted to establish a departmental revolving fund for the Upton Historical Commission in accordance with M.G.L. Chapter 44, § 53E1/2, as recommended by the Board of Selectmen. The purpose of this fund shall be to restore and repair cemetery markers in the first burying ground on Grove Street and for plaques and markers to designate historic sites and buildings. Receipts to this fund shall

be Monies donated by individuals, corporations and other organizations. The Historical Commission will give approval to expend from this fund but at no time exceeding more than the available balance in said revolving fund.

The Moderator declared the motion carried unanimously.

ARTICLE 30: Upon motion of Durwood Tetreault, it was voted to pass over Article 30.

The Moderator declared the motion carried unanimously.

At this time, Moderator Loeper addressed the voters regarding Reconsideration of Article 21. After much explanation and discussion, it was concluded that Reconsideration of Article 21 would not take place since the motion to adjourn the previous Town Meeting had been made before the notice to Reconsider Article 21 was announced.

Personnel Bylaw Change

ARTICLE 31: Upon motion of Seema Kenney, Chairperson of Personnel Board, it was voted to Delete Section IX.F.3 of the Personnel By-Law as last amended in October 2002 and replace it with the following text:

3. Military Leave of Absence

1. **Purpose:** To maintain consistent and uniform standards for granting leaves of absence relating to military service.
2. **Application:** All employees of the Town of Upton.
3. **Policy:** Leaves of absence for military service are supported. The following guidelines will be used in determining an employee's status and entitlement during a leave of absence for military service.

A. Eligibility:

- i. In order to be eligible for benefits, the employee must have:
 1. Completed his/her 6-month probationary period in the Town of Upton.
 2. Given advance notice of his/her impending service unless conditions make it unreasonable or impossible for the employee to provide notice.
 3. Not taken more than 5 years cumulative military leave time from his/her position (Exceptions: Periodic Reserve and National Guard Training and voluntary or involuntary service performed by Reserve and National guard members in time of war or national emergency)

B. Re-employment Rights:

- i. The length of military service determines the scope of employee's re-employment rights:

1. For periods of service for ninety days or less, the employee will be immediately re-employed to the position he/she would have held if the employee remained continuously employed or if not qualified for the position, to the pre-service position so long as the employee is qualified or could become qualified with reasonable effort;
2. If the period of service is greater than ninety days, the employee's rights are essentially the same as above except that the employee is entitled to return to the same position or a position equivalent in seniority, status and pay rather than the position he/she would have held;
3. Regardless of the length of service, if the employee cannot become qualified for the above-mentioned positions, the employee may be returned to any other position of lesser status and pay that he/she is qualified to perform;
4. If circumstances have changed to the extent that re-employment is impossible or unreasonable, employees will not be re-employed following a leave relating to military service. To qualify for reemployment, an employee must apply within the following time periods:
 5. For service up to one hundred eighty days, the employee must submit an application for re-employment within fourteen days of release from service;
 6. For service of more than one hundred eighty days, an application for re-employment must be submitted within sixty days of release from service.
- ii. The period of military service may not extend more than 5 years, unless the government required a further period of involuntary service.
- iii. If a former employee is convalescing from injuries received during service, the employee may have up to one year to return to his/her former position.
- iv. An employee is qualified for his/her former position if he/she is able to perform essential functions of the positions with or without reasonable accommodation. If an employee is not qualified for the job to which he/she would otherwise have rights to re-employment, the Town of Upton will make reasonable efforts to train the employee for the job. The employee is not entitled to re-employment if efforts to qualify the employee for the position or accommodating the employee's disability would cause an undue hardship.

C. Pay During Military Leave

- i. Except as noted below, leave of absence under this policy will be unpaid.
- ii. An employee may elect to utilize accrued holiday or vacation time to cover period of leave.
- iii. The Town of Upton will pay the difference between military and regular pay for up to two weeks (14 days) if the military pay less than the regular pay.

D. Credible Service and Vacation and Sick Time Accruals.

- i. The period of military service will be considered credible service for the purpose of determining vacation and employment status.
- ii. Vacation and sick time will not accrue during a Military Leave of Absence unless the employee utilizes accrued benefit time or the leave is with pay, as noted above.
- iii. All unused sick time (Max 20 Days), which had accrued prior to entry into military service, will be returned to the employee when he/she returns to work.
- iv. In accordance with the following schedule and based upon length of military service, a vacation award will be given upon reinstatement if the leave had been unpaid and vacation had not been accrued during the period of the leave. Thereafter, the employee will receive vacation in accordance with the usual monthly accrual schedule.

Service Level

3 but less than 6 months

6 months but less than 1 year

12 months or more

Vacation Awarded

1 Day

2.5 Days

5 Days

- v. If the end of military service falls within the final quarter of the fiscal year, there will be no limitations on carryover of accrued vacation time.

E. Health Insurance

- i. An employee has three options concerning health insurance:
 1. If the leave is paid, he/she may continue his/her health insurance, having the premiums deducted as usual;
 2. If the leave is unpaid, he/she may continue his/her coverage and pay their premiums directly to the Group Insurance Commission at the same rate that was deducted through payroll; or,
 3. He/she may terminate his/her health insurance for the period on military leave and request to be reinstated when he/she is re-employed.

Upon motion of Robert Fleming, it was voted to withdraw the motion.

The Moderator declared the motion carried unanimously.

Upon motion of Royce Beatty, it was voted to postpone Article 32 indefinitely.

The Moderator declared the motion lost.

Community Preservation Committee

ARTICLE 32: Upon motion of Richard Holmes, it was voted to adopt a Community Preservation By-Law to make recommendations to Town Meeting concerning appropriations from the Community Preservation Fund. Said By-Law determines the membership of the Community Preservation Committee, its duties, and requirements for actions. The full text of the Community Preservation By-Law is available for review at the Town Hall, Office of the Town Clerk.

Upon motion of Richard Holmes, it was voted to amend the Community Preservation Bylaw as follows:

Change: 2 Members to be appointed for a term of 2 years and thereafter for a term of 3 years.

To: 1 Member to be appointed for a term of 1 year and thereafter for a term of 3 years and 1 Member to be appointed for a term of 3 years.

The Moderator declared the amendment motion carried by majority.

Upon motion of Royce Beatty, it was voted to amend the Community Preservation Bylaw as follows:

Section I, Establishment by deleting "three members to be appointed by the Board of Selectmen, one member to be appointed for a term of one year and thereafter for a term of three years and two members to be appointed for a term of two years and thereafter for a term of three years."

And substituting the following: "Three members to be appointed by the Moderator, one member for a one year term, one member for a two year term and one member for a three year term, and thereafter each for a term of three years.

The Moderator declared the amendment motion lost.

Upon motion of Robert Snow, it was voted to amend the Community Preservation Bylaw as follows:

Add Section 13, Chapter 44B of the Massachusetts General Laws, in its entirety, to the proposed Community Preservation Bylaw, under the subtitle: "VII. Records, Accounting and Reporting"

The Moderator declared a standing vote for the amendment.

Yes Vote 57

No Vote 35

The Moderator declared the amendment motion carried by majority.

Upon motion of Royce Beatty, it was voted to amend the Community Preservation Bylaw as follows:

Delete "shall take effect immediately" and substitute "shall take effect July 1, 2004" and Add a new sentence: "This bylaw will become null and void if the Commonwealth of Massachusetts fails to match 100 percent of local revenues in any one year."

The Moderator declared the amendment motion lost.

Upon motion of Paul Flaherty, it was voted to amend the Community Preservation Bylaw as follows:

To replace the reference to Recreation Council with Recreation Commission and the reference to Housing Council with Housing Authority.

The Moderator declared the amendment motion carried by majority.

The Moderator declared the amended motion carried by majority.

ARTICLE 34: Article 34 was tabled and not voted.

Personnel Bylaw Change

ARTICLE 35: Upon motion of Alan Rosenfield, it was voted to delete from Section IX.C. Medical Plan, of the Personnel By-Law as last amended in October 2002, the following text in the second sentence: "90% by the Town and 10% by the employee" And, to replace it with the following text: "75% by the Town and 25% by the employee" for the Health Maintenance Organization.

Favorable recommendation from Finance Committee.

The Moderator declared the motion lost.

Road Repair Funding

ARTICLE 36: Upon motion of Durwood Tetreault, it was voted to raise and appropriate, the sum of One hundred thousand dollars (\$100,000.00), to fund the reconstruction and repair of Town roads, said monies to be used in conjunction with Chapter 90 funds, provided, that this appropriation and borrowing is contingent upon passage of a Proposition 2 1/2 capital exclusion referendum under M.G.L. Chapter 59, § 21C (i)(2), which will be presented at the Annual Town Election, May 5, 2003, ballot question number one. (Ballot Question #1 Passed).

Favorable recommendation from Finance Committee.

Moderator declared this motion needs a 2/3 majority

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

Finance Committee Reserve Funding

ARTICLE 37: Upon motion of Paul Flaherty, it was voted to raise and appropriate, the sum of Fifteen thousand dollars (\$15,000.00), to the Finance Committee Reserve Account, said amount to be expended in accordance with M.G.L. Chapter 40, §6.

Favorable recommendation from Finance Committee.

The Moderator declared the motion carried unanimously.

Upon motion of William Young, it was voted to dissolve the warrant and adjourn the meeting at 9:57 pm.

The Moderator declared the motion carried unanimously.

A True Copy

Attest:

Kelly A. McElreath

Town Clerk

THE COMMONWEALTH OF MASSACHUSETTS

September 30, 2003

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 Nipmuc Regional Middle/High School Auditorium, Tuesday, September 30, 2003 at Seven thirty o'clock in the evening, and then and there to act on the following articles:

ARTICLE 1: To see if the Town will approve the \$2,921,060.00 debt authorized by the Mendon-Upton Library District for the purpose of constructing, originally equipping and furnishing a new District library which debt was authorized by a vote of the District adopted on July 29, 2003, and which vote provides that no bonds or notes shall be issued for this project unless (i) each member town of the District shall have voted to exclude its allocable share of the debt service on any bonds or notes issued for this project from the limitations of Chapter 59, Section 21C of the General Laws (Proposition 2 1/2) and (ii) the District shall have been awarded grants or gifts from The Commonwealth of Massachusetts or from any other available sources, in an amount at least equal to the amount of debt authorized by the District to be incurred for this project; and which vote further provides, that any grants or gifts received by the District on account of the project authorized by this vote from the Mendon-Upton Library Trust Inc., shall be applied to the cost of the project as described herein.

ARTICLE 2: To see if the Town will vote to appropriate a sum of money, by borrowing, to purchase a fee simple interest in approximately 40 acres of land (more or less) and buildings, structures, and improvements now thereon (a home, and barn) at 149 Mendon Street, Upton, Massachusetts 01568 as described in a deed duly recorded at the Worcester County Registry of Deeds in Book 3978 and Page 288-289 ("Premises") for future Town Corporate purposes. Said Premises (property and buildings) are also described in a letter dated August 25, 2003 from Attorney David G. Harrison, MBA, EA Counsel for the Estate, a Notice of Intent to sell dated August 25, 2003 signed by Kathleen A. Sullivan, Executrix of the Will of Richard D. Stockwell, and in a Purchase and Sale Agreement dated August 25, 2003, from Kathleen A. Sullivan, Executrix of the Will of Richard D. Stockwell. Further, to authorize the Treasurer with the approval of the Board of Selectmen to issue any bonds or notes that may be necessary for that purpose as authorized by General Laws Chapter 44 or any other general or special law thereunto enabling, and to authorize the Board of Selectmen to accept the deed to said Premises and to enter into such agreements, to execute and deliver such instruments, and to take all action it deems appropriate to effectuate said

purchase, all on such terms and conditions as the Board of Selectmen deems appropriate, provided, however, that this appropriation and borrowing is contingent upon passage of a Proposition 2 1/2 debt exclusion referendum under General Laws Chapter 59, § 21C(k), or take any action relative thereto.

ARTICLE 3: To see if the Town will vote to appropriate by transferring, the sum of Twenty-three thousand six hundred twelve dollars, (\$23,612.00), or any other sum, from the Paint Pratt Hill Storage Tank (FY03) account balance for the purpose of supplementing costs associated with the legal fees, engineering, design, project management, construction costs, and materials for the repair and/or replacement of the old 10 inch water main from the Town Hall to Christian Hill with a new 12 inch main, and similarly on North Main from Rte. 140 to River Street, including all costs incidental and related thereto, or, take any action relative thereto.

ARTICLE 4: To see if the Town will vote to appropriate by transferring, the sum of Twenty-three thousand six hundred twelve dollars, (\$23,612.00), or any other sum, from the Town's Stabilization Account to the FY02 Route 140 -- 10 inch to 12 inch Water Main Pipe Replacement Account, (02-450-5858), to supplement that account, or, to take any other action relative thereto.

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 Ninth day of September in the year of our lord Two thousand three.

Upton Board of Selectmen

Joan E. Shanahan, Chairman
Alan Leslie Rosenfield, Esq.
David M. Lunny, Esq.

A True Copy, Attest:
James R. Bates, Constable
September 12, 2003, Date

**PROCEEDING
THE COMMONWEALTH OF MASSACHUSETTS
TOWN OF UPTON
SPECIAL TOWN MEETING
September 30, 2003**

Called to order at 7:30 pm by Moderator David Loeper. Upon motion of William Young, it was voted to adjourn the Town Meeting due to lack of quorum and reconvene the Special Town Meeting at the Nipmuc Regional Middle/High School Gymnasium.

The Moderator declared the motion unanimously.

Moderator David Loeper called the Reconvened Special Town Meeting to order at 7:43 pm.

During this meeting, 479 voters were checked in to the Nipmuc Regional Middle/High School by Barbara Burke, M. Denise Smith, Nancy Kennedy, Patricia Wood, Russell Wood and Susan Bonina meeting the necessary quorum of 40 voters.

By unanimous vote, guests present were Sharon Cutler, Wayne Wagner, Patrick Gorman, Adam Parlin, Melissa Durmont, Carol Adams, Jane Bigda, Deborah Hersh, Deborah Eliason, Charlotte Adock, Nathaniel Engall, John Rapp, Stephen Presswood, Joyce Gilmore, Peter Confrey, Steve Foskett, Mark Berger, Jim Devillis, Jossalyn Jarest, R. Drayton Fair, Anthony Tappe, Ann Davidson, Susan Garius, Kate McCaw, Emma Stickgold, Brian Cotbin, Jeff Hoover, Greg Johnson, David Deganne, Stephen Pelliter, Carolyn Peterson, and Madeline Gallagher.

District Library Funding

ARTICLE 1: Upon motion of Katherine Stanton, it was voted to see if the Town hereby approve \$2,921,060.00 debt authorized by the Mendon-Upton Library District (the "District") for the purpose of constructing, originally equipping and furnishing a new District library which debt was authorized by a vote of the District adopted on July 29, 2003, and which vote provides that (i) no bonds or notes shall be issued for this project unless and until the Towns of Mendon and Upton shall have voted to exclude the repayment of their respective shares of the debt service related to such debt from the limitations of Proposition 2 1/2, so called, and (ii) the District shall have been awarded grants or gifts from The Commonwealth of Massachusetts or from any other available sources, in an amount at least equal to the amount of debt authorized by the District to be incurred for this project; and which vote further provides, that any grants or gifts received by the District on account of the project authorized by this vote from the Mendon-Upton Library Trust, Inc., shall be applied to the cost of the project as described herein.

Favorable recommendation from Finance Committee by a vote of 4 – 3.

Upon motion of Paul Flaherty, it was voted to conduct the vote on Article 1 by paper ballot.

The Moderator declared the motion passed by majority.

Upon motion of Philip Wood, Jr., it was voted to move to question.

Moderator declared this vote needed a 2/3 majority.

The Moderator declared the motion passed unanimously.

Paper Ballot conducted. Moderator declared the vote to be:

Yes	287	No	172
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Moderator declared the motion passed by majority.

Purchase of Stockwell Property

ARTICLE 2: Upon motion of Joan Shanahan, it was voted to appropriate One Million Eight Hundred Thousand dollars, (1,800,000.00), by borrowing, to purchase a fee simple interest in approximately 40 acres of land (more or less) and buildings, structures, and improvements now thereon (a home, and barn) at 149 Mendon Street, Upton, Massachusetts 01568 as described in a deed duly recorded at the Worcester County Registry of Deeds in Book 3978 and Page 288-289 ("Premises") for future Town Corporate purposes. Said Premises (property and buildings) are also described in a letter dated August 25, 2003 from Attorney David G. Harrison, MBA, EA Counsel for the Estate, a Notice of Intent to sell dated August 25, 2003 signed by Kathleen A. Sullivan, Executrix of the Will of Richard D. Stockwell, and in a Purchase and Sale Agreement dated August 25, 2003, from Kathleen A. Sullivan, Executrix of the Will of Richard D. Stockwell. Further, to authorize the Treasurer with the approval of the Board of Selectmen to issue any bonds or notes that may be necessary for that purpose as authorized by General Laws Chapter 44 or any other general or special law thereunto enabling, and to authorize the Board of Selectmen to accept the deed to said Premises and to enter into such agreements, to execute and deliver such instruments, and to take all action it deems appropriate to effectuate said purchase, all on such terms and conditions as the Board of Selectmen deems appropriate, provided, however, that this appropriation and borrowing is contingent upon passage of a Proposition 2 1/2 debt exclusion referendum under General Laws Chapter 59, § 21C(k).

Unfavorable recommendation from Finance Committee.

Moderator declared the main motion needed a 2/3 majority.

Upon motion of William Andrews, it was voted to move to question.

Moderator declared this vote needed a 2/3 majority.

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

The Moderator declared the main motion lost.

Upon challenge of James Bates, Jr., and seven other voters, a Standing Vote was motioned.

Standing Vote Conducted. Moderator declared the vote to be:

Yes 140 No 76

Moderator declared the motion lost.

Department of Public Works Transfer of Funds

ARTICLE 3. Upon motion of Robert Snow, it was voted to appropriate by transferring, the sum of Eighteen Thousand Six Hundred forty-five dollars and fifty-one cents, (\$18,645.51), from the Paint Pratt Hill Storage Tank (FY03) account balance to the Route 140 10 inch to 12 inch pipe replacement for the purpose of supplementing costs associated with the legal fees, engineering, design, project management, construction costs, and materials for the repair and/or replacement of the old 10 inch water main from the Town Hall to Christian Hill Rd with a new 12 inch main, and similarly on North Main from Rte 140 to River Street, including all costs incidental and related thereto.

Unfavorable recommendation from Finance Committee.

Upon motion of David Lunny, it was voted to move to question.

Moderator declared this vote needed a 2/3 majority.

The Moderator declared the motion passed unanimously.

The Moderator declared the main motion passed by majority.

ARTICLE 4: Upon motion of Joan Shanahan, it was voted to pass over Article 4.

Favorable recommendation from Finance Committee.

The Moderator declared the motion passed unanimously.

Upon motion of William Young, it was voted to dissolve this warrant and adjourn the Special Town Meeting at 11:32 pm.

Motion passed unanimously.

A True Copy,

Attest:

Kelly A. McElreath

Town Clerk

TOWN OF UPTON
WARRANT FOR SPECIAL TOWN ELECTION
November 4, 2003

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 the elections and in Town affairs, to meet at the Town Hall on Tuesday, the fourth day of November from 7:00 a.m. to 8:00 p.m. for the following purpose:

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

1. Ballot Question: Shall the Town of Upton be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay the Town's allocable share of the bonds issued by the Mendon-Upton Library District for the purpose of constructing, originally equipping and furnishing a new District library, which bonds shall not be issued unless and until each of the Towns of Mendon and Upton shall have (i) voted to exclude the repayment of their respective shares of debt service related to such debt from the limitations of Proposition 2 1/2, so-called and (ii) that the District shall have been awarded grants or gifts from The Commonwealth of Massachusetts or, from any other available sources, in an amount at least equal to the amount of debt authorized by the District to be incurred for this project.

Yes _____ No _____

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 Fourteenth day of October in the year of our lord Two thousand three.

Upton Board of Selectmen

Joan E. Shanahan, Chairman
Alan Leslie Rosenfield, Esq.
David M. Lunny, Esq.

A True Copy, Attest:
James R. Bates, Constable
October 16, 2003

PROCEEDINGS OF SPECIAL TOWN ELECTION

November 4, 2003

Barbara E. Burke, Warden called the meeting to order with the reading of the Warrant by Election Clerk Judith McGee.

Throughout the day, ballot clerks on duty at the check-in table were Seema Kenney, Kathy Ramsey, Joy Foster and Joan Varney. Nancy Kennedy, Karlyn Gale, Paula Deiana, M. Denise Smith and Nancy Wolf were on duty throughout the day at the checkout table. Deputy Clerk Elizabeth Consigli was on duty at the Accu-Vote tabulation machine.

At 8:01 pm the results of the election were printed from the Accu-Vote tabulation machine. The following are the results of the election:

Ballot Question

District Library Vote

QUESTION 1. Shall the Town of Upton be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay the Town's allocable share of the bonds issued by the Mendon-Upton Library District for the purpose of constructing, originally equipping and furnishing a new District library, which bonds shall not be issued unless and until each of the Towns of Mendon and Upton shall have (i) voted to exclude the repayment of their respective shares of debt service related to such debt from the limitations of Proposition 2 1/2, so-called and (ii) that the District shall have been awarded grants or gifts from The Commonwealth of Massachusetts or from any other available sources, in an amount at least equal to the amount of debt authorized by the District to be incurred for this project?

Yes	714	No	790	Blanks	13
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The total number of ballots was 1,517, which included 48 absentee ballots. Warden Barbara E. Burke read the official results of the election at 8:09 pm. The used and unused ballots were sealed in separate containers and deposited in the town vault at 8:25 pm.

Attest:
Kelly A. McElreath
Town Clerk

THE COMMONWEALTH OF MASSACHUSETTS

NOVEMBER 18, 2003

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 Nipmuc Regional Middle/High School Auditorium, Tuesday, November 18, 2003 at Seven thirty o'clock in the evening, and then and there to act on the following articles:

ARTICLE 1: To see if the Town will vote to appropriate a sum of money, by borrowing, to purchase a fee simple interest in approximately 40 acres of land (more or less) and buildings, structures, and improvements now thereon (a home, and barn) at 149 Mendon Street, Upton, Massachusetts 01568 as described in a deed duly recorded at the Worcester County Registry of Deeds in Book 3978 and Page 288-289 ("Premises") for future Town Corporate purposes. Said Premises (property and buildings) are also described in a letter dated August 25, 2003 from Attorney David G. Harrison, MBA, EA Counsel for the Estate, a Notice of Intent to sell dated August 25, 2003 signed by Kathleen A. Sullivan, Executrix of the Will of Richard D. Stockwell, and in a Purchase and Sale Agreement dated August 25, 2003, from Kathleen A. Sullivan, Executrix of the Will of Richard D. Stockwell. Further, to authorize the Treasurer with the approval of the Board of Selectmen to issue any bonds or notes that may be necessary for that purpose as authorized by General Laws Chapter 44 or any other general or special law thereunto enabling, and to authorize the Board of Selectmen to accept the deed to said Premises and to enter into such agreements, to execute and deliver such instruments, and to take all action it deems appropriate to effectuate said purchase, all on such terms and conditions as the Board of Selectmen deems appropriate, provided, however, that this appropriation and borrowing is contingent upon passage of a Proposition 2 1/2 debt exclusion referendum under General Laws Chapter 59, § 21C(k), or take any action relative thereto.

ARTICLE 2: 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 One hundred twenty thousand dollars (\$120,000.00), or any other sum, to be applied to the Town's Stabilization Account, as requested by the Board of Selectmen and recommended by the Finance Committee, or, to take any other action relative thereto.

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 Twenty-eight day of October in the year of our lord Two thousand three.

Upton Board of Selectmen

Joan E. Shanahan, Chairman
Alan Leslie Rosenfield, Esq.
David M. Lunny, Esq.

A True Copy, Attest:
James R. Bates, Constable
October 29, 2003

**PROCEEDING
THE COMMONWEALTH OF MASSACHUSETTS
TOWN OF UPTON
SPECIAL TOWN MEETING
November 18, 2003**

Called to order at 7:30 pm by Moderator David Loeper.

During this meeting, 141 voters were checked in to the Nipmuc Regional Middle/High School by Barbara Burke, Seema Kenney, and Susan Bonina meeting the necessary quorum of 40 voters.

By unanimous vote, guests present were Deborah Eliason, Mark Berger, Ann Davidson, John Thornton, Nathan Hixon, and Samantha Dargee.

Stockwell Property Purchase

ARTICLE 1: Upon motion of Joan Shanahan, it was voted to appropriate One Million Eight Hundred Thousand dollars, (1,800,000.00), by borrowing, to purchase a fee simple interest in approximately 40 acres of land (more or less) and buildings, structures, and improvements now thereon (a home, and barn) at 149 Mendon Street, Upton, Massachusetts 01568 as described in a deed duly recorded at the Worcester County Registry of Deeds in Book 3978 and Page 288-289 ("Premises") for future Town Corporate purposes. Said Premises (property and buildings) are also described in a letter dated August 25, 2003 from Attorney David G. Harrison, MBA, EA Counsel for the Estate, a Notice of Intent to sell dated August 25, 2003 signed by Kathleen A. Sullivan, Executrix of the Will of Richard D. Stockwell, and in a Purchase and Sale Agreement dated August 25, 2003, from Kathleen A. Sullivan, Executrix of the Will of Richard D. Stockwell. Further, to authorize the Treasurer with the approval of the Board of Selectmen to issue any bonds or notes that may be necessary for that purpose as authorized by General Laws Chapter 44 or any other general or special law thereunto enabling, and to authorize the Board of Selectmen to accept the deed to said Premises and to enter into such agreements, to execute and deliver such instruments, and to take all action it deems appropriate to effectuate said purchase, all on such terms and conditions as the Board of Selectmen deems appropriate, provided, however, that this appropriation and borrowing is contingent upon passage of a Proposition 2 1/2 debt exclusion referendum under General Laws Chapter 59, § 21C(k).

Unfavorable recommendation from Finance Committee.
Moderator declared the main motion needed a 2/3 majority.

Upon motion of Alfred Holman, it was voted to table the main motion indefinitely.

Moderator declared this vote needed a 2/3 majority.

The Moderator declared the main motion lost.

Upon motion of William Andrews, it was voted to move to question.

Moderator declared this vote needed a 2/3 majority.

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

Upon motion of Alfred Holman, it was voted to conduct the vote on Article 1 by paper ballot.

The Moderator declared the motion passed by majority.

Paper Ballot Conducted. Moderator declared the vote to be:

Yes	88	No	49
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Moderator declared the motion lost.

Transfer to Stabilization

ARTICLE 2: Upon motion of Alan Rosenfield, it was voted to transfer from available unappropriated funds in the Treasury, (Free Cash), the sum of One Hundred Twenty Thousand Dollars (\$120,000.00) to be applied to the Town's Stabilization Account as requested by the Board of Selectmen and also recommended by the Finance Committee.

Favorable recommendation from Finance Committee.

The Moderator declared the motion passed unanimously.

Upon motion of Paul Flaherty, it was voted to dissolve this warrant and adjourn the Special Town Meeting at 8:49 pm.

Motion passed unanimously.

A True Copy,

Attest:

Kelly A. McElreath

Town Clerk

REPORT OF THE UPTON BOARD OF SELECTMEN

Upton experienced another year of tremendous growth. Our Town has the charm of a small community while providing quality services to our citizens. The challenge is to continue to provide these quality services as we continue this rapid growth. The burden of cost for expanded services is on our taxpayers.

The Board of Assessors presented the Town some options at Annual Town Meeting that would help the seniors in our community with increasing taxes. These changes were approved by Town Meeting and went into effect on July 1, 2003.

The Community Preservation Act was accepted at the Annual Town meeting and became effective on July 1, 2003. These funds are for historic preservation; open space and affordable housing and a percentage will be matched by the Commonwealth.

The Mendon Upton School District is completing construction on a new Memorial School. Occupancy is planned for early 2004. Upton students who will attend this new school began the year in Grafton, as construction had not been completed on the new school.

The Town this year, under the direction of the DPW Highway Division, has done much needed work on our roadways. Roadways that are commuter routes and in need of repair were the first to be addressed. Westborough Road and Hopkinton Road had major work completed. The last of the major road projects was Prospect Street that was completed in the late Fall. Sanding and Painting restored the Pratt Hill Standpipe. The Pearl Street Standpipe also needs to be restored and will be scheduled for the FY05-06 time period.

Fire/EMS Departments moved to their new Headquarters during the summer. The Board of Fire Engineers and the Fire Station Building Committee and members of the Fire/EMS Departments are to be commended for a job well done.

The Upton Disability Commission completed work on updating the Ramsey Building, walkways, and parking lot at the Town Beach. Thank you to the DPW Director/Durwood Tetreault, Park Supervisor John Johnson, Highway Supervisor David Cialdca, and their crews as well as Moe Capistran for overseeing this project.

The Board, along with the Department of Public Works Director Durwood Tetreault, and Water/Wastewater Superintendent Ronald San Souci has again this year continued the mandatory water ban. This measure will continue until the Town approves a Third Water Source for delivery of this necessary service. The ban is due to delivery as opposed to a resource issue.

The Town closed the transfer station in July instituting curbside trash service under the direction of the Board of Health. The Board of Health held open forums and provided educational material for the residents to make this change. Thank you to the Board of Health and all the volunteers who worked to accomplish this change.

The District Library Trustees presented a Proposition 2 ½ override to build a new library jointly with the Town of Mendon. Town meeting members approved the venture but it was defeated at the ballot box in both Upton and Mendon.

The Personnel Board began a Classification/Compensation and Salary Review process in November of this year. The Town has hired a consulting firm to work with the Personnel Board and Town employees in preparing revised job descriptions and salary reviews. Target date for completion is March 2004.

The Master Plan Committee has started the process of updating our present Master Plan. Residents have participated in forums providing information and a consulting firm has been hired to assist the Committee in this process.

UCTV provides the community with live coverage of Town Meetings, Board Meetings and special events in the community. This service helps to keep the residents updated on issues and events of the Town.

The Board thanks all the employees for their continued commitment to the Town of Upton.

The Board also thanks all citizens who are participating in their government. A community is best represented by the involvement and contributions of its residents. We urge participation in the governmental process.

The Board recognizes and appreciates the dedication and commitment of the Administrative Assistant James R. Bates and our Administrative Clerk Karen Varney to the residents and the Board. The Board also thanks all those who serve on the various Boards, Committees and Commissions.

Respectfully submitted,

Joan E. Shanahan, Chairman
Alan Leslie Rosenfield, Esq.
David M. Lunny, Esq.

TOWN ACCOUNTANT

Town of Upton Combined Balance Sheet June 30, 2003

	GENERAL FUND	HIGHWAY FUND	SPECIAL REVENUE	TRUST FUNDS
	Assets			
Cash	\$3,020,733.75	\$ (9,284.71)	\$65,493.08	\$1,852,854.75
Accounts Receivable				
Taxes – Personal Property				
1994	\$74.31			
1995	\$396.79			
2001	\$3,251.84			
2002	\$2,549.43			
2003	\$4,375.77			
Taxes – Real Estate				
1994	\$11.32			
1995	\$337.46			
1996	\$84.88			
2002	\$3,267.60			
2003	\$205,074.92			
Motor Vehicle Excise				
Prior to 1994	\$26,319.84			
1994	\$2,166.50			
1995	\$1,508.80			
1996	\$4,552.63			
1997	\$4,405.63			
1998	\$3,372.29			
1999	\$4,002.19			
2000	\$1,766.06			
2001	\$5,833.58			
2002	\$33,960.32			
2003	\$89,427.96			
Tax Liens	\$147,919.71			
Tax Foreclosures	\$9,104.35			
Water Charges	\$26,241.43			
Sewer Charges	\$21,917.94			
Sewer Surcharge	\$18,539.63			
Utility Liens	\$15,485.32			

	GENERAL FUND	HIGHWAY FUND	SPECIAL REVENUE	TRUST FUNDS
Provisions for Abatements				
1999	\$(2,945.73)			
2000	\$(18,217.12)			
2001	\$(25,579.10)			
2002	\$(34,677.58)			
2003	\$(33,961.56)			
Due from the Commonwealth		\$9,284.71		
Provided for Payment of Bonds	\$9,389,042.00			
Bonds Authorized	\$1,073,646.75	\$ -	\$ -	
Total	\$14,003,989.91	\$ -	\$65,493.08	\$1,852,854.75
	Liabilities and Fund Balances			
Warrants Payable	342,035.26	\$ -	\$16,737.82	\$3,929.97
Payroll Withholdings	\$2,989.45			
Due To:				
General Fund				
Government	\$267.50			
Trust Funds				
Contracts Payable	\$50,307.32			
Deferred Revenue				
Property Taxes	\$104,043.23			
Tax Liens	\$147,919.71			
Tax Foreclosures	\$9,104.35			
Motor Vehicle Excise	\$177,315.80			
User Charges - Water/Sewer	\$66,699.00			
Utility Liens	\$15,485.32			
Bonds Payable	\$9,389,042.00			
Fund Balance				
Encumbrances	\$2,214,091.60		\$48,755.26	\$1,848,924.78
Debt Service	\$122,592.61			
Appropriations Deficit	\$(171,310.83)			
Undesignated Fund Bal.	\$459,760.84			
Bonds Authorized (Unissued)	\$1,073,646.75	\$ -	\$ -	
Total	\$14,003,989.91	\$ -	\$ 65,493.08	\$1,852,854.75

**TOWN OF UPTON
STATEMENT OF INDEBTEDNESS
JUNE 30, 2003**

Purpose	Police Headquarters
Original Issue Date	February 13, 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
Principal Retired FY99	\$100,000
Principal Retired FY00	\$100,000
Principal Retired FY01	\$100,000
Principal Retired FY02	\$100,000
Principal Retired FY03	\$100,000
Balance of Principal (6-30-03)	\$0

Purpose	Waste Water Treatment Facility
Original Issue Date	December 9, 1998
Original Bond Principal	\$5,014,900.00
Principal Retired FY99	\$0.00
Principal Retired FY00	\$205,700.00
Principal Retired FY01	\$209,900.00
Principal Retired FY02	\$214,100.00
Principal Retired FY03	\$218,100.00
Balance of Principal (6-30-03)	\$4,167,100.00

Purpose	Fire Station
Original Issue Date	December 15, 2001
Original Bond Principal	\$3,500,000
Principal Retired FY02	\$0
Principal Retired FY03	\$129,500
Balance of Principal (6-30-03)	\$3,370,500

Purpose	Stefans Property
Original Issue Date	December 15, 2001
Original Bond Principal	\$1,500,000
Principal Retired FY02	\$0
Principal Retired FY03	\$55,500
Balance of Principal (6-30-03)	\$1,444,500

Purpose

Original Issue Date
 Original Bond Principal
 Principal Retired FY03
 Balance of Principal (6-30-03)

Water Main Replacements

June 17,2003
 \$366,000
 \$0
 \$366,000

Purpose

Original Issue Date
 Original Bond Principal
 Principal Retired FY03
 Balance of Principal (6-30-03)

ADA Compliance

June 17, 2003
 \$40,942
 \$0
 \$40,942

**TOWN OF UPTON
 GENERAL FUND REVENUE SUMMARY
 JUNE 30, 2003**

Pers Prop.	\$212,114
Real Estate	\$8,077,537
MVE	\$843,008
Pen/Int	\$37,461
In Lieu Of	\$0
Other Taxes	\$23,411
Water	\$224,951
Other Charges	\$69,027
Sewer	\$310,547
Other Dept Rev	\$83,998
Lic. and Perm.	\$269,454
State	\$625,456
Court Fines	\$3,283
Fines	\$2,035
Misc. Rev	\$12,459
Invest	\$68,326
Total General Fund Revenue	\$10,863,067

**TOWN OF UPTON
GENERAL FUND EXPENDITURES
JUNE 30, 2003**

Legislative – Personal Services	\$100
Legislative – Services and Supplies	\$8,012
Legislative – Capital	\$6,500
Executive – Personal Services	\$86,758
Executive – Services and Supplies	\$43,862
Executive – Capital	\$1,179
Accounting – Personal Services	\$23,032
Accounting – Services and Supplies	\$11,595
Assessors – Personal Services	\$45,476
Assessors – Services and Supplies	\$16,663
Treasurer/Collector – Personal Services	\$64,275
Treasurer/Collector – Services and Supplies	\$73,273
Town Counsel	\$38,267
Operations Support – Personal Services	\$9,086
Operations Support – Services and Supplies	\$12,134
Operations Support – Capital	\$798
License – Personal Services	\$775
License – Services and Supplies	\$2,787
Conservation Commission – Services and Supplies	\$6,848
Land Use – Personal Services	\$8,651
Land Use – Services and Supplies	\$8,705
Land Use – Capital	\$950,000
Building Maintenance – Personal Services	\$26,592
Building Maintenance – Services and Supplies	\$61,053
Building Maintenance – Construction	\$24,000
Other General Government – Personal Services	\$39,241
Other General Government – Services and Supplies	\$17,534
Police – Personal Services	\$889,700
Police – Services and Supplies	\$110,307
Police – Capital	\$84,428
Fire – Personal Services	\$242,761
Fire – Services and Supplies	\$156,876
Fire – Capital	\$2,740,904
EMS – Personal Services	\$60,050
EMS – Services and Supplies	\$15,822
Inspections – Personal Services	\$114,711
Inspections – Services and Supplies	\$32,281
Other Safety – Personal Services	\$22,828
Other Safety – Services and Supplies	\$27,092
Highway – Personal Services	\$283,437

Highway – Services and Supplies	\$248,361
Highway – Capital	\$49,192
Snow and Ice – Personal Services	\$57,556
Snow and Ice – Services and Supplies	\$168,628
Street Lighting	\$24,976
Waste Collection/Disposal	\$271,137
Sewerage Collection/Disposal – Personal Services	\$121,400
Sewerage Collection/Disposal – Services and Supplies	\$135,873
Water Distribution – Personal Services	\$24,473
Water Distribution – Services and Supplies	\$239,433
Water Distribution – Capital	\$52,721
Other Public Works – Personal Services	\$22,538
Other Public Works – Services and Supplies	\$1,488
Other Public Works – Capital	\$3,791
Board of Health – Personal Services	\$91,154
Board of Health – Services and Supplies	\$17,447
Nursing Services – Personal Services	\$24,288
Nursing Services – Services and Supplies	\$1,181
Council on Aging – Personal Services	\$88,846
Council on Aging – Services and Supplies	\$42,496
Veterans Service – Personal Services	\$6,146
Veterans Service – Services and Supplies	\$191
Library – Personal Services	\$97,372
Library – Services and Supplies	\$36,020
Recreation – Personal Services	\$8,000
Parks – Personal Services	\$48,691
Parks – Services and Supplies	\$8,450
Parks – Capital	\$8,508
Historic Commission	\$700
Celebrations	\$1,803
Debt – Principal	\$517,183
Debt – Interest	\$233,220
Retirement Contributions	\$181,359
Unemployment	\$3,219
Health Insurance	\$301,439
Other Benefits	\$37,754
Liability Insurance	\$13,594
Other	\$156,146
Mendon-Upton Regional School – Operating Expense	\$4,453,818
Mendon-Upton Regional School – Debt Exclusion	\$351,055
Blackstone Valley Regional School – Operating Expense	\$175,656
Blackstone Valley Regional School – Capital Assessment	\$39,853
State Assessments	\$33,134
Total General Fund Expenditures	\$14,768,683

REPORT OF THE BOARD OF ASSESSORS

The Board of Assessors thanks the people of Upton for their continued support. Upton continues to have a single tax rate for all property classes. The current total assessment of all property within the town of Upton is \$665,512,100. This reflects 94% residential, 3% commercial, 1% industrial and 2% personal property.

In an effort to help reduce the tax burden on our senior citizens, the board of assessors at our annual town meeting sponsored three articles under Massachusetts General Law Chapter 59 section 5 clause 41C. These articles provide enhanced benefits and eligibility for our senior citizens to receive tax exemptions.

During 2003, the board of assessors completed the second phase of a town-wide in-house inspection program. The board contracted with Appraisal Consultants of New England to perform the inspections of all properties within the town as required by Massachusetts General law. This program will be completed in the spring of 2004. In addition, the Assessor's office processed three hundred and ninety-three deed transfers during 2003. New growth revenue amounted to \$181,276.

The fiscal year 2004 tax rate has been set at \$14.77 per thousand dollars of valuation, representing an increase of \$1.92 above the fiscal year 2002 tax rate.

Property owners will see a 15% increase in their annual tax bill for Fiscal 2004. The average tax bill in the Town of Upton for fiscal 2004 will rise to \$3,988. This represents a \$518 increase over the fiscal 2003 average tax bill, based on a property assessed at \$270,000. In addition there will be a separate Community Preservation Act (CPA) surcharge on each tax bill. The CPA was voted and accepted by the town of Upton to be effective with the fiscal 2004 tax bills.

Example of a single-family tax bill for fiscal 2004 with CPA surcharge, based on \$270,000 property valuation and rounded to nearest dollar:

Fiscal 2004 tax rate \$14.77 per \$1,000 of valuation	\$3,988
CPA surcharge	\$75
Total Bill	\$4,063

The Upton fiscal 2004 tax rate includes one proposition 2 ½ override, one-year capital expenditure exclusion and seven proposition 2 ½ debt exclusions. The override and exclusions account for \$3.48 per \$1,000 of property valuation within the tax rate.

Tax Breakdown

Tax rate within Proposition 2 ½	\$11.29
Proposition 2 ½ override	\$00.99
One-year capital expenditure	
Town road repairs	\$00.15
Debt Exclusions	
New School Bond (High School)	\$00.44
Memorial School	\$00.73
New Fire Station	\$00.44
Wastewater Treatment Plant	\$00.17
Stefans Property (open space)	\$00.28
Blackstone Valley Vocational School	\$00.05
Water System	\$00.23

The assessment (valuation for tax purposes) of the properties within the town of Upton has not changed for the past three years. Massachusetts General Law requires that each town perform a full revaluation every three years. Upton will be re-assessing all property in 2004. The new assessments will be available in the fall of 2004.

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

Please find below the recapitulation figures used when setting the tax rate for fiscal 2004.

Total Amount to be raised:	\$12,556,444
Total Estimated Receipts from other sources:	\$2,726,830
Total Taxes levied on property:	\$9,829,614

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
Glenn H. Fowler

REPORT OF UPTON CABLE ADVISORY COMMITTEE

During the calendar year 2003 this Committee has accomplished the following activities:

- Transferred channel 11 from Town Hall to originate from the new Fire Station and activated the Public Service and Emergency Broadcast System. Trained staff to run bulletin board and provided consulting support as requested.
- Completed installation and testing for Channel 13 originating from Nipmuc High School to provide support for educational programming and live broadcast from that facility. Trained staff to run bulletin board and provided consulting support as requested.
- Acquired new equipment: PA System, Digital Camera, Digital Editing System and Software, sundry cables, microphones, speakers and accessories.
- Collected annual grant money from Charter Communications to support the acquisition of new equipment.
- Completed annual performance review for the Local Access Provider.
- Continued license renewal process for ComCast Crocket Road area.
- Monitored UCTV and Local Access Provider's expanded delivery of over 161 hours of live broadcast time on Channel 12. This included:

• Selectmen	37 meetings	83 hours
• School Committee	15 meetings	38 hours
• Town Meetings	5 meetings	22 hours
• Variety (see below)	27 projects	23 hours

Cub Scout TV, Constitution Day, Heritage Homecoming Address & Dinner, Planning Board 1,2, Library Presentations 1, 2, 3, 4, Rescue Simulation (UN-aired as of yet), The building of the New Fire Station, The Pinewood Derby, The Holiday Show, Spaghetti Supper at the Senior Center, Kirk Martin Author, Historical Society, Chuck Arning, Civil War, Walkthrough, Antiques Road Show, Annual Picnic Assessor's Tax for Seniors. Softball, Santa's Visit, RadKids, Spanish Immersion

- Although digital editing improves efficiency immensely, there is still about 5 hours of work in the backroom for every hour of broadcast time.

Respectfully submitted
by the Upton Cable Advisory Commission

Eva Fowler, Member
Glenn Fowler, Chairperson
Bob Pray, Member
Michael Wresinski, Member

CONSERVATION COMMISSION

In 2003 the Conservation Commission reviewed 32 Notices of Intent 29 Orders of Conditions were issued and 3 NOI reviews are ongoing. Among the NOI's filed are four major subdivisions: Glen Echo, Crosswinds, Preserve at Wildwood, and Noble Vista. Orders of Conditions have been issued for Glen Echo and the Preserve at Wildwood; reviews of Crosswinds and Noble Vista are ongoing. Three NOI's involved utilities work, one of which was filed by the Town of Upton for Water Main Replacements. Three NOI's were filed by businesses including expansion of Upton Self Storage and a new wood products facility on Rte. 140. There were Notices of Intent filed for three replacement septic systems, 15 new homes, and one new cart path crossing a wetland. Eleven Requests for Determination were filed; 10 were issued negative determinations, one review is ongoing. Two negative determinations were issued to the Town (for test wells and paving) and one for maintenance of the Gas Pipeline. The remainder of the filings involved additions, new structures, or septic replacements on single family lots. One Abbreviated Notice of Intent for Resource Area Delineation was filed and later withdrawn. In addition, the Commission signed many building permits after checking for the presence of wetlands.

The Commission dealt with numerous violations of the Wetlands Protection Act; most were resolved informally, enforcement actions are ongoing at Noble Vista and on Route 140. In response to violations at Noble Vista, three Enforcement Orders were issued, and the Commonwealth issued a Unilateral Administrative Order.

The Commission plans to hire a part time Agent to assist us in our duties in the coming year. This salary will be paid from the Wetlands Fees that are collected under the Wetlands Protection Act and hopefully with future fees collected under a Town By-Law. The Agent will help us to review Notices of Intent, monitor on-going site work, review and sign-off on building permits, and respond to reports of illegal activities.

We plan to bring a revised Wetlands By-Law to Town Meeting this year. The By-Law will reflect concerns raised at the 2003 Town Meeting by exempting lots recorded before the By-Law is adopted, specifying fees to be charged, and specifying setbacks to be maintained. A recent change in State Law allowed us to adopt rules charging our Consultant fees to applicants. These rules were adopted after a hearing in December..

The Commission bid farewell to long time member Mike Seitz and welcomed new member Tom Dodd and associate member Jeff Ramsey.

Margaret Carroll, Chair
Tom Dodd
Sandra Lajoie
Michael Penko
Jeff Ramsey
Christine Scott
Trish Stefanko
Jeff Young

COMMUNITY PRESERVATION COMMITTEE

The Community Preservation Committee was formed after the Town voted in May 2003 to adopt the Community Preservation Act (the "CPA"). By adopting the CPA, Upton will create a local Community Preservation Fund through a surcharge of 3% of the real estate tax levy on real property. The Fund may be used for (a) the acquisition, creation and preservation of open space and land for recreational use, (b) the acquisition and preservation of historic resources, and (c) the creation, preservation and support of low and moderate income housing. The act also creates a significant State matching fund in which Upton can share. The Community Preservation Committee is charged with soliciting and reviewing requests for funding of projects meeting these criteria, and recommending projects for funding at Town Meetings.

The CPA is an innovative tool for the Town to address important community needs. Six members have now been named to the Committee. The Committee is still in need of one member from the Recreation Committee, and two members selected by the Board of Selectmen.

The Committee recently held its first meeting, and intends to meet on the first Wednesday of every month. The members of the Committee are:

Ellen Arnold
Paul Carey
Richard Holmes
Rena Richard
Chris Scott
Russell Wood

COMMITTEE REPORT AQUATIC WEED CONTROL COMMITTEE

Aquatic Weed Control is a committee of the Conservation Commission. Its responsibility is to assess, plan, and implement a program of aquatic vegetation control for the waterbodies in Upton – Pratt, Wildwood, Taft, and Mill ponds. The program is necessary to control invasive, non-native vegetation, which inhabits these ponds. This assures that they will continue to be an important ecosystem supporting desired vegetation and wildlife and recreational use such as swimming, boating, and fishing.

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

The management of the Town's waterbodies has been an ongoing process for many years. The prolific non-native aquatic plants, which inhabit the Town's ponds, are difficult if not impossible to eradicate once they have become established. Therefore, diligent management is necessary to preserve/maintain the recreational, aesthetic, and habitat value of these water bodies for the future.

Details of the treatment programs are on file with the Conservation Commission.

Charles Pedersen, Chairman
Jim Bates, Jr.
Nancy Thompson

REPORT OF THE UPTON COUNCIL ON AGING

The mission of the Upton Council on Aging is to assess, develop, implement, and evaluate senior programs and activities, as well as coordinate services in the Elder Service Network, to enhance the quality of life of elders in our town. This past year saw the passage of many positive improvements in programming, and the influx of many new participants, instructors, volunteers, and friends.

In 2003 the Upton Council on Aging welcomed our new Social Services Coordinator, Ann Davidson, who brings a background rich in both service to our town and social work. Her educational experience is extensive, and we are proud to have her on our staff team. Ms. Davidson has participated in a number of training opportunities including health benefits workshops, fuel assistance training, the Blackstone Valley outreach support group, and the annual Massachusetts Councils on Aging conference. Anita Sundelin, C.O.A. Director, also attended the Massachusetts Councils on Aging conference, as well as the annual American Society on Aging and National Councils on Aging Conference, bringing back valuable information regarding changes in Medicare, new programs of the Social Security Administration and employment projections for seniors in the decades to come. Ms. Sundelin also served this past year on the MCOA's Director Certification Committee.

Holly Whalen, Assistant to the Director, worked diligently to schedule and implement exciting new programs at the Senior Center in 2003. Among them were watercolor classes taught by Upton's Marcia Anzelone, a Reiki clinic, the Walking Club, and the very popular Food of the Month event, wherein a Massachusetts based business of a food product comes to the Senior Center with information, coupons, and free samples. Many vendors who participated this year were Upton based businesses. This is always a free event and we encourage Upton seniors to attend.

The Upton Council on Aging was pleased to welcome our newest member, Lola Stanley. Ms. Stanley was served as a volunteer for many years, and as a participant of our many programs. She brings a wonderful spirit of volunteerism to our organization.

Throughout the year the Upton Men's Club served the seniors of our town, both literally and figuratively, continuing the three-year tradition of the popular Men's Club Suppers. Each month the membership of the Upton Men's Club, and their families, caters, serves, and cleans up after a special meal, providing music to dine by as well. All Upton seniors are invited to call the Senior Center at (508)529-4558 to participate in this fun and free event. We wish to thank the Upton Men's Club for this, and also for the much appreciated ping-pong table and paddles they donated to the center.

The Friends of Upton Elders, a non-profit organization whose mission is to fund programs benefiting seniors, worked throughout the year holding fundraisers such as weekly BINGO and the annual Friends of Upton Elders Fair, held each November. They received numerous donations from the townspeople of Upton in the form of clothing, furniture and household goods. As a result the Friends of Upton Elders generously donated \$4,500.00 to the Council on Aging revolving account, for the purpose of funding activities and programs of the Upton Senior Center, and the mailing of our monthly newsletter, The Hourglass. The Council on Aging would like to express their gratitude for the kind support of the Friends of Upton Elders, and our appreciation for the effort it takes to raise such funds. Thank You.

As we have in the past, the Upton Council on Aging enjoyed the support of the local service unit of the Salvation Army, led by Mr. George Kennedy. Mr. Kennedy and members of the unit conducted fundraisers such as the annual Walk for Warmth And Other Needs, and multiple kettle drives. As a result of their efforts and the warm response of Upton residents to these appeals, senior center staff were able to refer local individuals and families in need to these resources. We wish to express our gratitude to the Upton Service Unit, those who volunteered, and those who gave.

2003 ended with the annual holiday grocery and gift drive. Donors and volunteers from every corner of Upton came forward in the spirit of the season to brighten the holidays of their neighbors. Among those we wish to thank are the members of Emmanuel Chapel, Holy Angels Church, United Parish, Upton's Boy and Girl Scout troops, Upton Unibank for savings, Nipmuc High School, Blackstone Valley Regional Vocational Technical High School, Memorial Elementary School, Miscoe Hill Elementary School, The Upton Bloomer Girls, and the Upton Police Association. There were also many, many individuals who came forward to help, bringing and decorating boxes, making tags for the Giving Tree, knitting and crocheting blankets, hats and scarves, wrapping gifts, and packaging and distributing boxes. We are so grateful for your care and kindness.

It is with heavy hearts that we note the passing of former Council on Aging member and newsletter editor, Polly Hanford. Ms. Hanford, a woman ahead of her time, graced us with her presence and wit for many years. She provided us with much volunteer service and was our first newsletter editor. She is sadly missed.

The following grants were awarded to the Council on Aging in 2003:

Massachusetts Executive Office of Elder Affairs Formula Grant	\$3,470.00
Central Massachusetts Agency on Aging AIMM Grant (in kind)	\$1,150.00
Upton Cultural Arts Council (in kind)	\$600.00
M.G. Kane Properties, Inc.	\$1,500.00
Friends of Upton Elders	\$4,500.00

Respectfully submitted,

Anita Sundelin, Director
Liz Evans, Vice Chair
Karen Intinarelli, Secretary
Lydia Fitton
Steven Goodman
Lola Stanley
Gil Peck, Chairman
Joan Burrell, Treasurer
Elizabeth Marengo
Jean Hale
Rev. Jan Gregory-Charpentier

REPORT OF THE UPTON COMMISSION ON DISABILITY

The Upton Commission on Disability is charged with the mission of overseeing Upton's compliance with the Americans With Disabilities Act. To that end, we have been very active throughout 2003. Working in close collaboration with Mr. Maurice Capistran, Assistant Building Inspector of the Department of Code Enforcement, Mr. Tetreault, Tetreault, Director of Public Works, and Mr. John Johnson, Parks Supervisor, many improvements in ADA compliance were implemented this past year. We are very grateful for the time, effort and commitment shown by these gentlemen towards the goal of accessibility.

Working together, Mr. Capistran and Mr. Johnson carried out a remarkable transformation of the Ramsey Building at Kiwanis Beach. In its former state individuals with ambulatory challenges could not access the building, set on a hill, and raised on a cement platform. This team developed a plan to rectify this problem, by installing accessible parking at the most level point on the property in the parking area, grading the hill, pouring a cement walk approaching the building, and ramping the walk to the cement platform. Handrails were installed for this approach. Within the building, lavatory fixtures and partitions were removed and replaced with new, ADA compliant materials, making for accessible restrooms for all. Mr. Johnson undertook modifications to Route the 140 Playground, widening the gate, installing ADA compliant parking, and obtaining ADA compliant sanitary facilities. Mr. Tetreault and the employees of the Upton Department of Public Works who serve this town under his supervision, made great strides toward an Upton accessible to all when they installed curb cuts at the Upton Town Common, Upton Town Hall, and across Main Street from Town Hall. All of these were very labor-intensive projects, and by completing this work themselves whenever possible, in addition to their routine duties, Mr. Capistran, Mr. Johnson, Mr. Tetreault and the employees of the Upton Department of Public Works extended themselves in a most cooperative and willing way to improve the quality of life for all Upton residents, while conserving precious financial resources. This Commission is most appreciative of their efforts.

Throughout 2004 this commission will continue to oversee the improvements funded in fiscal year 2002. We look forward with enthusiasm and energy to the work that lies ahead, and have set as our goal to make improvements in accessibility at the Upton Police Department, under the leadership of Chief of Police Thomas Stockwell, whose help and support this commission has enjoyed since our initial survey there.

We are especially grateful to the residents of Upton for their affirmation and continued support, as we carry out this important work.

Respectfully Submitted,

Anita Sundelin, Chairman
Joan Shanahan, Secretary
Karen Intinarelli

REPORT OF THE DEPARTMENT OF PUBLIC WORKS

Director of Public Works submits its Annual Report for the year ending December 31, 2003.

HIGHWAY DIVISION

The winter of 2002-2003 was labeled the worst since 1956. It started in October with storm after storm, until spring 2003. Two major storms hit Christmas Day and New Years Day. The employees responded with out hesitation, working through Christmas and New Years.

This winter season has also started the same way, with two major storms with 18 inches or more.

I want to thank a number of local drivers that came forward and helped through out a real tough winter season. Rick Leighton, Henry Poirier, Jr., Henry Poirier III, Steve Zaloga, Richard Henderson, Robert Henderson and Steve Mathieu all were there when we needed them.

After a late start in the spring, we rebuilt a section of Westboro Road and Hopkinton Road, both very busy roads. Then we moved to Prospect Street one of the worse roads in Upton. It turned out to be a real challenge. We installed 9 catch basins and 2000 feet of drainage pipe, blasting from top to bottom (as the residents well know). I want to thank those residents for their patience and understanding during this project.

In November the DPW Office moved from the Upton Town Hall to the DPW Maintenance Facility at 100 Pleasant Street.

I would like to commend the employees that make up the DPW, Highway Division, Water & Sewer Division, Cemetery, Parks and Forestry.

I also want to thank my Administrative Assistant Carol Peterson for her untiring effort and help.

I would like to thank the various boards, commissions elected and appointed and the townspeople for your patience, cooperation and support.

Respectfully Submitted

Durwood (Curley) Tetreault
Director of Public Works

WATER DEPT.

- Installation of 2,100 ft. of 8" water main at Memorial School and 3,000 ft. of 8" water main at Blackstone Valley Vocational Technical School, was done this year by the schools for fire protection.
- Installed a total of 6,600 ft of 8" water main at (2) new development one Knowlton Circle and other one Dairy Way.
- Water Meter Replacement Program did 59 meter this year, and all large meters were tested for accuracy.
- Pratt Hill Water Tank was cleaned repaired and painted by Amstar and back online by middle of July.
- Glen Ave. Well Field was cleaned and serviced in February.
- Intrusion alarms were installed at both West River and Glen Avenue Pump Station.
- Approximately 115 million gallons of water pumped.
- Continued the hydrant flushing and water main flushing program.
- Only 6 water services leaks this year.

SEWER DEPT.

- Processed 53.5 million gallons of untreated water with 99 percent removal rate before discharge; sent 252 thousands gallons of product to incinerator.
- 13 new services to sewer system.
- Received 32 calls regarding water leaks or alarms at treatment plant or pump stations.

I would like to thank the Director of Public Works, Durwood (Curley) Tetreault, Administrative Assistant to the DPW, Carol Peterson and the employees of the Water & Sewer Department, Treatment Plant Operator Larry Bovaird, Water & Sewer Operators Patrick McKinney and Dean Parker for their help during the year.

Respectfully submitted

Ronald San Souci

PARKS DIVISION

The Parks Division Supervisor, John Johnson, would like to thank the Director of Public Works Durwood (Curly) Tetreault the recreation commissioners and the Townspeople for their continued support during the 2003 year.

Both rafts at the town beach had their top sections rebuilt by the maintenance staff. It should be noted that the steel sections on the rafts are severely rotted. This will need to be addressed in the near future.

Both restrooms at the Ramsey Building were completely remodeled to make them completely handicap accessible, with all new fixtures installed. A handicapped ramp and railings leading to the Ramsey building from the parking lot were also installed.

Ongoing maintenance continues on the Squint Ramsey beach building. Two new lower entrance doors were installed as well as safety railings leading to the second floor.

All town dams were operated and inspected as part of the yearly inspection process.

The fertilization program on town fields has continued yielding great results. It should be noted that this is funded through user fees.

The rear of the parking area at the town beach has been expanded adding approximately fifteen parking spots. We are working towards re-paving the entire parking area.

Blackstone Valley Regional Technical High School has once again come through building four picnic benches, two lifeguard chairs and three barrel holders at a substantial saving to the town.

A five-hundred-foot deep irrigation well was drilled at the upper soccer field at the town beach for an on-going irrigation project. A special thanks goes out to town resident Mr. John Porter for saving the town over five thousand dollars by donating his time and expertise by installing poles to allow us to run power up to the new well sight.

I look forward to ground breaking in the spring of '04 on the new West River Street soccer field facility. This will help resolve some of the scheduling problems we have with limited field space.

I would like to thank all the seasonal employees that worked for the parks department this past summer. They helped make it a fun and safe summer for all to enjoy. Also, thank you to Carol Peterson for all your help and support.

Respectfully submitted,

John Johnson
Park Supervisor

REPORT FROM THE RECREATION COMMISSION

The Recreation Commission's Members would like to extend thanks to everyone in Town whom we have had contact with over the last year, directly or indirectly. We would like to acknowledge the efforts put forth by Durwood (Curley) A. Tetreault, Public Works Department Director; John Johnson, Jr., Parks and Recreation Supervisor; and Carol Peterson, DPW Clerk. It is only with their continued support and efforts that the Recreation Commission was able to complete specific tasks and duties throughout the year.

The Commission was once again proud to sponsor the summer swim program held at Town Beach this past year. Steve Kedski and the Swim Aids have continued to make this an outstanding and a very successful swimming program. We would also like to thank all the people behind the scenes, the lifeguards, gatekeepers and John Johnson, Jr. for their combined efforts in continuing to provide a safe beach environment for the citizens and visitors of our Town Beach.

The Commission has continued the "User Fee" process established two years ago for all athletic fields. User Fees are utilized for field maintenance and fertilization programs. The overall condition of the Town Beach Softball and Soccer Fields have benefited from this program. A well and pump system has been installed in order to water the soccer field on a regular basis. The final installation of the controls and piping for the irrigation system is scheduled for the spring. This will be completed after a new crowned surface has been prepared.

The Commission would like to inform the Upton community that the West River Street soccer field project is scheduled to begin construction in the coming year. The citizens of Upton have voted to fund the field development at a cost of \$45,000.00. We are pleased to report that the local youth soccer program, MUYSA, has pledged an additional \$10,000.00 to the project as well.

The Commission has developed a "Wish List" in order to prioritize future projects and to keep the other Town Boards informed. This list includes, but is not limited to, the following: athletic fields, skate park, recreation director, second swim director, summer coordinator, picnic tables, benches, grills, signs, storage facilities, concession stand and pavilion.

Finally, the Recreation Commission Members would like to thank M.G. Kane Enterprises, Mike Kane, President, and The Mom's Club for their generous donations to the Recreation Commission and the Upton community. We all look forward to working with the citizens, various Boards and Town employees in the coming year.

Respectfully submitted,

Recreation Commission
Mark Fitzgerald, Chairman
Joseph Poirier, Member
Michael Rooney, Secretary

REPORT OF THE WATER & SEWER ADVISORY BOARD

The policy of the Water & Sewer Advisory Board is to furnish advice and support to the DPW Director, when requested, with the best interests of the Town of Upton as a criterion. The Advisory Board also will furnish support to the Board of Selectmen on water and sewer matters, upon request from the latter.

The principle issue during the year, which has remained unresolved, centers on the need for a new water source and pumping facility to augment the capacity of the existing system. Although we have a competent engineering firm working on the search, progress has been slow and good potential sites have been elusive. Nevertheless, the Advisory Board remains optimistic that continued sustained effort on the part of Town officers and employees, and of the consultant, will bear fruit.

The Advisory Board is sensitive to the pressures being brought to bear on the municipal water system, principally through continued residential development and local school expansions. While the search for a new site continues, upgrades have been made at both existing well sites, the calibration of master flow meters has been checked and adjusted where necessary, leak detection programs are in effect, and system-wide control of outdoor watering remains a priority.

The Advisory Board has been introduced to proposals by several developers involving the water and sewer systems. Although our policy is to not place obstructions in the paths of legitimate plans, we have tried to be vigilant in terms of making sure none of these moves would cause adverse results to the overall systems, nor result in untoward costs to current system users or taxpayers.

Our Chairman, George Furst, left us in July for greener pastures overseas, but we gained four new members during the year. Veteran member Dan Fitzpatrick also left, opting for Cape Cod. The Advisory Board has been especially fortunate to have had the direct interest and support of DPW Director Tetreault, W&S Superintendent SanSouci, and Selectmen Chairman Shanahan, who serves as liaison between the Board of Selectmen and the Advisory Board. We very much appreciate this interest and support.

Respectfully submitted,

Robert Snow, Chairman
Walter Hopkins
Richard Dupre
Carmen Stellato
John Sicurella
Jeff Hershberger

CEMETERY ANNUAL REPORT F/Y ENDING JUNE 30, 2003

The Commissioners of the Upton Cemeteries hereby submit the Annual Town Report
for the year ending June 30, 2003.

General Maintenance:

Appropriation:

Expenses: \$23,000.00

Labor \$21,358.00

Misc. \$1,642.00

Interest from Perpetual Care Investment Accounts: \$8,565.01

Expenditures from Perpetual Care Interest Account:

Labor \$10,002.00

Misc. \$1,530.46

Total: \$11,532.46

Cemetery Income Transferred to Town Treasurer:

Receipts from:

Burials: \$13,000.00

Perpetual Care 11,025.00

Sale of Lots 2,120.00

Registry of Deeds 505.00

Total \$26,650.00

Commissioners:

William H. Sadler, Chairman

Richard L. Randall, Clerk

Robert R. Richard, Member

REPORT OF THE DEVELOPMENT AND INDUSTRIAL COMMISSION

A continued relationship is being maintained with the Central Massachusetts Regional Planning Commission and the Regional Economic Development Committee.

The Cook Company, a land-clearing firm has developed a large facility on Milford Street, Route 140 in Upton on the Hopedale boundary.

The lack of water and sewer utilities in the Commercial and industrial zones still exists. The new Master Plan Sub Committee is addressing this problem and will suggest some solutions to same.

Respectfully submitted,

Attorney Harvey Julian Trask, Chairman

ANNUAL REPORT OF THE BOARD OF FIRE ENGINEERS

The Board of Fire Engineers hereby submits its annual report for the year ending December 31, 2003. The year 2003 was again an extremely active year for the Upton Fire Department. We responded to a total of 507 events throughout the year which included coverage of all blasting events at numerous projects throughout the town. In an ongoing effort to upgrade the Department and the services provided by the Department at least two drills per month were conducted on the various aspects and fundamentals of firefighting. Construction was completed on our new Fire and EMS Headquarters adjacent to the former station. We have occupied the new facility since the end of June. At that time the former station was demolished to make way for the new parking areas.

RESPONSES

The year 2003 had its moments both inside and outside the limits of Upton's boundaries. On April 9 our department responded to the Town of Grafton for a fire in a multi-unit building on Providence Road. This fire required the response of approximately seven area towns. On April 18 the department responded to a structure fire at 74 High Street that caused damage to the roof and one interior wall. The Grafton and Northbridge Departments assisted us at the scene. Easter Sunday we were called to 153 West River Street for a reported brush fire. The fire had spread over a large area and mutual aid was required from Mendon, Northbridge, Uxbridge, Grafton and Massachusetts D.E.M. Bureau of Fire Control. Approximately eight acres of pine and grass burned before being brought under control. Our next large call in April was to the Town of Hopedale for a fire in a duplex at 10 Hope Street. This building was a total loss and eight towns responded to their call for help. On April 28 we required assistance from Northbridge and Hopedale for a four-acre brush fire at 64 Prospect Street. In July our four thousand gallon tanker was dispatched to the City of Worcester for station coverage due to a break in a large water main on Pleasant Street. Due to lack of sufficient water pressure throughout the city our department responded as part of the District Seven Tanker Strike Team to provide backup water protection. During a severe thunderstorm on July 22, a dwelling at 12 Henry's path was struck and heavily damaged by a bolt of lightning. The damage included the chimney, garage, roof, attic and sidewall. On July 31 we responded to a bedroom fire at 92 Hopkinton Road that was contained to the bedroom. The fire started when the resident left a candle burning on the nightstand. Also on July 31 we were called to the Agway building on Providence Road in Grafton for a major fire that leveled the building. We were among ten towns that responded for mutual aid. A large excavator was heavily damaged in a fire at the Samareen Villa project on Pleasant Street on August 17. On November 11 we were called to a structure fire at 38 Plain Street. The fire had been burning for some time before being noticed by a neighbor. Fire damage was confined to the basement area of the structure. Heat and smoke damage occurred throughout the entire house and the total estimated damage was approximately \$100,000.00. There were no injuries to either the occupants or firefighters.

TRAINING

The Department conducted approximately nineteen training drills throughout the year. Training sessions were held at least twice a month and on some occasions three times a month. Many aspects of fire fighting including extrication, forcible entry, tactics and strategy, hose streams, SCBA training in simulated environments, water supply and personnel safety at fire scenes are part of the training. Many nights were also spent moving equipment and supplies from the old station into the new facility. The members of the department volunteered on many work nights doing the landscaping around the new facility. At the present time the department has three new firefighters enrolled in the District Seven Recruit Training Program headed by Chief Donald Gonynor of the Douglas Fire Department. This is a fourteen-week program that teaches the recruits all aspects of fire fighting and prepares them to take the Firefighter I/II state certification test if they chose to do so. They are locally certified at this level. The program is taught by local instructors from the District Seven area towns, including some of our own. Each town within the district conducts certain training sessions at their respective stations. As one can tell it takes a lot of interest and dedication on the part of these individuals to make the program a success. The program has become a model for other parts of the state and has been praised by State Fire Marshall Stephen Coan.

DEPARTMENT PROJECTS

During the past year the Fire/EMS Building Committee has continued to work tirelessly to bring to fruition adequate facilities for Fire and EMS personnel. A special town meeting and subsequent ballot vote provided the funding for the \$3.5 million dollar project. Retired Fire Chief Robert Prentiss headed the building committee. He and the committee consisting of Frank Braney, Larry Delgrego, Lloyd Hamm and Selectman Alan Rosenfield have brought the project to where the building has been completed and occupied at the end of June. The department had to move into the new facility in order that the general contractor begin demolition work. Systems checks in the building have been completed. The new facility is functioning at full capacity as of December. We would like to thank the committee for their time and dedication. The department is the recipient of a federal grant from the Federal Assistance to Firefighters Act in the amount of \$160,560.00 for the purchase of a training trailer or building. The trailer or building can be configured for air pack drills or can be used for live fire drills. The town must contribute a total of \$17,800.00 in order to receive the grant. The funding options are under review by a committee.

PERSONNEL

On December 19, 2003, Brian Kemp graduated from the Massachusetts Firefighting Academy Recruit Training Program. Brian had the honor of receiving the Richard N. Bangs Award as the outstanding student in Recruit Class #161. The training program consists of eleven weeks of intensive training, both educational and physical. We congratulate Brian on this outstanding achievement.

Bonnie Lopez, or "Firefighter Bonnie" as she is known to her fire prevention class students, continues to teach the preschool and elementary school children fire safety as part of the S.A.F.E. Program. This program is a State-sponsored fire safety program that is similar to the former D.A.R.E. Program of the Police Department. The state had again had initially cut the funding for this program, but due to its proven success, the program has been reinstated. As a result of this program two young people had the knowledge to know what to do when the mother of one of them developed a medical problem. As a result of their actions, Jamie Oehley and Megan Fitzgerald, were presented the "Young Heroes Award" by the Office of the State Fire Marshall. They are among only 172 young people in the state to be awarded this title. They also received citations from Senator Guy Glodis, Representative George Peterson and the Upton Fire Department. The Board of Selectmen issued a proclamation proclaiming the day as the "Jamie Oehley and Megan Fitzgerald Recognition Day in the Town of Upton. We have been the recipient of two grants this fiscal year thanks to the diligence of Mrs. Lopez. For her work Bonnie was nominated for the State Life Safety Instructor of the Year Award. Bonnie did not receive the top honor, but she did receive a citation from the Fire Marshall's Office for Excellence in Public Fire Safety Education along with ten other instructors.

REPORT OF EVENTS 2003

Total Fire Department Events: 507

Fire	
Fire, other	03
Building fire	04
Cooking fire, confined to container	10
Chimney or flue fire, confined to chimney or flue	04
Fuel burner/boiler malfunction, fire contained	01
Passenger vehicle fire	03
Off-road or heavy equipment fire	01
Brush, or brush and grass mixture fire	08
Special outside fire, Other	02
Outside equipment fire	02
Overpressure rupture, explosion, overheat other	01
 Rescue & Emergency Medical Services Incidents	
Rescue, emergency medical (EMS) call, Other	09
Medical assist, assist EMS crew	13
EMS call, excluding vehicle accident with injury	02
Extrication of victim(s) from vehicle	01
Extrication, rescue, other	02
Removal of victim(s) from stalled elevator	05
Water & ice related rescue, other	01

Hazardous Conditions (No Fire)	
Hazardous condition, Other	02
Gasoline or other flammable liquid spill	04
Gas leak (natural gas or LPG)	05
Oil or other combustible liquid spill	06
Carbon monoxide incident	05
Arcing, shorted electrical equipment	01
Vehicle accident, general cleanup	07
Service Call	
Service call, Other	19
Water problem, Other	01
Water evacuation	03
Smoke or odor removal	04
Public service assistance, Other	05
Public service	08
Cover assignment, standby, move-up (Mutual Aid)	13
Good Intent Call	
Good intent call, Other	04
Authorized controlled burning	01
Smoke scare, odor of smoke	01
False Alarm & False Call	
Smoke detector activation due to malfunction	07
Heat detector activation due to malfunction	03
Alarm system sounded due to malfunction	06
Unintentional transmission of alarm, Other	02
Sprinkler activation, no fire – unintentional	01
Smoke detector activation, no fire – unintentional	09
Detector activation, no fire – unintentional	10
Alarm system sounded, no fire – unintentional	35
Severe Weather & Natural Disaster	
Severe weather or natural disaster, Other	01
Lightning strike (no fire)	06
Severe weather or natural disaster standby	01
Special Incident Type	
Special type incident, Other	06
Training Sessions	
Training	19
Work sessions	12
Details	
Blasting Events Observed	213

PERMITS ISSUED

Oil Burner/Storage Tanks	72
Propane Storage	45
Smoke Detector Inspections	140
Outdoor Burning Permits	478
Tank Truck Inspections	20
Blasting Permits	26
Total Permits Issued	801

ROSTER OF PERSONNEL 2003

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

Henry Poirier, III, Captain
Keith Orrell, Lieutenant
David Cialdea, Lieutenant
Richard Belhumuer, Private
James Brochu, Private
Jonathan Ellis, Private
Robert Henderson, Private
Edward Lavin, Private
Bonnie Lopez, Private
Kevin McElreath, Private
Douglas Usher, Private
Eric Earl, Auxiliary

Richard Leighton, Captain
Steven Zaloga, Lieutenant
Randy Addy, Private
Michael Bradford, Jr., Private
Douglas Cook, Private
Nader Hamed, Private
Brian Kemp, Private
Daniel Lazarz, Private
Philip McClure, Private
Gary R. Shults, Private
Anthony Cervassi, Auxiliary
Kenneth Hall, Auxiliary

The Board of Fire Engineers would like to thank the various Boards, Commissions and town officials for their help and support throughout the year. We also thank the members of the Upton Fire Department for their dedication and response to any and all emergencies that arise in the Town of Upton. A very special thank you goes to the wives and families of the department who allow us to do the job we like to do. Without their support and understanding the department would not be able to function.

Respectfully submitted,

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

UPTON FIRE STATION BUILDING COMMITTEE

Construction of the Upton Fire Department and Emergency Medical Services Headquarters continued through most of the year 2003.

There were some minor delays, as is common, during the construction process which required the committee to extend the final completion date to the fall of 2003.

The new facility is now in full operation, with a few items still to be completed, and the Building Committee made a final report to the Board of Selectmen on December 9, 2003 and the Building Committee was dissolved at that time.

The remaining items will be completed under the direction of the Board of Fire Engineers and the acceptance and dedication by the Town of Upton will take place in the spring of 2004.

The Building Committee would like to thank the Fire and Emergency Medical Services Departments for their patience and assistance during the construction process.

We are proud to present a state of the art facility to the citizens of Upton, that was completed, within the budget voted at town meeting and thank everyone for the opportunity to serve the town as your Building Committee.

Respectfully,

Robert Prentiss, Chairman
Lloyd Hamm, Vice-Chairman
Larry Delgrego
Alan Leslie Rosenfield, Esq.
Frank Braney, Clerk

DEPARTMENT OF EMERGENCY MANAGEMENT

The Upton Office of Emergency Management respectfully submits the following report for the year ending December 31, 2003.

In the spring of 2002 the Upton Board of Selectmen, who believed that emergency management needed to take a central role in coordinating public safety during a major incident, created the Office of Emergency Management. Upton OEM was funded at the FY2003 Annual Town Meeting to be the resource coordinator for the town in the event of a disaster. Much of the daily operation is focused on planning and preparedness. I have also attended several classes, seminars and meetings with the Massachusetts Emergency Management Agency. In putting the program together there were plans and mission statements to write, grants to apply for and an Emergency Operation Center to design and equip. Today's Emergency Management is much different than the Civil Defense many of our residents recall from years past.

As of the end of 2003 the following has been accomplished:

Rewrote the Upton Comprehensive Emergency Management Plan, which is a seven part, couple of hundred-page response guideline book for disasters, hazardous materials incidents and terrorism response. This book had not had a major rewrite since being first written in 1988.

Establishment of a Local Emergency Planning Committee as- required by Congress, it is commonly known as EPCRAS or SARA Title III (the Right to Know Act). It involved writing a charter/mission statement, recruiting representatives from local government and registering the LEPC with MEMA.

A Federal All Hazards Emergency Operations Planning Grant was filed for and approved. The grant is to address all hazards with special emphasis on terrorism. These funds were used to equip our Emergency Operations Center. We have also filed for a similar grant in 2004.

Designed, equipped and established an Emergency Operations Center on the second floor of the new Fire and EMS Headquarters. This room has full two-way radio communications with all town departments and county fire departments, multiple telephone capabilities, computer network, fax machine, cable and broadcast television monitors, three workstations, a meeting table, dry boards and maps of the Town, county and state. From this site Upton's response to any major emergency or disaster will be coordinated. It is here that members of state and federal response teams will come to assist us. Much of the office furniture was donated.

Received a grant from Massachusetts Emergency Management Agency in the form of a HP lap top computer. The Technology Committee supplied us with a rehabbed computer for use in the EOC.

Established a Citizens Emergency Response Team registered with FEMA and eligible for federal funding. The mission of the Upton CERT is to provide sheltering for residents in the event of a natural or manmade disaster. As this program develops we will be looking for community volunteers to train.

Applied for and received a grant for establishment of the Upton CERT. I have also applied for similar funding in 2004.

Local Cable Channel 11 went on the air during the summer. With the assistance of Robert Pray, OEM established and now maintains Cable Channel 11 which broadcasts Fire and Emergency Medical Services public safety information on a daily basis. Upton Emergency Management posts emergency information as needed. These postings include severe weather watches and warnings. With the assistance of the Technology Committee this public safety bulletin board will soon be computer based with a much broader variety of information being broadcast.

I would like to thank the Board of Selectmen, Fire Chief Michael Bradford, Robert Pray of UCTV and Technology Committee for their assistance.

Respectfully submitted,

Brian Kemp
Director

DEPARTMENT OF EMERGENCY MEDICAL SERVICES

The Upton Department of Emergency Medical Services respectfully submits the following report for the year ending December 31, 2003.

The new Fire/EMS Headquarters was finished in the spring of 2003. We moved in during June and coexisted with the general contractor as they finished the project. The Town of Upton can be proud of our new headquarters. The EMS department has a clean warm place to store our ambulance, a medical cleaning room to clean and sanitize medical equipment and a secure room to store medical supplies and medications. We are now in compliance with state rules and regulations. There is secure office space to store confidential patient records, a secure networked computer system and a modern telephone system. On the second floor is a classroom with a/v capabilities, a dorm room and shower facilities. We also have gear washing and drying machines so that contaminated EMS clothing can be properly cleaned at the station rather than the EMT's washing the clothing at home and cross contaminating their families clothes. On behalf of the EMS department, I thank the Fire Station Building Committee for the many hours they devoted to this project. Under their watchful eyes, the station grew from a need to a completed facility Upton residents are very proud of. Although the Building Committee was officially dissolved, not a day goes by without Chairman Robert Prentiss still coming to the station to make sure everything is operating as it should be.

The Upton Emergency Medical Services Department responded to 446 calls in 2003. For calls that involve multiple patients or calls that occur while our only ambulance is tied up transporting another patient, we rely on area towns or private ambulance services. This can cause life-threatening delays in transporting a patient to the hospital. Our EMT's respond to these calls with the Fire Department Rescue truck and treat the patient until another ambulance arrives.

Many newer residents are surprised to learn that the EMT's who answer their call for help responded from home. Upton's Fire and EMS Headquarters is staffed from 7:00 A.M. to 5:00 P.M. Monday through Friday and 7:00 A.M. to 3:00 P.M. on Saturdays. On average 65% of EMS calls occur between 7:00 A.M. and 6:00 P.M. Many times there is only one EMT on duty and additional EMTs must respond from home. At all other times we rely entirely on our 21 call EMT's. Call EMT's respond from their homes at a moment's notice no matter what time, no matter what day. Each night of the year from 9:00 P.M. to 6:00 A.M. there are 3 EMTs on standby at home. At other times I have to hope there are two EMTs (minimum staffing required by the Commonwealth) available to respond. More serious calls require additional EMTs.

As part of the EMS Departments ongoing training, EMTs attended training classes on ice rescue operations, the care of Alzheimer's patients, food poisoning, a class by Compassionate Friends on handling sudden deaths and practical classes on new equipment purchased by the department. Last fall there was a combined exercise for the EMS and Fire Departments. A mass casualty accident was simulated between a van type school bus and

a mini van. There were a dozen "patients", all with simulated injuries. All patients were safely extricated and treated for the simulated injuries prior to being brought to a staging area where they would be transported to a medical facility. This type of training is invaluable when a true incident occurs. Although the actual exercise lasted only an hour, the planning and orchestration took many hours. Thank you to those who helped to make the exercise a success and those who volunteered as patients.

The department purchased a new ambulance stretcher last fall. The new stretcher has a greater load capacity, is more comfortable for the patient and, with several lifting aids, is safer for the EMTs lifting our patients. This purchase was made with our general operating supply budget rather than as a special article. We also purchased new CPR training manikins with money from the EMS Equipment Fund. I would like to thank all who donate to this fund and make such purchases possible.

Upton is very fortunate to have EMTs who are willing to set aside their personal lives and help people they do not even know. With lives as busy as they are, it is difficult to find people to devote the time and attention to become an EMT, stay certified and make time to go on calls. Two new members joined Upton EMS this year. Jason Hurton and John Brooks both came to us certified as EMTs by the Massachusetts Office of Emergency Medical Services. EMTs Patrick Sullivan and Scott Henderson left the department this year when they moved from town. I thank you for your service and commitment to the Town of Upton.

Upton EMS offers CPR classes at our Fire & EMS Headquarters. Our CPR Coordinator/Instructor EMT Bonnie Lopez and Instructor/EMT Susan Wadehul teach several CPR classes during the year. Call to find out more about how a four-hour class may save a family members life.

Upton EMS continues to offer the "File of Life" at no cost to Upton residents. This bright red magnetic pouch on your refrigerator contains a card with vital medical information and whom you want contacted in an emergency. The program has been invaluable many times since being first introduced. The program is free and Upton EMS will even help you fill out the card. Call the Fire/EMS Headquarters at 529-3421 for more information.

I am extremely happy to see the respect and teamwork between the Upton EMS Department and Fire Department. This was clearly evident one weekend last summer as EMTs and Firefighters worked together to treat the multiple patients at a motor vehicle collision. I would like to thank Fire Chief Mike Bradford and the Board of Fire Engineers for their support and cooperation. I thank Police Chief Stockwell and the Upton Police Department for their assistance at calls. Thank you to the Finance Committee and the Board of Selectmen for your ongoing support.

Respectfully submitted,

Brian F. Kemp
Director

TOWN REPORT 2003

UPTON BOARD OF HEALTH

The Board of Health respectfully submits the following report for the year 2003. Board members were as follows; Chairman, Gail Snow; Member, A. Rick Binaco; and newly elected member, Marsha Paul. The Board wishes to thank former member Stedman Briggs for his three years of service to the town.

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

Animal Inspector	Charlotte Newell
Burial Agent:	Kelly McElreath
Assistant Burial Agent:	Kenneth Pederson
Agent:	Maxine Kogut
Food Inspector:	Richard Weschrob
Clerk:	Diane Tiernan
Town Nurse:	Patricia Parent
Town Physician	Dr. John Hoell

During the Year 2003, the Board conducted routine health inspections, perc and deep-hole testing, food inspections, beach water sampling, and reviewed septic designs.

The State Dept. of Public Health again coordinated the study of West Nile Virus through out communities in Massachusetts. Although couriers were no longer provided, local residents and Board of Health personnel delivered dead birds to the state lab for testing. Positive results were found in 2 – 3 birds from Upton. Updates were posted in local newspapers, advising residents how to lower their risk of the virus.

The Upton Transfer Station locked its gates forever on June 30th of 2003. The Poirier family transferred the facility to a private party, prompting the town to move to a curbside trash program. Many Upton residents will miss the transfer station and their weekly drive to the “dump”. We will all recall the area as a hot spot for campaigning, public announcements, and meeting up with friends and neighbors. Many share our gratitude and appreciation to the Poirier family for providing such an abiding, faithful service to Upton residents.

The contract for curbside trash and recycling was awarded to “Service Time” of Northbridge, MA. Although many of us were apprehensive of going curbside, it turned out to be a smooth transition that we all found quite agreeable. In fact, our recycling increased and our solid waste decreased. A positive aspect for our tax dollars and for the environment.

Food inspectors showed most establishments were clean and operational with only minor violations.

The local swimming areas; Lake Wildwood, Kiwanis Beach, and Taft Pond are tested on a weekly basis for coliform, during the summer swim season. During the summer of "03", we found it necessary to close two of our public beaches due to high coliform. The extreme heat and heavy rains caused a temporary elevated count of bacteria, which was self corrected within a day or two.

The rabies clinic was again held in the spring of 2003, at the DPW garage. Residents brought their cats and dogs to the clinic for the rabies vaccine. Licenses were also available at the time of the clinic.

The following permits were issued during 2003:

Food:	22
Garbage & Offal	9
Installers:	23
Septic:	73
Perc & Deephole:	44
Massage Therapy:	2
Tobacco:	9
Complaints:	34

Respectfully Submitted,

Gail Snow, Chairman
A. Rick Binaco, Member
Marsha Paul, Member
Upton Board of Health

TOWN REPORT UPTON HEALTH SERVICE 2003

I cannot believe that I have been meeting, evaluating the needs of, and caring for the townspeople of Upton for ten years. Amazing! In these ten years, the role of the town nurse has evolved with the times. In 2003, new challenges were faced, some to continue into 2004 and beyond. One of the reasons that ten years seems to have passed quickly is that the position and job requirements of the town nurse never stay stagnant. Also, the people of Upton value my services and continue to challenge my skills. All this has made coming to work these ten years a pleasure.

Focusing on 2003, Upton felt the public health stresses that most of the country faced. There was less panic about West Nile Virus, more reports of Lyme disease and its complications, and of course the flu crisis towards the latter part of the year. Education has a huge role to play and I try to fill a good part of that role when it comes to public health issues. The more educated the townspeople become, the less fear exists and therefore a calm, logical approach can prevail. A terrific compliment to the people of Upton is that they are always open to learning more.

A few infectious diseases occurred this year that have not been a problem for Upton in the recent past. Examples are pertussis (or whooping cough) and tuberculosis. Coordination with regional or state departments of public health made treatment and tracking of these illnesses "painless" for all involved. Upton is not immune to the existence of many infectious diseases including gastrointestinal illnesses caused by various bacteria's so vigilance and prompt reporting of symptoms is necessary and also required by the State.

In 2003, I attended the annual meeting for the Massachusetts Association of Public Health Nurses that was held in Milford and I was impressed with the commitment demonstrated to the improvement and protection of public health at the grass roots level. Funding is precarious at best, of course, but there are many nurses trying to hang in while budget cuts keep them from doing any more. I remain proud that Upton is one of the towns in the Commonwealth that understands and remains committed to supporting the public's health. During the same meeting, I was able to attend multiple in-services updating emergency management planning and bioterrorism readiness, topics that unfortunately have become woven into the core understanding of the public health nurse.

Have no fear though, in 2003 I continued to perform the more traditional and may I say more enjoyable roles of the town nurse. I did not see as many newborns since many insurance policies now cover a nursing visit for new moms and baby (finally!). I did continue having blood pressure clinics the last Monday of every month and did immunize 170 at risk residents against the flu. This year, I also had the opportunity to visit an infectious disease class in Nipmuc Regional to talk about the role of the town nurse and public health education, what fun!

As you can tell, I have enjoyed the last ten years and hope to continue serving the health and well being of Upton in the future. Upton has always understood that it takes a village.....and what a village we have.

Thank you Upton,

Respectfully Submitted,
Patricia Pighetti-Parent, RN BSN

UPTON HERITAGE HOMECOMING COMMITTEE REPORT 2003

Our 2003 "Constitution Day" program was once again a tremendous success at Nipmuc Auditorium on September 19. The Color Guard led a procession of honored guests into the venue led by drummers Daniel Holmes and Peter Moffet. "Johnny Patriot" led everyone in the Pledge of Allegiance and the singing of the National Anthem.

He then gave a brief history of Constitution Day at Nipmuc beginning in 1987 when it was instituted as a part of the Bicentennial year's celebration. It is now the oldest continuous school Constitution Day program in the Commonwealth of Massachusetts.

Honored guest were then introduced. They included Ms. Jessica Tardif, Upton Young Citizen of the year, Mr. John Robertson Jr., Upton Outstanding Living Citizen for 2003, Representative George Peterson, Massachusetts House of Representatives, Senators Guy Glodis and Richard Moore, Massachusetts State Senate, Mr. Dale Pleau, Chairman of the Mendon Board of Selectmen, Mrs. Joan E. Shanahan, Chairman of the Upton Board of Selectmen, Mr. Alan Leslie Rosenfield, Esq., Upton Selectman, Mr. David M. Lunny, Esq., Upton Selectman, Chief Michael Bradford, Upton Fire Department, Chief Charles Johnson, Mendon Fire Department, Chief Ernest H. Horn, Mendon Police Department, Chief Thomas Stockwell, Upton Police Department, Mrs. Cynthia Robertson, School Committee Member, Officer Carl Ambrosino, School Resource Officer.

Members of the George L. Wood VFW Post and American Legion Post were Aldo Consigli, Sr., John Robertson, Robert Humes, George Kennedy, Francis Bouthiette, Richard Kennedy and George Moir.

Guest speakers were Rep. George Peterson, Senator Guy Glodis and Sen. Richard Moore, Dale Pleau of the Mendon Board of Selectmen, Joan Shanahan, of the Upton Board of Selectmen, Abby Santos, and Jenny Grady, Eighth grade students who won awards for their essay on "What The Constitution Means To Me", and Jessica Tardif, the 2003 LOYCA AWARD, The Outstanding Young Citizen Award.

The 8th grade Chorus sang "We Remember", and "My America," The 8th Grade Band played "America", and also the selection "God Bless America", as the guests proceeded in a recessional out of the hall.

That same evening of September 19, The 17th Heritage "Hall of Honor" Dinner was held at 6:30 at Holy Angels' Parish Hall. Rev. Jan Gregory Charpentier gave the invocation. Rep. George Peterson and Senator Guy Glodis brought citations to the honorees from the State House in Boston.

Mattel Caterers, who will be retiring at the end of the school year, served a sumptuous buffet dinner. We sincerely thank him for his outstanding services over the years.

Edward Furphy again served as Master of Ceremonies as he introduced the guests including Rev. Jan Gregory Charpentier, Mr., John Robertson, Jr., Helen La Rose, Ms. Julie Baldiga, Ms. Jessica Tardif, and the above mentioned State House Rep and Senator. Awards were presented to the 2003 honorees. The Deceased Outstanding Citizen was George Nydam. His public service was in the Police Department from 1935 to 1971, Finance Committee from 1950 to 1955, School Committee 1946-48 and the Water and Sewer Commission from 1959-64.

John Robertson, Jr. was named the Outstanding Living Citizen for 2003. He served the town from 1969 to 1975 as a member of the School Committee, He was also a member of the Board of Selectmen from 1979 to 1986. He became a Trustee of the Public Library in 1997 where he still serves. He also served on the Financial Review Committee from 1989 to 1995.

Julie Baldiga was the winner of the LOYCA Award; This Living Young Citizen of the year has taken a lead in planning a variety of events in both scouting and in her church. She was elected first as vice-president and then president of her local scouting group. She also works for her Youth Retreat Team. "She consistently takes her learning beyond the classroom."

The second LOYCA award was given to Jessie Tardif, 91 Glen Avenue, and Nominated by the Men's Club for her volunteerism on behalf of their club at Kiwanis Beach, she also was Student Council Rep for Nipmuc High School, Historian and Public Relations Officer, and President of the Nipmuc National Honor Society.

Each honoree had someone speaking on his or her behalf, Helen LaRose and James R. Bates spoke in honoring George Nydam. Barbara Burke spoke on behalf of John Robertson. Stephen Gressak spoke on behalf of the LOYCA awardees, Put it all together, it spelled another wonderful weekend of Heritage Activities.

This year the Heritage Homecoming was extended to include four new events on October 4, and 5. The first was a challenge softball game between the Upton Police Department and The Upton Men's Club. The winner then played the Upton Fire Department. The losing team members of both games became the waiters at the United Parish Ham and Bean Supper that evening. The score in the first game was Police 15 Men's Club 3, the second game. Police Association 17, Fire Company 1. Co-Chairmen for the weekend were Rick Binaco and Barbara Burke, Commissioner for the Game was Carmen Stellato, and co-chairmen of the supper were David Loeper and John Mazzone. Face painting was offered both days by Whitney Loeper.

Sunday a pumpkin decorating/carving contest was held for the children. The entry was small but those who attended received prizes and we hope this will grow in the coming years. A Historic bus trip was offered with John Morrel, Steve Minichiello giving the narration. A high light of the tour was the performances of Jon Baldiga portraying Charles Johnson's eyewitness account of President Lincoln's assassination; an interview with Jessica Mainville as Ella Whitney Risteen and Evan Connors as Howard "Skip" Leland Upton's first casualty of World War II. All three students are members of James Porter's Nipmuc Regional Middle-High School Drama Club. The weekend event was under the sponsorship of The Historical Commission, the Historical Society, the Men's Club and the United Parish. Plans are to expand in the coming years by adding more groups to this enjoyable town celebration.

2003 HERITAGE HOMECOMING COMMITTEE

Lisa Broderick
Elizabeth Davis
Edward J. Furphy, Chairman
Patricia Giles
Edward Gorman, Secretary
Robert Humes
Sabetella Machietto (Retired 2003)
Ona Moore
Carl Paulson
Norman Sanders
Mary Strachan
Edith Shaughnessy
William Young (Treasurer)

THE HISTORICAL COMMISSION

An application nominating the Upton Center North as a national Register District has been completed and forwarded to the Massachusetts Historical Commission for review. The district designation is an honorary one, and does not place any restrictions on property owners.

The Commission appeared before the Planning Board to present a proposed demolition delay bylaw as a tool for historic preservation, and the Board unanimously endorsed the proposal. Copies have now been given to both the Selectmen and the Zoning Board for their comments and approval.

The Commission voted to recommend the appointment of a Local Historic District Study Committee, which would consider creation of such a district in West Upton.

Russell Wood and David Mackey represented the Commission on Upton's Community Preservation Act Study Committee. After adoption of the CPA by the Town, Russell Wood was sworn in as the Commission's member on the Community Preservation Committee.

The Commission expressed its opposition to a preliminary state plan to widen Hopkinton Road, High Street, and Hartford Avenue to accommodate increased traffic.

Russell Wood attended a conference in Landscapes and Historic Preservation in October.

We again co-sponsored the Heritage Weekend with the Upton Men's Club, The Historical Society, The United Parish, The Police Association, and The Fire Company.

Ashley Perkins and Gordon Marquis declined to be reappointed. Their decision was accepted with deep regret and with thanks for their many contributions. Rita Horsey was appointed as a new member.

We continue to research questions from citizens, former citizens, and Town Boards. We thank the Selectmen and all of the Town officers for their support.

Respectfully submitted,

Barbara E. Burke, Chairman
Russell Wood, Vice Chairman
Stephen Minichiello
David Mackey, Clerk
John Morrell, Treasurer
Rita Horsey

REPORT OF THE UPTON HOUSING AUTHORITY ENDING DECEMBER 31, 2003

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 all funding directly from DHCD (Department of Housing and Community Development) located in Boston.

In 2003, we were faced with a number of challenging issues. We were hit hard with State budget cuts, numerous vacancies and the absence of our maintenance personnel for a good part of the year. Despite these issues, we were able to stay within our budget and continue with our preventive maintenance schedule on an as needed basis.

As we look into Fiscal Year 2004, we see a bumpy road ahead. Projections indicate that we could again see an increase in rents and longer applicant waiting lists across the Commonwealth. Our goal is to continue to serve the public in providing decent, safe, and sanitary conditions in housing. With that in mind, the Upton Housing Authority administers two State subsidized programs:

- MRVP (Massachusetts Rental Voucher Program) – 7 subsidized family/elderly units located at the Upton Inn, at 135 Main Street, Upton. As of April 1, 2003 Eligibility/Income Limits for a one member household is \$17,960; two member household \$24,240; three member household \$30,520; four member household \$36,800.
- 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 \$40,880 and a two-person household of \$46,650. There is no asset limit but the value of assets are included in gross income when determining applicant eligibility.

There currently is a waiting list for both programs, local/non-residents and minorities are encouraged to apply. Upton residents are given a priority over those applying from out of town.

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. Normal office hours are Tuesday, Wednesday, Thursday, 8:00-2:00 or e-mail Barbara at upton.ha@verizon.com.

Respectfully submitted,

Barbara Marsden, Executive Director
Mildred Morin, Chairman
Robert Humes, Vice Chairman
Judith McGee, State Appointee/Treasurer
Bill Evans, Member
Rena Richard, Member

DEPARTMENT OF CODE ENFORCEMENT

2003 was an extremely busy year for the Code Enforcement Department. With the new Memorial school under construction, the department has been working diligently to insure the safety of the children and the faculty who will be within the building for so much of their time. Samreen Villa I, located in Knowlton Circle, began construction this year. This is a very large project that will contain 64 housing units.

This year, we are proud to report that our administrative assistant, Diana Del Grosso, finished schooling, passed all 3 required State Exams and obtained her Massachusetts Building Inspector's License as a Local Inspector. This is a wonderful benefit to the Code Enforcement Department, and we commend her for her efforts in accomplishing this.

The Code Enforcement Staff consists of:

Building Commissioner/Zoning Officer – Patrick H. Roche
Assistant Building Inspector – Maurice E. Capistran
Plumbing Inspector – Walter A. Hopkins Assistant Plumbing
Inspector – Thomas E. French Wiring Inspector – John G.
Poirier, Jr. Assistant Wiring Inspector – David A. Stanley
Administrative Assistant – Diana L. Del Grosso

Zoning Board of Appeals Members:

John F. Le Brun, Chairman
Joseph D. Lurie
Stedman Briggs

Associate Members:

Roger I. Bartlett
James R. Bates, Jr.
Richard Desjardines

Since JULY of 2003, the following permits have been issued:

BUILDING DIVISION

Building Permit Totals from July 2003 – December 30, 2003

20	New Homes
15	Additions
4	Garages
6	Repairs
13	Roof/Siding
3	Woodstoves
12	Pools/Decks/Porches
8	Finish Basements
19	Sheds/Barns
1	Dugout
1	Remodel
1	Finish

2	Demolitions
2	Safety Inspections
3	Window Replacements
8	Commercial

The total for these permits is: \$62,562.35.

WIRING DIVISION:

Wiring Permits from July, 2003 – December 30, 2003:

18	Additions
3	Garages
4	Remodel/Renovations
6	Rooms/Porches
12	Pools
4	Commercial
16	Alarms
9	Re-inspect
6	A/C
10	Temp/Replace/Re-route
4	Oil Burners
5	Fixtures/Applicances
5	Service Upgrades
2	Communication

The total for these permits is: \$6,650.14

PLUMBING/GAS DIVISION:

The Plumbing/Gas Department issued 70 Gas Permits and 77 Plumbing Permits.

The total for these permits is: \$5,140.00

The Total for the Code Enforcement Department from July 1, 2003 - December 30, 2003 = \$74,352.35

ZONING BOARD OF APPEALS

Since JULY, 2003, the following has occurred with the Upton Zoning Board of Appeals:

16	Hearings
2	Denials
9	Variances
3	Withdrawals
2	Special Permits

As always, I would like to thank all of the inspectors of the Code Enforcement Department for their hard work, integrity and tenacity to conduct their inspections with the utmost attention to detail and adherence with all State Codes. This is not always an easy task, but your persistence is helping all Upton residents live safely in our Town. Many thanks go to Diana Del Grosso for keeping the office and the inspectors organized, as well as accommodating the townspeople so well. I would like to thank the Board of Selectmen for their strong support during the construction of the Memorial School. We have had some difficult times, but with your support and the support of all the town departments, we can rest assured that our children will be safe. Thanks; of course, go to the Townspeople of Upton for helping to maintain the integrity of Upton.

Respectfully submitted,

Patrick H. Roche
Building Commissioner
Department of Code Enforcement

REPORT OF THE LIBRARY DIRECTOR

For The past 8 years, this report has showcased the Library's annual growth and value of the services provided to the community. In some years, there has been significant and demonstrative growth in the Library's materials holdings, circulation, community usage, and scope of services. In some years, such as this one, the annual growth of the Library appears incremental.

A net total of 1,545 new materials were added to the collection, closing out the year 2003 with a total holdings of 25,981 printed books and periodicals, as well as books, music, and movies on tape and disc. The Library circulated 44,866 of these items. As compared to last year's 43,385 circulations of the Library's 24,436 holdings, the increase in both areas is under 10%. Yet, a measurable step forward had occurred. The number of registered patrons grew from 3,086 in 2002 to 3,374 borrowers in 2003; a 9% increase in the Library's patron database. Again, another step in a positive direction is noted. The Library conducted or hosted 182 unique story hours, discussion groups, creative or informational workshops, performing artists, and other cultural and enrichment events that were attended by 2,789 people in 2003.

A paragraph composed of a string of sentences filled with numbers and percentatges is one way of illustrating a year's activity in the Town Library. Another way is to look at 2003 in the framework of a typical week:

- During the 40 hours each week the library is open, an average of 513 people visit the library;
- Each week visitors check out an average of 167 novels, 135 picture books, and 146 informational and other non-recreational books. Plus, weekly visitors take home 265 things that are not books – museum passes; magazines, videos, DVD's, tapes, and CD-ROMS;
- Of the 863 items that circulate from the Upton town library in a typical week, 79 of them are delivered to Upton from other libraries (free of charge) via a reciprocal lending program to fulfill a direct request by a library patron;
- On average, 20 adults and children come to the Library to use the computers –for access to the internet, electronic databases, and ebooks; to create a resume, to complete homework assignments, and to develop computer skills through educational software are some examples.
- In a typical week, at least 6 people will visit the Library for the first time and register for a library card.

When you consider the Library's activity on the basis of one week, these numbers, too, may not seem particularly demonstrative. Now, consider that all this activity occurs in a room that measures 45 feet by 45 feet. Imagine what the Library's growth and value to the community would look like in a place that was larger than 2,025 square feet.

In November of 2003, the voters in the Town of Upton defeated a proposal to build a new library facility. Clearly, this report shows that the Library will continue to grow each year even if the basement of the Knowlton-Risteen building will not. Still, the challenge remains with me and the library staff, the Board of Library Trustees, and the citizens of Town of Upton: what's the next step?

Imagine.

Respectfully Submitted,

Deborah P. Hersh
Director

REPORT OF THE BOARD OF LIBRARY TRUSTEES

The quest for a new library building by joining with Mendon was a hurdle that the trustees of the two towns and the District were unable to clear. The voters of both towns returned the task of resolving the problem of inadequate facilities to their local Boards of Trustees. This will be a long and difficult journey but it must start sometime and there is no better time than now.

The use of our library continues to grow rapidly but the space remains the same. A newly purchased book is placed on the shelf and a cherished book goes upstairs into storage and out of sight. Without the opportunity to find resources in our library, patrons may leave our town electronically or by car and go to a place that has met its responsibility. Perhaps the person gives up.

The space problem extends not only to our materials but to our employees and our patrons. The circulation desk is crowded on both sides. It is good to see the activity but how many do we drive away because we do not have enough space to meet the needs of Upton's residents.

During the year, our Children's Librarian and one of the circulation clerks resigned. We have replaced them but as with our patrons, how can we hold our new employees? Our new Children's Librarian, Matthew Bachtold, began his tenure in November while Jeanie Selmer became a new circulation clerk in July. Ashley Kruptas has also joined us on the circulation desk. There isn't much room left behind that desk but there is so much that needs to be done.

Katherine Stanton is another loss to the Board as she decided not to seek reelection as Trustee of the Upton Town Library and devote her energies to the District library. Her creative drive and energy is missed. Robin Silva was elected to fill her position and has been contributing from the start.

Access for the handicapped has plagued us. The proposed intercom, originally thought to be a good idea, was reconsidered and it was decided not to implement it. Instead we decided to enhance our other programs for those unable to access our facilities. This problem for the handicapped will not go away.

The Trustees would like to thank the townspeople, the town officials and employees for their support as well as the Friends of the Library and MULTI who, always have been most active in our behalf. The financial aid of the Men's Club and UniBank has again helped us over the rough spots by supporting programs allowing us options not otherwise available. The Library staff and volunteers need a special recognition for making the small, crowded library the friendly and active place it is in spite of our problems.

Respectfully submitted,

John Robertson Jr., Chairman
Laurie Wodin, Vice Chairman
Charlotte Carr, Secretary
Katie Kelley, Treasurer
George Klink, Trustee
Pauline Marquis, Trustee
David Anderson, Trustee
Doreen Chancellor, Trustee
Robin Silva, Trustee

ANNUAL REPORT OF THE MENDON-UPTON LIBRARY DISTRICT

The Mendon-Upton Library District Trustees brought forth two proposals in 2003 to build a new regional library on the 29.7 acre parcel of land owned by district on North Avenue and Hopedale Street in Mendon.

The first proposal was for a 32,000 square foot building, designed by architect Drayton Fair of Tappe and Associates of Boston with a total capital cost of \$9,933,337.00. Based on that size and design, a state grant awarded to the district from the Massachusetts Board of Library Commissioners of \$4,763,010 reduced the total cost to the two towns to \$5,170,327. That amount was to be divided equally between Mendon and Upton for a per town cost of \$2,585,163.50.

On February 10, 2003, at an Upton Special Town Meeting, the construction costs were approved by a secret ballot vote of 214 Yes to 150 No. On the following night, February 11, the Special Town Meeting Mendon voters rejected the proposal with a vote of 245 No to 214 Yes.

The Building Committee, chaired by Wayne Wagner of Mendon with John Fox of Upton serving as Vice-Chairman, worked with architect Drayton Fair (now of Lerner, Ladd + Bartels) to reduce the overall size of the building. Seating in the large meeting room was reduced to 167 from the 250 originally proposed. A small cafe, intended to generate revenue for the district from rent and services, was eliminated. Public bathrooms and custodial space were also reduced. Also, the walls were brought in approximately 3 feet in every direction. A new Cost estimate was procured and the trustees voted to bring forth a second construction proposal to the voters of the two towns.

The second proposal was for a 28,000 square foot building with a raised septic system designed by Shea Engineering of Mendon, using valid perc results from tests conducted by a previous owner of the property. The smaller library had a total capital cost of \$8,002,591.00. Based on that size and design, the state grant was reduced to \$4,581,531.00 by the state Library Commissioners. The Mendon-Upton Library Trust, Inc. (MULTI) pledged to raise \$500,000 for furnishings and equipment, leaving a total amount of \$2,921,060.00 to be funded equally by Mendon and Upton (or \$1,460,530 per town).

The district trustees proposed a 20 year bond, with equal payments over the life of the bond. The tax impact for the library's construction on average households in Mendon and Upton for FY '06 were determined to be the following:

Upton: \$53.90 based on an averaged assessed value of \$269,529
Mendon: \$61.16 based on an averaged assessed value of \$291,258

On September 22, 2003, Mendon Special Town Meeting voters approved the reduced construction proposal by a secret ballot vote of 396 to 390. Upton Special Town Meeting voters similarly approved the project on September 30, 2003 with a vote of 287 to 172

In the weeks leading up to the November ballot election for the debt exclusion, an extremely vocal Mendon Board of Selectmen led an opposition campaign against the regional library proposal. The main points of their position were 1) that the proposed library was too large and too expensive 2) that they did not want to regionalize library services with Upton and 3) that the need for a new police station and fire station were higher priorities in Mendon than a new library. They proposed renovating the existing Taft Library and adding an addition on the back of the building.

The library district trustees hired the firm of Colantonio, Inc. to prepare a cost estimate of proposals advanced by the Mendon Board of Selectmen. That firm concluded that the cost to make needed improvements to the 2600 square foot Taft library only would cost approximately \$455,000. Improvements to the existing building plus a 3000 sq. foot addition would cost approximately \$1,195,000. Adding a 10,000 square foot addition, proposed by the Board of Selectmen, plus renovating the existing building would cost the Town of Mendon approximately \$2,785,000.

On November 4, 2003, the Upton voters rejected the regional library proposal by a vote of 790 No to 714 Yes. The next day, the Mendon voters also voted down the new library, but by a much larger margin, No 1010 to Yes 592.

On November 7, 2003, the Mass. Board of Library Commissioners' library construction grant offer of \$4,581,531.00 expired. Commissioners have told the district trustees that it will take approximately 7-10 years in the grant cycle for either Mendon or Upton to be eligible for another state library construction grant.

In addition to bringing the library votes forward in 2003, the district trustees also hired a professional library consultant, Sue-Ellen Szymanski, a librarian from the Milford Town Library, to represent the interest of the library in working with the Mass. Board of Library Commissioners, the architect, and the trustees, and to be a voting member of the Building Committee.

Led by trustee Karen O'Brien, the Land Management Committee oversaw a unique grant opportunity. A grant was secured through the Community Outreach Group for Landscape Design (COG) working in conjunction with the Landscape Design Program of the Arnold Arboretum of Harvard University. Students in an advanced design course used the district's 29.7 acres as a design studio to develop several plans for the site, including walking trails, gardens, and outside areas for performances. The trustees are grateful for the vision and creative ideas generated by the studio. The district also hired local farmer, Peter Hawkes, to mow the fields twice.

The district trustees are disappointed that six years of work, from the initial Feasibility Study phase, the creation of the first library district in the Commonwealth, the donation of land for the regional library and the library's preliminary design have not resulted in a new library for the two towns. At this point, the future of the library district is uncertain. A desperate need for improved libraries still exists in both towns and the district trustees encourage the Town Leaders to recognize that critical need and make their Town Library a priority in the following years.

Peter Confrey, Chairman
Carolyn Peterson, Treasurer
Jane Bigda
Katherine Stanton, Vice Chairman
Charlotte Carr, Secretary
John Roberson, Jr.

REPORT OF THE TOWN MODERATOR

It was my privilege to preside at the adjourned Annual Town Meeting on May 8, 2003 (reconvened on June 17 and June 19). Additionally, there were Special Town Meetings on February 10, March 20, June 17, September 30 and November 18, 2003. My three year appointment to the Finance Committee was Jonathan Calianos, his term will be from 2003-2006. My other two Finance Committee appointees are Philip Wood (through 2004) and Keith James (through 2005).

The Annual Meeting of the Massachusetts Moderators Association was held at Old Sturbridge Village on November 14th. This was the sixth year in a row that the association has held its Annual Meeting at the Village. As has been the case for many years, the moderators participated in and attended various workshops and forums. These meetings are held to help new moderators become more acclimated to the job of being a Town Moderator. In addition to the forums and workshops, there was again much debate about the future of the Town Meeting in Massachusetts. Discussion revolved around the mobility of our society and how this is adversely affecting overall participation in the Town Meeting process. Additionally, there was much discussion about educating the population (especially younger citizens) about how the Town Meeting works and why it is critical for all citizens to participate. With this in mind, I have contacted the Principal of Nipmuc Regional High School and have asked if the Town Clerk and I could speak to the current high school seniors about how they can become involved in the democratic process within the Town of Upton. We will be speaking with the students about voter registration and town meeting involvement.

On October 15th I had the opportunity to speak with the Upton Men's Club! I spent some time speaking with the group about the history of the New England Town Meeting and how it has evolved to where the process is today. I also had the opportunity to answer a number of questions from the members. This was a worthwhile experience for me, and I hope that the members of the club who attended the meeting found it worthwhile as well. If any group or organization wishes to have me speak with them about the Town Meeting or what it is like to be a Moderator, please do not hesitate to contact me.

Thanks again to all the individuals who help with the set up and running of the Town Meeting. I would like to especially thank the Town Clerk, Upton cablevision, tellers, counters, Board of Selectmen, Upton Police and the Nipmuc Regional School Administration. The use of the high school auditorium (and on one occasion the use of the gymnasium...) has made it easier and more beneficial for the citizens to attend town meetings.

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

Respectfully submitted,

David C. Loeper

PERSONNEL BOARD ANNUAL REPORT FOR 2003

The Board conducted meetings throughout 2003 in addition to attendance at job interviews and involvement in town personnel issues.

Review of job descriptions, employee compensation, Maternity Leave, Military Leave, and ADA Compliance were an integral part of the meeting process.

In September, the Board through Town Meeting approval hired Melissa Duquette as part time clerk to the Personnel Board.

The Classification and Compensation Plan for the fiscal year 2003 was amended as follows:

- Reclassification of the Wastewater Treatment Operator position within the DPW to a grade 10.
- Increased hours for the PEG Cable Access Provider from 10 to 20 hours.
- Change of Part Time Circulation Clerk from one position of 16 hours to two positions of 10 hours.
- EMS Medical advisor re-named Infection Control Officer.
- Added new clerical positions for the Conservation Commission and Personnel Board.

The Personnel By-Laws require a re-classification of all town positions be conducted at intervals of every five years. In compliance with this requirement, the Board forwarded a recommendation to the Board of Selectmen to award the contract for a Classification and Compensation survey to Bennet & Yarger Associates, Inc. The Board of Selectmen awarded the contract, which started in early December. It provides for creation of new job descriptions for all town employees, similar town salary comparison survey, rating, criteria, grade classifications, and creation of a compensation plan.

The members of the Personnel Board would like to offer an invitation to any citizen to become a member of our Board and join us in providing this vital service to our community.

Respectfully submitted,

Seema Kenney
Herman Meisner
Robert Fleming

PLANNING BOARD ANNUAL REPORT CY2003

Summary

The 2003 calendar year brought continued changes and challenges to the Board and the community. Newly elected to the Planning Board at the annual town election is Mr. Rufin VanBossuyt.

The Planning Board reviewed the following subdivisions: approved with conditions a 61-lot definitive subdivision plan entitled "Glen Echo Estates" located off North Street. Also approved, a one-lot frontage waiver/definitive plan located at 177 North Street. The 35-lot definitive subdivision entitled "Cross Winds" located between Station Street and Plain Street was withdrawn by the applicant. The Planning Board denied approval on a 59-lot definitive subdivision plan entitled "Governor's Landing" located off Milford Street.

There are presently four subdivisions in various stages of construction within the community that the Board is administering process control: Riverbend Estates, Taft Mill Estates, The Village (Quail Run) and The Preserve at Lake Wildwood. Discussion has begun for road acceptance for Barbara's Path, Fox Run Road and Riverbend Road within the Riverbend Estates subdivision.

During the course of the year the Board held three public hearings for the following subdivisions: Glen Echo Estates, 177 North Street and Governor's Landing. A public hearing was scheduled for the Cross Winds subdivision which subsequently was withdrawn.

Paul Carey was appointed by the Board to represent the Planning Board on the Library Building Committee. Mr. Carey was also appointed to represent the Board on the newly formed Community Preservation Committee.

Plan Review

The data below summarizes the Board's review activity for the CY2003.

Type of Plan	Reviewed	Total # of Lots/Parcels	\$Fees Collected
81P (ANR)	28	43	\$3,950.00
Preliminary Plan	NA	NA	NA
Definitive Plan	4	156	\$57,150.00*
Modification to Def. Plan	NA	NA	NA
Site Plan	2	NA	NA
Street Acceptance	NA	NA	NA
Subdivisions in Process	4	110	NA

*Fees collected for 61-lot subdivision in CY2002.

Goals

- Have the Board update the Master Plan through the Master Plan Sub-Committee and input from the Community.
- Review and propose amendments to the Upton Zoning Bylaws as may be necessary.
- Review and amend the Subdivision of Land Rules & Regulations as may be necessary.

General

- Scheduled office hours are Tuesday and Thursday 9:00 am – 3:00 pm
NOTE: Office is located next to the Town Clerk's Office in the Town Hall.
- Office phone number: (508)529-1008
- Office fax number: (508)529-1009
- E-Mail: planningboard@upton.ma.us

The Planning Board's regular posted meetings are scheduled the second and fourth Tuesday of every month at 7:00 p.m. The meetings are held at Nipmuc Regional Middle/High School in the "Professional Development Center", 3rd floor of the building. The "Professional Development Center" is handicap accessible, air conditioned, and has comfortable seating. The Board would like to encourage citizen participation in the Town government process by attending Board meetings.

The Board wishes to thank Susan Pathiakis, who resigned as clerical assistant in June of 2003 and to welcome Denise Smith as the new Administrative Assistant to the Planning Board. We would also like to thank the Committees working with the Board to develop the Master Plan. We would also like to thank the various Boards, Commissions, Town Departments and the Citizens for their continued cooperation and support during the year.

Respectfully Submitted,

Upton Planning Board
Thomas Davidson, Chairman

MASTER PLAN COMMITTEE ANNUAL REPORT

This report reflects the activity of the Master Plan Committee during the CY2003 and FY2004. The charter of the MPC is to define goals, objectives, and make recommendations regarding the long-term physical development of the community. The Master Plan is to include nine elements. The respective elements are: Housing, Economic Development, Open Space & Recreation, Land Use, Services & Facilities, Traffic Circulation, Resources, Goals & Policies, and Implementation.

The MPC consists of five members, Don Arthur, chair, Rich Gazoorian, Harvey Trask, Kelly Carey, and Ken Picard. The committee has monthly-posted meetings at Nipmuc High School.

The MPC applied for and received a \$30,000.00 state grant, EO-418, to start the master plan process. The contracted consultant working with the MPC is the state regional planning agency, Central Mass Regional Planning Commission.

With the aid of CMRPC the MPC started the Goals & Policies element. To help determine the community vision the MPC conducted a random sample survey of the community and conducted visioning forums. Six hundred (600) questionnaires were sent out with three hundred twenty eight (328) citizens responding, a fifty-five percent (55%) response rate. The MPC conducted two public forums; the first forum was a SWAT exercise, the second forum was issued based. The SWAT exercise is used to determine the communities Strengths, Weakness, Assets, and Threats. The issues forum reviewed housing, economic development, land use, and transportation concerns.

The Housing and the Economic Development chapters have been written with assistance from the CMRPC. The existing community Open Space & Recreation plan is being used for that respective chapter.

The MPC has hired a private consultant firm for \$35,000.00 to help facilitate the completion of the Master Plan. This consulting firm will work on the remaining five elements: Land Use, Services & Facilities, Traffic Circulation, Resources, and Implementation.

The committee is focused on completing the Master Plan in the fall of CY2004.

Respectfully,

The Master Plan Committee

REPORT OF THE REGISTRAR OF VOTERS

I respectfully submit the following report for year ending 2003:

Members of the Registrar of Voters are George P. Kennedy, Chairman (R), Eleanor Broderick (D), Susan A. Bonina (D), and Kelly A. McElreath (U).

During 2003, the Registrar of Voters certified the nomination papers of the local candidates running for an elected office. The Central Voter Information System is where we maintain a database of all registered voters in the Town of Upton. We work diligently with the Annual Town Census and other records to keep this database up to date.

Before each of the Town Meetings and Elections, the Registrar of Voters holds special sessions to register voters. This past year, we have begun mailing voter registration cards to residents who are turning 18 years only. This has encouraged the young voters to register to vote and participate in the Elections. As in the past, many of the new registrations are mailed to the Town Clerk's office or conducted at the Registry of Motor Vehicles.

At the end of 2003, there were 4,338 registered voters in the Town of Upton. The breakdown is as follows:

Unenrolled	2,623
Democrats	874
Republicans	805
Libertarians	29
Green-Rainbow	7

Respectfully submitted,

Kelly A. McElreath
Ex-Officio Clerk to Registrars

REPORT OF THE TOWN CLERK

I respectfully submit the following report for the year ending 2003:

The past year at the Town Clerks office has been a busy and productive year. We have implemented some changes in order to help improve the operation of the Town Clerks office. During the past year, some of our accomplishments include: notifying business owners of their expired Business Certificates; updating the resident/voter database with the Annual Town Census and other records; updating the Town Clerks website with information; organizing the many files in the Town Clerks office.

We were fortunate to use the newly acquired Accu-Vote tabulation system for 2 Elections in 2003. The system was a great success in tallying the results of the elections with minimal change for the voters. I would like to take this opportunity to thank the Election Workers for their hard work this past year to help make the new system successful.

I continue to attend the training programs offered by the Massachusetts Town Clerks Association throughout the year. Training programs that I have recently participated in include Elections, Town Census, Vitals, and Bylaw changes. This training allows me to become more familiar with the many duties of the Town Clerk and thus better serve the residents of Upton.

A major function of the Town Clerks office is to record documents for the Town. The following records were recorded at the Town Clerk's office during 2003:

VITAL STATISTICS

81	Births
26	Marriages
44	Deaths

DOG LICENSES:

677	Dog licenses
15	Kennel licenses

CERTIFICATES, PERMITS, BOOKLETS, ETC:

147	Birth Certificates
146	Death Certificates
39	Marriage Certificates
21	Marriage Intentions (Licenses)
54	Street Lists Booklets
29	Zoning Board of Appeal Applications for Variances
26	Zoning Bylaw Booklets
52	Business Certificates
3	Raffle permits
3	Gas Permits

All of the above mentioned licenses and certificates generated \$16,172.80. These funds were transferred to the Town Treasurer accordingly each month.

The office hours for the Town Clerk continue to be:

Monday and Wednesday:	9:00 – 3:00
Tuesday and Thursday:	9:15 - 1:00 and 6:00 – 8:00 pm
Friday:	9:00 – 1:00

Also, any requests can be emailed to kmcelreath@upton.ma.us. The Town Clerk's office also has a web page at the town's website, www.upton.ma.us.

I would like to thank the various boards, commissions, and committees that I have worked with over the last year for their support. I would especially like to thank Denise Smith for her invaluable support and help in the Town Clerk's office.

Finally, I would like to thank the residents of Upton. I have enjoyed working with you this past year and look forward to the coming year.

Respectfully Submitted,

Kelly A. McElreath
Town Clerk

REPORT OF THE POLICE AND COMMUNICATION DEPARTMENTS

I respectfully submit the following report for the Police and Communication Departments for the year 2003.

The following is a partial breakdown of the 12,649 calls for service or activity that our Police Department responded to for the year 2003 as compared to 2002.

Statistics/Activity Breakdown:	2003	2002
Alarms:	401	392
Animal Complaints:	214	153
Assault and Battery	25	26
A & B with a Dangerous Weapon:	4	3
Assist EMS Department:	393	382
Assist Fire Department:	241	222
Assist General:	1,234	821
Arrest/Criminal Complaints	380	272
Burglary/Breaking and Entering:	16	26
Destruction of Property:	71	74
Disabled Motor Vehicle:	224	213
Disorderly Person:	8	9
Disturbances:	203	88
Disturbing a School Assembly:	3	0
Domestic Disturbance	37	31
Drug Charges:	25	43
Indecent Assault and Battery:	2	3
Larceny:	45	46
Liquor Law Violations:	20	17
Motor Vehicle Violations:	3,329	4,137
Motor Vehicle Accidents:	230	191
Motor Vehicle Theft:	7	8
OUI/Liquor/Drugs	64	61
Parking Violations/Complaints:	158	183
Protective Custody/Intoxication:	16	22
Rape:	3	1
Restraining Orders Issued:	28	36
Restraining Order Violations:	2	10
Suspicious Motor Vehicle:	190	156
Suspicious Person:	100	87
Trespassing:	37	23
Vandalism:	71	74
Weapons Violations:	13	7

Personnel:

Police Full-Time

Chief of Police:	Thomas B. Stockwell
Sergeant:	Alan J. Cyr
Sergeant:	Bruce D. Rivard
Sergeant:	Michael J. Bradley
Patrol Officer:	Carl A. Ambrosino
Patrol Officer:	Erik M. Mager
Patrol Officer:	Michael F. Lupachini
Patrol Officer:	Lisa C. Vass
Patrol Officer:	Michael D. Benjamin
Patrol Officer:	Dean S. Paine
Patrol Officer:	Kenneth C. Harold
Patrol Officer:	Kostantinos D. Agiomavritis

Communications Full-Time

Senior Communications Officer:	Dustin G. Fitch
Communications Officer:	Deborah S. LaRose
Communications Officer:	Matthew R. Rankins
Communications Officer:	Alicia D. Pincince

Clerk to the Police Department: Paula J. Deiana

In April, Lisa Crawford resigned from her full-time communication officer position. Ms. Crawford remains with the communications department as a part-time communications officer. Alicia Pincince was appointed as a full-time communication officer to fill the vacant position. In March, Officer Ken Harold safely returned from the Middle East, after serving with the National Guard as a Military Police Officer.

In June, our Department applied for a three year Federal Grant in the amount of \$125,000.00, under the COPS in Schools Program. This grant would assist in funding a second School Resource Officer. With the recent growth of both Regional School systems along with the opening of the new Memorial School, a second officer assigned to the schools is essential to effectively maintain a safe and secure environment for our students and staff. If the grant is awarded and the Town accepts the position, the second School Resource Officer would be assigned to the schools in September of 2004.

In the fall of this year, the Police Department established its first Citizens Emergency Response Team (CERT). Members of the CERT team will assist the Police Department in responding to natural disasters and critical incidents, allowing Law Enforcement personnel to focus on policing and enforcement functions.

Training:

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

- First Responder certification
- C.P.R. certification
- Automatic External Defibrillator training
- Firearms pistol training & qualifications
- Patrol rifle training & qualifications
- Criminal Justice Information System Policies and Procedures Certification
- Policy manual training
- Mental Preparation for Lethal Encounters, Mass State Police

In addition to the mandatory training, individual Police Officers received training in specialized areas such as:

- F.B.I.-N.I.B.R.S. Level 1 Training Massachusetts State Police
- L.E. Response to Weapons of Mass Destruction Incidents
- Death Investigation Seminar (2 days)
- Breath Test (BT) Recertification Instructor
- Investigating the Pedestrian Crash
- The CORI Law, Commonwealth Police Service, Inc.
- Defensive Knife Training, Police Officers Safety Assn., Inc.
- Operating Under the Influence Update for 2004
- Basic Standard Field Sobriety Testing (2 days)
- Reid Method of Criminal Interviews and Interrogation (3 days)
- Ditch Medicine, N.E. Police Officers Safety Association
- Air Soft Instructor Training, MA L.E. Firearms Association
- Urban Defensive Rifle Training, (2 days)
- Firearms Training Liability Seminar, MPI Inc
- Practical Shooting Range Development and Use, (2 days)
- Law Enforcement Armorer Certification, (3 days)
- MA Firearms Instructor Re-Certification
- Patrol Response to Active Shooters-Instructor Certification Course (3 days)
- Tactical Pistol Techniques (3 days)
- Pre-Hospital Trauma Life Support Provider Course (2 days)
- Rape Crisis Counselor Training, (5 days)
- Legal Updates for the Massachusetts Law Enforcement Official
- Explosive Recognition, Massachusetts State Police
- Basic Crime Scene Investigation Techniques, (5 days)
- International Police Chiefs Conference, Retention Strategies, Strategic Planning, Budgeting and Internal Affairs

All Full-Time Communication officers received the following mandatory in-service training:

- Educational Incentive Program (E.I.P) Class Training
- First Responder
- C.P.R. Training
- A.E.D. (Automatic External Defibrillator) Training
- Criminal Justice Information System Polices and Procedures Certification
- Policy manual Testing

In addition to the mandatory training, individual Communication Officers received training in specialized areas such as:

- Managing a 9-1-1-Center, N.E. Institute of Law Enforcement
- Criminal Offender Record Information Law Seminar
- Powerphone Domestic Violence Intervention Advanced Workshop
- Powerphone Hazardous Materials Preparedness
- E 9-1-1 Basic Telecommunicator training, S.E.T.B.

Grants:

- **Community Policing Grant: \$12,500.00**
Funding provided by the Massachusetts Executive Office of Public Safety. This grant award will allow our Police Department to continue our community policing programs such as the bike patrol, citizen's academy, child safety, radKIDS, Adult RAD, elder protection, school bus safety and the newly established Citizens Emergency Response Team, (CERT).
- **Public Safety Equipment Grant: \$20,500.00**
Funding is provided by the Massachusetts Executive Office of Public Safety. With this funding the Police Department has been able to purchase chemical protective clothing, portable radios, laptop computer and a utility trailer.
- **Highway Safety Grant: \$4,000.00**
Funding was provided by the Massachusetts Executive Office of Public Safety. This grant provided extra patrols for Operating Under the Influence Enforcement and seatbelt compliance.
- **New Breath Testing Equipment: \$9,800.00**
Funding was provided by the Governor's Highway Safety Bureau, which provided the Police Department with a new Breath Alcohol Testing system.

- **Bike Helmet Grant:**

Funding was provided by the Governor's Highway Safety Bureau, which provided the Police Department with 50 bicycle helmets to be distributed free of charge to children and adults.

- **Gun Lock Grant:**

Funding was provided by the U.S. Department of Justice. Project ChildSafe was developed by the National Shooting Sports Foundation whose goal is to reduce the risk of firearms related accidents in the home. The Grant provided 100 gunlocks, which are distributed, to residents applying or renewing their firearms license.

In closing, I would like to thank all Town Departments, Committees, Boards and the Citizens of Upton for their support and assistance during this year. I would also like to thank the members of the Police and Communication Departments for their professionalism and dedication.

Respectfully Submitted,

Chief Thomas B. Stockwell

REPORT OF THE DOG OFFICER

Dogs will be dogs but responsibility lies with the owner or keeper.

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

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

The number of licensed dogs continues to increase yet is still not 100%; we urge all dog owners to vaccinate and license, collar and tag their dogs each year. An added I.D. tag is also a good idea. This is most important during emergencies. Because before a Vet can provide medical care other than life sustaining, the owner must be contacted. Tagging your dog gives him the best chance of being given the best care during medical emergencies or returning him safely home if he gets lost.

Barking dog complaints are on the rise. Incessant barking is not allowed, especially late at night or early in the morning. Most complaints occur; in the spring and summer when the neighbors windows are open, when dogs are left out and no one is home, or on weekends; people go away and leave their dogs out, and neighbors are home to hear them.

You must maintain your right to keep a dog. Your dog must be protected from running loose, from cars, the elements, illness, and loss. Many dogs are lost each year when the ice on ponds or lakes thaws.

Avoiding your responsibility means that the town has to intervene and therefore take up the responsibility concerning your dog. We are limited in options. Years ago our forefathers passed laws vague enough to cover any situation with three options.

1. Permanent restraint, confinement or muzzling.
2. Removal from town.
3. Euthanasia

You have many more options. Put yourself in your neighbor's place and try to imagine how your pet's habits affect them. It is up to you to keep and train your dog so that you will enjoy each other without spoiling the enjoyment of others.

Maintain your right to keep the responsibility where it belongs, at home with you and your dog.

Respectfully Submitted,

Keith Fitzpatrick
Dog Officer

TREASURER'S REPORT

Fiscal Year End June 30, 2003

TREASURER'S CASH ACCOUNT

Beginning Balance, June 30, 2002	\$6,222,223.04
Receipts 2003	\$12,022,693.02
Interest 2003	\$68,325.39
Warrants 2003	\$(15,236,299.33)
Ending Balance, June 30, 2003	\$3,076,942.12

TRUST FUNDS

Stabilization Fund

Beginning Balance, June 30, 2003	\$377,325.27
Interest 2003	\$19,038.67
Transfer 2003	\$(9,182.99)
Ending Balance, June 30, 2003	\$387,180.95

Law Enforcement Trust

Beginning Balance, June 30, 2002	\$52.32
Interest 2003	
Deposits 2003	\$896.00
Expended 2003	\$(349.93)
Ending Balance, June 30, 2003	\$598.39

George Knowlton Distress Fund

Beginning Balance, June 30, 2002	\$51,467.94
Interest 2003	\$2,661.69
Expended 2003	
Unexpendable Principle	\$5,000.00
Ending Balance, June 30, 2003	\$54,129.63

Industrial Accident Fund

Beginning Balance, June 30, 2002	\$8,339.25
Interest 2003	\$431.27
Deposits 2003	
Expended 2003	
Ending Balance, June 30, 2003	\$8,770.52

Charlotte Batchelor School Fund

Beginning Balance, June 30, 2002	\$21,474.00
Interest 2003	\$1,110.54
Expended 2003	
Unexpendable Principal	\$5,000.00
Ending Balance, June 30, 2003	\$22,584.54

Schultz Library Fund

Beginning Balance, June 30, 2002	\$5,832.36
Interest 2003	\$285.76
Expended 2003	(306.68)
Unexpendable Principal	\$2,000.00
Ending Balance, June 30, 2003	\$5,811.44

Knowlton School Fund

Beginning Balance, June 30, 2002	\$118.55
Interest 2003	\$6.13
Expended 2003	
Ending Balance, June 30, 2003	\$124.68

Risteen Scholarship Fund

Beginning Balance, June 30, 2002	\$668.29
Interest 2003	\$34.56
Expended 2003	
Unexpendable Principal	\$1,000.00
Ending Balance, June 30, 2003	\$702.85

Carpenter Library Fund

Beginning Balance, June 30, 2002	\$2,574.16
Interest 2003	\$133.12
Expended 2003	
Unexpendable Principal	\$1,000.00
Ending Balance, June 30, 2003	2,707.28

Charlotte Batchelor Library Fund

Beginning Balance, June 30, 2002	\$6,140.69
Interest 2003	296.88
Expended 2003	\$(400.00)
Unexpendable Principal	\$5,000.00
Ending Balance, June 30, 2003	\$6,037.57

Cemetery Perpetual Care Interest Account

Beginning Balance, June 30, 2002	\$33,101.77
Interest 2003	\$8,565.01
Expended 2003	\$(12,156.95)
Ending Balance, June 30, 2002	\$29,509.83

Cemetery Perpetual Care Unexpendable Principal

Beginning Balance, June 30, 2002	\$150,073.04
Deposits 2003	\$8,495.00
Ending Balance, June 30, 2003	\$158,568.04

Roy Johnson Library Fund

Beginning Balance, June 30, 2002	\$1,386.66
Interest 2003	\$71.71
Expended 2003	
Unexpendable Principal	\$1,000.00
Ending Balance, June 30, 2003	\$1,458.37

William Knowlton Trust Fund

Beginning Balance, June 30, 2002	\$51,630.95
Dividend 2003	\$14,823.70
Interest 2003	\$4,059.38
Expended 2003	\$(25,921.84)
Ending Balance, June 30, 2003	\$44,592.19

Eliza Keith Library Fund

Beginning Balance, June 30, 2002	\$1,385.07
Interest 2003	\$71.63
Expended 2003	
Unexpendable Principal	\$1,000.00
Ending Balance, June 30, 2003	\$1,456.70

Charlotte Batchelor and George Knowton Trust Fund

Beginning Balance, June 30, 2002	\$80,859.55
Dividend 2003	\$2,377.90
Interest 2003	\$1,344.01
Expended 2003	
Ending Balance, June 30, 2003	\$84,581.46

Lora Davee Dearth Memorial Fund

Beginning Balance, June 30, 2002	\$14,502.94
Interest 2003	\$696.43
Expended 2003	\$(1,036.40)
Unexpendable Principal	\$7,694.45
Ending Balance, June 30, 2003	\$14,162.97

Gary Bates Scholarship Fund

Beginning Balance, June 30, 2002	\$2,204.68
Interest 2003	\$114.02
Expended 2003	
Unexpendable Principal	\$831.00
Ending Balance, June 30, 2003	\$2,318.70

Conservation Fund

Beginning Balance, June 30, 2002	\$8,131.48
Interest 2003	\$472.24
Deposits 2003	\$1,000.00
Expended 2003	\$ -
Ending Balance, June 30, 2003	\$9,603.72

Ella Whitney Risteen Principal (B,C,D)

Unexpendable Principal	\$41,079.55
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Ella Whitney Risteen Welfare Fund (B)

Beginning Balance, June 30, 2002	\$393,720.70
Dividend 2003	\$11,297.86
Interest 2003	8,704.43
Expended 2003	\$(3,400.00)
Ending Balance, June 30, 2003	\$410,322.99

Ella Whitney Risteen School Fund (C)

Beginning Balance, June 30, 2002	\$107,705.48
Dividend 2003	\$11,297.84
Interest 2003	\$2,381.17
Expended 2003	
Ending Balance, June 30, 2003	\$121,384.49

Ella Whitney Risteen Beautification Fund (D)

Beginning Balance, June 30, 2002	\$103,973.71
Dividend 2003	\$11,297.84
Interest 2003	\$2,298.66
Expended 2003	\$(1,469.00)
Ending Balance, June 30, 2003	\$116,101.21

Newton Fund

Beginning Balance, June 30, 2002	\$2,014.30
Interest 2003	\$104.17
Expended 2003	
Unexpendable Principal	\$1,000.00
Ending Balance, June 30, 2003	\$2,118.47

Ramsey Fund

Beginning Balance, June 30, 2002	\$5,489.76
Interest 2003	\$260.63
Expended 2003	\$(450.00)
Ending Balance, June 30, 2003	\$5,300.39

Goodridge Fund

Beginning Balance, June 30, 2002	\$34,438.59
Interest 2003	\$1,781.01
Expended 2003	
Ending Balance, June 30, 2003	\$36,219.60

Wilson Library Fund

Beginning Balance, June 30, 2002	\$3,320.40
Interest 2003	\$128.79
Deposits 2003	\$100.00
Expended 2003	(930.00)
Ending Balance, June 30, 2003	\$2,619.19

Library Good Fortune Fund

Beginning Balance, June 30, 2002	\$15,042.55
Interest 2003	\$728.26
Deposits 2003	\$4,860.00
Expended 2003	\$(5,820.49)
Ending Balance, June 30, 2003	\$14,810.32

Shraft/Armstrong Library Fund

Beginning Balance, June 30, 2002	\$2,080.23
Interest 2003	\$107.58
Expended 2003	
Ending Balance, June 30, 2003	\$2,187.81

Frost/Magnuson

Beginning Balance, June 30, 2002	\$3,070.17
Interest 2003	\$154.45
Expended 2003	(83.57)
Unexpendable Principle	\$2,500.00
Ending Balance, June 30, 2003	\$3,141.05

Total Expendable Trust Funds

\$1,357,511.86

Total Unexpendable Trust Funds

\$232,673.04

BORROWINGS

Type	Purpose	Original Amount	Balance	Ending Term
GOB	Police Station	\$1,000,000		2003
MWPAT	Sewer	\$4,809,200	\$4,599,300	2018
GOB	Fire Station	\$3,500,000	\$3,370,500	2020
GOB	Stefan farm	\$1,500,000	\$1,444,500	2020
BAN	Water Main	\$366,000	\$366,000	2004
BAN	ADA buildings	\$40,942	\$40,942	2004

Authorized and Unissued

Stefan Land	\$950,000
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Interest/Fees Collected 2003

Interest/Demand fees from R.E. and P.P.	\$26,656.84
Interest/Demand fees from MVE	\$8,667.56
Interest/Demand fees from Tax Title	\$2,136.87
Treasurer/Collector fees	\$26,374.89

Respectfully submitted,

Kenneth Glowacki, CMMC, CMMT
Treasurer/Collector

REPORT OF THE TREE WARDEN

In 2003 a total of one hundred (100) trees were taken down within the Town of Upton. Forty eight (48) were dead, thirty two (32) were dangerous to the public way, and twenty (20) were smashed by high winds or broken by wet snow storms.

Twenty six (26) roadside stumps were removed along town streets in 2003. Our ongoing 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 six (36) emergency calls during the past year. These calls which were handled by the DPW and Tree Department.

I would like to thank Deputy Tree Warden John Johnson, Public Officials, the Department of Public Works and the Townspeople of Upton for their assistance during 2003. Also, I would like to thank the Massachusetts Electric Company (especially Ann Marie) for the donation of the large maple tree planted at the new fire station.

Respectfully Submitted,

Donald R. Keniston
Tree Warden

ANNUAL REPORT OF THE UPTON TECHNOLOGY COMMITTEE

The primary goal of the Upton Technology Committee (U.T.C.) is to support, assist, advise and make recommendations on matters concerning computer related technology for the government offices in the Town. The members of the committee are volunteers with experience in various areas of computer-based technologies.

Reporting to and overseen by the Upton Board of Selectmen, the membership of the Upton Technology Committee work as a responsive and pro-active team. The members of the committee are a cooperative, communicative, and supportive group dedicating itself to working to enhance the technological infrastructure in the community in which we live and serve as volunteers.

During the course of the year members of the Upton Technology Committee responded to requests from Town government users, resolved multiple technology issues and made individual enhancements and improvements. The members of the UTC are volunteers, and as such responding to problems and requests for help can at times be delayed, as we need to find time in the hours after our professional workdays or when our families can spare us.

This past year has been one of continued enhancement of services. Previously, individual departments ordered computer resources independently, without oversight or coordination. This held the potential of resulting in systems and configuration that were not compatible with each other. The coordination, oversight, and development of standards by the Upton Technology Committee has resulted in increased system compatibility and savings to the Town by ordering multiple systems and software at the one time, from the best vendor(s). New computers were funded from the hardware/software element of the U.T.C. operating budget. As a result, individual Town departments had no need to find the funds in their budgets to obtain needed computer resources.

If you are interested in helping with our work, contributing to your Town government's technological progress, you are encouraged to contact us (techcomm@upton.ma.us) about investigating membership in the committee.

CURRENT STATUS

- Coordination, configuration, and installation of Internet connections to workstation computers at the E.M.S. / Fire Station, Town Hall Building, Council On Aging Offices (COA), Knowlton Risteen Building, and the relocated DPW Offices.
- Expanded the local area network in the COA to include a new office computer system.

- Ensured updated firewall and antiviral protection on all supported Town government computers.
- Enabled SPAM and junk mail filtering for Town employee E-mails.
- Assisted users with creation of templates and provided training on systems and resources available to them.
- Reviewed proposed software and hardware from vendors.
- Revised the hardware and software specifications as a reference for government employees when ordering new computer hardware.
- Coordinated purchase, delivery, setup and configuration of new computers for the Board of Selectmen, and the Board of Health Offices.
- Rebuilt and installed older "pre-used" computers in the Upton COA Office, Upton Fire Department, Library, Emergency Management, Upton Board of Fire Engineers, Upton Emergency Medical Service/FD Dispatch area.
- Assisted in the design and installation of computer network in the Upton Emergency Medical Services Headquarters/Fire Station Building.
- Maintained Upton's Internet domain name, and administered the Government managed Internet site at <http://upton.ma.us>. This site is updated from information provided us by the various Town Government offices and organizations allowing citizens in the community to learn more and participate in the governing process.
- Setup new accounts and maintained existing E-mail for Town Government employees.
- Responded to multiple software and hardware problem reports and performed troubleshooting to resolve issues.
- Became an active member of the Massachusetts Government Information Systems Association.

FUTURE OBJECTIVES

- Continue to assist the government users of the Town and maintain the Town's website. Update the Town's website with information from Town Departments as it becomes available.
- Continue providing updated firewall and antiviral protection software to Town Government computer systems.
- Provide updated computer systems to users that are currently running with outdated hardware or operating systems that are no longer supported.
- Installation of new servers in the Town Hall and Emergency Medical Services/Fire Department headquarters.
- Develop and deploy a Business Continuity and Disaster Recovery Plan for the Town Government.

- Expand membership in the Upton Technology Committee.
- Encourage more Town Departments and Committees to submit information for posting to the Town's website.

Respectfully submitted 22 January, 2004,

Membership of the Upton Technology Committee

Rick Kasten

Michael Fahey

William C. Young – Secretary

Jeffrey C. Young - Chairman

REPORT OF THE DIRECTOR OF VETERAN'S GRAVES

Nine (9) veterans were buried in Upton cemeteries in the previous twelve months ending June 30, 2003.

Six (6) World War II Service:

U.S. Army	4
U.S. Navy	1
U.S. Air Force	1

Three (3) Korean Conflict:

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

Vietnam Conflict:

0

With the assistance of Upton veterans and the Upton scouts, 407 flags were placed on veterans graves at all Upton cemeteries.

Respectfully Submitted,

Richard L. Randall
Director of Veteran's graves

TOWN OF UPTON DEPARTMENT OF VETERAN SERVICES

The department would like to thank the Worcester County and the State Veteran Agencies for their assistance during the year.

The foremost topic for FY2004 was our Veteran programs. The state and federal resources did not face any budget reductions, thus all current programs have been funded. At this time all veteran budget cuts are "off the table for now".

The goal of our department is to keep the lines of communication open to all Upton Veterans and their families and to insure that all benefits are made available to our veterans.

Again, we must continue to support all of our veterans who are answering the call and keeping us safe and secure at home.

The on-line services provide up to date information, data and resources to assist our veterans with a rapid response to most of their needs. The department will continue to assist all veterans and their spouses in gathering this data.

I would like to thank the Board of Selectmen and all department heads for their assistance during the past year. If any resident has any comments, questions or concerns please contact me at any time.

Thank you,

Robert J. Miller

ANNUAL REPORT OF THE MENDON-UPTON REGIONAL SCHOOL DISTRICT COMMITTEE 2002-2003

The Mendon-Upton School District Committee would like to thank the parents and the members of both communities for your patience and understanding during the last two years as the district moved through the process of school construction. Both new buildings will provide excellent educational spaces for our current students as well as future generations of young people in Mendon and Upton. The process of building two new facilities has been most demanding on parents, students, staff and administration. Fortunately, as the year comes to a close, we look forward to the opening of both new schools.

The building committees for both new schools continue to meet a minimum of two times a month and have done so for the last two years. Special thanks are extended to Ann Farrell of Mendon and Kathy Perregaux of Upton for their continued good work as the chairpersons of their respective building committees.

Upton students in kindergarten, grade one and grade two have been transported to a site in Grafton while the new Memorial building is completed in Upton. Mendon students have remained at the Miscoe Hill Elementary School Building. This arrangement resulted in multiple bus related issues at the beginning of the academic year. They were resolved only after an extended period of time. The district continues to pay a rental fee to the Town of Grafton and we look forward to the termination of this arrangement.

For the second year in a row, the fiscal situation in the Commonwealth has been less than promising. Consequently, funding at the state level did not keep pace with our continued growth and resulted in the School Committee requesting an override vote in both communities. The school budget was presented at both town meetings and received a positive response from the residents. The affirmative ballot vote, on the part of the citizens, allowed the school district to retain its current programs and class size. This vote represented the tireless work of many parents and concerned citizens who were willing to pass an override in a most difficult fiscal climate.

The professional staff has witnessed multiple retirements during the last year and this trend will continue for the foreseeable future. Much of the teaching staff was hired in the late 1960's and early 1970's and, consequently, the district will face the loss of many veteran educators over the next several years. Both our new and experienced staff displays a high level of professionalism and a willingness to move the district forward. The administration and School Committee thank the staff for their quality of instruction.

The School Committee also extends its thanks to the citizens, parents and all of the town officials who continue to support our programs.

The following reports from other district administrators will provide all citizens of Mendon and Upton with a greater understanding of our schools.

Curriculum and Professional Development

This district is in the midst of a comprehensive realignment of its curriculum K-12. Thus far, the English/Language Arts and Mathematics Curriculum realignment has been accomplished. In the 2004-2005 school year, we will be working on the alignment of the social studies and the science curriculum Pre-K – 8. The district continues to work on the integration of technology and curriculum. The elementary school has been deeply engaged in a reorganization of math instruction. A Math Focus Group was created and has completed a detailed report and a Math Action Plan. We are currently piloting two nationally recognized reform math programs and plan to implement one of them in the fall of 2004. All these efforts are geared towards bringing the district in line with Massachusetts State Frameworks, as well as supporting the district's Mission Statement. Nipmuc Regional Middle/High School is in the process of completely revising its curriculum guides in order to fit the new NEASC Standards. These standards require that all instruction support the mission and goals of the school organization.

The district continues to support a comprehensive professional development program. Following is a summary of the types of professional development that are offered:

In-Service Program Offerings:

These are formal professional development offerings to the staff in the form of ten hour in-service programs, for which participants receive 10 PDP's. The offerings are described in a formal Professional Development Brochure, which is distributed to all teachers.

Out-of-District Workshops and Seminars:

These are usually workshops and seminars offered by various professional organizations, which staff members attend after having received approval from the building principals and the Director of Curriculum. Generally, staff members are allowed to attend one per year. The district pays for registration.

Special Initiative & Project Support:

On an on-going basis, the district is initiating new initiatives, which must be supported with significant training and support. Currently, those initiatives include: Project-based Learning, Interdisciplinary Units, Elementary Mathematics Unit Development, and Research and Development of future Multiage Programs.

Release Day Programs

This year, the district will be conducting two release day programs on October 14, 2003, and January 5, 2004. Much of this time will be spent reviewing curriculum, designing learning units and fulfilling the NEASC preparation requirements.

New Teacher Mentoring:

All new teachers are provided with a personal mentor who will work with them throughout the year. All the mentors receive significant training.

Pupil Personnel Services

Pupil Personnel Services Department of the Mendon-Upton Regional School District continues to be responsible for the Special Education and Health services to students ages 3 to 21.

During the school year 2002-2003, the district provided special education services to 294 students on Individual Education Programs; 250 students were within the district and 44 students were in out-of-district day and residential programs. These numbers reflect 11.5% of our students in services.

In our efforts to provide programs in district, we were able to add to Grade 9 a Language-based classroom. Our long-term goal is to be able to provide a Language-based program in Grades 1-12.

With the leadership and support of our Health Coordinator, Mrs. JoAnn Krause, R.N., we have established a partnership with a School Based Medicaid Program, Commonwealth Medicine Center for Health Care Financing, at UMass Medical School. This program allows us, with parental permission, to receive funds from Medicaid for special education and health related services such as occupational therapy, physical therapy and speech therapy. We have made our parents aware that this process is strictly confidential and will not affect their child's benefits. Our district will be able to receive federal money for these health related services that can be used for special educational services. This program has been endorsed by the Massachusetts Department of Education.

In February of this year, we had our Mid-Cycle Coordinated Program Review by the Department of Education (D.O.E.). Three members of the D.O.E. visited and interviewed staff and administration over a three-day period of time. We were asked to submit a number of progress reports for June and November 2003. On November 25, 2003, we were informed that all of our progress reports had been accepted and our next regularly scheduled Program Review would occur during the 2006 fiscal year. Special Education staff is to be commended for its support to this endeavor.

A special thank you goes to Mrs. Priscilla Arbuckle, Speech Pathologist, who retired in June, for her 29 years of service to the children in Mendon-Upton. However, we are all pleased that she has agreed to do some consulting in our district on a part-time basis.

**Annual Report:
Miscoe Hill Elementary School
Clough Elementary School
Memorial Elementary School**

I. Statistical Breakdown

Student Body as of December 31, 2003

School	Number of Students
Miscoe Hill Elementary School (K-6)	983
Miscoe Hill Elementary School (PreK)	62
Clough Elementary School (K-2)-Students housed at Miscoe Hill School while new school is under construction	253
Memorial Elementary School (K-2) - Students housed at the Municipal Building in Grafton while new school is under construction	293
TOTAL	1,591

II. Strengths of the Educational Program

This has truly been a busy year, one which was filled with hopes and dreams, excitement, and pride. Our teachers, students, and parents have worked diligently to accomplish our goals and to create a learning environment that will be a model of innovation for the future.

In spite of a number of site adjustments in the providing a quality education to our students, the 2003 school year was a most challenging and successful experience for the staff and students of the Mendon-Upton Regional Elementary Schools. The construction of two elementary schools has been a major focus of our efforts this year. During the final phase of the construction process, our Upton students and staff in Grades kindergarten through two have had to move from the old Memorial School and be temporarily established at the Municipal Building in Grafton, Massachusetts. In a similar fashion, their Mendon counterparts at this level have had to become part of the Miscoe Hill School community. In anticipation of our schools undertaking significant changes once the new buildings come on-line in early 2004, our elementary schools have had to make a number of substantial alterations to our schedules, procedures and educational philosophies to provide for the needs of students within the various settings. Additionally, an interim principal, Mr. William Milligan, was hired to assist in the establishment of the Miscoe Hill School as an intermediate school once the elementary students have settled into their new settings. Mr. Milligan has many years of experience as a teacher and former principal at this level and his expertise is sure to prove invaluable as the Miscoe Hill School redefines its organizational course.

An effective student self-governance initiative continues to work effectively whereby sixth grade students were selected to serve on a student-based student council, and their own school store. This program has proven to be an important asset to Miscoe Hill School, while building the morale and self-confidence of our students. Additionally, our sixth graders have enjoyed the many adjustments to their daily program which are more reflective of an intermediate level approach. This is especially true with considering the grade restructuring plans to establish Miscoe as an intermediate level school. Many of the projects and activities in place this year will serve as a foundation for future endeavors. Our sixth graders will be well prepared to help facilitate in the establishment of this intermediate level.

Even as we prepare for the future, our staff has been maintaining high and rigorous academic standards, while ensuring that the Mendon-Upton Regional Elementary Schools are safe, supportive, stimulating child-centered learning environments that recognize the individual talents and abilities unique to each student. Our schools continue to provide a progressive educational experience whereby school, home and community come together to create life-long learners who are able to compete in a world of constantly changing cultures, technology and societal values.

As a result of the "No Child Left Behind Act", each of our schools issued their first report card to our community. The purpose of these reports is to offer parents information about their child's school in terms of academic achievement and the professional qualifications of its teachers. Each school report included information on the school's performance on the Massachusetts Comprehensive Assessment System (MCAS), by content area, grade level, and for particular student populations. The report card information clearly indicates that each of our elementary schools has made "adequate yearly progress" in mathematics and language arts for four consecutive years and that no school was "in need of improvement".

In addition to offering a sound academic program of study, our community of learners found numerous ways to positively affect the lives of others. In an effort to insure that students experienced a more humanistic learning environment in which they are responsible for their actions, respect all individuals regardless of differences, and establish positive relationships with others outside of their community through community service projects and activities, the staff, with significant parental support, established an innovative service component to the over all academic program. One of the most significant projects in this regard, involved all our elementary students. Our sixth grade students in conjunction with our entire school community participated in a massive clean-up of the Upton and Mendon communities. Furthermore, this year, we decided to support the community efforts of the Nipmuc students on the Impact Team. These students collected clothing and money for needy families. In a similar fashion, our staff contributed generously to needy families in our district through a staff initiated "giving tree" program, through this effort. The staff raised \$1,125 in gift certificates, which helped 14 families and 31 children.

Our Spanish Immersion program has started to evolve into a program that is truly unparalleled within most successful educational communities. The Spanish Immersion staff has worked hard to create this outstanding program. This year, through the cooperation of the Embassy of Spain and the Massachusetts Department of Education, we were able to hire a second experienced teacher from Spain to be a member of this superb educational team. As an expert in her native tongue, she and her colleague have enlightened our school community in numerous ways including language, culture, music, customs and practices of the Spanish people. Their input to our Spanish Immersion team has proven to be invaluable. Members of the Spanish Immersion program will be expanded next year to include two additional positions, as new grade levels are added at the Miscoe School.

This year, members of our district were invited to speak at a national conference which focuses on Spanish Immersion programs. Teachers from our program presented the Mendon-Upton Spanish model at the Immersion Symposium at Georgetown University, Washington D.C. Professional requests from other districts around our state have also invited staff to speak on computers and technology, as well as our successful mentoring program.

III. Professional Changes to Our Educational Community

Our growing community has resulted in a proportional growth of professionals. This past year, for example, we have needed to add a significant number of new professionals in response to staff who have left our district, retired, or to fill newly formed positions. For example, a new Assistant Principal position was added at Miscoe to fill the vacancy created when a Dean of Student returned to a classroom position. We welcome the many new professional members to our community of learners, including teachers, classroom aides, tutors, specialists, a literacy coordinator, a school nurse, and a librarian.

Additionally, our Spanish Immersion Program was expanded to include a new grade three and grade five. We are most fortunate to have the part-time services of Sergeant Brian Massey from the Mendon Police Department, as well as Officer Carl Ambrosino from the Upton Police Department, as our Resource Officers. Their services have proven to be invaluable to administrators, teachers, students and parents in each community.

IV. Long and Short Future Educational Goals

In an effort to succinctly summarize the many significant activities that are planned for the future at our newly built elementary schools, a number of the priorities planned for this coming year by our school council are extensions of priorities in place last year.

It is important to consider that all activities were planned after a thorough review of the goals and priorities of the Mendon-Upton Schools, all pertinent standardized student performance data (MCAS), from the previous school year, an analysis of procedural and programmatic activities established during previous years, an examination of the full range

of possibilities, and the design of an appropriate action plan. Our staff is totally committed to the success of our priorities and each, in varied ways, has made personal and professional commitments to insure that these areas of focus are successfully implemented.

Strategic Planning is a process for creating an organization's preferred future. This year, a district-wide strategic planning committee was established and met to establish a set of goals and a strategic plan for our schools to follow. This document presents the strategic plan for the Mendon-Upton Regional School District. It establishes a long-range direction for the district and provides a clear focus for future pursuits by identifying priorities for improvement.

It is hoped that this long range planning process will assist the Mendon-Upton Schools in an organizational renewal and transformation, which will provide a framework for improving programs, management functions and evaluation of our schools' progress. Strategic planning can help school districts think and act strategically, develop effective strategies, clarify future directions, establish priorities, improve organizational performance, build teamwork and expertise, and deal effectively with a rapidly changing environment. The strategic planning process involves a series of steps that, with help of all groups of stakeholders, moves a district and schools along a process to where it wants to be. This process has been initiated this year and will set the strategic direction for each of our schools to follow to achieve its mission and objectives.

Our teachers and other members of our school staff need many resources in order to be successful in accomplishing these ambitious plans for the coming school year. For ultimately, it is through strong public support coupled with our total community's vision, energy and commitment that our schools will be successful.

V. Parent Involvement

The Mendon-Upton Regional Elementary School Community is most fortunate to have the support of MUPTO, an incomparable group of parents, working with our staff on behalf of our students. With the input of staff members, one of the many active MUPTO committees has planned a wonderful year of cultural arts activities for our students at all levels. The staff has made the parent group aware of the needs and a tailor-made cultural and fine arts program has been most well received. The enthusiasm and collaboration displayed by the students, parents and staff have truly made each of these endeavors a success. Working with a splendid group of parents has helped our program immensely. In anticipation of the new schools opening soon, our MUPTO organization has recently decided to establish an organization in each of the elementary schools.

Additionally, our School Council, which includes parents and school staff, has made significant progress toward improving our school and refining what we can accomplish together. Effective school improvement efforts among the strong professional staff and connecting families of all three schools has insured that all new and existing programs and

activities planned for this year were appreciably accomplished in a collaborative manner involving all members of the school community. This supportive relationship has served as a basis for planning in budget preparation, new programs, and other educational areas as well. It is also planned that new school councils will be established in each new school.

VI. Summary

Our schools are certainly fortunate to have the continued support of the towns of Mendon and Upton. Community support is critical to maintaining excellence in each classroom for every child, every day. As we face a future of declining resources, we will have to be doing more with less. Indeed, each school and its community are one and the same. We are dependent on each other for our ultimate success. As a school community, we thank you for your incalculable commitment to our community. With your involvement and sustained assistance and support, we will carry on and enhance our reputation for excellence together.

Nipmuc Regional Middle/High School

Student Body as of December 31, 2003:

School	Number of Students
Middle School (Grades 7 & 8)	406
High School (Grades 9 – 12)	628
TOTAL	1,034

Having graduated 115 seniors in the spring of 2003, we welcomed 200 seventh graders in the fall of the 2003-2004 school year making the population of the school exceed 1000 students for the first time. Growth continues to be the major issue we face. Despite the growth, our faculty continues to excel, our students continue to succeed and the school remains a vital part of the community.

One measure of this success was reflected in our first annual "School Report Card", which was based on our MCAS scores and our "Adequate Yearly Performance" as required by the Federal No Child Left Behind (NCLB) Law. This report showed that our performance rating for English Language Arts (ELA) in grade 7 was "very high" and "on target" for the rating set for us by the Commonwealth. In Math for students in grade 8, our performance rating was "moderate" and "on target". For students in grade 10, the performance ratings for both math and ELA were "above target" showing a "high" rating in math and "very high" in ELA.

Faculty in grades 7-12 spent an evening analyzing our 2003 MCAS scores, looking for ways to improve curriculum and instruction. We remain committed to the idea that solid curriculum and innovative and diverse instruction will result in successful MCAS scores and successful students. We realize that standardized assessments (MCAS, Stanford 9's) are only one measure of student achievement. Writing across the curriculum, portfolio assessment, reading across the curriculum, the integration of technology, teacher-student mentoring, access to the arts, giving back to the community and the ability to effectively communicate in both the written and spoken word are other measures we use to ensure success for our students.

This year, the two seventh grade teams continued their interdisciplinary approach to the curriculum through their excursion program, traveling to places in Boston, Providence and Mystic, Connecticut, as well as inviting in guest speakers on a variety of topics. Our newest students, our seventh graders, adapted well to their new surroundings and faculty.

The eighth grade team saw a minimal increase in student population this year to 204 students, while welcoming an additional math teacher, Mrs. Beth Blumberg. The students worked hard throughout the year with a variety of interdisciplinary projects, MCAS exams and end of year "graduation" activities.

Other personnel changes affecting grades 7 and 8 were due to the retirement of veteran teachers Barry Murphy and Michele McRoberts. Replacing Barry in science is Nicole Napoli and replacing Michele in Art is Jessica Grady. Additionally, Kathy Tierney moved from a part time to a full time position in the 7th/8th Language Based Classroom.

The teacher mentoring program continues to be a source of pride and need for our school community. Under the leadership of Jan Weatherbee at Nipmuc, all new teachers are assigned a mentor to familiarize them with the school and the curriculum and to help new teachers to grow as professionals. Our program has been a model for other school systems and this year it is helping the fifteen new hires we have to improve as teachers. These new hires are in place due to growth in student population, additional programs, and the replacement of retirees. They are there as a result of the support of the towns of Mendon and Upton, as a needed override for the school was successfully passed in both towns.

The mentoring program is helping the newly hired staff at all levels including our new high school faculty members for the 2003-04 school year. They include Meghan Cilley, our Library Media Specialist; Mark Massey, Larry Miller and Sandy Alibozek part time members of the math department; Janet Desmarais and Ana Soto in World Language; Jennifer Field in Science; Jeff DellaRovere in Social Studies; Donald Hicks, our speech and language pathologist; Meredith Bruce in Special Education and Patricia Gouin as School Psychologist. Assisting many of our teachers in the classrooms in the Special Needs Department, our newest members are Cari White, who also serves as our athletic trainer, Vicki Quinn and Diane Barr.

The Virtual High School (VHS) program is in full gear and a total of 44 students this past year have taken courses on-line with teachers throughout the United States. One of our teachers, Karen Culberson, teaches DNA Technology on-line to more than 20 students each semester in schools throughout the world. Under the direction of our site coordinator, Aime Hughes, our students have taken courses ranging from Advanced Placement Chemistry to Shakespeare. This program has allowed motivated students the opportunity to take an elective course not offered in our school.

The fall sports season at Nipmuc captured the hearts of their fans. The golf team won the Dual Valley Tournament and player Paul Kerbel qualified for states. The cross country team had an absolutely outstanding season and is growing into a Central Mass team to be watched. Sean McKenzie and Ali Sardonini, of the cross-country teams, qualified for states. Girls and boys soccer teams each qualified for district play, and the Nipmuc field hockey team stole our hearts as they won the Dual Valley Championship, the Central Mass Championship and played an outstanding game in the state semi finals.

Our PTO, under the leadership of President Sylvia Story, continues to support the school in a myriad of ways by hosting entertaining events for 7th and 8th grades, supporting teachers in the classrooms by helping to fund field trips and cultural events within the school and supporting the students by providing agendas for each middle school student.

These agendas help students stay organized and learn the valuable process of advanced planning.

Our School Council, under the leadership of co-chairs Charlie Sardonini and Judy Leonelli, has been an incredible support for Nipmuc. Review of the student-parent handbook, being vocal members in the budget process, work on the NEASC (New England Association of Schools and Colleges) process, renewed School Improvement Plan and supporting the after school enrichment program kept the Council busy. An additional undertaking this year included piloting a Career Day Program for Juniors in the spring. This program was very successful thanks to the businesses in our towns that hosted a student and allowed the student to shadow them for the day. The intent is that all Juniors in 2004 will have this same experience.

Our Professional Development Committee has sought to plan release days for faculty to continue to improve their skills in the classroom and to continue to develop and align curriculum to the Massachusetts State Frameworks. In addition, work continues on the self-study component of the NEASC accreditation process at the high school. The NEASC is the association who accredits schools in New England on a ten-year cycle. The process includes an exhaustive self-evaluation on each of seven standards followed by a four day visit from an NEASC team. The dates of September 27 through September 29, 2004, have been set for the NEASC team visit.

Administratively, we thank the community and the Upton Police Department for their support of the School Resource Officer. Officer Carl Ambrosino continues to be an important part of the fabric at Nipmuc. He is always there to take a student's question, to help us discuss and implement safety procedures and to serve as a resource to our faculty and student body.

The heartbeat of the school is healthy; the student involvement is everywhere, the student councils, the Student Advisory Council and the National Honor Society all work to involve their peers and bring concerns and ideas to the attention of the administration.

Two programs that need highlighting in this year's report are the Impact Team and the Freshman PDQ (Personal Development Quest). The Impact Team, spearheaded by Assistant Principal Patrick Larkin, Dean of Students Lynne Caron and high school English teacher John Clements, strives to recognize faculty and students for the many small things they do on a daily basis which normally go unnoticed. With financial help from the Upton Men's Club and Unibank for Savings, students and faculty are presented with rewards for making a difference in the life of another individual. As we continue to grow, we need to seek ways to make connections with our students. These students contribute their time and energies to serve the communities of Mendon and Upton in a variety of ways.

The PDQ is in its initial year and serves as an advisory group for our freshmen, Groups of fifteen students meet weekly with their faculty advisor and work on goal setting, communications and character building, and to discuss issues and topics of concern. Studies show that students who build a significant connection with one adult in a school setting are more likely to find success, both academically and socially. It is our intent to expand this program to encompass grades 8 through 10 in the fall of 2004.

It is with pride that we announce our Assistant Principal, Patrick Larkin, was named the "Outstanding Assistant Principal of the Year for the Commonwealth of Massachusetts" in the fall of 2003. This is a well deserved honor for Mr. Larkin and for the school. It has been through the efforts of Patrick that programs such as Impact and PDQ have been implemented in our school. It is indeed an honor for all of us that this award was given to Mr. Larkin.

On behalf of my fellow administrators, the faculty and staff and students of Nipmuc Regional, I thank the towns of Mendon and Upton for their continued support of all our programs – academic, athletic artistic. We realize the importance of our commitment to your children and we continue to applaud and thank you for your support.

Please visit us on the web at www.mu-regional.k12.ma.us

Respectfully submitted,

School Committee:

Jay Byer

Cynthia Robertson

Donna Henderson

John Robertson

Kathy O'Neill

Colette Rooney

Administration:

Paul D. Daigle, Superintendent of Schools

Dan Leclerc, Director of Curriculum

Maryellen Gray, Director, Pupil Personnel Services

Vincent Rozen, Principal of Miscoe Hill, H.P. Clough
and Memorial Elementary School

Joan Scribner, Principal, Nipmuc Regional
Middle/High School

DISTRICT DIRECTORY YEAR ENDING JUNE 30, 2002

SCHOOL COMMITTEE

Colette Rooney, Chairman
Donna Henderson, Vice Chairman
Jay Byer, Asst. Treasurer
Kathleen O'Neill, Secretary
Cynthia Robertson
John Robertson

Term Expires
Term expires 2004
Term expires 2005
Term expires 2004
Term expires 2006
Term expires 2005
Term expires 2006

SUPERINTENDENT OF SCHOOLS

150 North Ave., P.O. Box 5, Mendon, MA 01756

Telephone: 508-634-1585

Paul D. Daigle	Superintendent	\$107,536
Joseph Kogut, Jr.	Business Manager	\$59,280
Kimberly A. Belland	Accountant	\$43,230
Kathleen A. Ramsey	Superintendent's Clerk	\$33,873
Lauren Ferrucci	Secretary	\$16,011
Daniel LeClerc	Director: Curriculum & Tech.	\$96,400
Denise Farrell	Secretary	\$11,715
Maryellen Gray	Director: Pupil Personnel Services	\$87,971
Carolyn Barrows	Secretary	\$32,490
Denise Zinno	Secretary	\$15,964

HENRY P. CLOUGH ELEMENTARY SCHOOL

10 North Ave., Mendon, MA 01756

Telephone: 503-634-1580

Patricia Hansen	Kindergarten	\$57,330
Beverly Ann Hart	Kindergarten	\$63,225
Leslie McShane	Kindergarten Aide	\$10.13/hr
Paula Pearlman	Kindergarten Aide	\$11.17/hr
Mary E. Barrows	Grade 1	\$43,006
Paula M. Piggott	Grade 1	\$50,586
Melonie Washburn	Grade 1	\$34,411

MEMORIAL ELEMENTARY SCHOOL

69 Main St., Upton, MA 01568

Telephone: 508-529-1082

Ruth Danforth	Dean of Students	\$64,560
Wanda B. Monroe	Preschool	\$47,840
Kathy Patacchiola	Preschool	\$44,989
Grace Poole	Preschool/Speech Path.	\$32,624
Carol Suffredini	Preschool/Speech Path	\$33,440
Joanne Belhumeur	Preschool Aide	\$10.13/hr
Patricia Bulock	Preschool Aide	\$11.17/hr

Maureen Dalton	Preschool Aide	\$11.17/hr
Nancy DeLuca	Preschool Aide	\$10.13/hr
Ellen F. Holmes	Preschool Aide	\$11.17/hr
Lorraine Loeper	Preschool Aide	\$11.17/hr
Patricia Karnila	Kindergarten	\$50,586
Janice G. Lizotte	Kindergarten	\$39,457
Michelle McDonald	Kindergarten	\$18,559
Judith A. Mullen	Kindergarten Aide	\$11.17/hr
Maria A. Stanley	Kindergarten Aide	\$10.13/hr
Barbara Thirsk	Kindergarten Aide	\$13,383
Joan F., Burrell	Grade 1	\$52,583
Alyssa D'Amato	Grade 1	\$32,860
Renee Luzzetti	Grade 1	\$32,860
Nancy M. McIsaac	Grade 1	\$44,989
Joel R. Warren	Grade 1	\$43,006
Michael Beauchemin	Grade 2	\$55,730
Jennifer Casey	Grade 2	\$36,105
Amy Henderson	Grade 2	\$37,117
Brenda L. Quinlan	Grade 2	\$52,168
Gail Augustino	Occ. Ther	\$45,274
Linda Casey	Phys. Ther.	\$37,698
Helen O'Neill	Vision Services	\$36,691

MISCOE HILL ELEMENTARY SCHOOL

148 North Ave., Mendon, MA 01756

Telephone: 508-634-1590

Vincent Rozen	Elementary Principal	\$87,360
Kate Jorfan	Dean of Students	\$68,309
Mary Vaccaro	Dean of Students	\$64,830
Carol Gibson	Secretary	\$10,719
Cynthia L. McDevitt	Secretary	\$32,490
Ruth P. O'Grady	Secretary	\$32,490
Jennifer Springer	Spanish Kindergarten	\$37,117
Omaira Thornton	Spanish Kindergarten Aide	\$10.13/hr
Martha Bourke	Spanish Grade 1	\$43,006
Lisa Vandervalk	Spanish Grade 1	\$32,860
Sonia Arrey Diaz	Spanish Grade 2	\$38,422
Katrina Taft	Spanish Grade 2	\$32,860
Maria A. Roldan	Spanish Grade 3	\$40,113
Alyssa Crawford	Spanish Grade 4	\$37,117
Kristine Claro	Grade 2	\$43,371
Janice E. Gallagher	Grade 2	\$45,371
Angela Grillo	Grade 2	\$36,808
Pamela D. Minarik	Grade 2	\$42,360
Alice Begin	Grade 3	\$40,113

Kristin Consigli	Grade 3	\$39,457
Jennifer Covell	Grade 3	\$37,117
Anita L. Espanet	Grade 3	\$50,586
Martha S. Grady	Grade 3	\$50,586
Mary N. Hastings	Grade 3	\$56,124
Patricia Phylis	Grade 3	\$43,349
David Sparks	Grade 3	\$41,232
Kristen Berthao	Grade 4	\$44,989
Kathryn A. Craib	Grade 4	\$43,371
Kami Devlin	Grade 4	\$34,182
Harriett A. Fougere	Grade 4	\$52,583
Camille Harvey	Grade 4	\$32,860
Kelly Jean Hoey	Grade 4	\$32,860
Karen G. McDonough	Grade 4	\$52,168
Tim Thomsen	Grade 4	\$35,259
Marie Brigham	Grade 5	\$48,325
Marissa Diotalevi	Grade 5	\$32,860
Elizabeth Holland	Grade 5	\$35,259
Jacquelyn Jarvis	Grade 5	\$39,457
Heather Langdon	Grade 5	\$37,117
Rachel Mateo	Grade 5	\$40,147
Heather McCourt	Grade 5	\$32,860
Dianne E. Nydam	Grade 5	\$57,330
Susan Bertram	Grade 6	\$47,840
Betsy Bertrand	Grade 6	\$54,003
John Campbell	Grade 6	\$34,411
Patricia DiAntonio	Grade 6	\$50,586
Elizabeth Gervais	Grade 6	\$38,349
Richard M. Grady	Grade 6	\$55,734
William Milligan	Grade 6	\$62,225
Lana Laczka	After School Program Director	\$17.66/hr
Catherine J. Grimes	Art	\$50,586
Elizabeth Lambert	Art/Library	\$37,117
Kim Pike	Art/Music	\$39,302
Julie Astbury	Aide	\$11.17/hr
Sharon Hackenson	Aide	\$10.13/hr
Ann Farrell	Computer Specialist	\$18,559
Elizabeth Wernig	Computer Specialist	\$32,860
Arlene M. Belmore	COTA	\$23.72/hr
Kellie St.Onge	Kindergarten Extended Day	\$10.13/hr
Melissa Wildes	Kindergarten Extended Day	\$14.55
Patricia E. Carnegie	Language Development	\$48,325
Sandra M. Lajoie	Language Development	\$50,586
Suzette M. Ruby	Language Development	\$62,225

Lise M. Smith	Language Development	\$57,330
Laura Thomas	Library Aide	\$10.13/hr
Jan Maglione	Librarian/Media Spec	\$44,989
Richard Auger	Music	\$52,583
Kristin Lampros	Music	\$40,147
Daniel Hayes	Physical Education/Health	\$39,457
Robert A. Nigro	Physical Education	\$50,586
Ellen Adams	Reading Specialist	\$22,495
Sharon Doucette	Recess Monitor	\$10.13/hr
Wendy Hendon	Recess Monitor	\$10.13/hr
Marion Larson	Recess Monitor	\$10.13/hr
Debbie Mullarkey	Recess Monitor	\$10.13/hr
Linda Russell	Recess Monitor	\$10.13/hr
Peter E. Baszner	Resource Room	\$57,330
Frederick Oldfield III	Resource Room	\$60,809
Karen A. Presbrey	Resource Room	\$53,623
Charlotte Allen-Smith	Speech Pathologist	\$57,330
Veronica C. Ariel	Speech Pathologist	\$57,330
Lisa MacDonald	SPED	\$36,808
Michelle Saravara	SPED	\$39,457
Dennis Todd	SPED	\$48,325
Heidi E. McCluskey	SPED Aide Language	\$11.17/hr
Dianne C. Pulkkinen	SPED Aide Language	\$10.13/hr
Joan E. Siska	SPED Aide	\$22.39/hr
Martha Chambliss	STAR	\$15.65/hr
Anne Costello	STAR	\$52,168
Sherry DeLuca	STAR	\$14.06/hr
Cora Ferrucci	STAR	\$16.81/hr
Carol Foley	STAR	\$13.52/hr
Lisa Hurd	STAR	\$14.06/hr
Judy Lymneos	STAR	\$16.31/hr
Sandra Petrie	STAR	\$15.18/hr
Pamela Smith	STAR	\$12.50/hr
Danielle Steiger	STAR	\$15.65/hr
Deborah Turner	STAR	\$12.50/hr
Mary Vandervalk	TOESS	\$10.13/hr
Carla Boczanowski	Tutor	\$10.13/hr
Gail Brown	Tutor-Math	\$20,996
Linda J. McDonnell	Tutor-Reading	\$21,843
Jill Murray	Tutor-Reading	\$21,416
Martha Oakes	Tutor-Reading	\$21,416
Carol L. Lipscomb	TOESS	\$10.13/hr
Kimberly Williams	TOESS	\$10.13/hr

NIPMUC MIDDLE/HIGH SCHOOL

90 Pleasant St., Upton MA 01568

Telephone: 508-529-2130

Joan Scribner	Principal	\$90,420
Patrick Larkin	Assistant Principal	\$70,980
Lynne Caron	Dean of Students	\$64,830
Bernadette F. Curtis	Computer Specialist	\$37,283
Anne Marie Malisz	Secretary	\$32,490
Deborah A. Linehan	Secretary	\$22,524
Helene Wagner	Secretary	\$32,490
June A. Cook	Grade 7	\$52,168
John N. Grady	Grade 7	\$50,586
Kathleen A. Rhodes	Grade 7	\$57,330
Janice Weatherbee	Grade 7	\$52,583
Bradley J. Austin	Grade 8	\$52,583
Diane B. Grant	Grade 8	\$60,809
Barry P. Murphy	Grade 8	\$60,809
Paula Sheehan	Grade 8	\$43,371
Rae Wells	Grade 8	\$39,457
Peter Curley	Aide	\$11.17/hr
Ann Davidson	Aide	\$11.17/hr
Wendy Gentili	Aide	\$10.13/hr
Eileen Murphy	Aide	\$10.13/hr
Shauna Lucibello	Aide	\$11.17/hr
Cindy Vanslette	Aide	\$10.13/hr
Aimee S. Bel	American Studies	\$41,870
Leah Bearce	Art	\$43,371
Kevin M. Campbell	Art	\$44,989
Michele M. McRoberts	Art	\$55,734
Alison Clish	Art/Computer	\$50,197
Henry P. Morel	Band Director	\$60,809
Cory Guerra	Business	\$34,411
Gary Perras	Business	\$48,325
Aime J. Hughes	Computer	\$44,989
Lorraine Marchand	Computer	\$36,808
Howard W. Cohen	Electives	\$44,497
John Clements	English	\$39,457
Michael J. Clements	English	\$55,734
Carla Gould	English	\$34,411
Pamela S. Kyrka	English	\$52,965
William D. Leaver	English	\$50,586
James Porter	English	\$36,808
Melissa Potty	English	\$34,411
Laurie C. Borek	Health Education	\$50,586
Jill M. Baszner	Language Development	\$60,809
Theresa Babin	Mathematics	\$39,457

Ronald Cochran	Mathematics	\$44,989
Anne Dudley	Mathematics	\$36,808
Mark Feeley	Mathematics	\$62,225
Amy Gilchrist	Mathematics	\$43,620
Kevin McNamara	Mathematics	\$36,808
Robert Messick	Math/Science	\$43,006
Christine H. Page	Mathematics	\$52,965
Michael E. Maloney	Math/Science	\$43,006
Donna Brown	Media Center Aide	\$10.13/hr
Susan Wheeler	Media Center Aide	\$10.13/hr
Marsha Ledoux	Music	\$41,232
Leon Rozmarin	Permanent Sub	\$37,117
Patrick Allen	Physical Education	\$41,232
Anna Maria Atherton	Physical Education	\$32,860
William R. McInnis	Physical Education	\$55,734
Virginia Starkis	Reading Specialist	\$52,168
Debra Callahan	Resource Room	\$11.17/hr
Michael J. Guglietti	Resource Room	\$46,775
F. Andrew King	Resource Room	\$50,586
Wayne R. Phipps	Resource Room	\$50,586
Rita Cooney-Brown	Sped	\$44,989
Lori Beaudoin	Sped	\$44,989
George Anderson	Sped Aide	\$11.17/hr
Patricia Bongiorno	Science	\$48,325
Michelle DiNatale	Science	\$32,860
Kathy Laflash	Science	\$43,006
Katherine Rice	Science	\$43,620
Kathleen A. Shea	Science	\$58,173
Heather Waterman	Science	\$38,422
Robert Clark	Social Studies	\$39,457
Kevin Connors	Social Studies	\$55,932
Arthur R. Courtman	Social Studies	\$62,225
James H. Grant	Social Studies	\$52,583
Carl M. Olson III	Social Studies	\$52,583
Matthew Petherick	Social Studies	\$32,860
Priscilla S. Arbuckle	Speech	\$60,809
Ellen Mackie	Tutor	\$11.17/hr
Lauren Butera	World Language	\$32,860
Lisa L. D'Elia	World Language	\$46,775
Tricia E. Hill	World Language	\$44,989
Julie Jussaume	World Language	\$36,808
Carine Lee	World Language	\$43,006
Arlene M. Murray	World Language	\$50,586
Heather Tonkin	World Language	\$32,860

Susan Edwards	Vision Services	\$18,069
Maribeth Grant	Vision Services	\$46,817
Susan B. Stager	Vision Services	\$44,696
Pamela Ricker	Wilson Tutor	\$23.69/hr

GUIDANCE DEPT -NIPMUC

Telephone: 529-2141

Stephen C. Gressak	Counselor	\$69,732
Katherine A. Ducat	Counselor	\$60,446
Cynthia Bucken	Counselor	\$45,247
Katherine W. Clarke	Counselor	\$62,225
Linda Gross	Out Placement	\$18,580
Beverly Marmorstein	Psychologist	\$37,225
Ona S. Moore	Secretary	\$25,117

GUIDANCE DEPT -MISCOE HILL ELEMENTARY

Telephone: 634-1573

Donna M. Mattson	Counselor	\$60,809
Patricia Ascione	Counselor	\$38,173
Heather Griffin	Psychologist	\$41,232
Kathy A. Guertin	Psychologist	\$52,145

HEALTH SERVICES

JoAnn Krause, R.N.	School Nurse-Nipmuc	\$52,583
Nancy C. Robbins	Health Assistant Nipmuc	\$23,026
Caroline M. Smith, R.N.	School Nurse-Memorial	\$42,998
Cecilia Stienstra, R.N.	School Nurse-Clough	\$42,998
Denise Butler, R.N.	School Nurse - Miscoc Hill	\$29,249
Gail Checkoway, R.N.	School Nurse - Miscoc Hill	\$35,259

CUSTODIANS - MENDON-UPTON DISTRICT

Kenneth H. Choiniere	Director of Grounds/Maintenance	\$69,680
Frances Burke		\$40,997
Richard P. Carlson		\$37,315
Douglas Coburn		\$31,262
Richard Cuthbertson		\$31,637
Gary Ellis		\$28,900
Steven Gavigan		\$30,264
Richard Gentili		\$35,277
Kevin Hackenson		\$30,846
Marc King		\$32,968
Robert MacDonald		\$33,634
Joseph Mullen		\$27,539
Henry Opatka		\$28,538
Todd Palazini		\$32,261
Ray Paul		\$27,040

Greg Tardy	\$28,850
Charles Vaccaro	\$13,905
Jeffrey Wheet	\$27,040
John Willinski	\$31,637

CAFETERIA-MENDON-UPTON DISTRICT

Anne W. Crisafulli	Food Service Coordinator	\$41,702
Charlene A. Doe	Manager/Elementary Schools	\$18,052
Rebecca Belcastro		\$12.44/hr
Sherry Burton		\$12.44/hr
Denise Camire		\$12.08/hr
BettiAnn Cardoza		\$12.08/hr
Katie D'Alesio		\$12.08/hr
Mary Ann Erickson		\$12.44/hr
Rose M. Grady		\$12.08/hr
William E. Hackenson		\$10.69/hr
Karen A. Herrick		\$12.08/hr
Luanne Keefe-Costentino		\$12.08/hr
Mary Jo Langell		\$12.33/hr
Barbara Nyborn		\$12.44/hr
Mary Lee Siple		\$12.08/hr
Susan H. Vandervalk		\$12.08/hr

SCHOOL CALENDAR & VACATIONS/HOLIDAYS: 2002-2003

Terms:

Term 1 began 08/27/02	Term 1 ended 01/31/02
Term 2 began 11/01/02	Term 2 ended 01/23/03
Term 3 began 01/24/03	Term 3 ended 04/03/03
Term 4 began 04/04/03	Term 4 ended 06/13/03

Holidays:

Labor Day	Monday, 09/02/02
Columbus Day	Monday, 10/14/02
Thanksgiving Recess	11/28/02- 11/29/02
Winter Recess	12/23/02 - 01/01/03
New Year's Day	Tuesday, 01/01/03
Martin Luther King Day	Monday, 01/20/03
February Vacation	02/17/03 - 02/21/03
Good Friday	Friday, 04/18/03
April Vacation	04/21/03 - 04/25/03
Memorial Day	Monday, 05/26/03

MENDON-UPTON REGIONAL SCHOOL DISTRICT ENROLLMENT AS OF OCT 1, 2003

Distribution of school attending children, residents of the Town of Mendon and the Town of Upton as of October 1, 2001, 2002, 2003

					ACTUAL ENROLLMENT - OCTOBER 1, 2003																DISTRICT TOTAL	PERCENT
					STUDENTS IN DISTRICT BUILDINGS																	
GRADE	PRE-SCHOOL	CHOICE OUT	SPED OUT	VOC OUT	K	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL	PERCENT			
MENDON	11	24	3	1	101	108	80	102	93	116	84	79	106	83	77	86	46	1176	1176/2439= 48.22%			
UPTON	9	10	2	1	103	139	125	111	109	102	105	111	82	82	68	49	65	1263	1263/2439= 51.78%			
CHOICE IN MISC.					8	3	4	9	7	9	11	12	15	16	14	16	20	144				
CHOICE OUT																		0				
TOTALS	20	34	5	2	212	250	209	222	209	227	200	202	203	181	159	151	131	2583	Not in Total Count			
					ACTUAL ENROLLMENT - OCTOBER 1, 2002																DISTRICT TOTAL	PERCENT
					STUDENTS IN DISTRICT BUILDINGS																	
GRADE	PRE-SCHOOL	CHOICE OUT	SPED OUT	VOC OUT	K	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL	PERCENT			
MENDON	8	18	13	3	103	75	99	94	113	83	79	97	89	72	82	48	62	1120	1120/2347= 47.72%			
UPTON	9	18	13	1	134	123	117	108	105	108	105	78	93	71	52	68	42	1227	1227/2347= 52.28%			
CHOICE IN MISC.					3	6	5	5	8	7	10	13	10	14	12	15	17	125				
CHOICE OUT					1	5	1	4	2	0	3	2	2	5	4	2	5	36				
TOTALS	17	36	26	4	240	204	221	207	226	198	194	188	192	157	146	131	121	2472	Not in Total Count			
					ACTUAL ENROLLMENT - OCTOBER 1, 2001																DISTRICT TOTAL	PERCENT
					STUDENTS IN DISTRICT BUILDINGS																	
GRADE	PRE-SCHOOL	CHOICE OUT	SPED OUT	VOC OUT	K	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL	PERCENT			
MENDON	9	15	11	4	77	95	95	107	75	78	95	88	86	84	54	59	55	1072	1072/2215= 48.40%			
UPTON	10	13	15	1	124	114	104	102	106	110	81	93	72	53	66	42	50	1143	1143/2215= 51.60%			
CHOICE IN MISC.					4	2	5	3	8	7	8	8	11	12	17	15	20	121				
CHOICE OUT					2	0	1	2	1	1	3	0	3	5	0	6	4	28				
TOTALS	19	28	26	5	205	211	204	212	189	195	184	189	169	149	137	116	125	2336	Not in Total Count			
					ACTUAL ENROLLMENT - OCTOBER 1, 2000																DISTRICT TOTAL	PERCENT
					STUDENTS IN DISTRICT BUILDINGS																	
GRADE	PRE-SCHOOL	CHOICE OUT	SPED OUT	VOC OUT	K	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL	PERCENT			
MENDON	7	15	11	2	91	93	99	78	76	95	89	88	85	58	60	53	48	1033	1033/2089= 49.45%			
UPTON	20	25	15	2	116	99	96	102	105	81	88	69	65	67	40	52	38	1056	1056/2089= 50.55%			
CHOICE IN MISC.					2	3	3	7	7	6	6	12	13	19	14	18	9	119				
CHOICE OUT																		0				
TOTALS	27	40	26	4	209	195	198	187	189	182	183	169	163	144	114	123	95	2208				
2003-2004 ENROLLMENT BY SCHOOLS					2002-2003 ENROLLMENT BY SCHOOLS																	
	MENDON	UPTON	CHOICE	OTHER	TOTAL		MENDON	UPTON	CHOICE	OTHER	TOTAL		MENDON	UPTON	CHOICE	OTHER	TOTAL					
CLOUGH	398	12	17	0	427	CLOUGH	133	0	5	0	138		133	0	5	0	138					
MEMORIAL	6	478	7	0	491	MEMORIAL	4	302	4	0	310		4	302	4	0	310					
MISCOE	293	316	27	0	636	MISCOE	509	498	35	0	1042		509	498	35	0	1042					
NIPMUC M	183	190	27	0	400	NIPMUC M	186	171	23	0	380		186	171	23	0	380					
NIPMUC H	292	264	66	0	622	NIPMUC H	264	233	58	0	555		264	233	58	0	555					
SPED/VOC	4	3	0	0	7	SPED/VOC	16	14	0	Tuition	30		16	14	0	Tuition	30					
PRESCH	11	9	0	0	20	PRESCH	8	9	0	33	17		8	9	0	33	17					
Choice out	24	10	0	0	34	Choice out				36						36						
TOTALS	1176	1263	144	0	2583	TOTALS	1120	1227	125	69	2472		1120	1227	125	69	2472					

FORTY-THIRD ANNUAL COMMENCEMENT EXERCISES



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

High School Gymnasium
Saturday, May 31, 2003
10 a.m.

PROGRAM

*Processional High School Band

*National Anthem All Present

Address of Welcome John J. Mahoney, Senior Class President

Musical Selection..... High School Chorus
 "America, the Beautiful 1" L. Bates S. Ward, arr. by John Leavitt

Essay Marie H. Chinappi
Motto: "Success is not final, failure is not fatal: it is the courage to continue that counts."
Sir Winston Churchill

Musical Selection..... Soloist: Jocelyn Fethier
 "You've Got A Friend", Carole King

Essay Michael W. Quirk
"Reflection"

Musical Selection.....High School Band
“Jubilance”, James Swea ringen

Essay Andrew M. Felper
"Farewell"

Musical Selection..... Guitar/Soloist: Cortland C. Francis
 "Time of Your Life", Green Day

Remarks Paul D. Daigle
Superintendent of Schools

Presentation of Awards.....Joan M. Scribner
Principal

Presentation of Diplomas and Certificates of Achievement Colette Rooney
School Committee

*Recessional High School Band
 Director of the High School Band Henry P. Morel
 Director of the High School Chorus Marsha I Ledoux
Marshal Katherine S. Ellis, Junior Class President

*Audience Standing Reception following graduation program

CLASS OF 2003

Katherine Elizabeth Adams
Theodore George Ancher
Julie Anne Baldiga
Ronald Peter Barna
Anthony James Bassignani
Charles William Bishoff III
Nicole Michelle Bouchie
Michael Thomas Brogan
Laura Anne Brown
Nicholas Crosby Brown
Brent Alan Bulock
Johanna Lynne Burrill (HH)
Ryan Francis Calarese
Daniel Patrick Callahan (HH)
Pamela Ann Callahan (HH)
Anthony John Cavaliere
Marie Helena Chinappi (HH)
Amber Elizabeth Clifford
Amanda Jayne Cook (HH)
Amanda Dixon Coskie
Michael Thomas Costa
Julie Anne D'Onofrio
Dennis John Daubney, Jr.
Jill Marie Day
Christine Marie DeMeo (HH)
Jennifer Lee DeVries
Amanda Lee Ethier
Jocelyn Frances Ethier (HH)
Andrew Martin Felper
Kristen Coleen Fischer
Michael James Fleet
Justin Daniel Flynn
John Patrick Ford
Cortland Chandler Francis
Sarah Jean Gaulitz
Sarah Ann Gelb
Ryan James Gillis
Julie Elizabeth Gladwin
Tracy Lynn Glover
Timothy Mark Gomes
Ian Galbraith Gustafson
Danielle Marie Hansen

Alexander Ryan Hayes (HH)
Lindsey Anne Heerde
Christina Serena Henderson (HH)
Jennifer Marie Henneberry (HH)
Kenneth Albert Horan
Brian Michael Howarth
Heather Darlene Howington
Adam Francis Hurlburt (HH)
Christopher John Hurst (HH)
Emily Suzanne Irons (HH)
Sean Joseph Johnson
Lisa Kathryn Julian (HH)
Matthew John Kapusta (HH)
Elizabeth Ann Kelly
Mandi Lee Kerivan
Joshua Paul Kimball (HH)
Susan Bernadette King
Susannah Brooke Kirkpatrick
Cheryl Jean Kocsis (HH)
Asher Donald Robert Laliberte (HH)
Robin Kristine Lambert (HH)
Sarah Page LaMotte
Rachel Christine Lapan (HH)
Andrew Joseph Laude
Lori Beth Loftus (HH)
Sarah Rose Lord (HH)
John Joseph Mahoney (HH)
Jennifer Lynn Makridakis (HH)
Tiffini Lee Mann
Thomas Paul Mantoni
Luke Alexander Miller (HH)
Carolyn Rose Moran
Daryl Laine Mottola
Dana Charles Mozart
Gabriel Mark Muello
Lauren Helene Nanatovich
Jared William Otte
Katie Elizabeth Pichel
Matthew Charles Pichel
Jacalyn Michelle Plante (HH)
Mark Edward Polinski(HH)
Michael William Quirk (HH)

Margaret Ellie Rabs (HH)
 Jocelyn Ragaini
 Amanda Elizabeth Rawlings
 Candice Marie Rexford (HH)
 Wesley Charles Rianhard
 Craig Michael Rich
 Daniel Mark Rizzo
Ryan Michael Rooney
Jennifer Rae Sarkisian (HH)
 Danielle Marie Shaheen (HH)
 Courtney Leigh Shea (HH)
 Thomas Paul Sheehan
 William Francis Sheehan
 Benjamin Kenneth Siemaszko
Charles John Stakus III (HH)
 Stacey Anne Teed

Matthew Gregory Tereyak
 Maria Chiarina Thompson
 Spencer Daniel Toddings
 Robert Matthew Valentine
Marissa Leigh Washburn (HH)
 Lucinda Alina Waysack (HH)
 Courtney Melissa Weed
 Natasha Marie Williams
Charlotte Faye Williamson (HH)
 Michael Joseph Wirtz
 Amelia Wolf-Jaworski
 Lauren Elizabeth Wood

Bold: National Honor Society
 (HH) with High Honors

CLASS OFFICERS

President	John J. Mahoney
Vice President	John P. Ford
Secretary	Amanda J. Cook
Treasurer	Jennifer R. Sarkisian

CLASS ADVISORS

Debra A. Callahan and Ronald A. Cochran

CLASS MOTTO

"Success is not final, failure is not fatal: it is the courage to continue that counts."
 Sir Winston Churchill

CLASS COLORS

Green and White

CLASS FLOWER

"Peace" Rose

SCHOOL COMMITTEE

Collette Rooney, Chairperson
Jay Byer Donna Henderson Kathleen M. O'Neill
Cynthia Robertson John Robertson

SUPERINTENDENT OF SCHOOLS

Paul D. Daigle, M.Ed.

DIRECTOR OF PUPIL PERSONNEL SERVICES

Maryellen L. Gray, M.Ed.

SCHOOL FACULTY

Joan M. Scribner, M.Ed., Principal
Patrick M. Larkin, M.A., Assistant Principal
Lynne B. Caron, M.Ed., Dean of Students
Stephen C. Gressak, M.A., Guidance Director

Patrick J. Allen, M.Ed.
Priscilla S. Arbuckle, M.S., CCC-SLP
Ana Maria Atherton, B.S.
Aimee S. Bel, B.A.
Patricia A. Bongiorno, M.A.T.
Donna L. Brown
Lauren M. Butera, B.A.,
Kevin M. Campbell, M.Ed.
Katherine W. Clarke, M.A.
John Clements, M.Ed.
Michael J. Clements, M.Ed.
Alison Clish, M.Ed.
Ronald A. Cochran, M.Ed.
Howard W. Cohen, M.A.T.
Kevin Connors, M.A.
Rita Cooney-Brown, M.S.
Arthur Courtman, M.A.
Peter J. Curley, B.S.
Michelle M. DiNatale, B.S.
Katherine Ducat, M.A.
Mark Feeley, M.B.A., CAGS
Eric Fletcher
Amy Gilchrist, B.S.
Carla Gould, B.A.
James H. Grant, B.A.
Leah B. Guerin, B.F.A.
Corey Guerra, B.S.
Sara Guerra, M.B.A.
Barbara Hendricks, M.A., CCC-SLP
Tricia E. Hill, M.Ed.

Aime Hughes, M.Ed.
Julie Jussaume, B.A.
F. Andrew King, B.S.
JoAnn Krause, R.N., B.S., NCSN
Pamela Kyrka, M.A.T.
Kathleen Laflash, B.S., M.Ed.
Marsha I. Ledoux, M.Ed.
Carine M. Lee, M.A.T.
Shauna Lucibello, B.S.
Ellen Mackie, B.S.
Michael E. Maloney, M.Ed.
Beverly Marmorstein, M.A.,
CADC, NCSP
Kevin J. McNamara, B.S.
Robert Messick, M.B.A.
Henry P. Morel, M.A.T.
Arlene M. Murray, B.A.
Carl M. Olson, III, B.S.
Christine H. Page, M.Ed.
Gary Perras, M.B.A.
Wayne R. Phipps, B.A.
James Porter, B.A.
Melisa Potty, B.A.
Pamela Ricker, B.A.
Nancy C. Robbins, LPN
Leon Rozmarin, M.A.
Kathleen Shea, M.S.
Heather Waterman, B.A.
Susan E. Wheeler
Jacqueline Wheelock, M.A., CCC-SLP

**NIPMUC REGIONAL MIDDLE/HIGH SCHOOL GRADUATION
CLASS OF 2003
SCHOLARSHIPS**

American Legion School Award Roger L. Wood Post #355	John Mahoney
Milford Whitinsville Regional Hospital Activities Committee	Amanda Cook Timothy Gomes
Milford Area Chamber of Commerce	Michael Quirk
American Legion Marshall Leland Post 173 of Upton	Jennifer Sarkisian Jared Otte
Medway Federation of Teachers	Julie Baldiga
Nipmuc Student Council	Michael Quirk Ryan Rooney
Upton Grange Scholarship	Dennis Daubney
Nipmuc Arts Society	Danielle Shaheen Dennis Daubney
In Memory of Eben T. and Alice M. Hall And their son Robert Edward Hall, Class of 1936	Ryan Rooney
Ernest W. Ramsey Memorial Scholarship	Christine DeMeo
Upton Men's Softball League	Dennis Daubney
Mendon Upton Music Boosters	Daniel Callahan Pamela Callahan Julie D'Onofrio Brent Bulock Michael Quirk Candace Rexford
Nipmuc Warriors Club	Amanda Cook William Sheehan

Upton Youth Club in Memory of Robert Teachout	Dennis Daubney Kenneth Horan Mark Polinski Courtney Weed Michael Quirk
Larry C. Niro Memorial Citizenship Award	John Mahoney
Harold Hopkins Memorial Scholarship	Margaret Rabs
Mendon Firefighters Association	Jocelyn Ethier Charles Stakus
Chadd Ghelli Memorial Scholarship	Christina Henderson Thomas Sheehan
Mary Ellen Aldrich Scholarship	Emily Irons
In Memory of Kimberly McNeil	Stacey Teed
George L. Wood V.F.W. Post 5594 of Upton	Michael Quirk Mark Polinski
Upton Police Union Local 162	Julie Baldiga Theodore Ancher
Mendon Upton Music Boosters	Ian Gustafson
Daughters of the American Revolution Good Citizenship Award	John Mahoney
Upton Youth Club	Ryan Rooney Adam Hurlburt
Sandy Ray Memorial Scholarship	Carolyn Moran
Wilho Frigard Memorial Scholarship	Cheryl Kocsis
Mendon Country Gift Barn	Sarah Gaultitz Christina Henderson
Roy O. Johnson Memorial Scholarship	Matthew Kapusta
Johnna Gould Bradley Memorial Scholarship	Michael Quirk

Andred Sala Memorial Scholarship	Lisa Julian Brent Bulock
Upton Fire and EMS Association	Julie D'Onofrio
Clifford B. Crowe Art Scholarship	Danielle Shaheen Dennis Daubney
Mendon Lion's Club Scholarship	Christina Henderson Emily Irons
Mendon Upton Soccer Club	Thomas Sheehan Charles Stakus
Selectmen of Mendon Good Citizenship Scholarships	Emily Irons Jennifer Makridakis John Mahoney
James M. Varney Memorial Scholarship	John Mahoney
George G. and Ruth R. Newton Scholarship	Christine DeMeo
Excellence in Government Award given by The Selectmen of Mendon	Christopher Hurst
Milford Bar Association Scholarship	Margaret Rabs
Deborah L. Beltramini Memorial Scholarship	Ian Gustafson
Bud LeClaire Scholarship	Emily Irons
Milford Rotary Club Scholarship	John Mahoney
Upton Women's Club	Amanda Ethier Dennis Daubney John Mahoney
Milford Federal Savings and Loan Association	Charlotte Williamson
Shelley D. Vincent Memorial Scholarship Given by the Milford National Bank	John Mahoney
Harriet H. Jurentkuff Scholarship	Dennis Daubney

Unibank for Savings

Sarah Lord

Upton Men's Club

Dennis Daubney
Adam Hurlburt

Jesse A. Taft Scholarship

Luke Miller

Henry P. Clough Memorial Awards

Amanda Cook
Courtney Weed
John Mahoney

Ella Whitney Risteen Scholarship, Clause B
Administered by Selectmen of Upton

Katherine Adams
Julie Baldiga
Dennis Daubney
Julie D'Onofrio
Adam Hurlburt
Michael Quirk
Lucinda Waysack
Courtney Weed

Mendon-Upton Regional Teacher's Association Awards

Recipients:

Tracy Glover
Emily Irons
Johanna Burrill
Thomas Sheehan (Janet A. Porter Memorial Scholarship)
Pamela Callahan
Jennifer Makridakis
Adam Hurlburt
Michael Quirk

BLACKSTONE VALLEY VOCATIONAL REGIONAL SCHOOL DISTRICT FY2003 ANNUAL REPORT

ABOUT OUR SCHOOL COMMITTEE

The Blackstone Valley Vocational Regional District School Committee sets the framework for the successes shared within this report. Not only are these elected officials highly familiar with the challenge of providing academic lessons to our students, but they are also highly familiar with the vocational technical lessons inherent in our curriculum.

Discussions and deliberations are enhanced by the diversified daytime occupational experiences of the school committee members. Our school committee, consisting of machinists, business owners, utilities specialists, health benefit analysts, business administrators, carpenters, educators, engineers, auto body technicians, and firefighters, is always looking for new, creative, and cost effective ways to support student ambitions while ensuring our taxpayers see a return on their investment.

E. Kevin Harvey of Bellingham, Chairman
Matthew C. Krajewski of Blackstone
John C. Lavin, III of Douglas
Anthony M. Yitts of Grafton
Robert S. Metcalf of Hopedale
Michael D. Peterson of Mendon, Assistant Treasurer
Arthur E. Morin, Jr. of Milford
Chester P. Hanratty, Jr. of Millbury
Gerald M. Finn of Millville, Vice-Chairman
Joan A. Gautreau of Northbridge
Mitchell A. Intinarelli of Sutton
Kenneth M. Pedersen, Jr. of Upton
Daniel L. Baker of Uxbridge, Secretary

Treasurer
Barbara Auger

Special thanks to former school committee members Everette Young of Hopedale and Robert Snow of Upton for their many years of distinguished service to Valley Tech and to their communities.

Submitted by the Blackstone Valley Vocational Regional District School Committee and Superintendent-Director Michael F. Fitzpatrick.

From the Superintendent-Director

This report details the highlights of our fiscal year, July 1, 2002 – June 30, 2003, and comes to you as notification of the hard work effort, and determination displayed by our administrative team, our staff members, and our students.

We at Valley Tech take seriously the need to be accountable to our investors – our shareholders if you will – namely the taxpayers of the 13 towns that support our initiatives each year. Moreover, we embrace this opportunity to share measured growth with you and to reaffirm the ever-constant request for input to improve our award-winning system in each and every way we can.

Perhaps tops among the many high points of the year was the admirable performance of our senior class, which achieved a 99.5% passing score on the state mandated MCAS tests, the highest of any vocational-technical school and among the highest of any traditional high school in the Commonwealth of Massachusetts. Valley Tech teachers and support staff are a critical part of this success story, as is the work of the students themselves. I have enjoyed the opportunity to know these students firsthand and wasn't one bit surprised at their impressive performance on the tests.

Preparing a student academically, technically, socially and emotionally is a large undertaking. We do not accomplish it alone. The help of entities such as the School Based Health Center, a collaborative effort between Valley Tech and Milford-Whitinsville Regional Hospital dedicated to educating students on the importance of mental and physical health and fitness, plays an important role in our story of success.

As that success story continues, we will continue to fill a vital role in the economic engine of the Blackstone Valley, producing well-educated and well-trained graduates ready to enter the workforce and/or pursue higher academic and technical degrees.

Perhaps that is why some community members have called Valley Tech the gem of the Blackstone Valley.

Indeed, the future looks bright for Valley Tech. Our expansion and renovation of the Valley Tech learning facility is now underway, our school committee continues to provide leadership and experience in our journey to succeed, and our recognition as a Compass School by the state department of Education reaffirms that we are on the right path to succeeding in our mission to educate our students for a global advantage.

Best regards,

Dr. Michael F. Fitzpatrick
Superintendent-Director

**\$36 million Construction/Renovation of Valley Tech is underway,
Green schools Initiative provides added boost.....**

Valley Tech officially broke ground Friday, May 16, 2003 on its \$36 million expansion and renovation project. More than 200 people attended the ceremony and related festivities, which kicked off in earnest the rehabilitation of a facility that dates to the 1960s. In addition to providing for a much needed facelift, the project will add 14 new classrooms, three new vocational-technical programs, and a 1,400 seat competition center to the campus.

Superintendent-Director Michael F. Fitzpatrick put the event in perspective for those in attendance at the groundbreaking ceremony: "As deservedly focused as all of us have been on this new facility, which will prove marvelous, I trust that we recognize that ultimately the upgrade and expansion is not about brick and mortar. Everything we do at Valley Tech is for our students – today, tomorrow, and beyond."

U.S. Congressman Richard E. Neal offered congratulatory remarks, as did State Sen. Richard T. Moore and State Reps. Jennifer Callahan and Paul K. Frost. State Rep. Marie J. Parente, unable to attend due to a scheduling conflict, visited the school earlier in the day and congratulated those involved in the project.

Attendees at the groundbreaking included Loren Belida, senior vice-president of architecture for the H.L. Turner Group, George L. Agostini, president of Bacon Construction, and Richard Tinsman, program director for the Massachusetts Technology Collaborative Green Buildings program. The Turner Group is providing architectural services for the expansion and Bacon Construction is the general contractor for the project. Mr. Tinsman presented Valley Tech with an oversized check representative of the \$130,000 in grants the school system has received for its energy efficient and environmentally friendly construction initiatives.

Helping celebrate the occasion was a brass quartet from the Claflin Hill Music Performance Foundation. Valley Tech's award-winning culinary arts students provided hor d'oeuvres. Valley Tech Expansion Project Manager Robert Gilchrist led the groundbreaking ceremonies and School Committee Chair E. Kevin Harvey offered closing remarks.

Renovation and expansion will allow Valley Tech to gradually increase student enrollment from 900 students to 1200 students. The project is expected to be completed by 2006.

Valley Tech named Compass School

The Massachusetts Department of Education analyzed more than 150 school systems before selecting Valley Tech to serve as a 2003 Commonwealth Compass School. The Blackstone Valley Vocational Regional School District will be recognized and celebrated for its school wide improvements, and will be charged with disseminating information and sharing its ideas, practices, and models for success with other school systems across the state. The Compass School award comes with a \$10,000 grant.

In its report to the Massachusetts Department of Education, the Compass School site survey team lauded Valley Tech's innovative approach to education. "The essential outcome of the school's successful work is the virtual absence of an academic-vocational divide. From superintendent to newly recruited teacher, there is a culture that has been grown organically at Blackstone Valley focusing all professional work on student success. This has paid high dividends," the report states.

The report singles out Valley Tech's "across the curriculum approach" in reading, math, and technology as one impetus for success. The senior portfolio, the teamwork demonstrated by the entire staff, the "respect" theme embedded in students and staff are also mentioned as ingredients in the school's recipe for success.

The report further lauds the school system for its innovative school calendar: "The student calendar days were increased to 193.... This allows opportunities for staff to meet either in team clusters or in other configurations including meetings of cross discipline department chairs... There are regular senior leadership and school council meetings, too, but it seems that the change agenda is truly driven from grass roots as a result of sensible arrangements that allow professional exchange and discussion."

Other comments from the report:

"Valley Tech has enjoyed high staff stability over the past ten years and dramatically increasing student success (as measured by transition to work and MCAS achievement and decreasing suspension and dropout rates). The school and district administrators link this success squarely to detailed strategic planning, quality management and the creation of a strong sense of joint ownership by students, academic and vocational staff."

"The district and school leadership and the school faculty speak with one voice about the success of their innovative strategies that have all but raised the bar of the whole school population above the MCAS 'failing category.'"

"The involvement of the whole faculty in decision making – particularly in terms of planning the integrated curriculum – forces teachers and administrators to make the connection between long-term initiatives, changed instructional objectives and student learning goals."

"Investment in 'respect across the curriculum' has paid off not only in enabling student success but also in a calm and orderly building where student management is made to look easy. The school is not complacent about these achievements, and every opportunity is taken to support the interests and aspirations of individual students.."

"The conditions are in place for the Blackstone Valley Vocational Regional School District to serve as a model of effective practices and successful improvement initiatives. The leadership, faculty and students are enthusiastic about their work and could articulate

the reasons for their success clearly...In this respect, any school visiting Blackstone Valley would have the advantage of seeing 'professional work in progress' and a culture where teaching and learning permeate that culture."

Valley Tech wins Gold at National SkillsUSA-VICA Conference

Valley Tech's Erin Woodward earned a gold medal and Jason Irr took home a bronze in the 39th Annual SkillsUSA-VICA National Leadership and Skills Conference, held June 24-27 in Kansas City.

It is the fifth year in a row that Valley Tech has earned a culinary arts medal in the national competition, but Erin Woodward, a junior, is just the second national gold medal winner in Valley Tech history and the first in the culinary arts program.

To get to the national competition, held over three days in three venues, Erin Woodward of Uxbridge, Jason Irr of Millbury, and Brian Veneziano of Milford, first had to win at the district level and then at the state level. Working against the clock and each other, some 4,000 students from all 50 states competed in 75 different trade, technical, and leadership fields. The participants proved their expertise in fields such as electronics, technical drafting, precision machining, medical assisting, and culinary arts. The contests are planned by a committee made up of representatives of labor and management and are designed to test the skills required in each field.

SkillsUSA-VICA is the national organization for students in trade, industrial, technical, and health occupation educational fields. It sponsors the SkillsUSA Championships each year to recognize the achievements of vocational students and to encourage them to strive for excellence and pride in their chosen occupations.

Athletic teams represent Valley Tech well in community

The Valley Tech High School boys varsity basketball team received the 2002-2003 Massachusetts Alliance for the Promotion of Sportsmanship Award and the team also received the Massachusetts Interscholastic Athletic Association's team sportsmanship award.

Valley Tech accepted the MAPS award at the Fleet Center during the halftime of the March 26 basketball game between the Boston Celtics and the Golden State Warriors. Celtics forward Walter McCarthy and MAPS officials presented the award to the Valley Tech team captains. Valley Tech earned the recognition for its display of sportsmanship, camaraderie, commitment to fair play, and courage throughout the season as one of its players, senior Alex Stansky of Uxbridge, battled an incurable form of cancer.

The Valley Tech cross country teams competed in the 7th Annual Walt Disney World Cross Country Classis in Orlando, FL. The boys and girls teams raised more than \$7,000 to cover expenses of the Columbus Day weekend trip. The boys' team placed ninth out of 26 teams from the United States, Great Britain, Australia, Venezuela and other nations. The girls' team placed 13th out of the 24 teams.

Valley Tech High School and Nipmuc Regional High School found another cost effective way to provide extra-curricular activities for students while strengthening a partnership between their respective school systems. Through a cooperative agreement, Nipmuc and Valley Tech this spring fielded an intramural girls lacrosse team. The program was so successful that both schools plan to expand the partnership to a junior varsity team in 2004 and a varsity team in 2005. The agreement is similar to the partnership between Valley Tech and Grafton that created a boys varsity hockey team.

Valley Tech now offers more than a dozen extra-curricular athletic choices, including basketball, football, soccer, volleyball, cheerleading, track and field, and softball.

Students and Staff continue to achieve success...

Our students and staff strive for excellence every day. Perhaps Valley Tech's highest achievement of the 2002-2003 school year was the performance of our seniors on the MCAS tests. An outstanding 99.5 percent of the Class of 2003 passed the test, giving Valley Tech the highest passing percentage of any vocational-technical school in the Commonwealth and among the highest of all traditional high schools in the area.

The success on the MCAS is attributed to be unparalleled commitment by our faculty and the hard work and effort of our students. On an individual level, the work of Valley Tech students was just as impressive and the community around us took notice.

The Providence Graphic Arts Association named Ashley Courtemanche of Grafton the recipient of the Providence Graphic Arts Association's 2003 Outstanding Graphic Arts Student award. A trade association consisting of printers, publishers, and graphic art companies in Rhode Island and southeastern Massachusetts, the Providence Graphic Arts Association each year recognizes high school students who have demonstrated proficiency in the graphic arts field.

The award was presented to Ashley, a 2003 graduate, at the group's annual awards banquet, held May 27, 2003 in Providence, R.I. and highlighted a night in which Valley Tech students took home 15 awards. Ashley's recognition showcases the external praise made possible to Valley Tech students who successfully weave their way through 2000 plus hours of laboratory, studio, and classroom work. Valley Tech's electronic portfolio requirement further convinces prospective employers and college admission agents of the quality of Valley Tech graduates.

In all, five Valley Tech entrants earned first place recognition, four earned second place awards, and five others received honorable mention. Categories Valley Tech students earned recognition in included one- and two-color business cards, certificates, graduation programs, pamphlets, tickets, and newsletters. Projects included work done for Hopedale High School's Drama Club, the Mendon DARE program, Upton's Department of Public Works, and the Milford-Whitinsville Regional Hospital's School Based Health Center.

The work of drafting and manufacturing students Brandon Drake, Joshua Geary, Sean Lucier, Sandy Spaulding, and Robert Felice received national recognition for their design and construction of an aluminum dog sled. The sled, entered into the 2002 James F. Lincoln Arc Welding Foundation School Shop Awards Program, won the Division I Region I Silver Award and was featured in the 2003 awards program brochure, distributed to high schools, technical institutes, and colleges across the nation.

The Lincoln Arc Welding Foundation sponsors programs for the advancement of arc welded design, engineering, and fabrication. Valley Tech students competed against high school students from throughout the northeast. Region I stretches west to east from Wisconsin to Maine and south to West Virginia.

Valley Tech's winning entry was a composite project of students in the drafting program and students in the manufacturing technologies program as part of the school's JASON Project study of frozen worlds. Drake, of Northbridge, and Felice, of Millbury, designed the sled. Lucier and Spaulding, of Grafton, and Geary, of Northbridge, completed the manufacturing of the sled. For their efforts, the Valley Tech team received a cash prize and a certificate of achievement for outstanding performance in national competition.

Automotive students Mike Landry of Millville and James Bengston of Millbury earned the High Written Trophy in the state finals of the Massachusetts Auto Dealers Technology Competition. Landry and Bengston left the contest, held during the New England International Auto Show in Boston, with the highest written scores of all opponents in the 2002 Show. The students were scored on eight Automotive Service Excellence (ASE) areas.

But it wasn't just the students who were recognized: Valley Tech biology teacher Francine Breger was one of seven finalists for the Worcester Polytechnic Institute's Technological Humanist Award. Mrs. Breger placed fourth and, as an honorable mention recipient, received \$500 to be spent in her classroom. She beat out 64 teachers from nearly every geographic area of the state. The award was created by WPI to honor teachers who exemplify "technological humanism" – those skills that integrate technology and humanities in ways that inspire students to use and study science and technology in ways that will benefit society.

Mrs. Breger strives to teach concepts in her classroom every day. "I try to teach the students to enjoy, appreciate, and understand the world they live in," she said. "It makes them look at Earth from different angles. If they learn to preserve it, they will be able to enjoy it. It is wonderful working with kids because they still have an innocence and enthusiasm that often diminishes as we become adults."

Investing in our students...

Each year, we make a concerted and untiring effort to secure grants and donations to supplement the community's investment in quality vocational technical education. In FY2003, Valley Tech secured more than \$1 million in public and private grants and donations, a 24 percent increase from FY2002. The additional funding meant an extra \$1,156 was spent helping to educate each of our 900 students.

And our investment is paying off as members of the Class of 2003 secured, on average, more than \$1,500 per student for college scholarships.

A sampling of some of the grants secured by Valley Tech in FY2003:

Academic Support Services Grant - \$58,000

Exemplary Models for Student Success Grant - \$240,712

Perkins Occupational Ed/Voc. Skills Grant - \$168,468

Renewable Energy Trust Fund Green Schools Initiative - \$150,000

Special Education 94-142 Entitlement Fund - \$171,969

School-Based Health Center/Milford-Whitinsville Regional Hospital - \$81,037

MetroWest Health Foundation-Healthy MetroWest Initiative - \$49,100

Valley Tech makes a return on the community's investment...

A cornerstone of Valley Tech's success has been our commitment to the community. Partnering with community organizations and private companies pays a significant dividend in both dollars and knowledge. This year, 1,032 community service projects were completed, saving the district and member towns nearly \$300,000.

This year saw the completion of a house building project in Douglas for the Brosnahan family. Other projects included town signage, the painting of municipal offices, the repair of town vehicles, and the production of park picnic tables.

The Annual Superintendent's Dinner was once again a success, as was the fifth annual charity golf tournament. Proceeds from both events were used to meet non-budgeted school requests, enhance student service projects and extra curricular activities and for student scholarships.

Sponsors of school programs this year included Worcester Polytechnic Institute, Lampin Corporation, Milford-Whitinsville Regional Hospital, UniBank for Savings, EMC Corporation, TLC, Inc., Epco Fab., Griffin Electric, Wheelabrator Millbury, Inc., Bacon Construction, Gaudette Insurance, Wyman-Gordon Foundation, Massachusetts Electric, American National Power, Waters Corporation, Milford Federal Savings & Loan Association, Milford National Bank & Trust, and countless others.

13 Towns unanimously approve Valley Tech budget

For the fifth year in a row, the thirteen towns that make up the Blackstone Valley Vocational Regional School District have unanimously approved Valley Tech's budget request.

The arduous process, made even more difficult with the delays and constant changes in this year's state budget figures, took nearly three months, as annual town meetings were postponed or continued to later dates. Also making this year's budget process more complicated than usual was the 18 percent cut in state aid to Valley Tech.

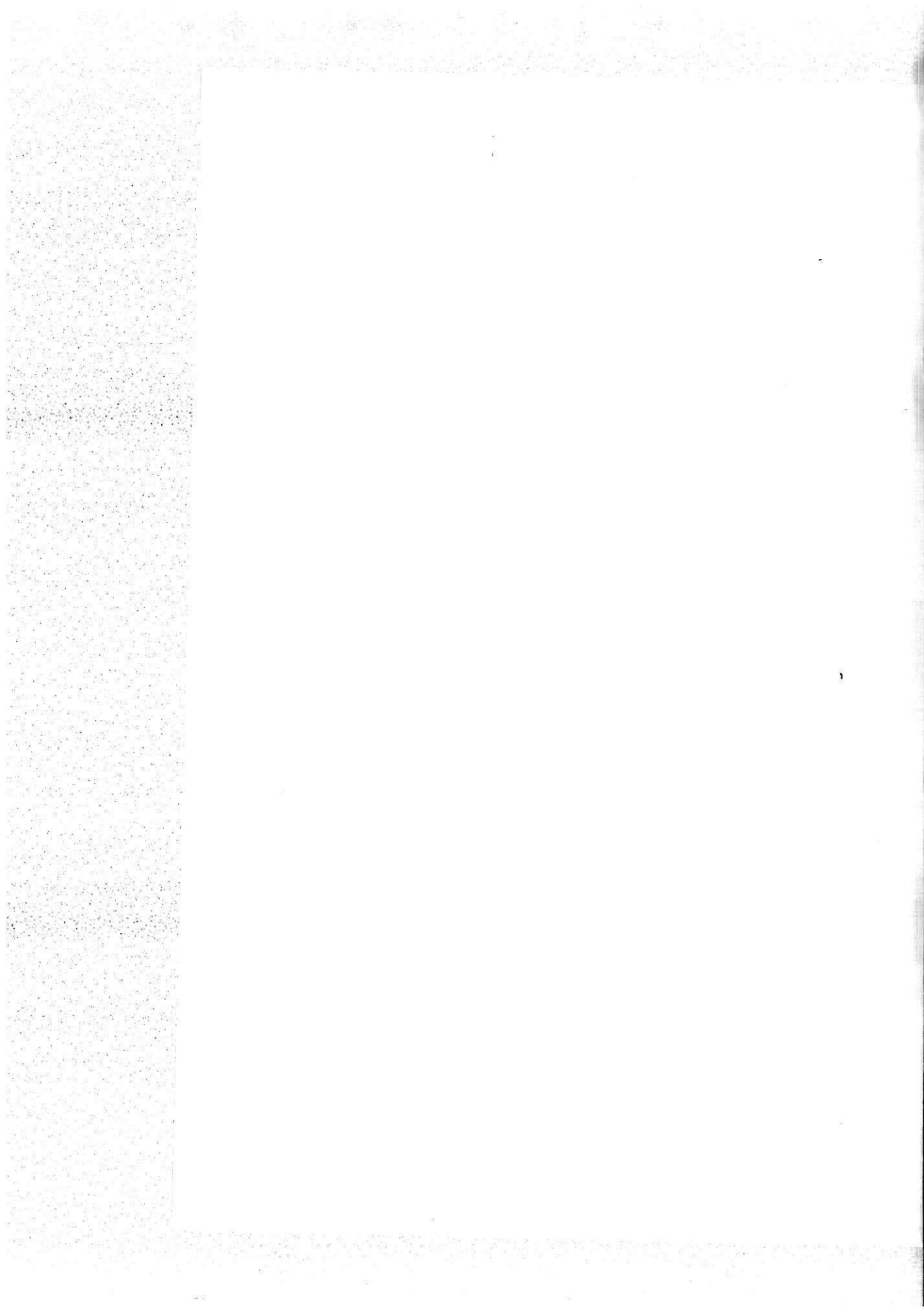
"It is a credit to the students, the teachers, and the staff that the voters in our district feel good about making an investment in our school system," said Superintendent-Director Michael Fitzpatrick. "We were very cognizant of the harsh realities of town budgets, cuts in state aid, and the condition of the local and national economy. That's why we worked internally to develop a budget that was essentially a zero percent increase from the previous budget."

Bellingham, Blackstone, Douglas, Grafton, Hopedale, Mendon, Milford, Millbury, Millville, Northbridge, Sutton, Upton, and Uxbridge voted in favor of fully funding Valley Tech's requested budget amount. In all, voters approved a \$6.4 million contribution to Valley Tech's \$12.7 million operating budget. Valley Tech receives \$4.6 million in state aid and in excess of \$1 million in grants and donations to the school.

School officials credited the tireless work of Valley Tech's School Committee and the number crunching done by Business Director Kurtis Johnson, for developing a viable budget that taxpayers could support. Making the budget process smoother for Valley Tech was the strong showing of alumni and parents of former, current, and future Valley Tech students at each of the town meetings.

Class of 2003

Blackstone Valley Tech's 194 graduates included Upton's Rebecca Hall – Office Technology, Timothy Madeira – Carpentry, Jeffrey Mezzanotte – Manufacturing Technologies, Justin Rankins – Auto Body, Daniel Soares – Electrical, Jeremy Vittori – Maintenance Repair Services, David Wisnewski – Maintenance Repair Services.



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TOWN DIRECTORY EMERGENCY

Police..... 911

Fire..... 911

Ambulance..... 911

Selectmen (Meeting each Tuesday Evening 7:30 p.m.).....	529-6901
Administrative Assistant (Monday-Friday 8:00 a.m.-5:00 p.m.)	529-6901
Town Clerk (Monday/Wednesday 9:00 a.m.-3:00 p.m.	
Tuesday, Thursday, Friday 9:00 a.m.-1:00 p.m.)	
Tuesday and Thursday Evenings 6:00 p.m.-8:00 p.m.	529-3565
Assessors (Monday-Thursday) 7:30 a.m.-3:30 p.m. and	
Tuesday Evening 6:30 p.m.-8:30 p.m.	529-1002
Code Enforcement Department	
(Monday, Tuesday, Wednesday, and Friday 9:00 a.m.-3:00 p.m.	
Saturday 9:00 a.m.-12 Noon)	529-2633
Collector/Treasurer (Monday-Thursday 9:00 a.m.-4:00 p.m.	
and Tuesday Evening 4:00 p.m.-6:00 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
Emergency Management Director	529-3421
Fire Department Business	529-3421
Health Board (Monday-Friday 9:30 a.m.-3:00 p.m.	
Meeting on 2nd and 4th Thursday Evenings 7:30 p.m.)	529-6813
Historical Commission.....	529-1019
Housing Authority.....	529-3293
Library (Tuesday, Wednesday & Thursday 10:00 a.m.-8:00 p.m.,	
Friday 10:00 a.m.-4:00 p.m., Saturday 10:00 a.m.-2:00 p.m.,	
Closed Sundays and Mondays)	529-6272
Nursing and Health Service	529-3110
Parks and Recreation Building (Summers Only).....	529-3232
Planning Board (Tuesday and Thursday 9:00 a.m.-3:00 p.m.)	529-1008
Plumbing Inspector	529-6296
Police Department Business	529-3200
Department of Public Works.....	529-3067
Riverside Community Care.....	529-7000 & 478-0820
Superintendent of Schools	634-1585
Town Accountant	529-1013
Tree Warden	529-6247
Veterans' Agent	529-6191
Wastewater Treatment Plant	529-3216 & 529-3993
Water Department	529-3993
Water Department Emergencies	529-3200
Wiring Inspector	529-2633
Zoning Board of Appeals	
529-3507	