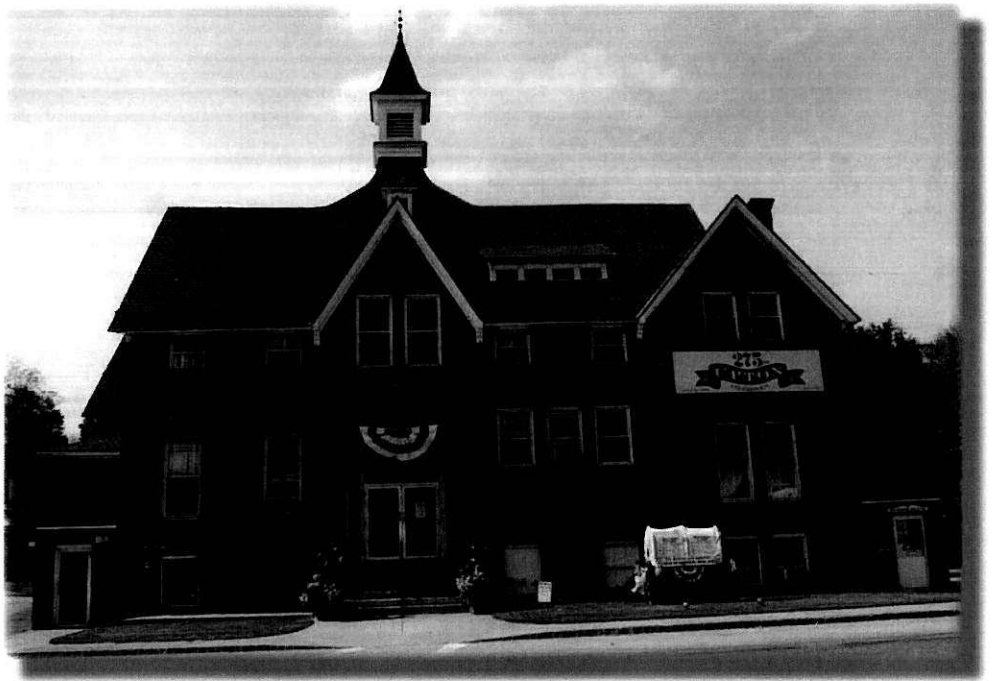
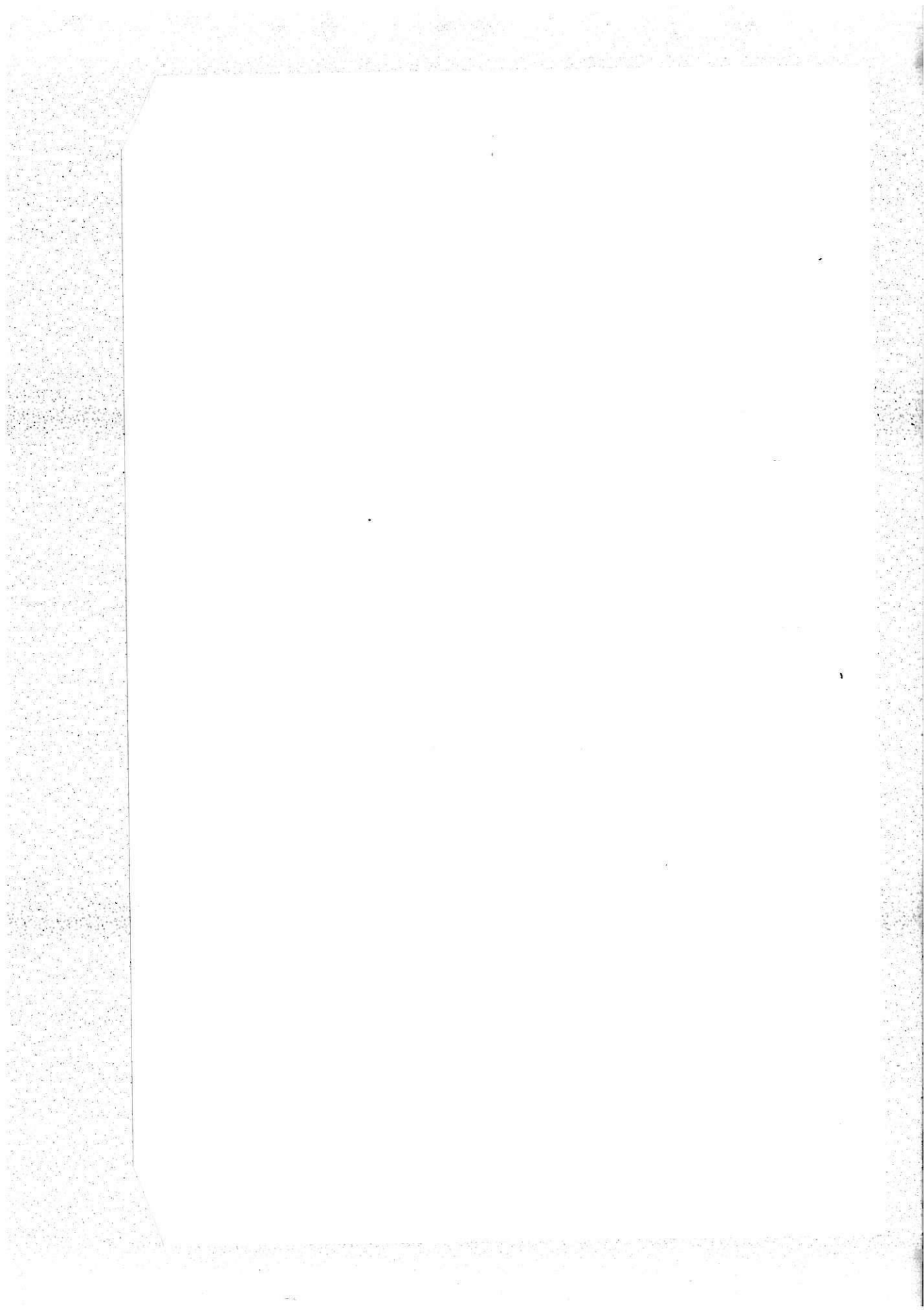


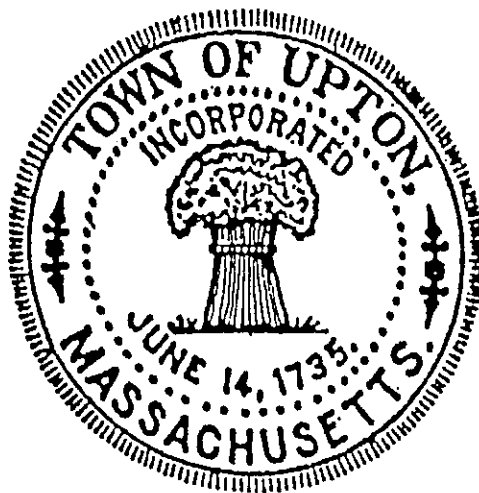
275th Anniversary  
Of The  
Town of Upton



Annual Report  
of the  
Town Officers  
For the Year Ending December 31, 2010



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



**for the**  
**YEAR ENDING DECEMBER 31, 2010**

## TOWN OF UPTON

Incorporated June 14, 1735

2010 – Town Census	7,366
2009 - Town Census	7,257
2008 – Town Census	7,279
2007 – Town Census	7,095
2006 – Town Census	7,210
2005 – Town Census	7,246
2004 - Town Census	6,988
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
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 town ship 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.



**U.S. SENATORS**

*John F. Kerry of Boston*

*Scott Brown of Boston*

**CONGRESSMAN 2<sup>nd</sup> DISTRICT**

*Richard E. Neal*

**STATE SENATOR, SECOND WORCESTER DISTRICT**

*Michael O. Moore*

**REPRESENTATIVE, NINTH WORCESTER DISTRICT**

*George N. Peterson, Jr. of Grafton*

**SHERIFF OF WORCESTER COUNTY**

*Lew Evangelidis*

**CHAIRMAN & CEO WORCESTER REGIONAL RETIREMENT**

*Kevin P. Blanchette*

**CLERK OF COURT (SUPERIOR), WORCESTER COUNTY**

*Dennis P. McManus*

**REGISTER OF PROBATE AND INSOLVENCY**

*Stephen G. Abraham*

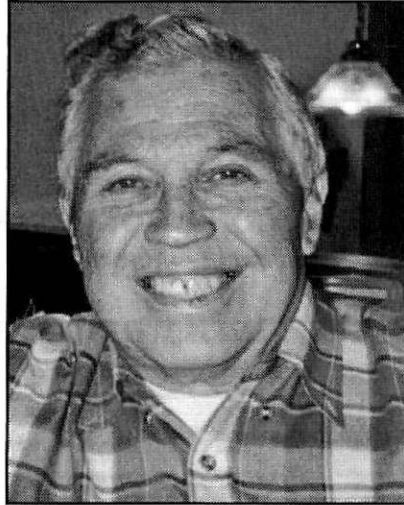
**REGISTER OF DEEDS, WORCESTER COUNTY**

*Anthony J. Vigliotti, Esq.*

**DISTRICT ATTORNEY, WORCESTER COUNTY**

*Joseph D. Early, Jr.*

## IN MEMORIAM



**Roger I. Bartlett**  
Zoning Board of Appeals



**Carolyn J. Blomquist**  
Planning Board  
Historical Commission  
Board of Library Trustees  
Upton Heritage Honoree 1996

Her pen and ink sketches of local landmarks were featured  
on the covers of Town Reports and Street Listings

## UPTON TOWN OFFICERS 2010

### MODERATOR

David C. Loeper

term expires 2011

### TOWN CLERK

Kelly McElreath

term expires 2013

### SELECTMEN

Michael E. Goodwin

term expires 2011

Robert J. Fleming

term expires 2012

Kenneth E. Picard

term expires 2013

### COLLECTOR-TREASURER

Kenneth W. Glowacki

term expires 2012

### BOARD OF COMMISSIONER OF TRUST FUNDS

Americo J. Binaco

term expires 2011

Kenneth W. Glowacki

term expires 2012

Harvey J. Trask

term expires 2013

### ASSESSOR OF TAXES

Charles T. Marsden

term expires 2012

Glenn H. Fowler.

term expires 2013

Anthony W. Bonina (resigned 7/2010)

term expires 2011

Teresa Ambrosino (elected by joint election 9/7/10)

term expires 2011

### MENDON-UPTON REGIONAL SCHOOL DISTRICT COMMITTEE

Heather M. Applegate

term expires 2013

Donna Coakley-McGowan, Chairman

term expires 2012

Camille M. Harvey

term expires 2011

### CEMETERY COMMISSION

Robert R. Richard

term expires 2013

William H. Sadler

term expires 2011

Leo J. Lamanuzzi

term expires 2012

### PLANNING BOARD

Paul Carey

term expires 2014

Thomas C. Davidson

term expires 2015

Raymond P. Smith

term expires 2011

Gary M. Bohan, Jr.

term expires 2013

Margaret Carroll

term expires 2012

William Tessmer

(Associate Member)

term expires 2011

### BOARD OF HEALTH

Alfred C. Holman

term expires 2012

Richard Desjardins

term expires 2011

Sherry L. Berger

term expires 2013

### TRUSTEES OF PUBLIC LIBRARY

John Robertson, Jr.

term expires 2012

Kathleen E. Kelley  
Charlotte L. Carr  
George A. Klink  
C. John Minnucci  
Candace E. Reid (resigned 7-2010)  
Erin N. Alcott  
Judith Katz  
Carol Miriam Wolff  
Laurie Wodin (elected by joint election 9-7-10)

term expires 2013  
term expires 2011  
term expires 2011  
term expires 2011  
term expires 2012  
term expires 2012  
term expires 2013  
term expires 2013  
term expires 2011

#### RECREATION COMMISSION

David R. Adams  
Timothy Alibozek  
Paul A. Pirozzi

term expires 2011  
term expires 2012  
term expires 2013

#### CONSTABLES

Term expires 2013

Karen L. Varney  
Alfred C. Holman

Barbara Burke  
James A. Comfort, Jr.  
James R. Bates Sr.

#### UPTON HOUSING AUTHORITY

Rena Richard  
Mildred F. Morin  
William S. Evans  
Richard P. Kennedy  
Judith F. McGee Appointed by the Dept. of Communities & Development.

term expires 2015  
term expires 2011  
term expires 2013  
term expires 2014

#### FINANCE COMMITTEE (Elected Members)

Herman M. Meisner  
Karen Glowacki  
Jennifer Malin (elected by BoS 7-13-10)

term expires 2012  
term expires 2011  
term expires 2011

#### APPOINTED BY THE BOARD OF SELECTMEN

##### TOWN MANAGER

Blythe C. Robinson

Contract

##### DEPARTMENT COORDINATOR

Karen L. Varney

term expires 2011

##### TOWN COUNSEL

Kopelman and Paige, P.C.

term expires 2011

##### TOWN ACCOUNTANT

Fred Aponte

term expires 2011

##### CLERK TO TOWN ACCOUNTANT

Ann L. Perkins

term expires 2011

**ASSISTANT COLLECTOR-TREASURER**

Ann L. Perkins

term expires 2011

**CHIEF OF POLICE (3 yr term)**

Michael J. Bradley, Jr.

term expires 2015

**POLICE SERGEANTS (3 yr term)**

Alan J. Cyr

term expires 2015

Bruce D. Rivard

term expires 2015

Lisa C. Vass

term expires 2015

**FULL TIME PATROL OFFICERS**

(Expires May, 2015)

Carl A. Ambrosino

Nicholas J. Palmieri

Michael D. Benjamin

James C. Fleming

Michael F. Lupachini

Erik M. Mager

Isaiah R. Poxon

Matthew R. Rankins

term expires 2011

**FULL TIME CLERK TO THE POLICE DEPARTMENT**

Paula Deiana

term expires 2011

**RESERVE PATROL OFFICERS**

Term expires May, 2011

Douglas Tripp

Shanna Jackman

**PART TIME OFFICERS**

Term expires May, 2011

Lt. Rodney B. Marchand

Robert J. Miller

Thomas B. Stockwell

**AUXILIARY POLICE OFFICERS**

(term expires May, 2011)

Aldo B. Consigli, Sr.

John Johnson

James R. Bates

Jeffrey White

Kenneth Pedersen, Jr.

Deborah LaRose

**HONORARY SPECIAL POLICE OFFICERS**

(terms expire May, 2011)

Donald R. Keniston

Henry J. Poirier, Jr.

Robert Coffin

John LeBrun

Joanne Kinney

Bruno Ragaini

**COMMUNICATIONS OFFICER**

Police Chief Michael J. Bradley, Jr. (term expires 2015)

**FULL TIME COMMUNICATION OFFICERS**

Deborah LaRose

term expires 2015

Victoria L. Burnham-Vazquez

term expires 2015

Carl E. Hartwick

term expires 2015

Roberta L. Lamothe

term expires 2015

**PART TIME COMMUNICATIONS OFFICERS**

(term expires May, 2011)

Paula Deiana

Karen Terry  
Linda Jones  
Shanna J. Glassman  
Heidi Shultz

**FIRE & EMS CHIEF**

Aaron Goodale

**DEPUTY CHIEF**

Richard J. Henderson, Sr.

**ASSISTANT FIRE CHIEF**

Michael J. Marchand

**DIRECTOR OF EMERGENCY MANAGEMENT**

(expires May, 2011)

Brian F. Kemp

**ASSISTANT DIRECTOR OF ADMINISTRATION**

Daniel Lopez, EMT

**CPR COORDINATOR**

Nader Hamed, EMT

**FIRE & EMS ADVISORY COMMITTEE**

(term expires 2011)

Shaun Marchand  
Nader Hamed

Daniel J. Lazarz  
Jim Brochu

(Following terms expire May, 2011)

**PARKING CLERK WARRANT OFFICER**

Carol A. Owczarzak

**DIRECTOR OF VETERANS' GRAVES**

Richard L. Randall

**DIRECTOR OF VETERANS' SERVICES**

Margaret Laneri

**FOREST FIRE WARDEN**

Fire Chief Aaron Goodale

**TRENCH PERMITTING AUTHORITY**

Fire Chief Aaron Goodale

**INSPECTOR OF BUILDINGS**

Patrick H. Roche

**ASSISTANT INSPECTOR OF BUILDINGS**

Rudolph J. Susienka

**DEPARTMENT COORDINATOR / CODE ENFORCEMENT DEPARTMENT**

Diane Judd

**MEASURER OF WOOD, BARK AND LUMBER**

*(Vacant)*

**GAS INSPECTOR**

Walter A. Hopkins

**ASSISTANT GAS INSPECTOR**

Thomas E. French

**OIL BURNER INSPECTOR**

Aaron Goodale

**DIRECTOR (INSPECTOR) OF WIRING**

John Poirier

**ASSISTANT WIRING INSPECTOR**

David Stanley

**DISABILITY AFFAIRS GRIEVANCE COORDINATOR**

James Gardner

**CUSTODIAN OF TAX TITLE PROPERTIES**

Kenneth W. Glowacki

**DELEGATE, CENTRAL MASS. REGIONAL PLANNING**

Margaret Carroll

**ALTERNATE DELEGATE**

James R. Bates Jr.

**SUPERINTENDENT OF PEST CONTROL**

Donald R. Keniston

**COUNTY ADVISORY BOARD MEMBER**

Michael E. Goodwin

## **PUBLIC WEIGHERS**

Jane A. Richard  
Robert R. Richard

## **FINANCE COMMITTEE**

Stephen M. Bern  
Paul T. Flaherty  
John O'Sullivan (appointed 7-13-2010)

term expires 2011  
term expires 2012  
term expires 2013

## **CONSERVATION COMMISSION**

Sandra Lajoie  
Christine Scott  
Michael Penko  
Thomas Dodd  
Scott Heim  
Marcella Stasa  
Tom Jango

term expires 2013  
term expires 2011  
term expires 2012  
term expires 2012  
term expires 2011  
term expires 2013  
term expires 2011

## **CONSERVATION COMMISSION CLERK**

Deborah Sexton (resigned 9-2010)  
Mary Denise Smith

term expires 2011

## **OPEN SPACE COMMITTEE**

(Sub-Committee of the Upton Conservation Commission)

Tom Dodd  
Rick Holmes  
Scott Heim

Marcella Stasa  
Bill Taylor  
Mike Penko

## **UPTON LAND STEWARDSHIP COMMITTEE**

(Sub-Committee established 2/22/2006 by vote: Upton Conservation Commission)  
term expires 2011

Thomas Dodd  
Scott J. Heim  
Marcella Stasa

Cathy Taylor  
Michael Penko

## **CONSERVATION AGENT** *(Vacant)*

## **REGISTRARS OF VOTERS**

George P. Kennedy (R), Chairman  
Susan A. Bonina (D) (resigned 7-2010)  
Cynthia Robertson (D)  
Eva Fowler (U)  
Kelly A. McElreath, ex-officio, Clerk (U)

term expires 2011  
term expires 2011  
term expires 2011  
term expires 2011

## **HISTORICAL COMMISSION**

Barbara E. Burke

term expires 2011



David Mackey  
Russell W. Wood  
Jonathan Meagher  
Cathy Taylor  
Jerome Owczarzak  
Joyce Heywood

term expires 2011  
term expires 2012  
term expires 2013  
term expires 2013  
term expires 2012  
term expires 2012

#### **ZONING APPEAL BOARD**

John LeBrun  
Stedman Briggs  
Joseph D. Lurie

term expires 2011  
term expires 2011  
term expires 2012

#### **ASSOCIATE MEMBER, ZONING APPEAL BOARD**

James R. Bates Jr.  
Richard Desjardins

term expires 2011  
term expires 2011

#### **DIRECTOR, COUNCIL FOR THE AGING**

James Gardner

term expires 2011

#### **SOCIAL SERVICES COORDINATOR**

Holly Whalen

term expires 2011

#### **COUNCIL FOR THE AGING**

(terms expire 2011)

Diane Powell  
Susan Kenney (resigned 9/2010)  
Robert Ethier  
Julius Walent (resigned 7/2010)  
Judy Ann Stockwell  
Georgette Johnson

Peggy Libbey  
Beverly Randazzo  
Ann Walent (resigned 7/10)  
Kathleen Kelley  
Judith Katz  
Grace Wadsworth

#### **FACILITIES MAINTENANCE / TRANSPORTATION COORDINATOR (COA)**

Steven D. MacDonald

term expires 2011

#### **CULTURAL COUNCIL**

(5 year term)

Bonnie Adams  
Leslie Rabs  
Ellen Arnold  
Stephen Martel  
Jennifer Levin  
Robin Pike  
Kelly Hurd

term expires 2013  
term expires 2013  
term expires 2014  
term expires 2014  
term expires 2014  
term expires 2015  
term expires 2015

### **CABLE TELEVISION ADVISORY COMMITTEE**

Glenn Fowler (resigned 12/2010)	term expires 2011
Tina Cote	term expires 2011
Barbara A. Morgan (resigned 12/2010)	term expires 2011

### **ACCESS PROVIDER/UCTV PRODUCER**

Jonathan Miguel (resigned 9/2010)	
Glenn Fowler (appointed 12/2010)	term expires 2011

### **AQUATIC WEED CONTROL COMMITTEE (term expires 2011)**

Charles E. Pedersen	James R. Bates, Jr.
Nancy Thompson	

### **PERSONNEL BOARD**

Seema-Jayne Kenney	term expires 2013
John K. Sicurella	term expires 2012
Greg Trussell	term expires 2012
Jean-Robert Jette	term expires 2011
Thomas J. Giblin, III, Esq.	term expires 2011

### **CLERK TO THE PERSONNEL BOARD**

Diane Judd	term expires 2011
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### **DEVELOPMENT AND INDUSTRIAL COMMISSION (term expires 2011)**

Harvey J. Trask	
Henry Poirier, III	David Sarkisian

### **DEPARTMENT OF PUBLIC WORKS DIRECTOR (Vacant)**

### **SUPERVISOR OF HIGHWAYS**

John Johnson	term expires 2011
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### **ASSISTANT SUPERVISOR OF HIGHWAYS (Vacant)**

### **PARKS SUPERVISOR**

John Johnson	term expires 2011
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### **WATER/WASTEWATER ADVISORY COMMITTEE (vacant)**

### **WATER/WASTEWATER SUPERINTENDENT**

Ronald SanSouci term expires 2011

### **CLERK, DEPARTMENT OF PUBLIC WORKS**

Carol A. Peterson term expires 2011

### **TREE WARDEN**

Donald R. Keniston term expires 2011

### **UPTON COMMISSION ON DISABILITY**

Karen Intinarelli term expires 2011

Joan E. Shanahan term expires 2011

Penny Kelly term expires 2011

### **COMMUNITY PRESERVATION (ACT) COMMITTEE**

(Appointments made per 2003 By-law)

Appointed by the Board of Selectmen

Margaret Carroll term expires 2011

Frank P. Braney term expires 2012

Richard Desjardins term expires 2013

Russ Wood (Appointed by the Historical Commission) term expires 2012

Rena Richard (Appointed by the Housing Authority) term expires 2011

Chris Scott (Appointed by the Conservation Commission) term expires 2012

Paul Carey (Appointed by the Planning Board) term expires 2012

Richard Holmes (Appointed by Open Space) term expires 2011

Dave Adams (Appointed by the Recreation Commission) term expires 2013

### **FIRE CHIEF SEARCH COMMITTEE**

(Appointed by the Board of Selectmen 10/15/09)

Term expire 2011

(Dissolved 9-7-10)

Selectman Robert J. Fleming

Jim Brochu

Gary T. Daugherty, Sr.

Michael Curley

Asst. Fire Chief Michael J. Marchand

Henry J. Poirier III

Maxwell J. Weinfuss

### **LOCAL COMMUNITY HOUSING PARTNERSHIP COMMITTEE**

Anthony Cervassi (Appointed by the Planning Board: 3 yr term) term expires 2010

Kenneth E. Picard (Appointed by the BOS) term expires 2011

Joan E. Shanahan (Appointed by the ZBA: 2 yr term) term expires 2011

Karen Intinarelli (Appointed by the CPC: 2 yr term) term expires 2012

*Vacant* (Appointed by the Moderator: 2 yr term)

**GRAFTON & UPTON RAILROAD ADVISORY COMMITTEE**

*(Committee dissolved)*

Harvey J. Trask, Esq.

term expires 2011

**TOWN HALL WINDOW REPLACEMENT COMMITTEE**

*(Inactive)*

Kelly A. McElreath  
Don Arthur

David Mackey

**TOWN HALL RENOVATION COMMITTEE**

Steven Rakitin  
David Mackey  
Don Arthur (resigned 6/2010)

Kelly A. McElreath  
Michelle Goodwin

**APPOINTED BY THE BOARD OF HEALTH**

**BOARD OF HEALTH CLERK**

Diane E. Tiernan

**AGENT**

Patricia Parent

Title 5 Agents:

Lenny Izzo & Paul McKeon

**ANIMAL CONTROL OFFICER**

Katharine Hawkins

**BURIAL AGENT**

Kelly A. McElreath

**ASSISTANT BURIAL AGENT**

Kenneth M. Pederson, Jr.

**FOOD INSPECTOR**

Janice Skinner

**PLUMBING INSPECTOR**

Walter A. Hopkins

**ASSISTANT PLUMBING INSPECTOR**

Thomas E. French

**TOWN PHYSICIAN**

Donna Krauth, M.D.

**TOWN NURSE**

Patricia Parent

**INFECTION CONTROL COORDINATOR**

Patricia Parent, RN, BSN

**APPOINTED BY THE MODERATOR  
FINANCE COMMITTEE**

Jonathan Calianos

term expires 2012

Joan E. Shanahan

term expires 2013

*Vacant*

**APPOINTED BY THE PLANNING BOARD  
DEPARTMENT COORDINATOR**

Mary Denise Smith

term expires 2011

**CAPITAL BUDGET COMMITTEE**

Ken Glowacki (appointed by Finance Committee)

term expires 2014

Robert Varney (appointed by Finance Committee)

term expires 2013

Gary Bohan (appointed by the Planning Board)

term expires 2011

Jonathan Calianos (appointed by the Finance Committee)

term expires 2011

Tina Cote (appointed by the Finance Committee)

term expires 2012

Frank Aniello (appointed by the Finance Committee)

term expires 2011

**COMMONWEALTH OF MASSACHUSETTS**

**WILLIAM FRANCIS GALVIN  
SECRETARY OF THE COMMONWEALTH**

**SS.**

To either of the Constables of the Town of Upton

**GREETING:**

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

001

Nipmuc Regional High/Middle School

on **TUESDAY, THE NINETEENTH DAY OF JANUARY, 2010**, from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the Special State Election for the candidates for the following office:

**SENATOR IN CONGRESS. . . . FOR THE COMMONWEALTH**

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

Given under our hands this 29<sup>th</sup> day of December, 2009

**UPTON BOARD OF SELECTMEN**

**Kenneth E. Picard, Chairman**

**Michael E. Goodwin, Member**

**Robert J. Fleming, Member**

**ARTICLE 16:** 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 dollars (\$2,000.00), or any other sum, for a supplemental appropriation to the Street Light Expense Account (#01-424-5200-5210), for the remainder of fiscal year 2010, or, to take any other action relative thereto.

**ARTICLE 17:** To see if the Town will vote to Amend Article #24 of the Adjourned Annual Town Meeting of May 6, 1995, and Chapter 9 of the Town's General By-Laws; which established a "Capital Budget Committee" appointed by the Finance Committee, and which requires such committee to make recommendations (to Town Meetings) on any Capital Expenditures in excess of Ten thousand dollars (\$10,000.00), before any action/vote of Town Meeting is acted upon, by replacing the sum of (\$10,000.00 with the sum of \$100,000.00), or, to take any other action relative thereto.

**ARTICLE 18:** To see if the Town will vote to appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of Four thousand dollars (\$4,000.00), or any other sum, for a supplemental appropriation to the Town Counsel Expense Account (#01-151-5200-5302), for the remainder of fiscal year 2010, or, to take any other action relative thereto.

**ARTICLE 19:** To see if the Town will vote to 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, for a supplemental appropriation to the Town's 275<sup>th</sup> Anniversary Committee Account, to help defray the cost of the Town's Anniversary Parade, to be held on Sunday, June 13, 2010, or, to take any other action relative thereto.

**ARTICLE 20:** 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 seven hundred fifty dollars (\$2,750.00), or any other sum, for the purpose of a supplemental appropriation to the Technology Expense Account, Account (# 01-159-5400-5421), to purchase five (5) Xerox DocuMate 152 Scanners, for use in the Town's Building Facilities and in conjunction with the Town's new eDrawer Document Management System, or, to take any other action relative thereto.

**ARTICLE 21:** To see if the Town will vote to appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of Thirteen thousand dollars (\$13,000.00), or any other sum, to fund the FY10 contractual dollar amount for the Upton Fire and EMS Department, said amount agreed to under terms of the collective bargaining agreement between the Town of Upton, and Local # 3338A Fire & EMS (full time) Career Members; on February 16, 2010, or, to take any other action relative thereto.

**ARTICLE 11:** To see if the Town will vote to appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of Ten thousand dollars (\$10,000.00), or any other sum, for the purpose of a supplemental appropriation to the Selectmen-Expense Account, Account (# 01-122-5400-5421), or, to take any other action relative thereto.

**ARTICLE 12:** To see if the Town will vote to remove section I.D of the Personnel By-law as it defines 'Personnel Coordinator' and replace it with the paragraph shown below, or, to take any other action relative thereto.

**I. D. Personnel Coordinator**

The Town Manager or Selectmen's designee shall act as the Personnel Coordinator. As Personnel Coordinator, this person works under the guidance of the Chairperson of the Personnel Board. The duties the Personnel Coordinator include:

- Maintaining central personnel files for each employee in the Town
- Posting all open positions
- Collecting resumes and applications for employment
- Orienting new employees to Town policies and benefits

**ARTICLE 13:** To see if the Town will vote to appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of One thousand dollars (\$1,000.00), or any other sum, to pay an outstanding invoice and to comply with the Phase I Dam Inspection of "Taft Pond Dam" by the Mass. Department of Dam Safety, by the Town's Engineer for engineering and design, of same for future repairs and maintenance, or, to take any other action relative thereto.

**ARTICLE 14:** To see if the Town will vote to appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow, the sum of Sixty-two thousand three hundred seventy dollars (\$62,370.00), or any other sum, to be used for, a supplemental appropriation (borrowing) to the ATM FY10 A32 Water Mains Replacement Account (#01-500-5010-5432), for additional improvements to the system (during the project), and to pay for cost over-runs, or, to take any other action relative thereto.

**ARTICLE 15:** 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 dollars (\$2,000.00), or any other sum, for a supplemental appropriation to the Telephone Expense Account (#01-122-5200-5341), for the remainder of fiscal year 2010, 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 One thousand dollars (\$1,000.00), or any other sum, for the purpose of a supplemental appropriation to the Technology Expense Account, Account (# 01-159-5400-5421), to purchase a replacement computer system and server for the Fire & EMS Facility Chief's Office, or, to take any other action relative thereto.

**ARTICLE 6:** To see if the Town will vote to appropriate, appropriate from available unappropriated funds in the treasury, or transfer the sum of Eighteen thousand dollars (\$18,000.00), or any other sum, for the purchase of ten (10) sets of Personal Protective Equipment (PPE) of the Fire Department to replace ten (10) sets of worn and non compliant Personal Protective Equipment, or, take any action relative thereto.

**ARTICLE 7:** 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-two thousand six hundred dollars (\$42,600.00), or any other sum, to supplement the DPW Wages Account (# 421-5100-5100), or, to take any other action relative thereto.

**ARTICLE 8:** To see if the Town will vote to transfer from the Water FY10 Wage Account (# 450-5100-5100), the sum of Three thousand one-hundred fifty dollars (\$3,150.00), to the Water FY10 Training Account (# 450-5200-5313), or, to take any other action relative thereto.

**ARTICLE 9:** To see if the Town will vote to transfer, from the Water FY10 Wage Account (# 450-5100-5100), the sum of Six thousand five-hundred dollars (\$6,500.00), to the FY10 Water Overtime Account (# 450-5100-5111), or, to take any other action relative thereto.

**ARTICLE 10:** To see if the Town will vote to appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of One thousand fifty dollars (\$1,050.00), or any other sum, as a supplemental appropriation to the DPW FY10 Clothing Allowance Account (# 01-422-5400-5581), or, to take any other action relative thereto.

**THE COMMONWEALTH OF MASSACHUSETTS**

*March 9, 2010*

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 in the Auditorium at the Nipmuc Regional Middle/High School, in Upton on Tuesday, the Ninth day of March 2010, 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 transfer the sum of Six thousand five hundred dollars (\$6,500.00) from the Community Preservation Act Reserve Fund – Historic Resources (#24-300-3242-1000), to repair/replace the works of the Town Clock located in the United Parish Steeple, such project to be managed by the 275<sup>th</sup> Town Anniversary Committee and to be completed within two years of Town Meeting approval, or, to take any other action relative thereto.

**ARTICLE 2:** To see if the Town will vote to transfer the sum of Two thousand dollars (\$2,000.00) From the Community Preservation Act Reserve Fund – Open Space (#24-300-3241-1000) to help purchase the materials required to build a footbridge 72 feet by 5 feet across a wet area in the Warren Brook Watershed. This is an ambitious Eagle Scout project which has the support of the Conservation Commission. The project will be directed and managed by Eagle Scout candidate, Anthony Ward, overseen by Scoutmaster, Bill Andrews, in coordination with the Conservation Commission, such project to be completed within one year, 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, One thousand five hundred dollars (\$1,500.00), or any other sum, to supplement the Elections and Town Meetings Account (# 01-113-5400-5421), or, to take any other action relative thereto.

**ARTICLE 4:** To see if the Town will vote to transfer the sum of Four thousand Dollars (\$4,000.00), or any other sum, from the FY10 Police Cruiser Gas Account (#01-210-5400-5481), to the FY10 Police Cruiser Maintenance Account (#01-210-5400-5482), or, to take any other action relative thereto.

## PROCEEDINGS OF SPECIAL STATE ELECTION

January 19, 2010

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

Throughout the day, election clerks on duty at the check-in table were Peg Libbey, Rena Richard, Joan Varney and Harriet Fougere. Joan Burrell, Betty Consigli, Kathy Ramsey and Judy Dube were on duty at the checkout table throughout the day.

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:

Martha Coakley, 46 Coolidge Rd, Medford	1138
Scott P. Brown, 70 Hayden Woods, Wrentham	2127
Joseph Kennedy, 20 Hyde Park St, Dedham	32
Blanks	2

The total number of ballots voted was 3299 out of 4,895, (4,793 active, 102 inactive) (67% turnout). This included 146 absentee ballots and 2 counted provisional ballots. Warden Barbara E. Burke read the official results of the election at 8:10 pm. The used and unused ballots were sealed in separate containers and deposited in the town vault at 8:45 pm.

Attest:

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Kelly A. McElreath  
Town Clerk

### Constable Attest Page

Worcester, ss.

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

Constable of Upton

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

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

Given under our hands this Sixteenth day of February in the year of our lord Two thousand ten.

**UPTON BOARD OF SELECTMEN**

**Kenneth E. Picard, Chairman**

**Michael E. Goodwin, Member**

**Robert J. Fleming, Member**

A true copy, Attest:

**Constable: James R. Bates**

**DATE: February 19, 2010**

**Constable Attest Page**

Worcester, ss.

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

James R. Bates

**Constable of Upton**

**Date: February 19, 2010**

**CERTIFICATION OF PROCEEDINGS  
THE COMMONWEALTH OF MASSACHUSETTS  
TOWN OF UPTON  
SPECIAL TOWN MEETING**

**March 9, 2010**

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

During this meeting, 65 voters were checked in to the Nipmuc Regional Middle/High School by Barbara Burke and M. Denise Smith meeting the necessary quorum of 40 voters.

By unanimous vote, guests present were Jon Miguel, Cable Access; Michelle Sanford, Town Crier; Fred Aponte, Accountant; Krista Perry, Milford Daily News; Anthony Ward, Zack Ward, Adam Ober, Russell Poirier, Derek Meager, Brett Nasuti, Boy Scouts.

**CPA – Clock Repair**

**ARTICLE 1:** Upon motion of Rena Richard, it was moved that the Town vote to transfer the sum of Six thousand five hundred dollars (\$6,500.00) from the Community Preservation Act Reserve Fund – Historic Resources (#24-300-3242-1000) to repair/replace the works of the Town Owned Clock located in the United Parish Steeple such project to be managed by the 275<sup>th</sup> Town Anniversary Committee and to be completed within two years of Town Meeting approval.

Favorable recommendation from the Community Preservation Committee

**Moderator declared the motion passed by majority**

**CPA – Footbridge at Warren Brook**

**ARTICLE 2:** Upon motion of Rena Richard, it was moved that the Town vote to transfer the sum of two thousand dollars (\$2,000.00) from the Community Preservation Act Reserve Fund – Open Space (#24-300-3241-1000) to help purchase the materials required to build a footbridge 72 feet by 5 feet across a wet area in the Warren Brook Watershed. This is an ambitious Eagle Scout project which has the support of the Conservation Commission. The project will be directed and managed by Eagle Scout candidate, Anthony Ward, overseen by Scoutmaster, Bill Andrews, in coordination with the Conservation Commission, such project to be completed within one year.

Favorable recommendation from the Community Preservation Committee

**Moderator declared the motion passed by majority**

**Funding for Elections**

**ARTICLE 3:** Upon motion of Kelly McElreath, it was moved that the Town vote to appropriate from available unappropriated funds in the Treasury the sum of One thousand five hundred dollars (\$1,500.00) to supplement the Elections and Town Meetings Account (# 01-113-5400-5421).

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

**Cruiser Maintenance Funding**

**ARTICLE 4:** Upon motion of Michael Bradley, it was moved that the Town vote to transfer the sum of four thousand Dollars (\$4,000.00) from the FY10 Police Cruiser Gas Account (#01-210-5400-5481) to the FY10 Police Cruiser Maintenance Account (#01-210-5400-5482).

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

**Fire Department Computer**

**ARTICLE 5:** Upon motion of Michael Bradford, it was moved that the Town vote to appropriate from available unappropriated funds in the Treasury the sum of One thousand dollars (\$1,000.00) for the purpose of a supplemental appropriation to the Technology Expense Account, Account (# 01-159-5400-5421) to purchase a replacement computer system and server for the Fire & EMS Facility Chief's Office.

Favorable recommendation from the Finance Committee

Upon motion of Robert Snow, it was moved to amend the motion by striking the phrase "for the purpose of a supplemental appropriation to the Technology Expense Account, Account (# 01-159-5400-5421)"

**Moderator declared the amendment passed unanimously**

**Moderator declared the amended motion passed unanimously**

**Personal Protective Equipment Purchase**

**ARTICLE 6:** Upon motion of Michael Bradford, it was moved that the Town vote to appropriate from available unappropriated funds in the treasury the sum of Eighteen thousand dollars (\$18,000.00) for the purchase of ten (10) sets of Personal Protective Equipment (PPE) for the Fire Department to replace ten (10) sets of worn and non compliant Personal Protective Equipment.

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**



**DPW Wages Funding**

**ARTICLE 7:** Upon motion of Ken Picard, it was moved that the Town vote to appropriate from available unappropriated funds in the Treasury the sum of Forty-two thousand six hundred dollars (\$42,600.00) to supplement the DPW Wages Account (# 421-5100-5100).

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

**Water Training Account Funding**

**ARTICLE 8:** Upon motion of Ken Picard, it was moved that the Town vote to transfer from the Water FY10 Wage Account (# 450-5100-5100) the sum of Three thousand one-hundred fifty dollars (\$3,150.00) to the Water FY10 Training Account (# 450-5200-5313).

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

Upon motion of Jonathan Calianos, it was moved to reconsider Article 7.

**Moderator declared the motion passed by majority**

**ARTICLE 7:** Upon motion of Robert Fleming, it was moved to pass over Article 7.

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

Upon motion of Paul Flaherty, it was moved to take Article 10 out of order.

**Moderator declared the motion passed unanimously**

**DPW Clothing Funding**

**ARTICLE 10:** Upon motion of Ken Picard, it was moved that the Town vote to appropriate from available unappropriated funds in the Treasury the sum of One thousand fifty dollars (\$1,050.00) as a supplemental appropriation to the DPW FY10 Clothing Allowance Account (# 01-422-5400-5581).

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

**Water Overtime Funding**

**ARTICLE 9:** Upon motion of Ken Picard, it was moved that the Town vote to transfer from the Water FY10 Wage Account (# 450-5100-5100) the sum of Six thousand five-hundred dollars (\$6,500.00) to the FY10 Water Overtime Account (# 450-5100-5111).

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

**Selectmen Expense Funding**

**ARTICLE 11:** Upon motion of Robert Fleming, it was moved that the Town vote to appropriate from available unappropriated funds in the Treasury the sum of Ten thousand dollars (\$10,000.00) for the purpose of a supplemental appropriation to the Selectmen-Expense Account, Account (# 01-122-5400-5421).

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

**Personnel Bylaw Amendment**

**ARTICLE 12:** Upon motion of Seema Kenney, it was moved that the Town vote to remove section I.D of the Personnel By-law as it defines 'Personnel Coordinator' and replace it with the paragraph shown below.

**I. D. Personnel Coordinator**

The Town Manager or the Selectmen's designee, in the absence of the Town Manager, shall act as the Personnel Coordinator. As Personnel Coordinator, this person works under the guidance of the Chairperson of the Personnel Board. The duties the Personnel Coordinator include:

Maintaining central personnel files for each employee in the Town  
Posting all open positions  
Collecting resumes and applications for employment  
Orienting new employees to Town policies and benefits

Upon motion of Robert Snow, it was moved to amend the motion by replacing the words "under the guidance of" with "in cooperation with."

**Moderator declared the amendment passed unanimously**

**Moderator declared the amended motion passed unanimously**

**Dam Inspection Invoice Funding**

**ARTICLE 13:** Upon motion of Michael Goodwin, it was moved that the Town vote to appropriate from available unappropriated funds in the Treasury the sum of One thousand dollars (\$1,000.00) to pay an outstanding invoice and to comply with the Phase I Dam Inspection of "Taft Pond Dam" by the Mass. Department of Dam Safety, by the Town's Engineer for engineering and design, of same for future repairs and maintenance.

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

**Additional Borrowing Main Street Water Mains**

**ARTICLE 14:** Upon motion of Ken Picard, it was moved that the Town vote to borrow the sum of Sixty-two thousand three hundred seventy dollars (\$62,370.00) to be used for, a supplemental appropriation (borrowing) to the ATM FY10 A32 Water Mains Replacement Account (#01-500-5010-5432) to pay for additional improvements to the water system (during the project) and to pay for cost over-runs and further, to authorize the Treasurer with the approval of the Board of Selectmen to issue any bonds or notes that may be necessary for those purposes as authorized by General Laws chapter 44 or any other general or special law thereunto enabling, and that repayment of this borrowing, including interest and principal, be made by the following formula disbursement: 50% to be paid by general taxation, and 50% to be paid by a surcharge to the Water System Users.

Favorable recommendation from the Finance Committee

**Moderator declared this motion needs a 2/3 majority**

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

**Telephone Expense Funding**

**ARTICLE 15:** Upon motion of Michael Goodwin, it was moved that the Town vote to appropriate from available unappropriated funds in the Treasury the sum of Two thousand dollars (\$2,000.00) for a supplemental appropriation to the Telephone Expense Account (#01-122-5200-5341), for the remainder of fiscal year 2010.

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

**Street Light Expense Funding**

**ARTICLE 16:** Upon motion of Michael Goodwin, it was moved that the Town vote to appropriate from available unappropriated funds in the Treasury, the sum of Two thousand dollars (\$2,000.00) for a supplemental appropriation to the Street Light Expense Account (#01-424-5200-5210) for the remainder of fiscal year 2010.

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

**General Bylaw Amendment**

**ARTICLE 17:** Upon motion of Jonathan Calianos, it was moved that the Town vote to amend Article #24 of the Adjourned Annual Town Meeting of May 6, 1995, and Chapter 9 of the Town's General By-Laws; which established a "Capital Budget Committee" appointed by the Finance Committee and which requires such committee to make recommendations (to Town Meetings) on any Capital Expenditures in excess of ten thousand dollars (\$10,000.00) before any action/vote of Town Meeting is acted upon, by **replacing the sum of \$10,000.00 with the sum of \$100,000.00.**

**Moderator declared the motion passed by majority**

**Town Counsel Expense Funding**

**ARTICLE 18:** Upon motion of Robert Fleming, it was moved that the Town vote to appropriate from available unappropriated funds in the Treasury the sum of Four thousand dollars (\$4,000.00) for a supplemental appropriation to the Town Counsel Expense Account (#01-151-5200-5302) for the remainder of fiscal year 2010.

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

**275<sup>th</sup> Anniversary Funding**

**ARTICLE 19:** Upon motion of Robert Fleming, it was moved that the Town vote to appropriate from available unappropriated funds in the Treasury the sum of Five thousand dollars (\$5,000.00) for a supplemental appropriation to the Town's 275<sup>th</sup> Anniversary Committee Account to help defray the cost of the Town's Anniversary Parade, to be held on Sunday, June 13, 2010.

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed by majority**

**EDrawer Scanner Funding**

**ARTICLE 20:** Upon motion of Ken Glowacki, it was moved that the Town vote to appropriate from available unappropriated funds in the Treasury the sum of Two thousand seven hundred fifty dollars (\$2,750.00) for the purpose of a supplemental appropriation to the Technology Expense Account (# 01-159-5400-5421) to purchase five (5) Xerox DocuMate 152 Scanners, for use in the Town's Building Facilities and in conjunction with the Town's new eDrawer Document Management System.

Favorable recommendation from the Finance Committee

Upon motion of Robert Snow, it was moved to amend the motion by striking the phrase "for the purpose of a supplemental appropriation to the Technology Expense Account (# 01-159-5400-5421)"

**Motion was accepted as a friendly amendment.**

**Moderator declared the amended motion passed unanimously**

**Fire Union Contract Funding**

**ARTICLE 21:** Upon motion of Michael Goodwin, it was moved that the Town vote to appropriate from available unappropriated funds in the Treasury the sum of Thirteen thousand dollars (\$13,000.00) to fund the FY10 contractual dollar amount for the Upton Fire and EMS Department said amount agreed to under terms of the collective bargaining agreement between the Town of Upton, and Local # 3338A Fire & EMS (full time) Career Members; on February 16, 2010.

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

Upon motion of William Young, it was moved to dissolve this warrant and adjourn the Special Town Meeting at 8:47 pm.

**Motion passed by unanimously.**

A True Copy,  
ATTEST:

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Kelly A. McElreath, Town Clerk

## **CERTIFICATION OF PROCEEDINGS OF ANNUAL TOWN ELECTION**

**May 3, 2010**

Judith McGee, Election Clerk 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 6, 2010 at 7:30 pm. Denise Smith, Warden, declared the polls open at 7:00 am.

Ballot clerks on duty were Joan Burrill, Margaret Libbey, Betty Consigli and Harriet Fougere. At 3:00, Joan Varney, Joan Shanahan, Kathy Ramsey, and Judy Dube reported as ballot clerks.

Tellers reporting at 8:00 to count the write in votes were Russell Wood and Patricia Wood. At 8:02 pm the results of the election were printed from the Accu-Vote tabulation machine.

The following are the results of the election:

\*\*\*Indicates Incumbent

<b>Moderator, 1 year</b>	
<b>David Loeper, 18 Nelson St***</b>	<b>439</b>
Blanks	<b>51</b>
Write Ins-other	<b>1</b>
 <b>Selectmen, 3 years</b>	
<b>Kenneth E. Picard, 47 Southboro Rd</b>	<b>402</b>
Blanks	<b>84</b>
Write Ins-other	<b>5</b>
 <b>Town Clerk, 3 years</b>	
<b>Kelly A. McElreath, 65 Old Grafton Rd***</b>	<b>446</b>
Blanks	<b>45</b>
 <b>Assessor of Taxes, 3 years</b>	
<b>Glenn H. Fowler, 55 Mendon St***</b>	<b>389</b>
Blanks	<b>102</b>
Write Ins-other	
 <b>Mendon Upton Regional School Committee, 3 years</b>	
<b>Heather M. Applegate, 11 Sadler Rd</b>	<b>361</b>
Blanks	<b>127</b>
Write In-other	<b>3</b>
 <b>Cemetery Commission, 3 years</b>	
<b>Robert R. Richard, 19, Mechanic St***</b>	<b>413</b>
Blanks	<b>78</b>

<b>Board of Health, 3 years</b>	
<b>Sherry L. Berger, 218 Mechanic St***</b>	<b>246</b>
Patricia A. Giglio, 84 Mechanic St	188
Blanks	57
<b>Recreation Commission, 3 years</b>	
<b>Paul Anthony Pirozzi, 7 Meadow Dr***</b>	<b>230</b>
Matthew S. Gibbons, 159 Pleasant St	182
Blanks	79
<b>Trustee of Public Library, 3 for 3 years</b>	
<b>Judith Katz, 126 Glen Ave</b>	<b>345</b>
<b>Kathleen E. Kelley, 17 Farm St***</b>	<b>358</b>
<b>Carol Miriam Wolf, 40 Southboro Rd</b>	<b>340</b>
Blanks	428
Write Ins-other	2
<b>Planning Board, 5 years</b>	
<b>Thomas C. Davidson, 99 Fowler St***</b>	<b>381</b>
Blanks	108
Write Ins-other	2
<b>Finance Committee, 3 years</b>	
Blanks	471
Write Ins-other	20
<b>Trust Funds Commissioner, 3 years</b>	
<b>Harvey J. Trask, 142 Mendon St</b>	<b>380</b>
Blanks	111
<b>Constable, 5 for 3 years</b>	
<b>Barbara Burke , 81 A Grove St***</b>	<b>397</b>
<b>James R. Bates, 26 Williams St***</b>	<b>357</b>
<b>Alfred C. Holman, 48 Mechanic St***</b>	<b>342</b>
<b>Karen L. Varney, 46 Hartford Ave N***</b>	<b>370</b>
<b>James A. Comfort, Jr, 14 Laurel Ln</b>	<b>350</b>
Blanks	639
<b>Upton Housing Authority (one for 5 yrs)</b>	
<b>Rena M. Richard, 125 Westboro Rd***</b>	<b>388</b>
Blanks	103

The total number of registered voters was 4,834 (90 inactive). The total number of ballots voted was 491 (10% voter turnout), which included 32 absentee ballots. Warden Denise Smith read the official results of the election at 8:15 pm. The used and unused ballots were sealed in separate containers and deposited in the town vault at 8:30 pm.

Attest:

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Kelly A. McElreath  
Town Clerk



**THE COMMONWEALTH OF MASSACHUSETTS**

**MAY 6, 2010**

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 in the Auditorium at the Nipmuc Regional Middle/High School, in Upton on Thursday, the Sixth-day of May 2010, at Seven o'clock in the evening, then and there to act on the following Articles:

**ARTICLE 1:** To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of Six thousand dollars (\$6,000.00), or any other sum, for a supplemental appropriation to the Cemetery Maintenance Account (01-491-5200-5241), for the remainder of fiscal year 2010, 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 Four thousand dollars (\$4,000.00), or any other sum, for a supplemental appropriation to the Town Counsel Expense Account (#01-151-5200-5302), for the remainder of fiscal year 2010, 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 Forty-two thousand six hundred dollars (\$42,600.00), or any other sum, to supplement the DPW Wages Account (# 01-421-5100-5100), or, to take any other action relative thereto.

**ARTICLE 4:** To see if the Town will vote to authorize the establishment of the Mendon Upton Regional School District, MURSD, Stabilization Account for the purpose of Operational budget expenditures in accordance with M.G.L., Chapter 40, §5B, or 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 Three thousand dollars (\$3,000.00), or any other sum, to supplement the Elections and Town Meetings Account (# 01-113-5400-5421), or, to take any other action relative thereto.

**ARTICLE 6:** To see if the Town will vote to appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow, the sum of Twenty Thousand Dollars (\$20,000), or any other sum, to supplement the DPW Storm Water Management Account (# 02-422-5200-5250), or, to take any other action relative thereto.

**ARTICLE 7:** To see if the Town will vote to transfer the sum of \$1,500 from the CPF- Reserve Fund – Open Space (24-300-3241-1000) to the Open Space Committee to update a 2009 appraisal of the Sweetwilliam Farm property. This appraisal is required to apply for a Massachusetts DCS Land Grant of \$500,000 as a portion of the amount required to finance a Conservation Restriction on Sweetwilliam Farm. This project would be under the jurisdiction of the Open Space Committee and would be completed within six months, or, to take any other action relative thereto.

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

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

Given under our hands this Fourteenth day of April in the year of our lord Two thousand ten.

**UPTON BOARD OF SELECTMEN**

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**Kenneth E. Picard, Chairman**

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**Michael E. Goodwin, Member**

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**Robert J. Fleming, Member**

A true copy, Attest:

Constable: James R. Bates

Date: April 15, 2010

### **Constable Attest Page**

Worcester, ss.

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

Constable of Upton

Date:

**CERTIFICATION OF PROCEEDINGS  
THE COMMONWEALTH OF MASSACHUSETTS  
TOWN OF UPTON  
SPECIAL TOWN MEETING**

**May 6, 2010**

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

During this meeting, 148 voters were checked in to the Nipmuc Regional Middle/High School by Barbara Burke and M. Denise Smith meeting the necessary quorum of 40 voters.

By unanimous vote, guests present were Blythe Robinson, Town Manger; Jon Miguel, Cable Access; Fred Aponte, Accountant; Michelle Sanford, Town Crier; Krista Perry, Milford Daily News; Carol and Jamie Wilde.

**Cemetery Maintenance Funding**

**ARTICLE 1:** Upon motion of Robert Richard, it was moved that the Town vote to appropriate from available unappropriated funds in the Town treasury, the sum of the sum of Six thousand dollars (\$6,000.00) for a supplemental appropriation to the Cemetery Maintenance Account (01-491-5200-5241), for the remainder of fiscal year 2010.

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

**Town Counsel Expense Funding**

**ARTICLE 2:** Upon motion of Michael Goodwin, it was moved that the Town vote to appropriate from available unappropriated funds in the Town treasury, the sum of Four thousand dollars (\$4,000.00) for a supplemental appropriation to the Town Counsel Expense Account (#01-151-5200-5302), for the remainder of fiscal year 2010.

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

**DPW Wages Funding**

**ARTICLE 3:** Upon motion of Robert Fleming, it was moved that the Town vote to appropriate from available unappropriated funds in the Town treasury, the sum of Forty-two thousand six hundred dollars (\$42,600.00) to supplement the DPW Wages Account (# 01-421-5100-5100).

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

**Establish School Stabilization Fund**

**ARTICLE 4:** Upon motion of Jonathan Calianos, it was moved that the Town vote to authorize the establishment of the Mendon-Upton Regional School District, MURSD, Stabilization Account for the purpose of Operational budget expenditures in accordance with M.G.L., Chapter 40, §5B.

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

**Town Meeting Funding**

**ARTICLE 5:** Upon motion of Kelly McElreath, it was moved that the Town vote to appropriate from available unappropriated funds in the Treasury, the sum of Three thousand dollars (\$3,000.00) to supplement the Elections and Town Meetings Account (# 01-113-5400-5421).

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

**Storm Water Management Funding**

**ARTICLE 6:** Upon motion of Ken Picard, it was that the Town vote to appropriate from available unappropriated funds in the Treasury, the sum of Twenty thousand dollars (\$20,000.00) to supplement the DPW Storm Water Management Account (# 02-422-5200-5250).

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

**CPA – Sweetwilliam Farm Appraisal**

**ARTICLE 7:** Upon motion of Rena Richard, it was that the Town vote to transfer the sum of One thousand five hundred dollars (\$1,500.00) from the CPF- Reserve Fund – Open Space (24-300-3241-1000) to the Open Space Committee to update a 2009 appraisal of the Sweetwilliam Farm property. This appraisal is required to apply for a Massachusetts DCS Land Grant of \$500,000 as a portion of the amount required to finance a Conservation Restriction on Sweetwilliam Farm. This project would be under the jurisdiction of the Open Space Committee and would be completed within six months.

No recommendation from the Community Preservation Committee

**Moderator declared the motion lost**

**THE COMMONWEALTH OF MASSACHUSETTS**

**MAY 6, 2010**

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 in the Auditorium at the Nipmuc Regional Middle/High School, in Upton on Thursday, the Sixth-day of May 2010, at Seven-thirty o'clock in the evening, 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 6, 2010 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 2011 beginning July 1, 2010, in accordance with the provisions of M.G.L., chapter 44, Section 4 and to issue a note or notes therefore payable within one year in accordance with M.G.L., chapter 44, Section 17, or, to take any other action relative thereto.

**ARTICLE 5:** To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, or borrow the sum of Three hundred sixty-nine thousand twenty-Six Dollars (\$369,026.00), 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 year 2011 beginning July 1, 2010 through June 30, 2011, or, to take any other action relative thereto.

Upon motion of William Young, it was moved to dissolve this warrant and adjourn the Special Town Meeting at 7:30 pm.

**Motion passed by unanimously.**

A True Copy,  
ATTEST:

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Kelly A. McElreath  
Town Clerk



**ARTICLE 6:** 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 7:** To see if the Town will vote to transfer the sum of Ten thousand dollars (\$10,000.00) from the Community Preservation Act Reserved Fund Balance Undesignated Fiscal Year 2011, to the Community Preservation Committee Administrative Expense Account (24-300-3249-1000) for Fiscal Year 2011, beginning July 1, 2010 or, to take any other action relative thereto.

**ARTICLE 8:** To see if the Town will vote to transfer the sum of Sixteen thousand dollars (\$16,000.00) from the Community Preservation Act Fund – Affordable Housing (24-300-3243-1000) to a reserve account for the analysis and creation of a plan and strategy for Upton affordable housing, such project to be under the management of the Upton Housing Partnership Committee and to be completed within two years, or, to take any other action relative thereto.

**ARTICLE 9:** To see if the Town will vote to transfer the sum of Fourteen thousand eighty-one dollars and forty-six cents (\$14,081.46) from the Community Preservation Act Fund Undesignated 2005 (24-300-3320-2005) and Thirty-five thousand, nine hundred eighteen dollars and fifty-four cents (\$35,918.54) from the Community Preservation Act Trust Fund Undesignated 2006 (24-300-3320-2006) for a total of Fifty-thousand dollars (\$50,000.00) to a reserve account for the preservation of the Howard Leland Memorial Field which involves drainage and irrigation improvements, such project to be under the management of the Recreation Commission and to be completed within two years, or, to take any other action relative thereto.

**ARTICLE 10:** To see if the Town will vote to transfer the sum of Forty-six thousand, three hundred sixty-five dollars (\$46,365.00) from the Community Preservation Act Fund Undesignated 2006 (24-300-3320-2006) to a reserve account for the detailed design and permitting of the Glen Echo Athletic Field and parking area. This will include preparation of a Site Plan filing with the Planning Board and the filing of a Wetland Notice of Intent with the Conservation Commission and Massachusetts Fish and Wildlife. The project will be managed by the Recreation Commission and must be completed within two years, or, to take any other action relative thereto.

**ARTICLE 11:** To see if the Town will vote to establish a revolving fund, to be known as the Conservation Commission "Wetland By-Law Fund" in accordance with M.G.L., chapter 44, § 53E ½. The purpose of this fund will be to pay some of the cost of reviewing Wetlands Filings; processing Certificates of Compliance, and essential functions of the Conservation Commission. Monies to be deposited into this fund will be fees collected from residents who have filed for activities under the Wetlands Protect Act and/or the Town of Upton Wetlands By-Law. Expenditures from this fund will be authorized by the chairperson of the Conservation Commission. The balance of this Fund will not exceed the sum of Ten Thousand Dollars (\$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 12:** 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, § 53E ½, 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 Ten thousand dollars (\$10,000.00) at any time. Expenditures from this fund shall not exceed receipts into the fund, in any given year, and expenditures will be authorized by the chairperson of the Board of Health, or, to take any other action relative thereto.

**ARTICLE 13:** To see if the town will vote to establish a revolving fund, as recommended by the Board of Selectmen, for the Upton Town Library in accordance with M.G.L. chapter 44, § 53E ½. The purpose of this fund shall be to replace items lost or damaged by those who borrow materials, to replace items used in activities for which a fee is paid and to purchase new materials. Receipts to this fund shall be monies paid by borrowers for lost or damaged materials, for overdue fines or by patrons using the copier and printing facilities and by purchasers of used library materials. The fund at any time shall not exceed Six thousand dollars (\$6,000.00). The Library Director, with the approval of the Library Board of Trustees, shall be authorized to expend from this fund but at no time exceeding more than the available balance in the revolving fund, or, to take any other action relative thereto.

**ARTICLE 14:** 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, § 53A, 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 Ten thousand dollars (\$10,000.00), or the total of receipts into the fund, in any given year, or, to take any other action relative thereto.

**ARTICLE 15:** 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, § 53A, 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, and to preserve historic sites of Town owned property. 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 Ten thousand dollars (\$10,000.00), or more than the available balance in said revolving fund, or, to take any other action relative thereto.

**ARTICLE 16:** To see if the Town will vote to accept the provisions of Chapter 44 section 53E ½ of the M.G.L. and authorize the establishment of a Recreation Commission Revolving Fund Account to be administered by the Recreation Commission to collect fees for the use of and to fund all operating expenses of the various Recreation Programs administered by the Recreation Commission with an annual expenditure amount not to exceed One hundred twenty-five thousand dollars (\$125,000.00). Expenditures from this fund will be authorized by the chairperson of the Recreation Commission, 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 Town Treasury, or transfer, or borrow, the sum of Two hundred thirty-nine thousand, twenty-four dollars (\$239,024.00), or, any other sum, to be used for the construction and/or improvement of Town Roads, and to be reimbursed by the Commonwealth under M.G.L. Chapter 90, For Upton's apportionment for Fiscal Year 2011, beginning July 1, 2010, or, to take any other action relative thereto.

**ARTICLE 18:** To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to operate the Waste Water Enterprise Fund, or, take any other action thereon.

That the following sums be appropriated for the Waste Water Enterprise Fund.

Wage & Salaries	\$176,908.00
Expenses	191,950.00
Capital Outlay	-0-
Debt	-0-
Extra/Unforeseen	1,142.00
<b>Total</b>	<b>\$370,000.00</b>

And that **\$370,000.00** be raised as follows:

Department receipts	208,900.00
Retained Earnings	-0-
Tax levy	185,022.00
Free cash	-0-

**ARTICLE 19:** To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to operate the Water Enterprise Fund, or, take any other action thereon.

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

Wages & Salaries	\$134,801.00
Expenses	252,400.00
Capital Outlay	-0-
Debt	-0-
Extra/Unforeseen	2,799.00
<b>Total</b>	<b>\$390,000.00</b>

And that \$390,000.00 be raised as the following:

Department receipts	\$418,958.00
Retained Earnings	-0-
Tax Levy	-0-
Free Cash	-0-

**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 Eight-hundred twelve thousand forty-four dollars (\$812,044.00), or, any other sum, for the purpose of supplementing the Town's share of the assessment for the Mendon-Upton Regional School District and for the purposes of funding the Town's operating budget and capital expenses; provided that such appropriation shall be contingent upon passage of a Proposition 2½ (so-called) override ballot question vote permitting the Town to assess the additional amount of Eight-hundred twelve thousand forty-four dollars (\$812,044.00) in real estate and personal property taxes for the fiscal year beginning July 1, 2010 in accordance with Chapter 59, Section 21C of the Massachusetts General Laws, or, to take any other action relative thereto.

**ARTICLE 21:** To see if the Town will vote pursuant to Chapter 40, Section 5B of the Massachusetts General Laws, to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of Sixty-six thousand, eight-hundred fourteen dollars (\$66,814.00), or any other sum, to the Mendon-Upton Regional School District, MURSD, Stabilization Account for the purpose of funding operational expenses of the Mendon-Upton Regional School District, or, to take any other action relative thereto.

**ARTICLE 22:** To see if the Town will vote to amend the first paragraph of Section II.B of the Personnel By-law regarding the definition of Hiring Authority by adding to the end of the paragraph the words, Planning Board or Town Manager, or, to take any other action relative thereto.

**ARTICLE 23:** To see if the Town will vote to delete the second paragraph of Section II.C of the Personnel By-Law regarding the membership of the Personnel Board and replace it with the Paragraph below, or, to take any other action relative thereto.

At the beginning of each fiscal year the Personnel Board shall meet and elect one member as Chairperson. The Personnel Board shall meet as required. A quorum for the Personnel Board shall be three members and all matters will be decided by the vote of a majority of the members present.

**ARTICLE 24:** To see if the Town will vote to amend Section III.C of the Personnel By-law regarding Employee Conduct -- Conflict of Interest by adding the following bullet point at the end of this list, or, to take any other action relative thereto.

All employees must complete and comply with the ethics training requirements of Chapters 268A and 268B of the Massachusetts General Laws, which include completion of training with 90 days of the date of hire and calendar years during their employment.

**ARTICLE 25:** To see if the Town will vote to delete Section IV.C. of the Personnel By-Law regarding Applicant Screening and Selection and replace it with the Section below, or, to take any other action relative thereto.

#### IV. C. Applicant Screening and Selection

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

Once the application deadline has passed, the Hiring Authority, Department Head and the Personnel Board will screen all applications. Candidates who appear to meet the minimum requirements for the position shall be considered for interviews. In the event that there are more than five qualified candidates, the Hiring Authority, Department Head and the Personnel Board may elect to interview only those candidates who appear to be most qualified. The Interview Team may recommend the position be reposted if it is in the best interest of the Town. It is important that the results of the screening and selection process are documented fully.

An interview team or search committee comprised of the Hiring Authority (or designee), Department Head (or designee from the Hiring Authority in the case of an available Department Head position) and a representative of the Personnel Board will interview those candidates most qualified for the position. In some cases, repetitive interviews will be used to narrow the field of candidates. All interviews shall comply with applicable state law.

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

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

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

**ARTICLE 26:** To see if the Town will vote to delete the last paragraph of Section IV.F of the Personnel By-law regarding Employee Orientation and replace it with the paragraph below, or, to take any other action relative thereto.

The new employee will also meet with the Personnel Coordinator who is responsible for explaining the Town's Personnel Policies and Benefits and terms of employment. The new employee shall sign acknowledging receipt of the Personnel By-law of the Town of Upton. In addition, the Personnel Coordinator will give the new employee the summary of the State Ethics Law, receipt of which will also be acknowledged with a signature, which will then be filed with the Town Clerk. The new employee will be reminded to complete the State Ethics training on-line within 90 days to provide the Town Clerk with their certificate of completion. All appropriate forms (i.e. income tax deductions, life insurance, group health insurance, and retirement forms should also be completed during this meeting with the Personnel Coordinator

**ARTICLE 27:** To see if the Town will vote to amend Section IX.D of the Personnel By-law regarding Life Insurance by changing the amount listed from Ten thousand dollars (\$10,000.00) to Twenty thousand dollars (\$20,000.00), or, to take any other action relative thereto.

**ARTICLE 28:** To see if the Town will vote to insert the paragraph below as Section IX.E. of the Personnel By-law regarding AD&D Insurance, or, to take any other action relative thereto.

**AD&D Insurance**

Regular full time and part time employees may choose to enroll in a voluntary AD&D plan. This plan is an option to all non-union town employees working regular part-time and regular full-time hours. This is a voluntary plan administered by the Town. Monthly premium costs are paid for by the participating employees.

**ARTICLE 29:** To see if the Town will vote to insert the paragraph below as Section IX.F. of the Personnel By-law regarding Dental Insurance and then renumber the subsequent Parts of Section IX as G thru J, or, to take any other action relative thereto.

**Dental Insurance**

Regular full time and part time employees may choose to enroll in a voluntary dental plan. This plan is an option to all non-union town employees working regular part-time and regular full-time hours. This is a voluntary plan administered by the Town. Monthly premium costs are paid for by the participating employees.

**ARTICLE 30:** To see if the Town will vote to insert the two paragraphs below after the third paragraph of Section VII.C - Harassment - of the Personnel By-law, or, to take any other action relative thereto.

Harassment may result from conduct by the employer or the employer's agents, vendors, supervisory employees, coworkers or non-employees. Harassment may also result from conduct occurring either on or off the worksite.

Harassment refers to behavior which is unwelcome. Examples of conduct that a reasonable person might find hostile or abusive include: unsolicited remarks, gestures, physical contact, display or circulation of sexually suggestive or insulting written materials or pictures that debilitate morale, and that therefore interfere with work effectiveness

**ARTICLE 31:** To see if the Town will vote to delete the second paragraph of Section VII.D - Safety Policies and Procedures of the Personnel By-law and insert the two paragraphs below, or, to take any other action relative thereto.

The Hiring Authority and the Personnel Coordinator shall be notified immediately of all accidents. The Department Head should conduct a full investigation with the appropriate organizations (i.e. Health care) when an accident occurs on the job. The finding should be sent to the Hiring Authority and the Personnel Coordinator for proper disposition.

Any work related injury where recovery lasts for more than 30 work days is automatically subject to the Early Intervention Plan described in M.G.L. Chapter 32, Section 5B. At such time as a work related injury requires this intervention, the Personnel Coordinator shall be notified in order to begin the assembly of the required team of partners who will follow the employee's rehabilitation and return to work.

**ARTICLE 32:** To see if the Town will vote to accept the provisions of Massachusetts General Law Chapter 53, Section 9A, which provides for the final date for obtaining blank nomination papers for nomination to Town office shall be forty-eight week-day hours prior to the hour on which nomination papers are required to be submitted to the registrars of voters for certification, or, to take any other action relative thereto.

**ARTICLE 33:** To see if the Town will vote to amend the Town of Upton General By-Laws, Title 2, Municipal Government and Finance, Chapter 1, Town Meetings. Section 2A, to read as follows: The Annual Adjourned Meeting for the transaction of all business other than the Election of Town Officers and the determination of matters to be by ballot, shall be held at **7:00 PM** on the Thursday following the first Monday in May of each year, or, to take any other action relative thereto.

**ARTICLE 34:** To see if the Town will vote to amend the Town of Upton General By-Laws by adding to Title 4 a new Chapter 8 Soliciting Canvassing and Peddling, as follows, or, to take any other action relative thereto:

Town of Upton By-Laws  
Title 4  
Police and Public Order  
Chapter 8  
Soliciting, Canvassing and Peddling

Section 1

Purpose:

The purpose of this By-law is to regulate persons or organizations engaged in commercial soliciting, canvassing or peddling in the Town of Upton. The issuance of licenses and other restrictions on such conduct is for the purpose protecting the Town's residents from disruption of the peaceful enjoyment of their residences and other Town activities. Furthermore, it is the purpose of this By-law to protect the citizens of the Town of Upton from crime and fraud, while allowing reasonable access to residents by persons or organizations who wish to engage in commercial solicitation.



**Text of the proposed Bylaw will be available at the Town Clerk and Board of Selectmen's Office during normal business hours, on the Town's website ([www.upton.ma.us](http://www.upton.ma.us)) and as a handout at the Town Meeting.**

**ARTICLE 35:** To see if the Town will vote to accept the provisions of the two paragraphs inserted following the seventh paragraph of Massachusetts General Law Chapter 60A, §1 entitled: Excise tax on motor vehicles, assessments and levy; exemption; abatements for theft of motor vehicles, as provided by Chapter 182 of the Acts of 2008, §§16 and 117, or, to take any other action relative thereto.

**Text of § 16 and 117 are available at the Town Clerk and Board of Selectmen's Office during normal business hours and as a handout at the Town Meeting.**

**ARTICLE 36:** To see if the Town will vote to appropriate, appropriate from available unappropriated funds in the treasury, or transfer, or borrow, the sum of Sixteen thousand dollars (\$16,000.00), or any other sum, for the purposes of complying with the Phase II National Pollutant Discharge Elimination System (NPDES) Storm Water Program to address, evaluate, and monitor storm water discharges from the Town's existing small municipal separate storm sewer systems (MS4s). The Phase II NPDES storm water requirements are mandated by the United States Environmental Protection Agency and the Massachusetts Department of Environmental Protection, or, to take any other action relative thereto ,

**ARTICLE 37:** To see if the Town will vote to appropriate, appropriate from available unappropriated funds in the treasury, or transfer, borrow the sum of One hundred thousand dollars (\$100,000.00) or any other sum, for the construction of a salt shed pursuant to U.S. EPA and MassDEP storm water regulations, or, to take any other action relative thereto.

**ARTICLE 38:** To see if the Town will vote to appropriate, appropriate from available unappropriated funds in the treasury, or transfer, or borrow the sum of One hundred ten thousand dollars (\$110,000.00) or any other sum, for purchase of two 1-ton dump trucks for use within the DPW Highway Division, or, to take any other action relative thereto.

**ARTICLE 39:** To see if the Town will vote to appropriate, appropriate from available unappropriated funds in the treasury, or transfer, or borrow the sum of Seventy thousand dollars (\$70,000.00) or any other sum, for the lease/purchase of one 5-ton dump truck for use within the DPW Highway Division, or, to take any other action relative thereto.

**ARTICLE 40:** To see if the Town will vote to 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, for the purchase of a ¾-ton pickup truck for use within the Wastewater Enterprise Division, or, to take any other action relative thereto

**ARTICLE 41:** 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 Twenty thousand dollars (\$20,000.00), 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.

**ARTICLE 42:** To see if the Town will vote in accordance with Chapter 40, Section 5B of the Massachusetts General Laws to 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 the General Stabilization Fund, or, take any action relative thereto.

And you are directed to serve this Warrant, by posting up attested copies thereof at the U.S. Post Office, Town Library and Town Hall, in said Town seven days (7) at least before the time of holding said Meeting.

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

Given under our hands this Twentieth-day of April in the year of our lord Two thousand ten.

**UPTON BOARD OF SELECTMEN**

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**Kenneth E. Picard, Chairman**

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**Michael E. Goodwin, Member**

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**Robert J. Fleming, Member**

A true copy, Attest:

Constable: James R. Bates

Date: April 20, 2010

### **Constable Attest Page**

Worcester, ss.

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

Constable of Upton

Date:

**CERTIFICATION OF PROCEEDINGS  
THE COMMONWEALTH OF MASSACHUSETTS  
TOWN OF UPTON  
ADJOURNED ANNUAL TOWN MEETING**

**May 7, 2010**

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

During this meeting, 331 voters were checked in to the Nipmuc Regional Middle/High School by Barbara Burke, Tracey Tardy and M. Denise Smith, meeting the necessary quorum of 40 voters.

Michael Goodwin, Chairman of the Board of Selectmen, addressed the voters. The Pledge of Allegiance was recited and a moment of silence was offered for the residents who have passed away over the past year and for the soldiers fighting overseas. Selectmen Goodwin also took a moment to recognize and thank James R. Bates for his years of service to the Town of Upton.

By unanimous consent, guest present were: Antonio Fernandes and Jay Byer, Mendon Upton Regional School Administration; Blythe Robinson, Town Manger; Patricia Cantor, Town Counsel, Jon Miguel, UCTV; Fred Aponte, Accountant; Jamie Gardner, Holly Whalen, Upton COA; Michelle Sanford, Town Crier; Krista Perry, Milford Daily News; Tim Dodd, Kate Donoghue, Carol and Jamie Wilde, Liz Kadra.

Moderator discussed the role of *Consent Calendar* at Town Meeting. A motion is made to unanimously approve a certain number of articles with one vote. If any voter objects to an article being included in the unanimous vote, the article is held, discussed and voted in the appropriate order of the warrant.

**Unanimous Consent Articles**

**Unanimous Consent:** Upon motion of Michael Goodwin, was moved that the Town vote by unanimous consent the following articles that have not been requested "hold"; those [consent calendar] articles being: 2, 4, 11, 12, 13, 14, 15, and 16.

**Moderator declared the motion approved unanimously**

**Monies to be Raised and Appropriated move to Dte Certain**

**Acted Upon Time Certain:** Upon motion of Michael Goodwin, it was moved that the Town vote the following articles, all dealing with monies to be raised and appropriated, be moved to date certain Tuesday, June 15, 2010 at 7:30 pm. Article numbers: 18, 19, 36, 37, 38, 39, 40, 41, and 42

**Moderator declared the motion approved unanimously**

**Accept Town Reports**

**ARTICLE 2:** Unanimous consent that the Town vote to accept the reports of all Town Officers and Appointed Committees, as printed in 2009 Town Report, with the Exception of the Finance Committee Report which will be addressed in Article three (3) of this Warrant.

#### **Town Budget**

- ARTICLE 3:** Upon motion of Jonathan Calianos, it was moved that the Town vote to fix the salaries and compensation of all officers of the Town as provided by chapter 41, Section 108, M.G.L. as amended, and to raise and appropriate, or transfer, 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 fiscal year beginning July 1 2010 and ending June 30, 2011.

Favorable recommendation from Finance Committee

The following line number was held and voted separately: 212

**Moderator declared the motion approved unanimously**

**Please see the budget at the end of the Proceedings.**

#### **Town Treasurer Borrowing Authorization**

- ARTICLE 4:** **Unanimous consent** that the Town 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, 2009, 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.

#### **Funding for Worcester Retirement**

- ARTICLE 5:** Upon motion of Kenneth Glowacki, it was moved that the Town vote to raise and appropriate the sum of Three hundred sixty-nine thousand twenty six dollars (\$369,026.00) 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, 2010 through June 30, 2011.

Favorable recommendation from Finance Committee

**The Moderator declared the motion carried unanimously**

#### **Funding for Revaluation**

- ARTICLE 6:** Upon motion of Charles Marsden, it was moved that the Town vote 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**

#### **CPA Administrative Funding**

- ARTICLE 7:** Upon motion of Rena Richard, it was moved that the Town vote to transfer the sum of Ten thousand dollars (\$10,000.00) from the Community Preservation Act Reserved

Fund Balance Undesignated Fiscal Year 2011 to the Community Preservation Committee Administrative Expense Account (24-300-3249-1000) for Fiscal Year 2011, beginning July 1, 2010.  
Favorable recommendation from Community Preservation

**The Moderator declared the motion carried unanimously**

**CPA – Affordable Housing Plan Funding**

**ARTICLE 8:** Upon motion of Rena Richard, it was moved that the Town vote to transfer the sum of Sixteen thousand dollars (\$16,000.00) from the Community Preservation Act Fund – Affordable Housing (24-300-3243-1000) to a reserve account for the analysis and creation of a plan and strategy for Upton affordable housing, such project to be under the management of the Upton Housing Partnership Committee and to be completed within two years.

Favorable recommendation from Community Preservation

**The Moderator declared the motion carried unanimously**

**CPA – Leland Field Funding**

**ARTICLE 9:** Upon motion of Rena Richard, it was moved that the Town vote to transfer the sum of Fourteen thousand eighty-one dollars and forty-six cents (\$14,081.46) from the Community Preservation Act Fund Undesignated 2005 (24-300-3320-2005) and Thirty-five thousand, nine hundred eighteen dollars and fifty-four cents (\$35,918.54) from the Community Preservation Act Trust Fund Undesignated 2006 (24-300-3320-2006) for a total of Fifty-thousand dollars (\$50,000.00) to a reserve account for the preservation of the Howard Leland Memorial Field which involves drainage and irrigation improvements, such project to be under the management of the Recreation Commission and to be completed within two years.

Favorable recommendation from Community Preservation

**The Moderator declared the motion carried unanimously**

**Article 10:** Upon motion of Rena Richard, it was moved to pass over Article 10.

Favorable recommendation from Community Preservation

**The Moderator declared the motion carried unanimously**

**Revolving Fund – Conservation Commission**

**ARTICLE 11:** Unanimous Consent that the Town vote to establish a revolving fund, to be known as the Conservation Commission "Wetland By-Law Fund" in accordance with M.G.L., chapter 44, § 53E ½. The purpose of this fund will be to pay some of the cost of reviewing Wetlands Filings; processing Certificates of Compliance, and essential functions of the Conservation Commission. Monies to be deposited into this fund will be fees collected from residents who have filed for activities under the Wetlands Protect Act and/or the Town of Upton Wetlands By-Law. Expenditures from this fund will be authorized by the

chairperson of the Conservation Commission. The balance of this Fund will not exceed the sum of Ten thousand dollars (\$10,000.00) at any time. Expenditures from this fund shall not exceed receipts into the fund, in any given year.

#### **Revolving Fund – Board of Health**

**ARTICLE 12: Unanimous Consent** that the Town 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, § 53E ½, 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 Ten thousand dollars (\$10,000.00) at any time. Expenditures from this fund shall not exceed receipts into the fund, in any given year, and expenditures will be authorized by the chairperson of the Board of Health.

#### **Revolving Fund – Library**

**ARTICLE 13: Unanimous Consent** that the town vote to establish a revolving fund, as recommended by the Board of Selectmen, for the Upton Town Library in accordance with M.G.L. chapter 44, § 53E½. The purpose of this fund shall be to replace items lost or damaged by those who borrow materials, to replace items used in activities for which a fee is paid and to purchase new materials. Receipts to this fund shall be monies paid by borrowers for lost or damaged materials, for overdue fines or by patrons using the copier and printing facilities and by purchasers of used library materials. The fund at any time shall not exceed Six thousand dollars (\$6,000.00). The Library Director, with the approval of the Library Board of Trustees, shall be authorized to expend from this fund but at no time exceeding more than the available balance in the revolving fund.

#### **Revolving Fund – Council on Aging**

**ARTICLE 14: Unanimous Consent** that the Town vote to establish a revolving fund, to be known as the Council on Aging Fund in accordance with M.G.L., chapter 44, § 53A, 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 Ten thousand dollars (\$10,000.00), or the total of receipts into the fund, in any given year.

#### **Revolving Fund – Historical Commission**

**ARTICLE 15: Unanimous Consent** that the Town vote to establish a departmental revolving fund for the Upton Historical Commission in accordance with M.G.L. chapter 44, § 53A, 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, and to preserve historic sites of Town owned property. 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 Ten thousand dollars (\$10,000.00), or more than the available balance in said revolving fund.



#### **Revolving Fund – Recreation Commission**

**ARTICLE 16:** Unanimous Consent that the Town vote to accept the provisions of Chapter 44 section 53E1/2 of the M.G.L. and authorize the establishment of a Recreation Commission Revolving Fund Account to be administered by the Recreation Commission to collect fees for the use of and to fund all operating expenses of the various Recreation Programs administered by the Recreation Commission with an annual expenditure amount not to exceed One hundred twenty-five thousand dollars (\$125,000.00). Expenditures from this fund will be authorized by the chairperson of the Recreation Commission.

#### **Chapter 90 Borrowing – Town Roads**

**ARTICLE 17:** Upon motion of Michael Goodwin, it was moved that the Town vote to borrow, the sum of Two hundred thirty-nine thousand, twenty-four dollars (\$239,024.00) to be used for the construction and/or improvement of Town Roads, and to be reimbursed by the Commonwealth under M.G.L. Chapter 90, for Upton's apportionment for Fiscal Year 2011, beginning July 1, 2010.

Favorable recommendation from Finance Committee

**The Moderator declared the motion carried unanimously**

#### **Prop 2 ½ Override**

**ARTICLE 20:** Upon motion of Heather Applegate, it was moved that the Town vote to raise and appropriate, the sum of Eight-hundred twelve thousand forty-four dollars (\$812,044.00), for the purpose of supplementing the Town's share of the assessment for the Mendon-Upton Regional School District and for the purposes of funding the Town's operating budget and capital expenses; provided that such appropriation shall be contingent upon passage of a Proposition 2½ (so-called) override ballot question vote permitting the Town to assess the additional amount of Eight-hundred twelve thousand forty-four dollars (\$812,044.00) in real estate and personal property taxes for the fiscal year beginning July 1, 2010 in accordance with Chapter 59, Section 21C of the Massachusetts General Laws.

Favorable recommendation from Finance Committee

**The Moderator declared the motion carried unanimously**

#### **School Stabilization Funding**

**ARTICLE 21:** Upon motion of Jonathan Calianos, it was moved that the Town vote pursuant to Chapter 40, Section 5B of the Massachusetts General Laws to transfer the sum of Sixty-six thousand, eight-hundred fourteen dollars (\$66,814.00) from the Mendon-Upton Regional School District Fiscal Year 2010 Operating Expense budget (01-300-5200-5621) to the Mendon-Upton Regional School District, MURSD, Stabilization Account for the purpose of funding operational expenses of the Mendon-Upton Regional School District.

Favorable recommendation from the Finance Committee

Moderator declared this motion needs a 2/3 majority

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

**Personnel Bylaw Amendment**

**ARTICLE 22:** Upon motion of Tom Giblin, it was moved that the Town vote to amend the first paragraph of Section II.B of the Personnel By-law regarding the definition of Hiring Authority by adding to the end of the paragraph the words, Planning Board or Town Manager.

**The Moderator declared the motion carried unanimously**

**Personnel Bylaw Amendment**

**ARTICLE 23:** Upon motion of Tom Giblin, it was moved that the Town vote to delete the second paragraph of Section II.C of the Personnel By-Law regarding the membership of the Personnel Board and replace it with the Paragraph below:

At the beginning of each fiscal year the Personnel Board shall meet and elect one member as Chairperson. The Personnel Board shall meet as required. A quorum for the Personnel Board shall be three members and all matters will be decided by the vote of a majority of the members present.

**The Moderator declared the motion carried unanimously**

**Personnel Bylaw Amendment**

**ARTICLE 24:** Upon motion of Greg Trussell, it was moved that the Town vote to amend Section III.C of the Personnel By-law regarding Employee Conduct -- Conflict of Interest by adding the following bullet point at the end of this list:

All employees must complete and comply with the ethics training requirements of Chapters 268A and 268B of the Massachusetts General Laws, which include completion of training within 90 days of the date of hire and repeated every 2 calendar years during their employment (refer to MGL Chapters 268A and 268B).

**The Moderator declared the motion carried unanimously**

**Personnel Bylaw Amendment**

**ARTICLE 25:** Upon motion of Seema Kenney, it was moved that the Town vote to delete Section IV.C. of the Personnel By-Law regarding Applicant Screening and Selection and replace it with the Section below:

**IV. C. Applicant Screening and Selection**

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

Once the application deadline has passed, the Hiring Authority, Department Head and the Personnel Board will screen all applications. Candidates who appear to meet the minimum requirements for the position shall be considered for interviews. In the event that there are more than five qualified candidates, the Hiring Authority, Department Head and the Personnel Board may elect to interview only those candidates who appear to be most qualified. The Interview Team may recommend the position be

reposted if it is in the best interest of the Town. It is important that the results of the screening and selection process are documented fully.

An interview team or search committee comprised of the Hiring Authority (or designee), Department Head (or designee from the Hiring Authority in the case of an available Department Head position) and a representative of the Personnel Board will interview those candidates most qualified for the position. In some cases, repetitive interviews will be used to narrow the field of candidates. All interviews shall comply with applicable state law.

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

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

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

**The Moderator declared the motion carried by majority**

#### **Personnel Bylaw Amendment**

**ARTICLE 26:** Upon motion of Greg Trussell, it was moved that the Town vote to delete the last paragraph of Section IV.F of the Personnel By-law regarding Employee Orientation and replace it with the paragraph below:

The new employee will also meet with the Personnel Coordinator who is responsible for explaining the Town's Personnel Policies and Benefits and terms of employment. The new employee shall sign acknowledging receipt of the Personnel By-law of the Town of Upton. In addition, the Personnel Coordinator will give the new employee the summary of the State Ethics Law, receipt of which will also be acknowledged with a signature, which will then be filed with the Town Clerk. The new employee will be reminded to complete the State Ethics training on-line within 90 days to provide the Town Clerk with their certificate of completion. All appropriate forms (i.e. income tax deductions, life insurance, group health insurance, and retirement forms) should also be completed during this meeting with the Personnel Coordinator.

**The Moderator declared the motion carried unanimously**

**Personnel Bylaw Amendment**

**ARTICLE 27:** Upon motion of Tom Giblin, it was moved that the Town vote to amend Section IX.D of the Personnel By-law regarding Life Insurance by changing the amount listed from Ten thousand dollars (\$10,000.00) to Twenty thousand dollars (\$20,000.00).

**The Moderator declared the motion carried unanimously**

**Personnel Bylaw Amendment**

**ARTICLE 28:** Upon motion of John Sicurella, it was moved that the Town vote to insert the paragraph below as Section IX.E. of the Personnel By-law regarding AD&D Insurance.

**AD&D Insurance**

Regular full time and part time employees may choose to enroll in a voluntary AD&D plan. This plan is an option to all non-union town employees working regular part-time and regular full-time hours. This is a voluntary plan administered by the Town. Monthly premium costs are paid for by the participating employees.

**The Moderator declared the motion carried unanimously**

**Personnel Bylaw Amendment**

**ARTICLE 29:** Upon motion of John Sicurella, it was moved that the Town vote to insert the paragraph below as Section IX.F. of the Personnel By-law regarding Dental Insurance and then renumber the subsequent Parts of Section IX as G thru J:

**Dental Insurance**

Regular full time and part time employees may choose to enroll in a voluntary dental plan. This plan is an option to all non-union town employees working regular part-time and regular full-time hours. This is a voluntary plan administered by the Town. Monthly premium costs are paid for by the participating employees.

**The Moderator declared the motion carried unanimously**

**Personnel Bylaw Amendment**

**ARTICLE 30:** Upon motion of Seema Kenney, it was moved that the Town vote to insert the two paragraphs below after the third paragraph of Section VII.C - Harassment - of the Personnel By-law:

Harassment may result from conduct by the employer or the employer's agents, vendors, supervisory employees, coworkers or non-employees. Harassment may also result from conduct occurring either on or off the worksite.

Harassment refers to behavior which is unwelcome. Examples of conduct that a reasonable person might find hostile or abusive include: unsolicited remarks, gestures, physical contact, display or circulation of sexually suggestive or insulting written materials or pictures that debilitate morale, and that therefore interfere with work effectiveness.

**The Moderator declared the motion carried unanimously**

**Personnel Bylaw Amendment**

**ARTICLE 31:** Upon motion of Seema Kenney, it was moved that the Town vote to delete the second paragraph of Section VII.D - Safety Policies and Procedures of the Personnel By-law and insert the two paragraphs below:

The Hiring Authority and the Personnel Coordinator shall be notified immediately of all accidents. The Department Head should conduct a full investigation with the appropriate organizations (i.e. Health care) when an accident occurs on the job. The finding should be sent to the Hiring Authority and the Personnel Coordinator for proper disposition.

Any work related injury where recovery lasts for more than 30 work days is automatically subject to the Early Intervention Plan described in M.G.L. Chapter 32, Section 5B. At such time as a work related injury requires this intervention, the Personnel Coordinator shall be notified in order to begin the assembly of the required team of partners who will follow the employee's rehabilitation and return to work.

**The Moderator declared the motion carried unanimously**

**Acceptance MGL Ch 53 Sec 9**

**ARTICLE 32:** Upon motion of Kelly McElreath, it was moved that the Town vote to accept the provisions of Massachusetts General Law Chapter 53, Section 9A, which provides for the final date for obtaining blank nomination papers for nomination to Town office shall be forty-eight week-day hours prior to the hour on which nomination papers are required to be submitted to the registrars of voters for certification.

**The Moderator declared the motion carried by majority**

**General Bylaw Amendment - Time of Annual Town Meeting**

**ARTICLE 33:** Upon motion of Kelly McElreath, it was moved that the Town vote to amend the Town of Upton General By-Laws, Title 2, Municipal Government and Finance, Chapter 1, Town Meetings. Section 2A, to read as follows:

The Annual Adjourned Meeting for the transaction of all business other than the Election of Town Officers and the determination of matters to be by ballot, shall be held at 7:00 PM on the Thursday following the first Monday in May of each year.

**The Moderator declared the motion carried by majority**

**General Bylaw Amendment - Solicitation Bylaw**

**ARTICLE 34:** Upon motion of Michael Bradley, it was moved that the Town vote to amend the Town of Upton General By-Laws by adding to Title 4 a new Chapter 8, Soliciting, Canvassing and Peddling, the text of which was available at the Town Clerk and Board of Selectmen's Office and which is also set forth in the handout provided at the Town Meeting.

**The Moderator declared the motion carried unanimously**

**Acceptance MGL Ch 60A**

**ARTICLE 35:** Upon motion of Michael Goodwin, it was moved that the Town vote to accept the provisions of the two paragraphs inserted following the seventh paragraph of Massachusetts General Law Chapter 60A, §1 entitled: Excise tax on motor vehicles, assessments and levy; exemption; abatements for theft of motor vehicles, as provided by Chapter 182 of the Acts of 2008, §§16 and 117.

**The Moderator declared the motion carried unanimously**

Upon motion of William Young, it was moved to adjourn the Annual Town Meeting at 9:25 pm to time certain, Tuesday, June 15, 2010 at 7:30 pm.

**Motion passed unanimously.**

**PROCEEDINGS  
THE COMMONWEALTH OF MASSACHUSETTS  
TOWN OF UPTON  
ADJOURNED ANNUAL TOWN MEETING (cont'd)**

**June 15, 2010**

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

During this meeting, 89 voters were checked in to the Nipmuc Regional Middle/High School by Barbara Burke and M. Denise Smith meeting the necessary quorum of 40 voters. A total of 354 voters were present for the meeting on May 6, 2010 and June 15, 2010.

By unanimous vote, guests present were Patricia Cantor, Town Counsel; Jon Miguel, UCTV; Krista Perry, Milford Daily News; Michelle Sanford, Town Crier; Fred Aponte, Town Accountant; Blythe Robinson, Town Manager.

**Wastewater Enterprise Fund Budget**

**ARTICLE 18:** Upon motion of Michael Goodwin, it was moved that the Town vote to raise and appropriate, the sum of One hundred sixty one thousand one hundred dollars (\$161,100.00) for the purpose of a subsidy, to operate the Wastewater Enterprise Fund, and to vote the Fiscal Year 2011 budget as submitted below.

That the following sums be appropriated for the Waste Water Enterprise Fund.

Wage & Salaries	\$176,908.00
Expenses	191,950.00
Capital Outlay	-0-
Debt	-0-
Extra/Unforeseen	1,142.00
<b>Total</b>	<b>\$370,000.00</b>

And that \$370,000.00 be raised as follows:

Department receipts	208,900.00
Retained Earnings	-0-
Tax levy	161,100.00
Free cash	-0-

Favorable recommendation from the Finance Committee

**Moderator declared the motion carried by majority**

#### **Water Enterprise Fund Budget**

**ARTICLE 19:** Upon motion of Michael Goodwin, it was moved that the Town vote to raise and appropriate from available funds a sum of money to operate the Water Enterprise Fund. That the following sums be appropriated for the Water Enterprise Fund.

Wages & Salaries	\$134,801.00
Expenses	252,400.00
Capital Outlay	-0-
Debt	-0-
Extra/Unforeseen	2,799.00
<b>Total</b>	<b>\$390,000.00</b>

And that \$390,000.00 be raised as the following:

Department receipts	\$418,958.00
Retained Earnings	-0-
Tax Levy	-0-
Free Cash	-0-

Favorable recommendation from the Finance Committee

**Moderator declared the motion carried by majority**

#### **Funding for StormWater**

**ARTICLE 36:** Upon motion of Robert Fleming, it was moved that the Town vote to raise and appropriate the sum of Sixteen thousand dollars (\$16,000.00) for the purposes of complying with the Phase II National Pollutant Discharge Elimination System (NPDES) Storm Water Program to address, evaluate, and monitor storm water discharges from the Town's existing small municipal separate storm sewer systems (MS4s). The Phase II NPDES storm water requirements are mandated by the United States Environmental Protection Agency and the Massachusetts Department of Environmental Protection.

Favorable recommendation from the Finance Committee

**Moderator declared the motion carried unanimously**

#### **Salt Shed**

**ARTICLE 37:** Upon motion of Michael Goodwin, it was moved that the Town vote to raise and appropriate the sum of One hundred thousand dollars (\$100,000.00) for the construction of a salt shed pursuant to U.S. EPA and MassDEP storm water regulations.

Unfavorable recommendation from the Finance Committee

Unfavorable recommendation from the Capital Budget Committee

Upon motion of Robert Fleming, it was moved to table Article 37.

**Moderator declared the motion carried unanimously**

**Purchase 1-ton Trucks**

**ARTICLE 38:** Upon motion of Robert Fleming, it was moved that the Town vote to raise and appropriate the sum of One hundred ten thousand dollars (\$110,000.00) for purchase of two 1-ton dump trucks for use within the DPW Highway Division.

Favorable recommendation from the Finance Committee  
Favorable recommendation from the Capital Budget Committee

**Moderator declared the motion carried by majority**

**Purchase 5-ton Truck**

**ARTICLE 39:** Upon motion of Michael Goodwin, it was moved that the Town vote to raise and appropriate the sum of Seventy thousand dollars (\$70,000.00) for the lease/purchase of one 5-ton dump truck for use within the DPW Highway Division.

Unfavorable recommendation from the Finance Committee  
Favorable recommendation from the Capital Budget Committee

**Moderator declared the motion carried by majority**

**Purchase ¾ ton Truck**

**ARTICLE 40:** Upon motion of Robert Fleming, it was moved that the Town vote to transfer the sum of Thirty-five thousand dollars (\$35,000.00) for the purchase of a ¾-ton pickup truck for use within the Wastewater Enterprise Division from the Wastewater Stabilization Account (85-300-3560-3418).

Favorable recommendation from the Finance Committee  
Favorable recommendation from the Capital Budget Committee

Moderator declared this motion needs a 2/3 majority

Moderator declared the motion passed by 2/3 majority

**FinCom Reserve Funding**

**ARTICLE 41:** Upon motion of Joan Shanahan, it was moved that the Town vote to raise and appropriate, the sum of Twenty thousand dollars (\$20,000.00) to the Finance Committee Reserve Account, said amount to be expended in accordance with M.G.L. Chapter 40, §6.

Favorable recommendation from the Finance Committee

**Moderator declared the motion carried unanimously**

**Stabilization Funding**

**ARTICLE 42:** Upon motion of Michael Goodwin, it was moved that the Town vote in accordance with Chapter 40, Section 5B of the Massachusetts General Laws to raise and appropriate the sum of One hundred thousand dollars (\$100,000.00) to the General Stabilization Fund.

Favorable recommendation from the Finance Committee



Moderator declared this motion needs a 2/3 majority

**Moderator declared the motion carried unanimously**

Upon motion of William Young, it was moved to dissolve this warrant and adjourn the Annual Town Meeting at 8:31 pm.

**Motion passed unanimously.**

A True Copy,

ATTEST: \_\_\_\_\_

Kelly A. McElreath

Town Clerk

### Article 3: Budget

	<b>FY '11 Approved</b>
1 ACCOUNTANT:	
2 Wages	36,091
3 Salaries	-
4 Other Expense Detail	
5 Miscellaneous	2,000
6 Municipal Accounting Program	3,068
7 Total Departmental Expense	41,159
8 ANIMAL CONTROL:	
9 Wages	27,871
10 Salaries	-
11 Other Expense Detail	
12 Kennel Rental	2,000
13 Miscellaneous	1,000
14 Vehicle Expense	1,200
15 Total Departmental Expense	32,071

16	<b>BLACKSTONE VALLEY REGIONAL SCHOOL:</b>	
17	Other Expense Detail	
18	Expansion Debt Service	23,038
19	Town Funded Op Exp	319,104
20	Total Departmental Expense	342,142
21	<b>BOARD OF ASSESSORS:</b>	
22	Wages	42,180
23	Salaries	17,908
24	Other Expense Detail	
25	Interim / In Home Valuation	-
26	In Home Inspections	14,800
27	Mapping	2,950
28	Miscellaneous	3,700
29	Software	3,500
30	Total Departmental Expense	85,039
31	<b>BOARD OF HEALTH:</b>	
32	Wages	42,823
33	Salaries	2,428
34	Other Expense Detail	
35	Demolition/buildings	10
36	Miscellaneous	4,000
37	Food Inspector	2,472
38	Total Departmental Expense	51,733
39	<b>BOARD OF SELECTMEN:</b>	
40	Wages	196,529
41	Salaries	1,750
42	Other Expense Detail	
43	Office Supplies	5,000
44	Annual Audit	11,000
45	General Computer Account	29,000

46	General Expenses	2,000
47	Insurance	700,000
48	Medical Testing	2,000
49	Printing	8,000
50	Telephone	30,000
51	Architectural Retainer	1,000
52	Total Departmental Expense	986,279
53	<b>BONDING TOWN OFFICERS:</b>	
54	Other Expense Detail	
55	Miscellaneous	1,200
56	Total Departmental Expense	1,200
57	<b>CABLE ADVISORY</b>	
58	Wages	15
59	Salaries	-
60	Other Expense Detail	
61	Miscellaneous	-
62	Total Departmental Expense	15
63	<b>CAPITAL BUDGET COMMITTEE:</b>	
64	Other Expense Detail	
65	Miscellaneous	-
66	Total Departmental Expense	-
67	<b>CEMETERY COMMISSION:</b>	
68	Wages	-
69	Salaries	1,317
70	Other Expense Detail	
71	Miscellaneous	-
72	Total Departmental Expense	1,317
73	<b>CODE ENFORCEMENT:</b>	
74	Wages	139,742
75	Salaries	-
76	Other Expense Detail	
77	Continuing Education	

		1,500
78	Mileage	7,000
79	Miscellaneous	8,500
80	Office Expense	1,500
81	Total Departmental Expense	158,242
82	<b>CONSERVATION COMMISSION:</b>	
83	Wages	6,697
84	Salaries	-
85	Other Expense Detail	
86	Beaver Management	5,000
87	Miscellaneous	3,560
88	Total Departmental Expense	15,257
89	<b>COUNCIL ON AGING:</b>	
90	Wages	137,548
91	Salaries	-
92	Other Expense Detail	
93	Electricity	8,000
94	Equip Maintenance	1,375
95	Gas (heat)	11,000
96	Membership Dues	300
97	Miscellaneous	1,000
98	Office Supplies	1,700
99	Programs	3,500
100	Rent	1
101	Supplies	-
102	Training	1,500
103	Transportation	12,000
104	Water and Sewer	1,500
105	Tri Valley Elder Services	-

106	Total Departmental Expense	179,424
107	DEPT. OF PUBLIC WORKS:	
108	Wages	381,827
109	Salaries	-
110	Other Expense Detail	
111	Animal Disposal	1,200
112	Cemetery Maintenance	36,000
113	DPW General Expense	27,900
114	DPW Contracted Services	20,000
115	DPW General Highway Materials	20,000
116	DPW Oil & Paving	27,000
117	DPW Snow Removal	210,000
118	DPW Building Utilities	23,100
119	DPW Building Maint	8,500
120	DPW Radio Maintenance	1,500
121	DPW Training	1,750
122	DPW Clothing Allowance	3,850
123	DPW Consultant	10,000
124	Forestry Expense	7,500
125	Parks Ramsey Building	4,000
126	Parks Lawn Maintenance	5,000
127	Pest Control	1,500
128	Vehicle Fuel	27,500
129	Vehicle Maintenance/Repair	33,000
130	Weed Control	6,500
131	StormWater Management	20,000
132	Water Operation & Maintenance	-
133	Water Main Breaks and Repair	

		-
134	W/W Treatment Plant Maintenance	-
135	W/W Toxicity Testing	-
136	W/W Training	-
137	Total Departmental Expense	877,627
138	<b>DISABILITY AFFAIRS COMM.:</b>	
139	Other Expense Detail	
140	Miscellaneous	-
141	Total Departmental Expense	-
142	<b>ELECTIONS &amp; TOWN MEETINGS:</b>	
143	Other Expense Detail	
144	Miscellaneous	7,500
145	Total Departmental Expense	7,500
146	<b>EMERGENCY MANAGEMENT</b>	
147	Wages	5,125
148	Salaries	-
149	Other Expense Detail	
150	Miscellaneous	468
151	Reverse 911 Support	5,000
152	Total Departmental Expense	10,593
153	<b>EMERGENCY MEDICAL SERVICES:</b>	
154	Wages	120,890
155	Salaries	-
156	Other Expense Detail	
157	Ambulance Supplies	12,932
158	Ambulance Maintenance	2,600
159	Clothing Allowance	1,750
160	Licensing & Certification	3,325
161	Miscellaneous Office & Billing	1,000
162	Training	2,500
163	Total Departmental Expense	144,997

164	<b>FINANCE COMMITTEE:</b>	
165	Other Expense Detail	
166	Miscellaneous	1,000
167	Total Departmental Expense	1,000
168	<b>FIRE DEPARTMENT:</b>	
169	Wages	432,441
170	Salaries	-
171	Other Expense Detail	
172	Building Maintenance	5,000
173	Clothing Allowance	4,000
174	Copier / Computer Maintenance	2,200
175	Fire Alarm Maintenance	1,000
176	Forest Fire Expenses	4,000
177	Fuel Expense	6,000
178	General Expenses	17,000
179	New Equipment	15,000
180	Radio Maintenance	3,000
181	Training Expense	3,000
182	Utilities Expenses	32,500
183	Vehicle Maintenance	13,500
184	Total Departmental Expense	538,641
185	<b>INTEREST PAID:</b>	
186	Other Expense Detail	
187	Fire Station	105,823
188	Stefan's Property	65,603
189	Water Tank Paint, Fire Truck	-
190	Route 140 Water Main	23,233
191	Total Departmental Expense	194,658
192	<b>LIBRARY:</b>	
193	Wages	159,381

194	Salaries	-
195	Other Expense Detail	
196	Library Materials	34,907
197	Library Network Membership	8,059
198	Miscellaneous Budget	8,000
199	Miscellaneous Credit	(6,676)
200	Total Departmental Expense	203,671
201	<b>MATURING DEBT:</b>	
202	Other Expense Detail	
203	Admin Fee - Sewer	3,558
204	Fire Station	185,500
205	Sewer Plant Upgrade	227,194
206	Stefan's Property	129,500
207	Water Tank Paint, Fire Truck	-
208	Route 140 Water Main	125,000
209	Total Departmental Expense	670,752
210	<b>MENDON-UPTON REGIONAL SCHOOL:</b>	
211	Other Expense Detail	
212	Town Funded Operating Expenses	7,184,538
213	Capital Assessment	73,261
214	Nipmuc HS & Miscoe Bond	406,745
215	Memorial School Bond	554,900
216	Total Departmental Expense	8,219,445
217	<b>MISCELLANEOUS:</b>	
218	Other Expense Detail	
219	Historical Commission	1,000
220	Memorial Day	2,000
221	Medicare - PR Taxes	60,000
222	Weights and Measures	1,200
223	Parking Ticket Warrant Officer	1,000



224	Street Lighting	31,500
225	Unemployment Comp.	38,000
226	Total Departmental Expense	134,700
227	<b>MODERATOR:</b>	
228	Wages	-
229	Salaries	480
230	Other Expense Detail	
231	Miscellaneous	70
232	Total Departmental Expense	550
233	<b>MUNICIPAL BUILDINGS:</b>	
234	Other Expense Detail	
235	Miscellaneous	45,000
236	Total Departmental Expense	45,000
237	<b>NURSE - HEALTH SVCS:</b>	
238	Wages	29,760
239	Salaries	-
240	Other Expense Detail	
241	Miscellaneous	1,900
242	Total Departmental Expense	31,660
243	<b>PERSONNEL BOARD:</b>	
244	Wages	1,501
245	Salaries	-
246	Other Expense Detail	
247	Longevity Bonus	2,100
248	MMPA Membership	200
249	Miscellaneous	450
250	Training	400
251	Total Departmental Expense	4,651
252	<b>PLANNING BOARD:</b>	
253	Wages	15,818
254	Salaries	-

255	Other Expense Detail	
256	Advertising/Printing	1,200
257	CMRPC	1,350
258	Membership & Training	320
259	Miscellaneous	250
260	Office Supplies	500
261	Postage	300
262	Professional Services	2,100
263	Total Departmental Expense	21,838
264	<b>POLICE DEPARTMENT:</b>	
265	Wages	1,322,136
266	Salaries	-
267	Other Expense Detail	
268	Building Maintenance	15,000
269	Computer Maintenance	11,000
270	Cruiser	29,406
271	Cruiser Maintenance	10,000
272	Cruiser Gas	32,000
273	Clothing Allowance	15,500
274	General Expenses	22,500
275	Utilities	36,000
276	Total Departmental Expense	1,493,542
277	<b>POLICE DEPT. - COMMUNICATIONS:</b>	
278	Other Expense Detail	
279	Disp Clothing FT	3,400
280	Disp Clothing PT	400
281	Radio Maintenance	2,200
282	Total Departmental Expense	6,000
283	<b>RECREATION:</b>	
284	Wages	

		10,008
285	Salaries	-
286	Other Expense Detail	
287	Beach Program	8,000
288	Total Departmental Expense	18,008
289	<b>REGISTRARS OF VOTERS:</b>	
290	Wages	-
291	Salaries	996
292	Other Expense Detail	
293	Miscellaneous	3,000
294	Total Departmental Expense	3,996
295	<b>TOWN CLERK:</b>	
296	Wages	9,132
297	Salaries	48,740
298	Other Expense Detail	
299	Miscellaneous	2,350
300	Total Departmental Expense	60,222
301	<b>TOWN COUNSEL:</b>	
302	Other Expense Detail	
303	Miscellaneous	14,000
304	Total Departmental Expense	14,000
305	<b>TREASURER-COLLECTOR:</b>	
306	Wages	40,465
307	Salaries	50,064
308	Other Expense Detail	
309	Expenses	29,020
310	Tax Title Foreclosure	8,000
311	Tax Title Auction	-
312	Total Departmental Expense	127,550
313	<b>VETERANS SERVICES:</b>	
314	Wages	7,754
315	Salaries	-

316	Other Expense Detail	
317	Benefit Payments	2,000
318	Miscellaneous	500
319	Total Departmental Expense	10,254
320	<b>WASTE REMOVAL:</b>	
321	Other Expense Detail	
322	Curbside Pickup	257,000
323	Disposal	131,000
324	Trash Bags	32,000
325	Hazardous Waste	7,000
326	Total Departmental Expense	427,000
327	<b>Total Operating Expenses</b>	<b>15,161,731</b>

Salaries	123,685
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Wages	3,165,734
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Total Salaries & Wages	3,289,418
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Other Operating Expenses	11,872,313
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A True Copy,  
ATTEST:

\_\_\_\_\_  
Kelly A. McElreath  
Town Clerk

**TOWN OF UPTON**  
**WARRANT FOR SPECIAL TOWN ELECTION**  
**June 8, 2010**

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 Nipmuc Regional Middle/High School Gymnasium on Tuesday, the Eighth of June, 2010 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 Questions, as follows:

**BALLOT QUESTION 1:** Shall the Town of Upton be allowed to assess an additional Eight-hundred twelve thousand forty-four dollars (\$812,044.00) in real estate and personal property taxes for the purpose of supplementing the Town's share of the assessment for the Mendon-Upton Regional School District and for the purpose of funding the Town's operating budget and capital expenses for the Fiscal Year beginning July first, Two thousand ten?

YES \_\_\_\_\_

NO \_\_\_\_\_

And you are directed to serve this Warrant, by posting up attested copies thereof at the Post Office, Town Library and Town Hall, in said Town seven (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 Twenty-seventh day of April in the year of our lord Two thousand ten

**UPTON BOARD OF SELECTMEN**

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**Kenneth E. Picard, Chairman**

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**Michael E. Goodwin, Member**

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**Robert J. Fleming, Member**

A true copy, Attest:

James R. Bates, Constable  
Date: April 28, 2010

### **Constable Attest Page**

Worcester, ss:

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

Constable of Upton

Date

**CERTIFICATION OF PROCEEDINGS OF SPECIAL TOWN ELECTION**

**June 8, 2010**

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

Ballot clerks on duty were Peg Libbey, Joan Burrell, Harriet Fougere and Betty Consigli. At 3:00, Joan Varney, Kathy Ramsey, Judy Dube and Seema Kenney reported as ballot clerks.

At 8:02 pm the results of the election were printed from the Accu-Vote tabulation machine.

The following are the results of the election:

**Override Vote**

**BALLOT QUESTION 1:** Shall the Town of Upton be allowed to assess an additional Eight-hundred twelve thousand forty-four dollars (\$812,044.00) in real estate and personal property taxes for the purpose of supplementing the Town's share of the assessment for the Mendon-Upton Regional School District and for the purpose of funding the Town's operating budget and capital expenses for the Fiscal Year beginning July first, Two thousand ten?

YES 1069

NO 913

BLANKS 0

The total number of registered voters was 4,856 (86 inactive voters). The total number of ballots voted was 1982 (41% voter turnout) which included 67 absentee ballots. Warden Barbara E. Burke read the official results of the election at 8:05 pm. The used and unused ballots were sealed in separate containers and deposited in the town vault at 8:30 pm.

A True Copy,  
ATTEST:

\_\_\_\_\_  
Kelly A. McElreath  
Town Clerk



## Town of Upton / STM 15 June 2010 / Warrant

IN THE NAME OF THE COMMONWEALTH OF MASSACHUSETTS, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in Elections and in Town affairs, to meet in the Auditorium at the Nipmuc Regional Middle/High School, in Upton on Tuesday, the fifteenth-day of June 2010, at Seven o'clock in the evening, then and there to act on the following Articles:

Article	Motion	Justification/Submitted By	Finance Committee Recommendation
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 Fourteen thousand dollars (\$14,000.00), or any other sum, for a supplemental appropriation to the Town Counsel Expense Account (#01-151-5200-5302), for the remainder of fiscal year 2010, or, to take any other action relative thereto.	Insufficient funding was appropriated for the fiscal year to meet the demand for services.  Board of Selectmen	
2	To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer or borrow the sum of Forty-five thousand dollars (\$45,000.00), or any other sum, to be used to pay the costs associated with the legal fees, engineering, design, project management, construction costs, and materials for the purpose of performing upgrades to the Station Street Sewerage Pump Station, including all costs incidental and related thereto, and that to pay for such upgrades Forty-five thousand dollars (\$45,000.00) shall be transferred from the Wastewater Stabilization Account (85-300-3560-3418) , or, to take any other action relative thereto.	Insufficient funding was appropriated to meet the obligations for this project.  Board of Selectmen	

## Town of Upton / STM 15 June 2010 / Warrant

3	To see if the Town will vote to transfer the sum of Thirty thousand dollars (\$30,000.00) from the Community Preservation Act 2010 tax revenues to the Reserved Fund Balance – Historic Resources (24-300-3242-1000), or, to take any other action relative thereto.	Transfer of Reserves CPC	
4	To see if the Town will vote to transfer the sum of Thirty thousand dollars (\$30,000.00) from the Community Preservation Act 2010 tax revenues to the Reserved Fund Balance – Open Space (24-300-3241-1000), or, to take any other action relative thereto.	Transfer of Reserves CPC	
5	To see if the Town will vote to transfer the sum of Thirty thousand dollars (\$30,000.00) from the Community Preservation Act 2010 tax revenue to the Reserved Fund Balance – Community Housing (24-300-3243-1000), or, to take any other action relative thereto.	Transfer of Reserves CPC	
6	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 Eighty thousand dollars (\$80,000.00), or any other sum, to be used for the construction of necessary upgrades to the Glen Avenue and West River Street pumping stations for compliance with the Massachusetts Department of Environmental Protection (MassDEP) Chemical Safety Control Strategy, and that to pay for such upgrades, Fourteen thousand dollars (\$14,000.00) shall be transferred from the Water Stabilization Account (85-300-3560-3417) and Sixty-six thousand dollars (\$66,000.00) shall be raised and appropriated from Free Cash, or, to take any other action relative thereto.	DEP Required Chemical Safety Storage strategy. A portion of this work will be implemented prior to June 30 <sup>th</sup> with existing funds in the water fund. This article will pay for the balance of the work.  Board of Selectmen	

## Town of Upton / STM 15 June 2010 / Warrant

7	<p>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 Seventy-five thousand dollars (\$75,000.00), or any other sum, to be used for the preparation of a pilot test proposal for conducting a pilot test at the Richard Property Wellfield for the removal of iron, conducting the pilot test using two alternate pressure treatment technologies on site, and preparing a pilot test and preliminary engineering report for submittal to the Massachusetts Department of Environmental Protection (MassDEP), and that to pay for such testing Seventy-five thousand dollars (\$75,000.00) shall be transferred from the General Stabilization Account (85-300-3560-3416), or, to take any other action relative thereto.</p>	<p>The DEP issued an approval permit for the Richard Property Wellfield in October, 2009 that is good for 5 years. In order to bring this water source on line a pilot test and engineering reports are required to evaluate the treatment options for the water produced. This is this is the next step in the process of bringing this well on line.</p> <p>Board of Selectmen</p>	
8	<p>To see if the Town will vote to appropriate, appropriate from available unappropriated funds in the treasury, or transfer, or borrow, the sum of Nine thousand two hundred sixty-three dollars and thirty-eight cents (\$9,263.38), or any other sum, for the purpose of making payment for "Aged Invoices" from Tata &amp; Howard Incorporated, the Towns Water Engineering Firm, for the following aged invoices: T &amp;H Job No. 1293-01 for \$6,728.02, T&amp;H Job No. 1412 for \$806.33, T&amp;H Job No. 1412-02 for \$1,661.06, and T&amp;H Job No. P-237-01 for \$67.97, or, to take any other action relative thereto.</p>	<p>These are invoices from prior years that were not paid. Town Meeting action is required in order to settle these obligations.</p> <p>Board of Selectmen</p>	

## Town of Upton / STM 15 June 2010 / Warrant

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

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

Given under our hands this Twenty-seventh day of May in the year of our lord two thousand ten.

### UPTON BOARD OF SELECTMEN

\_\_\_\_\_  
Michael E. Goodwin, Chairman

\_\_\_\_\_  
Robert J. Fleming, Member

\_\_\_\_\_  
Kenneth E. Picard, Member

A true copy, Attest:

\_\_\_\_\_  
Karen L. Varney, Constable

\_\_\_\_\_  
Date: May 27, 2010

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## Town of Upton / STM 15 June 2010 / Warrant

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### Constable Attest Page

Worcester, ss.

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

87

Constable of Upton  
Karen L. Varney  
May 27, 2010

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**CERTIFICATION OF PROCEEDINGS  
THE COMMONWEALTH OF MASSACHUSETTS  
TOWN OF UPTON  
SPECIAL TOWN MEETING**

**June 15, 2010**

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

During this meeting, 89 voters were checked in to the Nipmuc Regional Middle/High School by Barbara Burke and M. Denise Smith meeting the necessary quorum of 40 voters.

By unanimous vote, guests present were Jon Miguel, Cable Access; Fred Aponte, Accountant; Blythe Robinson, Town Manager; Patricia Cantor, Town Counsel; Michelle Sanford, Town Crier; Krista Perry, Milford Daily News; Dan Shorette, Boy Scout.

**Insurance funding**

**ARTICLE 1:** Upon motion of Michael Goodwin, it was moved that the Town vote to transfer the sum of Fourteen thousand dollars (\$14,000.00) from Insurance (01-945-5700-5743) for a supplemental appropriation to the Town Counsel Expense Account (#01-151-5200-5302), for the remainder of fiscal year 2010.

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

**Station Street Sewerage Pump Station funding**

**ARTICLE 2:** Upon motion of Robert Fleming, it was moved that the Town vote to transfer the sum of Forty-five thousand dollars (\$45,000.00) to be used to pay the costs associated with the legal fees, engineering, design, project management, construction costs, and materials for the purpose of performing upgrades to the Station Street Sewerage Pump Station, including all costs incidental and related thereto, and that to pay for such upgrades Forty-five thousand dollars (\$45,000.00) shall be transferred from the Wastewater Stabilization Account (85-300-3560-3418).

Favorable recommendation from the Finance Committee

**Moderator declared this motion needs a 2/3 majority**

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

**CPA Historical funding**

**ARTICLE 3:** Upon motion of Christine Scott, it was moved that the Town vote to transfer the sum of Thirty thousand dollars (\$30,000.00) from the Community Preservation Act 2010 tax revenues to the Reserved Fund Balance - Historic Resources (24-300-3242-1000).

Favorable recommendation from the Community Preservation Committee

**Moderator declared the motion passed by majority**

**CPA Open Space funding**

**ARTICLE 4:** Upon motion of Christine Scott, it was moved that the Town vote to transfer the sum of Thirty thousand dollars (\$30,000.00) from the Community Preservation Act 2010 tax revenues to the Reserved Fund Balance – Open Space (24-300-3241-1000).

Favorable recommendation from the Community Preservation Committee

**Moderator declared the motion passed by majority**

**CPA Housing funding**

**ARTICLE 5:** Upon motion of Christine Scott, it was moved that the Town vote to transfer the sum of Thirty thousand dollars (\$30,000.00) from the Community Preservation Act 2010 tax revenue to the Reserved Fund Balance – Community Housing (24-300-3243-1000).

Favorable recommendation from the Community Preservation Committee

**Moderator declared the motion passed by majority**

**Glen Ave, West River St Pumping Station funding**

**ARTICLE 6:** Upon motion of Michael Goodwin, it was moved that the Town vote to appropriate from available unappropriated funds in the Town Treasury and transfer the sum of Eighty thousand dollars (\$80,000.00) to be used for the construction of necessary upgrades to the Glen Avenue and West River Street pumping stations for compliance with the Massachusetts Department of Environmental Protection (MassDEP) Chemical Safety Control Strategy, and that to pay for such upgrades, Fourteen thousand dollars (\$14,000.00) shall be transferred from the Water Stabilization Account (85-300-3560-3417) and Sixty-six thousand dollars (\$66,000.00) shall be transferred from unappropriated funds in the Town Treasury.

Favorable recommendation from the Finance Committee

**Moderator declared this motion needs a 2/3 majority**

**Moderator declared the motion passed unanimously**

**Richard Property Wellfield funding**

**ARTICLE 7:** Upon motion of Robert Fleming, it was moved that the Town vote to transfer the sum of Seventy-five thousand dollars (\$75,000.00) to be used for the preparation of a pilot test proposal for conducting a pilot test at the Richard Property Wellfield for the removal of iron, conducting the pilot test using two alternate pressure treatment technologies on site, and preparing a pilot test and preliminary engineering report for submittal to the Massachusetts Department of Environmental Protection (MassDEP), and that to pay for such testing Seventy-five thousand dollars (\$75,000.00) shall be transferred from the General Stabilization Account (85-300-3560-3416).

Unfavorable recommendation from the Finance Committee

Moderator declared this motion needs a 2/3 majority

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

**Prior FY Outstanding Invoice funding**

**ARTICLE 8:** Upon motion of Michael Goodwin, it was moved that the Town vote to transfer the sum of Nine thousand two hundred sixty-three dollars and thirty-eight cents (\$9,263.38) from the Water Enterprise Fund Maintenance/Utilities Account (60-450-5400-5532) for the purpose of making payment for bills from prior fiscal years, "Aged Invoices" from Tata & Howard Incorporated, the Towns Water Engineering Firm, for the following aged invoices: T &H Job No. 1293-01 for \$6,728.02, T&H Job No. 1412 for \$806.33, T&H Job No. 1412-02 for \$1,661.06, and T&H Job No. P-237-01 for \$67.97.

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

Upon motion of William Young, it was moved to dissolve this warrant and adjourn the Special Town Meeting at 7:28 pm.

**Motion passed by unanimously.**

A True Copy,  
ATTEST:

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Kelly A. McElreath  
Town Clerk



**COMMONWEALTH OF MASSACHUSETTS**  
**WILLIAM FRANCIS GALVIN**  
**SECRETARY OF THE COMMONWEALTH**

**Worcester SS.**  
To the Constables of the Town of Upton

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

0/001

Nipmuc Regional High School Gymnasium

on **TUESDAY, THE FOURTEENTH DAY OF SEPTEMBER, 2010**, from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the State Primaries for the candidates of political parties for the following offices:

GOVERNOR .....	FOR THIS COMMONWEALTH
LT. GOVERNOR .....	FOR THIS COMMONWEALTH
ATTORNEY GENERAL .....	FOR THIS COMMONWEALTH
SECRETARY OF STATE .....	FOR THIS COMMONWEALTH
TREASURER .....	FOR THIS COMMONWEALTH
AUDITOR .....	FOR THIS COMMONWEALTH
REPRESENTATIVE IN CONGRESS .....	SECOND DISTRICT
COUNCILLOR .....	SEVENTH DISTRICT
SENATOR IN GENERAL COURT .....	SECOND WORCESTER DISTRICT
REPRESENTATIVE IN GENERAL COURT .....	NINTH WORCESTER DISTRICT
DISTRICT ATTORNEY .....	MIDDLE DISTRICT
SHERIFF .....	WORCESTER COUNTY

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

Given under our hands this 10<sup>th</sup> day of August, 2010.

**UPTON BOARD OF SELECTION**

\_\_\_\_\_  
Michael E. Goodwin, Chairman

\_\_\_\_\_  
Robert J. Fleming

\_\_\_\_\_  
Ken Picard

### Constable Attest Page

Worcester, ss.

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

Constable of Upton  
Date:

**PROCEEDINGS OF STATE PRIMARY ELECTION  
SEPTEMBER 14, 2010**

Election Clerk Judith McGee 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 through out the day were Margaret Libbey, Nancy Wolf, Elaine Picard and Joan Varney. Elizabeth Consigli, Harriet Fougere, Kathy Ramsey and Rena Richard were on duty throughout the day at the checkout table.

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:

**Democratic (259 Votes)**

<b>Governor</b>		<b>Representative In Congress</b>	
Deval L. Patrick	181	Richard E. Neal	185
Timothy Cahill	8	Tom Wesley	1
Charles Baker	1	Blanks	73
Blanks	69		
<b>Lieutenant Governor</b>		<b>Councillor</b>	
Timothy Murray	197	Francis A. Ford	155
Richard R. Tisei	1	Jennie L. Cassie	1
Blanks	61	Blanks	103
<b>Attorney General</b>		<b>Senator in General Court</b>	
Martha Coakley	193	Michael O. Moore	190
Guy Carbone	2	Blanks	68
James McKenna	1	Other/Write Ins	1
Blanks	63		
<b>Secretary of State</b>		<b>Representative in General Court</b>	
William Francis Galvin	194	Timothy A. Dodd	172
Bill Campbell	1	George Peterson	1
Blanks	64	Blanks	86
<b>Treasurer</b>		<b>District Attorney</b>	
Steven Grossman	119	Joseph D. Early, Jr	189
Stephen J. Murphy	88	Blanks	70
Karyn Polito	1		
Blanks	51		

<b>Auditor</b>		<b>Sheriff</b>	
Suzanne M. Bump	73	Scot J. Bove	92
Guy William Glodis	138	Thomas J. Foley	124
Mike Lake	24	Lewis Evangelidis	1
Mary Connaughton	1	Blanks	42
Blanks	23		

### Republican (365 Votes)

<b>Governor</b>		<b>Representative In Congress</b>	
Charles Baker	334	Jay S. Fleitman	89
Scott Lively	3	Thomas A. Wesley	249
Tim Cahill	2	Blanks	27
Blanks	26		
<b>Lieutenant Governor</b>		<b>Councillor</b>	
Richard R. Tisei	302	Jennie L. Cassie	259
Keith Davis	4	Blanks	106
Paul Loscocco	1		
Blanks	58	<b>Senator in General Court</b>	
<b>Attorney General</b>		Blank	361
James McKenna (Write In)	84	Other/Write Ins	4
Guy Carbone (Write In)	15		
Blanks	266	<b>Representative in General Court</b>	
<b>Secretary of State</b>		George N. Peterson, Jr	324
William C. Campbell	270	Blanks	41
Blanks	95		
<b>Treasurer</b>		<b>District Attorney</b>	
Karyn Polito	317	Blanks	361
Blanks	48	Other/Write Ins	4
<b>Auditor</b>		<b>Sheriff</b>	
Mary Z. Connaughton	274	Lewis G. Evangelidis	295
Kamal Jain	36	Scot Bove	1
Blanks	55	Thomas J. Foley	1
		Blanks	67

### Libertarians (2 Votes)

<b>Governor</b>		<b>Rep in Congress</b>	
Charles Baker	1	Blanks	2
Blanks	1		
<b>Lt Governor</b>		<b>Councillor</b>	
Blanks	2	Blanks	2
		<b>Senator in General Court</b>	
<b>Attorney General</b>		Michael Moore	1
Blanks	2	Blanks	1
<b>Secretary of State</b>		<b>Rep in General Court</b>	
Blanks	2	George Peterson	1
		Blanks	1
<b>Treasurer</b>		<b>District Attorney</b>	
Blanks	2	Blanks	2
<b>Auditor</b>		<b>Sheriff</b>	
Kamal Jain	1	Lewis Evangelidis	1
Blanks	2	Blanks	1

The total number of ballots voted was 626, which included 32 absentee ballots. With 4,911 registered voters (4,829 active, 82 inactive), this represents a 17% voter turnout. Warden Barbara E. Burke read the unofficial results of the election at 8:15 pm. The used and unused ballots were sealed in separate containers and deposited in the town vault at 8:35 pm.

Attest:

\_\_\_\_\_  
 Kelly A. McElreath  
 Town Clerk

**COMMONWEALTH OF MASSACHUSETTS**  
**WILLIAM FRANCIS GALVIN**  
**SECRETARY OF THE COMMONWEALTH**

**Worcester SS.**  
To the Constables of the City/Town of Upton

**GREETING:**

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

001/01

Nipmuc Regional High School Gymnasium

on **TUESDAY, THE SECOND DAY OF NOVEMBER, 2010**, from 6:30 A.M. to 8:00 P.M. for the following purpose:

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

GOVERNOR/LT. GOVERNOR . . . . .	FOR THIS COMMONWEALTH
ATTORNEY GENERAL . . . . .	FOR THIS COMMONWEALTH
SECRETARY OF STATE . . . . .	FOR THIS COMMONWEALTH
TREASURER . . . . .	FOR THIS COMMONWEALTH
AUDITOR . . . . .	FOR THIS COMMONWEALTH
REPRESENTATIVE IN CONGRESS . . . . .	SECOND DISTRICT
COUNCILLOR . . . . .	SEVENTH DISTRICT
SENATOR IN GENERAL COURT . . . . .	SECOND DISTRICT
REPRESENTATIVE IN GENERAL COURT . . . . .	NINTH WORCESTER DISTRICT
DISTRICT ATTORNEY . . . . .	MIDDLE DISTRICT
SHERIFF . . . . .	WORCESTER COUNTY
REGIONAL SCHOOL COMMITTEE . . . . .	BLACKSTONE VALLEY DISTRICT

**QUESTION 1: LAW PROPOSED BY INITIATIVE PETITION**

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 4, 2010?

**SUMMARY**

This proposed law would remove the Massachusetts sales tax on alcoholic beverages and alcohol, where the sale of such beverages and alcohol or their importation into the state is already subject to a separate excise tax under state law. The proposed law would take effect on January 1, 2011.

**A YES VOTE** would remove the state sales tax on alcoholic beverages and alcohol where their sale or importation into the state is subject to an excise tax under state law.

**A NO VOTE** would make no change in the state sales tax on alcoholic beverages and alcohol.

**QUESTION 2: LAW PROPOSED BY INITIATIVE PETITION**

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 4, 2010?

**SUMMARY**

This proposed law would repeal an existing state law that allows a qualified organization wishing to build government-subsidized housing that includes low- or moderate-income units to apply for a single comprehensive permit from a city or town's zoning board of appeals (ZBA), instead of separate permits from each local agency or official having jurisdiction over any aspect of the proposed housing. The repeal would take effect on January 1, 2011, but would not stop or otherwise affect any proposed housing that had already received both a comprehensive permit and a building permit for at least one unit.

Under the existing law, the ZBA holds a public hearing on the application and considers the recommendations of local

agencies and officials. The ZBA may grant a comprehensive permit that may include conditions or requirements concerning the height, site plan, size, shape, or building materials of the housing. Persons aggrieved by the ZBA's decision to grant a permit may appeal it to a court. If the ZBA denies the permit or grants it with conditions or requirements that make the housing uneconomic to build or to operate, the applicant may appeal to the state Housing Appeals Committee (HAC).

After a hearing, if the HAC rules that the ZBA's denial of a comprehensive permit was unreasonable and not consistent with local needs, the HAC orders the ZBA to issue the permit. If the HAC rules that the ZBA's decision issuing a comprehensive permit with conditions or requirements made the housing uneconomic to build or operate and was not consistent with local needs, the HAC orders the ZBA to modify or remove any such condition or requirement so as to make the proposal no longer uneconomic. The HAC cannot order the ZBA to issue any permit that would allow the housing to fall below minimum safety standards or site plan requirements. If the HAC rules that the ZBA's action was consistent with local needs, the HAC must uphold it even if it made the housing uneconomic. The HAC's decision is subject to review in the courts.

A condition or requirement makes housing "uneconomic" if it would prevent a public agency or non-profit organization from building or operating the housing except at a financial loss, or it would prevent a limited dividend organization from building or operating the housing without a reasonable return on its investment.

A ZBA's decision is "consistent with local needs" if it applies requirements that are reasonable in view of the regional need for low- and moderate-income housing and the number of low-income persons in the city or town, as well as the need to protect health and safety, promote better site and building design, and preserve open space, if those requirements are applied as equally as possible to both subsidized and unsubsidized housing. Requirements are considered "consistent with local needs" if more than 10% of the city or town's housing units are low- or moderate-income units or if such units are on sites making up at least 1.5% of the total private land zoned for residential, commercial, or industrial use in the city or town. Requirements are also considered "consistent with local needs" if the application would result, in any one calendar year, in beginning construction of low- or moderate-income housing on sites making up more than 0.3% of the total private land zoned for residential, commercial, or industrial use in the city or town, or on ten acres, whichever is larger.

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

*A YES VOTE* would repeal the state law allowing the issuance of a single comprehensive permit to build housing that includes low- or moderate-income units.

*A NO VOTE* would make no change in the state law allowing issuance of such a comprehensive permit.

### QUESTION 3: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 4, 2010?

#### SUMMARY

This proposed law would reduce the state sales and use tax rates (which were 6.25% as of September 2009) to 3% as of January 1, 2011. It would make the same reduction in the rate used to determine the amount to be deposited with the state Commissioner of Revenue by non-resident building contractors as security for the payment of sales and use tax on tangible personal property used in carrying out their contracts.

The proposed law provides that if the 3% rates would not produce enough revenues to satisfy any lawful pledge of sales and use tax revenues in connection with any bond, note, or other contractual obligation, then the rates would instead be reduced to the lowest level allowed by law.

The proposed law would not affect the collection of moneys due the Commonwealth for sales, storage, use or other consumption of tangible personal property or services occurring before January 1, 2011.

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

*A YES VOTE* would reduce the state sales and use tax rates to 3%.

*A NO VOTE* would make no change in the state sales and use tax rates.

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

Given under our hands this 5<sup>th</sup> day of October 2010.

**UPTON BOARD OF SELECTION**

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Michael E. Goodwin, Chairman

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Robert J. Fleming

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Ken Picard



Constable Attest Page

Worcester, ss.

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

Constable of Upton  
Date:

**PROCEEDINGS OF STATE ELECTION  
NOVEMBER 2, 2010**

Election Clerk Judith McGee called the meeting to order with the reading of the Warrant. Barbara Burke, Warden, declared the polls open at 6:00 am. Election Clerk Judith McGee was on duty.

Ballot clerks on duty at the check-in table through out the day were Joan Burrill, Joan Shanahan, Margaret Libbey, Kathy Ramsey, Paula Deiana and Rena Richard. Harriet Fougere, Elizabeth Consigli, Judy Dube, Elaine Picard, Seema Kenney and Nancy Wolf were on duty throughout the day at the checkout table.

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:

**Governor and Lt Governor**

Patrick and Murray	1116
Baker and Tisei	1841
Cahill and Loscocco	227
Stein and Purcell	58
Blanks	26

**Attorney General**

Martha Coakley	1591
James P. McKenna	1608
Blanks	68
All Others	1

**Secretary of State**

William Francis Galvin	1506
William C. Campbell	1482
James D. Henderson	114
Blanks	164
All Others	2

**Treasurer**

Steven Grossman	1094
Karyn E. Polito	2055
Blanks	117
All Others	2

**Auditor**

Suzanne M. Bump	966
Mary Z. Connaughton	1872
Nathan A. Fortune	149
Blanks	281

**Rep in Congress**

Richard E. Neal	1251
Thomas Wesley	1879
Blanks	137
All Others	1

**Councillor**

Jennie L. Caissie	1849
Francis Ford	1030
Blanks	389

**Senator in General Court**

Michael O. Moore	1992
Blanks	1254
All Others	22

**Representative in General Court**

George N. Peterson Jr	2052
Timothy Dodd	1007
Blanks	209

**District Attorney**

Joseph D. Early, Jr	1956
Blanks	1301
All Others	11

**Sheriff**

Lewis G. Evangelidis	1663
Thomas J. Foley	1059
Keith E. Nicholas	235
Blanks	311

**Blackstone Valley Regional Vocational Technical High School Committee, Bellingham**

Joseph M. Hall	2004
Blanks	1264

**Blackstone Valley Regional Vocational Technical High School Committee, Blackstone**

William J. Pontes	1959
Blanks	1309

**Blackstone Valley Regional Vocational Technical High School Committee, Douglas**

John C. Lavin, III	1954
Blanks	1314

**Blackstone Valley Regional Vocational Technical High School Committee, Grafton**

Anthony M. Yitts	1820
Blanks	1448

**Blackstone Valley Regional Vocational Technical High School Committee, Hopedale**

Paul M. Yanovitch	1817
Blanks	1451

**Blackstone Valley Regional Vocational Technical High School Committee, Mendon**

Michael D. Peterson	1877
Blanks	1391

**Blackstone Valley Regional Vocational Technical High School Committee, Milford**

Arthur E. Morin, Jr	1830
Blanks	1438

**Blackstone Valley Regional Vocational Technical High School Committee, Millbury**

Chester P. Hanratty, Jr	1759
Blanks	1509

**Blackstone Valley Regional Vocational Technical High School Committee, Millville**

Gerald M. Finn	1741
Blanks	1527

**Blackstone Valley Regional Vocational Technical High School Committee, Northbridge**

Jeff T. Koopman	1829
Blanks	1439

**Blackstone Valley Regional Vocational Technical High School Committee, Sutton**

Mitchell A. Intinarelli	1824
Blanks	1444

**Blackstone Valley Regional Vocational Technical High School Committee, Upton**

Kenneth Pedersen, Jr	2050
Blanks	1218

**Blackstone Valley Regional Vocational Technical High School Committee, Uxbridge**

James Ebbeling	1128
Dave LeFrancois	545
Blanks	1595

**Question 1 – Remove Massachusetts Sales Tax on alcoholic beverages and alcohol**

Yes	2020
No	1205
Blanks	43

**Question 2 – Repeal existing State Law regarding low-or moderate-income housing**

Yes	1535
No	1546
Blanks	187

**Question 3 – Reduce State Sales Tax Rate**

Yes	1693
No	1525
Blanks	50

Russell Wood and Patricia Wood reported to the polls at 8:00 pm to count the write in ballots.

The total number of ballots voted was 3,261, which included 152 absentee ballots and 3 provisional ballots. With 4,958 registered voters (4,878 active, 80 inactive), this represents 66% voter turnout. Warden Barbara E. Burke read the unofficial results of the election at 8:45 pm. The used and unused ballots were sealed in separate containers and deposited in the town vault at 9:15 pm.

Attest:

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Kelly A. McElreath  
Town Clerk

## Town of Upton / STM 16 November 2010 / Warrant

IN THE NAME OF THE COMMONWEALTH OF MASSACHUSETTS, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in Elections and in Town affairs, to meet in the Auditorium at the Nipmuc Regional Middle/High School, in Upton on Tuesday, the sixteenth-day of November 2010, at Seven o'clock in the evening, then and there to act on the following Articles:

Article No.	Article	Justification/Submitted By	Finance Committee Recommendation
1	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 thirty-five thousand eight hundred and thirty-six dollars (\$135,836.00), or any other sum, for a supplemental appropriation to the Mendon Upton Regional School District Operating Budget Account (#01-300-5200-5621), for the remainder of fiscal year 2011, or, to take any other action relative thereto.	The budget adopted by the MURSD school committee was increased above what the Town adopted at the Annual Town Meeting. This figure represents Upton's share of the costs.  Board of Selectmen	TBD
2	To see if the Town will vote pursuant to Chapter 40, Section 5B of the Massachusetts General Laws, to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer the sum of Four hundred fifty-two thousand, five hundred ninety-eight dollars (\$452,598.00), or any other sum, to the Mendon-Upton Regional School District, MURSD, Stabilization Account for the purpose of funding operational expenses of the Mendon-Upton Regional School District, or, to take any other action relative thereto.	The Board recommends that funds not required for this year's school budget be set aside to meet future year's school budget requirements.  Board of Selectmen	TBD
3	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, for the development of a water system Master Plan, or, to take any other action relative thereto.	Develop a master plan to identify the long term needs of the water system.  Board of Selectmen	TBD

## Town of Upton / STM 16 November 2010 / Warrant

4	To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the treasury, or transfer, or borrow the sum of Fifteen thousand dollars (\$15,000.00) or any other sum, for a water rate study to consider future rate increases necessary to finance the future operating and capital needs of the water enterprise, or, to take any other action relative thereto.	To conduct a water rate study to determine how to increase the rates to meet future operating and capital needs of the enterprise fund.  Board of Selectmen	TBD
5	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 thousand dollars (\$30,000.00) or any other sum, for the Glen Avenue Well field to determine the appropriate method to replace a portion of the well field, or, to take any other action relative thereto.	Undertake testing services to determine the appropriate method of replacing the rear portion of the well field.  Board of Selectmen	TBD
6	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 Twenty-two thousand dollars (\$22,000.00), or any other sum, to be used for the replacement of the Town Hall Server including expenses incidental and related thereto, or, to take any other action relative thereto.	The existing server is five years old and can no longer run all required systems.  Board of Selectmen	TBD
7	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 Twenty thousand dollars (\$20,000.00), or any other sum, for a supplemental appropriation to the Town Counsel Expense Account (#01-151-5200-5302), for the remainder of fiscal year 2011, or, to take any other action relative thereto.	Insufficient funding was appropriated for the fiscal year to meet the demand for services.  Board of Selectmen	TBD

## Town of Upton / STM 16 November 2010 / Warrant

8	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 Ten thousand dollars (\$10,000.00), or any other sum, for a supplemental appropriation to the DPW Consultant Account (#01-421-5200-5200), for the remainder of fiscal year 2011, or, to take any other action relative thereto.	Insufficient funding was appropriated for the fiscal year to meet the demand for services.  Board of Selectmen	TBD
9	To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer or borrow the sum of Five thousand dollars (\$5,000.00), or any other sum, for replacement of five (5) Self Contained Breathing Apparatus ("SCBA") bottles for the Fire Department, or, to take any other action relative thereto.	The Town owns 23 bottles of which five have expired and can no longer be used. These funds were not included in the FY 2011 budget.  Board of Selectmen	TBD
10	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 Twenty-nine thousand dollars (\$29,000.00), or any other sum, for the pavement of driveways at 56/58/60 Pleasant Street, or, to take any other action relative thereto.	The Town entered into an agreement in 2008 to make repairs to properties at 56 /58/60 Pleasant street. This request is for the paving work to complete the job.  Board of Selectmen	TBD
11	To see if the Town will vote to transfer the sum of \$10,715.79 from the Community Preservation Town Hall Window Evaluation Fund account (# 24-300-3242-1008) to the Town Hall Renovation fund, account (#24-300-3242-1007) for a supplemental funding of a detailed evaluation for the proposed preservation and rehabilitation of the historic resource known as the Upton Town Hall including but not limited to improvements to comply with the Americans with Disabilities Act and other federal, state or local building codes; this	Additional Funds are required to complete the Town Hall Evaluation Project  Community Preservation Committee	N/A



## Town of Upton / STM 16 November 2010 / Warrant

	supplemental funding is needed due to the Preservation Restriction Agreement with Massachusetts Historical Commission. Project is managed by a Town Hall Renovation Study Committee appointed by the Board of Selectmen and assisted by a Massachusetts Registered Architect, to be completed within three years, as recommended by the Community Preservation Committee, or, to take any other action relative thereto.		
12	To see if the Town will vote pursuant to M.G.L. Chapter 40A, Section 5 to amend the Zoning By-Laws and Zoning Map by renaming the "Agricultural Residential (AR)" zoning district to "Rural Residential (RUR)" zoning district, the complete text of the proposed By-Law amendment and the proposed Zoning Map are available for review at the Town Clerk's office, or take any other action relative thereto.	Amend the Zoning Bylaws and Map to rename the Agricultural Residential (AR) District to the Rural Residential District (RUR).  Planning Board	N/A
13	To see if the Town will vote to provide guidance concerning: (1) the establishment, after due consideration of the needs of the Town and its elder citizens, of a maximum spending limit during the ensuing fiscal year in support of the "Senior Work Off" program, which program allows seniors citizens to work for the Town in exchange for credit on annual property tax assessments; and, (2) whether the Board of Selectmen or the Annual Town Meeting should establish the same, or, to take any other action relative thereto.	To seek guidance from Town Meeting on establishing a maximum spending limit for this program and which body should determine that limit.  Board of Selectmen	TBD

## Town of Upton / STM 16 November 2010 / Warrant

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

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

Given under our hands this Twenty-sixth day of October in the year of our lord two thousand ten.

### UPTON BOARD OF SELECTMEN

\_\_\_\_\_  
Michael E. Goodwin, Chairman

\_\_\_\_\_  
Robert J. Fleming, Member

\_\_\_\_\_  
Kenneth E. Picard, Member

108

A true copy, Attest:

\_\_\_\_\_  
Karen L. Varney, Constable

\_\_\_\_\_  
Date: October 26, 2010

## Town of Upton / STM 16 November 2010 / Warrant

### Constable Attest Page

Worcester, ss.

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

Karen L. Varney  
Constable of Upton  
October 27, 2010

**CERTIFICATION OF PROCEEDINGS  
THE COMMONWEALTH OF MASSACHUSETTS  
TOWN OF UPTON  
SPECIAL TOWN MEETING**

**November 16, 2010**

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

During this meeting, 92 voters were checked in to the Nipmuc Regional Middle/High School by Barbara Burke and M. Denise Smith meeting the necessary quorum of 40 voters.

By unanimous vote, guests present were Blythe Robinson, Town Manager; Larry Bombara, DPW; Aaron Goodale, Fire Chief; Lauren Goldberg, Town Counsel; Michelle Sanford, Town Crier; Fred Aponte, Accountant; Julie Balise, Milford Daily News; David O'Brien, Matthew Bartlett, Tyler Bartlett, Zach Boudrout, Wesley Dumas, Tony Arrigo, Ben Moeckel, Adam Moeckel, Zach Crosby (Boy Scouts)

**Transfer to School Budget**

**ARTICLE 1:** Upon motion of Heather Applegate, it was moved that the Town vote to transfer from the amount appropriated under Article 20 of the May 6, 2010 Annual Town Meeting the sum of One hundred thirty-five thousand eight hundred and thirty-six dollars (\$135,836.00) for a supplemental appropriation to the Mendon Upton Regional School District Operating Budget Account (#01-300-5200-5621), for the remainder of fiscal year 2011.

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

**Transfer to School Stabilization**

**ARTICLE 2:** Upon motion of Heather Applegate, it was moved that the Town vote pursuant to Chapter 40, Section 5B of the Massachusetts General Laws to transfer from the amount appropriated under Article 20 of the May 6, 2010 Annual Town Meeting the sum of Four hundred fifty-two thousand, five hundred ninety-eight dollars (\$452,598.00), to the Mendon-Upton Regional School District, MURSD, Stabilization Account for the purpose of funding operational expenses of the Mendon-Upton Regional School District.

Favorable recommendation from the Finance Committee

Moderator declared this motion needs a 2/3 majority

**Moderator declared the vote to be:      Yes    52    No    26**

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

**Water System Master Plan funding**

**ARTICLE 3:** Upon motion of Michael Goodwin that the Town vote to appropriate from available unappropriated funds in the Water Enterprise fund, the sum of Thirty-five thousand dollars (\$35,000.00) for the development of a water system Master Plan.

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed by majority**

**Water Rate Study funding**

**ARTICLE 4:** Upon motion of Michael Goodwin, it was moved that the Town vote to appropriate from available unappropriated funds in the treasury, the sum of Fifteen thousand dollars (\$15,000.00) for a water rate study to consider future rate increases necessary to finance the future operating and capital needs of the water enterprise.

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed by majority**

**Glen Ave Well Field funding**

**ARTICLE 5:** Upon motion of Michael Goodwin, it was moved that the Town vote to appropriate from available unappropriated funds in the treasury, the sum of Thirty thousand dollars (\$30,000.00) for the Glen Avenue Well field to determine the appropriate method to replace a portion of the well field.

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed by majority**

**Town Hall Server funding**

**ARTICLE 6:** Upon motion of Ken Picard, it was moved that the Town vote to appropriate from available unappropriated funds in the Town Treasury, the sum of Twenty-two thousand dollars (\$22,000.00) to be used for the replacement of the Town Hall Server including expenses incidental and related thereto.

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

**Town Counsel Expense Funding**

**ARTICLE 7:** Upon motion of Robert Fleming, it was moved that the Town vote to appropriate from available unappropriated funds in the Town Treasury, the sum of Twenty thousand dollars (\$20,000.00) for a supplemental appropriation to the Town Counsel Expense Account (#01-151-5200-5302), for the remainder of fiscal year 2011.

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

**DPW Consultant Funding**

**ARTICLE 8:** Upon motion of Michael Goodwin, it was moved that the Town vote to appropriate from available unappropriated funds in the Town Treasury, the sum of Ten thousand dollars (\$10,000.00) for a supplemental appropriation to the DPW Consultant Account (#01-421-5200-5200), for the remainder of fiscal year 2011.

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

**ARTICLE 9:** Upon motion of Ken Picard, it was moved to pass over this Article 9.

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed unanimously**

**Driveway pavement funding**

**ARTICLE 10:** Upon motion of Robert Fleming, it was moved that the Town vote to appropriate from available unappropriated funds in the Town Treasury, the sum of Twenty-nine thousand dollars (\$29,000.00) for the pavement of driveways at 56/58/60 Pleasant Street.

Favorable recommendation from the Finance Committee

**Moderator declared the motion passed by majority**

**Town Hall Renovation CPA funding**

**ARTICLE 11:** Upon motion of Rena Richard, it was moved that the Town vote to vote to transfer the sum of \$10,715.79 from the Community Preservation Town Hall Window Evaluation Fund account (# 24-300-3242-1008) to the Town Hall Renovation fund, account (#24-300-3242-1007) for supplemental funding of a detailed evaluation for the proposed preservation and rehabilitation of the historic resource known as the Upton Town Hall including but not limited to improvements to comply with the Americans with Disabilities Act and other federal, state or local building codes, to be completed within three years, as recommended by the Community Preservation Committee.

Favorable recommendation from the Community Preservation Committee

Upon motion of Ellen Arnold, it was moved to table the motion

**Moderator declared the motion lost**

**Moderator declared the motion passed by majority**

**Zoning Name Change**

**ARTICLE 12:** Upon motion of Gary Bohan, it was moved that the Town vote to pursuant to M.G.L. Chapter 40A, Section 5 to amend the Zoning By-Laws and Zoning Map by renaming the "Agricultural Residential (AR)" zoning district to "Rural Residential (RUR)" zoning

district as on file with the Town Clerk's office and as set forth in the handout entitled, "Proposed Zoning District Name Change - Zoning Bylaw Text Changes".

Favorable recommendation from the Planning Board

Upon motion of Sherry Berger, it was moved to table the motion  
**Moderator declared the motion pass by 2/3 majority**

**Senior Work Off Program Spending Limit**

**ARTICLE 13:** Upon motion of Michael Goodwin, it was moved that the Annual Town Meeting establish, after due consideration of the needs of the Town and its elder citizens, a maximum spending limit for the ensuing fiscal year in support of the "Senior Work Off" program, which program allows seniors citizens to work for the Town in exchange for credit on annual property tax assessments.

**Moderator declared the motion pass by majority**

Upon motion of William Young, it was moved to dissolve this warrant and adjourn the Special Town Meeting at 8:19 pm.

**Motion passed by majority**

A True Copy,  
ATTEST:

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Kelly A. McElreath  
Town Clerk

## REPORT OF THE TOWN MANAGER

In accordance with the Town's General By-Laws I am pleased to present the first report of the Town Manager for the Town of Upton.

The Town Manager's position was created by a vote of the Annual Town Meeting in May, 2008. After a thorough recruitment process by the Town Manager Search Committee and interviews and negotiations with the Board of Selectmen I began my duties on April 12, 2010. The first 8 ½ months have been a whirlwind of transition, both in getting to know the Town; its employees, residents and its way of doing business.

Hopefully residents, the Board of Selectmen, staff and residents have all noticed a difference for the positive on how town operations have changed with this new position. It has been my goal to improve communication and information sharing amongst all those involved in local government, to look for efficiencies and new ways of doing business where it makes sense to do so, to handle day-to-day administrative functions for the Board of Selectmen so that they may focus on policy matters, and perhaps most importantly, conduct myself in a way that makes residents feel welcome to approach me with questions or concerns so that they may leave believing that this change in the structure of local government in Upton was a good decision that the Town made.

To achieve these goals the Selectmen receive weekly reports on on-going activities and department heads participate in bi-weekly staff meetings, changes have been made in the way we buy some commodities that will result in budget savings and we are looking for opportunities to provide some of our services on a regional basis where it makes sense to do so. The Selectmen have turned over some of their weekly duties such as signing the warrants to the Manager, and can now focus more on making policy decisions based upon recommendations developed by staff. Some of the topics we have addressed include how to address drainage issues in various parts of town, and the way in which we handle billing for ambulance services to ensure appropriate revenue collection. My office also works to assist all other boards with information they may need to accomplish their goals and objectives. It is my sincere hope that residents feel welcome to come to the office or call with concerns they have, and that those issues are investigated and resolved as soon as possible. Excellent customer service is a very high priority for me.

Some of the more significant accomplishments this year include:

- Final resolution of the contract for the Main Street Water Line Replacement project and substantial completion of the Station Street Pump Station project;
- Implementation of cost saving measures such as a reduction in telephone expenses for all town departments by almost 50%, and a reduction in the contracted rate for electricity as well as a three year rate lock to avoid future increases;



- We successfully lobbied the State Department of Environmental Protection for a waiver from building a full treatment plant for the Richard Well field 3<sup>rd</sup> water source. This will save the Town approximately \$3.0 million to bring this source of water on line for use.
- The hiring of Chief Ron Goodale as the new Chief of the combined Fire and EMS Departments. With his hiring the Board of Fire Engineers was disbanded and the day to day administration of both of these areas was delegated to him.
- Completion of the GASB 34 and 45 reports that are required for Towns of our size to report the valuation of our fixed assets and our future financial obligations to those retirees that receive their health care through the Town of Upton.
- An upgrade in our bond rating from Standard & Poors to AA. This rating upgrade is due to the prudent financial planning done by the Town prior to this point, and an acknowledgement of the Town's strong position going forward. This rating will enable the Town to borrow funds at more competitive prices in the future.

I want to thank the Board of Selectmen, staff, residents and especially Department Coordinator Karen Varney for their wonderful support over this first year. There has been a tremendous learning curve as the new person in town to understand how things have been done up to now and I could not have overcome that without their assistance and patient responses to my endless questions. I have been and continue to be very impressed by the experience of the staff and the dedication they have to providing good services to the residents they serve. It has been a pleasure and an honor to be chosen to serve as Upton's first Town Manager and I look forward to continuing to do so in 2011.

## REPORT OF THE BOARD OF SELECTMEN

Calendar year 2010 began with Ken Picard as Chairman with members Robert Fleming and Michael Goodwin serving as your Board of Selectmen. At the Annual Town Election on May 3, voters reelected Ken Picard to a second three-year term. On May 4 the Board reorganized and selected Michael Goodwin as Chair. The Board congratulated outgoing Chairman Picard for an outstanding job over the preceding year.

Highlights of actions taken and issues addressed by the Board last year include:

### Personnel

The single-most significant event for the Board in 2010 was our selection in January of Blythe C. Robinson of Hartford, CT, as Upton's first town manager. Blythe comes to Upton having most recently been the Assistant Town Manager of Avon, Connecticut. After successful contract negotiations, Blythe began work in the middle of April. The impact of her arrival was immediately felt throughout town government. You may find her report under its own heading elsewhere in this publication. The Board appreciates her hard work over the rest of 2010.

We thank the Town Manager Search Committee members for a job well done: (alphabetically) Michael A. Bravo, Richard Desjardins, Thomas J. Giblin II, Esq., Jean Jetté, Robert J. Miller, Stephen Matellian, and Personnel Board delegate: Seema-Jayne Kenney.

Having filled the Town Manager's position, the Town Manager Act eliminated the position of Administrative Assistant to the Board. In accordance with the Act, we had to wish a fond farewell to James R. Bates, who faithfully served the Board as our AA more than 10 years.

Among the first monumental tasks the Board asked of the Town Manager was to select a Chief of the Fire & EMS Department to fulfill the voters' wishes in 2008 to reorganize the Fire and EMS departments into a single, reunified entity.

Once the Fire Chief Search Committee completed their assignment, they turned the list of finalists over to the Town Manager. In August, the Board ratified the Town Manager's selection of Ron Goodale of West Barnstable, Massachusetts as the Chief of Fire & EMS.

We express our thanks to members of the Fire Chief Search Committee for an outstanding job well done: (alphabetically) James Brochu, Michael Curley, Gary T. Daugherty, Sr., Selectman Robert J. Fleming, Assistant Fire Chief Michael J. Marchand, Fire Captain Henry J. Poirier III, Maxwell J. Weinfuss, and delegate from the Personnel Board: John K. Sicurella.

On September 20, with the lion's share of the work arranged by the members of the soon-to-be combined Fire & EMS Department, the Board held a meeting, (in essence, a *ceremony*), on the main floor of the fire station with three specific actions in mind:

First, was to give a first-class send off to retiring Board of Fire Engineers member and current Chief, Michael J. Bradford, Sr., who faithfully and honorably served the Town in multiple capacities for more than 40 years.

Second, was to formally dissolve the Board of Fire Engineers and the position of Director of Emergency Medical Services in preparation for appointing the chief of a single, unified department.

Lastly, the entire audience observed Town Clerk Kelly McElreath administer the oath of office to Chief Ron Goodale completing the transition of command.

The Board participated in three elections due to vacancies occurring during the year. With the remaining members of their respective boards & committee, we jointly elected:

Laurie Wodin to the Board of Library Trustees;  
Teresa Ambrosino to the Board of Assessors, and;  
Jennifer Malin to the Finance Committee

We welcomed each to their positions in Town government.

The Town Clerk informed us that with the reappointment of George Kennedy to the Board of Registrars marked his 50th year in that position.

### Community

Following 10 months of events, the culmination of Upton's 275th Anniversary celebration was a four-division, 1,000-participant parade. You can read more about the celebration in the committee's report under a separate heading in this edition.

We express our sincere gratitude to the committee: Barbara Burke, Donna Desjardins, Ida Jetté, Lorraine G. Loeper, Kathleen M. Langin, Andrew Majkut, Kelly McElreath, Keith Orrell, Michael Oliver plus the scores of volunteers who made the parade a huge success. We know it's difficult to put together a once-in-a-quarter century event; this committee made it look easy. We look forward to the 300th Anniversary in 2035 where the time capsule will be unearthed.

In February, the Board was privileged to name the athletic field on West River St. as "*The Robert Henderson and Ernest Rivers Memorial Field*" after two longtime contributors to the town. The public ceremony will take place in the spring of 2011 however, the Board has already set a brass monument in place and looks forward to the official dedication in the spring.

After many years of intermittent discussion among many of our aging veterans, the Board purchased a 7-foot tall monument honoring all veterans of Upton. The Board worked in close consultation with the Veterans' Council and Cemetery Commissioners on the design of the monument and its placement in Lakeview Cemetery. At the annual Memorial Day Observance, the Board dedicated this monument along with its accompanying new, 25-foot flagpole to replace the existing, deteriorated pole. The Board also purchased a replacement 35-foot flagpole for the Town Common. Our thanks to Parks Supervisor, John Johnson for overseeing the installation of the monument and both flagpoles in time for Memorial Day.

### Fiscal Management

The Board has been in the challenging position of maintaining town services at levels residents expect. The Board found it necessary to sponsor an \$812,044 Proposition 2½ override which concluded with its passage by ballot vote on June 8<sup>th</sup>. We recognize and attempt to address the hardship created on some citizens (often times) seniors and others with limited income) by the upcoming increase in property tax bills. The Board remains committed to responsible and prudent spending. We believe that this goal was achieved in 2010.

Once again we found it necessary to ask all departments to level fund their budgets for Fiscal Year 2011 except for those line items that were known to have definitely increased. We do recognize the effect of deferring items too long and are looking toward the FY12 budget to address some of these departments' managers concerns.

Additionally, as a cost-saving measure, we negotiated with the four bargaining units we recognize (DPW [hourly], DPW Supervisors, Fire, and Police) to defer contractual raises until the last pay period of the fiscal year. Once all those contracts were amended, we then deferred raises for the Town's non-union personnel for the same time period. We are extremely grateful to every employee affected by this deferral. Along with other measures, we were able avoid having to lay off any employees last year. As we recognize employees as our Town's greatest asset, we continue to seek all options to avoid layoffs until necessary.

### **Infrastructure and Other Projects**

During the Main St. Water Mains Replacement Project, the Board capitalized on the open roadway and quickly designed and made some additional improvements that were not part of the original design. At the March Special Town Meeting, voters agreed with the improvements and borrowed an additional \$62,370 to supplement the account to pay for those improvements and overruns encountered by striking ledge.

After several delays, the upgrade to the Station Street Pumping Station was substantially completed in November, although the contractor will still be working through some minor issues for this long-overdue project.

The Town Hall Window replacement project was sidelined, at least temporarily, after the discovery of a preservation restriction from the roof replacement in 1998. However, the Town Hall Renovation Committee and its architectural consultant, in close coordination with the Massachusetts Historical Commission, continue working to determine if the Town Hall is worth renovating. We look forward to their report which should be presented to the Board in mid-January, 2011.

During the last half of the year, the Board was able to focus more on long-range planning and capital improvements. We thank Larry Bombara our DPW consultant, Tata & Howard our engineering firm, and our Town Manager for their help over the last year. Here are some highlights of projects (planned or in-progress) from 2010:

- Constructing necessary upgrades to the Glen Avenue and West River Street pumping stations for compliance with the Massachusetts Department of Environmental Protection (MassDEP) Chemical Safety Control Strategy;
- Preparing & conducting pilot test and preliminary engineering report for submittal to the MassDEP for the Richard Well Field;
- Conducting a water rate study and developing Master Plans for the water and wastewater systems;
- Determining the appropriate method to replace a portion of the Glen Avenue Well field;
- Completing a Pavement Management Program

The Board scheduled an informational session on January 13, 2011 regarding the three-part project: the redesign of the intersections in the area of Main St./Maple Ave./Hartford Ave. (North & South); the redesign of the intersections at Pratt Pond (Hopkinton & Westborough roads and School, High & North Main streets) and resurfacing the entire length of Hartford Ave. North, High St. and Hopkinton Rd. We are seeking the State Transportation Improvement Program (TIP) as a possible funding source for this project. If it qualifies, the Town would only be responsible to pay for the design work, estimated to be about \$600,000; the state would pay for the rest. We thank BETA Group for their analysis of this comprehensive project.

If the Hartford Ave. North part of the project gets approved, the Board will likely evaluate replacing the water mains while the roadway is open. This road has become the "new Main St." as it relates to water main breaks primarily due to the age of the pipes.

Funding requests for storm water management projects will continue to be brought to voters as more requirements by the Environmental Protection Agency and the MassDEP are leveled on the Town.

#### **Closing Comments**

The Town is fortunate to have so many citizens who selflessly volunteer their time on a myriad of elected and appointed boards, committees, commissions, and councils. Each time the Board advertised for volunteers to serve the Town in various capacities, we have been gratified by the response from well-qualified and generous residents. But sometimes we are put in the awkward position of having to turn down volunteers and yet we hope they will maintain their interest in town government as new opportunities for volunteer service arise. Without these scores of volunteers and the Town's talented and dedicated employees, the Board of Selectmen simply could not accomplish its goals.

The Board wishes to thank all elected officials and members of the Town's boards, committees, commissions, councils, and employees for all your hard work and dedication to the Town over the last year. We would especially like to thank our Department Coordinator, Karen Varney, for all her effort in this year of transition for our office.

Respectfully Submitted,

The Board of Selectmen  
Michael Goodwin, Chair  
Robert Fleming  
Kenneth Picard

**TOWN OF UPTON**  
Upton, Massachusetts

**COMBINED BALANCE SHEET - ALL FUND TYPES AND ACCOUNT GROUP**  
For the Year Ended June 30, 2010

		General Fund	Special Revenue	Capital Projects	Agency & Trust	Enterprise Funds	Long Term Obligations
<b><u>ASSETS:</u></b>							
	Cash	1,673,912	2,839,977	174,584	4,013,193	80,692	
	Receivables:						
	Property Taxes(Comm Presv)	695,909	12,532				
	Excise Taxes	122,835					
	Water/Sewer	38,465				102,801	
	Tax Liens	187,898	1,818			7,635	
	Other	22,590					
	Bonds Authorized			1,453,229			
120	Amt to be provided long-term debt						6,253,700
	<b>Total Assets</b>	<b><u>2,741,608</u></b>	<b><u>2,854,327</u></b>	<b><u>1,627,813</u></b>	<b><u>4,013,193</u></b>	<b><u>191,128</u></b>	<b><u>6,253,700</u></b>

**LIABILITIES & FUND EQUITY**

**Liabilities:**

	Accrued Payroll						
	Accrued P/R Withholdings	4,036					
	Deferred Revenue	821,966	14,350			110,436	
	Reserved for Abated Taxes	245,730					
	Long Term Debt						6,253,700
	BAN notes payables			1,453,229			
	Other liabilities	<b>5,120</b>					

Town of Upton  
General Fund Revenue Summary

**Town of Upton  
Revenue Summary  
June 30, 2010**

Personal Property	\$327,576
Real Estate	\$12,923,050
Motor Vehicle Excise	\$902,468
Penalties/Interest	\$78,545
In Lieu Of	\$185
Fees	\$85,735
Other Charges	\$164,562
Other Dept Revenue	\$119,089
Licenses and Permits	\$304,395
State/Federal	\$646,988
Fines and Forfeits	\$30,355
Misc. Revenue	\$81,288
Invest Income	\$11,990
Transfers	\$14,000

**Total General Fund Revenue                      \$15,690,225**

**Town of Upton  
Expense Summary  
June 30, 2010**

Town Meetings Elections	8,318.56	Computer Maintenance	15,481.00	STM FY10 A19 Energy Conservation Projects	9,437.24
Moderator Salary	480.00	Dispatcher Clothing Allowance FT	2,461.22	ATM FY10 A28 Cemetery Equipment	5,500.00
Moderator Expense	0.00	Dispatcher Clothing Allowance PT	400.00	ATM FY10 A31 Station Street Pump Station Upgrades	0.00
Selectmen-Wages	149,625.48	Fire Dept. - Wages	414,958.55	ATM FY10 A32 Water Main Replace	0.00
Selectmen - Salaries	14,773.68	Fire Dept. - Utilities	32,751.25	Health Board - Wages	42,968.92
Selectmen-Weights Measures Services	950.00	Radio Repair	2,749.04	Health Board - Salaries	2,426.00
Printing	4,287.90	Fire Dept. Bldg. Maintenance	4,979.98	Health Board - Food Inspections	1,156.69
Telephone Expense	29,596.49	Fire Alarm Maintenance	888.20	Dismantling of Buildings	0.00
Selectmen Expense	2,521.65	Computer/Copier Maintenance	2,200.00	Board of Health Expense	2,215.58
Admin. Asst. Expense	1,763.85	STM FY10 A8 Fire EMS Compressor	3,000.00	Health Board - Trash Bags	29,660.80
Selectmen - Architectural Retainer	0.00	STM FY10 A6 Protective Equipment	18,000.00	BOH - Hazardous Waste	6,211.82
Finance Committee Expense	882.74	Fire Dept. - Training	2,313.95	Nurse Wages	29,937.18
Finance Committee Reserve	0.00	Fire Dept. Expense	16,865.70	Health Service Expense	970.42
Town Accountant Wages	35,835.00	Fire Dept-Vehicle Fuel	5,999.95	Council on Aging - Wages	104,645.01
Audit Financial Records	10,500.00	Fire Dept. Vehicle Maint.	9,408.65	COA Expense	32,175.02
Town Asst. - GASB 34 Compliance	0.00	Fire Dept. Clothing Allowance	3,430.97	Veterans Service - Wages	7,409.83
Town Accountant-Accounting Program	3,068.00	New Equipment	11,254.00	Veterans Service Expense	500.00
Town Accountant Expense	2,114.58	Amb. Serv. - Wages	120,453.38	Veterans Benefits	400.00
Assessors-Wages	42,208.57	Ambulance Service Supplies	19,487.21	Library-Wages	155,876.22
Assessors - Salaries	17,894.88	Amb. Service - Licensing and Certification	3,152.50	Library Expense	42,880.00
Assessor - Software/Hardware	0.00	Amb. Serv. - Clothing Allowance	1,247.00	Recreation - Wages	6,450.00
Assessors - In Home Inspections	4,500.00	Code Enforcement - Wages	137,014.20	Recreation - Beach	7,906.00
Assessors - Mapping	2,950.00	Code Enforcement - Training	1,045.00	Ramsey Bldg. Maintenance	3,906.42
Assessor Expense	3,428.32	Building Inspector Expense	6,474.48	Parks Playground Maintenance	4,969.20
Valuation Update	0.00	Code Enforcement - Mileage	3,742.03	Historical Commission Expense	638.87
TreasColl. - Wages	40,357.41	Emergency Management - Wages	5,125.00	Memorial Day	1,915.90
TreasColl. - Salary	50,026.00	Emergency Management - Expense	450.47	Sewer Principal	222,678.76
TreasColl. Expense	27,221.03	Emergency Mgmt - Reverse 911 System	4,400.00	Fire Station Principal	178,500.00
Town Counsel Expense	31,874.46	Animal Control Wages	28,062.82	Stefan Principal	151,500.00
Personnel Committee-Wages	1,500.00	Kernel Rental	308.00	Debt Service - Retirement of Debt Fire Truck Tank	275,020.00
Personnel Committee MMIPA Membership	200.00	Animal Control Expense	547.81	Retirement of Debt - Rt 140 Water Main	0.00
Personnel Board - Classification Compensation Reserve	0.00	Animal Control Transportation	113.36	Sewer Administration Fee	3,947.26
Medical Testing	1,615.00	Forestry Expense	7,262.00	Interest - Rt 140 Water Main	2,197.18
Personnel Comm. - Longevity Bonus	1,832.59	Pest Control	0.00	Debt Service - Interest Fire Truck Tank	4,061.26
Personnel Committee - Training	0.00	Forest Fire Expense	3,977.78	Interest Fire Station	112,962.50
Personnel Committee Expense	117.96	Animal Disposal Service	600.00	Stefans Interest	71,162.50
Tax Titles Foreclosures	4,600.45	Mendon-Upton Operating Expense	6,745,385.04	Air Pollution Control	1,992.00
Cable Comm. - Wages	0.00	Mendon-Upton Debt Exclusions	967,148.68	Boston Metro District	41,569.00
STM FY10 A5 Fire & EMS Computer	0.00	Blackstone Valley Operating Expense	304,258.00	RMV Surcharge	3,920.00
STM FY10 A20 Xerox Scanners	2,749.75	DPW - Wages	410,708.87	County Assessment	5,653.00
Technology - Expense	24,305.52	DPW Consultant	21,460.66	Worm. Cy Retirement Pension Fund	176,689.19
Town Clerk - Wages	9,076.90	DPW Building Utilities	21,891.66	Unemployment Compensation Fund	13,092.67
Town Clerk Salary	49,261.79	Radio Maintenance	204.00	Medicare	52,426.56
Town Clerk Expense	2,019.01	DPW Building Maintenance	3,091.99	Parking Ticket Warrant Officer	567.50
Registrar of Voters - Salaries	995.00	DPW - Contracted Services	19,691.43	Bond Town Officers	1,086.00
Registrar of Voters Expense	2,917.08	DPW - FY 10 Article 13 Inspection Tank Pond	1,000.00	Insurance	642,435.40
Conservation Comm. - Clerk Wages	2,758.36	DPW - Training	50.00	Other Financing Uses Transfers Out	234,936.96
Conservation Commission Expense	3,550.29	DPW Expense	25,591.75	<b>TOTAL GENERAL FUND EXPENDITURES</b>	<b>14,957,068.30</b>
Beaver Control	943.39	DPW Vehicle Fuel	19,963.19		
Planning Bd. Clerk Wages	15,806.00	DPW Vehicle Maintenance	31,602.75		
Regional Planner	1,350.00	Highway Material	19,676.43		
Planning Board Expense	3,484.48	Oiling Paving	24,525.18		
Town Bldg. Wages Custodian	37,776.11	DPW - Clothing Allowance	3,833.80		
Town Bldg. Expense	41,511.50	Snow Removal	207,488.00		
Police Wages	1,251,477.08	Street Lights	30,925.68		
Police Utilities	30,726.23	Waste Removal - Disposal	101,902.23		
Radio Maintenance	2,200.00	Waste Removal - Curbside Services	239,424.25		
Police Building Maintenance	15,001.00	DPW-Water Dept. Training	0.00		
Police Expense	21,506.12	Water Dept. Maintenance	0.00		
Cruiser Gas	32,591.55	Cemetery - Salaries	1,316.00		
Cruiser Maintenance	8,000.00	Cemetery Maintenance	41,989.99		
Police Clothing Allowance	14,739.52	STM A12 Phase II NPDES	26,115.17		
New Cruiser	28,406.00	STM FY10 A17 W/WW District Mapping	2,271.71		



Town of Upton  
General Fund Encumbrances

Town Acct. - GASB 34 Compliance FY05-09  
Town Accountant - GASB 45 FY08  
Assessor - SoftwareHardware FY09  
Assessor Valuation Update FY07-09  
Town Counsel - Chapter 40B FY08  
Personnel Comm. - Review and Update FY060708  
Conservation Comm - Aquatic Weed Control FY09  
DPW - Contracted Services FY08  
Dam InspectionsEmerg Action FY07  
DPW - Expense FY08  
Treatment Plant Evaluation FY06  
DPW - InflowInfiltration Program FY07  
Treatment Plant - PAC Flow FY08  
Water - Third Water Source FY07

Town of Upton  
Parks Revolving Fund  
MGL Chapter 44 53D

**Town of Upton**  
**Parks Revolving Summary**  
**June 30, 2010**

Beginning Balance 7-1-09 \$ 6,902.31

Revenue \$ 22,931.82

Expenditures \$ 21,121.66

Ending Balance 6-30-10 \$ 8,712.47

**TOWN ACCOUNTANT  
ENTERPRISE FUNDS SUMMARY**

**June 30, 2010**

**WATER ENTERPRISE**

**Revenue**

Water Usage Charges	308,833.81
Water Liens	34,959.03
Connection Fees	31,225.71
Other Financing Sources - Transfers In	73,597.00

**Expenses**

General Labor	124,336.76
Labor Alarm OT	2,902.61
Overtime	15,354.64
Training	-1,896.00
Vehicle Fuel	2,500.00
Vehicle Maintenance	1,488.18
Maintenance / Utilities	230,434.10
Clothing Allowance	384.92

**WASTEWATER ENTERPRISE**

**Revenue**

Connection Fees	5,000.00
Waste Water Charges	192,412.30
Waste Water Liens	22,529.99
Other Financing Sources - Transfers In	94,525.00

**Expenses**

General Labor	128,954.44
Labor Alarm OT	1,661.17
Overtime	15,790.29
Toxicity Testing	12,057.76
Vehicle Fuel	2,213.97
Vehicle Maintenance	853.52
Maintenance - Utilities	143,743.63
Clothing Allowance	1,610.51

## REPORT OF THE BOARD OF ASSESSORS

The Board of Assessors thanks the people of Upton for their support.

The Upton Board of Assessors received approval from the Department of Revenue (DOR) for the fiscal year 2011 tax rate of \$14.64. This new rate reflects an increase of \$1.87 above last year's rate of \$12.77. The major reasons for the tax rate increase are the results of decreased property values and the increased town and school district operating budgets.

The Board of Assessors completed the triennial revaluation process under the guidance and approval of the DOR. The average single-family home FY2011 assessment has been reduced to \$372,015 from the FY2010 average of \$394,660.

Upton town meeting attendees approved a financial budget and articles that require more money to be raised through taxation in FY2011 than FY2010. This year the town must raise \$1,197,076 more through taxation. The total amount of money to be raised through the tax levy as voted by the citizens of Upton during the annual and special town meetings, proposition 2 ½ override and debt exclusions for fiscal year 2011 is \$14,648,463.

Upton tax bills are paid on a quarterly basis. The first two payments are preliminary, based on the previous year's tax rate and value. The second two payments are based on the actual tax rate for fiscal year 2011 plus the CPA surcharge. For this reason the second two bills will not be equal to the first half of the year. The second two payments will be greater than the first two preliminary bills. The final two adjusted bills are mailed in late December. These are due in two payments: February and May.

The Upton fiscal 2011 tax rate includes proposition 2½ override and debt exclusions. These account for \$2.40 per \$1,000 of property valuation within the tax rate.

### **Tax Breakdown**

Tax rate within Proposition 2 ½	\$12.25
Proposition 2 ½ Override	\$00.81
Debt Exclusions	
New School Bond (High School)	\$00.41
Memorial School	\$00.55
New Fire Station	\$00.29
Wastewater Treatment Plant	\$00.12
Stefans Property (open space)	\$00.19
Blackstone Valley Tech	\$00.02

Upton has a single tax rate for all property classes. The current total assessment of all property within the town of Upton is \$1,000,578,048 which is approximately \$53 million less property value than last year. The property valuation reflects 94% residential, 2.5% commercial, 1% industrial and 2.5% personal property.

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

Total Amount to be raised:	\$19,842,294
Total Estimated Receipts from other sources:	\$ 5,193,831
Total Taxes levied on property:	\$14,648,463

The board is appreciative of the cooperation from 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.

During 2010 the Assessors in conjunction with the Department of Revenue completed the triennial revaluation of all real & personal property within the Town of Upton. We also completed the first phase of in-home inspections for all properties. Phase 2 will be performed during 2011. The in-home inspection is a 3-year process.

Mr. Anthony W. Bonina retired after 30 years of service on the Board of Assessors. Mr. Bonina was the cornerstone of the board. He will be deeply missed and we wish him well in his much deserved retirement. The Board welcomes our newest member Mrs. Teresa Ambrosino. She has multiple years of municipal finance experience and has completed the Department of Revenue Assessor certification program.

Most especially the board would like to thank Mrs. Tracey Tardy, our administrative assistant. Mrs. Tardy keeps the office functioning on a daily basis and continuously looks for ways to improve the process to better serve the citizens of Upton.

We encourage you to visit the Town of Upton's Assessor webpage:  
<http://www.upton.ma.us/pages/assessors-office.php>.

Respectfully submitted,

Charles T. Marsden, chairman  
Glenn H. Fowler  
Teresa A. Ambrosino

## REPORT OF THE CONSERVATION COMMISSION

The Commission continued to administer the Massachusetts Wetlands Protection Act, issuing 13 Orders of Conditions, one resources area delineation, and 2 Determinations of Applicability. Many sites were reviewed for building permit application sign-offs by the Conservation Commission. The review of a 55 house subdivision is being conducted at the state level. Among the major projects monitored in 2010 were the Glen Echo subdivision (61 houses) and many Town paving filings. Significant projects also included a three house subdivision of West River Road St. and St. Gabriel the Archangel Church on Mendon Street. The site work for Crosswinds off of Plain St. and Station St and the Sylvan Springs subdivision on Northbridge St. began. The Commission also informally resolved several other minor violations of the Wetland Protection Act. Certificates of Compliance were issued for many completed projects. Regular public meetings and numerous site inspections were held during the year.

The Conservation Commission has been monitoring and working to resolve beaver related issues at many sites. Protecting roadways and sensitive habitats have been a critical goal concern.

Of note, Pratt Pond iced out in March of this year.

Respectfully Submitted,

Conservation Commission

Christine Scott, Chairperson  
Mike Penko, Vice-Chairperson  
Tom Dodd, Secretary  
Sandra Lajoie, Treasurer  
Thomas Jango, Member  
Marcella Stasa, Member  
Scott Heim, Member

Debbie Sexton, Clerk  
Denise Smith, Clerk

## **REPORT OF THE LAND STEWARDSHIP COMMITTEE (ULSC)**

In 2010 the ULSC continued with the implementation of the Land Stewardship Plan for the Former Stefans Farm Parcel.

The community garden was expanded with financial assistance in the way of a second grant from the New England Grassroots Environment Fund of \$1,250. A post and beam storage shed was constructed and nine additional raised bed plots were built and made available to Upton residents at no cost to them; two of those plots were customized to accommodate individuals with physical challenges. Two plots were again dedicated to the growing of produce for the United Parish food pantry.

The Recreational Trails Program (RTP) grant of \$2,233 was used for improvement of trails and trailheads and construction of the parking area at the Former Stefans Farm. Additional trails have been constructed. A brush cutter was purchased to facilitate trail and parking area maintenance. Another grant proposal has been submitted to RTP for funds to further support work on this parcel. The Upton Men's Club covered the cost of mowing all the fields at the Former Stefans Farm.

A grant proposal was submitted to RTP to support possible trail work at Sweetwilliam Farm, should the preservation project there be successful.

At the Warren Brook Watershed Conservation Area (WBWCA), a bridge was constructed by Anthony Ward and members of Troop 132 as an eagle project. Funding was provided by the Community Preservation Act.

Volunteers from the Upton Women's Club planted bulbs in the parking area at the WBWCA as a beautification project.

An Eagle Scout bridge project was completed by Jeff Gruber, and a second one is under way by Patrick Nigro at the Eleanor T. Howarth Conservation Land off of North Street to connect with trails at the Warren Brook Conservation Area, both with the help of Troop 132.

Trails have been cut on conservation land off of Howarth Drive at the Glen Echo development, and signs indicating the 500 foot no discharge zone were placed.

The ULSC was granted permission to maintain the field adjacent to the Eleanor T. Howarth Conservation Area and Richard Howarth was hired to mow it with help in clearing the edges provided by volunteers.

The ULSC received authorization from the Board of Selectmen to manage the Goss Pond area donated to the town by Robert Henderson.

### **Committee Members:**

Tom Dodd  
Scott Heim  
Mike Penko-Secretary  
Marcella Stasa-Chairperson  
Cathy Taylor

In addition to the many hours contributed by the Eagle scout projects, approximately 120 work hours were contributed by volunteers and committee members to develop the community garden, map and enhance trail networks, and develop grant proposals.

Respectfully submitted,

Marcella Stasa

## REPORT OF THE OPEN SPACE COMMITTEE

Upton's Open Space Committee, a subcommittee of the Conservation Commission, is dedicated to protecting our town's quality of life by preserving its open spaces, its natural resources, its historic treasures and its small town character. In 2010 the Committee:

1. Substantially completed the Town's 2010 Open Space and Recreation Plan. The plan describes the town's natural resources, provides an inventory of open space and recreational facilities, sets goals, and provides an action plan for the next 7 years. The plan is posted on the town's website. Final approval of the plan by the Division of Conservation Services is expected in early 2011.
2. Developed a plan to preserve Sweetwilliam Farm, a 92 acre property on North Street. The preservation plan includes purchase of 60 acres by the town and preservation of 27 acres with Conservation Restriction. The plan would be funded by a \$500,000 LAND Grant from the Commonwealth, Community Preservation Act (CPA) Funds, other grants and private donations. Partners included the Sudbury Valley Trustees and Metacomet Land Trust. The LAND Grant was awarded to Upton in October and the CPA committee authorized use CPA funds for the project. A special town meeting to decide whether or not to accept the grant and expend CPA funds to preserve the farm is scheduled to occur in January of 2011. The special town meeting required a citizen's petition because selectmen declined to accept the CPA committee recommendation to bring the preservation plan to town meeting.
3. Sponsored or co-sponsored walks and events to encourage the public use, enjoyment, and appreciation of Upton's special places. These included an edible plant walk and Native American fireside talk at the Former Stefan's Farm, a program on moths at Upton State Forest, walks at the Warren Brook Watershed Conservation Area and Upton State Forest, and the annual "Big Night" frog/salamander migration watch at the Fowler Street Vernal Pool.
4. Submitted open space news articles for publication in the Upton Town Crier.
5. Maintained the Open Space Page on the Town's website.

The Open Space subcommittee welcomes new members. It meets at 7:30 p.m. on the second Monday of every month in the Gathering Room at Nipmuc High School. More information about our work is available on the Town's website.

Respectfully submitted,  
Tom Dodd  
Scott Heim  
Rick Holmes (CPA committee representative)  
Mike Penko (Chair)  
Marcella Stasa (Secretary)  
William Taylor



## **REPORT OF THE COMMUNITY PRESERVATION COMMITTEE**

The Community Preservation Committee (CPC) meets the first Wednesday of each month, unless otherwise posted, at Nipmuc Regional High School at 7:30 p.m. usually in the Media Center.

In accordance with state law, the appropriate Community Preservation Act (CPA) funds were transferred to each of the required designated funds, namely: historic resources, community housing and open space.

In 2010, we accepted with regret the resignation of Alfred Holman who was a selectmen's appointee. Richard Desjardins was chosen to replace him in October.

The major request for CPA funds concerned Sweetwilliam Farm which the Open Space Committee has deemed worthy of preservation. Funds of \$1,288,500 are sought to purchase 60 % of the property in fee (approximately 60 acres) and purchase the development rights on about 30% of the property (approximately 27 acres) through a conservation restriction. This will be contingent on the reimbursement of a \$500,000 land grant from the Massachusetts Division of Conservation Services and the raising of \$74,000 through other sources leaving a net request of \$714,500. The committee voted by majority to recommend the purchase which will be considered at a special town meeting in January.

A request for \$3,500 to fund a second appraisal for Sweetwilliam Farm was rejected by the committee since an appraisal had been done the previous year with CPA funds. The committee did allow a request for \$1,500 for an appraisal to go to the voters and it was defeated at the town meeting.

An appeal for funds of \$2,000 was requested to buy construction materials for a footbridge over a wetland area in the Warren Brook Conservation area. This was sponsored by the Conservation Commission in conjunction with an Eagle Scout candidate. The committee voted favorably on this request and the bridge was finished during the summer months.

The Recreation Commission submitted two requests. The first was a request for \$50,000 to protect and preserve Howard Leland Field at Memorial School. The funds made up 36% of the cost of the project. The field needed both drainage and irrigation work to bring it to playable condition. This project will be completed within the next year. The second concerned the field at Glen Echo to fund the design phase of a recreation project. The request was for \$46,365. Both projects were approved by the committee and submitted to the voters for approval. The second request was passed over by the Recreation Commission because the construction costs of developing the property proved to be prohibitive.

The Community Housing Partnership Committee requested \$16,000 for a survey of affordable housing in the Town of Upton. This was approved by the committee, voted favorably at town meeting and the study is ongoing.

A request to transfer \$10,715 from the Window study project to the Town Hall Study committee was approved and voted favorably at the town meeting.

MA DOR has an on-line requirement to update the status of all funded projects each September. This report is mandatory to qualify for Community Preservation Act Trust funds which in October of 2010 resulted in \$140,278 being transferred to the Upton CPA funds. This was a 48.86% match.

Karen Intinarelli has agreed to continue to serve as the CPC representative on the Affordable Housing Partnership Committee.

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

Respectfully Submitted,

Rena M. Richard, Chair  
David Adams  
Frank Braney  
Paul Carey  
Margaret Carroll  
Richard Desjardins  
Rick Holmes  
Chris Scott  
Russell Wood

## **REPORT OF THE LOCAL COMMUNITY HOUSING PARTNERSHIP COMMITTEE**

The committee met for the first time in December 2009. Early 2010 was spent getting proposals for a study of Upton's affordable housing plan production strategy survey.

The Committee chose the vendor for the project and met with the CPC Committee requesting funding for this project. CPC approved our request of \$16,000.00 for the study. Funding was approved by town meeting at the annual town meeting this year.

Work on the survey is now being done and completion date is June 2011.

The committee looks forward to another productive year in 2011.

Karen Intinarelli  
Ken Picard, Clerk  
Joan Shanahan, Chairman  
Bill Tessmer

## REPORT OF THE AQUATIC WEED CONTROL COMMITTEE

Aquatic Weed Control is a line-item committee of the Conservation Commission. Its responsibility is to assess, plan, and implement a program of aquatic vegetation control for the water bodies 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 important ecosystems supporting desired vegetation and wildlife and recreational use such as swimming, boating, and fishing. The Aquatic Weed Control Committee's annual budget is \$6,500. This money is allocated to treat most types of aquatic weeds.

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 enhance 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 Town contracts with Aquatic Control Technology, Inc. (ACT) to provide the various treatments necessary for the specific types of aquatic weeds. Pre-inspections identify the weeds to be targeted; post-inspections assess the success of the treatment and identify further follow-up to be conducted in the following year.

In 2009, Pratt Pond received a whole pond treatment for a nonnative aquatic weed named Fanwort (Cabomba) that cost the Town approximately \$20,000. Inspection in the fall of 2009 and spring of 2010 indicated the treatment was successful for controlling fanwort. It was decided that follow up on Pratt was not necessary until 2011.

The focus of the 2010 treatment program was Wildwood and Taft. The Board of Selectmen approved an allocation of approximately \$25,000 to for the treatment program in 2009 when funding was approved for Pratt. The funding was received from the Town of Upton Preservation Trust Fund.

Wildwood and Taft were treated for fanwort and milfoil primarily as well as several other nuisance species in June, following an initial inspection of both ponds in May. For the treatments to be effective, two follow up applications were necessary in July and August. A post-treatment inspection in September showed the die-back of most plants targeted so vegetative management in 2011 will not be necessary.

For 2011, the focus will be on Pratt with selective treatments of several species of nuisance vegetation. Approximately 10 acres of shore line will be targeted at an estimated cost of \$6,500 including permitting. Keeping the ponds of Upton clear of aquatic vegetation must continue to be a high priority for the Town. Maintenance programs are the most cost-effective way to accomplish this.

Charlie Pedersen, Chairman

Jim Bates Jr.

Nancy Thompson

## REPORT OF THE CABLE ADVISORY COMMITTEE

- The Committee continued Cable License Renewal procedures with Charter Communications LLC.
- During 2009 the committee had collected a substantial amount of data as to how well Charter had complied with the existing license as is required by statute.
- During 2010 the committee consolidated all of this data a prepared a report to advise Selectmen of the findings. Findings in substance are:
  - Charter appears to remain solvent after coming out of bankruptcy in November 2009.
  - Charter has been proactive in developing new programming and new ways to deliver programming as: On-Demand, Pay-per-View, DVR etc. all for increased revenue, and approved by the Department of Telecommunications and Energy.
  - Charter facilitated completion of the national transition from Analog to Digital signal processing with only occasional problems at the customer's set.
  - Charter proved again for the 8<sup>th</sup> consecutive year they have no concept and no intention of delivering any form of reasonably service to its customers via its International Call Management Center. First it is highly automated to protect real people (Charter Employees) from real contact with the customer base (Upton Subscribers). Automated attempts to establish a caller's area of interest often result in a miss routing or more frequently just "hang up" by the automated part of the system. Occasionally, if you can confuse the computer enough before it hangs up, you may actually be connected with a person. This person may speak English, is certain to be rude, will only respond with an attempt to up-sell equipment, and/or higher priced packages for service. If that does not work they too may hang up on you. But any satisfaction or real fix to your problem or issue is highly unlikely.
  - Our mandatory Public Ascertainment Hearing was held. Also attended by a Charter Representative, many subscribers had their comments and concerns heard. Remarkably a number of issues were soon dealt with and satisfied. However many complaints on bad customer service were met only with denial.
  - There are no other vendors willing to consider Upton as a place of business due to low density of customers per street front mile.
  - Our only warm hope for an alternative, Verizon, faded away in 2008 and currently is unwilling and possibly unable to proceed with expansion in this area.
  - We continue to work the License Renewal Process into next year with hopes of a satisfactory outcome.

Respectfully submitted by

Upton Cable Advisory Committee  
Glenn Fowler, Ex-chairperson  
Tina Cote, Member  
Barbara Morgan, Member

## REPORT OF THE UPTON COUNCIL ON AGING

The mission of the Upton Council on Aging (COA) is to assess, develop, implement, and evaluate senior programs and activities, as well as coordinate existing services in the Elder Service Network to enhance the quality of life of elders in our town.

The Center welcomed our first ever, brand new, 14 passenger mini-bus! The Center is now proud to offer transportation to doctor's appointments, pharmacy trips, and weekly grocery/store trips. The bus has also been busy jetting people to several scheduled trips like the Newport Dinner Train and Mansion Tour. These trips were so popular we had to add other sold out trips one month later. The bus has been an extremely positive addition to the Center.

The Center has also seen some positive changes in personnel as well. Holly Whalen was promoted to Social Services Coordinator. Ms. Whalen has been with the Center for 9 years and has proven to be a valuable team member. The Center also welcomed Jennifer DeLuca as our Department Specialist. Mrs. DeLuca has been a very positive and upbeat addition. The Council On Aging welcomed new members Georgette Johnson, Judith Katz, Grace Wadsworth and Elizabeth Consigli. The Council continues to provide advice and support the Center every day; they meet the first Monday of the Month at 9:00am.

The Center's exercise programs continue to be widely popular. Programs range from low/medium impact, to chair exercise. We have an exercise program to meet the needs of many different individuals. We encourage anyone interested to contact the Center. The Center is blessed with very talented and friendly instructors.

The Friends of the Upton Elders continue to support the Center by holding their monthly old fashioned fun-filled pancake breakfast. This is a terrific event that combines great food and good company; while fundraising and supporting the Center. The Upton Library continues to hold their weekly library table every Wednesday. This gives homebound and mobility challenged individuals an opportunity to read or rent videos. Also, the Upton Men's club offers their free monthly dinner. This program is extremely popular and is the social event of the month.

The down turned economy continued to play a role here at the Center. While we did see a decrease in requests for assistance (ranging from food, fuel and gifts), the Center still offered help to hundreds of individuals. The Center would like to thank the many town organizations, local clubs, businesses and individuals who have donated either services, time or financially. Without their help, the Center would not be able to provide the amount of assistance needed.

Tri Valley Elder services offer a daily sit down hot lunch for seniors (for a small fee). They also continue to provide Meals on Wheels for Upton and Hopedale homebound seniors. We encourage anyone interested in these programs to contact the Center for more information.

The Center and the Council continue to provide monthly entertainment ranging from holiday themed parties and outside trips. We have been able to "reach" farther destinations for our trips due to the attainment of the bus. We received rave reviews this year on our parties and trips. The staff at the Center and on the Council work very hard to try and accommodate everyone's needs and make our events a fun filled time. The Center would not be where it is today without their continued support and help.

The Center is not just a place to play Bingo or have a party. We hold many different events throughout the year; like educational seminars on free legal advice from local lawyers, tax clinics, podiatrist, and counseling, just to name a few. This is no longer your grandmother's Center. Our demographics range from 60 to late 90's.

Even though the Center had some challenges again this year, we rose above and provided the best support, entertainment, education, and programming possible! We look forward to a very productive fun filled year ahead. We encourage any and all individuals to come on down and see what we are about. The Upton Center.....a great place to age gracefully.

Respectfully Submitted,

Jamie Gardner – Director  
Jennifer DeLuca – Department Specialist  
Holly Whalen – Social Services Coordinator  
Steven MacDonald – Transportation & Maintenance Coordinator  
Beverly Randazzo – Chair  
Peggy Libbey – Vice Chair  
Katie Kelley – Secretary  
Elizabeth Consigli  
Robert Ethier  
Georgette Johnson  
Judith Katz  
Diane Powell  
Grace Wadsworth

## **REPORT OF THE HIGHWAY / PARKS DIVISION**

The Department of Public Works Highway and Parks Division hereby respectfully submit their Annual Report for the year ending December 31, 2010.

Winter of 2010 was about average for snowfall. It stopped snowing the first week of March. Followed by an above average rain fall in the month of March, a large rain storm on the 30<sup>th</sup> caused numerous water related problems for us, including two washed out culverts, one large stone culvert on Christian Hill Road was damaged beyond repair and one steel culvert on Glen Avenue was washed out, both these culverts were replaced with funds supplied by FEMA.

- Repaired or rebuilt 16 catch basins
- Constructed 3 new catch basins
- Hot topped various locations throughout Town
- Assisted Water Division on service leaks
- Assisted Sewer Division on installation of sewer line on Lodge Avenue
- Dug 22 graves at Lakeview Cemetery
- Cleaned and reshaped drainage trenches throughout Town
- Painted crosswalks and stop lines throughout the Town
- Assisted Forestry Division in tree removal operations and emergency call outs
- Assisted Board of Health with manpower
- Brush cutting on various roadways throughout Town

The Highway Division responded to numerous residence concerns in a professional and timely manner throughout the year.

Through Chapter 90 Funding we were able to pave and improve drainage on the following streets:

- |                           |                                     |                      |
|---------------------------|-------------------------------------|----------------------|
| • East Street (2000')     | Hopkinton Town line – Walnut Street | Drainage and Asphalt |
| • Cider Mill Lane (3800') | Elm Street – Hopkinton Road         | Asphalt              |
| • Warren Street (1900')   | School Street – High Street         | Drainage and Asphalt |

I would like to thank the residents of the Town for supporting the Department of Public Works this past spring, by the funding of 4 new pieces of equipment for use by this Department.

The DPW is currently gathering prices on the replacement of fifteen cross drainage pipes on Westboro Road, pending funding, this project should begin in the summer of 2011.



## **REPORT OF THE PARKS DIVISION**

Spring came early in 2010 which enabled the Parks Department to get an early jump on Spring clean up, fertilization and overseeding around town. Our mowing also kicked off early and so did Upton's festivities, including the Memorial Day Parade, Upton's Police Department Annual Fishing Derby at the Town Beach, Upton's 275<sup>th</sup> Parade, and the 4<sup>th</sup> of July Celebration. There was a lot of work and preparation leading up to each of these events.

It was an exceptionally hot and dry summer which was great for our Town Beach Program and also helped our mowing work load. This had us aerating and overseeding a lot of damaged areas this fall.

With the time saved on mowing this summer we were able to concentrate on our Town Beach Soccer Field Renovation. This has much improved the Town's only active multi-use athletic field. We were also able to catch up on brush clearing at our Town Beach Park Area, athletic fields and roadsides. Parks has also incorporated yearly brush clearing into our Dam Maintenance Program.

The hot weather and low water levels put a large workload on our athletic field irrigation systems; this resulted in several break downs which were quickly addressed by the Parks Staff.

Once again we would like to thank Hopedale Country Club for lending us their Topdressing Machine. This has enabled us to top-dress our athletic fields, 3 years in a row. Along with 3 of our athletic fields, the organic compost topdressing program was expanded to the Town Common and Library.

Some additional tasks completed by the Parks Staff this year are as follows:

- New flag pole installations at Town Common and Lakeview Cemetery
- Replacement of subfloor at Ramsey Building
- Canadian goose egg addling at Pratt Pond
- Routine safety inspections and repairs at VFW Playground
- New fencing at Town Beach Soccer field
- Dam maintenance and water level adjustments
- Mulching various locations throughout town
- Fertilizer, pesticide, herbicide application on green space throughout Town
- Spring and fall cleanup throughout town
- Water level adjustments for aquatic weed control at Lake Wildwood
- Weekly mowing of all green space
- Weekly water quality testing at Town Beach
- Line Painting at both Town Beach and VFW playground parking lots
- Collected and discarded trash located in 25 trash barrels throughout town on a daily basis
- Assists Highway Department in all snow removal and sanding operations

A great deal of parks time and effort is spent at Town Beach and park area during the summer months to provide a safe and clean environment for the Kids at Play and Beach Programs.

The Parks Department submits an annual report of all pesticides and herbicide used on town property to the Massachusetts Department of Agricultural Resources as required, and complies with mandatory training and contact hours to maintain a valid Massachusetts Pesticide Applicator License.

I would like to take this opportunity to thank the members of my divisions, Joe Pollinger, Pat McDonnell, Josh Foye, Steve Bosma, Ray Barron and Gary Harper for their dedication and hard work during the past year. Also, I would like to thank the Water/Sewer personnel, Doug Keniston our Tree Warden, seasonal park personnel and Carol Peterson, clerk for the Department of Public Works.

Respectfully submitted,

John Johnson  
Highway Supervisor

## **REPORT OF THE WATER AND WASTEWATER DIVISION**

The Water and Wastewater Division of the Department of Public Works hereby respectfully submits the Annual Report for the year ending December 31, 2010.

### **Wastewater Division**

- Replaced a portion of the sewer line on Lodge Avenue, with the help of the Highway Division
- Station Street Lift Station improvements were made to the pumps, controls, and the generator was replaced by an outside contractor
- Replaced motor on number two clarifier
- Backwash sand filter pumps were replaced
- Removed and replaced the baffles in the chlorine contact
- Replaced channel grinder unit (the old unit ran 24 hours a day, 365 days a year for 11 years).
- The Wastewater Facility processed 80.4 million gallons of wastewater with 98% removal and 43 metric tons of waste was sent to the incinerator.

Answered 46 alarm calls outside of normal working hours.

### **Water Division**

- Installed new master water meter at West River Pump Station
- Backflow devices were tested
- 248 Fire Hydrants were flushed in the spring, also gate valves were exercised and cleaned
- Repaired overflow pipes at Pratt Hill Tank
- Extended pump test at new well site and water quality analysis was taken
- West River and Glen Ave water pumping stations were installed with chemical controls, safety alarms and a safety shut down system
- Replaced and installed 185 household water meters
- Repaired 5 service leaks, installed 2 new water services, replaced 3 fire hydrants and repaired one water main break on Hartford Avenue North.
- Installation of a new 12 inch ductile iron water main on Mendon Street from Grove Street intersection to 151 Mendon Street was completed this summer by outside contractors. Also, a fire line was installed off of Depot Street to the new building near railroad tracks
- 103 million gallons of water were pumped into the distribution system

I would like to thank the individuals of the Water & Wastewater Division for their continuous support: Water/Wastewater employees Dean Parker, Barry Smith and Todd Broberg, and Treatment Operator employee Larry Bovaird. I would also like to thank the Highway Division for their continuous cooperation during the year, and Office Clerk Carol Peterson.

Respectfully Submitted,

Ronald San Souci  
Water & Wastewater Supervisor

## REPORT OF THE RECREATION COMMISSION

2010 was a successful year for the Town of Upton's Recreation Commission. We hired a new Recreation Director, Mary Cortese, who has been doing some really good work for us. We were able to continue a number of, and start a few new recreation programs. We also took over a few programs from the Upton Youth Club as they started to wind down some of their operations – this included Youth Street Hockey, Youth Volleyball, and their MVP program. Our Fields sub-committee has continued their work, with the main focus thus far being the rehabilitation of the Howard Leland Memorial Field at Memorial Elementary School in an effort to make the fields more usable. Presently the design documents needed for the public bid process is underway. Some efforts regarding a Teen Center took place, but those efforts have died down and could use more effort to regain critical mass in the form of a committee to investigate.

Once again this year the Rec-Com was asked to supplement the Parks Dept and/or Town budget by paying for a new slide at the Town playground, as well as ½ the cost safety fencing at the Town Beach softball/baseball field, and we are in process of paying for all the materials to replace the Ramsey building sub-flooring and carpeting. While we have generated the revenues with our programs to help here, it is the Rec-Com's belief that these maintenance expenses should be borne by the entire Town and not through the Rec-Com's programs that do not benefit directly from any of these expenditures.

The Upton Town Beach and Athletic Facility had a very successful beach program in the summer of 2010. This would not have been possible without all of the good work done by the Swim Instructor, Swim Aides, Lifeguards, Gatekeepers, and the Groundskeepers. The beach program's success also would not have been possible without the assistance and support from Parks Supervisor John Johnson, Jr. and DPW Administrative Assistant Carol Peterson. Gary Harper also has been doing some really good work on the playing fields in town. We would like to thank them all for their efforts in 2010. A special thanks to our Recreation Director, Mary Cortese who really hit the ground running and is doing some excellent work thus far.

The summer of 2010 marked the 5th year of the Kids@Play Summer Program at the Upton Town Beach and Athletic Facility. Well over 200 different children (grades K-7) spent part of their summer at this fun program. Without the hard work of all of the Program Directors and Counselors, this program would not have been possible, so we thank them for their important contributions to this program.

As usual, the Town Beach Softball field saw plenty of use from the Upton Youth Club's various baseball teams and the Upton Men's and Women's Softball Leagues in 2010. The Town Beach Soccer field was extensively utilized by both the Mendon Upton Youth Soccer Association and the Mendon Upton Youth Lacrosse Association who held practices and a full slate of games on this field in the spring. Due to the unfortunate damage done to the Kiwanis soccer field in 2009 due to usage while the field was saturated, this field was closed for the Fall 2010 season in order for repair work to be

done followed by rest to allow the repairs to take hold. The Parks Dept and Rec-Com instituted a 'Wet Field Policy' to attempt to prevent future damage.

The West River Street Soccer field was utilized heavily by the soccer group for practices and games.

The Howard Leland Memorial Field behind the Memorial Elementary School was open to baseball, soccer, and Nipmuc Ultimate Frisbee play in the Spring, and soccer practices and games in the Fall. The field conditions for soccer were usable (but less than ideal), but the infields of both fields are in poor condition and this really limited the usage for baseball. As mentioned earlier, the design documents for a public bid process to repair the fields is in process. Between a donation from a developer, and some CPA money to help preserve the field with irrigation and drainage work, we have a decent amount of money that we can put towards the repair work.

The outdoor ice rink at Memorial School opened on Jan 6<sup>th</sup> this year. Cold weather is in the forecast, so hopefully there will be a good run for the rink. We would like to thank the small group of townspeople who assisted in assembling and filling this rink with water and opening/closing/maintaining this rink, your efforts are greatly appreciated – a big thanks especially to the Fire Department for their help in filling the rink with water.

In 2010, the Upton Recreation Commission offered the following recreation opportunities to Upton:

Existing programs:

- Swim Lessons at Upton Town Beach
- Life Guard coverage at Upton Town Beach
- Kids@Play Summer Program for grades K-7
- Outdoor Ice Rink at Memorial School Tennis Court
- Recyclable Boat Race at Town Beach
- Children's Youth Theater
- Adult Volleyball – pickup
- Adult Basketball - pickup
- Adult Yoga classes

New programs:

- Zumba workout classes
- Boot Camp workout classes
- Youth volleyball (took over from Upton Youth Club)
- Youth Street Hockey (took over from Upton Youth Club)
- MVP youth sports program (took over from Upton Youth Club)
- participated with a float in the 275<sup>th</sup> anniversary parade

The present Recreation Commission is very interested in offering additional recreation opportunities to the citizens of Upton. We are also open to suggestions on future programs, you can drop us a note at: Rec-Com, PO Box 808, Upton or via e-mail at [reccom@upton.ma.us](mailto:reccom@upton.ma.us) – we would like to hear from you.

We look forward to working with and for the citizens of Upton to drive more recreation opportunities in town.

Dave Adams, Chairman  
Tim Alibozek  
Paul Pirozzi

#### Calendar Year 2010 Upton Recreation Commission Financial Results

##### Town Beach program:

\$ 8000.00	Lifeguard/Gatekeeper salary account starting balance
- \$ 8000.00	Partial salary to Summer Beach employees
-----	
\$ 0.00	Ending balance *

\* remainder of above salaries are paid out of gate/swim lesson receipts which are deposited into the Parks Dept. Revolving Account. The Parks Dept. has been processing the payroll for the lifeguards/gatekeepers/swim instructors/swim aides over the past number of years.

##### Kids@Play 2010 Summer Program:

\$ 78,477.00	Kids@Play Revenue
- \$ 52,709.75	Kids@Play Payroll
- \$ 13,462.05	Kids@Play Equipment/Supplies/Advertising/entertainment
-----	
\$ 12,305.20	Kids@Play profit

##### Youth Theater Programs:

\$ 5100.00	Class revenues
-\$ 3202.48	Instruction fee and expenses
-----	
\$ 1897.52	Youth Theater profit

##### Adult pickup Volleyball program:

\$ 1725.00	at-door collections
- \$ 2400.00	Volleyball payroll

-----  
\$ ( 675.00)

Volleyball loss

Adult Basketball program(pickup and league):

\$ 420.00

revenue collections

- \$ 1584.95

Basketball payroll/equipment/shirts

-----  
\$ (1164.95)

Basketball loss

Adult Yoga programs:

\$ 4485.00

Yoga revenues

- \$ 3340.00

Instructor Fee and advertising

-----  
\$ 1145.00

Yoga profit

Adult Boot Camp:

\$ 395.00

Boot Camp revenues

- \$ 426.17

Boot Camp instruction/advertising/supplies

-----  
\$ ( 31.17)

Boot Camp loss

Adult Zumba program:

\$ 1785.00

Zumba revenues

- \$ 640.00

Instructor Fee and advertising

-----  
\$ 1145.00

Zumba profit

Youth MVP program

\$ 295.00

MVP revenues

- \$ 180.00

Instructor fee and advertising

-----  
\$ 115.00

MVP profit

Other expenditures from Rec-Com revolving account in 2010:

- \$ 4807.00

Pay for Parks Dept. slide replacement at playground

- \$ 1181.95

Split safety fencing at Town Beach baseball field w/ UYC

- \$ 735.00

Schofield Eng. - Glen Echo field design work

- \$ 495.23

275<sup>th</sup> Anniversary Parade supplies

- \$ 488.00	Misc. Town Crier Advertising
- \$ 95.87	Recyclable Boat Race supplies
- \$ 30.00	Envelopes
- \$ 29.94	Ice Rink sealant

Recreation Director Payroll Account:

\$ 10,000.00	Director payroll account for FY2010
-\$ 6,450.00	Rec. Director pay through 6/30/10
-----	
\$ 3,550.00	Balance (returned to General Fund on 7/1/10)
\$ 10,000.00	Fiscal Year 2011 beginning balance
-\$ 7,620.00	Calendar Year 2010 Rec. Director payroll
-----	
\$ 2,380.00	Rec. Director payroll account balance on 1/1/2010



## REPORT OF THE CEMETERY COMMISSION

The Commissioners of the Upton Cemeteries hereby submit the Annual Town Report for the year ending June 30, 2010.

### General Maintenance:

Appropriation: \$42,000.00

#### Expenses:

Labor:	\$40,710.50
Misc.:	\$ 1,289.50
Balance:	-0-

### Interest from Perpetual Care Investment Accounts:

\$4,889.58

### Expenditures from Perpetual Care Interest Account:

Labor:	\$2,865.00
Misc:	\$ -0-
Total:	\$2,865.00

### Cemetery Income Transferred to Town Treasurer:

#### Receipts from:

Burials:	\$13,250.00
Perpetual Care	8,925.00
Sale of Lots	1,050.00
Registry of Deeds	525.00
Total:	\$23,750.00

#### Sale of Lots:

Beginning balance:	\$6,900.65
Expenditures:	2,719.20
Ending Balance:	\$4,181.45

Cemetery Commissioners  
William H. Sadler, Chairman  
Robert A. Richard, Member  
Leo J. Lamanuzzi, Jr. Member

## **REPORT OF THE DEVELOPMENT AND INDUSTRIAL COMMISSION**

In light of the severe downturn in the national economy there has been very little commercial development in the Town. There has however been one significant event which should have an important impact on the business and economic development in our Community. Jon Delli Priscoli has purchased the Grafton-Upton Railroad which runs through Upton beginning in North Grafton and ending in Milford. The new owner has active freight trains running from North Grafton to Upton and intends to continue the line base and provide employment for our citizens. Our Town's location between Boston, Providence and Worcester coupled with proximity to Routes 495 and the Massachusetts Turnpike should create economic growth which is badly needed at this time.

Respectfully submitted,

Harvey Julian Trask, Esq., Chairman

## **REPORT OF THE FIRE AND EMERGENCY MEDICAL SERVICES DEPARTMENT**

### A New Fire and Emergency Medical Services Department:

This past year marked a turning point for the Upton Fire Department and the Emergency Medical Services Department. After more than five years of studies, planning, and meetings the Board of Fire Engineers and the Emergency Medical Services Director's position were officially disbanded at a ceremony held at the fire station on September 20, 2010. Chief Fire Engineer Michael Bradford was honored for his 41 years of service to the Upton Fire Department and the Board of Fire Engineers during a retirement portion of the ceremony. Following that, a new Fire – EMS Department was created by the Town along with a new Fire and EMS Chief's position with the swearing in of Chief Aaron Goodale IV. On behalf of all Department staff members I would like to wish Chief Bradford many happy and healthy years of retirement.

### Training:

Second only to responding to calls, training is a top priority at the Upton Fire and EMS Department. Modern fire department operations are complex and dangerous. We are expected to handle a wide array of emergencies such as hazardous materials incidents, natural and manmade disasters, searches for missing persons, complex auto extrications, ice rescue, as well as fire safety education, inspections and code enforcement. From these types of incidents we establish the topics we must prepare and train for. Also, the complexity and variety of the equipment we use today requires much more training such as CAFS (Compressed Air Foam), carbon monoxide sensors and blood gas meters such as a RAD57 meter, or a thermal imaging camera (TIC). The Federal and State Governments are piling on more mandatory training requirements such as the National Incident Management System (NIMS).

Training is one of the most important things we do in a combination fire department. The Upton Fire and EMS Department is staffed six days a week by career staff and staffed nights and most weekends by on call / volunteer staff. An important way that the career and on call staff gain confidence and experience working together is through training. Training prepares all staff members to work together when duty calls.

Training is also critical because there are fewer fires today than 20 or 30 years ago. With fewer serious fires, the opportunity for staff to gain experience is reduced. Training is the only way to compensate for less experience. This is not just a trend here in Upton. We are part of a national trend that has occurred especially in suburban areas. While we don't have as many serious fires, we are still expected to be prepared to handle them as well as any fire department. Training is the key to success for the Upton Fire and EMS Department. Also, without fire hydrants in close to 50% of the community we have an added firefighting dimension; rural water supply/tanker truck operations that many other fire departments don't have.

### Emergency Medical Services:

I wanted to take this opportunity to discuss the emergency medical services operation. The Upton Ambulance Corp was first established in 1941. At that time the Town purchased a 1929 Studebaker for use as its first ambulance. Members of the Upton Nurses Crop would attend to patients and a member of the Fire Department would drive the ambulance. Since that time, the Ambulance Corp has evolved into an Emergency Medical Service with a total of 26 EMT's, daytime career staffing and two ambulances. The EMS Department answered 676 calls for service in 2010 with an operating budget of \$144,997. The EMS Department was merged with the Fire Department in September of 2010. Since its inception, the Ambulance Department has been headquartered in the fire station with the Fire Department. Today the building, utility, daytime career staffing and much of the administrative/billing staff expenses are included in the Fire Department Budget.

The Ambulance is staffed primarily by career personnel from 7:00AM to 5:00PM Monday through Saturday. On call and volunteer personnel provide primary staffing for the ambulance from 5:00 PM to 6:00AM seven days a week. They also provide 24 hour staffing on Sundays. Coverage is provided primarily by two on call EMT's who are scheduled for duty shifts. There are two duty shifts each night that are filled, one from 5:00PM to 9:00PM and one from 9:00PM to 6:00AM in the morning.

The system that is in place here in Upton is somewhat unique in that we have a minimum of two people scheduled most of the time for EMS coverage. In some ways the duty EMT coverage is better in that we know we have a minimum of two people available for calls. One of the difficulties we experience with this system is that not all EMT's are accustomed to doing "on call" work. Most duty shifts are filled each week but Friday, Saturday and Sunday evening shifts can be especially challenging to fill. Due to the nature of an "on call" service we occasionally have an EMS incident where it is difficult to get adequate staff for the ambulance, especially during warmer weather months. In these cases a mutual aid ambulance is requested from another community. We have met with all EMS staff to discuss the issue of adequate staffing. I have learned that there is not one simple solution to this issue. There are several things that we are doing however that when combined should help to solve it. Some examples are hiring additional EMT's, training existing fire department staff who would like be an EMT, and we are considering increasing the on duty stipend paid to EMT's who cover the evening shifts.

### National Standards

One of the best ways to measure our capabilities as a Fire and EMS Department is by comparing ourselves against national standards such as those established by the National Fire Protection Association (NFPA) and the Insurance Services Office (ISO). Firefighting

equipment today is built or compared to any number of NPFA standards. The ISO examines and rates the Town's ability to prepare, prevent, and respond to emergencies. It seems logical then that we should measure our ability to respond to emergencies against national standards. The NFPA standard for emergency response that applies to us here in Upton is called NFPA 1720. This standard says that we should have a fire engine at a scene with six firefighters in 14 minutes or less 80% of the time. It says that we should have an ambulance on scene in 8 minutes or less 90 % of the time. ISO says that we need to have a minimum of 12 firefighters on scene for a first alarm assignment. As we move forward as a new Fire and EMS Department we will be comparing our ability to respond against these national standards.

#### Air/Light Truck:

After September 20<sup>th</sup> we reviewed the operations and equipment belonging to both the Fire and EMS Departments. One of the issues we identified was with our self contained breathing apparatus or SCBA. SCBA are used for a wide variety of emergencies from fires to hazardous environments. The air bottles for our SCBA are rated for 30, 45, or 60 minutes of use. The bottles are made of a composite material and are rated for a total of 15 years of life. After 15 years they must be taken out of service and discarded.

The Department owns 23 SCBA and a total of 14 spare bottles. Of the 14 spare bottles five were found to be 15 years old and needed to be removed from service. It is recommended that fire departments have at least one spare air bottle for every air pack. In our case we were left with nine spare bottles, far less then the recommended 23 spares. Replacement air bottles cost approximately \$900 each. We considered proposing a Town Meeting article to purchase five bottles to replace the five that were out of service.

At the time we discovered there was an opportunity to acquire the Fire District 7 Air/Light Truck that had been housed by the Oxford, MA Fire Department. The truck was purchased new in 2007 for use by the Fire District of which Upton is an active member. The truck is equipped with a light tower, portable lights, a compressor capable of filling air bottles, an air cascade system for filling air bottles and 99 spare SCBA bottles. With permission from the Town, the decision was made to bring the truck here to Upton. The truck would save the Town money that it would need to spend and improve our situation. In return, the truck is ours to use for any response we deem necessary. We also need to make the truck available to respond mutual aid to any community especially in District 7 that requests it for an incident.

#### Fire and EMS Association:

The Fire and EMS Association has been a great resource to the departments over the years. The Association provides funding for equipment or special projects that would not ordinarily be funded by department budgets. This past year the Association purchased

new video equipment that is used in the fire station for training firefighters and EMT's. They also purchased a sign that has been installed in front of the station for the purpose of public safety awareness. The Association sponsors several children's events including the Halloween Parade, the Haunted House, and hosting Santa Claus's special visit to the Fire and EMS Headquarters. I wish to thank members of the Association for their dedication and support.

It Has Been Almost Four Months:

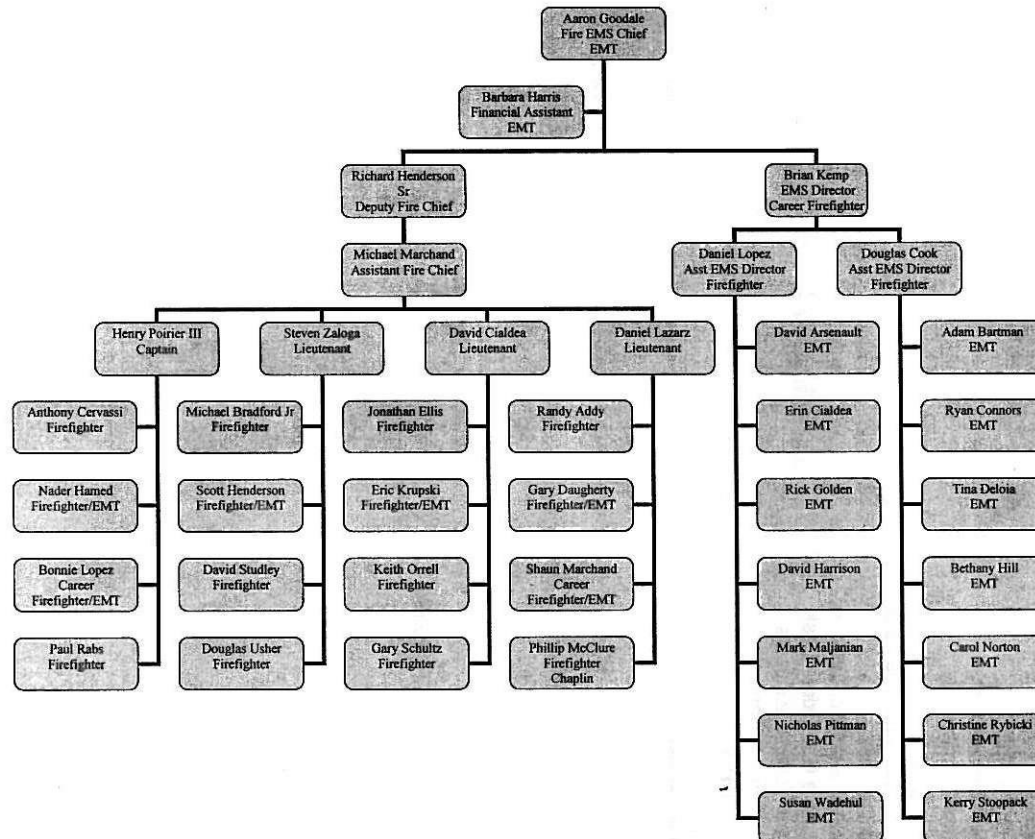
When I arrived in Upton in September I was the "new guy" in Town. After four months, I guess I am still the "new guy" but I have learned a little bit about the people who staff the Upton Fire and EMS Department. The Upton Fire and EMS Department has a proud and honorable history. The staff are dedicated, knowledgeable and professional in their pursuit of delivering the best possible service and care to the community they serve. They care about their Town, about their department, and most important, they care about the outcome of each and every incident. Through my 25 years in Fire and EMS, I have not served with a better group of people than those here in Upton. It is a pleasure and an honor to serve as the Chief of the Upton Fire and EMS Department. I look forward to 2011.

Respectfully submitted,  
Aaron Goodale  
Fire and EMS Chief

**Upton Fire and Emergency Medical Services Department**  
**Type of Alarm Summary**  
**Alarm Date Between (01/01/10) and (12/31/10)**

Type of Alarm	Count
EMS Calls	674
Building Fire	2
Chimney Fire	5
Carbon Monoxide Alarm	15
Electrical Fire	1
Appliance Fire	1
Oil Burner Fire/ Malfunction	5
Fire Alarm Activation	72
Brush and Grass	10
Gasoline Spill	3
Illegal Outside Fire	8
Hazardous Standby	12
Investigations	33
Hazardous Materials Spills	2
Vehicle Fires	6
Natural Gas Odor/Leak	8
Propane Gas Odor / Leak	1
Motor Vehicle Accidents	42
Assist Police Dept.	2
Assist DPW	1
Outside Fire	4
Public Assist	10
Public Service	5
Mutual Aid Fire	35
Assist EMS	18
Water Emergencies	21
Fire Drills	4
Undetermined	2
<b>Total Calls For Service</b>	<b>1002</b>

# Upton Fire EMS Department





## **REPORT OF THE OFFICE OF EMERGENCY MANAGEMENT**

The Director of the Upton Office of Emergency Management respectfully submits the following report for the year ending December 31, 2010.

Upton's Emergency Management Director is the resource coordinator for the Town of Upton in the event of a disaster or major incident. Your Emergency Manager plans and prepares for all hazards including weather and hazardous materials incidents. The Upton Emergency Operations Center is located on the second floor of the Fire EMS Headquarters. An advanced system allows direct radio communications to the Massachusetts Emergency Management Agency bunker in Framingham, the Regional Office in Agawam, area communities and all Upton's Emergency Services. Upton Emergency Management has access to telephone hot lines for MEMA, the National Weather Service, the American Red Cross and National Grid. Our computer systems tie directly into MEMA's Electronic Emergency Operations Center allowing other communities to monitor what is occurring in Upton while we monitor what is occurring across the state. By using laptop computers, wireless technology and secure remote access systems, what had to be done in the EOC can now be done in the field.

MEMA, the Massachusetts Health and Homeland Alert Network and the National Weather Service provide 24-hour a day alerts and updates to me by mobile phone, text messages and email. If needed, I notify other Town officials and make any necessary preparations. If appropriate, I immediately notify our residents by both our Community Notifications System - Code Red and Channel 11.

The Emergency Manager operates and maintains Upton's Emergency Community Notification System. Upton maintains a contact with Code Red who uses hundreds of hard lines from one of several hardened facilities across the United States and maintains a data base of Upton resident's telephone numbers. Unlike systems used by schools, which use voice over IP to let parents know what is for school lunch, Code Red was designed specifically for public safety. There was national attention drawn to some of these notification systems when they failed during wildfires in Florida and in California last year. Large notification system failures occurred around metro Boston when there was a large water main break. The systems that failed were largely the voice over IP type or the old Reverse 911 system that Upton abandoned two years ago. Communities who used Code Red had their calls get through. Several communities in Massachusetts switched to Code Red after these failures.

Upton's system has the option of calling the entire town or only calling certain portions of town, such as the areas with municipal water. Custom "jobs" are created using a computer mapping system linked to Code Red. Using special launch and pass codes, Upton's Town Officials can record a message and launch a call from anywhere using a mobile phone. The entire town is notified in 6 to 8 minutes with Code Red.

For the past eight years, Channel 11 has been the only dedicated emergency management cable channel broadcast system in Massachusetts, operated by an Emergency Manager,

which is updated 24-hours a day, 7-days a week. Channel 11 broadcasts public safety and emergency information such as severe weather or health and safety advisories specifically for Upton citizens. The Channel 11 system includes an automated severe weather notification system that, in the event of severe weather, immediately sounds an alert tone on Channel 11 followed by the National Weather Service warning for our area. By using a laptop computer, mobile hot spot, and remote access systems, I post and update advisories on Channel 11 from most anywhere. In 2010, there were over 100 presentations broadcast on Channel 11 ranging from water advisories to forest fire watches and winter storm warnings to tornado warnings. A library of public safety presentations created for Upton is broadcast when there are no advisories present.

I applied for and received four Homeland Security Grants in 2010. The first two were from the Central Massachusetts Homeland Security Council. Both were equipment grants in the form of trailer mounted message boards. These battery powered message boards with a solar charging system have an onboard computer to create custom messages. A third grant, through MEMA, is \$2,500.00 to purchase a system to notify the Towns emergency responders and have their response or availability displayed on monitors. This is very useful as not all responders have two-way communications or could be out of range of our radio system. The fourth grant is an Emergency Managers Planning Grant. This grant will purchase a computer and allow us to work with Central Mass Planning to map high hazards, fire hydrants, rural water supplies and other areas in Upton. The two MEMA Grants were received in December 2010 and will carry over into 2011.

Upton's emergency shelters are certified with the American Red Cross of Central Massachusetts. Under a written agreement, the Red Cross agrees to operate our emergency shelters. The Red Cross Shelter Evaluation Team has surveyed and approved each shelter. Our shelter locations include the Blackstone Valley Technical High School, Nipmuc High School and the Memorial School. Which shelters open and how many are opened are based on need, what type of incident has occurred and where the incident has occurred.

I would like to thank the Upton Board of Selectmen and the Town Manager for their support.

Respectfully submitted,

Brian F. Kemp  
Director

## REPORT OF THE BOARD OF HEALTH

The Board of Health respectfully submits the following report for the year 2010. Board members were as follows; Chairman, Richard Desjardins; Member, Al Holman; and Member, Sherry Berger.

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

Animal Inspector:	Kate Hawkins
Burial Agent:	Kelly McElreath
Assistant Burial Agent:	Kenneth Pederson
Agent:	Patricia Parent
Title 5 Agents:	Lenny Izzo & Paul McKeon
Food Inspector:	Janice Skinner
Adm. Clerk:	Diane Tiernan
Town Nurse:	Patricia Parent
Town Physician:	Dr. Donna Krauth

During the year 2010, the agents conducted routine barn, septic, food, and housing inspections. Complaints pertaining to housing, animals, restaurants, trash and other similar health concerns also required inspections made by the board members and its staff.

Monthly meetings were held throughout the year by the Board to address any public health issues and to review septic and subdivision plans.

Bulk trash/hazardous waste day events were held during the spring and fall of 2010. The events were successful in providing the proper disposal of hazardous waste and to assist residents in general clean up of their homes.

Several improperly maintained dumpsters in town prompted the board to enact dumpster regulations for commercial and residential properties. These regulations will assist the Board in enforcing proper management and the overall sanitation of dumpsters and their surrounding area.

Food inspections were completed by the food inspector on all food establishments in town. These inspections are completed bi-annually with follow up inspections of any establishment with violations. Reports indicated most establishments were clean and operational with only minor violations. These reports are available to view at the Board of Health office.

The local swimming area, Kiwanis Beach is tested on a weekly basis for coliform, during the summer swim season as required by Massachusetts state laws. Lab results showed no elevated coliform counts, keeping the beach open the entire season.

The following permits were issued during 2010:

Food:	32
Garbage & Offal	8

Installers:	15
Septic:	25
Perc & Deephole:	22
Tobacco:	7
Well permits:	6
Dumpster	36
Large Animal Permits	6
Trash Bags:	129,130
Complaints:	54

Respectfully Submitted,  
Upton Board of Health

Richard Desjardins  
Al Holman  
Sherry Berger

## REPORT OF NURSING SERVICES

Each year that I have written the nursing service town report I have mentioned our slogan, "PUBLIC HEALTH IS *YOUR* HEALTH." The principle is that if you take care of your own personal health then in turn the health of the community or "public" becomes stronger. The H1N1 pandemic after action reports proved that slogan to be correct. A strong public health system in Massachusetts helped us achieve a second in the nation status (RI was first) for vaccinating against the H1N1 influenza virus and first in the nation for vaccinating against seasonal influenza. A strong board of health in Upton allowed us to vaccinate over 2600 residents while also reviewing simple public health actions such as washing hands, staying home when sick and covering your cough. All this led to the lessening of what had the potential to become a public health crisis. We hear all the time that the H1N1 pandemic was an overreaction or "nothing much," but the reason it gained that reputation is that there was a strong, continuous reaction by the public health system at the local, state and national level right from the onset. Many individuals and families were still devastated by this disease, but the numbers could have been much worse.

Upton and Mendon health departments worked together in January to have a come one, come all public clinic to vaccinate against H1N1. It gave us a chance to exercise our emergency preparedness plans that had been in the works for years. The clinic was fully staffed with volunteers for four hours on a Saturday and we vaccinated over 400 people. Many who attended were amazed at how smoothly it ran. It again proves that preparation is necessary and beneficial. Additional emergency preparedness activities were undertaken throughout 2010 by continued participation in the Region II coalition that encompasses Worcester County communities and uses CDC grant money to build our health department's ability to respond to natural and man-made disasters. At the board's request, I continue to represent Upton as an executive and steering committee member attending several meetings per month. In 2010, I was also able to attend a national preparedness summit in June and the Massachusetts Health Officers Association conference in October where in addition to preparedness issues I was able to attend multiple trainings to augment the health agent role that is new to me this year.

Working as a public health nurse for Upton has been my pleasure for more than 15 years. The job is varied and never dull. I hope to continue to learn and evolve so that I can serve our residents well in 2011.

## STATISTICS

Adult Wellness and Blood Pressure Checks: Last Wednesday each month  
Coachroad Apartments Community Room: 10:00-10:45am  
Senior Center: 12:30-1:15pm  
Approximately 20 people

Seasonal Influenza Vaccinations: 198  
Seasonal Influenza joint Clinic for BVT High School: 174  
Pneumococcal Vaccinations: 3  
H1N1 Vaccinations: 484 (Total '09, '10 = 2670)  
Other Injections: 42  
Lyme Disease: 19  
Salmonella: 2  
Streptococcus pneumoniae: 1  
Giardia: 1  
Campylobacteriosis: 1  
Rocky Mountain Spotted Fever: 1  
Other: 12

Report respectfully submitted,

Trish Parent RN, BSN

## REPORT OF THE HISTORICAL COMMISSION

The focus of the Commission for 2010 was centered in three areas; the researching and hiring a consultant for the National Register of Historic Districts, the park on Elm Street and the 275<sup>th</sup> Anniversary of the Town. Using the money allocated from C.P.C. consultants have been hired to finish the forms required to form two National Register Districts. The National Register is a list of buildings, sites, structures, objects, and District that are important to our local history, culture, architecture or archeology it is a federal designation. National Register listing does not limit the use of your property, and there are no rules and regulations about what you can or cannot do with your property. We referred to a list of certified consultants provided by Massachusetts Historical Commission (MHC) and chose the team of Gretchen Schuler and Shary Berg, each one is familiar with previous documentation and history of the town. The areas are Main, School, Plain, Pleasant and North Main Streets and the center of town and the C. C. Camp on Westborough Road. In 2011 meetings will be held with homeowners and town officials and it will be voted on at a Town meeting.

The land at 18 Elm Street has been named Upton's Heritage Park by the Commission. Through private donations four thousand dollars was raised to place a wooden fence across the stone bridge leading to the back meadow. The Ashley Perkins family has offered to place a stone bench overlooking the pond in memory of their father. We are grateful to the hours in intense summer heat volunteers continued to cut branches, remove trees and other debris and to members of the Fire Company for supervising the burning. Special mention goes to George Patterson and his tractor and to David Frary and family and Commissioner Jerry Owczarzak for always being there. In searching for a stone mason to repair the stone structure located on the property, we learned we need to work with an archeologist before any change can be made. Mention needs to be made of the passing of Malcolm Pearson of Sutton. Malcolm brought the attention of the nation and the world to the mystery and theories regarding its significance in history. It is hoped funding can be raised to accomplish this and to preserve the structure.

Upton's 275<sup>th</sup> ten month celebration was enjoyed by all. Commissioner Burke served as chairman of the committee and one hundred volunteers donated their time to raising the funds and planning the events. The weekend of June 12<sup>th</sup> will be long remembered. We co sponsored the restoration and repair of the town clock located in the tower of United Parish with funds provided by town meeting.

The Commission inspected three Historic houses for renovation or demolition. One was being restored, changes in the others needed to be made.

We are very grateful to work with the private organizations and town boards and community volunteers in our aim to preserve Upton's history.

Barbara E Burke & David Mc. Mackey, Co-chairs

Russell W. Wood, Vice Chair

Jerome Owczarzak, Treasurer

Joyce Heywood & Jonathan Meagher Co Clerks

Catherine Taylor

## REPORT OF THE HOUSING AUTHORITY

**Background:** Upton Housing Authority is a public body that exists for providing decent and affordable housing for elderly and disabled persons of low income. This Public Housing Authority receives direct funding from the Department of Housing and Community Development a state Agency (DHCD) located in Boston, MA

**Mission:** Our mission is to create an environment that enables residents to live responsibly and with dignity. To support residents on achieving self-sufficiency, honor public commitments in a fiscal and ethically responsible manner, create and maintain public confidence in the Housing Authority operations and staff.

**Board of Commissioners:** Mildred Morin, Chairman  
Judith McGee, State appointee  
Rena Richard  
Richard Kennedy

**Executive Director:** Betty Prairie

**Monthly Commissioners Meetings:** Upton Housing Authority Board of Commissioners holds meetings on the second Wednesday of every month. All meetings are held at the Coach Road Apartment Community room at 6:00 p.m. As public officials, they hold meetings according to M.G.L. chapter 39 sections 2B of the open meeting law and posted with the Town Clerk.

### **Current Housing Programs:**

Massachusetts Rental Voucher Program MRVP

Seven subsidized family/elderly units located at the Upton Inn in Upton, MA. Eligibility income limits is based on family size and income. There is no asset limit but the values of assets are included in gross income when determining applicant eligibility.

### **Public Housing Program 667**

There are 40 units located at Coach Road. Applicants must be sixty years of age or disabled to apply for housing. Residents who work or live in the Town of Upton may receive a preference when reviewed and verified by the Authority. When applications are completed, applicants are then placed on a waiting list. The income limits for state public housing are one person-\$45,100 and two persons-\$51,150.00.

**Office:** Upton Housing Authority office is at 4 Hartford Avenue North and office hours are as follows:

Monday 9:00 a.m. 2:00 p.m.

Wednesday: 9:00 a.m. 2:00 p.m.

Friday: 9:00 a.m. 2:00 p.m.

Closed Tuesday, Thursday, weekends and holidays.

Anyone interested in applying for housing may call the office at (508) 529-3293 to have an application mailed. If you prefer, applications may be picked up at the office during office hours.



**New pursuits:** The Authority is seeking funding to become more energy efficient, improve outdated units and seek new parking.

**Service:** The Upton Housing Authority Board of Commissioners reluctantly accepted William Evans resignation with regret from the Housing Board. The Commissioners would like to thank Mr. Evans for his commitment and service while serving on the Board of the Housing Authority.

## **REPORT OF THE CODE ENFORCEMENT DEPARTMENT**

This past year proved to be a most challenging one for the Department. as we continue to be influenced by the current state of the economy. New home construction has remained down, impacting the revenues being generated for the Town. We are, however, optimistic that the coming year will begin showing signs of recovery. In fact, this past year showed a slight increase in the number of permits generated as well as revenues brought in.

### **The Code Enforcement Staff Consists of:**

Patrick H. Roche:	Building Commissioner / Zoning Officer
Rudolph J. Susienka:	Local Building Inspector
Walter A. Hopkins:	Plumbing & Gas Inspector
Thomas E. French:	Assistant Plumbing & Gas Inspector
John G. Poirier, Jr:	Wiring Inspector
David A. Stanley:	Assistant Wiring Inspector
Diane C. Judd	Department Coordinator

### **Zoning Board of Appeals Members:**

John F. LeBrun:	Chairman
Stedman F. Briggs, Jr:	Member
Joseph D. Lurie:	Member
James R. Bates, Jr:	Alternate
Richard Desjardins:	Alternate
Denise Smith:	Department Coordinator

For the calendar year 2010, the following permits were issued:

#### **BUILDING DIVISION:**

New Home Construction: 10  
Accessory Building: 9  
Accessory Apartment: 1  
Additions: 12  
Alterations: 14  
Barns: 2  
Basement Finishes: 6  
Bathroom Renovation: 3  
Carnival: 1  
Chimneys: 2  
Church: 1  
Decks: 9  
Demolitions: 2  
Doors: (Replacement) 6  
Foundation Only: 1  
Garage Addition: 4

#### **WIRING DIVISION:**

New Home Construction: 13  
Additions: 9  
Alarm/Security System: 15  
Barns: 2  
Basement Finish: 10  
Bathroom Remodel: 2  
Boilers: 4  
Carnivals: 1  
Church: 1  
Commercial: 2  
Dishwasher: 2  
Furnaces: 1  
Garages: 8  
Generators: 2  
Heat: 1  
Hot Tub: 1

Gazebo: 1  
 Insulation: 4  
 Kitchen Renovation: 5  
 Other: 5  
 Pools: 12  
 Porch: 4  
 Remodel: 1  
 Repairs & Renovation: 21  
 Roofs: 85  
 Signs: 2  
 Solar: 3  
 Sunroom / 3-Season Room: 2  
 Siding: 2  
 Temporary Trailer: 1  
 Windows: (Replacement) 12  
 Wood / Pellet Stoves: 18

Kitchen Renovation: 2  
 Meter Socket Change: 1  
 Oil Burners: 5  
 Pools: 10  
 Remodel: 15  
 Replace Service: 2  
 Rewire: 4  
 Septic: 3  
 Service Change: 4  
 Solar: 2  
 Three-Season Room: 4  
 Temporary Service: 3  
 Miscellaneous: 12

**Total Permits Issued: 261**

**142**

Revenues collected for Building Permits totaled: \$ 80,170.85

Revenues collected for Wiring Permits totaled: \$ 15,680.00

#### **PLUMBING & GAS DIVISION:**

The Plumbing & Gas Division issued 73 Plumbing Permits and 77 Gas Permits.

Revenues collected for Plumbing & Gas Permits totaled: \$ 8,805.00.

Total Revenue for the Code Enforcement Department: January 1, 2010 through December 31, 2010: \$ 104,655.85

#### **ZONING BOARD OF APPEALS**

For the calendar year January 1, 2010 through December 31, 2010 the following activities have occurred:

<b>Variances:</b>		<b>Special Permits</b>	
New Homes	1	Accessory Apartments	3
Remodel/Addition	1	Massage Therapy Business	1
Accessory Building	1	Signs	3
Wireless Facility	1	Vehicle Business (Class II)	2
<b>Total:</b>	<b>4</b>	<b>Total:</b>	<b>9</b>

Variances Granted: 4  
Variances Denied: 0  
Variances Withdrawn: 0  
Variances Continued: 0  
Variances No Action: 0

Special Permits Granted: 9  
Special Permits Denied: 0  
Special Permits Withdrawn: 0  
Special Permits Continued: 0  
Special Permits No Action: 0

**TOTAL HEARINGS: 13**

**APPEAL HEARINGS: 0**

As always, I would like to express my sincere thanks to all of the Inspectors of the Code Enforcement Department for their hard work, integrity and diligence in the conduction of their inspections, as well as to commend them for their professionalism, attention to detail and ongoing professional development. With State Safety Codes ever changing, it is crucial that we interpret and enforce the various Codes in order to insure the safety and well being of our residents.

My thanks also to our new Town Manager as well as the Board of Selectmen for their ongoing support of the Code Enforcement Department in these trying times.

Finally, my thanks to all of the various Boards, Committees and Commissions with whom we deal, for their input, collaboration and support.

Respectfully Submitted,

Patrick H. Roche  
Building Commissioner / Zoning Officer  
Department of Code Enforcement

## REPORT OF THE BOARD OF LIBRARY TRUSTEES

This past year was a time for reflection. Restricted by a recession budget and the perennial lack of available space needed to serve the citizens of Upton, the Trustees put the concept of a new library on hold and are looking toward the future in other ways. When we began our journey for a larger home over a decade before, a questionnaire was sent throughout the town and the answer came back that Upton was a community of families striving to make a library that would be home away from home for the young, the old and the handicapped where all could go to learn and grow into better people. Perhaps times have changed. We may in reality have become a community of interconnecting roads and watered lawns with people eager to leave the place they sleep, rushing to engage in the hubbub of the greater society. The backward nature of the library facilities can serve this ideal well for we have an excellent staff employing creative methods to disguise the barren nature of their workplace. Their energy and persistence, however, can only do so much and go so far. Consequently, the Trustees have discussed other roads to take.

Cubicles and PC's are attractive as are other electronic and mechanical alternatives. The costs are low and their maintenance is minimal. They are different than real people who convey their thoughts through a smile or with a warmth that the monitor screen and material holding drawers do not have. But space is our problem and not warmth, friendliness and human connection. Space is needed for everyone, for the poor, the handicapped and for all those who cannot afford a cubicle of their own. The books and magazines are expendable and can be replaced by e-Books and their ilk in order to make room for the digital signposts of our age. With wireless circuits we can serve the town from end to end and no one will have to leave their cubicles. What road shall we take?

People and not PC screens make life worth living and the Friends of the Library are friends not only in name. They provide a roadway, not to the hubbub of the outer world but to the places where families can learn in the museums and in other activities beyond the borders of our community. Each year they contribute discount passes and programs for those who are able leave behind for a day the dreary face of the monitor with its tireless gaze. Their cookie swaps, knitting classes and other programs offer things the library cannot do because of access.

Annually the Trustees are required to publish an account of the Library Revolving Fund. The Fund received \$4,118.45 in FY 2010. Expended was \$3,106.30 with an ending balance of \$1,012.15. The balance will be credited to the town in the miscellaneous library account thereby reducing the amount needed to be appropriated for expenses. At no point did the balance exceed \$6,000.

During the year, two members left the Board. Linda White decided not to run when her term as Trustee expired in May. Candace Reid resigned in July after accepting a ministerial call from a church in Georgia. The Board appreciates their service to the Town and extends their thanks. Miriam Wolff was elected as the new member in May and Laurie Wodin was chosen by a vote of the Selectmen and the Trustees. The Board

looks forward to working with them. Many individuals and groups have helped our library in the quest to provide a friendly and knowledgeable service to all who come to us. Without the help of the Town's people, the town officials, the staff, the volunteers and the Friends of the Library, the Trustees could not achieve this goal. In addition, the Men's Club and the Women's Club have helped us in the past. We thank everyone for their support.

#### The Board of Library Trustees

John Robertson, Jr.	Chairman
George Klink	Vice Chairman
Katie Kelley	Treasurer
Charlotte Carr	Secretary
Miriam Wolff	Trustee

Erin Alcott	Trustee
John Minnucci	Trustee
Laurie Wodin	Trustee
Judith Katz	Trustee

## REPORT OF THE LIBRARY DIRECTOR

Library service in the Town of Upton for 2010 can be best characterized with the following two trends: the realization that new library facilities will not be constructed in the foreseeable future, and a focus on creating services to meet immediate needs, at the expense of the library's archival functions.

In November, 2009, the town voted not to appropriate funds for architectural services for a new library facility. In the year since then, the dream of a new library has not died, but pursuit of infrastructure improvements has ceased. Instead, library staff and Trustees have devoted their efforts to discovering ways to provide additional services within the limitations of our current facility.

Our allocation of limited resources of time, space, and money has deliberately shifted towards high-demand services that will be utilized immediately by the community, and away from archival and academic services, such as volumes of stored magazines, full collections of author's works, and non-fiction in print formats.

The results of these two trends are readily apparent in the list of changes to library service that occurred in 2010, and in the library's goals for the future.

Significant changes to library service in 2010:

- Our 500-volume reference collection was moved to the circulating collection, and is now available to be borrowed by patrons.
- The biography collection was moved out of the reading area to join the rest of the non-fiction stacks. That space is now occupied by Young adult materials, and serves as a teen reading room.
- The magazine collection was re-organized, we now retain only twelve months of back issues, and the most recent issue is no longer reserved for in library use only.
- A picnic table and benches were donated by Unibank, and now provide an outdoor seating area for our patrons.
- A Wi-Fi network was installed at the library, and provides free wireless internet access for our patrons.
- A public fax sending service is now offered by the library.
- Three laptop computers were donated to the library by the Upton Men's Club, and are available for patron use anywhere within the library. These laptop loans will pave the way for future lending of other computer hardware and devices.

Circulation of library materials remains high for a community and collection of our size, with 1.87 circulations per item and 9.05 circulations per capita, but from 2009 to 2010 we experienced a 4.3% decrease in circulation, during a time when most Massachusetts libraries report large increases in circulation. During the same time period, Upton Library's number of visitors increased by 1%. These statistics are a result of our shift in priorities from materials to services.

Total library holdings increased from 33,452 in July of 2009 to 34,259 in July of 2010. Upton Town Library's circulating holdings in July 2010 included:

	Adult Materials	Children's Materials
Books	18,748	9,379
Periodicals	144	27
Audio	491	287
Video	1,935	779

The remainder of our holdings are digital materials, discount museum passes and non-circulating local history and reference works.

In 2010, the Library Trustees approved a new long range plan, consisting of four main goals for library services to the town. Those goals are:

- Develop techniques to overcome our facility's limitations.
- Use new technologies to expand the Library's role as a community center.
- Explore new library services to attract non-users from the community.
- Enhance the Library's role as a life-long educational resource.

As we pursue these goals in 2011 and the following years, I expect to see the trends of 2010 continue and accelerate. The library will continue to reduce its focus on print materials, and priority will be given to providing immediate services, rather than building a long-term collection.

Respectfully Submitted,  
Matthew R. Bachtold, Library Director



## REPORT OF THE TOWN MODERATOR

It was again my privilege to preside at the adjourned Annual Town Meeting on May 6<sup>th</sup>, 2010 that was reconvened on June 15<sup>th</sup>. Additionally, there were special Town meetings on March 9<sup>th</sup>, May 6<sup>th</sup>, June 15<sup>th</sup> and November 16<sup>th</sup>. My current appointments to the Finance Committee are Joan Shanahan and Jonathan Calianos.

While I did not have the opportunity this year to attend the mock Town Meeting that was held for the third graders from memorial School in Town Hall, I know that it was a wonderful experience for all of them and it gave all the students a glimpse into how government works in the Town of Upton. This was the sixth year year that this event took place as part of the Upton Historical Societies Town Government Day. In addition to the day for the third graders, the Town Clerk and I did speak once again with the seniors at Nipmuc Regional High School. After we explained the town meeting process to them, they held their own mock town meeting in which they discussed issues that effect them in their daily lives. We may have helped them along with the script, by they took it from there and did a wonderful job.

The Annual Meeting for the Massachusetts Moderators Association was on Friday, October 29<sup>th</sup> at Old Sturbridge Village. This is a wonderful venue for the Association to have its annual meeting given its historical roots and New England charm. Even though the setting was *Old New England*, the main topic for the day was very much 21<sup>st</sup> century as we discussed the issues that would arise if a town were to purchase and use hand held electronic voting devices when calling a vote at a town meeting. Coincidentally, there are already a few towns that have already purchased such devices and those moderators discussed the pros and cons that come along with there use. As part of the association I continue to serve on the legislative committee and the town meeting 2020 committee, and I also co-chair and moderate the Central Massachusetts Moderators workshop that is held during the month of March each year.

As always, I wish to thank everyone who is involved with the setup and running of all the town meetings. Specifically Upton Cablevision, Town Clerk, tellers, counters, Upton Police, Town Manager, Board of Selectmen and the Nipmuc Regional School system and support staff.

A final special thanks to all the citizens that attend the town meetings and help make the dicisions that affect all of our lives. It is YOUR participation that allows us to meet as a community and propose motions, hear debate, ask questions, listen to neighbors and ultimately vote on what you think is best for our community. This is something that is very much unique to communities in New England like Upton, let us not forget how fortunate we are to have this opportunity as free citizens.

Respectfully Submitted,  
David C. Loeper

## **REPORT OF THE PERSONNEL BOARD**

The Board conducted regular meetings throughout 2010 in addition to participation in job interviews and involvement in Town personnel issues.

Some of the highlights of the past year include:

➤ **Review and Rating of the Following Positions:**

- Fire Chief
- Director of Veterans Graves
- Conservation Commission Clerk
- Conservation Commission Agent
- Children's Librarian
- Department Coordinator to the Board of Selectmen
- PEG Access Provider

➤ **Board members also reviewed applications for the following positions:**

- Social Services Coordinator
- Conservation Commission Agent
- Conservation Commission Clerk
- PEG Access Provider
- Department Specialist to the Council on Aging

➤ **Reviewed and approved a revised job description for the position of Department Specialist for the Council on Aging.**

➤ **Conducted a survey among town employees to determine potential training needs.**

➤ **Reviewed and updated the Personnel Bylaws to reflect current practices.**

➤ **Reviewed and approved a new proposed Personnel Action Form.**

➤ **Reviewed and approved a revision to the Family Medical Leave Act.**

➤ **Prioritized and assigned Fiscal Year 2011 issues for research.**

➤ **Participated in the Town Manager Search Committee**

➤ **Participated in the Fire Chief Search Committee**

Finally, the Board welcomed two new members this year: Jean Jetté and Thomas Giblin.

Members of the Personnel Board continue to extend an invitation to any citizen to become a member of the Board and join us in providing this most vital service to the community.

We would like to express our thanks to the Town Manager and the Board of Selectmen for their ongoing support of the Personnel Board and the essential service we provide. We would also like to thank all of the various Boards, Committees and Commissions with whom we deal for their input, collaboration and support.

Respectfully Submitted,

Seema Kenney, Chair  
Gregory Trussell  
John Sicurella  
Jean Jette  
Thomas Giblin

## **REPORT OF THE UPTON PLANNING BOARD**

### **Summary**

Calendar year 2010 brought continued changes and challenges to the Board and the community. Throughout the year we reviewed or continued review of the various subdivision, special permit and site plan applications that were submitted to the Board.

With assistance from other Town Boards & Committees and Central Massachusetts Regional Planning Commission (CMRPC) we continued to implement items from Upton's Master Plan (adopted 2005) and to update and/or amend various zoning bylaws. Public hearings were held for all proposed/amended zoning bylaws listed below:

### **Zoning amendments:**

- Proposed name change of the Agricultural Residential (AR) district to Rural Residential (RUR). This amendment was presented at a Special Town Meeting in November 2010 but was withdrawn for further investigation.

### **Preliminary Subdivision Plans reviewed:**

- "JR Estates" 5-lot residential subdivision located off West River St.

### **Definitive Subdivision Plans reviewed/in progress:**

- "Glen Echo Estates" 61-lots off North St. All 61 houses have been built and are occupied. The Board continues to administer process control and our engineer continues with ongoing engineering inspections/reviews for this subdivision,
- "Governor's Landing" 59-lots off Milford St. No recent action/discussion; Construction has not been started.
- "Crosswinds" 32-lots located between Plain St. and Station St. was approved in CY2005. Construction has begun with the clearing of the site. Roadway and infrastructure work has been started.
- "Sylvan Springs" 54-lots located off Northbridge Rd in Mendon; 6 houses are located in Upton and 48 houses in Mendon. Construction has begun on the Mendon side and will be working toward the section in Upton.

### **Special Permit applications reviewed/in progress:**

- New Cingular Wireless PCS (AT&T) application for a new Wireless Data Transfer Facility to be located off 17 Taft St. Application has been reviewed. At the request of the applicant the public hearing has been continued numerous times through out 2010, thus no decision has been issued by the Planning Board.
- Industrial Tower and Wireless application for a new Wireless Data Transfer Facility to be located off Warren St (on Pratt Hill). Upon review the application was approved June 2010.
- 12 Glenview St – Large Lot Frontage Reduction, Special Permit application for 1 house lot (existing house) and 1 commercial lot. Upon review the application was denied September 2010
- "off Fowler St" – Large Lot Frontage Reduction, Special Permit application for 3 lots. Application is still under review, no decision has been issued to date

- 9 Christian Hill Rd – Large Lot Frontage Reduction, Special Permit application for 2 lots (one contains existing house and the second for future development). A public hearing has been set for January 2011.
- “Rockwood Meadow” a 62-unit Senior Housing Community located off East St. was reviewed and approved in September 2006. A Site Plan application was approved in 2007. No construction has been started for this development.
- “Maple Avenue Planned Village Development”. This mixed-use plan includes commercial/retail space, municipal/civic space and residential units (both single family units and apartments). A one-year extension was granted for this Special Permit (June 2009). A large portion of the land located off Maple Ave has been sold. No further action/discussion has taken place regarding the special permit.

#### **Site Plan Approval applications reviewed/in progress:**

- St. Gabriel’s church located at 151 Mendon St has begun construction. Completion of the church and the rectory is expected in 2011.

#### **Plan Review**

The data table below summarizes the Board’s review activity for the CY2010.

<u>Type of Plan</u>	<u>Reviewed</u>	<u>Total # of Lots/Parcels</u>	<u>\$ Fees Collected</u>
81P (ANR)	8	9-lots/2-parcels	\$1,000.00
Preliminary Plan	1	5	1,750.00
Definitive Plan	0	NA	NA
Modification to Def. Plan	0	NA	NA
Site Plan	0	NA	NA
Special Permits	5	9 lots	3,000.00
Street Acceptance	0	NA	NA
Subdivisions in Process	4	158	NA

#### **Goals**

- Continued implementation of items from the Master Plan, adopted July 2005.
- Review and propose amendments to the Upton Zoning Bylaws as may be necessary.
- Review and amend the Rules & Regulations for various projects/applications as may be necessary.
- Attend workshops, seminars and training sessions in order to keep up-to-date on information pertinent to the Planning Board.

#### **General**

- Scheduled office hours are Tuesday and Thursday 8:00 am – 2:00 pm.  
**NOTE: Office is adjacent 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](mailto:planningboard@upton.ma.us) or [dsmith@upton.ma.us](mailto:dsmith@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 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.

At the Annual Town Meeting Thomas Davidson was re-elected to a 5-year term. Margaret Carroll served as Chair and Paul Carey served as Vice-Chair for FY2010. Raymond Smith, Thomas Davidson and Gary Bohan continue to serve as members of the Board. William Tessmer serves as the Associate Member. Mr. Carey continued to represent the Planning Board on the Community Preservation Committee. Ms. Carroll served as the delegate to the Central Massachusetts Regional Planning Commission. Mr. Bohan was elected by the Board to serve as the Planning Board representative to the Capital Budget Committee. Mr. Tessmer was elected by the Board to serve as the Planning Board representative to the Local Community Housing Partnership Committee.

We would like to thank the various Town Boards, Commissions, Departments and the citizens of Upton for their continued cooperation and support during the year.

Respectfully Submitted,

Margaret Carroll, Chair  
Upton Planning Board

## REPORT OF THE REGISTRAR OF VOTERS

I respectfully submit the following report for year ending 2010:

Members of the Registrar of Voters are George P. Kennedy, Chairman (R), Susan A. Bonina (D) (resigned effective July, 2010), Cynthia Robertson (D), Eva Fowler (D) and Kelly A. McElreath (U).

In 2010, the Town conducted five Elections. There was a State Election in January to fill the US Senate seat left vacant with the death of Ted Kennedy. The Annual Town Election was held in May. The Town sponsored an override election in June for capital expenditures and school funding. There was also the State Primary and State Election in September and November respectively. It was a very busy year for elections. The Board of Registrars held extended registration hours for all of these Elections. Voter participation in the two State Elections was 66%. The override election had 41% turnout. The State Primary and Town Election saw 17% and 10% voter turnout respectively. The Board of Registrars encourages residents to register to vote and participate in all elections.

With the valuable help of Denise Smith, the Registrars maintain the voter list through the state computer system known as the Central Voter Information System. We update the CVR with information received from the Annual Town Census and other sources.

As in past years, most of the new voter registrations are mailed to the Town Clerk's office or completed at the Registry of Motor Vehicles. Again this past year, in order to encourage young people to vote, I visited the Nipmuc High School to register the students who are 18 or older before the state elections.

At the end of 2010, there were 4,975 registered voters in the Town of Upton. The breakdown is as follows:

Unenrolled	3,146
Democrats	997
Republicans	809
All other	23

Respectfully submitted,  
Kelly A. McElreath  
Ex-Officio Clerk to Registrars

## **REPORT OF THE TOWN CLERK**

I respectfully submit the following report for year ending 2010:

This year started with a State Election on January 19, 2010 to elect Scott Brown as US Senator. This State Election prepared us for a very busy election year since we had another 4 Elections throughout the year. The Town Clerk's office works hard fulfilling our day to day requests of vital records, passports, Town Census, dog licenses and business certificates while we prepare to ensure our Elections are held with utmost efficiency.

During 2010, we conducted our Town Census while reminding our residents to respond to the 2010 Federal Census. We are anticipating a significant increase in our Federal Census population number. A more accurate count of our Town's residents will help with future federal funding.

The Town Clerk's office assisted the 275<sup>th</sup> Town Anniversary Committee with its many activities. The celebration ended with a fantastic parade on June 13, 2010. It was a great way to celebrate the history of the Town. Denise and I were excited to be a part of all the activities.

Once again this past May, we greeted another class of Third Graders from Memorial School at the Town Hall. We have been welcoming the Third Grades for the past 5 years and it has become a wonderful opportunity for the students to learn the different functions of each Town Department. The students also have the opportunity to participate in a Town Meeting.

With the Town's support each year by funding my membership in 2 different Town Clerk's association, I have been able to attend training with the Massachusetts Town Clerk's Association and the Worcester County Town Clerks Association. This past year, to further my education and experience with Town Clerk's responsibilities, I attended the New England Municipal Clerks Institute. I spent one week in New Hampshire attending classes throughout the day on various subjects. This is a 3 year program where I hope to continue the training and attain my Certified Municipal Clerk certificate.

A major function of the Town Clerk's office is to record documents for the Town. The following records were recorded at the Town Clerk's office during 2010:

### **VITAL STATISTICS:**

67 Births  
20 Marriages  
38 Deaths

### **DOG LICENSES:**

680 Dog licenses  
16 Kennel licenses



**CERTIFICATES, PERMITS, BOOKLETS, ETC:**

- 136 Birth Certificates
- 43 Death Certificates
- 53 Marriage Certificates
- 20 Marriage Intentions (Licenses)
- 28 Street Lists Booklets
- 13 Zoning Board of Appeal Applications for Variances/Special Permits
- 52 Business Certificates
- 82 Passport Applications

All of the above mentioned licenses and certificates generated \$16,932.63. These funds were transferred to the Town Treasurer accordingly each month.

The Town Clerk office hours are:

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

As always, any requests can be emailed to [kmcelreath@upton.ma.us](mailto:kmcelreath@upton.ma.us). For more information about the Town Clerk's office, please visit our web page at the town's website, [www.upton.ma.us](http://www.upton.ma.us).

To all the various boards, commissions and committees who have helped me this past year, thank you for your support. I look forward to your continued support

Lastly, to Denise Smith, thank you for all of your hard work this past year. Your dedication to the office greatly improves our efficiency with our tasks.

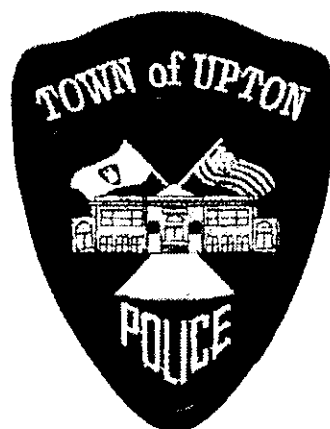
Respectfully Submitted,  
Kelly A. McElreath  
Town Clerk

## Report of The Police and Communication Departments

### Calls for Service/Activity 2010

Abandoned 911 Call .....	77
Abandoned Motor Vehicle.....	4
Alarm .....	488
Animal Complaint.....	120
Animal Injured .....	65
Assault and Battery .....	18
Assist EMS.....	528
Assist Fire Department .....	235
Assist Other Agency .....	58
Assist Other P.D.....	108
Assist With Pedestrian Traffic .....	296
Assist With Traffic.....	23
Attempt to Serve Summons .....	62
ATV Complaint .....	52
Breaking and Entering .....	20
Building Check .....	3146
Car Seat Installation.....	14
Citizen Complaint .....	10
Criminal Mischief .....	9
Disabled Motor Vehicle .....	142
Disorderly Person.....	2
Disturbance .....	55
Deliver Message.....	33
Domestic Disturbance .....	25
Drugs.....	12
Escort .....	33
Extra Patrols Requested .....	24
Found Property.....	42
Fraud/Forgery .....	20
Fundraiser Scam.....	3
General Assistance.....	617
Harassing Phone Calls .....	21
House Check .....	403
Hunter Complaint.....	6
Illegal Dumping .....	8
Larceny .....	61
Lockout House.....	23
Lockout Motor Vehicle.....	68
Loitering.....	9
Lost Animal .....	89
Lost/Missing Person.....	19
Lost/Missing Property.....	35

Loud Music Complaint.....	51
Motor Vehicle Crash .....	192
Motor Vehicle Violation.....	3447
Motor Vehicle Complaint.....	168
Neighbor Dispute.....	9
Obstruction in Roadway .....	191
Open Door .....	22
Overdue Motorist.....	2
Parking Complaint/Violation.....	81
Power Outage .....	26
Reported O.U.I. Operator .....	23
Restraining Order Escort .....	3
Restraining Order Issued .....	17
Shots Fired.....	13
Solicitation.....	42
Stolen Motor Vehicle .....	4
Summons Served .....	62
Suspicious Motor Vehicle .....	130
Suspicious Package .....	6
Suspicious Person.....	119
Threats .....	9
Trespassing.....	8
Vandalism.....	36
Water Leak .....	16
Well Being Check.....	63
Wires Down.....	31



### Offenses Charged 2010

Abuse Prevention Order, Violate .....	4
Assault .....	3
Assault w/ Dangerous Weapon .....	1
Assault & Battery .....	15
A & B on a Police Officer .....	1
Child Neglect .....	1
Domestic Assault & Battery .....	8
Intimidate Witness .....	5
Threat to Commit Crime .....	5
Breaking and Entering .....	21
Breaking and Entering Vehicle .....	9
Counterfeit/Forgery .....	5
Credit Card Fraud .....	12
Destruction of Property .....	38
Disorderly Conduct .....	12
Disturbing the Peace .....	3
Drug Violations .....	12
Fail to Stop for Police .....	3
Fugitive from Justice .....	2
Identity Fraud .....	8
Indecent A&B on a Child .....	1
Larceny of Firearm .....	1
Larceny of Motor Vehicle .....	4
Larceny over \$250 .....	36
Larceny under \$250 .....	42
Leaving the Scene of Accident .....	11
Liquor Law Violations .....	6
Negligent Operation of MV .....	10
Obscene Matter to Minor .....	1
OUI Drugs .....	1
OUI Liquor .....	12
OUI Liquor 2 <sup>nd</sup> Offense .....	2
OUI, Child Endangerment .....	1
Reckless Operation of MV .....	9
Resist Arrest .....	1
Trespass .....	10
Uninsured Motor Vehicle .....	47
Unlicensed Operation of MV .....	178
Unregistered Motor Vehicle .....	65
Warrant Arrest .....	16

### Arrests by Shift

Day Shift (8AM – 4PM) .....	162
Evening Shift (4PM-12AM) .....	77
Night Shift (12AM-8AM) .....	87

### Arrests by Day of Week

Sunday .....	51
Monday .....	43
Tuesday .....	41
Wednesday .....	59
Thursday .....	41
Friday .....	39
Saturday .....	46

### Offenses by Month

January .....	43
February .....	66
March .....	63
April .....	62
May .....	94
June .....	58
July .....	75
August .....	101
September .....	96
October .....	62
November .....	73
December .....	78

### Top Ten Offenses Charged

1. Criminal MV Violations
2. Larceny
3. Destruction of Property
4. Assault, A & B
5. Breaking & Entering
6. Credit Card Fraud/Identity Fraud
7. Operating Under the Influence
8. Drug Violations
9. Intimidation
10. Liquor Law Violations

### Motor Vehicle Violations 2010

Arrests.....	71
Civil Violations .....	880
Criminal Complaint.....	480
Written Warning.....	1210
Verbal Warning .....	806

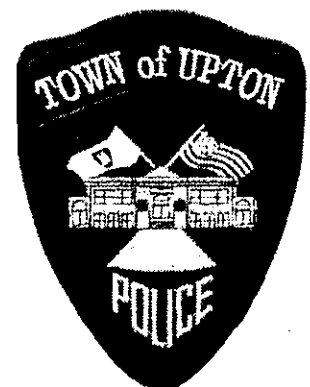
### Top Ten Violations Cited

1. Speeding
2. Inspection Violation
3. Defective Equipment
4. Unlicensed Operator
5. Seat Belt Violation
6. Marked Lanes Violation
7. Suspended/Revoked License
8. Stop Sign/Light Violation
9. Unregistered MV/No Insurance
10. License/Reg not in Possession

### MV Violations by Location

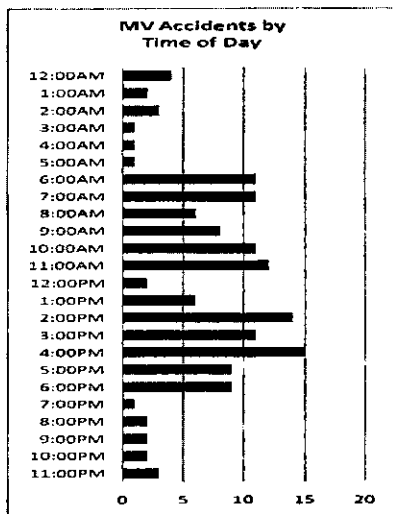
Breton Rd.....	2
Chestnut Street.....	10
Christian Hill Rd.....	14
Church Street.....	9
Cider Mill Lane .....	8
Crockett Rd.....	1
Cross Street.....	1
Depot Street.....	1
East Street.....	401
Eames Lane .....	2
Elm Street .....	5
Farm Street .....	3
Fiske Ave.....	4
Fiske Mill Rd.....	47
Florence Cir.....	2
Forest Street.....	2
Fowler Street .....	1
Glen View St .....	3
Gore Rd .....	1
Grafton Rd.....	2
Grove St.....	22
Hartford Ave North .....	136
Hartford Ave South .....	23

High St .....	160
Hopkinton Rd.....	438
Josiah Dr.....	3
Juniper Rd .....	6
Kiwanis Beach Rd.....	6
Knowlton Cir.....	3
Lodge Ave.....	2
Main St.....	637
Maple Ave.....	91
Mechanic St.....	4
Mendon St.....	302
Merriam Way .....	10
Milford St.....	314
N. Main St .....	37
North St.....	9
Oak Dr.....	1
Old Grafton Rd.....	6
Plain St .....	4
Pleasant St .....	280
Prospect St.....	2
River St.....	2
School St .....	81
South St.....	14
Southboro Rd .....	2
Stoddard St.....	5
Taft St.....	10
Tyler Rd .....	2
W. Main St .....	110
W. River St.....	6
Walker Dr.....	3
Walnut St.....	1
Warren St .....	12
Westboro Rd.....	79
Williams St.....	103

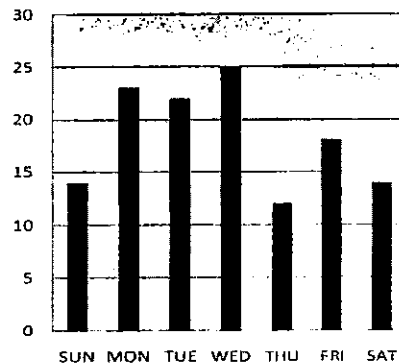


### MV Accidents by Location

Breton Rd.....	1
Chestnut Street.....	2
Christian Hill Road.....	2
Church Street.....	1
East Street.....	6
Fiske Mill Road.....	2
Forest Street.....	1
Hartford Avenue North.....	5
High Street.....	6
Hopkinton Road.....	11
Juniper Road.....	2
Kiwanis Beach Road.....	1
Main Street.....	27
Maple Avenue.....	4
Mechanic Street.....	1
Mendon Street.....	15
Milford Street.....	14
North Street.....	3
N. Main Street.....	7
Oak Drive.....	1
Pleasant Street.....	11
School Street.....	3
South Street.....	5
Southboro Road.....	2
Warren Street.....	2
W. Main Street.....	3
Westboro Road.....	7
Williams Street.....	2



### **MV Accidents by Day of Week**



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

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

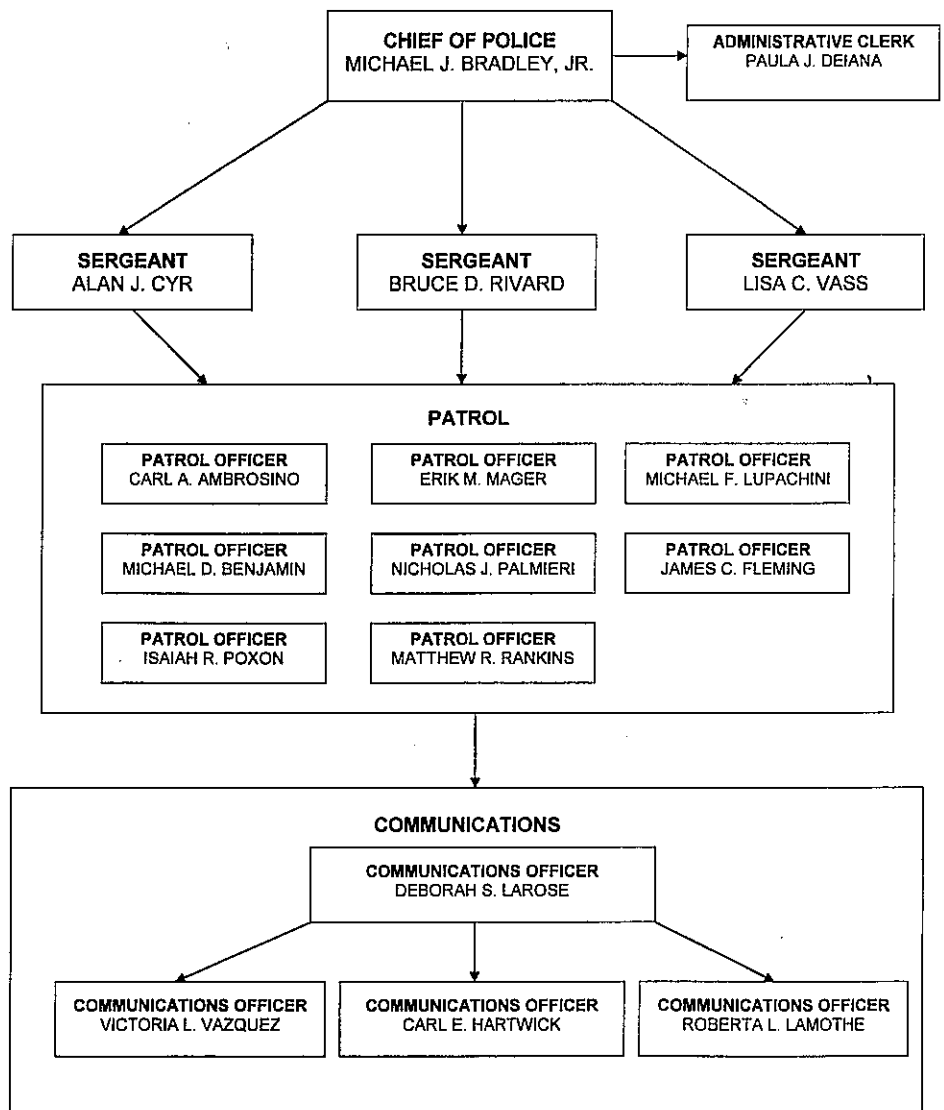
### Motor Vehicle Accident Injury Status 2010

Fatal Injury.....	2
Incapacitating.....	5
Visible injury.....	25
Minor injury.....	19
No visible injury.....	224

### Age and Gender Breakdown of Operators

	Male	Female	Total
<19	24	19	43
19-21	15	7	22
22-25	11	7	18
26-35	18	9	27
36-45	10	17	27
46-60	27	22	49
>60	13	12	25
Total	118	93	211

# DEPARTMENT ROSTER



**Training:**

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

- Firearms Training (Pistol and rifle qualification)
- O.C. Course
- C.P.R. and First Responder Training
- A.E.D. (Automatic External Defibrillator) Training
- EPI Pen Training
- Educational Incentive Program (EIP) Class Training (monthly)
- Policy Manual Testing (monthly)
- Defensive Tactics Training
- Domestic Violence Response
- Legal Updates

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

- Supervisor Liability Training
- Crime Scene Investigation
- Active Shooter Response Training
- SWAT Training
- Sexual Assault Investigation
- Child Passenger Safety Program
- DNA Collection Training
- Breathalyzer Recertification
- Oleoresin Capsicum Instructor Training
- Tactical Training

Communication Officers received the following mandatory in-service training:

- CPR Recertification
- AED Recertification
- Policy Manual Testing (monthly)
- Educational Incentive Program (E.I.P.) Class Training (monthly)
- Emergency Medical Dispatch Certification
- Criminal History Systems Board Policies and Procedures

Communication Officers received specialized training in the following areas:

- Suicide Intervention
- Critical Incident Dispatching
- Missing & Exploited Children
- Domestic Violence Intervention
- Legal Issues for Dispatch

### Grants:

The Upton Police & Communications Departments received the following grants for 2010

- **Traffic Enforcement & Equipment Grant: \$5,400.00**  
Funding provided through the Massachusetts Executive Office of Public Safety, Highway Safety Division for patrols to target seat belt safety, impaired driving, and aggressive driving.
- **State 911 Department Support Grant: \$19,097.00**  
Funding was provided by the Massachusetts State 911 Department for equipment purchases within the communication center and for wage reimbursement that may be used for additional training.
- **911 Training Grant: \$6,000.00**  
Funding was provided by the Massachusetts State 911 Department for E911 approved courses and overtime replacement costs for employees attending training.

### Community Policing & Special Programs:

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

- Child Gun Safety Program (Eddie Eagle)
- Child R.A.D. Program (Resisting Aggression Defensively)
- Adult R.A.D. Program ( Rape Aggression Defense)
- Kids Bike-A-Thon (Jimmy Fund)
- Annual Fishing Derby
- Seniors Spaghetti Supper and Safety Presentation
- Project Child Safe Gun Lock Give Away
- Santa Claus Visit on Christmas Eve
- Elder Projection Program
- Bike Safety and Free Helmet Program
- SRO (School Resource Officer)
- Are You O.K.? Telephone Wellbeing Program
- Massachusetts Police Certification/Accreditation Program
- Youth Recreation Program



**Conclusion:**

I would like to thank the community, town departments, and especially members of the Police and Communications Departments for their continued support. The Upton Police Department has a professional and dedicated staff that is committed to providing quality service and protection to the citizens of Upton. The Police Department reached a major milestone in 2010 – State Certification. The Massachusetts Police Accreditation Commission reviewed our Police Department's operation and procedures during a recent two day assessment, which resulted in being awarded Certification by the Commission. As we look forward to 2011, the Police Department will continue its efforts to improve our service to the community by striving to reach our goal of full accreditation.

The Massachusetts Police Accreditation Commission's Certification/Accreditation Program provides the following benefits:

- Provides a norm for the Upton Police Department to judge its performance.
- Provides a basis to correct deficiencies before they become public problems.
- Provides accountability among agency personnel.
- Provides a means of independent evaluation of agency operations for quality assurance.
- Enhances the reputation of the agency and promotes public confidence in it.
- Reduces liability exposure by following best practices for delivery of services and supervision of personnel.

Respectfully submitted,

Chief Michael J. Bradley, Jr.

## REPORT OF THE ANIMAL CONTROL OFFICER

My mission as Animal Control Officer is to promote and protect the health and safety of animals, both domestic and wild, and people in the Town of Upton.

One of the responsibilities of Animal Control is to perform the duties of Animal Health Inspector. As Animal Health Inspector, I am responsible for investigating and issuing quarantine notices for animal bites, and for performing yearly barn inspections and completing reports to be sent to the State Department of Agriculture. After conducting 72 barn inspections, the breakdown is as follows:

### Cattle:

Dairy: 5  
Steer/Oxen: 2

Goats: 53

Sheep: 33

### Swine:

Pot-bellied: 3  
Feeders: 4

Llamas: 4

Alpacas: 9

### Equines:

Horses/Ponies: 155  
Donkey: 1  
Mini horse: 16  
Mini donkey: 6

### Poultry:

Chickens: 196  
Ducks: 87  
Geese: 9  
Guineas: 4  
Pigeons: 65  
Turkeys: 5  
Peacocks: 4

The Animal Control Officers duty is to respond to all calls/complaints relating to animals, both domestic and wild. The following is the breakdown of calls responded to:

CALLS PERTAINING TO DOGS

Reported/Seen Loose	85	Barking	12
Dogs picked up in violation of leash law	21	Dog Bites	2
Reported Lost	24	Hit by Motor Vehicle	2
Dog-other	22	Injured Dog-transport to vet	

CALLS PERTAINING TO CATS

Reported Lost	23	Hit by Motor Vehicle	7
Reported Found	16	Dead	
Cats picked up		Injured	
Cats-other	25	Transported to Vet	

CALLS PERTAINING TO WILDLIFE/ FARM ANIMALS

Coyote	4	Horse	5
Fox	13	Rabbit	1
Raccoon	8	Bird	3
Deer	2	Woodchucks	2
Bat	3	Duck/goose/chicken	8
Skunk	5	Goat	1
Other-fisher	5		
Turkey	6	other	7

OTHER ANIMAL CONTROL DUTIES/ACTIVITIES

Barn Inspections	72	General Information	28
Rabies Quarantines	6	Public Service	1
Cruelty Investigations	2	Meetings	
Manure management	2	Other	13

I appreciate the opportunity to serve the town of Upton as Animal Control and would like to thank the Town Manager, the Board of Health and the Board of Selectmen for their continued support.

Respectfully Submitted,

Kate Hawkins  
Animal Control Officer

## TREASURER'S REPORT

Fiscal Year End June 30, 2010

### TREASURER'S CASH ACCOUNT

Beginning Balance, June 30, 2009	\$	4,092,757
Receipts 2010	\$	15,676,225
GF Interest 2010	\$	11,990
CPA Int/Earnings	\$	47,908
Warrants 2010	\$	(14,806,841)
Ending Balance, June 30, 2010	\$	5,022,039

### BORROWINGS

<u>Type</u>	<u>Purpose</u>	<u>Original Amount</u>	<u>FY2010 YE Balance</u>	<u>Ending Term</u>
MWPAT	Sewer Plant	\$ 4,809,200	\$ 2,503,700	2018
GOB	Fire Station	\$ 3,500,000	\$ 2,453,500	2020
GOB	Stefan farm	\$ 1,500,000	\$ 1,051,500	2020
GOB	Stefan farm	\$ 950,000	\$ 500,000	2019
BAN	Rt. 140 Water pipes	\$ 1,211,769	\$ 1,211,769	2011
BAN	Station Street Pump	\$ 241,460	\$ 241,460	2011
TOTAL			\$ 7,961,929	

#### Authorized and Unissued

Chapter 90 Roads \$ 239,024

#### Interest/Fees Collected 2010

Interest/Demand fees from R.E. and P.P.	\$	59,046.00
Interest/Demand fees from MVE	\$	13,966.00
Interest/Demand fees from Tax Title	\$	5,533.00
Treasurer/Collector fees	\$	10,123.00

Respectfully submitted,  
Kenneth Glowacki, CMMC, CMMT  
Treasurer/Collector

Reort of The Trust Fund Commission

Fiscal Year		2009	2009	2010	2010	Trust Fund Specified Use
Item	Fund Name	Nonexpendable fy ending 2008	expendable available fy2008	Nonexpendable fy ending 09	expendable	
1	Stabilization		\$ 392,450.90		\$ 742,477.32	per town meeting
2	Law Enforcement		\$ 1,698.39		\$ 1,748.39	police drug enforcement
3	Conservation		\$ 14,184.78		\$ 13,991.00	conservation commission
4	Cemetery Interest	\$ 217,773.04	\$ 3,666.79	\$ 242,716.34	\$ 5,991.37	spendable and pric. earnings by cem. Comm.
5	Knowlton Distress	\$ 5,000.00	\$ 61,972.27	\$ 5,200.21	\$ 68,152.55	by selectmen for townspeople in distress
6	Industrial Accident		\$ 10,834.86		\$ 11,915.38	for workmen's compensation iaw selectmen's rules
7	Batchelor School	\$ 5,000.00	\$ 23,002.32	\$ 5,200.21	\$ 25,296.26	support & maint. Of town schools
8	Schultz Library	\$ 2,000.00	\$ 4,093.28	\$ 2,080.08	\$ 4,501.49	library books
9	Knowlton School		\$ -			school committee of Upton
10	Risteen Scholarship	\$ 1,000.00	\$ (113.64)	\$ 1,040.04	\$ (113.64)	
11	Carpenter Library	\$ 1,000.00	\$ 2,288.74	\$ 1,040.04	\$ 2,516.99	books or art prints
12	Batchelor Library	\$ 5,000.00	\$ 1,374.68	\$ 5,200.21	\$ 1,511.77	support & maint. Of town library
13	Johnson Library	\$ 1,000.00	\$ 822.02	\$ 1,040.04	\$ 904.00	
14	W. Knowlton	\$ 457,080.57	\$ 6,095.01	\$ 499,523.98	\$ 26,098.45	controlled by the Selectmen for any public purpose
15	Keith Library	\$ 1,000.00	\$ 351.53	\$ 1,040.04	\$ 386.59	library
16	Batchelor & Knowlton	\$ 67,958.58	\$ 118,322.85	\$ 74,411.61	\$ 134,385.94	by school committee for care of school in Upton
17	Lora Davee Dearth	\$ 7,694.45	\$ 7,434.23	\$ 8,002.55	\$ 8,175.62	library books
18	Bates Scholarship	\$ 831.00	\$ 458.69	\$ 864.27	\$ 504.43	
19	E. W. Risteen B	\$ 371,976.75	\$ 537,404.92	\$ 410,518.84	\$ 612,248.45	Welfare
20	E. W. Risteen C	\$ 371,976.74	\$ 97,255.30	\$ 410,518.84	\$ 73,507.24	Schools (cy pres completed)
21	E. W. Risteen D	\$ 371,976.74	\$ 186,545.07	\$ 410,518.84	\$ 127,536.00	Beautification
22	Newton	\$ 1,000.00	\$ 1,561.35	\$ 1,040.04	\$ 1,717.06	library books
23	Ramsey Scholarship		\$ 5,481.00		\$ 5,805.61	
24	Goodridge		\$ 23,644.38		\$ 12,701.71	Upton senior center
25	Wilson Library		\$ 2,871.87		\$ 3,158.27	childrens section of the library
26	Library Good Fortune		\$ 13,329.99		\$ 13,818.17	
27	Shraft Armstrong		\$ 1,946.07		\$ 2,140.14	benefit the library by the board of trustees & librarian
28	Frost Magnuson	\$ 2,500.00	\$ 1,431.37	\$ 2,600.10	\$ 1,574.12	library

### **REPORT OF THE TREE WARDEN**

In 2010 a total of fifty two (52) trees were taken down within the town of Upton. Thirty (30) were dead, seven (7) were dangerous to the public way, and fifteen (15) were hit with the maple wilt or ash blight. Ten (10) roadside stumps were ground up or removed along the town streets and five (5) Stumps were ground up at the Lakeview Cemetery. The Upton tree department had twenty five (25) emergency type calls during the past year. These calls were handled by the Department of Public Works and National Grid in conjunction with the Upton Tree Department.

I would especially like to thank Deputy Tree Warden John Johnson, Carol Peterson, Public Officials, the Department of Public Works, National Grid and the townspeople of Upton for all of their support.

Respectfully Submitted,

Donald R. (Doug) Keniston  
Tree Warden

## **REPORT OF THE DIRECTOR OF VETERAN'S GRAVES**

Ten (10) Veterans were buried in Upton cemeteries in the previous twelve months ending June 30, 2010 (fiscal year).

**Seven (7) World War II Service:**

U.S. Army 4

U.S. Navy 1

U.S. Marines 2

**One (1) Korean Conflict:**

U.S. Marine 1

**Two (2) Vietnam Conflict:**

U.S. Army 2

With assistance of Upton Veterans and the Upton Scouts, 527 flags were placed on veteran's graves at all Upton cemeteries.

Respectfully Submitted

Richard L. Randall

Director of Veteran's Graves

## **REPORT OF VETERANS SERVICES**

The Veterans' Services Department is a mandated position in the Commonwealth of Massachusetts. Any city or town with a population of 12,000 or more is required to have a full-time Veterans' Services Officer (VSO). The primary duty is to assist veterans and their dependents in applying for state and federal benefits. The VSO is knowledgeable about an array of federal, state and local benefits to which veterans and dependents may be entitled.

As our state and national economy continues to look bleak and unemployment hasn't shown any sign of recovery, veterans and dependents continue seeking the aid of State Veterans Benefits (M.G.L. Chapter 115). These benefits can be applied for confidentially with the VSO. This financial assistance can also include reimbursement of out-of-pocket medical expenses and fuel assistance.

In fiscal year 2010, through February \$6,972 was paid out in benefits for Upton veterans. That is an increase of \$6,572 over the previous year. This is due to an increase in need combined with an increase in unemployment and higher medical costs. The other towns in the district share this trend of increased costs.

The Department of Veterans' Services (DVS) budget hasn't been affected by cuts thus far and continues to reimburse 75% of authorized benefits to the town.

Upton's new Veterans Service Officer (VSO) attended a one day training, mostly on the relatively new automated software package - Veterans' Services Management Information System (VSMIS), in August and looks forward to the annual four day training, fully sponsored by the Department of Veterans Services in Marlborough that is Feb. 28th - Mar. 3rd. The VSO has recently joined the Massachusetts Veterans' Service Officers Association where additional local training and networking among VSO's occurs quarterly.

Meetings to delineate and coordinate services took place between the VSO and the Director and Assistant to the Director, Council for the Aging. The VSO looks forward to continuing this dialogue and offering benefit training workshops in Upton's Senior Center in 2011.

Eligibility for veterans' benefits begins with showing proof of service (DD Form 214) and discharge under honorable conditions during particular periods of time or proof that one is or was a dependent of a veteran. The VSO can help you in determining this or you can read about the requirements at The Department of Veterans Services website or [www.mvsoa.us](http://www.mvsoa.us).

The Commonwealth of Massachusetts offers a need-based program of financial and medical assistance for veterans and their dependents known as M.G.L. Chapter 115. Qualifying veterans and their dependents receive necessary financial assistance for food, shelter, clothing, fuel, and medical care in accordance with a formula which takes into account the number of dependents and income from all sources. The Department of Veterans Services (DVS) and every city and town in our Commonwealth (VSO) has been providing services and benefits to veterans and to the dependents of veterans since 1861.



If any veteran or veteran's dependent has any questions, please call me to set up an appointment at (508) 529-6191, or (508) 529-2471.

I want to invite any eligible veteran to consider joining the Upton VFW. Our small post needs additional members and we are doing more fun things in the community.

I want to thank various department heads and especially the Town Clerk, Clerk to the Town Accountant and Clerk to Board of Selectmen for their assistance and patience in the last several months. Veterans would not have received timely assistance without your guidance. Thank you very much Kelly, Ann and Karen.

Respectfully submitted,  
Margaret C. Laneri  
Veterans' Services Director

## REPORT OF THE 275<sup>th</sup> ANNIVERSARY COMMITTEE

The Committee began plans for Upton's 275<sup>th</sup> anniversary of incorporation in November 2008. Through an announcement at a selectmen's meeting, volunteers from the community were recruited to decide the manner in which the event would be celebrated. Seven were chosen and regular monthly meetings were held. Due to the lack of funds available, it was decided to hold a series of fund raising events using the history of the town as the theme. The final committee was Keith Orreal, Barbara Burke, Kathleen Langin, Lorraine Loeper, Michael Oliver Andrew Majkut, Donna Desjardins Ida Jette and Kelly McElreath.

Letters were sent to all town departments, churches, and organizations in the town requesting cooperation by dedicating their annual events, as well as, special events for families to enjoy. Their representatives joined, and by March the programs were chosen and a parade committee was added.

The dates chosen were September, Surprise-you've been Bloomered, sponsored by the Bloomer Girls to raise funds. Cut outs of their symbol were placed on unsuspecting lawns with the request for a donation and the chance to list one of their friends to become the next host of the large red bloomers. September 20 was the first in a series of monthly trail walks sponsored by Friends of the Upton State Forest. On October 2, 2009 Psychic Gary McKinstry appeared in the town hall proceeds to the parade. October 3, Heritage Day included Historical Society Craft Sale, United Parish yard sale, and the Friends of Library book sale. October 4, Southeastern Mass Community Band Free Concert sponsored by Unibank was enjoyed.

October 24 Upton Woman's Club Fair located at Blackstone Regional Vocational School, as at each of these events the 275<sup>th</sup> committee and other volunteers had a booth to sell our Cat's Meow town buildings, shirts Uptonopoly board games, and other merchandise. November 7 Memories of Upton was a program involving 5 ranging in age from 55 to 89 recalling their younger days at school and during World War II.

January 11, 2010 Boy Scouts Court of Honor with a special dedication plaque recognizing those who made the rank from 1955 to the present. That plaque is on display in the Knowlton Risteen Building. March 2010 Unibank again sponsored a fun afternoon in the V.F.W. hall playing Uptonopoly with game winners earning points toward special prizes. Because of the generosity of private businesses and many individuals all attending received a prize. April 20, 2010 Upton Men's Club Auction decorating the hall with enlarged pictures of Upton and many auction gifts relating, to the town the parade fund received a large donation. In April Psychic Gary McKinstry returned for another performance. May 20-23 the V. F. W. held their annual carnival and the 275<sup>th</sup> exhibited the merchandise as we had done at each of their yard sales.

The weekend of June 12, 13, and 14<sup>th</sup> began with a display of Upton's history in the town hall. Exhibits from many of the town's organizations, slide shows, interviews, historic presentations, antique clothing, and on Saturday was a walking tour around historic downtown Upton. The narrated tour continued to School Street by Grange Hall, Police and Fire departments across to North Main Street returning to the common.

Sunday June 13<sup>th</sup>, despite the cloudy skies, many town residents and visitors enjoyed the town's 275<sup>th</sup> Anniversary Parade. Crowds lined the streets as a number marching bands, including our own school bands, clowns horses and individual groups marched from Merriam Way down Main Street towards the V.F.W. Everyone enjoyed the many floats representing various aspects of the town history, organizations and activities. The category and award winners were as follows: Grand Marshall Award Choice to Upton Boy Scout Troop 132, The Committees Choice Award was presented to United Parish, The Spirit Award went to Nipmuc Student Council, The Community Award was presented to the Upton Men's Club, The Kid's Choice Award was presented to Santa and his helpers: The Ambitious Award went to Ed McKinney and his 1937 Shaw's tractor, the Creative Award went to the Recreation Commission, the Teamwork Award went to the Upton Girl Scout Troops, and the Comedy Award went to Mr. Upton, Tom Birdsey and runners up. Much hard work, many hours and creativity went into these great floats.

Many of the memorabilia such as the Cat's Meow figures of The Town Hall, the United Parish, Holy Angels Church, The Boot Shop, The Police Station, Fire Station and Knowlton Hat Factory (Millhaus Apartments) are available at the Town Clerk's office and the Historical Society.

Thanks to all those who participated in the events and those who watched. We are grateful to the other towns who have contacted the Committee to say the parade was the best organized and trained in the many of which they have participated. Three cheers for Keith Orreal, Kathy Langin, Ida Jette and all the parade committee.

We now look forward to the 300<sup>th</sup> in 2035.

Barbara Burke, General Chairman  
Keith Orreal, Parade Chairman, Dianne Tiernan Co-Chair  
Lorraine Loeper and Kathy Langin, Secretary  
Penny Bentley, Parade Secretary, Joan Shanahan, Treasurer  
Andrew Majkut, Michael Oliver, Donna Desjardins, Kelly McElreath  
Parade Committee: Ellen Arnold, Joan Burrell, Marilyn Holman, Paula Deiana,  
Bruce Rivard, Joanne O'Brien, Robert Ethier, John Robertson, Jacqueline Rivard,  
Jim Tiernan, Adam Consigli, Mary Cortese, Nancy Page, and Andrew Despres,  
Photographer.





## **REPORT OF THE TOWN HALL RENOVATION COMMITTEE**

The committee respectfully submits the following 2010 annual report to the Upton Board of Selectmen.

During 2010, the Town Hall Renovation Committee worked hard to accomplish our objective to determine the merits of renovating the Town Hall. The Committee worked with Mike Gorman and Anita Sandberg of Gorman Richardson Architects (GRA) to help us conduct a space needs survey in order to calculate the office space needs for Town Departments and Standing Committees.

While we were conducting the space needs analysis, it was discovered the Town of Upton entered into a deed restriction with Massachusetts Historical Commission (MHC) in 1998 to obtain a grant of \$100,000.00 to help repair the roof. This deed restriction demands we have MHC approval for any major renovation to the historic Town Hall. Thus, the summer months were spent preparing a Design Review proposal for MHC. This Design Review included a preliminary conceptual design plan that we feel would accommodate 75% of the Town's future space needs (not including Police, Fire, Library and COA). The Town received an encouraging letter from MHC to work with the Town during the schematic design phase.

In June, we regretfully accepted the resignation from the committee from Don Arthur. We thank him for his assistance with our project and wish him well. The Committee reorganized shortly thereafter voting Kelly McElreath as Chair of the Committee.

The committee looks forward to a productive 2011.

Respectfully,

Kelly McElreath, Chair  
David Mackey, Secretary  
Michelle Goodwin  
Steve Rakitin

## Superintendent's Report

Antonio J. Fernandes, Jr.

### REPORT OF THE MENDON – UPTON REGIONAL SCHOOL DISTRICT

#### Vision Statement

We are a district of engaged independent and collaborative learners where high standards and the pursuit of excellence motivate students and staff. Our strong partnership with parents and the community provides a safe, supportive learning environment. Our school community is committed to the personal growth and academic success of our students.

#### Mission Statement

*...to provide all students with an education that promotes intellectual rigor, responsible citizenship, and lifelong learning.*

The Mendon-Upton School District's Strategic Plan contains the following Goals:

- *Goal 1* - To continuously improve the process of teaching and learning through the examination of curriculum, instruction and assessment Pre-K through 12
- *Goal 2* - To continuously improve communication between, among, and with the school, home and community
- *Goal 3* - Continuously work with the community to develop a realistic, fundable, multi-year financial plan for the school district
- *Goal 4* - Establish a committee to research and articulate an educational model
- *Goal 5* - Develop a space needs plan

The Mendon-Upton Regional School District, similar to many school districts throughout the Commonwealth, has been faced with a myriad of challenges due to the economic downturn. Given the strained financial funding to support our educational model, we had no alternative but to adjust our operational budget, which involved a reduction of professional staff, para-professionals, administration, programs and services. The effects of these reductions will have an immediate and sustained impact on the level and quality of services that we have been accustomed to over the past years. However, despite these reductions, the Mendon-Upton Regional School District continues to work earnestly to provide an appropriate educational experience for all students. One key assessment that our district utilizes to measure the effectiveness of our educational model is the MCAS. The 2010 MCAS not only places our district as one of the top performing districts in the Commonwealth, but clearly demonstrates our commitment to providing a competitive



and challenging academic model to our students. In particular, the high states exam, which is administered at the tenth grade level, continues to reflect the accomplishments of our students and our commitment to teaching and learning. Understanding that the tenth grade MCAS scores is a result of our student's innate abilities, the level of educational experiences and the degree to which we can provide level services and beyond, it's critical that we maintain a commitment in providing a rich and challenging educational experience for all students. I remain optimistic that with the recent reductions to our operational budget we will not adversely affect future student performances. There remains a concern that continued reductions in the level of services will eventually translate into a reduction in performance of our students on these important assessments.

In addition to the State (MCAS) and Local mandates, we continue to experience Federal guidelines that hold all school districts throughout the country accountable to specific standards. The No Child Left Behind Act (NCLB) specifies provisions and goals that all school districts must meet. The Massachusetts Department of Education has summarized the "performance goals" for NCLB as follows:

- All students will reach *high standards*, at a minimum, attaining proficiency or better in reading and mathematics by 2013-2014
- By 2013-2014, all students will be *proficient by the end of the third grade*
- All limited English proficient (LEP) students will become *proficient in English*
- By 2005-2006, all students will be taught by *highly qualified teachers*
- All students will be educated in learning *environments that are safe, drug-free and conducive to learning*
- All students will *graduate from high school*

I am pleased to announce that our school district currently has in place an effective plan to ensure that we continue to meet the aforementioned goals.

I believe that the citizens of Mendon and Upton can be proud of their schools. The high expectations that we all have for students and staff will never change. I wish to thank the school committee, staff, parents and the communities for continuing to make the Mendon-Upton Regional School District so exceptional. The commitment from our staff to improve learning has been extraordinary. I believe that we will succeed as a school district to the extent of how well we work together in improving our educational system.

Sincerely,

Antonio J. Fernandes, Jr.  
Superintendent of Schools



## **REPORT OF THE STUDENT SUPPORT SERVICES**

The Student Support Services department of the Mendon-Upton Regional School District is responsible for the special education services for students ages 3 through 21. Mendon-Upton Schools have been including students with disabilities in the general education classroom and follows the mission to create an environment that respects all ability levels and learning styles, and one that offers the full range of the curriculum and the full resources of our teachers and our facilities to all students.

If a student is not making effective progress in school and there is a concern of a suspected disability, the school district will complete a comprehensive evaluation given signed consent from the parent or guardian. If the Special Education Team has determined that the student is presenting with one or more disabilities in the areas identified by federal and state law and has determined that the student, as a function of their disability, is failing to make effective progress in the regular education curriculum, the Team may recommend the development of an Individualized Education Program (IEP). The Special Education Team, which includes the parent, and special education and general education personnel, will then work collaboratively to develop an IEP which meets statutory compliance and is reasonably calculated to provide the student with the supports necessary to access the grade level curriculum and develop strategies toward making effective progress. Ancillary services such as physical therapy, speech therapy, occupational therapy, as well as vision, orientation and mobility, and specialized transportation services may be included in a child's IEP if deemed necessary by the student's Team.

During the school year 2009-2010, the district provided special education services to 367 students with Individualized Education Programs. Of these students, 302 students were served in district-wide programs from grades kindergarten through high school, 32 students received services from the district's integrated pre-kindergarten program, and 33 students were provided services from out-of-district day and/or residential programs. A total of 2,861 students were enrolled in the district during the 2009-2010 school year; 367 total students were supported by an IEP which represents 12.8% of the district's student body. This percentile is significantly lower than the state average (17%) supported by an IEP during the 2009-2010 school year as reported by the Massachusetts Department of Elementary and Secondary Education.

The research and literature on the best inclusionary practice overwhelmingly supports including students with disabilities with their non-disabled, age-appropriate peers. To this end, general education and special education teachers in the Mendon-Upton School District are co-planning, co-teaching, and co-assessing students' progress in the general education curriculum. Educating students in the least restrictive environment is mandated by state and federal standards and recognized as best practice by the district. Due to unique and varied learning profiles some students need more supportive programs and more intense instruction in order to make effective progress academically and socially. In addition to a comprehensive inclusion model, the district has various

educational opportunities in all four buildings that can support the diverse education needs of the student body.

The Mendon-Upton Regional School District offers an integrated pre-kindergarten program that provides a structured learning environment for children with disabilities whose needs cannot be met in a typical pre-school setting. The programs at both Clough and Memorial Elementary schools are integrated and consist of children eligible for special education and other typically-developing peers. Children with disabilities needs are provided additional support as directed by their Individualized Education Programs. These services are not only provided by the pre-kindergarten staff but also the speech/language therapist, occupational therapist, and physical therapist as needed in an integrated service learning approach. The therapists work within the pre-kindergarten classrooms and specialized locations throughout the buildings.

All four schools in the district support a STAR Program (Success Through Alternative Resources). The curriculum practiced in the STAR classrooms is varied but it is primarily based on the principles of Applied Behavioral Analysis which features teaching methods which include task analyzed instruction, discrete trial training, fluency based instruction, incidental teaching methods, a rich array of prompting and reinforcement strategies, and behavior reduction strategies. Repetition of mastered skills is regularly reviewed in this setting and new information or targeted skills are integrated and related to previously taught material so that students continually build their knowledge base. The program offers behavioral interventions, student specific inclusion opportunities, parent support, as well as consultative support to general education teachers.

Students also receive support from the district's Language Based programs. Language Based instruction employs direct, explicit instruction regarding the subject content within a teaching/learning framework that isolates and directly teaches to the individualized student's needs (i.e. reading, written, spoken language and/or math skills) consistently across the instruction. In this setting, teacher directed instruction and information is presented in a highly structured, organized manner using oral and visual methods to support both written and spoken language comprehension and to emphasize important concepts and main ideas. Language Based instruction can be concentrated in a small group setting with opportunities to practice and generalize skills in the large group setting.

Nipmuc Regional High School is the home of the Vista Program. The Vista curriculum is provided in a small group setting, but allows for opportunities for inclusion as well as outside activities within the community. Academically, reading, written language, mathematics, social studies and science are the core, base curricula within the academic day. A life skills component related to current events, health, nutrition and safety is also targeted in small group instruction. The students practice six targeted areas of independent living: homemaking, health issues, grooming, consumer affairs, money matters, and community and government involvement, which include travel within the area. Community, life-skill experiences include shopping for the elderly as well as participating in a food bank, recycling, and restaurant etiquette. A monthly Teens Night

Out is included in the curriculum to foster increased positive, social interactions with peers. This supervised, Friday night activity, open to students with similar needs in the surrounding districts, offers interactive and entertaining events to build new relationships.

A Transition Program is offered for students with disabilities from the ages of 18 through 21. The Transition Program curriculum covers a wide range of functional skills that students will need to lead independent and productive adult lives. Core elements of the program integrate specific academic, social, communication, and activities of daily living skills into learning environments that include the school setting, the community, home, and vocational training sites. The Transition Program is the bridge from school services to adult services

Many students supported with an IEP receive grade level Academic Support. This program is designed to teach fundamental skills necessary to successfully and independently manage academic coursework. Students who participate in this class receive direct, explicit instruction from a special education teacher or a special education paraeducator in cooperation with the special educator, in areas of the curriculum identified by the student and their teacher(s) that pose a significant challenge to them. The instructional focus is the acquisition and application of strategies to develop and improve organization, study skills, reading comprehension, written expression and quantitative concepts as applied to the curriculum. The instruction provided in Academic Support helps develop the skills necessary for each student to become an effective learner who can successfully apply their areas of strengths and compensate for areas of challenge.

The Student Support Services Department recognizes the importance of parent involvement and community outreach. The Mendon-Upton Special Education Parents Advisory Council (SEPAC) is an active group comprised of parents of children with disabilities, educators, and interested community members. The mission of the SEPAC is to facilitate understanding, respect and an appropriate education for all children, while supporting families and educators who are also striving for this goal. The SEPAC is an influential group that provides a network of support for parents, and access to information, and trainings to its constituents.

A goal of the Mendon-Upton Regional School District is to provide all students with an education that promotes intellectual rigor, responsible citizenship, and lifelong learning. The Student Support Services department adamantly adheres to this commitment and uses this goal as a benchmark when developing and maintaining programs worthy of distinction. To learn more information about Student Support Services and these special education programs described above please e-mail me or contact me by phone at the Central Office.

Respectfully Submitted,

Dennis Todd, Director of Special Education/Student Support Services

## REPORT OF THE NIPMUC REGIONAL HIGH SCHOOL

Student Body as of December 31, 2010:

<u>GRADE</u>	<u>ENROLLMENT</u>
9	188
10	189
11	188
12	195
Total Enrollment	760

### Mission Statement

*"Nipmuc Regional High School strives to create an environment of learning, respect and tolerance that ensures all students set high standards, achieve academic success, and continue to learn and contribute to society."*

The start of the 2010-2011 school year for Nipmuc Regional was different from past years as this was the first year in my tenure of more than 20 years that we had such a significant reduction in funding due to the economy. Because of the finances we found ourselves starting the year with a reduction in faculty of more than 8 educators; eliminating 16 courses previously offered to students, raising class sizes and funding our extracurricular and athletic programs outside the budget by fund raising, increasing dues and athletic/activity fees. With the help of the reduced override funding and the Federal Job Bill we did not have to cut any deeper. As such, we are experiencing a very challenging year.

That said, there are still many highlights from the end of the 2010 school year and the beginning of the 2010-2011 school year.

Highlights of 2010 include:

- Students Laura Bernier, Kimberly Burke, Joshua Kerxhalli-Kleinfield and Jack Rosen were named commended students in the National Merit Scholarship Program.
- Outstanding MCAS scores with the class of 2012 having 97% score advanced or proficient in English Language Arts (ELA); having 94% score advanced or proficient in math and 92% having scored advanced or proficient in Biology and ranking Nipmuc 13<sup>th</sup> in the State in ELA and 29<sup>th</sup> in math out of 351 schools in the Commonwealth.
- High Honors dinner honoring 77 students and their families in the Fall of 2010
- Induction of 35 students into the National Honor Society
- Successful drama productions of "Bye, Bye Birdie" and "The Man Who Came to Dinner"

- Award winning musical performances with Central District and All State performances as well as successful "pops" and holiday concerts
- Award winning art programs via Boston Globe Scholastic Art awards (twelve young artists received awards); traveling art show; end of year art show; student art work donated to and on exhibit in our hallways. Artist Jen McKeown's portfolio was chosen to go on to national competition in the Globe Awards and her art work was selected by the College Board for national display.
- Ninety-two percent of the class of 2010 enrolled in colleges of their choice
- Sixty-five seniors awarded the John and Abigail Adams Scholarship from the Commonwealth
- Twenty-four students earned AP Scholar Recognition awards; eight students earned AP Scholar with Honor awards, and seven AP Scholar with Distinction awards for their exceptional achievement on the Advanced Placement exams
- Eleven juniors participated in the Humanities Scholars Collaborative with four local colleges: Holy Cross, Clark, Assumption and Worcester State. This year's theme: "America's Changing Portrait".
- Envirothon team won the bronze medal in the 23<sup>rd</sup> annual Mass State Envirothon Competition competing against 40 other schools in the Commonwealth
- DECA students competed successfully at the regional and state levels
- Peer Educators worked with our middle school students and helped transition our 9<sup>th</sup> graders
- Community service by many students making a difference in the lives of others
- An active, involved School Council who helped with the budget process, the school improvement plan, the student/parent handbook
- A completely successful parent run "After Prom Party" for Nipmuc students and their guests
- An active, involved Student Advisory Council who served as the liaison between the student body and the administration
- All sports teams: cheerleading, cross country, field hockey, football, golf, soccer, basketball, track and field, lacrosse, baseball, softball and ultimate frisbee had exciting seasons with most of the teams qualifying for districts, and Central Mass post season tournaments. The boys soccer team made it to the State finals in 2010 coming in second place in an incredibly well played game losing 2-1 to Concord-Carlisle
- Active and involved music, drama, and athletic booster clubs
- The World Challenge team of students under the direction of teacher Julie Jussaume completed their adventure in the summer of 2010 in Madagascar and continues to plan their summer of 2011 trip to Mexico/Belize along the Mayan Trail. Students in two other groups are also in the planning stages of their trips to Italy under the direction of Ms. Kate Reardon and to Argentina under the direction of Mr. Nicholas Pezzote over Spring break 2011.

We closed the 2009-2010 school year with the retirement of Mrs. JoAnn Krause, long time Nipmuc nurse and dedicated educator and Mrs. Kathy Tierney, an outstanding Special Education faculty member. Due to budget cuts we also bade farewell to our Resource Officer, Carl Ambrosino, who served the school community well from the first

day we opened in Upton in 1997. In December of 2010 we bid farewell to Mrs. Anne Crisafulli who retired after having served as the director of our cafeteria and food services for decades. In the Fall of 2010, the superintendent and school committee also accepted my letter of intent to retire at the end of the 2010-11 school year.

When Mrs. Krause retired in January of 2010 we welcomed our new school nurse, Mrs. Kristin Gauthier, and as a result of monies that came to us late in the summer from the Federal Stimulus package (the Education Jobs Bill) we were able to augment our staff by hiring a full time history teacher, Mrs. Eileen Luukko, and a half time English teacher, Mrs. Jackie Nelson, to partially replace the cuts that had been made to these departments.

The music boosters, the Arts Guild, and the drama parents worked with each of their groups to support the concerts, the art show, and the drama productions. Without the efforts of these support groups, the successes of these programs would be limited. This past spring, the drama production of *"Bye, Bye Birdie"* under the direction of Mrs. Jamie Schuler was a sell out success and the fall's production of *"The Man Who Came to Dinner"* under the direction of Mrs. Elizabeth McCarthy left the audience in laughter and high spirits.

Community service continues to be a valid undertaking by our students and faculty. A few of the successful contributions this past year in our communities, outside of our state and outside of our country, include the Impact Team's work with the Men's Club and the Salvation Army; students volunteering some of their summer vacation to work as counselors at Camp Sunshine in Maine under the direction of teacher Mike Maloney. World Challenge students under the direction of Spanish instructor, Julie Jussaume, volunteered their time teaching English to children and working with teachers on their trip to Madagascar. DECA students completed a variety of community service projects and presented those projects at competitions with students throughout the state of Massachusetts.

Two unique programs challenged our students this past year. There was great success with a pilot program entitled "Project Tomorrow". "Project Tomorrow" was a grant funded, extra curricular program under the direction of Assistant Principal John Clements and myself which helped prepare 30 juniors for the challenges they will face in college, careers and the community. They had the opportunity to interview college students, work with professors, tour the campuses of Framingham State and Olin College as well as work with our local legislators at the State House. Additionally, they worked with business and community leaders in developing the skills necessary for success in the 21<sup>st</sup> century. Students were selected based on a competitive application process. Upton community member, Mr. Robert Carnegie, served as consultant to the group donating hours of his time and energy leading these students and teaching them the skills of teamwork and honing their presentation skills.

The second program "High School Quiz Show" sponsored by WGBH in Boston allowed a group of our students – Drew Majkut, Joe Roberto, Kim Burke, David Michalowicz, Doug Levitt and Andrew Morin – to compete "on air" in the new educational trivia TV

program. Advised by teachers, Mrs. Sandy Alibozek and Mr. Rob Messick, our students held their own as they competed with the Bromfield School.

Our student council serves our school community throughout the year – the leadership of these students brought out the spirit of the school at Homecoming with the continuing traditions of the Homecoming bonfire held on grounds here at Nipmuc, of the “Club Fair” and at F.A.S.T. (Faculty And Students Together), at the Winter Semi Formal and by honoring all the different groups that make up the Nipmuc Family. Their spirit and leadership skills were honed and continue to grow through the efforts of new advisors, Mrs. Janis Grady and Mr. Nicholas Pezzote.

New “anti-bullying” legislation was implemented in our school and we worked with our students, faculty and School Council as the District Policy and school protocols were defined and refined. Our School Council continues to be a critical support system for Nipmuc’s leadership. Their commitment to the budget process, the vision of Nipmuc as we change leadership and begin to prepare for our next NEASC accreditation visit in 2014, the student-parent handbook, and school improvement is vital and appreciated. We continue to focus this year on the goals of improved communication, anti-bullying protocols, the Response to Intervention and curriculum work. Under the direction of the 2009-10 co-chair, Mrs. Kim Sesserman, and newly elected for 2010-2011 co-chair Mrs. Kathy Scanlon, this leadership team continues to strengthen Nipmuc Regional.

We thank the outside community groups – the Mendon-Upton Education Foundation, the Upton Men’s Club, the Upton Woman’s Club, the Mendon Lions, Unibank, Milford National Bank, The Blackstone Valley Chamber of Commerce Education Foundation, and the Milford Chamber of Commerce, Intel Corporation to name a few organizations who work with the schools to make an impact and make a difference.

Student involvement and student work are everywhere, in the hallways, in the classrooms and in the communities. The Student Councils, the Student Advisory Council, the Impact Team, Peer Educators and the National Honor Society all work to involve their peers and to bring concerns and ideas to the attention of the faculty and administration.

Through our mission, rigor, relevance and relationships have become key essentials in the culture of Nipmuc Regional. We could not be where we are today if it were not for the support of the communities of Mendon and Upton. As my final year as principal of Nipmuc Regional will come to a close at the end of this school year, I extend my most sincere thanks to my fellow administrators, the faculty, staff and students and the communities of Upton and Mendon. I have been blessed to work with an outstanding community of educators and families and as such I am most grateful for an incredible career. I am so confident that my successor, Mr. John Clements, will continue to lead and to guide Nipmuc Regional High School and continue its legacy of success. I remain confident and optimistic that by working together – students, faculty, administration, parents and community – the pride we have of Nipmuc will continue to grow and the strength of our programs – academic, artistic and athletic – will continue to be the pride of Central Massachusetts as well.

Please be sure to visit our website [www.mu-regional.k12.ma.us](http://www.mu-regional.k12.ma.us) and click on Nipmuc Regional to keep you posted throughout the year of happenings at our school.

Respectfully submitted,

Joan M. Scribner, Principal



## REPORT OF THE MISCOE HILL SCHOOL

Student Body as of December 31, 2010:

<u>GRADE</u>	<u>ENROLLMENT</u>
5	201
6	212
7	220
8	257
Total Enrollment	890

### Mission Statement

*The mission of Miscoe Hill School is to provide all students with a safe and respectful school community that engages each student in a meaningful and challenging curriculum while promoting responsible citizenship and the desire for lifelong learning.*

The current fifth through eighth grade configuration of the Miscoe Hill School enables us to be a true middle school, which provides for developmentally appropriate schedules, procedures, curriculum, and activities. Each grade level builds on the prior grade level to provide the students with more independence and works to prepare them for their high school experience. All four grade levels participate in a six-day rotating schedule, which enables our students to take both core courses as well as electives. We believe our Miscoe middle school students are receiving the relevant, challenging, integrative, and exploratory curriculum and programs to which they are entitled.

A primary focus for the teachers throughout 2010 was the refinement of curriculum and assessment guides for each subject taught, which included a focus on the creation of common formative assessments. The District Initiative this year is the implementation of the Response to Intervention (RtI) Plans in each school. In connection with this initiative, new curriculum strategies/materials must replace prior strategies/materials in order to ensure that the guides are kept up to date. The curriculum guides are living documents, and the teaching staff, in their grade level and vertical curriculum teams, continually assesses and makes changes to better educate our students. Miscoe's teachers also dedicated concentrated time to a thorough evaluation of the 2010 spring MCAS results in order to assess both student strengths and weaknesses. All grade levels implemented action plan goals to address specific student learning needs. All curriculum guides are on our website.

The Prentice Hall Mathematics Program was implemented in grades 6 and 7 in 2009 and in 2010 we were able to complete implementation by fully implementing the program in grade 8 algebra and pre-algebra classes as well. The Prentice Hall Mathematics Program provides our students with a blend of inquiry and computation, as well as an online textbook, tutorials, and parent information. Grade 5 continued with the new

Investigations Program, which was implemented in August 2008. Our math teachers continue to work collaboratively to ensure that the curriculum spirals seamlessly from grade to grade.

During the summer of 2009, our English language arts team developed our Miscoe Writing Program that was implemented in August 2009. We continued with full implementation of this writing program in 2010, utilizing the program with even greater expanse than in 2009. One of the major benefits of the program is its consistency across all subject areas and grade levels. The common structure assists students in ingraining the writing process into their thinking when they are called to write. The writing process and six graphic organizers are two key components to the new writing program. Rubrics and checklists are given as examples and recommended for assessing student work. The Miscoe Writing Program allows for differentiated instruction based on individual student abilities.

The science and social studies teachers also continued to work with their curriculum and grade level teams to ensure that the curriculum being taught fully supports the Massachusetts Curriculum Frameworks. Professional Development time was allocated for teachers to work together and develop new units to meet the frameworks, as well as to develop common formative assessments. Technology was integrated into the science and social studies curriculums in greater detail during 2010, in conjunction with the acquisition of additional projectors and screens for the classrooms. The teachers frequently integrate PowerPoint presentations for note-taking and lecturing purposes, as well as United Streaming video clips to reinforce new concepts. E-instruction is also utilized to check student comprehension and reinforce concepts taught.

Miscoe Hill School has achieved Annual Yearly Progress (AYP) in the Massachusetts Comprehensive Assessment System (MCAS) for the aggregate group of students since 2001. Miscoe made AYP in the aggregate on MCAS testing for the spring of 2010. However, Miscoe did not make adequate yearly progress in the special education subgroup in English language arts and mathematics. As a result, our school has been designated as a school in Restructuring-Year 1 for the 2010-2011 year. In addition to grade level action plan development which addresses the identified areas in need of improvement, we implemented the Restructuring Plan, which is now a part of our two year 2010-2012 Miscoe Hill School Improvement Plan. We also continued our MCAS Remediation Program which provides a two term (second and third term) remediation program to those students who scored in the warning and low needs improvement category on either the English language arts or math MCAS test. The remediation program has been revamped, and it is now called Skills Lab, offered to all regular education and special education students who fall into the warning and low needs improvement category on the 2010 spring MCAS test. The MCAS Finish Line Curriculum has been purchased for this program in order to provide a structured curriculum, with imbedded formative and summative assessments which will enable the teachers to track student progress and areas that continue to require remediation.

In 2010, due to severe financial challenges, the Spanish Immersion Program at Miscoe was reduced from its full form to a Spanish Immersion Elective for grades five through eight. The focus of the Spanish Immersion Elective is Spanish grammar and literature, along with culture.

Foreign language development has been a goal for many years in the Mendon-Upton Regional School District for our middle school students. For two years, an introductory Spanish language course was offered to the students as an elective and met with great enthusiasm. We were able to offer both a half year course and a full year course for the first time in 2009 to our seventh and eighth grade students. Unfortunately, due to budget cuts, the Foreign Language Program was discontinued in 2010.

Our Student Activities Program was very successful in past years, supporting over half of our student body within one or more of the offered activities. Due to budget cuts and significant reductions to stipends paid to staff who managed many of the clubs have been discontinued. Along with our successful Student Advisory Boards and Student Council, we were able to provide Announcement Club, Jazz Band, Lego Robotics Club, Miscoe Mini-Mart, an abbreviated version of the Miscoe Youth Theatre, Multimedia Club, Office Interns Club, and the Friends of Rachel (FOR) Club. The Miscoe Student Advisory Board has now taken over responsibility for coordinating our Box Tops Program, in collaboration with MUPTO, our parent-teacher organization, and they are achieving great heights in fundraising. Some activities are offered during the school day, while others are offered before and after school hours. The programs are run by teachers, which enable our students to further develop relationships with staff and other students in an engaging environment outside of the classroom.

Our successful Interscholastic Sports Program entered its third year in fall 2010. Cross country for boys and girls grades five through eight is offered as the fall sport. The winter sport offered to seventh and eighth grade boys and girls is basketball. In the spring, Baseball, Softball and Track and Field will be offered to seventh and eighth grade. The Interscholastic Sports Program has been consistently met with enthusiasm from parents, staff, and students, and it has successfully sustained itself financially through the concerted efforts of the students, staff, and the Sports Booster Club. This program will continue to run as a club, as it is unable to be supported by the school's operating budget at this time. The parents who participate in the Sports Booster Club are commended for their efforts and success in retaining this program during challenging financial times.

Our Student Council also served our school community well throughout 2010. The council provides social offerings such as the Annual Miscoe Talent Show and various socials throughout the year, including an end of the year grades five through eight social. The Student Council also held a canned food drive, spirit weeks, teacher appreciation week, provided to teachers a parent-teacher conference survival kit, coordinated the Memorial Day and Arbor Day ceremonies and held our school's end of the year cookout.

The Music Program is thriving at Miscoe Hill School. As of December 31, 2010 there were 475 students in the fifth through eighth grade bands, impressively representing

53.4% of the total number of students in grades five through eight. The group continued to participate in the Central District Competition as well as the Great East Festival, achieving high awards in both competitions.

In 2010 we continued with *Second Step: A Violence Prevention Program*. The program teaches children skills in three areas: empathy, problem-solving, and anger management. Since the program has been implemented throughout the school community, the same problem-solving steps and calming down strategies are being reinforced by classroom teachers, administrators, support staff, and unified arts teachers, thereby creating a common vocabulary and theme that pervades our school community. We added to our social competency curriculum the Rachel's Challenge Program. The mission of the Rachel's Challenge Program is to inspire, equip and empower every person to create a permanent positive culture change in their school, business and community by starting a chain reaction of kindness and compassion.

Parent communication continued to be an ongoing goal at Miscoe. The school newsletter, *Miscoe Matters*, was issued at the beginning of each month and sent to parents via our general and emergency ALERTNOW email system. A *Miscoe Newsbrief* was also issued bi-monthly to update parents on community/school activities and sent home via ALERTNOW. In addition to all teachers requiring students to use their Premier agenda books daily to record assignments, upcoming projects and tests, many teachers also utilized the HomeworkNOW.com website or another similar teacher website to keep parents informed of classroom activities. The administration also has used the new ALERTNOW system to send e-mails to parents and thereby cutting down of the amount of paper sent home but also ensuring that the documents do indeed make it home. The ALERTNOW system has been met with much positive feedback from the parents of Miscoe students.

In 2010, we continued to make great strides in ensuring that we maintain a safe school environment. Our procedures for fire drills, bus evacuations, and lockdown procedure are practiced throughout the year to ensure student knowledge and school safety. In 2007 we installed a buzzer/camera system in our main entrance, numbered all exterior building doors, provided room keys to all staff members, and provided lanyards with ID cards to all staff members. This continued in 2010 and is supplemented by student ID cards which the students now carry in their agendas.

Our School Council continued to be an integral advisory system for Miscoe's administration and staff. Their commitment to the school improvement process and insight into our school's needs is commendable and greatly appreciated. On behalf of the Miscoe Hill School community, I would like to extend thanks to the members of the Miscoe School Council.

Our parent-teacher organization, the Miscoe Hill PTO, provided financial support for classroom materials geared toward enriching the learning experience for our students. The area of focus for the fundraising efforts was technology. The PTO succeeded in equipping 11 additional classrooms with projectors, screens and the ceiling installations.

This was a major advancement in our classroom technology. The Miscoe Hill PTO also provided important scholarships that enabled students in need of financial assistance to be able to fully participate in all class activities including class trips. The commitment of the Miscoe Hill PTO members is commendable. A special note of thanks goes out to Roseann Campbell and Christine McWilliams, Co-Presidents, as well as all members of the PTO board.

The support of the Mendon and Upton communities continued to be an integral component to our success throughout 2010. The number of parents who attended our open house programs, conference evenings, band concerts, theater performances, talent show, festival of related arts evening, parent information programs and other school activities truly reflect the commitment that community members have made to our school. The efforts that community members made to take part in School Committee, School Council, and MUPTO are further evidence of the interest our parents take in the education of our children. In addition, the number of parent volunteers who entered our school to assist teachers, teach a class, share a meaningful experience with students or assist in a fundraising effort is also truly commendable. Miscoe Hill School experienced serious financial challenges throughout 2010, yet we experienced a solid education year and look forward to future growth.

Respectfully submitted,

Roseanne Kurposka, Principal

## **REPORT OF THE HENRY P. CLOUGH ELEMENTARY SCHOOL**

Student Body as of December 31, 2010:

<u>GRADE</u>	<u>ENROLLMENT</u>
Pre-Kindergarten	36
Kindergarten	81
Grade 1	86
Grade 2	97
Grade 3	92
Grade 4	115
Total Enrollment	530

### **Strengths of the Educational Program**

At the Henry P. Clough School, we strive to maintain the traditions of successful learning practices which are founded on a long history of success at the Clough School supported by a standards-based curriculum, high expectations, and mutual respect, along with strong community rapport. In reflecting on this past year's accomplishments, it is quite clear that the Henry P. Clough School is most successful due, in part, to the fact that we function as a community of learners where all members share in a common vision and commitment to education, insuring that all our students succeed. Even as we prepare for the future, our staff has been maintaining high and rigorous academic standards, while ensuring that our students are safe, supportive, stimulating child-centered learning environments that recognize the individual talents and abilities unique to each student.

The Henry P. Clough School, in conjunction with Charles River Bank, is pleased to offer our Clough students the opportunity to learn the principles of saving through our school banking program. By participating in the school banking program our students will learn what a savings account is, begin to appreciate the advantages of saving, and will receive an account statement displaying their account activity. In addition, your child will be able to "bank at school". Initially, the program will be available to all students in grades 3 and 4 and later in 2011 it will be expanded to include all students. The school bank has been open on Friday mornings.

While our staff has continued to implement our action plans in an attempt to reach our school goals, we also have encouraged all parents to help their children make academics their first priority. We have selected the theme: *"Together We Can Make it Happen"*. This school year has brought with it the refinement of many of last school year's initiatives, including our computerized report card, a computerized student management system, and a community AlertNow system. Our staff has been working attentively on insuring that all necessary components which have been in place since last school year are operational and functioning as planned. Staff members have been active participants in applying these newly learned practices and have worked diligently within grade level teams to ensure uniformity.

It is our sincere hope that every student, with the support of their family and school, has

succeeded during this school year and has begun to build their future. The *"Together We Can Make it Happen"* theme has added an important dimension to our school's clearly focused set of goals. Our strategy includes, but is not limited to, improving our support in writing, expanding on instructional techniques in science, and increasing student learning in language arts and math curricula areas based on an analysis of test data. In addition, we continually strive to strengthen our learning environment through the promotion of core values such as honesty, dependability, trust, tolerance and respect.

We are, indeed, most fortunate to have the opportunity to educate such eager and capable students. Understandably, our students vary in needs and ability; in general, however, they are inquisitive, culturally aware, technologically proficient critical thinkers who come to school ready to learn and eager to contribute to team efforts. This is important and is, no doubt, a direct reflection of the positive values they have learned at home. This past school year has presented many opportunities for our students.

At the Henry P. Clough School it is our belief that technology, integrated throughout our curriculum, is essential to meeting the needs of our students as we prepare them to function in a highly technological society. Technology integration provides opportunities to incorporate such resources as web sites, videos, virtual fieldtrips, web quests and other such valuable teaching tools that benefit all the various learning styles that are common to our student population. With the assistance of our technology specialist and our generous Clough PTO, we have been most fortunate to incorporate technology training for our teaching staff after school hours. These funds provided a wide variety of technology hardware for our staff. Including numerous LCD projectors and SMART boards. Our student population is most eager to engage in these dynamic and timely teaching opportunities due to their own professional enthusiasm and technological proficiency.

Our school continues to provide a solid 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. The children in our school are indeed grateful to have the support of fire prevention specialists from our community in support of Fire Prevention Week. Many thanks to Mendon's Deputy Chief Poirier for all his support in providing our students with booklets, fire fighters explaining fire prevention tips and a real fire truck. The children were thrilled.

In addition to offering a sound academic program of study, our community of learners has 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 a public service component to the overall academic program. A successful grandparents' day program in our preschool and a wonderful intergenerational pen-pal experience with grade 4 students are just two most noteworthy projects in this regard. Our students in conjunction with our entire school community participated in connection with the community efforts of the Nipmuc students in the DECA program. In this regard, our students have helped to raise money for Saint Jude Research, and

participated in a variety of other supportive charitable efforts for our community.

Our holiday program was especially entertaining and professional this year, not only because of our wonderful music teacher, Mrs. Eland, and our talented students, but also because of a group of extremely devoted parents who have made a huge contribution to our school by sharing their time and talent to make our program so special by providing professionally skilled accompaniment. This parent ensemble has supported our school's music program for many years and we are deeply grateful for their priceless holiday gift. These committed parents, include: Bob and Anne Marie Tremblay, Dean Mathieson and David Carchio. Once again, a huge THANK YOU is in order for these selfless individuals.

In a similar fashion, our staff contributed generously to needy families through a "Giving Tree" program whereby teachers and other staff gave anonymous gifts to assist more than 18 needy families within our school. We also welcomed the generosity of the local Lions Club to support this effort. Also, our second graders collected over 500 pounds of food goods which were distributed to the Mendon Food Bank. In a similar activity, our parents group collected food items for this worthy cause as well.

Over the past years, the Clough faculty has been quite honored to have been individually recognized by numerous parents and community members who have donated gifts in each staff member's name to the Mendon-Upton Educational Foundation in response to their commitment, encouragement and motivation to the students in their care.

We are also most fortunate to have the support of many groups out side of our school that has helped us in so many ways. One example of groups who we are most grateful for are the various Daisy, Brownie and Cub Scout Troops who have taken extraordinary efforts and truly worked hard to make our school grounds look beautiful by planting shrubs, flowers, and bulbs in our flower beds. A heartfelt thank you to Daisy Troop 11029: Delaney Mortimer, Chloe Kelly, Nora Gould, Caleigh Christensen, Kaitlyn Curley, Lilly Wilhem Anastasia Siryk, and Elicia Newton. Also, a most sincere thank you to the Cub Scouts in Den 6: Cole LaBonne, Charles Harper, Zachary Rivernider, Graysen Mortimer, Jarrod Lareau, Andrew Fino, Steve Tarabey, Jared Wilkins, and Dillon Elliott. The efforts of these boys and girls and their adult leaders have helped to not only make our school soundings look beautiful, but will serve to remind all to take pride in their wonderful school community.

We are also most grateful for the efforts of these fine people. It's so satisfying to be involved with such a caring, supportive and effective group of community members working together for our common goals in support of children. Together we can work to make our school even better.

#### **Professional Changes to Our Educational Community**

Our growing and changing community has resulted in a sometimes uneven adjustment in the staffing of professionals. This year, for example, we had to replace five teaching staff members with new instructional staff members. This rather large number of teachers being hired was a result of three retirements, maternity leaves, staff grade transfer, budget shortfalls which were reinstated, and a staff transfer from Memorial. Multiple interview teams assured that the most qualified new staff was hired. We are most proud of our new hires as they have shown



themselves to be of the highest quality. Additionally, as a result of a system adjustment our school was able to secure a halftime literacy specialist position to support our struggling early readers.

### **Long and Short Future Educational Goals**

Using the Mendon-Upton Regional Schools Strategic Plan as a base, our school council developed a School Improvement Plan which highlighted the academic and strategic goals which our community will focus on this year and over the next few years.

#### **2010-2011 Educational Goals**

- Goal 1 – Response to Intervention: To continuously improve the process of teaching and learning through the implementation of an effective RtI system.
- Goal 2 – Communications: To continuously improve communication between, among and with the school, home and community.
- Goal 3 – Technology: To support teachers to integrate technology in their classrooms in order to enhance curriculum instruction.
- Goal 4 – Budget: To continuously work with our school community to develop a realistic, fundable, budget.

This improvement plan includes, but is not limited to, providing focused support in writing, expanding on instructional techniques in science, and increasing student learning in language arts and math curricula areas based on an analysis of test data. Our school plan establishes a long-range direction for Clough and provides a clear focus for future pursuits by identifying priorities. While we will continue to implement our action steps in an attempt to reach our school goals, we encourage all parents to help their children make academics their first priority throughout the school year. Our staff is totally committed to the success of our plan and each, in varied ways, has made personal and professional commitments to insure that all areas of focus are successfully implemented.

It is important to bear in mind that all activities were planned after a thorough review of the goals and objectives 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.

It is envisioned that this long-range planning process will assist the Clough Elementary School in an organizational renewal and transformation, which will provide a framework for improving programs, management functions and evaluation of our school's progress. The strategic planning process which occurred this year on a district basis can help our school act purposefully, develop effective strategies, clarify future directions, establish priorities, improve organizational performance, build teamwork and expertise, and deal effectively with a rapidly changing environment.

Clough 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.

#### **Parent Involvement**

Schools with strong parent involvement experience significant benefits for students, parents, teachers, and administrators. Research consistently demonstrates that when parents are involved in students' education, those students generally have higher grades and test scores, better attendance, and more consistently completed homework. It is our heartfelt hope that every student, with the support of family and school, will succeed during this school year and begin to build on their success. Our effective Clough PTO and Clough School Council are two examples of this partnership.

#### Clough PTO Board – 2010

Mrs. Melissa Madden	President
Mrs. Beth Culter	Vice-President
Mrs. Jill Felton	Secretary
Mrs. Melissa Orff	Treasurer
Mrs. Kimberely Duplessis	Cultural Arts
Mrs. Bonnie Manzolini	Cultural Arts
Mrs. Donna Shilale	Cultural Arts
Mrs. Debra Broe	Volunteer Chair

The Henry P. Clough Elementary School Community is privileged to have the support of our Clough PTO, 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 Clough PTO 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 such a splendid group of parents has helped our program immensely.

We are most grateful to have such a supportive collection of community members working with our school sharing in a common vision and commitment to education, insuring that all our students succeed. 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 in our school have 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 preparations and has provided for the continual review of school procedures, and other educational areas as well.

### School Council

A school council is a representative, school building-based committee composed of the principal, parents, teachers, community members and, at the secondary level, students that each school is required to establish pursuant to Mass. General Laws, Chapter 71, Section 59C of Section 53 (as added by Section 53 of Chapter 71 of the Acts of 1993.)

The major responsibility of our school council is to oversee efforts for school improvements. Our council is responsible for updating, evaluation and modifying the goals, strategies, and action steps for the Henry P. Clough Elementary School Improvement Plan.

### 2010-2011 School Council Members

#### School Representatives

Mr. Vincent Rozen, Co-Chairperson

Mrs. Rebecca Hardin

Mrs. Laura Poxon

Mrs. Esther Concejo

#### Parent Representatives

Mrs. Joan Dichele, Co-Chairperson

Mrs. Melissa Frieswick

Mrs. Alyssa Lahar

#### Community Representative

Ms. Nancy Sherman (From Charles River Bank), Secretary

### **Summary**

As schools across the country face a future of uncertain monetary support for education, we at the Clough School feel most fortunate to be in a community that values education and has shown continued support for our educational system. Additionally, we at the Henry P. Clough Elementary School, feel most privileged to have the collaboration of parents, professionals and community working together toward a shared vision. As a school community, we thank you for your incalculable commitment to our educational community. We are also particularly appreciative of the total Mendon-Upton Regional community for their collective long-standing dedication and collaboration to our schools. Our district, in total, is clearly advantaged to have the continued and generous assistance of the towns of Mendon and Upton. Local teamwork is critical to maintaining excellence in each classroom, for every child, every day. With your involvement and sustained encouragement and help, we will persevere and enhance our reputation for excellence together.

Respectfully submitted,

Vincent F. Rozen, Principal

## **REPORT OF THE MEMORIAL ELEMENTARY SCHOOL**

Student Body as of December 31, 2010

<b><u>GRADE</u></b>	<b><u>ENROLLMENT</u></b>
Pre-Kindergarten	43
Kindergarten	76
1	110
2	110
3	114
4	124
Total Enrollment	577

At Memorial School we strive to promote a love of learning by providing all students with a safe, supportive, and child-centered learning environment. We believe in preparing our students to be responsible citizens in a global society. Our programs are aligned with state standards and promote rigor through relevance. We focus on the development of the "whole child" and provide opportunities for students to appreciate community, cultural, linguistic, and individual differences. In addition, through Character Education, we promote respect, responsibility, fairness, caring, citizenship, and trustworthiness.

Memorial School students are instructed by dedicated staff members who are committed to ongoing and multifaceted professional development. Throughout the year, the faculty of Memorial School has participated in outside workshops, enrolled in university level course work, and collaborated to create instructional units in various subject areas. In addition, curriculum assistants, from each of the District's schools, worked in vertical teams to examine the curriculum to ensure a seamless transition from pre-kindergarten through grade twelve. Professional development is of great importance as we strive to continuously improve the process of teaching and learning through the examination of curriculum, instruction, and assessment.

It is our belief that the integration of technology, throughout our curriculum, is essential in preparing our students to be successful in a technological society. It provides numerous opportunities to utilize resources such as web sites, streaming video, virtual fieldtrips, and web quests. These tools are helpful in supporting a wide variety of learning styles which are common among our students. With the assistance of our technology specialist, we have had the opportunity to offer technology training for our teaching staff after school and during faculty meetings. The generosity of the Memorial School PTO has allowed the addition of a wide variety of technology hardware including LCD projectors, digital cameras, video recorders, and remote controls.

The Department of Elementary and Secondary Education determined that Memorial School made Adequate Yearly Progress (AYP) in the areas of English Language Arts and Mathematics on the 2009 MCAS. A higher percentage of Memorial School students scored

in the "Advanced" and "Proficient" categories in English Language Arts and Mathematics, at both the third and fourth grade levels, compared to their peers across the state. Congratulations to the students and staff for this accomplishment.

In addition to taking pride in the exceptional work that they do in the classroom, the students had the opportunity to showcase their work with the specialists at the Memorial School Specialists' Night. The evening consisted of dance performances, digital portfolios, artwork which was showcased throughout the building, poetry and fairytales written by the students, as well as musical performances.

The Spanish Immersion Program has been recognized for its excellence. Last year, Memorial School was one of ten schools from across the United States to be chosen to become an International Spanish Academy. The International Spanish Academy Program was established by the Ministry, through the Education Office of the Embassy of Spain to promote the development of quality Spanish-English bilingual education programs which promote high academic standards, as well as provide students with the values of multicultural education.

Memorial School, as an ISA member, has access to the following resources and programs:

- Assistance in obtaining validation and recognition of academic accreditation
- Specialized visiting teachers
- Courses for teachers and school administrators in Spanish universities
- Scholarships for summer institutes
- Language and culture assistants
- School exchanges
- Professional development for teachers
- Participation in an ISA network in North America
- Connection with other Spanish and International organizations

Using the Mendon – Upton Regional School District Strategic Plan as its guide, the Memorial School Council is responsible for the development of the School Improvement Plan which is designed to serve as a blueprint for the actions and processes needed to increase student performance. It helps guide resource allocation, staff development, instructional content and practice, as well as assessment.

The 2010 – 2011 School Council Members are:

- Debra Swain – Principal
- Katie Pilotte – Teacher
- Skye Bomba – Teacher
- Kathleen Moeckel – Parent
- Patty Paul – Parent
- Leigh-Ann Evans – Parent
- Cheryl Condon- Parent
- Laura Jamerson - Community

A District level initiative has been the implementation of Response to Intervention (RtI) which is a process that determines how well students respond to changes in instruction. The essential elements of the RtI approach include the provision of scientific, research based instruction and interventions within the general education setting; monitoring and measurement of student progress in response to the instruction and intervention; and use of these measures of student progress to shape instruction and make educational decisions. All staff members at Memorial School have been working together to provide students with additional support through the RtI process.

Goal 1: To promote academic success for all students through the implementation Response to Intervention (RtI)

#### Action Steps

- Provide teachers with professional development in the area of RtI.
- Create a schedule which provides staff members common planning to time to facilitate collaboration with grade level team
- Development of common grade level formative assessments
- Provide training in the use of the updated child referral process
- Develop parent volunteer program to provide teachers with additional support with remediation/enrichment in specific content areas

At the Memorial Elementary School we are dedicated to improving the technology tools we have available to both our students and staff. It has been well documented that the use of technology in the classroom can stimulate curriculum, bring life to lessons, and rejuvenate basic educational concepts. As we strive to prepare our students for the 21<sup>st</sup> Century, it is important that we teach them how to use technology to explore and investigate concepts, access and manage information, and communicate in an effective manner. In keeping with our philosophy regarding the importance of technology, we have established technology goals for the current school year. The following goal and action steps are outlined in our 2010-2011 School Improvement Plan. They are as follows:

Goal 2: To continue to increase the use of technology within the classroom setting

#### Action Steps

- Create and disseminate a revised technology survey to assess the technology needs at the Memorial Elementary School.
- Analyze the technology survey to determine the professional development needs of the Memorial School Staff.
- Analyze the technology survey to prioritize technology purchases
- Provide ongoing professional development for staff revolving around equipment, software and integrating technology into their classrooms
- Purchase additional technology (specific equipment to be determined based on survey

results), to help deliver the curriculum to meet the needs of 21 century learners.

- Research technology grants and other alternative avenues to help support and provide revenue for purchasing equipment and integration of technology in the classroom.
- Compile a library for staff that incorporates lessons, web links and articles that will assist in integrating technology in the classroom and connect to the Massachusetts Technology Standards for each grade level.
- Communicate regularly to students, teachers and parents about technology. Provide newsletters with web site links and web related resources to both parents and teachers. Offer parents a demonstration to showcase use of technology.

Schools with strong parent involvement experience numerous benefits for all members of the school community. It is our belief that open communication is essential for building strong home/school connections. This belief is reflected in the following goal and action steps from the 2010-2011 School Improvement Plan:

Goal 3: To continue to build stronger home/school communication

Action Steps

- Disseminate student/parent handbook electronically and/or in hard copy to all students
- Communicate homework guidelines in the Memorial School Student Handbook, as well as school newsletters.
- Add relevant data to contact information - such as parent emails to facilitate communication through the use of AlertNow.
- Utilize the District web site to share, update and disseminate information as it relates to our school community
- Communicate regularly with the school community through the use of regular newsletters.
- Develop a set of workshops to assist teachers in creating and maintaining a classroom website.
- Establish a schedule with PTO to update school events, programs and other school wide activities via the outdoor school sign.
- Provide informational presentations during Open House, as well as packets with pertinent information at all grade levels.

Memorial School is fortunate to have committed groups of community members working in partnership with our school toward a common vision, and with a commitment to education, to insure that all students are successful. The Memorial School Council and Memorial School Parent Teacher Organization are critical members of the school community. Together we strive to honor the Memorial School Mission Statement: "In a partnership with families and community, Memorial School empowers our students to become active learners and to be socially responsible in an ever-changing world."

The purpose of the Memorial School PTO is to provide the school community with leadership and financial support to promote curriculum enhancing programs, classroom enrichment, and social activities for students and their families. The dedicated members of the Memorial School PTO plan and implement cultural arts programs, organize volunteer programs, provide educational and enrichment materials and sponsor social activities. The PTO has been extremely supportive of our efforts to increase the use of technology within the classroom. Through their generosity, we have significantly increased the number of LCD projectors, digital cameras, and digital recorders that are available to staff members to enhance their instruction. This year's Parent Teacher Organization Executive Board Members are:

- Erica Davidson – President
- Niki Cummings – Vice President
- Tammy Scirocco – Treasurer
- Ana Borges-Gould – Secretary
- Michele Arthur – Volunteer Coordinator
- Denise Asselin – Fundraising Tri-Chair
- Stephanie Dunham – Fundraising Tri-Chair
- Jackie Russo – Fundraising Tri-Chair
- Julie DeZutter – Cultural Arts Tri-Chair
- Shannon Palinkas – Cultural Arts Tri-Chair
- Michelle Tewksbury – Cultural Arts Tri-Chair

Our volunteer program remains an important part of the Memorial School. We continue to provide training each fall and offer a video which reviews our check-in procedure, registration requirements, volunteer opportunities, and the importance of confidentiality.

The Mendon Upton Educational Foundation (MUEF) has also played an important role in supporting innovative programming at Memorial School. Through their fundraising efforts, staff members are provided with the opportunity to develop and implement creative programs which are funded through MUEF grants.

Volunteer opportunities were added to the Senior Tax Abatement Program allowing Upton senior citizens to work in various positions at the Memorial School for compensation which is applied to their property tax bill. To participate, seniors must be at least 60 years old, own their own home and reside in the town of Upton. A new volunteer program for parents and other community members was introduced in November. The Partners Advancing Learning (PAL) program team volunteers with teachers to provide curriculum based activities for students in the areas of reading, writing, and mathematics. The primary initiative for the first year is the introduction of the Book Worm Buddy program in second and third grade classrooms. This program was developed by the School Council in collaboration with and under the guidance of the Memorial School staff.

The staff and students of Memorial School are committed to creating a safe learning environment for all. In an effort to promote conflict resolution and prevent bullying, the Second Step Program is utilized at all grade levels. In addition, a representative from the



Worcester County District Attorney's Office met with all students in third and fourth grade to discuss safe and responsible use of the Internet and cell phones, as well as bullying and harassment. A similar presentation was offered in the evening for the parents of all Memorial School students. The message regarding anti-bullying was also shared with all students at the beginning of the new school year with the PTO sponsored assembly "Bully Bully" by the group *Education in Motion*.

In addition to the important academic programs that define Memorial School, the school community has come together to support others through their participation in a number of charitable opportunities. Students collected \$590.34 for *UNICEF* while trick or treating at Halloween. Thirteen thousand, seven hundred seventy two dollars (\$13,772.00) was also raised for the American Heart Association through the *Jump Rope for Heart* program. The students and staff at Memorial School raised \$2,786.00 for the victims of the Haiti earthquake through the *Hearts for Haiti* initiative. In addition, Memorial School partnered with the Boston Bruins and BJ Wholesale Club to collect 105 pairs of new pajamas, which were donated to the non-profit organization Cradles to Crayons. In addition, the students and staff of Memorial School joined forces with a local church group to *Support Our Troops*. Over a three week period, several boxes of donated items were collected and made into "care packages" which were sent to men and women serving overseas in the armed forces. A number of students also included greatly appreciated cards and letters thanking the troops for their service. Our third grade students created "*Imagine IF*" (*Intergenerational Friends*), an initiative designed to collect a specific non-food item from each grade level to be used in "gift bags" for local senior citizens. The Memorial School staff participated in the *Giving Tree* program, providing support to families in need during the holiday season.

At a time when schools across our country continue to face difficulties as a result of increased mandates and uncertain funding, members of the Memorial School community are grateful for the outpouring of support from parents, professionals, and community members on behalf of our students. With your continued involvement and support, we will continue to strive to provide every student with a top quality educational experience.

Respectfully Submitted,

Debra Swain, Principal

## **REPORT OF THE TECHNOLOGY**

In 2010, we continued to upgrade and maintain our existing fleet of computers and instructional hardware to keep up with the state mandated programs and services. The server hardware at Nipmuc Regional High School was upgraded in accordance with our hardware lifecycle and distributed updated software to the district's more than 600 PC's.

New instructional hardware has been acquired such as wireless access points, projectors, speakers, and computers through a mix of grant and operational funds. Due to financial considerations, we relied heavily on outside funding this year for new classroom technology tools. The district's parent organizations assisted in the purchasing of the following equipment:

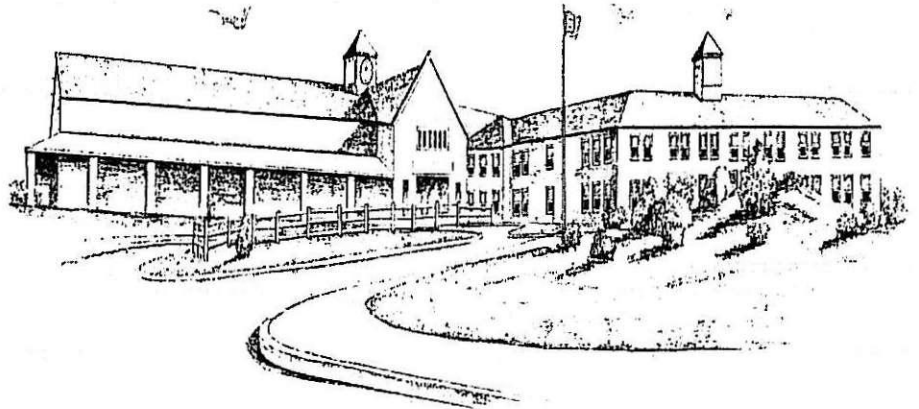
<b>Clough PTO:</b>	<b>Ceiling Mounted LCD projector setups for classrooms</b>
<b>Memorial PTO:</b>	Digital Cameras/Camcorders, LCD projectors and ceiling mounting kits
<b>Miscoe Hill PTO:</b>	Toner and technology supplies for the Miscoe Hill computer lab
<b>MUEF Grants:</b>	Electronic Interactive Student Teaching Pens for Nipmuc and Miscoe teachers. Netbook computers for classroom instruction at Miscoe
<b>Bose Corporation:</b>	Notebook computers donated with help from parents.
<b>EMC Corporation:</b>	Notebook computers donated with help from parents.

The District's annual technology plan was approved by the Massachusetts Department of Elementary and Secondary Education, and the district is eligible for state and federal grant funding opportunities.

Respectfully Submitted,

Joseph S. Leacu  
Director of Technology

***Fiftieth Annual  
Commencement Exercises***



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

High School Gymnasium  
Saturday, June 5, 2010  
10 a.m.

## PROGRAM

Processional.....High School Band  
*Pomp and Circumstance* by Edward Elgar, Arranged by Merle J. Isaac

National Anthem.....All Present

Address of Welcome.....William Johnson Lukas, Senior Class President

Musical Selection.....High School Chorus  
*The Impossible Dream* by Mitch Leigh & Joe Darion, Arranged by Roy Ringwald

Essay.....Jamie E. Bal  
*A New Path*

Musical Selection.....Katie P. Bagley  
*There You'll Be* by Faith Hill

Essay.....Olivia C. Denn  
*Our "Golden" Legacy*

Musical Selection.....High School Band  
*Amparito Roca* by Jaime Texidor, Arranged by Aubrey Winter

Essay.....Justine Lo  
*A New Beginning*

Remarks.....Antonio J. Fernandes, Jr.  
 SUPERINTENDENT OF SCHOOLS

Presentation of Awards.....Joan M. Scribner, PRINCIPAL

Presentation of Diplomas .....Donald A. Morin  
 SCHOOL COMMITTEE

Recessional.....High School Band  
*Marche Romaine* by Charles Gounod, Arranged by John Cacavas

Director of the High School Band.....Oliver H. MacFadden  
 Director of the High School Chorus...Marsha I. Ledoux  
 Marshal.....Olivia G. Carter, Junior Class Vice President

**Joanna Mary Accorsini**  
 Charlotte Elizabeth Adcock  
 John George Ahumada  
 Jessica Lynn Anderson  
 Emily Jane Annunziato  
 Megan Ann Armstrong  
 Katherine Patricia Bagley  
**Jamie Elizabeth Bal**  
 Lauren Elizabeth Balest  
 Taylor Morrissey Barlow  
 Kelley Margaret Barrett  
**Christine Anne Becker**  
 Michael James Bettano  
 Aryn Danielle Bianchi  
 Sarah Marie Boczanowski  
 Beau Armand Boucher  
 Ryan Stephan Boyd  
 Danielle Georgia Brodeur  
 Spenser Coleman Brosseau  
 Danielle Ruth Brossi  
 Sabrina Lee Bucchanio  
 Sarah Ann Burlingame  
 Amanda Michelle Bush  
 Nigel Kingsley Calderwood  
 Michael Steven Campagna  
 Sarah Lyn Candela  
 Dana Ashley Capistran  
 Hunter Macintosh Capobianco  
 Stephen Anthony Capuzziello, Jr.  
 Eleanor Ann Casey  
 Alexandra Leigh Cataldo  
 Victoria Lauren Cataldo  
**Jessica Lyn Cellana**  
 David Peter Cheschi  
**Melissa Anne Colwell**  
 Robert Joseph Connors  
 Ian Curtis Cooper  
 Michaela Ann Cortese  
**Anna-Theresa Coskie**  
 Adelle Parker Coz  
**Emily Anne Craft**  
 Todd James Crivello  
 Earl Frederick Dauley III  
 Hayley Jean Davidson  
 Melissa Margaret Davis  
 Dayton Joseph Deetz  
 Peter Allen Delbusso  
 Ariel Lee Demers  
**Olivia Catherine Denn**  
 Matthew Paul Desilets  
 Chelsie Laura Desmarais  
**Emily Elizabeth DeVane**  
 Christopher Donald DiLorenzo

Zachariah Dirazonian  
 Ryan Paul Donohoe  
 Kayla Marie Drew  
 Daniel Charles Eaton  
 Nicholas Patrick Equi  
 Todd Alan Estabrook  
 Daniel Michael Ethier  
 Jared James Ethier  
 Haley Kathleen Eugster  
 Derek Anthony Fernandes  
 Megan Claire Fitzgerald  
 Nicolle LeeAnn Fitzpatrick  
 Christopher Lee Freund  
 Christine Elizabeth Garabedian  
 Giulia Giaccaglia  
 Nicole Elise Gomes  
 Tyler Edward Grace  
 Jennifer Marissa Greenman  
 Scott Glenn Gurney  
 Alexander Christopher Hack  
 Jamie Lee Hackenson  
 Nicole Matellian Hall  
 Michael Paul Harris  
 Hilary Abigail Hatch  
 Tyler William Helsel  
 Olivia Jean Holmes  
 Gregory Steven Horsefield  
 Laura Gamble Howe  
 Nicole Erika Hunter  
 Amanda Leigh Hynes  
 Samantha Jean Hynes  
 Cameron Michael Kackley  
 Ryan Pierson Kelleher  
 Meredith Faye Kelley  
 Christopher Robert Kerivan  
 Meredith Lee Kimball  
 Sarah Alison King  
 Nicole Alyse Knapik  
 Nancy Davis Knott  
 Paul James Larson  
 Ethan Paul Lavoie  
 Robert Varrick Lavoie  
 Lydia Grace Law  
 Elizabeth Stacey Leacu  
 Douglas Nathaniel Levitt  
 Michelle Suzanne Lindsey  
 Garrett Nathan Lister  
 Ashley Rose LiVigni  
 Justine Lo  
 William Johnson Lukas  
 Jacob Michael Lurie  
 Sarah Mary Lydon  
 MacKenzie Rose MacDonald  
 Mary Elizabeth MacDonald  
 Andrew Steven Majkut  
 Joshua Peter Manning

**Lindsey Nicole Mazzone**  
 Katharine Lindsay McCaw  
**Mary Michaela King McCormick**  
 Jennifer Lynn McKeown  
 Thomas Richard McMullin  
 Chadwick Anthony Menezes  
 Danielle Krista Miller  
 Cami Lorraine Mongiat  
 Erin Theresa Mullarkey  
 Ariel Elizabeth Mulry  
**Morgan Amanda Murphy**  
 Colin Joseph Neri  
 William John Ott  
 Christopher Jason Pangborn  
 Kathryn Marie Patrick  
 Michael Anthony Petti  
 Kelly Nicole Pigott  
 Lauren Marie Pihl  
 Megan Ashley Plouffe  
 Benjamin Dean Quist  
**Mark Wayde Reil**  
 Priyanka Rina Renugopalakrishnan  
 Casey Amanda Rhodes  
 Melissa Eileen Rhodes  
 Ryan Ross Rhodes  
 Alexandra Lynne Roberts  
 Kevin Thomas Roche  
 Danielle Therese Sandini  
 Michael Charles Sardonini  
 Julie Ann Sarkisian  
**Jessie Elizabeth Scott**  
 Kerrin Elizabeth Siple  
 Erich Paul Slagal  
 Benjamin Michael Smith  
 Matthew James Smith  
 David William Sperino  
**Stephani Ali Spindel**  
**Katherine Elizabeth St. Onge**  
 Spencer Brian Stewart  
**Samantha Ann Straight**  
 Briana Ashley Sumner  
 Jacey Rae Taft  
 Audrey Lee Taylor  
 Brent Andrew-Joseph Tenerowicz  
 Joseph Nicholas Testa  
 Brandon Richard Thayer  
 Rebekah Page Tiernan  
 Caroline Mariah Tobin  
 Victoria Jade Valcour  
**Matthew Richard Valianti**  
**Kathryn Nicole Venuto**  
 Samuel Joseph Victor  
 Anthony Michael Ward  
 Tyler James Waterman  
 Kristin Arielle Wells  
 Kassandra Kimberly Wheeler

Zachary Kent Wickstrom  
Shawn David Wilkinson  
Charlotte Wilson  
Jameson Paul Woods  
Margaret Kent Woodward

**Bold: National Honor Society**



### **CLASS OFFICERS**

President ..... William Johnson Lukas  
Vice President ..... Spenser Coleman Brosseau  
Secretary ..... Christine Anne Becker  
Treasurer ..... Samantha Jean Hynes

### **CLASS ADVISORS**

Tricia Moloney and Ana Soto

### **CLASS MOTTO**

"Do not go where the path may lead, go instead where there is no path and leave a trail."  
Ralph Waldo Emerson

### **SCHOOL COMMITTEE**

Heather Applegate	Kathleen Drennan
Donna Coakley-McGowan	Judy Leonelli
Camille Harvey	Donald Morin

### **SUPERINTENDENT OF SCHOOLS**

Antonio J. Fernandes, Jr., M.Ed.

### **DIRECTOR OF PUPIL PERSONNEL SERVICES**

Mary Sullivan Kelley, Ed.D.

### **SCHOOL FACULTY**

Joan M. Scribner, M.Ed., Principal  
John K. Clements, M.Ed., Assistant Principal

Sandra N. Alibozek, B.S.  
 Patrick J. Allen, M.Ed.  
 David C. Antonelli, CAES  
 Carla Antonellis, M.Ed.  
 Jill M. Baszner, M.Ed.  
 Lori Beaudoin, M.Ed.  
 Aimée Bel, M.Ed.  
 Meredith Bruce, M.Ed.  
 Cynthia Bucken, M.S.  
 Kevin M. Campbell, M.Ed.  
 Meghan C. Cilley, MLIS, M.Ed.  
 Michael J. Clements, M.Ed.  
 Alison L. Clish, M.Ed.  
 Ronald A. Cochran, M.Ed.  
 Howard W. Cohen, M.A.T.  
 Kevin Connors, M.A.  
 June A. Cook, M.Ed.  
 Rita Cooney-Brown, M.S.  
 Patricia A. Crowley, M.Ed., M.A.T.  
 Lisa D'Elia Danielson, M.A.T.  
 Jeffrey Della Rovere, M.Ed.  
 Steven Della Rovere, B.S.  
 Kathleen Deschenes, M.Ed., BCABA  
 Christopher Evans, M.A.T.  
 Kerry A. Fagan, MSW, LICSW  
 Mark Feeley, M.B.A., CAGS  
 Jennifer Field, M.A.T.  
 Kristin Gauthier, RN, BSN  
 Amy E. Gilchrist, M.Ed.  
 Jessica A. Grady, M.Ed.  
 Corey M. Guerra, B.S.  
 Christopher Hadfield, B.S.  
 Timothy Hall, M.Ed.  
 Barbara Hendricks, M.A., CCC-SLP  
 W. Thomas Henes, M.A.T.  
 Courtney Henry, B.A.  
 Aime Hughes, M.Ed.  
 Julie Jussaume, M.Ed.  
 F. Andrew King, B.S.  
 Melisa Kinkela, M.Ed.  
 Pamela Kyrka, M.A.T.  
 Kathleen Laflash, M.Ed.  
 Roland H. Lapointe, Jr., B.A.  
 Katherine Larracey, M.Ed., M.A.  
 William Leaver, M.S. Ed.  
 Marsha I. Ledoux, M.Ed.  
 Jeffrey Liddle, B.S.  
 Oliver H. MacFadden, B.A.  
 Daniel MacIsaac, M. Ed.  
 Michael E. Maloney, M. Ed.  
 Rae Alison Maloney, M.P.H.  
 Ellen J. McManus, M.Ed.  
 Matthew Merten, M.Ed.  
 Robert Messick, M.B.A.  
 Carol J. Miller, M.A.  
 Brian J. Moloney, B.A.  
 Tricia E. Moloney, M.Ed.  
 Mary Anne Moran, M.Ed.  
 Nicole Napoli, M.Ed.  
 Christine H. Page, M.Ed.  
 Gary F. Perras M.B.A. M.Ed.

Kathleen Tierney, B.S.  
 Heather Waterman, M.Ed.  
 Jackie Wheelock, M.A., CCC-SLP  
 Cari A. White, M.S.

**NIPMUC REGIONAL HIGH SCHOOL  
SCHOLARSHIPS  
CLASS OF 2010**

#	Name of Award	Amount	Recipient
	American Legion School Award Roger L. Wood Post #355 of Mendon	\$50	William Lukas
	Milford Area Chamber of Commerce	\$100	Mark Reil
	Board 26-Central Mass. Basketball Officials	\$200	Sarah Candela
	St. Michael's Catholic Women's Club	\$250	Christine Becker
	St. Michael's Catholic Women's Club	\$250	Meredith Kimball
	United Parish of Upton	\$200	Elizabeth Leacu
	Nipmuc Student Council Leadership	\$500	Nicole Knapik
	Broadway Youth Dance Theater	\$300	Sarah Burlingame
	Broadway Youth Dance Theater	\$300	Michaela Cortese
	Broadway Youth Dance Theater	\$300	Chelsie Desmarais
	Broadway Youth Dance Theater	\$300	Mary Michaela McCormick
	Broadway Youth Dance Theater	\$300	Kathryn Venuto
	Stonybrook Camera Club	\$200	Meredith Kelley
	In Memory of Mary Kissell	\$100	Stephani Spindel
	Nipmuc Arts Society	\$100	Dana Capistran Lauren Pihl Charlotte Wilson William Lukas
	Dean Bank Scholarship	\$1,000	Todd Estabrook
	Eben and Alice Hall/Robert Hall '36	\$200	Emily Craft
	Milford Reg. Medical Center Activities Committee	\$195	Sarah Boczanowski Dana Capistran Lydia Law Tyler Grace Sarah Burlingame
	Charter Communications Scholar Athlete Award	\$500	Nicole Hunter
	Upton Men's Softball League	\$300	Morgan Murphy
	Upton Men's Softball League	\$300	Andrew Majkut
	Nipmuc Warriors Club	\$250	Megan Armstrong
	Nipmuc Warriors Club	\$250	Megan Fitzgerald
	Nipmuc Warriors	\$250	Robert Lavoie
	Larry Niro Memorial	\$200	William Lukas
	Chadd Ghelli Memorial Scholarship	\$250	Casey Rhodes
	Chadd Ghelli Memorial Scholarship	\$250	David Sperino
	Kimberly McNeil Memorial Scholarship	\$200	Lauren Pihl
	Amer. Legion Marshall Leland Post 173 Upton	\$150	Hunter Capobianco Anna Theresa Coskie
	Mendon-Upton Music Boosters	\$500	Katherine Bagley
	Upton Police Union	\$500	Christopher Pangborn

Mendon-Upton Music Boosters	\$250	Lydia Law
Upton Bloomer Girls Scholarship	\$1,000	Katherine Bagley
Upton Youth Club	\$500	Shawn Wilkinson
The First Unitarian Society of Upton Scholarship	\$1,000	Emily Craft
The First Unitarian Society of Upton Scholarship	\$500	Anthony Ward
St. Gabriel the Archangel Knights of Columbus	\$250	Lindsey Mazzone
Johnna Gould Bradley Memorial '84	\$500	Joanna Accorsini
Andrew Sala Memorial Girl	\$1,200	Melissa Rhodes
Andrew Sala Memorial Boy	\$1,200	Michael Campagna
Clifford B. Crowe Art Scholarship	\$250	Dana Capistran
Clifford B. Crowe Art Scholarship	\$250	Lauren Pihl
Mendon Lion's Club	\$750	Alexandra Cataldo
Mendon Lion's Club	\$750	Victoria Cataldo
Mendon-Upton Youth Soccer	\$500	Megan Fitzgerald
Mendon-Upton Youth Soccer	\$500	Erin Mullarkey
Mendon Selectmen/IPA Blackstone Good Citizenship Scholarship	\$500	Sarah Candela Morgan Murphy Mark Reil
James Varney Memorial	\$500	Justine Lo
My One Wish Scholarship	\$500	Daniel Eaton Michael Harris
Upton V.F.W. Post #5597	\$300	Emily Craft
Emily Suzanne Irons Memorial	\$500	Kelly Pigott
Sandra Ray Memorial Scholarship	\$500	Katharine McCaw
Deborah Beltrami Memorial	\$700	Katherine Bagley
Kayla Palker Memorial Scholarship	\$500	Matthew Smith
Milford Rotary Club	1,000	Justine Lo
Shelley D. Vincent Memorial/Milford Nat'l. Bank	\$1,000	Melissa Colwell
Milford Federal Savings	\$1,000	Michelle Lindsey
Upton's Woman's Club	\$1,000	Lindsey Mazzone Christopher Pangborn
Metrowest Community Health Care Foundation	\$2,000	Morgan Murphy
Unibank	\$2,000	Olivia Denn
Upton Men's Club	\$2,000	Danielle Brossi
Upton Men's Club	\$2,000	Lindsey Mazzone
Jesse Taft at UMass-Amherst	\$1,400	Stephani Spindel
Mendon Board of Health/Cafella Systems	\$500	Jessica Anderson
Mendon Board of Health/Cafella Systems	\$500	Zachariah Dirazonian
VFW Bellingham Post 7272	\$1000	Tyler Grace
Jill M. Carboni Memorial Scholarship	\$1,000	Kerrin Siple
Henry Clough Memorial(Mendon)	\$500	Katherine St.Onge
Henry Clough Memorial(Upton)	\$500	Nicolle Fitzpatrick
Henry Clough Memorial(Overall)	\$500	Ryan Kelleher
Ella Whitney Risteen	\$200	Dana Capistran
Ella Whitney Risteen	\$200	Nigel Calderwood

Ella Whitney Risteen	\$200	Justine Lo
Ella Whitney Risteen	\$200	Andrew Majkut
Ella Whitney Risteen	\$200	Christopher Pangborn
Ella Whitney Risteen	\$200	Michaela Cortese
Ella Whitney Risteen	\$200	Katherine Bagley
Ella Whitney Risteen	\$200	Sarah Burlingame
Ella Whitney Risteen	\$200	Rebekah Tiernan
Ernest W. Ramsey Memorial	\$200	Lindsey Mazzone
Gary P. Bates Memorial Scholarship	\$200	Ryan Kelleher
Murphy Insurance Agency	\$2,500	Mark Reil
Paul Daigle Leadership Scholarship	\$500	William Lukas
MURTA Janet Porter	\$500	Casey Rhodes
MURTA	\$200	Andrea Suffredini
MURTA	\$200	Lillian Stanas
MURTA	\$200	Javier Cifuentes
MURTA	\$200	Rose Burberry-Martin
MURTA	\$200	Eric Brown
Stacy Stott Memorial Fund	\$500	Lindsey Mazzone
Stickney Educational Trust	\$1,000	Megan Fitzgerald
Ancient Order of Hibernians High Achievement	\$1,000	Nicolle Fitzpatrick
John and Abigail Adams Scholarship Tuition at State College/University		
John and Abigail Adams Scholarship		Joanna Accorsini
John and Abigail Adams Scholarship		Jamie Bal
John and Abigail Adams Scholarship		Christine Becker
John and Abigail Adams Scholarship		Danielle Brossi
John and Abigail Adams Scholarship		Sabrina Buccchanio
John and Abigail Adams Scholarship		Jessica Cellana
John and Abigail Adams Scholarship		Robert Connors
John and Abigail Adams Scholarship		Emily Craft
John and Abigail Adams Scholarship		Todd Crivello
John and Abigail Adams Scholarship		Peter Delbusso
John and Abigail Adams Scholarship		Ariel Demers
John and Abigail Adams Scholarship		Olivia Denn
John and Abigail Adams Scholarship		Chelsie Desmarais
John and Abigail Adams Scholarship		Emily DeVane
John and Abigail Adams Scholarship		Zachariah Dirazonian
John and Abigail Adams Scholarship		Todd Estabrook
John and Abigail Adams Scholarship		Daniel Ethier
John and Abigail Adams Scholarship		Megan Fitzgerald
John and Abigail Adams Scholarship		Christopher Freund
John and Abigail Adams Scholarship		Christine Garabedian
John and Abigail Adams Scholarship		Tyler Grace
John and Abigail Adams Scholarship		Scott Gurney
John and Abigail Adams Scholarship		Olivia Holmes

John and Abigail Adams Scholarship		Nicole Hunter
John and Abigail Adams Scholarship		Amanda Hynes
John and Abigail Adams Scholarship		Samantha Hynes
John and Abigail Adams Scholarship		Cameron Kackley
John and Abigail Adams Scholarship		Ryan Kelleher
John and Abigail Adams Scholarship		Meredith Kimball
John and Abigail Adams Scholarship		Sarah King
John and Abigail Adams Scholarship		Lydia Law
John and Abigail Adams Scholarship		Douglas Levitt
John and Abigail Adams Scholarship		Justine Lo
John and Abigail Adams Scholarship		Jacob Lurie
John and Abigail Adams Scholarship		Andrew Majkut
John and Abigail Adams Scholarship		Joshua Manning
John and Abigail Adams Scholarship		Lindsey Mazzone
John and Abigail Adams Scholarship		Mary Michaela McCormick
John and Abigail Adams Scholarship		Jennifer McKeown
John and Abigail Adams Scholarship		Thomas McMullin
John and Abigail Adams Scholarship		Morgan Murphy
John and Abigail Adams Scholarship		Christopher Pangborn
John and Abigail Adams Scholarship		Alexandra Roberts
John and Abigail Adams Scholarship		Jessie Scott
John and Abigail Adams Scholarship		Matthew Smith
John and Abigail Adams Scholarship		Stephani Spindel
John and Abigail Adams Scholarship		Samantha Straight
John and Abigail Adams Scholarship		Matthew Valianti
John and Abigail Adams Scholarship		Kathryn Venuto
John and Abigail Adams Scholarship		Kristin Wells

**Nipmuc Regional High School  
Class of 2010 - Future Plans**

Student	College	Plans
Accorsini, Joanna	Salve Regina University	Nursing
Adcock, Charlotte	University of Oklahoma	Meteorology
Ahumada, John	Jouchi University, Japan	Int'l. Business/Finance
Anderson, Jessica	Coastal Carolina University	Marine Science
Annunziato, Emily	UMass-Amherst	Undeclared
Armstrong, Megan	University of Hartford	Elementary Education
Bagley, Katherine	Berklee College of Music	Music Therapy
Bal, Jamie	Boston University	Undeclared
Balest, Lauren	UMass-Boston	Liberal Arts
Barlow, Taylor	Suffolk University	Undecided
Barrett, Kelley	St. Joseph College	History
Becker, Christine	University of Connecticut	Business Management
Bettano, Michael	Quinsigamond Comm. College	General Studies
Bianchi, Aryn	Quinsigamond Comm. College	General Studies
Boczanowski, Sarah	University of Hartford	Undecided/Liberal Arts
Boucher, Beau	Quinsigamond Comm. College	Undecided
Boyd, Ryan	Culinary Institute of America	Culinary Arts
Brodeur, Danielle	Plymouth State University	Physical Education
Brosseau, Spenser	University of Hartford	Audio Engineering Technology
Brossi, Danielle	UMass-Boston	Business Management
Bucchanio, Sabrina	Mass College of Pharmacy	Doctor of Pharmacy Program
Burlingame, Sarah	Nichols College	General Business
Bush, Amanda	Employment	
Calderwood, Nigel	University of Rhode Island	Undeclared
Campagna, Michael	Providence College	History, Secondary Education
Candela, Sarah	Simmons College	Political Science/Am. History
Capistran, Dana	Art Institute of Boston @ Lesley	Fine Arts
Capobianco, Hunter	University of Vermont	Education
Capuzziello, Jr., Stephen	Gordon College	Undecided
Casey, Eleanor	Quinsigamond Comm. College	Liberal Arts
Cataldo, Alexandra	Quinnipiac University	Nursing
Cataldo, Victoria	Bridgewater State College	Secondary Education/Math
Cellana, Jessica	University of Connecticut	Undecided
Cheschi, David	Quinsigamond Comm. College	Graphic Design
Colwell, Melissa	Stonehill College	Elementary Education

Connors, Robert	UMass-Dartmouth	Accounting
Cooper, Ian	Employment	
Student	College	Plans
Cortese, Michaela	Johnson & Wales University	Event Management
Coskie, Anna Theresa	Lesley College	Undeclared
Coz, Adelle	Undecided	
Craft, Emily	University of South Carolina	International Business
Crivello, Todd	Quinsigamond Comm. College	Criminal Justice
Dauley, Earl	Westfield State College	Communications
Davidson, Hayley	Bristol Community College	General Studies/Psychology
Davis, Melissa	Employment	
Deetz, Dayton	Johnson & Wales University	Undeclared
Delbusso, Peter	University of Cincinnati	Urban Planning
Demers, Ariel	UMass-Amherst	Architecture
Denn, Olivia	University of Maryland	Undecided
Desilets, Matthew	Quinnipiac University	Business
Desmarais, Chelsie	Quinnipiac University	Occupational Therapy
DeVane, Emily	Mount Allison University	History/English
DiLorenzo, Christopher	Franklin Pierce University	Undecided
Dirazonian, Zachariah	UMass-Amherst	Biology
Donohoe, Ryan	Nichols College	Business
Drew, Kayla	University of New Hampshire	Undecided
Eaton, Daniel	Bristol Community College	Criminal Justice
Equi, Nicholas	Cape Cod Community College	Undecided
Estabrook, Todd	Northeastern University	Biochemistry
Ethier, Daniel	Wentworth Institute of Tech.	Computer Engineering
Ethier, Jared	Employment	
Eugster, Haley	Anna Maria College	Health Science
Fernandes, Derek	UMass-Amherst	Undeclared
Fitzgerald, Megan	University of New Hampshire	Pre-Veterinary Studies
Fitzpatrick, Nicole	Keene State College	Undeclared
Freund, Christopher	University of Maine	Computer Engineering
Garabedian, Christine	Bridgewater State College	Secondary Ed./Biology
Giacaglia, Giulia	Foreign Exchange Student	
Gomes, Nicole	Bridgewater State College	Physical Therapy
Grace, Tyler	Northeastern University	Mechanical Engineering
Greenman, Jennifer	Quinsigamond Comm. College	Liberal Arts
Gurney, Scott	UMass-Dartmouth	Computer Science/Eng.
Hack, Alexander	University of Maine	Undecided
Hackenson, Jamie	Worcester State College	Education/Psychology
Hall, Nicole	Johnson & Wales University	Fashion Merchandising
Harris, Michael	Franklin Pierce University	Physical Therapy



Hatch, Hilary	Mass Bay Community College	Undecided
Helsel, Tyler	Florida Southern College	International Business
Student	College	Plans
Holmes, Olivia	UMass-Amherst	Business
Horsefield, Gregory	University of Hartford	Undecided
Howe, Laura	University of Tampa	Communications/Event Pl.
Hunter, Nicole	University of New England	Marine Biology
Hynes, Amanda	Rob Roy Academy	Cosmetology
Hynes, Samantha	Worcester State College	Nursing
Kackley, Cameron	UMass-Amherst	Undecided
Kelleher, Ryan	University of Maryland	Business/Finance
Kelley, Meredith	Emmanuel College	Elementary Education
Kerivan, Christopher	Employment	
Kimball, Meredith	Northeastern University	Nursing
King, Sarah	Emerson College	Performing Arts
Knapik, Nicole	Johnson & Wales University	Travel Tourism
Knott, Nancy	Emmanuel College	Undecided
Larson, Paul	Employment	
Lavoie, Ethan	Employment	
Lavoie, Robert	Plymouth State University	Physical Education
Law, Lydia	Worcester State College	Nursing
Leacu, Elizabeth	Assumption College	Elementary Education
Levitt, Douglas	Wake Forest University	Biology
Lindsey, Michelle	Wheaton College	Psychology
Lister, Garrett	Wentworth Institute of Tech.	Computer Science
LiVigni, Ashley	Liberty University	Criminal Justice
Lo, Justine	Boston University	Biomedical Engineering
Lukas, William	Drexel University	Sociology
Lurie, Jacob	Brandeis University	Biology/Neuroscience
Lydon, Sarah	Quinsigamond Comm. College	Undecided
MacDonald, MacKenzie	Mass Bay Community College	Radiologic Technology
MacDonald, Mary	Worcester State College	Business
Majkut, Andrew	Connecticut College	Int'l. Relations/Economics
Manning, Joshua	Tufts University	Biology
Mazzone, Lindsey	Quinnipiac University	Biology (Pre-Med)
McCaw, Katharine	Salve Regina University	History/Secondary Education
McCormick, Mary Michaela	University of Connecticut	Undecided
McKeown, Jennifer	Employment	
McMullin, Thomas	UMass-Amherst	Undecided
Menezes, Chadwick	Cape Cod Community College	Undecided
Miller, Danielle	Employment	Natick Army Labs
Mongiat, Cami	Quinsigamond Comm. College	Liberal Arts

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Management

Mullarkey, Erin	Ithaca College	Exercise Science
Mulry, Ariel	Community College of RI	Diagnostic Med. Sonography
Student	College	Plans
Murphy, Morgan	Northeastern University	Nursing
Neri, Colin	Bridgewater State College	Undecided
Ott, William	Employment	
Pangborn, Christopher	University of New Haven	Criminal Justice
Patrick, Kathryn	Quinsigamond Comm. College	Undecided
Petti, Michael	Employment	Natick Army Labs
Pigott, Kelly	Springfield College	Psych./Early Childhood Ed.
Pihl, Lauren	Alfred University	Graphic Design/Art
Plouffe, Megan	Flagler College	Deaf Education
Quist, Benjamin	Universal Technical Institute	Diesel Mechanic
Reil, Mark	Unity College	Conservation Law Enforcement
Renugopalakrishnan, Priyanka Rina	Employment	
Rhodes, Casey	Bridgewater State College	Math/Middle School Ed.
Rhodes, Melissa	Bridgewater State College	Athletic Training
Rhodes, Ryan	Quinsigamond Comm. College	Criminal Justice
Roberts, Alexandra	UMass-Amherst	Pre-Med/Biology
Roche, Kevin	Assumption College	Undecided
Sandini, Danielle	Art Institute of Boston @ Lesley	Fine Arts
Sardonini, Michael	Northeastern University	Mechanical Engineering
Sarkisian, Julie	University of Northern Colorado	Nursing
Scott, Jessie	University of Connecticut	Undecided/Aces: Exploratory
Siple, Kerrin	Anna Maria College	Elementary Education
Slagal, Erich	Bridgewater State College	Education
Smith, Benjamin	Quinsigamond Comm. College	General Studies
Smith, Matthew	Endicott College	Sports Mgmt./Business
Sperino, David	Syracuse University	Undecided
Spindel, Stephani	UMass-Amherst	English
St. Onge, Katherine	Bridgewater State College	Psychology
Stewart, Spencer	Framingham State College	Psychology
Straight, Samantha	Quinnipiac University	Nursing
Sumner, Briana	University of Hartford	Pre-Law/Criminal Justice
Taft, Jacey	UMass-Boston	Psychology
Taylor, Audrey	Bridgewater State College	Physical Therapy
Tenerowicz, Brent	UMass-Amherst	Computer Science
Testa, Joseph	Employment	
Thayer, Brandon	New England Art Institute	Game Art
Tiernan, Rebekah	UMass-Boston	Undeclared
Tobin, Caroline	Quinsigamond Comm. College	Hospitality

Valcour, Victoria	Worcester Polytechnic Institute	Computer Science
Valianti, Matthew	UMass-Amherst	Business/Sports Management

**ANNUAL TOWN REPORT 2009 - 2010  
DISTRICT EMPLOYEE LISTING - YEAR ENDING JUNE 30, 2010**

**SCHOOL  
COMMITTEE**

Morin, Donald	Chairperson	Term Expires 2012
Applegate, Heather	Vice Chairperson	Term Expires 2013
Harvey, Camille	Secretary	Term Expires 2011
Judith Leonelli		Term Expires 2011
Drennan, Kathleen		Term Expires 2013
Coakley-McGowan, Donna		Term Expires 2012

**ADMINISTRATION**

Fernandes, Jr., Antonio J.	Superintendent	\$154,250
Sullivan Kelley, Mary	Director of Pupil Personnel Services	\$96,484
Donoghue, Edward S.	Financial Officer	\$17,190
Belland, Kimberly A.	Accountant/Human Resources	\$63,776
Gallagher, Janice E.	Director of Curriculum and Instruction	\$82,997
Taylor, Shirley A.	Out of District Coordinator	\$47,140
Leacu, Joseph S.	Director Informational Technology	\$72,622
Byer, Jay	Business Assistant	\$25,000
Choiniere, Kenneth H.	Director Grounds/Maintenance	\$91,173
Scribner, Joan	Principal, Nipmuc Regional High School	\$111,139
	Asst. Principal, Nipmuc Regional High School	\$81,409
Clements, John K.	Asst. Principal, Nipmuc Regional High School	\$15,381
Perras, Gary	Principal, Miscoe Hill School	\$82,778
Kurposka, Roseanne B.	Assistant Principal, Miscoe Hill School	\$79,335
Meyer, Ann J.	Principal, H. P. Clough Elementary School	\$107,378
Rozen, Vincent F.	Principal, Memorial Elementary School	\$89,308
Swain, Debra E.		

**TEACHERS/GUIDANCE/NURSES**

Afable, Mary K.	Teacher	\$33,793
Alibozek, Sandra N.	Teacher	\$53,600
Allen, Kathleen M.	Guidance Counselor	\$68,729
Allen, Patrick J.	Teacher	\$66,816
Alsen, Sheila C.	Teacher	\$58,786
Alvarez, Leticia Alonso	Teacher	\$49,333

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Amitrano, Lauren M.	Teacher	\$61,682
Antonelli, David C.	Teacher	\$74,722
Antonellis, Carla	Teacher	\$52,845
Appleby, Stacy L.	Teacher	\$58,478
Ariel, Veronica C.	Speech Pathologist	\$74,722
Augustino, Gail P.	Occupational Therapist	\$74,596
Barrows, Mary E.	Teacher	\$70,447
Baszner, Jill M.	Teacher	\$78,557
Baszner, Peter E.	Teacher	\$21,960
Beaudoin, Lori L.	Teacher	\$68,486
Beauregard, Victoria L.	Guidance Counselor	\$71,484
Bel, Aimee S.	Teacher	\$66,816
Berthao, Kristen	Teacher	\$68,486
Bertram, Susan J.	Teacher	\$70,447
Bomba, Skye D.	Teacher	\$50,666
Borek, Laurie C.	Teacher	\$62,843
Borgatti, Diane M.	Teacher	\$50,666
Bourke, Martha E.	Teacher	\$68,486
Brigham, Marie E.	Teacher	\$68,486
Brown, Gail N.	Teacher	\$59,382
Bruce, Meredith L.	Teacher	\$26,827
Bucken, Cynthia A.	Guidance Counselor	\$74,596
Burke, Dana D.	Teacher	\$15,396
Campbell, Kevin M.	Teacher	\$68,486
Cardamone, Kathryn L.	Teacher	\$52,845
Carnegie, Patricia E.	Teacher	\$69,239
Casey, Linda J.	Physical Therapist	\$52,260
Castineira, Lucia	Teacher	\$52,845
Cellucci, Anita M.	Teacher	\$55,752
Chapman, Patricia A.	Teacher	\$68,486
Checkoway, Gail E.	Nurse	\$59,382
Christopherson, Kati Lyn	Teacher	\$40,379
Cilley, Meghan C.	Teacher	\$60,368
Clark, Robert E.	Teacher	\$67,426
Claro, Kristine L.	Teacher	\$68,486
Clements, Michael J.	Teacher	\$74,722
Clish, Alison L.	Teacher	\$68,486
Cochran, Ronald A.	Teacher	\$70,447
Cohen, Howard W.	Teacher	\$71,484
Concejo, Esther	Teacher	\$55,282
Connolly, Kerry P.	Teacher	\$63,995

Connors, Kevin M.	Teacher	\$70,447
Cook, June A.	Teacher	\$68,486
Cooney-Brown, Rita C.	Teacher	\$74,722
Costello, Ann T.	Teacher	\$68,486
Cote, Linda	Teacher	\$55,282
Couture, Alyssa	Teacher	\$59,382
Crawford, Alyssa A.	Teacher	\$63,436
Crowley, Patricia A.	Teacher	\$74,722
Cullen, Alyson	Teacher	\$51,451
DaSilva, Meagan E.	Teacher	\$51,451
D'Elia, Lisa	Teacher	\$68,486
DellaRovere, Jeffrey M.	Teacher	\$55,752
DellaRovere, Steven J.	Teacher	\$49,333
Deschenes, Kathleen P.	Teacher	\$50,666
Devlin Ellis, Kami R.	Teacher	\$62,746
Dudley, Anne D.	Teacher	\$61,309
Eagan, Michael A.	Teacher	\$59,382
Edwards, Susan N.	Vision Services	\$41,564
Eland, Rebecca M.	Teacher	\$49,291
Erickson, Jennifer M.	Teacher	\$55,282
Evans, Christopher P.	Teacher	\$55,282
Fagan, Kerry A.	Guidance Counselor	\$61,682
Farley, Amanda J.	Speech Pathologist	\$52,845
Feeley, Mark F.	Teacher	\$77,302
Field, Jennifer C.	Teacher	\$59,382
Frery, Cathy A.	Teacher	\$57,478
Gamboni, Amelia	Teacher	\$53,294
Gauthier, Kristin E.	Nurse	\$42,002
Gentili, Alice M.	Teacher	\$68,729
Gervais, Beth A.	Teacher	\$64,105
Gilchrist, Amy E.	Teacher	\$70,447
Glassman, Scott R.	Teacher	\$55,801
Grady, Jessica A.	Teacher	\$57,478
Grimes, Catherine J.	Teacher	\$62,160
Guerra, Corey M.	Teacher	\$60,306
Guertin, Kathy A.	Psychologist	\$76,462
Guglietti, John M.	Teacher	\$68,486
Hadfield, Christopher M.	Teacher	\$45,229
Hall, Jennifer S.	Teacher	\$61,682
Hall, Timothy J.	Teacher	\$59,319
Hansen, Jonathan M.	Teacher	\$55,282

Hardin, Rebecca A.	Teacher	\$55,282
Hayes, Daniel P.	Teacher	\$64,105
Hendricks, Barbara R.	Teacher	\$51,284
Henes, William T.	Teacher	\$50,666
Henry, Courtney A.	Teacher	\$53,600
Horn, Christine K.	Teacher	\$62,160
Hughes, Aime Jay	Teacher	\$68,486
Ishler, Marabeth	Teacher	\$55,282
Jango, Tanna P.	Teacher	\$59,382
Jarvis, Jacquelyn	Teacher	\$64,105
Johnson, Taylor O.	Teacher	\$42,284
Jordan, Katie J.	Teacher	\$74,722
Joyce, Carla J.	Teacher	\$63,436
Jussaume, Julie A.	Teacher	\$64,105
Kadra, Elizabeth M.	Teacher	\$45,229
Keefe, Kristen L.	Teacher	\$34,927
Keenan, Jaclyn M.	Teacher	\$66,816
Kennedy, Maeve P.	Teacher	\$40,379
King, F. Andrew	Teacher	\$64,615
Kinkela, Melisa J.	Teacher	\$65,083
Krause, Joanne	Nurse	\$37,633
Kyrka, Pamela S.	Teacher	\$76,462
Laflash, Kathleen A.	Teacher	\$72,900
Lajoie, Lauren B.	Teacher	\$55,801
Lambert, Elizabeth E.	Teacher	\$65,083
Lampros, Kristen L.	Teacher	\$68,486
Langdon, Heather B.	Teacher	\$59,382
Larracey, Katherine A.	Guidance Counselor	\$74,722
Leaver, William D.	Teacher	\$68,486
Ledoux, Marsha I.	Teacher	\$66,816
Liddle, Jeffrey	Teacher	\$49,333
Lizotte, Janice G.	Teacher	\$64,105
Lopes, Nancy M.	Teacher	\$72,900
Luciano, Sonia	Teacher	\$53,294
Luzzetti, Renee	Teacher	\$59,382
Lynch, Marianne S.	Teacher	\$50,666
MacFadden, Oliver H.	Teacher	\$40,379
MacIsaac, Daniel A.	Teacher	\$52,845
MacMurray, Robert T.	Teacher	\$42,284
Maglione, Janet R.	Teacher	\$74,722
Maloney, Michael E.	Teacher	\$70,447

Maloney, Rae A.	Teacher	\$65,892
Manser, Caterina A.	Teacher	\$49,291
Marcum, Nathaniel A.	Teacher	\$50,666
Marques, Heather L.	Teacher	\$52,845
Martell, Kristin F.	Teacher	\$40,379
Mattson, Donna M.	Guidance Counselor	\$77,302
McCourt, Heather A.	Teacher	\$59,382
McDonald, Michele M.	Teacher	\$63,436
McDonough, Karen G.	Teacher	\$70,447
McGee, Tammy A.	Teacher	\$49,836
McInnis, William R.	Teacher	\$68,486
McIntyre, Sara Jean	Teacher	\$55,752
McManus, Ellen J.	Teacher	\$34,243
Merten, Matthew N.	Teacher	\$65,892
Messick, Robert S.	Teacher	\$72,900
Miller, Carol J.	Teacher	\$76,462
Moloney, Brian J.	Teacher	\$45,229
Moloney, Tricia	Teacher	\$68,486
Monroe, Wanda B.	Teacher	\$70,447
Montano, Sarah C.	Teacher	\$59,382
Montesdeoca, Juanita	Teacher	\$51,451
Moran, Mary Anne	Teacher	\$68,729
Morel, Michael P.	Teacher	\$53,600
Moroney, Jill A.	Teacher	\$51,451
Morrical, Heather A.	Teacher	\$21,142
Morrison, Wendy H.	Speech Pathologist	\$70,447
Murphy, Sharon M.	Teacher	\$68,729
Naples, Amy B.	Teacher	\$59,786
Napoli, Nicole M.	Teacher	\$57,478
Ogando, Santiago W.	Teacher	\$42,284
Oldfield, III, Frederick G.	Teacher	\$77,703
O'Neil, Maureen A.	Teacher	\$22,644
O'Shaughnessy, Dena L.	Teacher	\$40,379
Page, Christine H.	Teacher	\$76,462
Pardue, Lindsey A.	Teacher	\$49,333
Patacchiola, Kathleen M.	Teacher	\$74,722
Perras, Gary E.	Teacher	\$76,462
Perry, Kathleen B.	Teacher	\$55,282
Petherick, Matthew J.	Teacher	\$55,801
Pezzote, Nicholas P.	Teacher	\$51,266
Pilotte, Kathleen M.	Teacher	\$59,382



Phipps, Wayne R.	Teacher	\$65,325
Phylis, Patricia T.	Teacher	\$72,270
Pilotte, Katherine	Teacher	\$59,382
Pokornicki, Lauren E.	Teacher	\$42,002
Pool, Grace G.	Teacher	\$41,092
Poxon, Lauren N.	Teacher	\$40,379
Presbrey, Karen A.	Teacher	\$76,762
Raposa, Ann	Teacher	\$55,282
Raymond, Kirsten H.	Teacher	\$51,266
Reardon, Kathryn M.	Teacher	\$45,229
Rhodes, Kathleen A.	Teacher	\$74,722
Rice, Katherine A.	Teacher	\$65,892
Rogers, Daniel D.	Teacher	\$52,845
Roger, Jennifer A.	Teacher	\$40,379
Ruby, Suzette M.	Teacher	\$76,462
Ruffing, Lauren	Teacher	\$49,333
Rutkowski, Andrea L.	Teacher	\$61,682
Ryan, Lisa	Nurse	\$59,382
Sadler, Betsy J.	Teacher	\$76,462
Sanford, Amanda A.	Teacher	\$70,447
Sheehan, Paula R.	Teacher	\$62,160
Sierra, Santa S.	Teacher	\$40,379
Smith, Heather A.	Teacher	\$28,731
Smith, Lise M.	Teacher	\$74,722
Soto, Ana M.	Teacher	\$65,083
Spindel, Roy R.	Teacher	\$52,052
St. Pierre, Lauren	Teacher	\$8,713
Stanas, Julie	Teacher	\$42,284
Starkis, Virginia R.	Teacher	\$74,722
Sterry, Anne P.	Teacher	\$52,845
Stienstra, Cecilia L.	Nurse	\$62,843
Suffredini, Carol R.	Speech Pathologist	\$54,789
Thomsen, Timothy P.	Teacher	\$59,382
Tierney, Kathleen M.	Teacher	\$64,615
Todd, Dennis G.	Special Ed. Team Chair	\$74,722
Tomas, Katherine M.	Teacher	\$42,284
Tremblay, Ann Marie	Teacher	\$21,142
Trowbridge, Darryl M.	Teacher	\$49,291
Villarroel, Maria M.	Teacher	\$61,689
Wallace, Hilary	Teacher	\$51,451
Warren, Kristen L.	Teacher	\$64,105

Washburn, Melonie A.	Teacher	\$61,682
Waterman, Heather A.	Teacher	\$68,729
Webster, Brenda L.	Teacher	\$68,486
Welch, Marney P.	Teacher	\$49,333
Wernig, Elizabeth A.	Teacher	\$59,382
Wheelock, Jacqueline B.	Teacher	\$76,462
White, Cari A.	Teacher	\$52,845
Winslow, Tracy E.	Teacher	\$45,229
Wood, Melissa A.	Teacher	\$52,845

#### **SUPPORT STAFF**

Ablondi, Carole J.	Aide	\$13.80/hr.
Agro, Ellen S	Aide	\$13.97/hr.
Alcott, Erin N.	Aide	\$12.57/hr.
Anderson, George M	Aide	\$15.09/hr.
Anderson, Sheri L	Aide	\$12.74/hr.
Arcudi, Laurie A.	Accounting Clerk	\$39,729
Barboza, Lynn A	Aide	\$12.57/hr.
Barr, Diane L	Aide	\$14.20/hr.
Behrikis, Christine L.	Aide	\$12.57/hr.
Belmore, Arlene M.	C.O.T.A.	\$29.22/hr.
Berkowitz, Carrie J	Aide	\$12.74/hr.
Bexon, Patricia M.	Aide	\$16.09/hr.
Blanchard, Mary E.	Aide	\$13.91/hr.
Boczanowski, Carla A	Aide	\$15.09/hr.
Briggs, Diane P	Aide	\$14.20/hr.
Burke, Aimee T	Aide	\$12.57/hr.
Burns, Kristin A	Aide	\$13.97/hr.
Busby, Julia S	Aide	\$12.74/hr.
Callahan, Debra A.	Aide	\$14.20/hr.
Campbell, Roseann M	Aide	\$14.20/hr.
Colonero, Anne Marie	Administrative Assistant	\$35,279
Comfort, Christine A.	Academic Tutor	\$25,826
Corey, Christine	Aide	\$13.39/hr.
Curley, Peter J	Aide	\$15.09/hr.
Curran, Catherine A	ABA Tech.	\$18.66/hr.
Curtis, Bernadette F.	District Data Administrator	\$54,325
Dauley, Jennifer H	Aide Tech.	\$17.38/hr.
DeLuca, Sherry Lynn	ABA Tech.	\$19.00/hr.
Dewitt, Theresa N	ABA Tech.	\$18.66/hr.
D'Innocenzo, Nancy	Nurse Asst.	\$28,321

Drescher, Wendy L	Aide	\$14.20/hr.
Dumas, Alicia H	Aide	\$14.20/hr.
Ernest, Mary C	ABA Tech.	\$17.49/hr.
Farrell, Denise A.	Administrative Assistant	\$42,682
Ferris, Jay C.	Administrative Assistant	\$29,436
Ferrucci, Lauren	Administrative Assistant to Superintendent	\$25.63/hr
Fior, Cora	ABA Tech.	\$20.44/hr.
Flanders, Jessica A	ABA Tech.	\$17.49/hr.
Fleury, Katherine B.	Tech. Teaching Asst.	\$27,954
Foley, Carole A	Aide	\$13.91/hr.
Foley, Carole A	Library Aide	\$17.04/hr.
Fotheringham, A.	Aide	\$12.57/hr.
Gale, Karlyn M.	Library Teaching Asst.	\$27,954
Gaskill, Karen M	Aide	\$12.74/hr.
Gibson, Carol A.	Administrative Assistant	\$41,850
Gorman, Susan E	Aide	\$12.74/hr.
Grady, Janis L.	Administrative Assistant	\$41,850
Graves, Gina	Aide	\$16.09/hr.
Grigaitis, Christopher E	ABA Tech.	\$19.00/hr.
Hack, Catherine A.	Library Teaching Asst.	\$27,954
Hackenson, Sharon M	Aide	\$13.91/hr.
Harrison, Karen A	Aide	\$12.57/hr.
Herd, Jacqueline R	Aide	\$13.97/hr.
Hess, Mary E	Aide	\$14.20/hr.
Hodgens, Tammy A	Aide	\$15.09/hr.
Holmes, Ellen F	Aide	\$15.09/hr.
Hurd, Lisa M	ABA Tech.	\$19.00/hr.
Hureau Allaire, Cora J.	Sped. Aide-G	\$12.74/hr.
Laczka, Lana M.	Before/After School Program	\$22.50/hr
Linehan, Deborah A.	Administrative Assistant	\$30,021
Lipscomb, Carol L	Aide	\$13.91/hr.
Loeper, Lorraine G	Aide	\$14.20/hr.
Lowther, Kimberly M	Aide	\$12.97/hr.
Mackie, Ellen F	Aide	\$15.09/hr.
Madden, Melissa K	Aide	\$12.57/hr.
Malisz, Ann Marie	Accounts Payable	\$41,686
Mateer, Lisa	Aide	\$16.09/hr.
Maynard, Regina	Aide	\$12.57/hr.
Mayzel, Karen S	Aide	\$12.97/hr.
Mccluskey, Heidi E	Aide	\$15.09/hr.
McDevitt, Cynthia L.	Administrative Assistant	\$42,682

McIsaac, Katherine M	Aide	\$13.97/hr.
McQuilkin, Erika K	Aide	\$14.20/hr.
McShane, Leslie J	Aide	\$13.91/hr.
Moore, Ona S.	Administrative Assistant	\$34,309
Mullarkey, Debra A.	Administrative Assistant	\$41,850
Milton, Lori	Aide	\$16.09/hr.
Murphy, Eileen S	Aide	\$12.97/hr.
Noreau, Catherine A	Aide	\$13.97/hr.
Oglesby, Pamela M.	Aide	\$12.57/hr.
Paiva, Susan J	ABA Tech.	\$18.66/hr.
Patrick, Katelyn M.	Extended Day	\$17.88/hr
Perkins, Carol M	ABA Tech.	\$18.66/hr.
Perkins, Tracee L	Clerical Asst.	\$12.57/hr.
Peterson, Lisa	Aide	\$12.57/hr.
Petrie, Sandra	ABA Tech.	\$19.00/hr.
Pilkington, Rebecca	Extended Day	\$17.88/hr
Pulkkinen, Diane C.	Administrative Assistant	\$42,682
Pucci, Susan	Aide	\$13.97/hr.
Quinn, Vicki A	Aide	\$12.97/hr.
Ramsey, Paula J.	Academic Tutor	\$24.61/hr.
Rapp, Karen P	Aide	\$12.74/hr.
Rawlings, Nancy	ABA Tech.	\$19.00/hr.
Richardson, Mary E	Clerical Asst.	\$12.57/hr.
Riordan, Tracey J.	Aide	\$12.74/hr.
Robbins, Nancy C.	Nurse Asst.	\$29,466
Russell, Linda J	Aide	\$12.97/hr.
Russo, Angela	ABA Tech.	\$16.09/hr.
Ryan, Christina E	Aide	\$12.57/hr.
Scanlon, Nancy J	ABA Tech.	\$17.49/hr.
Schaefer, Stella F	Aide	\$18.66/hr.
Scholten Barys, Gretchen	Aide	\$13.97/hr.
Siska, Joan E.	A.P.E.	\$27.59/hr.
St. Onge, Kellie J	Aide	\$13.91/hr.
Stanley, Maria A	Aide	\$13.91/hr.
Steiger, Danielle	ABA Tech.	\$19.50/hr.
Sullivan, Carol E.	Academic Tutor	\$25,826
Thirsk, Barbara L	Aide	\$13.91/hr.
Thornton, Omaira J	Aide	\$13.91/hr.
Turner, Deborah J	ABA Tech.	\$18.66/hr.
Vandervalk, Mary A	Aide	\$13.91/hr.
Vanslette, Cynthia K	Aide	\$12.97/hr.

Villemaire, Lori A.	Administrative Assistant	\$29,200
Whitmore, Ruth B	Aide	\$12.57/hr.
Whitten, Karin B.	Academic Tutor	\$24.61/hr.
Wilcox, Lorraine R	Aide	\$17.38/hr.
Williams, Kimberly A	Aide	\$12.97/hr.
Wlazlak Portev, Agnieszka	ELL Tutor	\$51.40/hr.
Zinno, Denise L.	Administrative Assistant	\$41,850

#### **CUSTODIANS**

Baker, John C.	Custodian	\$30,493
Bergeron, Brett R.	Custodian	\$34,611
Burke, Frances J.	Custodian	\$51,584
Carlson, Richard P.	Custodian	\$46,530
Choiniere, Brad H.	Custodian	\$31,408
Clafin, Thomas E.	Custodian	\$14,352
Coburn, Douglas E.	Custodian	\$39,208
Ellis, Gary R.	Custodian	\$37,398
Engblom, Gary A.	Custodian	\$30,285
Gentili, Richard B.	Custodian	\$47,632
Hackenson, Kevin A.	Custodian	\$41,246
King, Mark W.	Custodian	\$42,494
MacDonald, Robert H.	Custodian	\$43,846
Masters, Patrick K.	Custodian	\$30,493
Mullen, Jr., Joseph I.	Custodian	\$37,794
Nealley, John H. Jr.	Custodian	\$13.26/hr.
Opatka, Henry J.	Custodian	\$37,794
Sawash, Raymond J.	Custodian	\$31,096
Tobin, Jr., William H.	Custodian	\$33,363
Wheet, Jeffrey M.	Custodian	\$35,069
Willinski, John J.	Custodian	\$45,406

#### **CAFETERIA**

Crisafulli, Anne W.	Food Service Director	\$51,655
Armstrong, Laurie J.	Cafeteria	\$15.08/hr
Auty, Maryanne	Cafeteria	\$15.08/hr
Burton, Sherry A.	Cafeteria	\$15.83/hr
Camire, Denise M.	Cafeteria	\$15.38/hr
Cardoza, Bettiann	Cafeteria	\$15.68/hr
Clifton, Theresa A	Cafeteria	\$15.38/hr

Cote, Doreen J.	Cafeteria	\$18.27/hr
Cutler, Elizabeth	Cafeteria	\$15.08/hr
D'Alesio, Kathleen M.	Cafeteria	\$15.38/hr
Doe, Charlene A.	Cafeteria	\$15.68/hr
Gannon, Nancy E.	Cafeteria	\$15.38/hr
Gardner, Elaine M.	Cafeteria	\$15.68/hr
Grady, Rose M.	Cafeteria	\$15.68/hr
Hadley, Karen A.	Cafeteria	\$16.14/hr
Jionzo, Laura J.	Cafeteria	\$15.08/hr
MacKinnon, Bonnilee	Cafeteria	\$15.08/hr
Nyborn, Barbara	Cafeteria	\$18.63/hr
Siple, Mary Lee	Cafeteria	\$18.27/hr
Thompson, Constance C.	Cafeteria	\$15.08/hr
Vandervalk, Susan H.	Cafeteria	\$15.68/hr

**Blackstone Valley  
Vocational Regional School District  
Fiscal Year 2010 Annual Report**

**Avenue to the Future – Pointing the Way**

Students find opportunity at Valley Tech, where their career path to a potentially bright future begins.

The Blackstone Valley Vocational Regional School District, which receives continuing support from its thoughtful partners in households and workplaces, firmly believes today's youth can meet or exceed the expectations and demands this century will present. Valley Tech prides itself on being a system that, despite its successes, undergoes constant evaluation and demonstrates a willingness to adjust and improve.

Valley Tech students, staff, and administrators advanced their record of noteworthy accomplishments in Fiscal Year 2010 (July 1, 2009 – June 30, 2010) and this report highlights that value-added aspect of the Valley Tech experience.

As the nationwide economic recession continued to affect the Commonwealth of Massachusetts during FY10, Valley Tech officials reduced expenditures while protecting our hallmark high quality vocational-technical education for our increasing student population. In fact, Valley Tech's FY10 budget, unanimously approved by each of its 13 district member towns, reflected an overall increase of just 1.99 percent.

Your vocational-technical system is proud to hold your trust. Valley Tech provides a rigorous academic curriculum that integrates the competencies students gain from their sophisticated vocational-technical instruction.

**Our Mission**

To provide, in a safe learning environment, integrated academic and vocational-technical skills, empowering each student to achieve world-class educational excellence, diverse career opportunities, and individual success in an ever-changing global society.

Valley Tech offers employees and students equal opportunities without regard to race, color, gender, sexual orientation, religion, national origin, nature or status of residence, or disability.

**Our District**

Blackstone Valley Regional Vocational Technical High School, based in Upton, proudly serves the towns of Bellingham, Blackstone, Douglas, Grafton, Hopedale, Mendon, Milford, Millbury, Millville, Northbridge, Sutton, Upton, and Uxbridge.

### **A Letter from the Superintendent-Director**

During my 16-year tenure as superintendent-director of Valley Tech, we have witnessed a dramatic transformation in vocational-technical education and the delivery of your nationally recognized system. We have also experienced unprecedented growth, in overall student population and in the methodology we employ to prepare students for a myriad of career pathways.

Our students face a literal world of competition for employment and we remain steadfast in our mission to prepare them for the challenges awaiting them. As a stakeholder of our District, the yearly financial commitment you make to your vocational-technical school supports the growing student body, and it provides substantial return on that investment with remarkable accomplishments.

Since 1993, Massachusetts has made great strides in education reform and students have reached levels of performance that equal or surpass those in most other states and even other countries. At Valley Tech, each successive class consistently raises the bar for those who follow. We know our stakeholders expect results, and we take great pride in the achievements of our students. We hope you do, too.

I am honored not only to serve as Superintendent-Director of Valley Tech, but to represent this system on the state and national level as well, in particular as the President of the Massachusetts Association of School Superintendents. As more practitioners come to understand the significant benefits of integrating vocational and life skill training with an academic curriculum, systems like Valley Tech are drawing greater attention. The rigorous practices implemented at high quality vocational-technical schools are now considered a model for all systems to incorporate in teaching.

During FY10, we once again responded to the demands of this District by increasing the overall student enrollment and establishing a post-secondary Licensed Practical Nursing program. To support all of our students with alternative educational opportunities, we remain committed to pursuing any non-taxpayer revenues available. These are some of the most difficult economic times for all of public education and we seek to reduce our member town assessments with creative and innovative methods.

We thank you for your interest in our 2010 Annual Report and hope that the prominence of your vocational-technical system earns your pride.

Dr. Michael F. Fitzpatrick  
*Superintendent-Director*

### **Valley Tech Opens Post-secondary LPN Program**

Thinking ahead to ensure eligibility for as many funding sources as possible in the coming years, Valley Tech aggressively secured full approval of its post-secondary Licensed Practical Nurse program, which opened in the fall. The expedited application and approval process, achieved through impressive cooperation from officials of the



Massachusetts Department of Elementary and Secondary Education (DESE), positioned Valley Tech for more state aid eligibility during Fiscal Year 2011.

"This important new Practical Nursing program will help to address the nursing shortage," said JC Considine, spokesman for the DESE. "Staff from the Blackstone Valley Regional Vocational Technical School District worked diligently with Department staff to ensure a thorough, expedited review, and to secure approval of this program."

Superintendent-Director Dr. Michael Fitzpatrick said the "total team effort," including DESE State Director of Career/Vocational Technical Education Jeffrey Wheeler and DESE district liaison David Edmonds, enabled Valley Tech to include the 22 enrolled post-secondary LPN students among the system's Chapter 74 approved program offerings, in turn driving potential additional state assistance.

The program is under the direction of Kathleen Ashe, MSN, and in late FY10, Ms. Ashe and her staff were recruiting students for the second cohort of LPN students, slated to begin in January 2011.

Dr. Fitzpatrick lauded the cooperation and efforts of Valley Tech's legislative representatives, Senators Richard Moore and Michael Moore, and Representatives Jennifer Callahan, John Fernandes, George Peterson, Paul Kujawski, and Paul Frost in positioning Valley Tech for grants and resources to support the tuition-based nursing program.

Students are doing their clinical studies at St. Camillus Health Center in Whitinsville, Beaumont Rehabilitation and Nursing of Northbridge, and the Geriatric Authority of Milford.

### **Students Respond to High Expectations**

The accomplishments of our students reflect the Valley Tech commitment to learning:

- The Class of 2010 became the seventh class in a row to attain 100 percent competency determination on the state-mandated Massachusetts Comprehensive Assessment System (MCAS) tests.
- For the third straight year, the maximum number of seniors from Valley Tech were declared eligible for the John and Abigail Adams Scholarship, awarded by the Commonwealth of Massachusetts through the Department of Elementary and Secondary Education. The 70 seniors hit the threshold of the top 25 percent of the students in the District. The scholarship program was introduced by the Governor's office and the DESE for the Class of 2005. Twenty members from that class at Valley Tech were eligible. The number of qualifiers rose to 37 for the Class of 2006, to 42 for the Class of 2007 and to the maximum 56 for the Class of 2008, and 70 for the Class of 2009.
- Students at Valley Tech realize the importance of finishing their secondary careers if they hope to find success in post-secondary institutions or in the workforce. They

have consistently responded by remaining in school throughout their four years at Valley Tech. The school has one of the lowest dropout rates in the Commonwealth,

Test Date	Class YOG*	Math A/P*	Math NI/F*	ELA* A/P	ELA NI/F
Spring 2009	2011	84%	16%	86%	14%
Spring 2008	2010	78%	22%	79%	21%
Spring 2007	2009	74%	26%	73%	27%
Spring 2006	2008	70%	30%	66%	34%
Spring 2005	2007	62%	38%	55%	45%
Spring 2004	2006	55%	45%	58%	42%
Spring 2003	2005	36%	64%	42%	58%
Spring 2002	2004	34%	66%	34%	66%
Spring 2001	2003	34%	66%	29%	71%

according to statistics compiled by the Massachusetts Department of Elementary and Secondary Education. For the Class of 2009, Valley Tech had a 2.0 percent dropout rate, contrasted to the state average of 2.9 percent. Valley Tech was also among the leaders for the highest four-year graduation rate among district high schools. Valley Tech's graduation rate was 96.8 percent. The state average was 81.2 percent.

- The results from the spring 2009 administration of the Massachusetts Comprehensive Assessment System tests to members of the Class of 2011 showed that for the ninth straight year Valley Tech students made noteworthy gains in reaching proficiency on the MCAS. Federal legislation requires all students to reach Advanced or Proficient in mathematics and English language arts by 2014. Eighty-four percent in math and 86 percent in English reached that level on the first attempt in Valley Tech's Class of 2011. The data reflected a six percent increase in math and seven percent increase in English proficiency over Valley Tech's Class of 2010. The percentages of students who scored at Advanced or Proficient levels are well above the state averages of 75 percent in math and 81 percent in English. On the science and technology/engineering test, which the DESE has made a third requirement to receive a high school diploma, Valley Tech's Class of 2011 reached a proficiency percentage of 75, well above the state average of 61.

*\*YOG – Year of Graduation*  
*\*A/P – Advanced/Proficient*

*\*ELA – English Language Arts*  
*\*NI/F – Needs Improvement/Failure*

- The 16<sup>th</sup> Annual Superintendent's Dinner, a seven-course gourmet meal planned and prepared by the Culinary Arts students, staff, and alumni, was once again a rousing success. The funds raised by the enjoyable evening support various student initiatives. The dinner, which draws regional stakeholders and numerous state

officials, highlights the contributions and talents of several vocational-technical programs in addition to Culinary Arts. Those programs include students from Painting and Design Technologies, Carpentry, Electronics, Graphics Communications, and Heating/Ventilation/Air Conditioning/Refrigeration.

### **Valley Tech Awarded State Clean Energy Grant**

Valley Tech was one of six organizations named by Governor Deval Patrick to receive a Clean Energy Workforce Development Grant, worth some \$151,000, in recognition of the global need to seek alternative energies and educate staff and students in these new clean energy technologies.

Valley Tech was the lead applicant and has acted as the fiscal agent for the EnSAVE Program (Energy Solutions Accentuating Vocational Education). EnSAVE trains an established network of vocational-technical teachers in building science/weatherization, solar photovoltaic panels, and solar domestic hot water systems. These instructors in turn teach vocational students and adult evening students the same technologies and the skills that may lead to certification in these newer technology areas.

The EnSAVE program involves a consortium of Massachusetts vocational-technical high schools, post-secondary partners, cooperative business alliances, trade unions, and employment training agencies.

Named by the Massachusetts Technology Collaborative Renewable Energy Trust as a "Green School," Valley Tech's campus features numerous alternative energy and conservation measures. The school benefited from a 2003-2006 \$36 million expansion and renovation. The project included the installation of a photovoltaic panel system for harnessing electricity, a solar pre-heating hot water system, refracting daylight tubes to bring natural light into interior spaces, and numerous other energy and water-saving features.

The five other organizations in the Commonwealth to be awarded funding were: Western New England College in Springfield, the University of Massachusetts-Boston, the Asian American Civic Association in Boston, Bristol Community College in Fall River, and Nuestras Raices in Holyoke.

### **Lt. Gov. Murray, Commissioner Chester Visit Campus**

One of the benefits of career and technical education is the fact that applied learning is built into everyday curriculum. Massachusetts Lieutenant Governor Timothy Murray witnessed examples of that first-hand during a visit to Valley Tech.

"There is such a vast array of activity going on here," Murray said as he went through one of the system's seventeen vocational-technical training areas. Lt. Gov. Murray also joined us at the annual Superintendent's Dinner.

Education has been one of the top priorities of the Patrick-Murray Administration, and Governor Deval Patrick signed in January the state's first major education reform

legislation since 1993. Murray, the former mayor of Worcester, pledged to visit regional vocational-technical schools throughout the Commonwealth. In his capacity as Lieutenant Governor, Murray serves as Chairman of the Regionalization Advisory Commission and the Science, Technology, Engineering, and Mathematics (STEM) Advisory Council.

The regionalization commission is exploring potential opportunities, benefits, and challenges to regionalizing services among municipalities. The Science, Technology, Engineering, and Mathematics council is seeking to ensure that students in Massachusetts are educated in the STEM fields, better preparing them for post-secondary education or careers in these areas.

Mitchell Chester, Commissioner of Education, also visited Valley Tech during the school year. Commissioner Chester spoke with many students while touring the vocational-technical laboratories.

"I am impressed by the exceptional enthusiasm and total focus of the students here," Commissioner Chester said.

In May, Valley Tech also underwent an extensive Coordinated Program Review by the DESE. Such intense visits are routinely conducted by the DESE to satisfy federal and state requirements for the periodic review of specific education programs and services.

The on-site team reviewed all academic and vocational-technical programs, student and financial records; interviewed administrators, teachers and parents; and made instructional site observations. The final report from the review has yet to be received, but all indications are that the findings would be extremely positive.

Dr. Fitzpatrick said reviews of this type are useful for staff members and that the report will be welcomed in planning for continued improvement of educational services.

### **State Championships Find Home at Valley Tech**

For the fourth straight year, Valley Tech was recruited to host the annual SkillsUSA Massachusetts state championships for more than 640 students competing in some 50 vocational-technical trade and employment contests. SkillsUSA Massachusetts is New England's largest educational organization, providing opportunities for students to develop leadership and teamwork skills through education, training, service, and competition.

We were pleased to partner with Milton-CAT of Milford and the Upton Highway Department for two contests. Milton-CAT generously donated staff, time, and space for Diesel Equipment Technology participants to undergo technical written and practical tests. The Upton Highway Department hosted the Brick Masonry competition.

In partnership with a sizable number of businesses and industries, the SkillsUSA championships and conference have evolved into a nation-wide multi-million dollar event with major non-tax support and donations.

At the prestigious national SkillsUSA championships in Kansas City, Missouri, Valley Tech recorded podium finishes for the seventh time in the last eight years and the Community Service team successfully defended its gold medal. More than 5,000 students from across the country competed in 91 trade and technical fields at the conference.

Valley Tech won three gold medals as the Community Service team, under the direction of English and History Team Leader Rosemary Quirk, won the gold for its school year-long cancer awareness campaign in memory of Valley Tech coach and teacher Edward Waters. The three-person team included Elizabeth Belanger of Northbridge, Lacey O'Neil of Milford, and Erica Poirier of Blackstone.

Alysa-Rae Mello of Northbridge won a silver medal in Food & Beverage Service.

The other students from Valley Tech finishing well were Haley Beaudoin (Northbridge) fourth in Technical Computer Applications; Christopher Delmore (Milford) and Joshua LaBonte (Milford) sixth in 3-D Visual Animation; Riley Jordan (Grafton) 14<sup>th</sup> in Cosmetology; Christopher Downing (Millville) 25<sup>th</sup> in Auto Service Technology, and Andrew Cardin (Sutton) 27<sup>th</sup> in Welding.

The school-wide integrated initiative of our U.S. FIRST Robotics team once again performed well in contests throughout New England. The Valley Tech Team 61 Shifters combined their creative thinking, problem-solving, and engineering talents in competing against some of the top teams in the country at regional events. Valley Tech constructs a robot each year as an integrated project across several vocational-technical programs. Drafting students design and engineer the parts, while the Manufacturing Technologies students manufacture them. Carpentry students produced the base and design prototypes. Electronics students support the project with the wiring and Auto Body students paint the parts. Information Technology students handle programming issues and Graphic Communications students design and print spirit-building team T-shirts.

Valley Tech also once again hosted the FIRST LEGO League competition for middle school students learning science, technology, and engineering through the intensity and fun of hands-on contests. A full field of 64 teams competed with students, aged 9-14, from across the Northeast.

Thanks to plain hard work, Valley Tech athletic teams continue their remarkable streak of winning ways in the Colonial Athletic League, as well as in the Massachusetts Interscholastic Athletic Association (MIAA) district and state playoffs. After a slow start, the football team captured its first State Vocational Super Bowl title. The 2007 team won a Division 3A Super Bowl at Westfield State College's new field. The girls softball team, which won a Central Mass. Division 3 title in 2006, found its way back to the District final. Families and fans are eager to monitor the promising future of these young competitors. Valley Tech also won state vocational titles in girls soccer and girls cross country. Student athletes are asked to support their teams through numerous fund-raising activities. Valley Tech's athletic records and win percentages have brought several Boston Globe awards.

**Class of 2010:** The Class of 2010 included the following members from Upton (National Honor Society members are indicated by NHS in parentheses): LissaAnn W. Minichiello (NHS), Cosmetology; Jessica M. Jones, Culinary Arts; Deonna M. Moran, Culinary Arts; Alyssa M. Oggiono, Culinary Arts; Courtney A. Mattingly (NHS), Dental Assisting; Courtney M. Wolfgang, Dental Assisting; Alexandra B. Mutty, Electronics; Chelsea D. Mathieu (NHS), Health Services; Patrick M. Gorman, Information Technology; Luis E. Yera, Manufacturing Technologies.

#### **Numbers Reflect Conservative Approach**

The success of our student body continues to be measured by 100% competency determination, high career placement rates, and high college matriculation rates for our graduates. This in turn inspires confidence in our stakeholders that Valley Tech is succeeding in its mission to prepare the students of Blackstone Valley with a world class education. The District's FY10 total operating budget was \$18,455,211. Chapter 70 Aid contributed \$7,072,673 and Minimum Contributions from the 13 member towns totaled \$8,128,008.

In the operation portion of the budget, but outside DOE Net School Spending areas, the District budgeted \$466,894 for transportation costs and \$780,839 for retiree medical coverage while deferring the acquisition of capital assets. This was offset by \$552,557 in regional student transportation funds received from the Commonwealth. In addition to their state-required Minimum Contributions, the member towns unanimously supported the school's operating budget with shared assessments for operations, student transportation, and retiree medical. This investment was designed with sensitivity to the financial challenges faced by our 13 member towns, but more importantly to provide the fiscal support to respond to the diverse learning needs of our student body which grew by 5.5 percent over FY09.

In response to continued weakening economy and lower than expected tax collections, the Commonwealth was forced to reduce the District's Chapter 70 & 71 allocations by \$325,331; however, those funds were completely restored with funding from American Recovery & Reinvestment Act (State Fiscal Stabilization Funds). Given the ongoing fiscal constraints and the likelihood of a continued economic slump, the District continues to search out greater efficiencies in its staffing patterns, supply purchases, technology, and other contractual services requirements. Bolstered by prudent budget management practices, the District utilized unreserved fund balance in the amount of \$287,500 to offset member town assessments. The District also secured an additional \$1.9 Million in grants and private donations to fund educational investments and vocational instructional equipment.

<b>BUDGETED REVENUES</b>	<b>Original</b>	<b>Actual</b>
<b>Member Town Assessments:</b>		
Minimum Contribution	8,182,011	8,182,011
Transportation (Over State Aid)	466,894	466,894
Capital Equipment	-	-
Retiree Medical	780,839	780,839
Member Credits	(37,500)	(37,500)
Debt Service	671,557	671,557
Total Member Assessments	10,063,801	10,063,801
<b>State Aid:</b>		
Chapter 70 - Regional Aid	7,222,279	7,072,673
Transportation Reimbursement	728,282	552,557
Total State Aid	7,950,561	7,625,230
<b>Other Revenue Sources:</b>		
Miscellaneous Income	153,349	118,310
Unreserved Fund Balance	287,500	287,500
Total Other Revenues	440,849	405,810
<b>GRAND TOTALS</b>	<b>18,455,211</b>	<b>18,094,841</b>

### **Researching and Earning Grants/Awards/Rebates**

Always, Valley Tech aggressively pursues any non-taxpayer resources available through public and private grants or donations. These dollars provide additional support for expanded learning, programs, and services for students. The funds also assist in reducing member town assessments. The District welcomes additional suggestions regarding untapped sources or funding opportunities. Grants secured during the past fiscal year are:

<u>Source</u>	<u>Grant</u>	<u>Amount</u>
<b>(Stimulus Funds)</b>		
ARRA	Title I ARRA	19,708.00
ARRA	ARRA IDEA	219,504.00
ARRA	SFSF	553,185.00
<b>(Federal Entitlement)</b>		
Fed	Title I	81,580.00
Fed	Title I FY09 Carryover	20,402.00
Fed	Title II A	25,171.00
Fed	Title II D	1,128.00
Fed	Title IV	2,861.00
Fed	SpEd 240	271,859.00
Fed	Perkins	145,831.00

<b>(State Entitlement)</b>		
State	Collaborative Ac. Support	1,300.00
State	Academic Support	19,000.00
<b>(Competitive/Private)</b>		
Comm. Corp.	Clean Energy Grant	150,000.00
NMSI/MMSI	AP Training & Award Program	391,400.00
State/Fed	Perkins Equipment	38,695.00
State/local	LCC Cultural Grant Grafton	150.00
State/local	LCC Cultural Grant Milford	500.00
State/local	LCC Cultural Grant Northbridge	500.00
State/local	LCC Cultural Grant Sutton	500.00
VTEF	Rachel's Challenge	1,000.00
VTEF	HSTW Incentives	1,000.00
VTEF	Watch your Mouth	500.00
VTEF	COPD Simulator	878.00
VTEF	DECA Blazers	936.00
VTEF	Project Smile	1,000.00
VTEF	Aviation Club	1,000.00
BVCC	Workforce Grant	4,500.00
Federal	Pathways out of Poverty	2,000.00
Total:		<b>\$1,956,058.00</b>

### **School Committee Provides Experience, Expertise**

Our School Committee comprises 13 dedicated individuals, and their expertise proves invaluable in overseeing District operations. Committee members are elected to four-year terms in voting across the District. Our students benefit from their experience base representing an array of industry occupations, which improves Valley Tech.

Michael D. Peterson, Mendon  
*Chairman*

Gerald M. Finn, Millville  
*Vice Chairman*

Daniel L. Baker, Uxbridge  
*Secretary*

Paul M. Yanovitch, Hopedale  
*Assistant Treasurer*

Joseph M. Hall, Bellingham  
William J. Pontes, Blackstone  
John C. Lavin, III, Douglas  
Anthony M. Yitts, Grafton  
Arthur E. Morin, Jr., Milford



Chester P. Hanratty, Jr., Millbury  
Jeff T. Koopman, Northbridge  
Mitchell A. Intinarelli, Sutton  
Kenneth M. Pedersen, Jr., Upton

Dr. Michael F. Fitzpatrick  
*Superintendent-Director*

Barbara Auger  
*District Treasurer*

**Blackstone Valley Vocational Regional School District**  
**65 Pleasant St.**  
**Upton, MA 01568-1499**  
**(508) 529-7758**  
**(800) 529-7758**  
**[www.valleytech.k12.ma.us](http://www.valleytech.k12.ma.us)**

## **REPORT OF THE COMMISSION ON DISABILITY**

The Commission on Disability installed TTY devices in many locations throughout our municipal offices, in order that the hearing impaired might be able to communicate with Upton Town Departments by telephone. Training on the use of the TTY devices was provided to municipal personnel. The following are each department's TTY telephone number:

Department of Public Works	(508) 529-3067
Water/Wastewater Department	(508) 529-3067
Board of Health	(508) 529-6813
Tree Warden	(508) 529-3067
Parks and Recreation	(508) 529-3067
Council on Aging	(508) 529-4558
Town Accountant	(508) 529-3737
Town Treasurer	(508) 529-3737
Upton Cable Television	(508) 529-3737
Town Clerk	(508) 529-3565
Planning Board	(508) 529-3565
Board of Assessors	(508) 529-1002
Board of Selectmen	(508) 529-1002

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## TOWN DIRECTORY EMERGENCY

**Police / Fire / Ambulance.....911**  
**TTY Hearing Impaired Telephone Numbers (268)**

<b>Selectmen Meeting</b> are held the 1st and 3rd Tuesday Evening 6:00 p.m. at the...	<b>529-6901</b>
<b>Fire &amp; EMS Headquarters Office Open:</b> Monday-Thursday, 7:00 a.m. to 5:30 p.m.	
<b>Town Clerk</b> Monday/Wednesday 9:00 a.m.-3:00 p.m.	
Tuesday, Thursday 9:00 a.m.-1:00 p.m. and 6:00 p.m.-8:00 p.m. ....	<b>529-3565</b>
<b>Animal Control Officer</b> .....	<b>529-6813</b>
<b>Assessors</b> Monday-Thursday 7:30 a.m.-4:30 p.m.	
Wednesday 6:30 p.m.-8:30 p.m.....	<b>529-1002</b>
<b>Code Enforcement Department</b>	
Closed Monday Open Tuesday-Thursday 8:00 a.m.-4:30 p.m.	
Friday 8:00 a.m.-3:30 & Saturday 9:00 a.m.-12 Noon .....	<b>529-2633</b>
<b>Collector/Treasurer</b> Monday-Thursday 9:00 a.m.-4:00 p.m. ....	<b>529-3737</b>
<b>Conservation Commission</b> .....	<b>529-6286</b>
<b>Council on Aging Drop-In-Center</b> .....	<b>529-4558 &amp; 529-4559</b>
<b>Emergency Management Director</b> .....	<b>529-3421</b>
<b>Fire Department Business</b> .....	<b>529-3421</b>
<b>Health Board</b> Closed Monday Open Tuesday-Friday 9:00 a.m.-4:00 p.m.	
(Meetings on 2nd and 4th Thursday 7:00 p.m.) .....	<b>529-6813</b>
<b>Highway Department</b> .....	<b>529-3067</b>
<b>Historical Commission</b> .....	<b>529-6600</b>
<b>Housing Authority</b> .....	<b>529-4048</b>
<b>Library</b> Tuesday, Wednesday & Thursday 10:00 a.m.-8:00 p.m.,	
Friday 9:00 a.m.-2:00 p.m., Saturday 9:00 a.m.-2:00 p.m.,	
Closed Sundays and Mondays .....	<b>529-6272</b>
<b>Nursing and Health Service</b> .....	<b>529-3110</b>
<b>Parks and Recreation Building (Summers Only)</b> .....	<b>529-3232</b>
<b>Planning Board</b> Tuesday and Thursday 8:00 a.m.-2:00 p.m.....	<b>529-1008</b>
<b>Police Department Business</b> .....	<b>529-3200</b>
<b>Public Works Department</b> .....	<b>529-3067</b>
<b>Superintendent of Schools</b> .....	<b>634-1585</b>
<b>Town Accountant</b> .....	<b>529-1013</b>
<b>Tree Warden</b> .....	<b>529-6247</b>
<b>Upton Cable Television (UCTV)</b> .....	<b>529-1736</b>
<b>Veterans' Agent</b> .....	<b>529-2471</b>
<b>Wastewater Treatment Plant</b> .....	<b>529-3216 &amp; 529-3993</b>
<b>Water Department</b> .....	<b>529-3993</b>
<b>Water Department Emergencies</b> .....	<b>529-3200</b>
<b>Wiring Inspector</b> .....	<b>529-2633</b>
<b>Zoning Board of Appeals</b> .....	<b>529-3507</b>