

2023 Annual Report

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2023



TOWN OF UPTON

CENSUS

2023	Town Census	8358			
2022	Town Census	8268	1970	Federal Census	3484
2021	Town Census	8000	1960	Federal Census	3127
2020	Town Census	7702	1950	Federal Census	2656
2019	Town Census	7828	1940	Federal Census	2249
2018	Town Census	7728	1930	Federal Census	2026
2017	Town Census	7737	1900	Federal Census	1937
2016	Town Census	7613	1890	Federal Census	1878
2015	Town Census	7399	1880	Federal Census	2203
2014	Town Census	7431	1870	Federal Census	1989
2013	Town Census	7418	1860	Federal Census	1986
2012	Town Census	7360	1850	Federal Census	2018
2011	Town Census	7342	1840	Federal Census	1658
2010	Town Census	7366	1835	Federal Census	1410
2010	Town Census	7542	1830	Federal Census	1167
2000	Town Census	6369	1820	Federal Census	1088
2000	Federal Census	5642	1810	Federal Census	955
1990	Federal Census	4677	1800	Federal Census	854
1980	Federal Census	3884	1790	Federal Census	833

Incorporated June 14, 1735 - Approximately 50 Families

Town Comprises 21.81 Square Miles

Land - 13,853.3 acres

Water 104.7 - acres

Town Highways - 74 miles

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

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

MASSACHUSETTS OFFICIALS

U.S. SENATORS

Edward Markey

Elizabeth Warren

CONGRESSMAN 2nd DISTRICT

James McGovern

STATE SENATOR, SECOND WORCESTER & HAMPDEN DISTRICT

Ryan Fattman

REPRESENTATIVE, NINTH WORCESTER DISTRICT

David K. Muradian, Jr.

SHERIFF OF WORCESTER COUNTY

Lewis Evangelidis

CHAIRMAN & CEO WORCESTER REGIONAL RETIREMENT

Kevin P. Blanchette

CLERK MAGISTRATE WORCESTER COUNTY SUPERIOR COURT

Thomas J. Noonan

REGISTER OF PROBATE AND INSOLVENCY

Stephanie K. Fattman

REGISTER OF DEEDS, WORCESTER COUNTY

Anthony J. Vigliotti, Esq.

DISTRICT ATTORNEY, WORCESTER COUNTY

Joseph D. Early Jr.

IN MEMORIAM

The Town Report of 2023 recognizes the following individuals who served the Town of Upton with commitment and distinction.



Edward V. Bergmann

December 22, 1952 ~ October 25, 2023

EMT/ Reserve Firefighter with Upton Fire/EMS



Kathleen A. Desjardins

February 19, 1967 ~ January 15, 2023

Department Specialist - DPW



Eva P. Fowler

July 19, 1949 ~ June 4, 2023

*Treasurer Collector's Office, Cable Commission,
Conservation Commission, Registrar of Voters*



Paula M. Lepore

August 6, 1951 ~ September 20, 2023

Council for Aging



Lori N. MacNaughton
March 29, 1964 ~ December 15, 2023
Council on Aging



Robert B. Paine, Jr.
November 26, 1940 ~ November 18, 2023
Part Time Police Officer



John Robertson, Jr.

March 24, 1928 ~ January 14, 2023

*Finance Committee, School Committee, Board of Selectmen,
Board of Library Trustees*

TOWN OFFICERS

ELECTED

BOARD OF ASSESSORS OF TAXES

William A. Bonina	term expires 2024
Valerie Leonardo	term expires 2026
Bill Taylor	term expires 2025

BOARD OF HEALTH

Stedman Briggs	term expires 2025
Laura Hebb	term expires 2024
Quinn Parks	term expires 2026

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

BOARD OF SELECTMEN

Maureen L. Dwinnell	term expires 2025
Laura Hebb	term expires 2026
Brett A. Simas	term expires 2024

CEMETERY COMMISSION

Glenn H. Fowler	term expires 2025
Alfred Palladini (<i>appointed</i>)	term expires 2026
Robert Pray	term expires 2024

COMMISSIONER OF TRUST FUNDS

Stephen A. Matellian	term expires 2026
Robert Fleming	term expires 2025
Kenneth Glowacki	term expires 2024

CONSTABLES

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

FINANCE COMMITTEE

Stephen Bern (<i>Moderator</i>)	term expires 2025
Shawn Craig (<i>Selectmen</i>)	term expires 2024
Nicholas Ensko (<i>Moderator</i>)	term expires 2025
Paul T. Flaherty (<i>Selectmen</i>)	term expires 2024
Richard McGuire (<i>Elected</i>)	term expires 2026

CAPITAL BUDGET COMMITTEE

Appointed by the Board of Selectmen

Daniel Lazarz	term expires 2024
Krystyn Moen	term expires 2025
John Westerling	term expires 2024
Justin Pollard	term expires 2025

Appointed by the Finance Committee

Nick Ensko	term expires 2024
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Appointed by the Planning Board

Katherine Robertson	term expires 2024
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MENDON-UPTON REGIONAL SCHOOL DISTRICT COMMITTEE

James M. Forkey	term expires 2026
Vikki Ludwigson	term expires 2024
Matthew R. Hagen	term expires 2025

MODERATOR

David C. Loeper	term expires 2024
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PLANNING BOARD

Paul Carey	term expires 2024
Margaret Carroll	term expires 2027
Thomas C. Davidson	term expires 2025
Kenneth Raye	term expires 2028

Katherine Robertson

term expires 2026

William Tessmer, *Associate Member*

term expires 2024

PUBLIC LIBRARY TRUSTEES

Charlotte L. Carr

term expires 2026

Judith Katz-Goodman

term expires 2025

Debra Amorelli

term expires 2026

Tamosin Johson-Hellegers

term expires 2025

Alycia R Phylis

term expires 2024

Joseph K. Poirier

term expires 2026

Dominique Ross(*resigned 2023*)

term expires 2025

William Taylor

term expires 2024

Laurie Wodin

term expires 2024

Sadalit Van Buren (*resigned 2023*)

term expires 2025

RECREATION COMMISSION

Debbie Amorelli

term expires 2024

Richard Porter Jr.

term expires 2025

Laura J. Monachino

term expires 2026

**Maria Tonry Recreation Director*

UPTON HOUSING AUTHORITY

Brittany Besler

term expires 2026

Brandy Capistran

term expires 2024

Richard P. Kennedy

term expires 2024

Richard Provost

term expires 2024

Charlene L. Williams

term expires 2025

APPOINTED BY THE BOARD OF SELECTMEN

AFFORDABLE HOUSING TRUST

Jeannie Brooks	term expires 2025
Maureen Dwinnell	term expires 2024
Brian Gallagher	term expires 2025
Gina Geraci	term expires 2025
Kathy Robertson	term expires 2024

COMMUNITY PRESERVATION COMMITTEE

Appointed by the Board of Selectmen

Brittany Besler	term expires 2025
Joan Scribner	term expires 2024

Appointed by the Conservation Commission

Chris Scott	term expires 2024
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Appointed by the Historical Commission

Russell Wood	term expires 2024
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Appointed by the Housing Authority

Appointed by the Open Space Committee

Mike Penko	term expires 2025
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Appointed by the Planning Board

Paul Carey

term expires 2024

Appointed by the Recreation Commission

Rick Porter

term expired 2025

CONSERVATION COMMISSION

Tom Jango

term expires 2025

Sandra Lajoie

term expires 2025

Alan Miano

term expires 2024

Michael Penko

term expires 2026

Christine Scott

term expires 2026

Marcella Stasa

term expires 2025

David Szczebak

term expires 2025

Land Stewardship Committee

Scott J. Heim

term expires 2024

Mary Overholt

term expires 2024

Michael Penko

term expires 2024

Libba Moore

term expires 2024

Eric Reustle

term expires 2024

Marcella Stasa

term expires 2024

William Taylor

term expires 2024

Open Space Committee

Tom Dodd

term expires 2024

Alan Miano	term expires 2024
Cheryl MacIndoe	term expires 2024
Mike Penko	term expires 2024
Christine Scott	term expires 2024
William Taylor	term expires 2024

COUNCIL FOR THE AGING

Myra Bigelow	term expires 2025
Elizabeth Consigli	term expires 2024
Laura Fantini	term expires 2026
Karen Glowacki	term expires 2024
Paula Lepore <i>(deceased)</i>	term expires 2024
Greg Manning	term expires 2024
Josephine McLaughlin	term expires 2025
Richard Provost	term expires 2026
Linda Sanders	term expires 2025
Margaret Watson	term expires 2026

CULTURAL COUNCIL

Kate Baden	term expires 2026
Jennifer Conrad	term expires 2026
Alice Gentili	term expires 2024
Shelly Glassman	term expires 2026
Lyn Haggerty	term expires 2024

Robin Jokela	term expires 2026
Megan Ronzio	term expires 2024

CUSTODIAN OF TAX TITLE PROPERTIES

Jessica Gomez	term expires 2024
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DISABILITY AFFAIRS GRIEVANCE COORDINATOR

Margaret Gundersen <i>(resigned)</i>	term expires 2024
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DISABILITY COMMISSION

Christine Scott	term expires 2024
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DPW BUILDING COMMITTEE

Paul Flaherty	term expires 2024
John Johnson	term expires 2024
Daniel Lazarz	term expires 2024
Andy Leonard	term expires 2024
Jonathan Moen	term expires 2024
John Westerling	term expires 2024

ECONOMIC DEVELOPMENT COMMITTEE

Gene Bernat	term expires 2024
David Brooks	term expires 2024
Pierre Cote	term expires 2024
Craig Weinfuss	term expires 2024

FIRE & EMS ADVISORY COMMITTEE

Ed Bergman <i>(deceased)</i>	term expires 2024
Mathew Kerr	term expires 2024

FOREST FIRE WARDEN

Fire Chief Michael Marchand	term expires 2025
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GREEN COMMUNITY DESIGNATION COMMITTEE

Robert Jordan	term expires 2024
Phil Kazlauskas	term expires 2024
Dominique Ross	term expires 2024
Bill Taylor	term expires 2024

HISTORICAL COMMISSION

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

HOUSING PRODUCTION PLAN ADVISORY COMMITTEE

Laura Hebb	Board of Selectmen	term expires 2024
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Christine Scott	Conservation	term expires 2024
Eugene Bernat	EDC	term expires 2024
Katherine Robertson	Planning Board	term expires 2024
Alan Rosenfield	Community at large	term expires 2024
Stephen Matellian	Community at large	term expires 2024

LAKE POND COMMITTEE

Mike Penko	term expires 2024
Linnea Loft	term expires 2024
Ed Bergman	term expires 2024
Sally Kent	term expires 2024
Gary Strichartz	term expires 2024
Bill Taylor	term expires 2024

MOSQUITO CONTROL BOARD

Alisa Bernat	term expires 2024
Gavin Jones	term expires 2024
Chris Scott	term expires 2024
Marcella Stasa	term expires 2024

MUNICIPAL COMMUNITY CENTER BUILDING COMMITTEE

James Brochu <i>(posthumously)</i>	term expires 2024
Paul Flaherty	term expires 2024
Dee Hakala	term expires 2024

Mike Howell	term expires 2024
Justin Pollard	term expires 2024
Steve Rakitin	term expires 2024
Don Spargo	term expires 2024

OTHER POST EMPLOYMENT TRUST COMMISSIONERS

Kenny Costa, Town Accountant	term expires 2025
Jessica Gomez, Treasurer	term expires 2026
Maureen Dwinnell, Chair BOS	term expires 2024

PERSONNEL BOARD

Marcia Kasilowski	term expires 2024
Janice Gallagher	term expires 2024
Scott van Raalten	term expires 2026
Michelle Rivers	term expires 2025
John Westerling	term expires 2025

RECORDS ACCESS OFFICER

Chief Michael Bradley	term expires 2024
M. Denise Smith, Town Clerk	term expires 2024

REGISTRAR OF VOTERS

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

SENIOR WORK-OFF PROGRAM COORDINATOR

Margaret Gundersen <i>(resigned)</i>	term expires 2024
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TECHNOLOGY COMMITTEE

Jeff Boss	term expires 2024
David Brooks	term expires 2024
John Daly	term expires 2024
David Lane	term expires 2024
Steve Rakitin	term expires 2024

TREE WARDEN

Dennis E. Westgate	term expires 2024
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TRENCH PERMITTING AUTHORITY

Patrick Roche	term expires 2025
Steve Johnson	term expires 2025

TOWN COUNSEL

KP LAW	term expires 2024
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TOWN MANAGER

Joseph Laydon	Contractual
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VETERANS' GRAVES

Patrick Morris	term expires 2024
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ZONING APPEAL BOARD

Bill Andrews	term expires 2025
Robert Butler	term expires 2026
Michael Gelb	term expires 2025
Robert Humes	term expires 2026
Eric Reustle	term expires 2024
Tedd Briggs <i>Associate Member(resigned)</i>	term expires 2025
Don Spargo <i>Associate Member</i>	term expires 2025

APPOINTED BY THE TOWN MANAGER

OFFICE OF THE TOWN MANAGER

Joseph Laydon, Town Manager

Sandra J. Hakala, Director Human Resources, Executive Assistant

Cable Access Assistant

Paul Norton

COUNCIL FOR THE AGING

Margaret Gundersen, Director (*resigned*)

Department Specialist

Nicole Snifnagle

Social Services Coordinator

Katelyn San Clemente

FINANCE DEPARTMENT

Kenny Costa, Director of Finance, Town Accountant

Jessica Gomez, Treasurer Collector

Assistant Treasurer Collector

Patricia Marvelle

Department Specialist

Joy Foster

Valerie Leonardo, Principal Assessor

FIRE & EMS DEPARTMENT

Michael Marchand, Operational Fire Chief

Department Coordinator

Barbara Harris

Captain

Daniel Lazarz

Fire Lieutenant (Acting)

David Cialdea

Fire Lieutenant (Acting)	Doug Cook
Fire Lieutenant	Bonnie Lopez
Fire Lieutenant	Shaun Marchand
Career Firefighter	James Earle EMT-P
Career Firefighter	Robert Fadgen EMT-P
Career Firefighter	Bonnie Lopez EMT-B
Career Firefighter	Shaun Marchand EMT-P
Career Firefighter	Blake Montequin EMT-P
Career Firefighter	Thomas Norton EMT-P
Career Firefighter	Timothy Wagner
Call Firefighter	Anthony Cervassi
Call Firefighter	Joshua Crosby
Call Firefighter	Gwen Costello EMT-B
Call Firefighter	Seth Grill EMT-B
Call Firefighter	Nader Hamed
Call Firefighter	James Hill
Call Firefighter	Mathew Kerr
Call Firefighter	Jonathan Moen
Call Firefighter	Davide Moreira
Call Firefighter	Scott Rivers
Call Firefighter	Charles Roche EMT-B
Call Firefighter	Peter Schrafft EMT-P
Call Firefighter	Dennis Shea EMT-B

Call Firefighter	Conner Shults EMT-B
Call Firefighter	Gary Shults
Call Firefighter	Jacob Snow
Call Firefighter	Scott Young
Call EMT	Lindsay Brochu EMT-B
Call EMT	Barbara Harris EMT-B
Call EMT	Patrick Hazard EMT-B
Call EMT	Mark Maljanian EMT-B
Per Diem Paramedic	Richard Golden

LAND USE & INSPECTIONAL SERVICES

Land Use & Inspectional Services Director	Michael Antonellis
LUIS Administrator	Amy Bonina
Conservation Administrator	Mary Overholt
Department Specialist	Grace Brownell

INSPECTIONAL SERVICES

Patrick H. Roche, Building Commissioner

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

POLICE & COMMUNICATIONS DEPARTMENT

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

Department Coordinator	Paula Deiana
Police Lieutenant	Michael D. Benjamin
Police Sergeant	Paul Mansfield
Police Sergeant	Matthew R. Rankins
Police Sergeant	Vacant
Detective	John Bergstrom
Patrol Officer	Ian Boroczky
Patrol Officer	Ryan Connors
Patrol Officer	Jay Deiana
Patrol Officer	Cory Eugster
Patrol Officer	Bianca Nalon
Patrol Officer	Ciara O'Connor
Patrol Officer	Isaiah R. Poxon
Patrol Officer	Michael Stanley
Patrol Officer	Javier Valdivieso
Reserve Officer	Carl Ambrosino
Reserve Officer	Alan Cyr
Reserve Officer	Michael F. Lupachini
Reserve Officer	Erik M. Mager
Reserve Officer	Bruce Rivard
Reserve Officer	Lisa C. Vass

Communications Officer	Gwen Costello
Communications Officer	Victoria Gallagher
Communications Officer	Michael Manning
Communications Officer	Kyle McEniry
Communications Officer	Jessica Negrotti
Communications Officer	Julia Patzer
Communications Officer	Nicole Vandervolk
Communications Officer	Ashley Whitmore

PUBLIC WORKS DEPARTMENT

Dennis Westgate, Director

Department Coordinator	William Taylor
Custodian	Paul Marchand
Supervisor of Highways/Parks	John Johnson
Asst Supervisor of Highways/Parks	Gary Harper
Heavy Equipment Operator	Scott Chamberlain
Heavy Equipment Operator	Michael Cowen
Heavy Equipment Operator	Neil Gallagher
Heavy Equipment Operator	Timothy Rick
Heavy Equipment Operator	Adrian Zufriategui
Heavy Equipment Operator	Dylan Orchard
Mechanic/HEO	Travis Acciavatti
Supervisor Water/Wastewater	Edward DelaMotte

W/WW Operator

Todd Broberg

W/WW Operator

Mathew Kerr

W/WW Operator

Shane Nogler

W/WW Operator

Scott Rivers

TOWN CLERK

Denise Smith, Town Clerk

Assistant Town Clerk

Kathleen Bern

VETERANS' SERVICES

Patrick Morris, Director

WARRANTS & PROCEEDINGS

Worcester, SS

IN THE NAME OF THE COMMONWEALTH OF MASSACHUSETTS, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in Elections and in Town affairs, to meet at said Nipmuc Regional High School, 90 Pleasant Street, Upton, MA on Thursday, May 4, 2023 punctually at Seven o'clock in the evening, to act on the Articles in the warrant.

ARTICLE 1: REPORTS OF TOWN OFFICERS AND APPOINTED COMMITTEES

To hear reports of all Town Officers and Appointed Committees; or, to take any other action relative thereto.

Explanation/ Submitted by: Town Reports/Board of Selectmen

ARTICLE 2: PRIOR YEAR BILLS

To see if the Town will vote to transfer \$1,200 from the PEG Access and Cable Related Fund to pay unpaid bills from prior fiscal years, or to take any other action in relation thereto.

Explanation/ Submitted by: Prior Year Bills (FY 2022), (4/5th vote required) /Board of Selectmen

Recommendation: Favorable Action Finance Committee

ARTICLE 3: PRIOR YEAR ELECTED BOARD STIPENDS

To see if the Town will vote to transfer \$7,000 from available funds to pay unpaid elected board stipends from prior fiscal years, or to take any other action in relation thereto.

Explanation/ Submitted by: Prior Year Elected Board Stipends (FY 2022)/Board of Selectmen

Recommendation: Favorable Action Finance Committee

ARTICLE 4: FY 2024 Annual Town Operating Budget

To see if the Town will vote to fix the salaries and compensation of all officers of the Town as provided by M.G.L. Chapter 41, §108, and to raise and appropriate or transfer from available funds¹, such sums as may be necessary to defray expenses of the Town Departments for FY 2024; or, to take any other action relative thereto.

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

Recommendation: Favorable Action Finance Committee

ARTICLE 5: FY 2024 WATER ENTERPRISE FUND

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 as set forth below for FY 2024; or, to take any other action relative thereto.

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

Wages & Salaries	\$344,820
Expenses	\$352,535
Capital Outlay	-0-
Debt	\$238,940
Extra/Unforeseen	\$50,000
Total	\$986,295

And that **\$986,295** be raised for such purposes as follows:

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

Department receipts	\$866,825
Retained Earnings	-0-
*Tax Levy	\$119,470

*(NOTE: As raised and appropriated under Article 4)

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

Recommendation: Favorable Action Finance Committee

ARTICLE 6: FY 2024 WASTEWATER ENTERPRISE FUND

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to operate the Wastewater Enterprise Fund as set forth below for FY 2024; or, to take any other action relative thereto.

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

Wage & Salaries	\$335,815
Expenses	\$339,027
Capital Outlay	-0-
Debt	\$18,380
Extra/Unforeseen	\$30,000

Total	\$723,222
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And that **\$723,222** be raised for such purposes as follows:

Department receipts	\$ 723,222
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Explanation/ Submitted by: Annual budget for Wastewater Enterprise Fund/Board of Selectmen

Recommendation: Favorable Action Finance Committee

ARTICLE 7: FY 2024 REVOLVING FUNDS SPENDING LIMITS

To see if the Town will vote to establish new approve annual spending limits for FY 2024 for the Board of Health “Title V Fund” and Recreation Commission revolving funds, and to approve annual spending limits for FY 2024 for all other revolving funds, established in Chapter 36, Section 36-14, of the General Bylaws, in accordance with G.L. Chapter 44, §53E ½, and for the Treasurer/Collector Tax Title Revolving Fund, in accordance with M.G.L. Chapter 60, §15B, with such expenditure limits to be applicable for each fiscal year until such time as Town Meeting votes, prior to July 1 in any year, to increase the same for the ensuing fiscal year; provided, however, that at the request of the entity authorized to expend such funds, the Board of Selectmen, with the approval of the Finance Committee, may increase such limit, for that fiscal year only, all as set forth below; or to take any other action relative thereto:

Authorized Revolving Funds (G.L. c.44, §53E ½)	Fiscal Year Expenditure Limit
Board of Health “Curbside Waste and Recycling Fund”	\$15,000
Board of Health “Title V Fund”	\$15,000
Conservation Commission “Wetlands Revolving Fund”	\$20,000
Conservation Commission “Storm Water By- Law Fund”	\$7,000
Elder & Social Service Programming	\$10,000
Land Stewardship Committee “Community Garden Fund”	\$2,000
Land Stewardship Committee “Land Stewardship Fund”	\$10,000
Town Library Fund	\$6,000
Recreation Commission	\$270,000
Authorized Revolving Fund (G.L. c.60, §15B)	Fiscal Year Expenditure Limit
Treasurer/Collector Tax Title	\$15,000

Explanation/ Submitted by: To approve spending limits for the various town revolving funds, to be applicable from year to year unless later changed by Town Meeting/Board of Selectmen.

Recommendation: Favorable Action Finance Committee

ARTICLE 8: FY 2024 UPTON CABLE FUND

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for PEG Access and Cable Related Fund as set forth below for FY 2024; or, to take any other action relative thereto.

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

Wage & Salaries	\$44,000
Expenses	\$ 3,200
Capital Outlay	\$40,000
<u>Extra/Unforeseen</u>	<u>\$10,000</u>
Total	\$97,200

And that **\$97,200** to be raised for such purposes as follows:

Department receipts	\$97,200
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Explanation/ Submitted by: In November 2019, the town voted to accept the provisions of General Laws Chapter 44, Section 53F 3/4, establishing a special revenue fund known as the PEG Access and Cable Related Fund in order to reserve cable franchise fees and other cable related revenues for appropriation by Town Meeting to support PEG access services and oversight and renewal of the cable franchise agreement. The appropriation request covered part-time cable employee, capital expenses related to the operation of cable access services, and capital improvements to town facilities and meeting rooms

to support production and transmission of government meetings, functions, and programming. For FY2024, capital outlay will include improvements to Little Town Hall, Room 204 at Upton Town Hall to address technical issues with production and transmission of public meeting to the community. / Board of Selectmen.

Recommendation: Favorable Action Finance Committee

ARTICLE 9: TRANSFER TO STABILIZATION FUND

To see if the Town will vote to raise and appropriate, or transfer from available funds, the sum of One Hundred Sixty Thousand and six hundred thirteen dollars (\$160,613), or any other sum, into the Stabilization Fund; or to take any other action relative thereto.

Explanation/ Submitted by: The Government Finance Officers Association recommends that municipalities maintain a stabilization account equal to or greater than two to three months of its operating expense or a minimum of 10%; bond ratings agencies review these ratios as a measure of financial strength; the Stabilization Account may be used for any legal purpose, including to maintain level services during difficult economic times or to serve as a funding source for important capital projects/Finance Committee

Recommendation: Favorable Action Finance Committee

ARTICLE 10: TRANSFER TO CAPITAL STABILIZATION FUND

To see if the Town will vote to vote to raise and appropriate, or transfer from available funds, the sum of Two Hundred Thousand dollars (\$200,000) to be deposited in the Town Capital Acquisition/Capital Improvement Stabilization Fund. established by Article 41 of the May 5, 2005 Annual Town Meeting for the purpose of funding any capital-related project, or pieces of capital equipment, or debt service payment related thereto; said fund as authorized by M.G.L. c.40, §5B, or to take any other action related thereto.

Explanation/ Submitted by: The Town of Upton Financial Policies recommends an annual appropriation to the capital stabilization fund so that over time it achieves a target balance sufficient to cover the Town’s cash outlay for capital. To meet that policy and to plan for the current economic environment, \$200,000 from the Undesignated Fund Balance will be added this year. With the passage of this article, the balance in this fund is estimated to be \$205,783.85 as of June 30, 2023. The Town’s bond rating is based in part on maintaining a healthy balance in this and other reserve accounts, as well as for adhering to its financial policies.
/Finance Committee

Recommendation: Favorable Action Finance Committee

ARTICLE 11: TRANSFER TO OTHER POST-EMPLOYMENT BENEFITS (OPEB)

To see if the Town will vote to raise and appropriate, appropriate from available funds in the Town Treasury, transfer, or borrow the sum of One Hundred Thousand dollars (\$100,000.00), or any other sum, to the Other Post-Employment Benefits Liability Trust Fund established under Article 42 of the 2011 Annual Town Meeting, to meet the Town's obligations under the Government Accounting Standards Board (GASB) Statement 74 & 75 to fund the Town's future obligations for the cost of other post-employment benefits identified by the GASB 74 & 75 Report; or, to take any other action relative thereto.

Explanation/ Submitted by: To add monies to the trust fund created to meet the Town's future OPEB obligations/ Board of Selectmen

Recommendation: Favorable Action Finance Committee

ARTICLE 12: CHAPTER 90 ACCEPTANCE

To see if the Town will vote to accept and expend such sum or sums of money allotted or to be allotted to the Town from the Commonwealth of Massachusetts under the provisions of M.G.L. Chapter 90 or under any other state roadway reimbursement programs for FY 2024, and to

authorize the Board of Selectmen to enter into a contract or contracts with the Massachusetts Department of Transportation Highway Division for such purposes; and further, to authorize the Treasurer with the approval of the Board of Selectmen, to borrow in anticipation of 100% reimbursement of said amounts; or, to take any other action relative thereto.

Explanation/ Submitted by: Annual Road repair appropriation from the State /Board of Selectmen

Recommendation: Favorable Action Finance Committee

ARTICLE 13: ROAD CONSTRUCTION APPROPRIATION

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow, the sum of Two Hundred and Eighty Thousand dollars (\$280,000), or, any other sum, to be used for the construction and/or improvement of Town Roads to supplement those provided for under the Commonwealth of Massachusetts M.G.L. Chapter 90 Program, including all expenses incidental and related; or, to take any other action relative thereto.

Explanation/ Submitted by: To provide for supplemental funding to address road repairs as called for in the Town’s pavement management plan. The Town Manager anticipates funding this amount through a combination of free cash and the general fund. /Board of Selectmen.

Recommendation: Favorable Action Finance Committee

ARTICLE 14: FY 2023 SNOW AND ICE DEFICIT APPROPRIATION

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of One Hundred Twenty-Five Thousand dollars (\$125,000), or any other sum, to fund the snow and ice deficit for FY 2023; or, to take any other action relative thereto.

Explanation/ Submitted by: This article is to fund additional costs for the removal of snow and ice in Upton/ Board of Selectmen

Recommendation: Favorable Action Finance Committee

**ARTICLE 15: FY 2023 WASTE REMOVAL AND RECYCLING
TRANSFER**

To see if the Town will vote to transfer from available funds the sum of Seventy-Five Thousand Three Hundred (\$75,300), or any other sum, for use by the Board of Health to pay for deficits associated with Waste Removal - Curbside Services (0100-433-52005296) and Waste Removal – Disposal (0100-433-5200-5293), or, to take any other action relative thereto.

Explanation/ Submitted by: This article is to fund a projected deficit for waste removal and recycling costs. The Board of Health had renegotiated the contract in 2022. Due to variability in recycling costs, the contract relied on market costs for handling recyclables. The Town has been seeing significantly higher costs than were projected for the FY23 Budget. A transfer is required to ensure there will not be a deficit in the two budget lines identified in the article. / Board of Selectmen

Recommendation: Favorable Action Finance Committee

ARTICLE 16: CONSERVATION FUND ADDITIONAL FUNDING

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

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

Recommendation: Favorable Action Finance Committee

**ARTICLE 17 A: COMMUNITY PRESERVATION FUND RESERVE
ACCOUNTS**

To see if the Town will vote to transfer from the undesignated fund balance of the Community Preservation Fund the following sums to the specified Community Preservation Fund reserve accounts to meet the requirements of M.G.L. Chapter 44B, §6, for FY23:

- Historic Resources Account - \$93,475
- Open Space Account - \$93,475
- Community Housing Account - \$93,475

and to place any remaining FY2023 CPA Trust Fund matching revenues in a so-called “FY2023 Undesignated Budgeted Reserve”, or, to take any other action relative thereto.

Explanation/ Submitted by: The article requests the transfer of 10% of local and CPA trust fund revenues to the three reserve accounts as required by law. Anticipated local revenue is \$550,557 and CPA trust fund matching grant is \$384,193 for a total of \$934,750. We request that \$93,475 be transferred to the Open Space, Historic Preservation and Affordable Housing Reserve Accounts and that the remainder stay in the undesignated fund/Community Preservation Committee.

Recommendation: Favorable Action Finance Committee

ARTICLE 17B: COMMUNITY PRESERVATION ADMINISTRATIVE BUDGET

To see if the Town will vote to act on the report of the Community Preservation Committee on the FY 2024 community preservation budget, and to appropriate the sum of Fifteen Thousand dollars (\$15,000), or any other sum, from the Community Preservation Fund FY 2024 estimated annual revenues to the Community Preservation Committee Administrative Expense Account for all necessary and proper administrative expenses of the Committee for FY 2024; or, to take any other action relative thereto.

Explanation/ Submitted by: To transfer an amount from estimated annual revenues for the administrative and operating costs of the Community Preservation Committee for FY 2024. /Community Preservation Committee.

Recommendation: Favorable Action Finance Committee

ARTICLE 17 C: COMMUNITY PRESERVATION TOWN HALL RENOVATION BONDS

To see if the Town will vote to transfer the total sum of Two Hundred Sixty-Six Thousand Four Hundred Seventy-Eight dollars (\$270,328) from the Community Preservation Fund to meet the tenth-year payment of debt service owed on the General Obligation Town Hall Renovation Bonds, or, to take any other action relative thereto.

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

Recommendation: Favorable Action Finance Committee

ARTICLE 18: HERTITAGE PARK SIGN FUNDING

To see if the Town will vote to appropriate from Community Preservation Act revenues the sum of Five Thousand dollars (\$5,000), or any other sum, to the Upton Historical Commission to purchase and install a new sign at Heritage Park, or to take any other action relative thereto.

Explanation/ Submitted by: To pay for the fabrication and installation of a new sign for Heritage Park, to be paid from CPA monies consistent with the Town’s vote to authorize the project / Historical Commission and Community Preservation Committee

Recommendation: Favorable Action Finance Committee

ARTICLE 19: GRANGE EXTERIOR RESTORATION FUNDING

To see if the Town will vote to transfer the sum of One Hundred Twenty Thousand dollars (\$120,000), or any other sum, from the Community Preservation Act Historic Preservation account for the restoration of the exterior of the Grange Hall/Center School No. 1, located at 26 School Street, listed on the Massachusetts Register of Historic Places, to include a new roof, siding and trim repairs, handicap accessible ramp repairs, exterior painting, and general landscape improvements in an effort to stabilize the exterior of the building and improve the street view; or to take any other action relative thereto.

Explanation/ Submitted by: The Grange, a nonprofit agricultural organization, has little income and therefore has been unable to address exterior refurbishments to its building for many years. The Town of Upton deeded the building to the Grange in 1926. The Upton Historical Commission fully supports this undertaking for the preservation and restoration of what was originally Center School No. 1, one of the most important historic structures in Upton which dates to 1851 and is the Town's oldest standing schoolhouse. The Historical Commission feels it is in the Town's best interest to ensure this building is preserved as part of our heritage. Exterior restoration work will provide for years of stability, and landscaping will provide an enhanced street view. The Grange plans to submit an application to the Massachusetts Historical Commission requesting a 50% matching grant to enhance the monies available for the cost of the restoration work proposed. If awarded in late June, the funds will be used for additional exterior restoration, such as window replacements to the original windows, to address potential ADA accessibility concerns such as front step improvements, full handicap ramp replacement, and additional landscaping depending on costs of all of the previously mentioned work areas. / Historical Commission.

Recommendation: Favorable Action Finance Committee

ARTICLE 20: FUNDS FOR HISTORIC PRESERVATION

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Twenty-Five Thousand dollars (\$25,000), or any other sum, for the Historical Commission to use as deemed reasonably necessary to preserve the historical infrastructure of Upton in accordance with all laws and ordinances, or, to take any other action relative thereto.

Explanation/ Submitted by: The requested appropriation would allow the Historical Commission, working with the Town Manager as Chief Procurement Officer and the Board of Selectmen, to take actions to repair and/or preserve Town historic structures in need of urgent or immediate attention/ Historical Commission.

Recommendation: **Favorable Action Finance Committee**

ARTICLE 21: WARREN BROOK BRIDGE – ROBERTSON PROPERTY

To see if the Town will vote to appropriate from Community Preservation Act revenues the sum of One Hundred Twenty Thousand dollars (\$120,000), or any other sum, to the Land Stewardship Committee to design and construct a trail bridge for public use across Warren Brook on the Robertson Family Conservation Restriction Area trail easement, or, to take any other action relative thereto.

Explanation/ Submitted by: To pay for the design and construction of a trail bridge for public use on the Robertson Family Conservation Restriction trail. The proposed trail bridge across Warren Brook is a critical link in a nearly complete 9-mile-long Upton loop trail. The bridge will link trails in Upton State Forest to trails on the Town’s Mechanic Street conservation property. Based on a June, 2022 conceptual design and cost estimate prepared by Tahawus Trails LLC, the 30 – 32 ft. long bridge would consist of cast concrete abutments, a single I beam, 18” wide white oak or black locust decking, and 42” high, three rail, fall protection. Design would include production of stamped drawings for the bridge and abutments by professional engineers licensed in

Massachusetts. The project would be managed by the Land Stewardship Committee. / Land Stewardship Committee

Recommendation: Finance Committee Recommendation Forthcoming

ARTICLE 22: POLICE STATION RAMP REPLACEMENT

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Fifty Thousand dollars (\$50,000), or any other sum, for the repair and replacement of the concrete ramp at the Police Station, or, to take any other action relative thereto.

Explanation/ Submitted by: The requested appropriation would allow for the repair and replacement of the concrete ramp at the Police Station. / Capital Budget Committee.

Recommendation: Favorable Action Finance Committee and Capital Budget

ARTICLE 23: GRAFTON-UPTON RAILROAD CONSULTANT SERVICES

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Twenty-Five Thousand dollars (\$25,000), or any other sum, to retain the services of consultants, engineers, or similar, to provide professional emergency management peer review services of Grafton-Upton Railroad operations and expansion plan; or, to take any other action relative thereto.

Explanation/ Submitted by: To provide peer consultant services supporting the Town’s review of Grafton Upton Railroad’s operational and expansion plans. / Board of Selectmen.

Recommendation: Favorable Action Finance Committee

ARTICLE 24: HIGHWAY DEPARTMENT 1-TON TRUCK REPLACEMENT

To see if the Town will vote to raise and appropriate, appropriate from available funds in the Town Treasury, or transfer, or borrow the sum of

One Hundred Twenty-Five Thousand dollars (\$125,000), or any other sum, to purchase a replacement dump truck for the Highway Division, including all costs incidental and related, or, to take any other action relative thereto.

Explanation/ Submitted by: The requested appropriation would replace a current 2011 Chevy Silverado with 112,247 with a like vehicle. The current vehicle will be maintained, and an older 2006 Chevy Silverado will be disposed of by auction or trade-in which ever brings the most value to the Town. / Capital Budget Committee.

Recommendation: Favorable Action Finance Committee and Capital Budget

ARTICLE 25: DPW DIRECTOR VEHICLE REPLACEMENT

To see if the Town will vote to raise and appropriate, appropriate from available funds in the Town Treasury, or transfer, or borrow the sum of Sixty-Five Thousand Dollars (\$65,000), or any other sum, to purchase a replacement vehicle for the DPW Director similar in size and capabilities as the current vehicle that meets the Town’s Fuel Efficiency Policy, including all costs incidental and related, or, to take any other action relative thereto.

Explanation/ Submitted by: The request appropriation would replace the current DPW Director vehicle with one of similar size and capabilities that meets the Town’s Fuel-Efficient Vehicle Policy. The current vehicle is a 2014 Ford Explorer with 147,797 miles. Annual costs associated with repairs have increased significantly over the past year and the vehicle has reached a point where the costs associated with future maintenance and repairs will exceed its value. The current vehicle will be disposed of by auction or trade-in, whichever brings the most value to the Town. / Capital Budget Committee.

Recommendation: Favorable Action Finance Committee and Capital Budget

ARTICLE 26: ROADSIDE MOWING TRACTOR PURCHASE

To see if the Town will vote to raise and appropriate, appropriate from available funds in the Town Treasury, or transfer, or borrow the sum of One Hundred Fifty Thousand Dollars (\$150,000), or any other sum, to purchase a roadside mowing tractor for the Highway Division, including all costs incidental and related, or, to take any other action relative thereto.

Explanation/ Submitted by: The requested appropriation would allow for the purchase of a roadside mower to do moving along town roads to be done in-house. Currently, the DPW hires a private contractor on an annual basis to perform roadside mowing. The current estimate for providing these services during the upcoming season is \$25,000. This allows for one cut per season and does not address every street in town. Purchasing the equipment to perform the work in-house will allow the operating budget to be reduced by \$25,000 beginning the next budget after the equipment is received. In addition, having the ability to schedule the roadside mowing in conjunction with available staff, will allow the DPW to perform this service twice annually – spring & fall and with far greater efficiency. / Capital Budget Committee.

Recommendation: Favorable Action Finance Committee and Capital Budget

ARTICLE 27: PARK/CEMETERY/ FORESTRY MOWER REPLACEMENT

To see if the Town will vote to raise and appropriate, appropriate from available funds in the Town Treasury, or transfer, or borrow the sum of Twelve Thousand Dollars (\$12,000), or any other sum, to purchase a replacement mower for the Parks/Cemetery/Forestry Division, including all costs incidental and related, or, to take any other action relative thereto.

Explanation/ Submitted by: The requested appropriation would allow for the replacement of one of three mowers utilized by the Parks/Cemetery/Forestry Division of DPW. One mower was purchased

new last year and two were purchased in 2014. This appropriation will replace one of the 2014 mowers. These mowers have excessive wear and are requiring more extensive repairs to keep in service. The replacement equipment will be of similar size and capabilities and the current machine will be disposed of by auction or trade-in, whichever brings the most value to the Town. / Capital Budget Committee.

Recommendation: Favorable Action Finance Committee

ARTICLE 28: WASTEWATER SAND FILTRATION REFURBISHMENT

To see if the Town will vote to raise and appropriate, appropriate from available funds in the Town Treasury, or transfer, or borrow the sum of Two Hundred Fifty Thousand dollars (\$250,000), or any other sum, for the purpose of refurbishing the sand filtration system, including equipment and media, for the purpose of providing Tertiary treatment at the Wastewater Treatment Facility, including any costs incidental and related, or, to take any other action relative thereto.

Explanation/ Submitted by: The requested appropriation would allow for the repair the Wastewater Treatment Facilities sand filters. The funding is necessary to repair the sand filtration system at the Wastewater Treatment facility originally installed in the late 90's. The filtration system removes harmful substances makes the treated water safe to reuse, recycle, or release into the environment. The current equipment and media is in dire need of repair and replacement. This project was identified in the Comprehensive Assessment performed by Tighe & Bond and is included in the Capital Improvement Program. / Capital Budget Committee.

Recommendation: Favorable Action Finance Committee and Capital Budget

ARTICLE 29: WATER TANK REFURBISHMENT AND REPAIRS

To see if the Town will vote to raise and appropriate, appropriate from available funds in the Town Treasury, transfer, or borrow the sum of

One Hundred Twenty Thousand Dollar (\$120,000), or any other sum, for the purpose of refurbishing the vaults at the Pratt Hill Water Tank and replacing of the ladder on the Pearl Street Water Tank, including any costs incidental and related, or, to take any other action relative thereto.

Explanation/ Submitted by: The requested appropriation would allow for the to refurbish the vaults at the Pratt Hill Water Tank including equipment repairs and replace the ladder on the Pearl Street Water Tank. / Capital Budget Committee.

Recommendation: **Favorable Action Finance Committee and Capital Budget**

ARTICLE 30: TOWN HALL SCANNER/PLOTTER

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of the sum of Twenty-Four Thousand Five Hundred dollars (\$24,500), or any other sum, for the purchase of a large format scanner/plotter for the departments within Town Hall; including all expenses incidental and related, or, to take any other action relative thereto.

Explanation/ Submitted by: The requested appropriation would allow the purchase of a large-scale canner/plotter for use of various departments at Town Hall. The scanner/plotter will allow for printing of maps, plans, documents supporting land use and inspectional services within Town. The large format scanner will allow for scanning of plans and materials for archival, public distribution purposes as well as reduce physical storage of plans within offices. /Town Manager.

Recommendation: **Favorable Action Finance Committee**

ARTICLE 31: BOARD OF ASSESSOR RECERTIFICATION

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of the sum of Ten Thousand dollars (\$10,000), or any other sum, for use by the Board of Assessors for

recertification work required to comply with state law; including all expenses incidental and related, or, to take any other action relative thereto.

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

Recommendation: **Favorable Action Finance Committee**

ARTICLE 32: CLASSIFICATION AND COMPENSATION PLAN UPDATE

To see if the Town will vote to raise and appropriate, appropriate from available funds in the Town Treasury, or transfer, or borrow, the sum of forty thousand dollars (\$40,000), or any other sum, for a classification and compensation plan review and update, or, to take any other action relative thereto.

Explanation/ Submitted by: The requested appropriation would allow the Town Manager/ Personnel Board to carry out an update to the Town’s Classification and Compensation Plan. / Town Manager.

Recommendation: **Favorable Action Finance Committee**

ARTICLE 33: RIDE SHARE FUNDS

To see if the Town will vote to appropriate or transfer the sum of Three Hundred Eight dollars (\$308) or any other sum or sums of money, received from the Commonwealth Transportation Infrastructure Enhancement Trust Fund pursuant to Chapter 187 of the Acts of 2016 (“An Act Regulating Transportation Network Companies”), § 8(c)(i), for calendar year(s) 2021 and 2022, to address the impact of transportation network services on municipal roads, bridges and other transportation infrastructure in the Town, including the complete streets program established in Section 1 of Chapter 90I of the General Laws and other programs that support alternative modes of transportation, by expending said funds for the painting of cross walks and road markings

and the performance of other road improvements, or take any other action related thereto

Explanation/ Submitted by: This article appropriates monies received from the Transportation Infrastructure Enhancement Trust Fund, which is funded as a tax on rideshare trips from companies such as Uber and Lyft, for use by the Town’s Department of Public Works. / Town Manager.

Recommendation: Favorable Action Finance Committee

ARTICLE 34: AMENDMENT TO DOG BYLAWS

To see if the Town will vote to amend Chapter 122, Section §122-5 of the General By-laws entitled “Roaming at Large” as follows, with additions indicated by underline and deletions indicated by strikethrough:

A. No owner or keeper of any dog shall cause or permit such dog, whether licensed or unlicensed, to run at large within the Town of Upton, or permit such dog to wander unrestrained on public or private property other than the premises of the owner or keeper or the premises of another person with knowledge and permission of such other person. A dog is under restraint within the meaning of this bylaw if it is controlled by a leash, a hunting dog appropriately trained and ~~or~~ at heel beside a competent person and obedient to the commands of that person, ~~or~~ within a vehicle being driven or parked.

or, to take any other action relative thereto.

Explanation/ Submitted by: The requested amendment to § 122-5.A specifies that all dogs must be leashed and clarifies that hunting dogs appropriately trained and obedient to the controls of the owner are allowed unleashed. This amendment clarifies pre-existing enforcement interpretations of the Animal Control Officer. / Town Manager.

ARTICLE 35: INCREASE IN ZBA MEMBERSHIP

To see if the Town will vote to amend Town of Upton Zoning Bylaws §300-9.2.A which establishes the Zoning Board of Appeals to increase the number of members from three (3) to five (5) full members of the Board and to stagger the initial term of the two new members to a one year term and a two year term, or, to take any other action relative thereto.

Explanation/ Submitted by: The requested amendment will increase the Zoning Board of Appeals (ZBA) from three (3) to five (5) regular members. The request has been made by the Chair of the ZBA due the legal requirement that on a three members board, approvals for variances and special permits must be unanimous and that for a five (5) members board, approvals require 4 out of 5 members to vote in the affirmative. (2/3rds vote required)/ Town Manager.

ARTICLE 36: CITIZENS PETITION – KNOWLTON-RISTEEN

We the Citizens of the Town of Upton submit the following for the Warrant for the Annual Town Meeting of May 4, 2023, Upton, MA

To see if the Town of Upton will vote to maintain possession of the Knowlton-Risteen building as a current and future asset of the town. The vote will assure that no part of the building will be sold or leased and used only for community centric purposes.

Justification: The Town of Upton has invested significantly in the development of the Town Center for the express benefit of residents and the community at large. A necessary next step to guarantee those investments are further realized is to insure that other goals of the Town Center Development come to fruition. That includes permanent ownership by the Town of Upton of the Knowlton-Risteen building as it is one of only a few left in the Center that will impact our ability to do that, in the short and long term. / Linda P. Gay.

Explanation/ Submitted by: Text is exactly as submitted by Petitioner. / Citizen Petition.

ARTICLE 37: CITIZENS PETITION

We the undersigned residents of Upton, Massachusetts do hereby request a warrant to be on the agenda for the 2023 Annual May town meeting to present the following motion for the following addition: Zoning By-laws ARTICLE 6: Special Regulations Chapter 300-6.2 Wireless data transfer facilities.

To see if the Town will vote under the Zoning Bylaws Chapter 300-6.2: Wireless data transfer facilities to adopt a Wireless Telecommunications Facilities (WTFs) application requirement for completeness: WTF applications will be considered incomplete until the FCC completes the DC Circuit Court-mandated Environmental Review of the entire Wireless Transfer Facilities roll out pursuant to the National Environmental Policy Act of 1969¹ including studies from scientists independent from industry, who have fully investigated millimeter wave 5G small cell technology safety; and that the FCC regulations have been updated to include measures that comply with the results of this review; and, that the Town of Upton shall consider reasonable alternatives such as fiber optic.

¹ The FCC is required by the National Environmental Policy Act of 1969, among other things to evaluate the effect of emissions from FCC-regulated transmitters on the quality of the human environment. On August 9, 2019, the D.C. Circuit Court of Appeals, in its Ruling in Case 18-1129, vacated FCC Order 18-30's deregulation of small-cell Wireless Transmission Facilities(s) [sWTFs] and remanded this to the FCC. In Case 18-1129, the judges stated that "the FCC failed to justify its determination that it is not in the public interest to require review of [sWTF] deployment" and ruled that "the Order's deregulation of [sWTFs] is arbitrary and capricious." The FCC was mandated to do this review in two court rulings which are submitted into the record: one in 2019 in Case 18-1129, Keetoowah et al. V FCC, and another in 2021 in Case 20-1025, EHT/CHD v FCC. To date the FCC has not complied.

<https://scientists4wiredtech.com/2019/08/federal-court-overturns-fcc-order-bypassing-environmental-r>

<https://www.fcc.gov/document/dc-circuit-decision-environmental-health-trust-v-fcc>

Definition: Wireless Telecommunications Facilities means the plant, equipment and property including, but not limited to, cables, wires, conduits, ducts, pedestals, electronics and other appurtenances used or to be used to transmit, receive, distribute, provide or offer wireless telecommunications service. October 1, 2019, the D.C. Circuit Court of Appeals in Case No, 18-1051, Mozilla et al v FCC, confirmed internet “Services” to be reclassified by the FCC as Title I, unregulated “Information Services.” At present, only, wireline and wireless telephone and text transmissions are classified as Title II, regulated “Telecommunication Services.” Title I and Title II applications, therefore need to be regulated differently by local planning boards and commissions. Every new [wireless telecommunications facility (“WTF”)] must undergo NEPA review, and that WTF applications cannot be batched for such purpose.

Explanation/ Submitted by: Text is exactly as submitted by Petitioner. (2/3rds vote required)/ Citizen Petition.

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 Fourth (4th) day of April in the year of our lord Two Thousand Twenty-three.

UPTON BOARD OF SELECTMEN

PROCEEDINGS OF ANNUAL TOWN MEETING / 04 MAY 2023

Called to order at 7 pm by Moderator David Loeper.

Kathleen Bern and Maria Tonry checked in 139 voters to the meeting which was held in the auditorium at Nipmuc Regional Middle/High School. The necessary quorum of 40 voters was exceeded.

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

Accepted guests were: Brian Maser, Town Counsel; Maureen Cohen, Superintendent MURSD; Kenny Costa, Town Accountant; Jessica Gomez, Town Treasurer/Collector; Paul Marchand, Town Employee; Matthew Bachtold, Library Director; Michael Fitzpatrick, Superintendent BVT; Jay Byer, MURSD. Also, Dennis Westgate, DPW Director; Maggie Gundersen, Director of Elder & Human Services; and Michael Antonellis, Director of Land Use & Inspectional Services.

Moderator David Loeper detailed procedures and protocols for the Town Meeting.

Brett Simas, Chair of the Board of Selectmen, acknowledged and thanked fellow Selectmen Stephen Matellian for his 6 years of service to the Town of Upton.

Consent Calendar: Upon motion of David Loeper, it was moved the Town vote by unanimous consent the following Articles that have not been requested “hold”; those (consent calendar) **Articles being: 1, 5, 6, 7, 8, 11, 12, 16, 17A, 17B, 17C and 31.**

Moderator declared the motion passed by unanimous consent

Reports of Town Officers and Appointed Committees

ARTICLE 1: **Unanimous consent**, the Town voted to approve Article 1 and accept reports of all Town Officers and Appointed Committees, as written in the 2022 Town Report.

Prior Years Bills

ARTICLE 2: Upon motion of Brett Simas, it was moved the Town vote to transfer \$1,200 from the PEG Access and Cable Related Fund to pay unpaid bills from prior fiscal years.

Favorable recommendation by the Finance Committee

Moderator declared the motion passed unanimously

Prior Year Elected Board Stipends

ARTICLE 3: Upon motion of Brett Simas, it was moved the Town vote to transfer \$7,000 from available funds to pay unpaid elected board stipends from prior fiscal years.

Favorable recommendation by the Finance Committee

Moderator declared the motion passed unanimously

FY2024 Annual Town Operating Budget

ARTICLE 4: Upon motion of Brett Simas, it was moved the Town vote to fix the salaries and compensation of all officers of the Town as provided by M.G.L. Chapter 41, Section 108, as amended, and to raise and appropriate \$27,831,289 to defray expenses of the Town Departments for the ensuing year, as set forth in items identified as “Total Budget to be Voted” within the document entitled “Finance Committee Report, Town of Upton, Massachusetts, Fiscal Year 2024 Budget Recommendation” and not requested “hold”, and as amended, if applicable, by vote of Town Meeting for those items requested “hold”.

Favorable recommendation by the Finance Committee

Moderator declared the motion passed unanimously

FY2024 Water Enterprise Fund

ARTICLE 5: Unanimous consent, the Town voted to approve Article 5 as set forth in the warrant, raising and appropriating the total sum of \$986,295 to operate the Water Enterprise Fund as set forth below for FY 2024:

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

Wages & Salaries	\$344,820
Expenses	\$352,535
Capital Outlay	-0-
Debt	\$238,940
Extra/Unforeseen	50,000
Total	\$986,295

And that **\$986,295** be raised for such purposes as follows:

Department receipts	\$866,825
Retained Earnings	-0-
*Tax Levy	\$119,470

*(NOTE: As raised and appropriated under Article 4)

FY2024 Wastewater Enterprise Fund

ARTICLE 6: Unanimous consent, the Town voted to approve Article 6 as set forth in the warrant, raising and appropriating the total sum of \$723,222 to operate the Wastewater Enterprise Fund as set forth below for FY2024:

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

Wage & Salaries	\$335,815
Expenses	\$339,027
Capital Outlay	-0-

Debt	\$18,380
Extra/Unforeseen	\$30,000
Total	\$723,222

And that **\$723,222** be raised for such purposes as follows:

Department receipts \$ 723,222

FY2024 Revolving Funds Spending Limits

ARTICLE 7: Unanimous consent, the Town voted to approve Article 7 as set forth in the warrant, establishing annual spending limits for FY2024 for revolving funds, established in Chapter 36, Section 36-14, of the General Bylaws, in accordance with M.G.L. Chapter 44, §53E ½, and for the Treasurer/Collector Tax Title Revolving Fund, in accordance with M.G.L. Chapter 60, §15B, with such expenditure limits to be applicable for each fiscal year until such time as Town Meeting votes otherwise.

Printed in Warrant:

Authorized Revolving Funds (G.L. c.44, §53E ½)	FY Expenditure Limit
Board of Health "Curbside Waste and Recycling Fund"	\$15,000
Board of Health "Title V Fund"	\$15,000
Conservation Commission "Wetlands Revolving Fund"	\$20,000
Conservation Commission "Storm Water By- Law Fund"	\$7,000
Elder & Social Service Programming	\$10,000
Land Stewardship Committee "Community Garden Fund"	\$2,000
Land Stewardship Committee "Land Stewardship Fund"	\$10,000
Town Library Fund	\$6,000
Recreation Commission	\$270,000

Authorized Revolving Fund (G.L. c.60, §15B)	FY Expenditure Limit
Treasurer/Collector Tax Title	\$15,000

FY2024 Upton Cable Fund

ARTICLE 8: Unanimous consent, the Town voted to approve Article 8 as set forth in the warrant, raising and appropriating the total sum of \$97,200 to operate the PEG Access and Cable Related Fund as set forth below for FY 2024:

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

Wage & Salaries	\$44,000
Expenses	\$ 3,200
Capital Outlay	\$40,000
Extra/Unforeseen	\$10,000
Total	\$97,200

And that **\$97,200** to be raised for such purposes as follows:

Department receipts \$97,200

Transfer to Stabilization Fund

ARTICLE 9: Upon motion of Maureen Dwinell, it was moved the Town vote to transfer from Free Cash the sum of One Hundred and Sixty Thousand Six Hundred and Thirteen dollars (\$160,613) into the Stabilization Account.

Favorable recommendation from Finance Committee
Moderator declared the motion passed unanimously

Transfer to Capital Stabilization Fund

ARTICLE 10: Upon motion of Maureen Dwinnell, it was moved the Town vote to transfer from Free Cash the sum of Two Hundred Thousand dollars (\$200,000) into the Capital Stabilization Account.

Favorable recommendation from Finance Committee

Moderator declared the motion passed unanimously

Transfer to Other Post-Employment Benefits (OPEB)

ARTICLE 11: Unanimous consent, the Town voted to Article 11 as set forth in the warrant, the transfer from Free Cash the sum of One Hundred Thousand dollars (\$100,000) into the Other Post-Employment Benefits Liability Trust Fund.

Chapter 90 Acceptance

ARTICLE 12: Unanimous consent, the Town voted to approve Article 12 as set forth in the warrant, providing for the acceptance and expenditure of so-called Chapter 90 funds.

Road Construction Appropriation

ARTICLE 13: Upon motion of Stephen Matellian, it was moved the Town vote to raise and appropriate the sum of One Hundred Thousand dollars (\$100,000) and transfer from Free Cash the sum of One Hundred Eighty Thousand dollars (\$180,000) for a total of Two Hundred and Eighty Thousand dollars (\$280,000) to be used for the construction and/or improvement of Town Roads to supplement those provided for under the Commonwealth of Massachusetts M.G.L. Chapter 90 Program, including all expenses incidental and related.

Favorable recommendation from Finance Committee

Moderator declared the motion passed unanimously

FY2023 Snow & Ice Deficit Appropriation

ARTICLE 14: Upon motion of Stephen Matellian, it was moved to pass over Article 14.

Favorable recommendation from Finance Committee

Moderator declared the motion passed unanimously

FY2023 Waste Removal and Recycling Transfer

ARTICLE 15: Upon motion of Stephen Matellian, it was moved the Town vote to transfer from Free Cash the sum of Seventy-Five Thousand Three Hundred dollars (\$75,300) to fund deficits associated with Waste Removal - Curbside Services (0100-433-52005296) and Waste Removal – Disposal (0100-433-5200-5293).

Favorable recommendation from Finance Committee

Moderator declared the motion passed unanimously

Conservation Fund Additional Funding

ARTICLE 16: Unanimous consent, the Town voted to approve Article 16 as set forth in the warrant, to transfer from Free Cash the sum of Five Thousand dollars (\$5,000) to supplement the Town’s “Conservation Fund.

Community Preservation Fund Reserve Account

ARTICLE 17A: Unanimous consent, the Town voted to approve Article 17A as set forth in the warrant, to transfer from the fund balance of the Community Preservation Fund the following sums to the specified Community Preservation Fund reserve accounts to meet the requirements of M.G.L. Chapter 44B, §6, for FY23:

- Historic Resources Account - \$93,475
- Open Space Account - \$93,475
- Community Housing Account - \$93,475

and to place any remaining FY2023 CPA Trust Fund matching revenues in a so-called “FY2023 Undesignated Budgeted Reserve.”

Community Preservation Administrative Budget

ARTICLE 17B: Unanimous consent, the Town voted to approve Article 17B as set forth in the warrant, to act on the report of the Community Preservation Committee on the FY 2024 community preservation budget and appropriate the sum of \$15,000 from the Community Preservation Fund FY 2023 estimated annual revenues to the Community Preservation Committee Administrative Expense Account for all necessary and proper administrative expenses of the Committee for FY 2024.

Community Preservation Town Hall Renovation Bonds

ARTICLE 17C: Unanimous consent, the Town voted to approve Article 17C as set forth in the warrant, to transfer the sum of Two Hundred Seventy Thousand Three Hundred Twenty-Eight dollars (\$270,328) from the Community Preservation Fund, Undesignated Account to meet the tenth-year payment of debt service owed on the General Obligation Town Hall Renovation Bonds.

Heritage Park Sign Funding

ARTICLE 18: Upon motion of Edward Phillips, it was moved the Town vote to appropriate the sum of Five Thousand dollars (\$5,000) from the Community Preservation Act Historic Resources Account to the Upton Historical Commission to purchase and install a new sign at Heritage Park.

Favorable recommendation from Community Preservation Committee (CPC) for Three Thousand dollars (\$3,000)

Upon motion of Edward Phillips, it was moved to amend the motion to reduce the sum to Three Thousand dollars (\$3000).

Favorable recommendation from CPC

Favorable recommendation from Finance Committee

Moderator declared the amendment passed unanimously

Moderator declared the motion passed unanimously

Grange Exterior Restoration Funding

ARTICLE 19: Upon motion of Edward Phillips, it was moved the Town vote to appropriate the sum of One Hundred Twenty Thousand dollars (\$120,000) from the Community Preservation Act Historic Resources Account for the restoration of the exterior of the Grange Hall/Center School No. 1, located at 26 School Street, listed on the Massachusetts Register of Historic Places, to include a new roof, siding and trim repairs, handicap accessible ramp repairs, exterior painting, and general landscape improvements in an effort to stabilize the exterior of the building, contingent upon the Town, through the Board of Selectmen, securing necessary preservation easements or restrictions.

Favorable recommendation from CPC

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

Funds for Historic Preservation

ARTICLE 20: Upon motion of Edward Phillips, it was moved the Town vote to transfer from Free Cash, the sum of Twenty-Five Thousand dollars (\$25,000), for the Historical Commission to use as deemed reasonably necessary to preserve the historical infrastructure of Upton in accordance with all laws and ordinances.

Favorable recommendation from Finance Committee

Moderator declared the motion passed unanimously

Warren Brook Bridge – Robertson Property

ARTICLE 21: Upon motion of Marcella Stasa, it was moved the Town vote to transfer the sum of One Hundred Twenty Thousand dollars (\$120,000) from the Community Preservation Act Open Space Account to the extent available, or from the Community Preservation Act Undesignated Account, to fund the design and construction of a trail bridge for public use across Warren Brook on the Robertson Family Conservation Restriction Area trail easement.

Favorable recommendation from Finance Committee

Favorable recommendation from CPC

Moderator declared the motion passed by majority

Police Station Ramp Replacement

ARTICLE 22: Upon motion of Michael Bradley, it was moved the Town vote to transfer from Free Cash the sum of Fifty Thousand dollars (\$50,000) for the repair and/or replacement of the concrete ramp at the Police Station; including all expenses incidental and related.

Favorable recommendation from Finance Committee

Favorable recommendation from Capital Budget Committee

Moderator declared the motion passed unanimously

Grafton-Upton Railroad Consultant Services

ARTICLE 23: Upon motion of Michael Bradley, it was moved the Town vote to transfer from Free Cash the sum of Twenty-Five Thousand dollars (\$25,000) to retain the services of consultants, engineers, or similar, to provide professional emergency management peer review services of Grafton-Upton Railroad operations and expansion plan.

Favorable recommendation from Finance Committee

Moderator declared the motion passed unanimously

Highway Department 1-Ton Truck Replacement

ARTICLE 24: Upon motion of Maureen Dwinnell, it was moved the Town vote to transfer from Free Cash the sum of One Hundred Twenty-Five Thousand dollars (\$125,000) to be used for the purchase of a replacement dump truck for the Highway Division, including all costs incidental and related.

Favorable recommendation from Finance Committee
Favorable recommendation from Capital Budget Committee
Moderator declared the motion passed by majority

DPW Director Vehicle Replacement

ARTILCE 25: Upon motion of Maureen Dwinnell, it was moved the Town vote to transfer from Free Cash the sum of Sixty-Five Thousand Dollars (\$65,000) to be used for the purchase of a replacement vehicle for the DPW Director similar in size and capabilities as the current vehicle that meets the Town’s Fuel Efficiency Policy, including all costs incidental and related.

Favorable recommendation from Finance Committee
Favorable recommendation from Capital Budget Committee
Moderator declared the motion passed unanimously

Roadside Mowing Tractor Purchase

ARTICLE 26: Upon motion of Maureen Dwinnell, it was moved the Town vote to transfer from Free Cash the sum of One Hundred Fifty Thousand Dollars (\$150,000) to be used for the purchase of a roadside mowing tractor for the Highway Division, including all costs incidental and related.

Favorable recommendation from Finance Committee
Favorable recommendation from Capital Budget Committee
Moderator declared the motion passed by majority

Park/Cemetery/Forestry Mower Replacement

ARTICLE 27: Upon motion of Brett Simas, it was moved the Town vote to transfer from Free Cash the sum of Twelve Thousand Dollars (\$12,000) to be used for the purchase of a replacement mower for the Parks/Cemetery/Forestry Division, including all costs incidental and related.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

Wastewater Sand Filtration Refurbishment

ARTICLE 28: Upon motion of Stephen Matellian, it was moved the Town vote to transfer from Wastewater Enterprise Retained Earnings the sum of Two Hundred Fifty Thousand dollars (\$250,000) for the purpose of refurbishing the sand filtration system, including equipment and media, for the purpose of providing Tertiary treatment at the Wastewater Treatment Facility, including all costs incidental and related.

Favorable recommendation from Finance Committee

Favorable recommendation from Capital Budget Committee

Moderator declared the motion passed unanimously

Water Tank Refurbishment and Repairs

ARTICLE 29: Upon motion of Stephen Matellian, it was moved the Town vote to transfer from Water Enterprise Retained Earnings the sum of One Hundred Twenty Thousand Dollar (\$120,000) for the purpose of refurbishing the vaults at the Pratt Hill Water Tank and replacing of the ladder on the Pearl Street Water Tank, including any costs incidental and related.

Favorable recommendation from Finance Committee

Favorable recommendation from Capital Budget Committee

Moderator declared the motion passed unanimously

Town Hall Scanner/Plotter

ARTICLE 30: Upon motion of Brett Simas, it was moved the Town vote to transfer from Free Cash the sum of Twenty-Four Thousand Five Hundred dollars (\$24,500) to be used for the purchase of a large format scanner/plotter for the departments within Town Hall; including all costs incidental and related.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

Board of Assessor Recertification

ARTICLE 31: Unanimous consent, the Town voted to approve Article 31 as set forth in the warrant, to raise and appropriate the sum of Ten Thousand dollars (\$10,000) for use by the Board of Assessors for recertification work required to comply with state law; including all costs incidental and related.

Classification and Compensation Plan Update

ARTICLE 32: Upon motion of Brett Simas, it was moved the Town vote to transfer from Free Cash the sum of Forty Thousand dollars (\$40,000) to be used for a classification and compensation plan review and update, including all costs incidental and related.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

Ride Share Funds

ARTICLE 33: Upon motion of Stephen Matellian, it was moved the Town vote to Appropriate the sum of Three Hundred Eight dollars (\$308) from monies received from the Commonwealth's Transportation Infrastructure Enhancement Trust Fund for the purposes as set forth in the warrant.

Favorable recommendation from Finance Committee

Moderator declared the motion passed unanimously

Amendment to Dog Bylaws (General Bylaw)

ARTICLE 34: Upon motion of Maureen Dwinnell, it was moved the Town vote to amend the Town of Upton General Bylaws, Chapter 122, § 122-5, entitled “Roaming at Large”, as set forth in the warrant.

Moderator declared the motion passed by majority

Increase in ZBA Membership (Zoning Bylaw)

ARTICLE 35: Upon motion of Paul Carey, it was moved the Town vote to amend the Town of Upton Zoning Bylaws, § 300-9.2(A) by increasing the number of members on the Zoning Board of Appeals from three (3) members to five (5) as set forth in the Planning Board’s Report and as reproduced below, with new language underlined and deleted language being stricken, as follows:

§300-9.2 Zoning Board of Appeals

A. Establishment. There shall be a Zoning Board of Appeals consisting of ~~three~~ five persons, inhabitants of the Town. The Board of Selectmen shall appoint the members. They shall hold office for a term of three years, except that, when the Board ~~is~~ was first established ~~hereunder, it consisted of three members and~~ one member shall be was appointed for a term of one year; one member ~~shall be~~ was appointed for a term of two years; and one member ~~shall be~~ was appointed for a term of three years— and when the membership of the Board is increased, hereunder, to five members, one of the new members shall be appointed for an initial term of one year and one of the new members shall be appointed for an initial term of two years. The Board of Selectmen shall also appoint two persons, inhabitants of the Town, associate members of said Zoning Board of Appeals, who shall hold office for a term of three years, except that, when associate members ~~are~~ were first appointed hereunder, one ~~shall be~~ was appointed for a term of one year; one ~~shall be~~ was appointed for a term of two years; and one ~~shall be~~ was appointed for a term of three years. In case of vacancy, inability to act,

or interest on the part of any member of the Zoning Board of Appeals, an associate member shall take his place.

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

Moderator declared the motion passed unanimously

Citizens Petition – Knowlton Risteen

ARTICLE 36: Upon motion of Linda Gay, it was moved to pass over Article 36.

Moderator declared the motion passed unanimously

Citizens Petition – Wireless Technology (Zoning Bylaw)

ARTICLE 37: Upon motion of Marcella Stasa, it was moved the Town vote to amend the Zoning Bylaws under ARTICLE 6: Special Regulations Chapter 300-6.2 Wireless data transfer facilities.

To see if the Town will vote under the Zoning Bylaws Chapter 300-6.2: Wireless data transfer facilities to adopt a Wireless Telecommunications Facilities (WTFs) application requirement for completeness: WTF applications will be considered incomplete until the FCC completes the DC Circuit Court-mandated Environmental Review of the entire Wireless Transfer Facilities roll out pursuant to the National Environmental Policy Act of 1969¹ including studies from scientists independent from industry, who have fully investigated millimeter wave 5G small cell technology safety; and that the FCC regulations have been updated to include measures that comply with the results of this review; and, that the Town of Upton shall consider reasonable alternatives such as fiber optic.

¹ The FCC is required by the National Environmental Policy Act of 1969, among other things to evaluate the effect of emissions from FCC-

regulated transmitters on the quality of the human environment. On August 9, 2019, the D.C. Circuit Court of Appeals, in its Ruling in Case 18-1129, vacated FCC Order 18-30's deregulation of small-cell Wireless Transmission Facilities(s) [sWTFs] and remanded this to the FCC. In Case 18-1129, the judges stated that "the FCC failed to justify its determination that it is not in the public interest to require review of [sWTF] deployment" and ruled that "the Order's deregulation of [sWTFs] is arbitrary and capricious." The FCC was mandated to do this review in two court rulings which are submitted into the record: one in 2019 in Case 18-1129, Keetoowah et al. V FCC, and another in 2021 in Case 20-1025, EHT/CHD v FCC. To date the FCC has not complied.

<https://scientists4wiredtech.com/2019/08/federal-court-overturns-fcc-order-bypassing-environmental-r>

<https://www.fcc.gov/document/dc-circuit-decision-environmental-health-trust-v-fcc>

Definition: Wireless Telecommunications Facilities means the plant, equipment and property including, but not limited to, cables, wires, conduits, ducts, pedestals, electronics and other appurtenances used or to be used to transmit, receive, distribute, provide or offer wireless telecommunications service. October 1, 2019, the D.C. Circuit Court of Appeals in Case No, 18-1051, Mozilla et al v FCC, confirmed internet "Services" to be reclassified by the FCC as Title I, unregulated "Information Services." At present, only, wireline and wireless telephone and text transmissions are classified as Title II, regulated "Telecommunication Services." Title I and Title II applications, therefore need to be regulated differently by local planning boards and commissions. Every new [wireless telecommunications facility ("WTF")] must undergo NEPA review, and that WTF applications cannot be batched for such purpose.

Unfavorable recommendation by the Planning Board

Unfavorable recommendation by the Technology Committee

Moderator declared 2/3 majority is required

Upon motion of William Andrews, it was moved to question
Moderator declared 2/3 majority is required

**Moderator declared the motion to move to question was passed by
2/3 majority**

Moderator declared the motion does not pass by 2/3 majority

Upon motion of Katherine Robertson, it was moved to dissolve the
warrant and adjourn the Annual Town Meeting at 9:07 pm.

Motion passed unanimously.

A True Copy.

Attest:

M. Denise Smith

Town Clerk

ANNUAL TOWN ELECTION WARRANT / 09 MAY 2023

THE COMMONWEALTH OF MASSACHUSETTS

WORCESTER, SS

TO THE CONSTABLES OF THE TOWN OF UPTON, in the county of WORCESTER,

Greetings:

IN THE NAME OF THE COMMONWEALTH OF MASSACHUSETTS, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in Elections to vote at Nipmuc Regional High School Gymnasium, in Upton on Tuesday, the ninth day of May 2023 from 7:00 A.M. to 8:00 P.M. for the following purpose:

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

Moderator for 1 year

Board of Selectman for 3 years

Assessor of Taxes for 3 years

Assessor of Taxes for 1 year

Mendon-Upton Regional School District Committee member for 3 years

Cemetery Commission for 3 years

Cemetery Commission for 1 year

Board of Health for 3 years

Board of Health for 1 year

Recreation Commissioner for 3 years

Trustees of the Public Library (3) for 3 years

Trustees of the Public Library for 1 year

Planning Board for 5 years

Upton Housing Authority for 3 years

Upton Housing Authority for 2 years

Finance Committee for 3 years
Board of Commissioner of Trust Funds for 3 years
Constable for 2 years

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

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

Given under our hands this 18th day of April in the year of our lord two thousand twenty-three.

UPTON BOARD OF SELECTMEN

PROCEEDINGS OF ANNUAL TOWN ELECTION WARRANT / 09
MAY 2023

Seema J. Kenney, Warden, declared the polls open at 7:00 am at Nipmuc Regional High School. Megan Ronzio was the Precinct Clerk for precinct 1, Lauren Montenegro Precinct Clerk for Precinct 2 and Lynn Gruber Precinct Clerk for Precinct 3.

Throughout the day, election clerks on duty for Precinct 1 check-in table were William Andrews & Michael Gilronan; and at the check-out table were Kathy Ramsey & Kathy Lane. For Precinct 2 at check-in were Joan Burrell & Ed Phillips; and at check-out were Agnita Knott & Mary Bradford. For Precinct 3 at check-in were Paul Flaherty, Joan Scribner & Robyn Sharp; and at check-out were Joyce Moroney & Lisa Brochu.

At 8:00 pm the Warden declared the polls closed. The tabulators were closed out and at 8:01 pm the results of the election were printed from each of the three DS200 tabulation machines. There were 850 votes cast (including one hand-counted ballot). Precinct 1 – 291; Precinct 2 – 310; and Precinct 3 - 249.

The following are the results of the election:

**Indicates Incumbent

Moderator (1 yr)

**David C. Loeper, 18 Nelson St	681
Blanks	161
Write In - Other	8

Selectmen (3 yrs)

Laura J. Hebb, 38 Grove St	457
David Ross, 23 Plumbly Rd	387
Blanks	6

Write In – Other	0
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Assessors of Taxes (3 yrs)

Valerie A. Leonardo, 28 Maple Ave	621
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Blanks	223
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Write In – Other	6
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Assessors of Taxes (1 yr)

William A. Bonina, 44 Plain St	638
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Blanks	208
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Write In – Other	4
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Mendon Upton Regional School Committee (3 yrs)

James Ferenczy, 98 South St	283
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James M. Forkey, 7 Nathaniel Way	455
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Blanks	107
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Write In – Other	5
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Cemetery Commission (3 yrs)

Alfred Palladini, 6 Brooks St	598
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Blanks	244
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Write In – Other	8
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Cemetery Commission (1 yr)

**Robert Wilson Pray Jr., 12 Wildwood Ave	600
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Blanks	244
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Write In – Other	6
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Board of Health (3 yrs)

Quinn Parks, 7 Pierce Ln	596
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Blanks	250
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Write In – Other	4
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Board of Health (1 yr)

Laura J. Hebb, 38 Grove St	607
Blanks	226
Write In – Other	17

Recreation Commission (3 yrs)

Laura J. Monachino, 39 Christian Hill Rd	604
Blanks	244
Write In - Other	2

Trustees of the Public Library (3 for 3 yrs)

**Debra J. Amorelli, 28 Merriam Way	555
**Charlotte L. Carr, 20 Goss Pond Rd	562
Joseph K. Poirier, 18 Fiske Ave	588
Blanks	835
Write In - Other	10

Trustees of the Public Library (1 for 1 yr)

Alycia R Phylis, 11 Christian Hill Rd	588
Blanks	257
Write In - Other	5

Planning Board (5 yrs)

Write In – Kenneth Raye, 58 Mechanic St	109
Blanks	682
Write In – All Others	59

Housing Authority (3 yrs)

Brittany Besler, 5 Green Ln	585
Blanks	258
Write In – Other	7

Housing Authority (1 yr)

Charlene L. Williams, 4 Hartford Ave N, D2	567
Blanks	272
Write In – Other	11

Finance Committee (3 yrs)

Write In – Richard McGuire, 11 Whitney Ln	52
Blanks	725
Write In – All Others	73

Board of Commissioner of Trust Funds (3 yrs)

Stephen A. Matellian, 161 South St	608
Blanks	231
Write In – Others	11

Constable (2 yrs)

Valentine Komarovskiy, 26 East St	580
Blanks	264
Write In – Other	6

The total number of ballots voted was 850 out of 6,315 registered voters (including 261 inactive) representing a 13% turnout. This included 53 vote by mail (early/absentee) ballots. Town Clerk Denise Smith read the unofficial results of the election at 8:40 pm. The used and unused ballots were sealed in separate containers and returned to the Town Hall at 8:50 pm.

Attest:

M. Denise Smith
Town Clerk

SPECIAL TOWN MEETING WARRANT / 07 NOVEMBER 2023

IN THE NAME OF THE COMMONWEALTH OF MASSACHUSETTS, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in Elections and in Town affairs, to meet in the Auditorium at said Nipmuc Regional High School, 90 Pleasant Street, Upton, MA on Tuesday, November 7, 2023 punctually at Seven o'clock in the evening, to act on the Articles in the warrant.

ARTICLE 1: PRIOR YEAR BILLS

To see if the Town will vote to transfer from available funds a sum of money to pay unpaid bills from prior fiscal years, or take any other action related thereto.

Explanation/ Submitted by: Prior Year Bills (FY 2023), (9/10th vote required) /Board of Selectmen

ARTICLE 2: AMEND FY 2024 OPERATING BUDGET

To see if the Town will vote to amend the Town's Operating Budget for the Fiscal Year commencing July 1, 2023, as adopted under Article 4 of the Annual Town Meeting of May 4, 2023; and to see if the Town will vote to raise and appropriate, borrow or transfer from available funds, or otherwise provide a sum or sums of money to be added to the amounts appropriated under said Article, as amended, for the operation of the Town and its government, or take any other action related thereto.

Explanation/ Submitted by: Article 2 proposes amendments to the FY 2024 Operating Budget approved by the May 5, 2023 Annual Town Meeting. /Board of Selectmen

ARTICLE 3: MILFORD STREET PUMPING STATION – PERMANENT EASEMENT

To see if the Town will vote to authorize the Board of Selectmen to acquire, by gift, purchase or eminent domain, for general municipal purposes, including, but not limited to, for a pumping station, a permanent easement upon a parcel of land, containing Five Thousand Six

hundred and Twenty-Five (5,625) square feet, more or less, as shown on a plan, on file with the Town Clerk, on property located at 41 Milford Street (Assessor's Map 021-121), and to raise and appropriate, borrow, or transfer from available funds, or any combination thereof, a sum of money, including all costs incidental and related thereto, to fund said acquisition; and further to authorize the Board of Selectmen to enter into all agreements and take all related actions necessary or appropriate to carry out this acquisition, on such terms and conditions as the Board of Selectmen shall, in its discretion, deem reasonable, and to take all related actions necessary or appropriate to effectuate such acquisition; or take any other action related thereto.

Explanation/ Submitted by: Article 3 seeks authorization from Town Meeting to acquire permanent easement upon a parcel of land, containing approximately Five Thousand Six hundred and Twenty-Five (5,625) square feet, on property located at 41 Milford Street. The easement is necessary for siting a pump station that is required by the MassWorks Project that will extend water and sewer on Milford Street.
/Board of Selectmen

ARTICLE 4: GROVE STREET BRIDGE – PERMANENT EASEMENT

To see if the Town will vote to authorize the Board of Selectmen to acquire, by gift, purchase or eminent domain, for general municipal purposes, including, but not limited to, for a pedestrian bridge, a permanent easement upon a parcel of land, containing 228 square feet, more or less, as shown on a plan, on file with the Town Clerk, on property located at 8 Grove Street (Assessor's Map 201-059), and to raise and appropriate, borrow, or transfer from available funds, or any combination thereof, a sum of money, including all costs incidental and related thereto, to fund said acquisition; and further to authorize the Board of Selectmen to enter into all agreements and take all related actions necessary or appropriate to carry out this acquisition, on such terms and conditions as the Board of Selectmen shall, in its discretion, deem

reasonable, and to take all related actions necessary or appropriate to effectuate such acquisition; or take any other action related thereto.

Explanation/ Submitted by: Article 4 seeks authorization from Town Meeting to acquire permanent easement upon a parcel of land, containing 228 square feet, on property located at 8 Grove Street. The easement is necessary for siting a pedestrian bridge as part of the Grove Street Bridge Project as authorized by Article 11 of the November 1, 2022 Special Town Meeting. /Board of Selectmen

ARTICLE 5: CEMETERY PROFESSIONAL AND ADMINISTRATIVE SERVICES

To see if the Town will vote to transfer from available funds, the sum of Two Hundred Thousand dollars (\$200,000) to fund professional and administrative services to support the migration of existing physical and electronic cemetery records to a new cemetery management software, reconciliation of records with physical burial plots, and other associated research and administrative services that may be deemed necessary by the Director of Public Works, in consultation with the Cemetery Commission, or take any other action related thereto.

Explanation/ Submitted by: Article 5 seeks funding for professional and administrative services as well as migrating existing electronic and physical records to a new software platform. The article will also fund reconciliation of records with physical burial locations. /Board of Selectmen

ARTICLE 6: SPEED SIGN INSTALLATION

To see if the Town will vote to transfer from available funds, the sum of Twenty-Seven Thousand dollars (\$27,000), or, any other sum, to be used to install four (4) solar powered permanently mounted speed radar signs, including all expenses incidental and related thereto; or take any other action related thereto.

Explanation/ Submitted by: Article 6 seeks funding for the installation of four (4) solar powered radar speed signs. The speed signs were funded through a grant received by the Police Department and will warn drivers of their speed in relation to the posted speed limit as they enter a lower speed zone such as Upton Center and in West Upton. /Board of Selectmen.

ARTICLE 7: ROAD SPEED STUDIES

To see if the Town will vote to transfer from available funds, the sum of Fifty Thousand dollars (\$50,000), or, any other sum, to be used to conduct engineering studies, reports, audits, and design plans to mitigate speeding on local roads, including all expenses incidental and related thereto; or take any other action related thereto.

Explanation/ Submitted by: Article 7 seeks funding to allow the town to study and develop plans to mitigate speeding on local roads. /Board of Selectmen.

ARTICLE 8: FUNDS FOR EXTERIOR MAINTENANCE OF RISTEEN BUILDING AND HOLY ANGELS

To see if the Town will vote to transfer from available funds the sum of One Hundred and Ten Thousand dollars (\$110,000), or any other sum, for the purposes of cleaning and painting maintaining, and repairing the exterior of the Risteen Building and Holy Angels, including all expenses incidental and related thereto; or take any other action related thereto.

Explanation/ Submitted by: Article 8 proposes to fund exterior cleaning and painting, as well as conduct minor exterior repairs, to improve the exterior condition of the Risteen Building and Holy Angels. / Board of Selectmen.

ARTICLE 9: AUTHORIZATION TO LEASE KNOWLTON RISTEEN BUILDING

To see if the Town will vote to authorize the Board of Selectmen to lease, in accordance with the provisions of M.G.L. Chapter 30B, first floor of the building known as the Knowlton Risteen Building, located at 2 Main Street, shown as Assessor's Map 201-073 for such sum or sums and upon such conditions determined by the Board of Selectmen to be in the best interests of the Town, and to authorize the Board of Selectmen to execute any and all instruments, including leases or other agreements, and take all other actions necessary or appropriate to effectuate the vote taken hereunder; or take any other action related thereto.

Explanation/ Submitted by: Article 9 seeks authorization for the Board of Selectmen to lease the first floor of the Risteen Building at 2 Main Street. With the construction of the Upton Community Center, the first floor of the Risteen Building is now vacant. The Upton Museum and Upton Cable continue to occupy space on the second floor. The article would allow for the Board to lease space to local businesses or organizations while the Town develops plans for the future of the building. / Board of Selectmen.

ARTICLE 10: CPA FUNDS TO AFFORDABLE HOUSING TRUST

To see if the Town will vote to transfer One Hundred Thousand Dollars (\$100,000) from the CPA Affordable Housing Reserve account to the Upton Affordable Housing Trust, with such funds to be used in accordance with the CPA statutes and guidelines for community housing, or take any other action related thereto.

Explanation/ Submitted by: Article 10 proposes to transfer \$100,000 from the CPA Affordable Housing Reserve account to the Upton Affordable Housing Trust for the purpose of conducting predevelopment activities supporting the development of affordable housing. / Affordable Housing Trust/ Community Preservation Committee.

ARTICLE 11: COMMUNITY PRESERVATION PLAN

To see if the Town will vote to appropriate \$15,000 from the Community Preservation Undesignated Fund for the purpose of creating the

Community Preservation Plan, including all expenses incidental and related thereto, or take any other action related thereto.

Explanation/ Submitted by: Article 11 proposes to fund the preparation of a Community Preservation Plan, as required by statute. The Plan will enable the Committee to conduct an analysis of local needs, prepare goals for CPA program areas, and develop priorities and potential projects to utilize CPA funding over the coming years. / Community Preservation Committee.

ARTICLE 12: AFFORDABLE HOUSING TRUST ACTION PLAN

To see if the Town will vote to appropriate \$15,000 from the Community Preservation Community Housing Fund for the purpose of creating an Affordable Housing Trust Action Plan, including all expenses incidental and related thereto, or take any other action related thereto.

Explanation/ Submitted by: Article 12 proposes to fund the preparation of an Affordable Housing Trust Action Plan. The Plan will establish the Trust's goals, priority initiatives, and estimated five-year budget. The overall intention of this Plan is to establish a deliberate focus to the work of the Trustees and the use of Trust resources. / Affordable Housing Trust/ Community Preservation Committee.

ARTICLE 13: PREPARATION OF PRATT POND AND MILL POND MANAGEMENT AND WATER QUALITY PLAN

To see if the Town will vote to appropriate from Community Preservation Act revenues the sum of \$50,000 to the Lakes and Ponds Committee for preparation of a management and water quality monitoring plan for Pratt Pond and Mill Pond, or take any other action related thereto.

Explanation/ Submitted by: Article 13 seeks funding for the preparation of a management and water quality monitoring plan for Pratt Pond and Mill Pond. For Mill Pond, the plan would include presentation of conceptual management options, including no action, dam repair, sediment removal to restore aquatic (open water) habitat, and dam

removal. For Pratt Pond, the plan would include options to manage high nutrient levels which contribute to algal blooms. The plan would be informed by previously CPA funded 2023 water quality and surface sediment testing at the two ponds. The project would be managed by the Lakes and Ponds Committee. / Community Preservation Committee.

ARTICLE 14: WARREN BROOK TRAIL BRIDGE

To see if the Town will vote to appropriate from Community Preservation Act revenues the sum of \$5,000 to the Land Stewardship Committee to repair a trail bridge at the Warren Brook Watershed Conservation Area, or take any other action related thereto.

Explanation/ Submitted by: Article 14 seeks funding to repair and upgrade an existing 60 ft. long trail bridge in the Warren Brook Watershed Conservation Area. It was originally built using pressure treated wood but it has reached the point that this material is at the end of its useful life and has begun to rot. Efforts to patch it have been inadequate and time consuming and it continues to deteriorate and poses a hazard. The proposed repair project would install FRP (fiberglass reinforced polymer) decking, covered by a pea stone surface. The Blackstone Valley New England Mountain Bikers Association (BVNEMBA) and the Bay State Trail Riders Association (BSTRA) would provide additional funding and volunteer labor. The Upton Land Stewardship Committee is a subcommittee of the Upton Conservation Commission and will be the supervising entity. / Community Preservation Committee.

ARTICLE 15: FUNDING FOR WATER QUALITY SAMPLING AND EQUIPMENT TESTING

To see if the Town will vote to appropriate from Community Preservation Act revenues the sum of \$4,500 to the Lakes and Ponds Committee for purchase of water quality sampling and testing equipment and analytical services for water quality samples; or take any other action related thereto.

Explanation/ Submitted by: Article 15 seeks funding to purchase water quality sampling and testing equipment and conduct analytical testing of water quality samples. Sampling and testing may occur at any pond owned or managed by the town, including Pratt Pond, Mill Pond, Lake Wildwood, Taft Pond, Goss Pond, Fiske Mill Pond, and Old Zac. Equipment costs would be approximately \$1,500. Analytical laboratory services (an initial one-year budget of \$3,000) would include but not be limited to testing for phytoplankton, cyanobacteria, and nutrients. Equipment would be stored at town hall. Lakes and Ponds Committee members or other volunteers would monitor pond water quality and collect samples for analysis at accredited laboratories. The project would be managed by the Lakes and Ponds Committee. / Community Preservation Committee.

ARTICLE 16: REPLACE “BOARD OF SELECTMEN” WITH “SELECT BOARD” – GENERAL AND ZONING BYLAW AMENDMENTS

To see if the Town will vote to amend the General and Zoning as set forth below; or take any other action related thereto.

A. Amend the General Bylaws of the Town to rename the Board of Selectmen as the Select Board, by striking out, in every instance in which they appear, the words “Board of Selectmen” and inserting in place thereof the words “Select Board”; and by striking out, in every instance in which they appear, the word “Selectman” and “Selectmen” and inserting in place thereof the words “Select Board Member” or “Select Board Members”, respectively; and further to authorize the Town Clerk to make any non-substantive, ministerial revisions to ensure that gender and numerical issues in the related text of the General Bylaws are revised to properly reflect such change in title; and further, to amend Chapter 94, of the General Bylaws, a copy of which is on file with the Town Clerk and available on the municipal website, by inserting the underlined new section therein, with the remaining sections of said Chapter 94 to be renumbered accordingly.

§ 94-1 For the purposes of these Bylaws and otherwise, the Board of Selectmen shall be referred to as the Select Board and members of the Board shall be referred to as “Select Board Members.” Regardless of such nomenclature, such board shall constitute a board of selectmen for purposes of the Massachusetts General Laws and any special laws applicable to the Town of Upton. The Select Board shall have all the powers and duties of a board of selectmen under the General Laws and any special laws applicable to the Town of Upton, as well as such other powers and duties as are provided in the Town’s Bylaws.

B. Amend its Zoning Bylaws, as most recently amended, by striking out, in every instance in which they appear, the words “Board of Selectmen” and inserting in place thereof the words “Select Board”; and by striking out, in every instance in which they appear, the word “Selectman” and “Selectmen” and inserting in place thereof the words “Select Board Member” or “Select Board Members”, respectively; and further to authorize the Town Clerk to make any non-substantive, ministerial revisions to ensure that gender and numerical issues in the related text of the Zoning Bylaws are revised to properly reflect such change in title.

Explanation/ Submitted by: Article 16 replaces all references to the words “Board of Selectmen” to “Select Board” in both the General Bylaws and the Zoning Bylaws. Other than a straightforward name change, there is no other legal change made by this Article. / Board of Selectmen

ARTICLE 17: REPLACE “BOARD OF SELECTMEN” WITH “SELECT BOARD” – SPECIAL ACT AMENDMENTS

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for the enactment of special legislation entitled “An Act Amending Special Acts of the Town of Upton to change the name of the Upton Board of Selectmen to the Upton Select Board” as set forth below, provided however, that the General Court shall be authorized to make ministerial, clerical, and editorial changes of form only to said bill, unless the Board of Selectmen approves amendments to

the bill before enactment by the General Court; and to authorize the Board of Selectmen to approve such amendments, or take any other action related thereto.

AN ACT AMENDING SPECIAL ACTS OF THE TOWN OF UPTON TO CHANGE THE NAME OF THE UPTON BOARD OF SELECTMEN TO THE UPTON SELECT BOARD

Section 1. Notwithstanding any general or special law or by-law of the Town of Upton to the contrary, Chapter 263 of the Acts of 1989: An Act establishing A Department of Public Works in the Town of Upton; Chapter 188 of the Acts of 2005: An Act relative to the Board of Selectmen of the Town of Upton; and Chapter 391 of the Acts of 2008: An Act establishing the Office of Town Manager in the Town of Upton, are hereby amended to delete the words “Board of Selectmen” or “Selectmen” wherever they appear and insert in their place the words “Select Board”.

SECTION 2. Notwithstanding any general or special law or by-law of the Town of Upton to the contrary, the Board of Selectmen of the Town of Upton shall be referred to as the Select Board of the Town of Upton and individual members of said Select Board shall be referred to as a member of the Select Board of the Town of Upton.

SECTION 3. This act shall take effect upon its passage.

Explanation/ Submitted by: Article 17 seeks authorization to petition the General Court to amend applicable Special Acts to replace all references to the words “Board of Selectmen” to “Select Board.” /Board of Selectmen

ARTICLE 18: NO SOLICITATION REGISTRY – GENERAL BYLAW AMENDMENT

To see if the Town will vote to amend the General Bylaw, Chapter 235 entitled Soliciting, Canvassing, and Peddling to include a “No Solicitation Registry” as follows, or take any other action related thereto:

1. Amend § 235-2. Definitions to include a new definition for “No Solicitation Registry” as follows:

No Solicitation Registry –A registry of residential addresses in the Town, organized alphabetically by street name, indicating those residential properties placed on the registry at the request of the owner or occupant indicating that he or she does not want sales agents to enter his or her property.

2. Amend § 235-8. Enforcement by inserting a new subsections A.(6) and A.(7) as follows:

A.(6) No salesperson shall enter within the perimeter of any residential property included on the No Solicitation Registry.

A.(7) No salesperson shall solicit sales from a person situated within a residential property included on the No Solicitation Registry from street, sidewalk or other adjacent property.

3. Insert new section at the end of §235-4 entitled Exemption for noncommercial activities as follows:

§ 235-5. No Solicitation Registry.

- A. Residents may submit their property for inclusion on the No Solicitation Registry, without charge, to Upton Town Clerk. The Town Clerk shall update the No Solicitation Registry within five (5) business days of a resident’s submission of their property on the Registry.
- B. Upon approval and issuance of a Town of Upton door-to-door sales permit, each salesperson shall be provided with a copy of the No Solicitation Registry.
- C. Fraternal, religious, charitable, civic or political organizations, and Upton youth groups serving children 17 years of age and under, are

exempt from the No Solicitation Registry and shall not be required to obtain a permit hereunder.

4. Renumerate remaining sections of §235.

Explanation/ Submitted by: Article 18 proposes to amend General Bylaw, Chapter 235 entitled Soliciting, Canvassing, and Peddling to include a “No Solicitation Registry” provision that will enable resident owners or occupants to register their address and be placed a registry indicating that they do not want sales agents to enter his or her property. /Board of Selectmen

ARTICLE 19: UPTON WETLANDS PROTECTION BYLAW AMENDMENTS

To see if the Town will vote to amend the Town of Upton Wetlands Protection Bylaw Chapter 280 as set forth below (deletions indicated by ~~striketrough~~ and additions by underline); or take any other action related thereto.

Amend Section 280-5

“Any person filing a ~~permit~~ **Notice of Intent (NOI), Abbreviated NOI or Abbreviated Notice of Resource Area Delineation (ANRAD)** ~~or other application or RFD~~ with the Conservation Commission at the same time shall give written notice thereof, by certified mail (return receipt requested) or hand delivered, to all abutters at their mailing addresses shown on the most recent applicable tax list of the assessors, including owners of land directly opposite on any public or private street or way, and abutters to the abutters within 300 feet of the property line of the applicant, including any in another municipality or across a body of water.

Amend Section 280-4.D.

At the time of an application, the applicant shall pay a filing fee specified in regulations of the Commission. The fee is in addition to that required by the Wetlands Protection Act and Regulations. ~~Fees for construction of a single family house in the buffer zones shall not exceed \$500, fees for additions to structures shall not exceed \$100, and fees for proposed land use changes on a single family lot shall not exceed \$50. No fees shall be charged for review of repairs to or replacement of a septic system.~~ Fees for review of subdivisions and commercial development shall be set by the Commission after appropriate public hearings.

Amend Section 280-7.H

A permit shall expire three years from the date of issuance. Notwithstanding the above, the Commission in its discretion may issue a permit expiring five years from the date of issuance for recurring or continuous maintenance work, provided that annual notification of time and location of work is given to the Commission. Any permit may be renewed once for an additional ~~one~~ three-year period, provided that a request for a renewal is received, in writing, by the Commission prior to expiration. Notwithstanding the above, a permit may identify requirements which shall be enforceable for a stated number of years, indefinitely, or until permanent protection is in place, and shall apply to all owners of the land.

Explanation/ Submitted by: The Conservation Commission is requesting the Town of Upton Wetland Bylaw (Bylaw) be amended to clarify instructions regarding abutter notification for Determinations. The Town of Upton Wetlands Protection Bylaw Regulations do not require abutter notification for Determinations, while the Bylaw does potentially require it. The Commission would like to drop any Abutter notification for Determinations as an undue burden on the applicant. Most work that is

undertaken with Determination is minor in nature, such as a septic system repair, tree removal, installation of retaining wall or deck, which would not greatly affect abutters. Other minor edits to fees and time periods are also proposed. / Conservation Commission

ARTICLE 20: AMENDMENTS TO TABLE OF PRINCIPAL USES WITHIN UPTON CENTER BUSINESS DISTRICT (UCBD)

To see if the Town will vote to amend Chapter Section 300-3.1 Table of Principal Uses of the Town of Upton Zoning Bylaws, by inserting the underlined language and deleting the strikethrough language, as set forth below; or take any other action related thereto.

C. Table of Principal uses. See Table A, below;

Principal Uses		SRA	SRB	SRC	SRD	AR	GB	C&I	MGF	UCBD
23	Place of amusement or assembly (see Note 5)	N	N	N	N	N	BA	BA	N	Y/BA
26	Personal services (see Note 8)	N	N	N	N	N	Y	Y	N	Y/PB

Notes to Table A

5) Only the following amusement uses are allowed by right: fitness clubs, dance studios, driving ranges, and miniature golf. ~~In addition, the following amusement uses are allowed in the UCBD by special permit: video arcade, performing arts/concert venue, biking and pedestrian facilities, pottery/painting studio, or other similar amusement uses~~

8) Only the following personal or consumer service establishments are allowed by right: barbershop or beauty shop, collection station for laundry or dry cleaning, laundry facilities, photographic studio, shoe or hat repair shop, shop for custom work by dressmaker, milliner or tailor, bicycle repair shop, blueprinting establishment, business or trade school, clothing rental establishment, television or household appliance repair shop, computer repair shop, copy shop, day spa, and massage therapists. ~~In addition, the following personal services establishments are allowed in the UCBD by special permit: gym, fitness center, yoga and Pilates studio, acupuncture, aesthetician, chiropractic, and other similar personal services establishments.~~

Explanation/ Submitted by: Article 20 proposes to amend the Zoning Bylaws to allow certain “Personal Services” and “Amusements” as of right within the Upton Center Business District. Currently, in the UCBD Zone uses such as “video arcade, performing arts/concert venue, biking and pedestrian facilities, pottery/painting studio, or other similar amusement uses” and “gym, fitness center, yoga and Pilates studio, acupuncture, aesthetician, chiropractic, and other similar personal services establishments” are only allowed by Special Permit. The Planning Board will be providing a separate report containing its recommendation on this article. / Planning Board

ARTICLE 21: LARGE-SCALE GROUND-MOUNTED SOLAR PHOTOVOLTAIC INSTALLATION AMENDMENTS

To see if the Town will vote to amend Chapter Section 300-3.1 and Section 300-6.6 of the Town of Upton Zoning Bylaws, by inserting the underlined language and in bold and deleting the strikethrough language, as set forth below; or take any other action related thereto.

Notes To Table A

~~10) Provided that large-scale ground-mounted solar photovoltaic installations in the SRA, SRB, SRC, SRD, AR, GB, UCBD and MGF Districts are not otherwise exempted by General Laws.~~

Table A- Table of Principal Uses by District										
Principle Use		SR A	SR B	SR C	SR D	A R	G B	C& I	MGF	UCBD
38	Large-scale Ground-Mounted Solar Photovoltaic installations with Rated Nameplate Capacity of 250 kW DC to 500 kW DC and that occupy from 40,000 to 80,000 square feet of surface area (See Section 6.6 for additional regulations) (See Note 10)	N	N	N	N	N PB	N	Y	N	N
39	Large-scale Ground-Mounted Solar Photovoltaic Installations with Rated Nameplate Capacity greater than 500 kW DC or that occupy more than 80,000 square feet of surface area (See Sections 6.6 for additional regulations) (See Note 10)	N	N	N	N	N PB	N	PB	N	N

~~10) 11)~~ Any apartment units that are part of a mixed-use facility shall not be subject to the regulations set forth in § 300-7.6, Accessory apartments.

Section 300-6.6 Large-Scale Ground-Mounted Solar Photovoltaic Installations

- I. Dimension and Density Requirements. The following dimensional and density requirements shall apply to all LGSPI:
 - (1) Setbacks. The front, side and rear setbacks shall be as follows:

- (a) Front yard. The front yard depth shall be at least 30 feet; provided, however, that where the lot abuts a residential district, the front yard shall not be less than 100 feet. **All LGSPI within the AR zoning district must follow the 100-foot setback;**
 - (b) Side yard. Each side yard shall have a depth at least 20 feet; provided, however, that where the lot abuts a residential district, the side yard shall not be less than 100 feet. **All LGSPI within the AR zoning district must follow the 100-foot setback;**
 - (c) Rear yard. The rear yard shall have a depth at least 20 feet; provided, however, that where the lot abuts a residential district, the rear yard shall not be less than 100 feet. **All LGSPI within the AR zoning district must follow the 100-foot setback;**
- (2) Appurtenant structures. All appurtenant structures to LGSPI shall be subject to reasonable regulations concerning the bulk and height of structures, lot area, setbacks, open space, parking and building coverage requirements. All such appurtenant structures, including, but not limited to, equipment shelters, storage facilities, transformers, and substations, shall be architecturally compatible with each other. Whenever reasonable, appurtenant structures should be shielded from view and/or joined or clustered to avoid adverse visual impacts.
- (3) **All Large-scale Ground Mounted Solar Photovoltaic Installations within the AR zoning district must be on a minimum lot size of three (3) acres in size (no less than 130,680 square feet), and a maximum lot size of ten (10) acres in size (no more than 435,680 square feet).**

- (4) The portion of the parcel used for all Large-Scale Ground-Mounted Solar Photovoltaic Installations within the AR zoning district must have been previously cleared from trees for a period of at least five (5) years prior to the submission of the project for approval.

Explanation/ Submitted by: This Article proposes a Zoning Bylaw Amendment to allow Large-Scale Ground-Mounted Solar Photovoltaic Installations (LGSPI) in the Agriculture Residential (AR) Zoning District by Special Permit (“PB”) issued by the Planning Board. Currently, LGSPI are not allowed (“N”) within the AR District. Recent case law on the applicability of exempted uses described in MGL Chapter 40A Section 3 determined that cities and towns only have a limited ability to regulate LGSPI. The Planning Board will be providing a separate report containing its recommendation on this article. / Planning Board

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 Seventeenth (17th) day of October in the year of our lord Two Thousand Twenty-three.

UPTON BOARD OF SELECTMEN

PROCEEDINGS OF SPECIAL TOWN MEETING / 07 NOVEMBER
2023

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

Board of Selectmen Chair Maureen Dwinnell led the audience in the Pledge of Allegiance.

Kathleen Bern, Maria Cherubino and Amy Bonina checked in 102 voters, exceeding the necessary quorum of 40 voters.

By unanimous vote to accept, guests present were Joseph Laydon, Town Manager; Dennis Westgate, DPW Director; Michael Antonellis, Land Use & Inspectional Services Director; Maria Cherubino, Recreation Director; Brian Maser, Town Counsel; Jessica Gomez, Collector/Treasurer; Paul Marchand and Kenny Costa, Finance Director.

Upon check-in each voter was provided with a green card & a red card. The Moderator explained that he will call for all those in-favor of a motion to hold up a green card and then he will call for those opposed to hold up a red card. If at any time he cannot determine the vote a standing vote will be required.

ARTICLE 1: Prior Year Bills

Upon motion of Laura Hebb, it was moved the Town vote to transfer the sum of \$2,034.86 from Free Cash to pay unpaid bills from the Fiscal Year 2023 as follows: Toshiba Financial Services in the amount of \$1,385.69; Net-Tel-One in the amount of \$529.41; and Ready Fresh in the amount of \$119.76.

Moderator declared 9/10th vote required
Favorable recommendation from Finance Committee
Moderator declared the motion passed unanimously

ARTICLE 2: Amend FY2024 Operating Budget

Upon motion of Laura Hebb, it was moved the Town vote to amend the Town's Operating Budget for Fiscal Year 2024 commencing on July 1, 2023 by transferring Sixty-Five Thousand Nine Hundred and Seventy Six Dollars and Zero Cents (\$65,976.00) from Account 0100-300-5200-5621, entitled Mendon-Upton Operating Expenses, as follows: Fifteen Thousand Dollars and Zero Cents (\$15,000) to Account 0100-122-5100-5100, entitled Selectmen Wages, and the Twenty Thousand Dollars and Zero Cents (\$20,000.00) to Account 0100-152-5100-5110, entitled Personnel - Wages, for the purpose of cemetery and facilities department

reorganization; and Thirty Thousand Nine Hundred Seventy-Six Dollars and Zero Cents (\$30,976) to Account 0100-192-5400-5421, entitled Town Building Expenses.

Favorable recommendation from Finance Committee
Moderator declared the motion passed by majority

ARTICLE 3: Milford Street Pumping Station – Permanent Easement

Upon motion of Brett Simas, it was moved the Town vote to authorize the Board of Selectmen to acquire, by gift, purchase or eminent domain, for general municipal purposes, including, but not limited to, for a pumping station, a permanent easement upon a parcel of land, containing 5,625 square feet, more or less, as shown on a plan, on file with the Town Clerk, on property located at 41 Milford Street (Assessor's Map 021-121), and to transfer the sum of \$57,600 from Free Cash, including all costs incidental and related thereto, to fund said acquisition; and further to authorize the Board of Selectmen to enter into all agreements and take all related actions necessary or appropriate to carry out this acquisition, on such terms and conditions as the Board of Selectmen shall, in its discretion, deem reasonable, and to take all related actions necessary or appropriate to effectuate such acquisition.

Moderator declared 2/3 majority vote required
Favorable recommendation from Finance Committee
Favorable recommendation from Capital Budget Committee
Moderator declared the motion passed by 2/3 majority

ARTICLE 4: Grove Street Bridge – Permanent Easement

Upon motion of Brett Simas, it was moved the Town vote to authorize the Board of Selectmen to acquire, by gift, purchase or eminent domain, for general municipal purposes, including, but not limited to, for a

pedestrian bridge, a permanent easement upon a parcel of land, containing 228 square feet, more or less, as shown on a plan, on file with the Town Clerk, on property located at 8 Grove Street (Assessor's Map 201-059), and to transfer the sum of \$3,800 from Free Cash, including all costs incidental and related thereto, to fund said acquisition; and further to authorize the Board of Selectmen to enter into all agreements and take all related actions necessary or appropriate to carry out this acquisition, on such terms and conditions as the Board of Selectmen shall, in its discretion, deem reasonable, and to take all related actions necessary or appropriate to effectuate such acquisition.

Moderator declared 2/3 majority vote required

Favorable recommendation from Finance Committee

Favorable recommendation from Capital Budget Committee

Moderator declared the motion passed by 2/3 majority

ARTICLE 5: Cemetery Professional and Administrative Services

Upon motion of Maureen Dwinnell, it was moved the Town vote to transfer the sum of One Hundred and Fourteen Thousand Dollars and Zero Cents (\$114,000.00) from Free Cash to fund professional and administrative services to support the migration of existing physical and electronic cemetery records to a new cemetery management software, reconciliation of records with physical burial plots, and other associated research and administrative services that may be deemed necessary by the Director of Public Works, in consultation with the Cemetery Commission.

Favorable recommendation from Finance Committee

Moderator declared the motion passed majority

ARTICLE 6: Speed Sign Installation

Upon motion of Laura Hebb, it was moved the Town vote to transfer the sum of Twenty-Seven Thousand Dollars and Zero Cents (\$27,000.00) from Free Cash to be used to install four (4) solar powered permanently mounted speed radar signs, including all expenses incidental and related thereto.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

ARTICLE 7: Road Speed Studies

Upon motion of Laura Hebb, it was moved the Town vote to transfer the sum of Fifty Thousand Dollars and Zero Cents (\$50,000.00) from Free Cash to be used to conduct engineering studies, reports, audits, and design plans to mitigate speeding on local roads, including all expenses incidental and related thereto.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

ARTICLE 8: Funds for Exterior Maintenance of Risteen Building and Holy Angels

Prior to reading the motion the Board of Selectmen (article sponsor) amended Article 8 by splitting it into 2 motions, one for each building. Motions as read follow:

Motion 1 – Holy Angels

Upon motion of Brett Simas, it was moved the Town vote to transfer the sum of Sixty-Two Thousand One Hundred and Fifty Dollars and Zero Cents (\$62,150.00) from Free Cash for the purpose of cleaning, painting, maintaining, and repairing the exterior of the Holy Angels, including all expenses incidental and related thereto.

Favorable recommendations from Finance Committee, Capital Budge
Historical Commission and Economic Development Commission
Moderator declared the motion passed by majority

Motion 2 – Risteen Building

Upon motion of Brett Simas, it was moved the Town vote to transfer the sum of Forty-Seven Thousand Eight Hundred and Fifty Dollars and Zero Cents (\$47,850) from Free Cash for the purpose of cleaning, painting, maintaining, and repairing the exterior of the Risteen Building, including all expenses incidental and related thereto.

Favorable recommendations from Finance Committee, Capital Budge
Historical Commission and Economic Development Commission
Moderator declared the motion passed by majority

ARTICLE 9: Authorization to Lease Knowlton Risteen Building

Upon motion of Maureen Dwinell, it was moved the Town vote to authorize the Board of Selectmen to lease, in accordance with the provisions of M.G.L. Chapter 30B, the first floor of the building known as the Knowlton Risteen Building, located at 2 Main Street, shown as Assessor's Map 201-073, for such sum or sums and upon such conditions determined by the Board of Selectmen to be in the best interests of the Town, and to authorize the Board of Selectmen to execute any and all instruments, including leases or other agreements, and take all other actions necessary or appropriate to effectuate the vote taken hereunder.

Favorable recommendation from Finance Committee
Favorable recommendation from Economic Development Committee
Moderator declared the motion passed by majority

ARTICLE 10: CPA Funds to Affordable Housing Trust

Upon motion of Maureen Dwinnell, it was moved the Town vote to transfer One Hundred Thousand Dollars and Zero Cents (\$100,000.00) from the CPA Affordable Housing Reserve account to the Upton Affordable Housing Trust, with such funds to be used in accordance with the CPA statutes and guidelines for community housing.

Favorable recommendation from Finance Committee

Favorable recommendation from Community Preservation Committee

Moderator declared the motion passed by majority

ARTICLE 11: Community Preservation Plan

Upon motion of Paul Carey, it was moved the Town vote to appropriate Fifteen Thousand Dollars and Zero Cents (\$15,000.00) from the Community Preservation Undesignated Fund for the purpose of creating the Community Preservation Plan, including all expenses incidental and related thereto.

Favorable recommendation from Finance Committee

Favorable recommendation from Community Preservation Committee

Moderator declared the motion passed by majority

ARTICLE 12: Affordable Housing Trust Action Plan

Upon motion of Maureen Dwinnell, it was moved the Town vote to appropriate Fifteen Thousand Dollars and Zero Cents (\$15,000.00) from the Community Preservation Community Housing Fund for the purpose of creating an Affordable Housing Trust Action Plan, including all expenses incidental and related thereto.

Favorable recommendation from Finance Committee

Favorable recommendation from Community Preservation Committee

Moderator declared the motion passed by majority

ARTICLE 13: Preparation of Pratt Pond and Mill Pond Management and Water Quality Plan

Upon motion of Gary Strichartz, it was moved the Town vote to appropriate the sum of Fifty Thousand Dollars and Zero Cents (\$50,000.00) from Community Preservation Act Open Space Reserve Account to the Lakes and Ponds Committee for preparation of a management and water quality monitoring plan for Pratt Pond and Mill Pond.

Favorable recommendation from Finance Committee

Favorable recommendation from Community Preservation Committee

Moderator declared the motion passed by majority

ARTICLE 14: Warren Brook Trail Bridge

Upon motion of Marcella Stasa, it was moved the Town vote to appropriate the sum of Five Thousand Dollars and Zero Cents (\$5,000.00) from Community Preservation Act Open Space Reserve Account to the Land Stewardship Committee to repair a trail bridge at the Warren Brook Watershed Conservation Area, including all expenses incidental and related thereto.

Favorable recommendation from Finance Committee

Favorable recommendation from Community Preservation Committee

Moderator declared the motion passed unanimously

ARTICLE 15: Funding for Water Quality Sampling and Equipment Testing

Upon motion of Gary Strichartz, it was moved the Town vote to appropriate the sum of Four Thousand Five Hundred Dollars and Zero Cents (\$4,500.00) from the Community Preservation Act Open Space

Reserve Account to the Lakes and Ponds Committee for purchase of water quality sampling and testing equipment and analytical services for water quality samples.

Favorable recommendation from Finance Committee

Favorable recommendation from Community Preservation Committee

Moderator declared the motion passed unanimously

ARTICLE 16: Replace “Board of Selectmen” with “Select Board” – General and Zoning Bylaw Amendments

Upon motion of Brett Simas, it was moved the Town vote to amend the General and Zoning By-laws by replacing “Board of Selectmen” with “Select Board” as printed in the warrant.

Moderator declared 2/3 majority vote required

Moderator declared the motion passed by 2/3 majority

ARTICLE 17: Replace “Board of Selectmen” with “Select Board” – Special Act Amendments

Upon motion of Brett Simas, it was moved the Town vote to authorize the Board of Selectmen to petition the General Court for the enactment of special legislation entitled “An Act Amending Special Acts of the Town of Upton to change the name of the Upton Board of Selectmen to the Upton Select Board” as printed in the warrant.

Moderator declared the motion passed by majority

ARTICLE 18: No Solicitation Registry – General Bylaw Amendment

Upon motion of Laura Hebb, it was moved the Town vote to amend the General Bylaw, Chapter 235 entitled Soliciting, Canvassing, and Peddling to include a “No Solicitation Registry” as printed in the warrant.

Moderator declared the motion passed by majority

ARTICLE 19: Upton Wetlands Protection Bylaw Amendments (General Bylaw)

Upon motion of Mary Overholt, it was moved the Town vote to amend the Town of Upton Wetlands Protection Bylaw Chapter 280 as printed in the warrant.

The Moderator declared the green/red card count too close to call thus a standing count was required.

Moderator declared the motion passed by majority

ARTICLE 20: Amendments to Table of Principal Uses Within Upton Center Business District (UCBD) (Zoning Bylaw)

Upon motion of Kathy Robertson, it was moved the Town vote to amend Chapter 300, Section 300-3.1, Table of Principal Uses, of the Town of Upton Zoning Bylaws, as printed in the warrant.

Moderator declared 2/3 majority vote required
Favorable recommendation by the Planning Board

Moderator declared the motion passed by 2/3 majority

ARTICLE 21: Large-Scale Ground-Mounted Solar Photovoltaic Installation Amendments (Zoning Bylaw)

Upon motion of Margaret Carroll, it was moved the Town vote to amend the Town of Upton Zoning Bylaws, Chapter 300, § 300-3.1, Table of

Principal Uses and Chapter 300, § 300-6.6, Large-Scale Ground-Mounted Solar Photovoltaic Installations, as set forth in the warrant with the following further amendments:

1. The phrase in proposed § 300-6.6.I.(3) that reads “no less than 130,680 square feet” shall be deleted and replaced with “no less than 120,000 square feet” and
2. The phrase in proposed § 300-6.6.I.(3) that reads “and a maximum lot size of ten (10) acres in size (no more than 435,860 square feet)” shall be deleted and replaced with “and a maximum lot size of 20 acres (no more than 800,000 square feet)” and
3. Proposed § 300-6.6.I.(4) that reads “The portion of the parcel used for all Large-Scale Ground-Mounted Solar Photovoltaic Installations within the AR zoning district must have been previously cleared from trees for a period of at least five (5) years prior to the submission of the project for approval” shall be deleted and replaced with “The portion of the parcel used for all Large-Scale Ground Mounted Solar Photovoltaic Installations within the AR zoning district must be substantially cleared from trees over two (2) inch caliper for a period of at least five (5) years prior to the submission of the project for approval”

Friendly amendment by the Planning Board to amend bullet #2 by removing “20 acres”; should now read “and a maximum lot size of no more than 800,000 square feet”.

Moderator declared 2/3 majority vote required

Favorable recommendation by the Planning Board

Moderator declared the motion did not pass by 2/3 majority

Upon motion of Kathy Robertson, it was moved to dissolve this warrant and adjourn the Special Town Meeting at 8:52 pm.

Motion passed unanimously

TOWN OFFICERS & COMMITTEE REPORTS

BOARD OF SELECTMEN / TOWN MANAGER

While 2022 was a year of transition as new employees joined the Town following the departure or retirement of many long-term employees, 2023 was a year of stabilization as vacancies across several departments were filled and staff became accustomed to their roles, co-workers, and the larger Upton community.

With Select Board Member Steven Matellian deciding not to seek re-election, the 2023 election declared Laura Hebb the winner, which confirmed her first term on the Select Board. Congratulations to the new Select Board Member Hebb! Select Board Member Maureen Dwinnell was elected Chair, taking over from Select Board Member Simas.

In late 2022, the Town Manager had an opportunity to reorganize the land use departments into a Department of Land Use and Inspectional Services (LU&IS). The new department consists of staff from the Code Department, the Town Planner, the Conservation Administrator, and support staff for the ZBA, Planning Board, and Conservation Commission. Michael Antonellis joined Upton in January 2023 to take the position of Director of Land Use and Inspectional Services to lead the consolidated department. The department welcomed Grace Brownell as a Department Specialist, supporting the Planning Board, Conservation, Zoning Board, and Community Preservation Committee.

The most notable event of 2023 was the completion and opening of the new Upton Community Center. The new home of the Upton Library and Senior Center, the Community Center, opened to the public in May and was formally dedicated on June 14, 2023, Upton's 288th birthday. The completion of the Upton Community Center represents the culmination of years of effort by residents, volunteers, board/committee members, and employees to bring the concept to reality. The Upton Community Center Building Committee met through 2022 and 2023 to coordinate

the facility's construction. Committee Members Paul Flaherty and Steven Rakitin provided nearly daily oversight of the project and worked closely with the contractors, architects, and Town staff to complete the project. Congratulations to the Upton Community Center Building Committee for their dedication to the project and for delivering a state-of-the-art facility that will meet the needs of Upton residents for years to come.

The Department of Elder and Social Services/Council on Aging saw significant changes with the move to the new Community Center. Nicole Stifnagle joined the Town in June as a Department Specialist. The Department took delivery of the new Senior Van in early spring to continue transporting seniors to medical appointments and shopping trips and transporting seniors to the new Community Center. Maggie Gundersen joined the Town in November 2022 as Elder and Social Services Director and left in September 2023. In November, Barbara Connelly was hired as the Town's Interim Elder and Social Services Director, and the Town began its search for a permanent director.

2023 was another successful year in receiving grant funding for various projects. In addition to the \$275,000 awarded under the MassWorks Grant Program in 2022, the Town was granted \$3.62 million in construction funds to extend water and sewer infrastructure along Milford Street to the proposed Governor's Landing development. The Town applied for and received grant funding for the following projects: \$110,000 for Lead Service Line Inventory, \$90,000 in planning grants to fund work for complying with MBTA Communities and planning activities supporting the redevelopment/reuse of Holy Angels, and over \$413,000 to support public safety initiatives such as 911 support and training, acquisition of bulletproof vests, municipal road safety, and firefighter equipment. Using \$97,000 in grant funds the Town received at the end

of 2022, the Town completed ADA Access Improvements at the Police Station, Fire Station, Town Hall, and the DPW Administration Trailer.

The Town held the Annual Town Meeting and Special Town Meeting on May 2, 2023, and November 7, 2023, respectively. Noticeable articles approved at the Town Meeting were funding for exterior renovations of the Grange Hall, funding for the design and construction of a trail bridge across Warren Brook on the Robertson Family Conservation Area, increase in ZBA Membership from 3 to 5 members, approval to acquire a permanent easement for a pump station on Milford Street to support the extension of sewer along Rt. 140, funding for professional and administrative services to migrate cemetery records, funding the painting of Holy Angels and the Risteen Building, and renaming the Board of Selectmen to Select Board.

In closing, the Select Board would like to recognize and thank the Departments, Boards, and Committees for their commitment to continually evaluate service needs and financial requests in our promise to maintain an affordable community for our taxpayers. As a result of this ongoing process, the Town has certified Free Cash each of the last three years over \$3,000,000, which has allowed the Town to continue to invest in the capital improvement program without having to borrow and incur unnecessary interest costs. The Select Board and Finance Committee's "Financial Policy" has been the guiding framework that has positioned the Town into another AA+ Bond Rating and put it into its best financial position in history. The Select Board has committed to staying the course to meet the needs of this growing community and ensure these limited tax dollars are used most appropriately.

Respectfully submitted,

Maureen A. Dwinnell, Chair
Brett A. Simas, Member
Laura J. Hebb, Member

Joseph Laydon, Town Manager

AFFORDABLE HOUSING TRUST

A report was not submitted.

ANIMAL CONTROL OFFICER

A report was not submitted.

ASSESSORS

The Board of Assessors is pleased to announce that the Department of Revenue (DOR) approved Upton's FY2024 tax rate of \$13.68 per \$1,000 of assessed value. This is a decrease of \$0.19 per thousand over the FY2023 tax rate of \$13.87. The DOR also approved the FY2024 assessed value of the real and personal property in Upton of \$1,832,686,871, a 5.17% increase over the FY2023 assessed value of \$1,742,540,839. The increase includes new growth and changes in the assessed value of existing property.

Upton has a single tax rate for all property classes. The FY2024 assessed value of real and personal property consists of 95.07% residential, 1.50% commercial, .82% industrial real property, and 2.61% personal property.

The FY2024 tax rate is based on the amount raised through the property tax levy to fund the FY2024 budget and other financial expenditures approved at Town Meetings. For FY2024, this is \$25,071,156 after local revenues are accounted for.

Upton property tax bills are paid quarterly (due on Aug 1st, Nov 1st, Feb 1st, May 1st). The first two payments are considered *Preliminary* bills as they are due before the new tax rate and assessed value are set and are based on the FY2023 tax rate and

assessed value. The second two payments are *Actual* bills and are based on the actual FY2024 tax rate and assessed value. As such, the Preliminary payments that are due on August 1st and November 1st may be greater than or less than the Actual payments that are due on February 1st and May 1st. All payments include the 3% Community Preservation Act (CPA) surcharge voted in 2004.

The FY2024 tax rate of \$13.68 also includes five previously approved debt exclusions. The exclusions account for \$.55, or 4.01%, of the \$13.68 tax rate.

Tax Rate Components	Amount	Matures
Tax Rate within Prop 2 1/2	\$13.13	
<u>Debt Exclusions:</u>		
-Memorial School	\$0.16	2024
-Miscoe Hill Middle School	\$0.04	2024
-Blackstone Valley Tech	\$0.01	2025
-Third Water Source	\$0.06	2033
-Community Center	\$0.28	2024

If you have any questions about the tax rate, property assessment, abatements, or exemptions, contact the Assessors: by phone at 508-529-1002, or email at boa@uptonma.gov.

The Assessor’s office is open during Town Hall business hours. The Board of Assessors meet regularly so please check the website for meeting dates. Lastly, we are available by appointment.

If you need any information about ***paying*** the tax bill, please contact the Treasurer/Collectors office by phone at 508-529-3737 or visit the website.

Respectfully submitted,

Bill Taylor
Valerie Leonardo

BOARD OF HEALTH

The Board of Health respectfully submits the following report for the year 2023. Board members were as follows; Chairman, Laura Hebb; Member, Stedman (Ted) Briggs; Member, Quinn Parks.

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

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

During the year 2023, BOH staff conducted routine barn, septic, food, and housing inspections. Complaints pertaining to housing, animals, restaurants, trash and other similar health concerns were addressed by the board members and its staff.

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

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

The local swimming area, Kiwanis Beach, is tested on a weekly basis for coliform during the summer swim season as required by Massachusetts state laws. During the year, algae blooms were discovered which prompted a temporary closure of the beach area until the bloom dissipated.

EL Harvey, providers of the town's trash removal, amended the bulk item removal policy in 2023 to comply with the present contract. Residents no longer purchase bulk stickers through the BOH office, but must now contact EL Harvey directly. The cost to dispose of a bulk mattress or box spring increased dramatically in November of 2022 due to DEP's ban of their disposal in the waste stream. All other items experienced a slight increase over previous costs.

Rodents were an issue in some areas of town, prompting our animal control officer to investigate their habitat and coordinate with pest control services. Residents are reminded to keep their trash secure and confined in lidded barrels or closed dumpsters.

At the request of concerned residents, the Board purchased two air quality monitors during the year. These monitors were in response to the heavy smoke in our atmosphere from the Canadian fires. The monitors were placed at Nipmuc High School and can be accessed by

any resident by logging onto: <https://map.purpleair.com> to determine the air quality on any given day.

On the infectious disease and emergency preparedness front, 2023 saw the transition from COVID-19 as a public health emergency to COVID-19 becoming a communicable disease that continues to cause hospitalizations and deaths from variants that continue to evolve. Most testing is now done with home kits and is not reportable to the Department of Public Health; therefore, the numbers of laboratory-confirmed cases are down, but disease numbers in total are still quite high. The COVID-19 vaccination can be obtained at local pharmacies and some doctor’s offices, and is available to all 6 months and older. Of course, there are still isolation requirements for those that test positive; and as always, staying home when you are sick especially with a fever is as important as ever.

The biggest increase in case numbers this year have been noted for tick-borne illnesses. All diseases, especially Lyme, have been on the increase. We will keep an eye on this and put out preventative education in the spring before tick season really gets going. The Upton Board of Health has been partnering with seven other towns in the Blackstone Valley through a grant to track trends for all communicable diseases.

Infectious/Communicable diseases in 2023:

COVID-19 totals:	166
Tb:	3
Influenza:	19
Tick Borne:	
Lyme Disease total:	50
Human Granulocytic Anaplasmosis:	4
Babesiosis:	5
Salmonellosis:	1

Yersiniosis:	1
Campylobacterosis total:	3
Other:	3

The following permits were issued under the BOH during 2023

Food	75
Garbage & Offal:	11
Tobacco Permits:	7
Installers:	24
Well:	14
Septic permits	26
Perc & Deep Hole	11
Dumpster	12
Trash Bags Sold	146,000
Complaints Received:	26

Respectfully submitted,

Laura Hebb, Chairman
 Stedman Briggs
 Quinn Parks

CABLE ADVISORY COMMITTEE

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

Respectively submitted,

Cable Advisory Committee

CABLE TELEVISION

A report was not submitted.

CAPITAL BUDGET COMMITTEE

A report was not submitted.

CEMETERY COMMISSION

Service project for Nipmuc students July 11th for 3 hours a group of students undertook the cleaning of markers and footstones at the Lakeview cemetery in a very able fashion. Seven students: Meagan Reilly, Leah Harris, Allie Martin, Ezekiel Cahill, Dillion Reilly, and Erin Reilly should be commended for their fine work on a difficult task.

Glen undertook the task of determining the feasibility of repairing historic stones that had fallen. There are a limited number of service providers in this field, one of whom was able to discuss our situation. We hope in the springtime that we will have identified additional service providers and start to establish a budget for repairing fallen stones.

We discussed our database needs with the DPW director Mr. Westgate, who assembled a warrant article for funding which was ultimately successful. We look forward to the process of choosing a provider for an upgraded database.

Both Director Westgate and Fred investigated Ground Penetrating Radar, to improve the precision of locations. Additionally, we learned that the DPW has an excellent GPS system in place. We look forward to applying this technology in the future.

During the course of the year, we sold 20 Lots for a total revenue of \$7,750

Perpetual care revenue \$ 13,500.

There were 52 burials for \$ 43,900.

Total revenue: \$63,640.00

Respectfully submitted,

Glenn Fowler, Member

Frederick Palladini, Member

Robert Pray, Chair

COMMUNITY PRESERVATION COMMITTEE

The Community Preservation Committee (CPC) meets the first Wednesday of each month, unless otherwise posted. Meetings generally follow a hybrid model at the Town Hall at 7:00 p.m. in the General Floor Conference Room G07 as well as remote via Microsoft Teams. We thank the Town Clerk, Denise Smith, for her assistance.

In accordance with state law, the appropriate Community Preservation Act (CPA) funds were transferred to each of the required designated accounts at the May Annual Town Meeting, namely: historic resources, community housing, and open space. The transfers were based on anticipated local revenue of \$550,557 and CPA trust fund matching grant of \$384,193, for a total of \$934,750.

The tenth-year payment (\$270,328) of debt service on the general obligation Town Hall Renovation Bonds was approved at the May Town Meeting.

Several projects were funded in 2023.

During Annual Town Meeting, CPC provided favorable recommendation for the transfer of \$3,000 to the Upton Historical Commission for the purchase and installment of a new sign at Heritage Park as well \$120,000 for the restoration of the exterior of the Grange Hall/Center School No. 1. Lastly, CPC favorably recommended the transfer of \$120,000 to the Land Stewardship Committee to fund the design and construction of a trail bridge for public use across Warren Brook on the Robertson Family Conservation Restriction Area trail easement. All motions were approved at Annual Town Meeting.

During November Special Town Meeting, CPC favorably recommended the transfer of \$50,000 to the Lakes and Ponds Committee for the preparation of a management and water quality monitoring plan for Pratt Pond and Mill Pond in addition to \$4,500 for the purchase of water quality sampling, testing equipment, and analytical services. CPC

provided favorable recommendation for the transfer of \$5,000 to the Land Stewardship Committee for the repair and upgrade of an existing 60' bridge in the Warren Brook Watershed Conservation Area. CPC favorably recommended the transfer of \$100,000 to the Affordable Housing Trust to be used in accordance with CPA statutes and guidelines for community housing. CPC also recommended the \$15,00 request for the creation and completion of an Affordable Housing Trust Action Plan.

Lastly, during Special Town Meeting CPC favorably recommended the \$15,000 request for the creation and completion of a Town Community

Preservation Act Plan. All motions were approved at Special Town Meeting.

During Special Town Meeting of May 2020, Recreation received project approval for \$35,00 for the Leland Recreation Complex. As of 2023, this project is no longer moving forward.

In January, Mike Antonellis started as the Town Planner and Director of Land Use and Inspectional Services. Mr. Antonellis provided professional/technical assistance to the CPC throughout 2023. In March, Grace Brownell started as administrative staff to the Community Preservation Committee.

Paul Carey served as Chair and Mike Penko served as Vice-Chair.

In conjunction with town revenues, CPA grant funds have allowed the Town of Upton to address the preservation of town records, the refurbishment of several recreation facilities, the preservation of open space and the opportunity to explore the need for affordable housing.

General

- Office is located in Town Hall, **Room 201** Monday, Wednesday, & Thursday: 8:00 a.m.- 4:00p.m.; Tuesday: 8:00 a.m.-6:00p.m.; and Friday 8:00 a.m.- 12:00 p.m. Phone number: (508) 529-0219 or (508)-603-0128
- E-Mail mantonellis@uptonma.gov or gbrownell@uptonma.gov

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

Respectfully submitted,

Paul Carey, Chair
Mike Penko, Vice-Chair
Joan Scriber
Chris Scott
Russell Wood
Rick Porte
Britanny Belser

CONSERVATION COMMISSION

The Commission administered the Massachusetts Wetlands Protection Act, the Town Wetland Protection Bylaws, and the Town Stormwater Bylaw. Regular public meetings were generally conducted bi-weekly and numerous site inspections were held by the Conservation Administrator. Meetings were held remotely. Many sites were reviewed and approved for building permit application signoffs by the Conservation Commission Administrator. Major projects that were reviewed and permitted included Governor's Landing residential development and an irrigation pond at Five Fork Farms. The Commission and Sudbury Valey Trustees jointly determined that the irrigation pond was consistent with the

Conservation Restriction held on the property. Projects under construction monitored by the Commission in 2023 included: Five Fork Farms irrigation pond, Upton Ridge, the Preserve at Dean Pond subdivision, and Cobbler's Creek Senior housing. Three enforcement orders were issued. The Commission resolved several other violations of the Wetland Protection Act and/or the town wetland bylaw.

Department Specialist Grace Brownell started working in March for the newly created Land Use and Inspectional Services Department. Ten hours of her time is allocated to Conservation.

The Open Space Committee worked on several properties including, parcels off Barbara's Path and the Reed Property on Mechanic St. In June, the MA Department of Agricultural Resources and the Town acquired an Agricultural Preservation Restriction on approximately 28.5 acres at the Town Line Dairy Farm on Williams Street. The Commission funded an appraisal for the Reed Property. See the Open Space report for more details.

The Land Stewardship Committee (LSC) filed a NOI for the installation of a trail bridge and boardwalks at the Robertson Family Conservation Restriction. CPC funding for the trail bridge was approved at the May Annual Town Meeting. An RFP was submitted in September for Engineering design work on the bridge. At the November Special Town meeting additional CPC funding was approved for the repair and upgrade of a trail bridge at the Warren Brook Watershed Conservation Area. The Commission and LSC worked with Sudbury Valley Trustees (SVT) to draft the Mechanic St. Conservation Restriction (CR). In December, SVT submitted the CR to the Division of Conservation Services for their review. The LSC scouted and mapped trails at the Mechanic St. property and identified parking areas on Fowler St. and Mechanic St.. SVT obtained an anonymous donation to fund construction of the trails and parking areas in 2024. LSC started the process of coordinating with the

Planning Board for potential change of use filing for the construction of these parking lots. Lastly, the LSC has been working to improve the trail network at the Center Brook Conservation Area behind the Dogwood Drive Subdivision. See the Land Stewardship report for more details.

Applications/Requests received:

Notice of Intent (NOI) = 6

Requests for Determination (RDA) = 12

Abbreviated Notice of Resource Area Delineation (ANRAD) = 0

Request for Certificate of Compliance (COC) = 8

Order of Conditions (OOC) Extensions = 0

Emergency Permit Request = 6

Stormwater Management Permit Application = 0

Erosion Control Permit Application = 3

Decisions/Actions issued by the Commission:

Order of Conditions (OOC) issued = 8

Determinations = 11

Order of Resource Area Delineation (ORAD) = 1

Certificate of Compliance = 8 (including 2 partial)

Order of Conditions Extension = 0

Enforcement Orders = 3

Emergency Certifications = 6

Erosion Control Permits = 3

Stormwater Management Permits = 0

Minor Modifications to plans for OOC = 2

In October, the Conservation Commission held a public hearing for the proposed modifications to the Town of Upton Wetlands Protection Bylaw Chapter 280 Sections 4 & 5. Proposed amendments included dropping the limits on filing fees, clarifying the abutter notification requirement for

a Request for Determination of Applicability (RDA) and allowing permit extensions for three years. The amendments were approved at the November Special Town Meeting.

The Commission with the Board of Health administered town funds allocated for beaver control. The Board of Health oversaw trapping beavers at River St. near Pratt Pond, in a wetland behind Depot St., Glen Ave. and Walker Dr. New this year is that some of the trapping is done in house by the Animal Control Officer.

The Commission has been monitoring Pratt Pond Ice-Out as an indicator of climate change since 2010. Pratt Pond Ice out is defined as first day in winter or spring when no ice is visible in the pond from a vantage point near the intersection of School Street and North Main Street. In 2023, the pond was ice free on Jan 5 and intermittently until March 3 when the final ice-out occurred. Ice-In, defined as first day in fall or winter when Pratt Pond is entirely ice covered from a vantage point near the intersection of School Street and North Main Street, occurred on December 12.

General

- Office is located in Town Hall, **Room 201** Monday, Wednesday, & Thursday: 8:00 a.m.- 4:00p.m.; Tuesday: 8:00 a.m.-6:00p.m. Phone number: (508)-529-6286 or (508)-603-0128
- E-Mail: concomm@uptonma.gov, moverholt@uptonma.gov, or gbrownell@uptonma.gov

The Conservation Commission meetings are held on the second and fourth Wednesday each month at 7:00 pm; meetings are held virtually via Zoom.

We would like to thank the various Town Boards, Commissions, Departments, and the citizens of Upton for their continued cooperation, participation and support during the year.

Respectfully submitted,
Conservation Commission

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

COUNCIL ON AGING

The Council on Aging is pleased to submit its annual report for the year ending December 31, 2023. The Upton Center is dedicated to protecting the rights of elders allowing them to live independently, preserving the dignity of aging, offering support to low-income/disabled families, creating a positive relationship between all ages through intergenerational programming, being a place of enjoyment and recreation, fitness, transportation, as well as providing resources.

The Senior Center moved to the newly built state of art Community Center on May 1st. The building provides a welcoming and bright environment for all who visit. However, Tri-Valley's Meals on Wheels program continued to be housed at the old Senior Center throughout the

year. Looking ahead, we are excited to be able to have the meal program housed out of the Community Center starting January 2nd, 2024.

With the move to the Community Center, a new and improved food pantry re-opened in September. Food insecurity is something no person should have to worry about. With the kindness and generosity of donations from the community, the Upton Center's food pantry works to alleviate this issue by providing food to those in need. To date, there have been 58 visitors who have taken advantage of the pantry. Additionally, the food pantry has also distributed food throughout the Upton community.

The information and referral program of the Upton Center is one of the most widely used services. We function as a community resource for obtaining information on a wide range of topics. Some of these topics include fuel assistance, SNAP (food program), housing referrals, Meals on Wheels, Alzheimer's disease and dementia, Medicare counseling, elders-at-risk and elder abuse, referrals to local, state, and federal programs and services, among many others.

The Upton Center experienced staff changes in 2023, but maintained consistent services and programs that are popular with our senior population. A Department Specialist was hired in June, and an additional van driver was hired in October. Our Elder and Social Services Director left in August, and we are currently interviewing for the Director position.

The Center was fortunate enough to receive a new senior van in January. The Center's van provides much needed transportation to medical appointments, pharmacies, shopping trips, entertainment, service to and from the Community Center, as well as other errands. Trips to the Milford medical services area continue to be our most popular request. It is a bit easier to give up driving when the time comes when one knows there is an alternative to asking friends and family for a ride. We

understand that giving up a license is a tremendous loss and hope to make the transition easier with kind and caring drivers. The availability of the senior van has been invaluable in maintaining independence and dignity of our older and disabled population. As our population ages, it is comforting to know there is alternate transportation available.

The Senior Tax Work-Off Abatement Program is administered by the Council on Aging office, with the assistance of the Assessors' Office, Treasurer/Collector, and Human Resources. For the FY24 program there were 18 participants who worked a total of 1,335.6 hours. It is a mutually beneficial partnership between seniors with applicable skills and town offices that need an extra hand. Seniors work in Town Departments doing various tasks in exchange for abatement off their property taxes (\$2,000 maximum).

The Council on Aging received a grant from the Executive Office of Elder Affairs. This grant covers part of the wages of the Department Specialist, volunteer recognition, education, and supplies. This grant is vital in meeting some department needs that the operational budget is not able to address.

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

This report of the Council on Aging would be remiss if it did not acknowledge the many volunteers who tirelessly serve Upton's seniors and disabled. Each and every one of them is greatly appreciated and

valued. In addition, we wish to thank the many Town individuals, organizations and area businesses that have donated their resources. Special thanks to our Boy and Girl Scout Troops and different school classes in Upton that have added so much joy to the seniors throughout the year.

The Council thanks the Board of Selectmen, Town Manager Joe Laydon, the Finance Committee and Town employees for their assistance, cooperation, and support.

The Council and Interim Director thank the staff of the department for their kindness and compassion in caring for our elders. Their dedication to excellence is evident every day. They make the seniors feel welcome, cared for, and heard. We are proud of the work they do, and the Town is very fortunate to have them as elder advocates. The Town of Upton is lucky to have such an excellent staff caring for its elder and disabled population – as well as their families.

Moving forward in 2024, the Center welcomes the opportunity to serve a larger population of seniors and younger adults and continuing to do cooperative programs with the library staff and other organizations.

The Upton Center is open Monday through Friday from 9:00 am – 4:00 pm.

Respectfully submitted,

Laurie Fantini, Chair
Josephine McLaughlin, Vice Chair
Linda Sanders, Secretary
Myra Bigelow
Betty Consigli

Karen Glowacki
Gregg Manning
Richard Provost
Grace Wadsworth
Margaret Watson

CULTURAL COUNCIL

The Upton Cultural Council (UCC) respectfully submits the following report for the year 2023. Council members are as follows: Chair Megan Ronzio; Co-Chair Jenn Conrad; Treasurer Lyn Haggerty; Recording Secretary Alice Gentili; Members, Robin Jokela, Shelly Glassman, Kate Baden

The Upton Cultural Council is a local town council that brings arts, sciences and humanities to our town and local area of approximately 8,000 individuals. We pursue this mission through a combination of grant programs, partnerships, and services for nonprofit cultural organizations, schools, communities and individual artists.

Mission Statement

The Massachusetts Cultural Council's Local Cultural Council (LCC) Program is the largest grassroots cultural funding network in the nation, supporting thousands of community-based projects in the arts, humanities, and sciences annually. Each year, local councils award more than \$2 million in grants to more than 5,000 cultural programs statewide. The program promotes the availability of rich cultural experiences for every Massachusetts citizen. The Upton Cultural Council seeks to enrich Upton and nearby communities to the best of our ability.

The Upton Cultural Council (UCC)

Painting classes; preservation of local historical documents, a Multicultural Festival at BVT; a theatrical performance depicting Historical Women (Ruth Bader Ginsberg) at Memorial Elementary School; a science presentation (Chariots of the Sun) at Miscoe Hill Middle School; a baby sign language course at the Upton Town Library; funding towards the Upton Recreational concert series, multiple musical performances in a variety of genres across town; and more! These are all programs that

have been funded over the past year by the Upton Cultural Council (UCC), all offered at no charge to participants. The UCC is a town council that awards grants to local performers, schools, and organizations that bring cultural events and programming to our town. Our goal is to promote the appreciation of the arts, humanities, and interpretive sciences in Upton with a focus on diversity, inclusion, and accessibility. The Upton Cultural Council is excited to bring these opportunities to our town and to be able elevate the cultural life and experience of local residents. By funding these programs, we are supporting local artists, schools, and organizations, and also promoting a sense of community. We think that no matter what your interests are, there's sure to be something for everyone.

This year, the UCC gave priority to:

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

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

- How well the program meets our local priorities. community support and involvement.
- Evidence of positive track record and dedication of the applicant.
- Demonstrated planning.
- The council encouraged organizations to seek additional funding support for their programs and projects.
- New applications and innovative proposals were encouraged.
- Council funds will not be used to substitute for or replace existing publicly funded programs.

- Applicants will not be discriminated against on the basis of race, sex, religion, creed, color, national origin, disability or age.
(Priorities developed 8/25/21)

The Massachusetts Cultural Council (MCC) awarded UCC \$6200.00 in funding for FY 2023 *(Note additional funds are from programs not preformed in previous years)*

2023 Grant Recipients	
The following projects were fully or partially funded in 2023 by the UCC, a local council funded by the MCC:	
Grantees	Funds Awarded
Upton Historical Society, Inc. Archival Materials	\$1545.00
Memorial School, Sheryl Faye, Ruth Bader Ginsburg	\$850.00
Roger Tincknell, Old Time Sing Along	\$575.00
Kelly Kane, She Grooves, Using our Voices for Positive Change	\$300.00
Pamela Means “The Power of the Protest Song”	\$900.00
Chariots of the Sun with Jeff Benoit	\$885.00
Upton Recreation Free Summer Concert Series	\$1000.00
The Rose: Find Your Voice with Pastel Painting	\$1289.00
Celebrations of Upton, “Finding our stories”	\$800.00
BVT Multicultural Festival	\$500.00
Baby Sign Language	\$640.00
Total Funded	\$9284.00

Projects funded by UCC locally raised funds	
Hanging Picture System Upton Town Library	\$253.82
Ancestral Census/presented at the Community Center	\$250.00

The UCC once again raised funds by selling 'Entering Upton' stamped tile coasters (created by Chair Megan Ronzio) and "Entering Upton" glasses created by members Jenn Conrad and Alice Gentili. Sales of the coasters and glasses took place at United Parish, Holiday Fair in December.

A raffle was held during the United Parish Holiday Fair, a local artist donated a beautiful quilt to raffle off, a gift basket containing a donation by the Upton Recreation Department for a season beach pass, \$50.00 gift certificate to Fisk & Main, 2 Entering Upton glasses and two entering Upton Coasters. Funds received fund additional programs to bring to the community.

Visibility

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

We are also directly connected to the Massachusetts Cultural Council on Facebook:
<http://www.massculturalcouncil.org/>

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

Respectfully submitted,

Megan Ronzio, Chair
Jen Conrad, Co-Chair
Lyn Haggerty, Treasurer
Alice Gentili, Secretary

Robin Jokela
Kate Baden
Shelley Glassman

DISABILITY COMMISSION

A report was not submitted.
The Disability Committee did not meet in 2023.

DEPARTMENT OF PUBLIC WORKS

The Department of Public Works enhances the quality of life and provides uninterrupted, effective, and efficient municipal services to the residents of Upton. Our divisions include Water, Wastewater, Highway, Parks/Forestry/Cemetery, and Facilities. These Divisions work together as one cohesive Public Works Department to meet the many needs of the community, improve infrastructure, and advance town projects. The Department consists of eighteen full-time employees including a Director, one Department Coordinator, one Department Specialist, two Superintendents, one Parks/Forestry/Cemetery Foreman, one Mechanic, five Water/Wastewater Operators, five Truck Driver/Heavy Equipment Operators, and one Parks/Forestry/Cemetery Laborer. The Department also employs four seasonal employees.

The Department of Public Works hereby respectfully submits its Annual Report for the year ending December 31, 2023.

HIGHWAY DIVISION

Mission Statement

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

The winter of 2022 – 2023 brought an unusually warm New England winter with less snowfall amount than the previous year. The temperatures were favorable for sleet, freezing rain, and snow accumulation and the DPW responded to 16 events throughout the season. Total snowfall accumulation equaled 17.5 inches in comparison to the 53.5 inches received the prior winter. The Highway Division worked tirelessly in their effort to keep the roads and sidewalks safe and clear for motorists, pedestrians, and emergency vehicles. Other completed projects by the Highway Division include:

- Roadway repair (patched) various locations throughout Town.
- Painted stop bars and crosswalks throughout the Town.
- Collaborated efforts with National Grid for hazard trees removal on all public ways.
- Cleaned and reshaped drainage trenches throughout Town.
- Conducted extensive roadside brush cutting, to provide safe sight distance for motorists, cyclists, and pedestrians.
- Tested and disposed of approximately 375 yards of catch basin and street sweeping debris.
- Submitted annual MS4 report in accordance with the Town's NPDES permit.
- Swept 75 miles of roadway.
- Cleaned 858 catch basins.

- Replaced asphalt berms at various locations.
- Addressed beaver issues at various locations.
- Responded to numerous washouts during the rainy season.
- Replaced various types of street and traffic signs throughout Town.

The Town's Road Management Program continued to struggle for funding and therefore, road paving was limited.

Other notable items the Highway Division completed this past year:

- Assisted the Parks/Forestry/Cemetery and Water/Wastewater Divisions.
- Repaired/replaced 31 catch basins and manhole structures.
- Repaired roadway deficiencies at various locations throughout Town.
- Performed road and drainage repairs as needed and/or request by residents.
- Cleaned several large culverts.
- Removed numerous dangerous trees throughout the Town.
- Renovated the Goss Pond Subdivision median.
- Installed gates to the West River Field entrance.
- Rebuilt drainage on Fiske Mill Road.

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

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

PARKS, FORESTRY, & CEMETERY DIVISION

Mission Statement

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

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

- Performed routine maintenance of irrigation systems at all municipal sites.
- Continued the Invasive Aquatic Species Program.
- Annual spring and fall cleanup.
- Brush clearing and chipping.
- Mow, fertilize, lime, aeration, over seeding, and application of compost top dressing on all fields throughout the growing season.
- Dam maintenance and monitoring of water levels throughout the year.
 - Shrub and tree trimming.
 - Soil analysis.

- Town beach water quality – sampling and maintenance, performed weekly.
- Pesticide and herbicide applications.
- Fencing, yard, and wall repairs as needed.
- Playground equipment, safety inspections, and maintenance.
- Collect trash in the 25 barrels located throughout Town, performed weekly.
- Annual installation and removal of docks at Kiwanis Beach.
- Refinished picnic tables and trash barrels.
- Submission of Annual Report to the Massachusetts Department of Agricultural Resources for the application of pesticides and herbicides.
- Replaced backboards and nets at Kiwanis Beach.
- Assisted the Highway Division with snow & ice operations, tree removal throughout town, and beaver dam removals.
- Power washed Kiwanis Beach Buildings.
- Conducted repairs to Kiwanis Beach docks.

Tasks performed at the Town cemeteries include:

- Application of Grub control in needed locations.
- Extensive brush trimming throughout all Town cemeteries.
- Extensive loaming and seeding
- Repaired and painted Lakeview Cemetery garage.
- 22 full burials.
- 20 cremations.
- Installation of fourteen footstones.

Tasks performed within the Forestry Division include:

- Removal of dozens of dead, diseased, and hazardous trees throughout Town.
- Additional days of tree work related to storm damage.

- Removal of several tree stumps through a stump-grinding process.

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

WASTESWATER DIVISION

Mission Statement

The mission of the Wastewater Division, through cooperative teamwork, is to protect the environment by minimizing health/pollution risks, while effectively meeting the stringent criteria imposed by the U.S. Environmental Protection Agency and the MA Division of Environmental Protection regulations and permits. The Division optimizes process control and long-term infrastructure integrity through a strategically planned and coordinated inspection, analysis, preventive maintenance, and scheduled replacement program. All of which are performed in a professional cost-effective manner with emphasis on serving the needs of the Wastewater Customer, with minimal financial impact. Consisting of a Wastewater/Water Superintendent, five licensed and cross trained Operators who are shared with the Water Division, and one Apprentice, the Wastewater Division is responsible for maintaining and improving approximately fourteen miles of gravity and force sewer main, a Wastewater Treatment Facility and four pump stations.

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

- Completed DEP inspection requirements for the treatment facility.

- Replaced effluent automated sampler to maintain DEP required temperatures.
- Repaired manhole structures on Pleasant St.
- Continued to update SCADA system to maintain compliance with the DEP and EPA.
- Staff continue to refurbish and maintain older equipment to utilize less electricity, water, and other resources.
- Continue training staff on safety focused maintenance.
- Repaired and/or replaced various pumps.
- Reported sanitary sewer overflows due to heavy inflows from record-breaking rainfall.
- Conducted initial background PFAS sampling.
- Continue sending staff for additional educational classes to both maintain their current licensees as well as increase their knowledge and experience in an ever-changing industry.
- Presented the Board of Selectmen with the annual rate structure.

WATER DIVISION

Mission Statement

The mission of the Water Division is to provide the highest quality drinking water and fire protection at the lowest possible cost. The goal of the Division is to be recognized by the townspeople as an effective and efficient operation within the Town Government. The Water Division operates on the principles of craftsmanship and integrity. We are constantly seeking new and creative ways to improve the quality of the water and the efficiency of the operation. Consisting of a Water/Wastewater Superintendent, two Cross Connection/Backflow Prevention Inspectors, two licensed Operator's, all of whom are cross trained, licensed, and

shared with the Wastewater Division, and one Apprentice. The Water Division is responsible for approximately thirty-three miles of water line, two water tanks with a combined 1.5 million-gallon capacity, three pump stations/treatment facilities, and two booster stations. The Division distributes approximately one hundred twenty-five million gallons annually.

- Repaired water main breaks on Glen Ave and School Street.
- Completed the annual spring and fall Hydrant-Flushing Program as well as our annual Leak Detection Program.
- Replace hydrants at BVT, Josiah, Elm, and Railroad.
- Repaired service line at 22b Maple Ave and 42 Pleasant Street.
- Presented the Board of Selectmen with the Town's annual rate structure.
- Exercised and cleaned all water gate valves within the system.
- Continue training staff on safety focused maintenance.
- Continue sending staff for additional educational classes to both maintain their current licensees as well as increase their knowledge and experience in an ever-changing industry.

Water/Wastewater Performance

- The Water Division pumped and treated 131.54 million gallons of water from three well fields this year in accordance with federal, state, and local regulations and safety requirements.
- The Wastewater Division treated and discharged 117.93 million gallons of wastewater.
- Processed and disposed of 47.6 dry tons of waste sludge.
- Staff responded to 31 after-hour water and wastewater calls.

I would like to thank Edward Dela Motte, Water/Wastewater Superintendent, and his dedicated team in the Water/Wastewater

Division, as well as Department Coordinator, Bill Taylor, for all their hard work and dedication throughout the year.

Respectfully submitted,

Dennis E. Westgate Jr
Director of Public Works

DPW BUILDING COMMITTEE

On June 21, 2022, under the General By-laws, Ch. 12 Section 1, the Board of Selectmen, Town Moderator, and Director of Public Works, each having one vote for a total of three votes, appointed a building committee, dissolving the DPW Feasibility Committee, for a term to expire upon the completion of the building project or the dissolution of the committee by the Board of Selectmen.
The Building Committee did not meet in 2023.

ECONOMIC DEVELOPMENT COMMITTEE

A report was not submitted.

FINANCE DEPARTMENT

TOWN ACCOUNTANT

Combined Balance Sheet- All Fund Types and Account Group

Town of Upton							
Combined Balance Sheet - All Fund Types and Account Groups							
as of June 30, 2023							
(Unaudited)							
	Governmental Fund Types			Proprietary Fund Types	Fiduciary Fund Types	Account Groups	Totals
	General	Special Revenue	Capital Projects	Enterprise	Trust and Agency	Long-term Debt	(Memorandum Only)
ASSETS							
Cash and cash equivalents	7,505,991.17	6,570,407.08	1,407,788.07	3,861,710.49	10,027,115.40	0.00	29,373,012.21
Receivables:							
Personal property taxes	73,867.72	0.00	0.00	0.00	0.00	0.00	73,867.72
Real estate taxes	768,082.42	0.00	0.00	0.00	0.00	0.00	768,082.42
Allowance for abatements and exemptions	(683,124.57)	0.00	0.00	0.00	0.00	0.00	(683,124.57)
Community Preservation Act	0.00	16,643.18	0.00	0.00	0.00	0.00	16,643.18
Tax liens	552,841.79	0.00	0.00	0.00	0.00	0.00	552,841.79
CPA Tax Liens	0.00	8,112.79	0.00	0.00	0.00	0.00	8,112.79
Motor vehicle excise	202,506.13	0.00	0.00	0.00	0.00	0.00	202,506.13
User charges	0.00	0.00	0.00	159,715.82	0.00	0.00	159,715.82
Utility liens added to taxes	0.00	0.00	0.00	42,115.72	0.00	0.00	42,115.72
Due from other governments	0.00	148,839.00	87,096.55	0.00	0.00	0.00	235,935.55
Tax foreclosures	344,632.47	0.00	0.00	0.00	0.00	0.00	344,632.47
Amounts to be provided - payment of bonds	0.00	0.00	0.00	0.00	0.00	16,505,000.00	16,505,000.00
Bonds authorized	0.00	0.00	0.00	0.00	0.00	2,208,702.00	2,208,702.00
Total Assets	8,764,797.13	6,744,002.05	1,494,884.62	4,063,542.03	10,027,115.40	18,713,702.00	49,808,043.23
LIABILITIES AND FUND EQUITY							
Liabilities:							
Warrants payable	537,293.22	210,305.65	90,588.92	45,912.84	0.00	0.00	884,100.63
Accrued payroll and withholdings	190,712.47	15,996.23	0.00	8,276.22	1,080.00	0.00	216,064.92
Other liabilities	5,119.59	0.00	0.00	0.00	0.00	0.00	5,119.59
Deferred revenue:							
Real and personal property taxes	158,825.57	0.00	0.00	0.00	0.00	0.00	158,825.57
Tax liens	552,841.79	0.00	0.00	0.00	0.00	0.00	552,841.79
Foreclosures/Possessions	344,632.47	0.00	0.00	0.00	0.00	0.00	344,632.47
Motor vehicle excise	202,506.13	0.00	0.00	0.00	0.00	0.00	202,506.13
Community Preservation Act	0.00	16,643.18	0.00	0.00	0.00	0.00	16,643.18
CPA Tax liens	0.00	8,112.79	0.00	0.00	0.00	0.00	8,112.79
User charges	0.00	0.00	0.00	159,715.82	0.00	0.00	159,715.82
Utility liens added to taxes	0.00	0.00	0.00	42,115.72	0.00	0.00	42,115.72
Agency Funds	0.00	0.00	0.00	0.00	396,796.07	0.00	396,796.07
Bonds payable	0.00	0.00	0.00	0.00	0.00	16,505,000.00	16,505,000.00
Bonds authorized and unissued	0.00	0.00	0.00	0.00	0.00	2,208,702.00	2,208,702.00
Total Liabilities	1,991,931.24	251,057.85	90,588.92	256,020.60	397,876.07	18,713,702.00	21,701,176.68
Fund Equity:							
Reserved for encumbrances	18,096.95	18,000.00	0.00	267.00	0.00	0.00	36,363.95
Reserved for continuing appropriations	2,448,198.52	0.00	0.00	1,786,469.17	0.00	0.00	4,234,667.69
Reserved for COVID-19 deficit	0.00	(30,005.48)	0.00	0.00	0.00	0.00	(30,005.48)
Reserved for premiums	2,010.00	0.00	0.00	0.00	0.00	0.00	2,010.00
Reserved fund balance	0.00	2,945,473.94	1,404,295.70	0.00	0.00	0.00	4,349,769.64
Undesignated fund balance	4,304,560.42	3,559,475.74	0.00	0.00	9,629,239.33	0.00	17,493,275.49
Unreserved retained earnings	0.00	0.00	0.00	2,020,785.26	0.00	0.00	2,020,785.26
Total Fund Equity	6,772,865.89	6,492,944.20	1,404,295.70	3,807,521.43	9,629,239.33	0.00	28,106,866.55
Total Liabilities and Fund Equity	8,764,797.13	6,744,002.05	1,494,884.62	4,063,542.03	10,027,115.40	18,713,702.00	49,808,043.23

Encumbrances Summary

Debt - FY14 ATM 5/9/2013 A9 Town Hall Renovations	2,062.18
ATM FY14 5/09/2013 Electronic Permitting System	1,355.04
ATM FY14 5/09/13 A15 Classification and Compensation Plan Review	2,875.00
FC STM FY17 11/15/2016 A17 TC Tax Title -Rem. Contents from 28 Hartford Ave	2,320.00
FC STM FY17 11/15/2016 A8 DPW Purchase Various Roadway Signs	150.08
FC STM FY18 11/14/2017 A5 Planning Board - Participate in CMPRC Program	9,750.00
FC STM FY18 11/14/2017 A6 DPW TIP Required Easements	51,900.00
FC STM FY18 11/14/2017 A7 DPW - Hire Consultant for TIP Project	25,000.00
FC ATM FY18 05/03/2018 A18 Assessors - Purchase E-Permitting Software	3,500.00
FC STM FY19 11/13/2018 A6 Building - Police Station Roof & HVAC Improvements	90,627.39
STM FY19 11/13/2018 A7 Building - Fire Station Roof Design & Repair	45,221.76
STM FY19 11/13/2018 A16 DPW Feasibility Study	12,500.00
FC ATM FY19 05/02/2019 A18 BOS - Brooks Street Survey & Record Land	5,000.00
FC ATM FY19 05/02/2019 A28 IT - Computer Systems Upgrade	10,000.00
FC ATM FY19 05/02/2019 A32 BOS-Economic Development Com. - Business development costs	3,859.14
FC STM FY20 11/05/2019 A3 BOS - Purchase 6 Main Street and related costs	16,073.00
FC STM FY20 11/05/2019 A4 BOS - Municipal Community Center Design Documents	315.00
STM FY20 11/05/2019 A10 IT - Provide IT Support Services Related to Security	7,500.00
FC ATM FY20 06/23/2020 A13 BOA - Recertification Work	4,760.95
FC ATM FY20 06/23/2020 A15 BOA - Utility Appraiser	4,000.00
FC ATM FY20 06/23/2020 A20 Fire/EMS - Repair of Heating and HVAC Systems	2,919.03
FC ATM FY20 06/23/2020 A22 DPW - Used Replacement Forklift	1.00
FC ATM FY20 06/23/2020 A25 DPW - Replacement Turf Truck	262.68
FC STM FY21 11/10/2020 A1 BOS - Purchase 0 Grove St & Environmental Remediation	19,598.81
FC ATM FY21 05/08/2021 A23 BOS - Canada Geese Management Program for Kiwanis Beach	3,400.00
FC ATM FY21 05/08/2021 A26 Building - Library ADA accessibility	29,304.66
FC STM FY22 11/02//2021 A4 Police - Purchase 10 Bullet-Proof Vests	1,074.00
FC STM FY22 11/02/2021 A5 DPW Facility Schematic Design Services	235,000.00
FC STM FY22 11/02/2021 A10 Clerk - Record Consolidating at Town Hall	321.00
FC STM FY22 11/02//2021 A12 Building - Upgrading Door Access	1,547.28
FC STM FY22 11/02//2021 A13 BOA - Interim Year Property Valuation & Quinquennial Update & Certification	23,585.00
FC STM FY22 11/02/2021 A16 DPW - Ten Wheel Dump Truck With Snowplow/Spreader	293,875.00
FC ATM FY22 05/05/2022 A17 DPW - Grove St Bridge Design & Engineering	400,000.00
FC ATM FY22 05/05/2022 A14 IT - Replace Town Hall Server	60,000.00
FC ATM FY22 05/05/2022 A15 Fire-EMS - Purchase Ambulance	13,674.94
ATM FY23 05/05/2022 A9 DPW - Town Roads Construction and Improvements	236,408.37
ATM FY23 05/05/2022 A13 BOA - Recertification Year Property Valuation Work	10,000.00
FC STM FY23 11/01/2022 A4 Police - Purchase Replacement Crusier	55,000.00
FC STM FY23 11/01/2022 A6 Fire - Purchase Replacement Vehicle	727.21
FC STM FY23 11/01/2022 A7 Fire - Purch. & Install ProCare Power Pro Autoload Loader Stretcher for Med 2 Ambulance	66,230.00
FC ATM FY23 05/04/2023 A13 DPW - Town Roads Construction and Improvements	180,000.00
FC ATM FY23 05/04/2023 A20 Historical Commission - Preserve Historical Infrastructure of Town	25,000.00
FC ATM FY23 05/04/2023 A22 Police - Repair Concrete Ramp at Police Station	50,000.00
FC ATM FY23 05/04/2023 A23 DPW - Professional Emergency Management Peer Review Services for GURR	25,000.00
FC ATM FY23 05/04/2023 A24 DPW - Dump Truck Replacement	125,000.00
FC ATM FY23 05/04/2023 A25 DPW - Replacement Vehicle for DPW Director	65,000.00
FC ATM FY23 05/04/2023 A26 DPW - Purchase Roadside Mowing Tractor	150,000.00
FC ATM FY23 05/04/2023 A27 DPW - Purch. Of Mower for Parks/Forestry/Cemetery Division	12,000.00
FC ATM FY23 05/04/2023 A30 Land Use - Purch. Large Scanner/Plotter	24,500.00
FC ATM FY23 05/04/2023 A32 BOS/TM - Classification and Compensation Plan Review and Update	40,000.00
Total	\$2,448,198.52

General Fund Expense Summary

Town Meetings Elections	24,776.00	Land Use & Inspectional Services - Wages	177,782.88	Library Expense	64,184.00
Moderator Salary	1,000.00	Land Use & Inspectional Services - Expense	14,567.73	Recreation - Salaries	2,500.00
Moderator Expense	100.00	Emergency Management - Expense	3,000.00	Recreation - Salaries	30,938.00
Selectmen-Wages	321,323.96	Emergency Mgmt - Reverse 911 System	4,815.00	Recreation - Misc Exp. Beach Programs	6,166.02
Selectmen - Salaries	1,750.00	Animal Control Wages	14,462.77	Recreation - Site Improvements	12,217.96
Selectmen Expense	22,377.59	Kernel Rental	0.00	Historical Commission Expense	0.00
Town Manager Expense	6,603.80	Animal Control Expense	436.40	Long Term Principal	399,810.00
Land Use and Inspectional Services Expense	194.38	DPW Parks Forestry & Cem- Wages	196,757.47	Long Term Interest	387,821.73
Town Manager Misc. Expense	57,477.31	DPW Parks - Lawn Maintenance	33,455.11	Air Pollution Control	2,625.00
Finance Committee Expense	1,000.00	DPW Parks Forestry & Cemetery - Aquatic Weed C	13,000.00	Boston Metro District	56,013.00
Finance Committee Reserve	0.00	DPW Parks - Forestry Expense	45,700.00	RMV Surcharge	3,740.00
Finance Department - Wages	273,508.18	DPW Parks - Training	40.00	Worc. Cty Retirement Pension Fund	763,367.00
Finance Department - Assessors - Salaries	750.00	DPW Parks - General Expense	6,041.30	Unemployment Compensation Fund	5,868.51
Finance Department - Accounting and Auditing Services	19,000.00	DPW Parks Forestry & Cem. - Vehicle Fuel	0.00	Medicare	78,832.89
Finance Department/Town Accountant - GASB 74/75 Con	6,300.00	DPW Parks Forestry & Cem. - Veh. Maint. Repair	679.19	Bond Town Officers	100.00
Finance Department/Town Accountant Expense	1,714.22	DPW Parks - Clothing Allowance	1,919.84	Insurance	1,006,268.06
Finance Department/Treasurer-Collector Expense	78,613.91	MURSD - Salaries	0.00	Trust Fund Committee - Salaries	3,500.00
Finance Department/Assessors Expense	38,988.18	BVT - Salaries	500.00	Other Financing Uses Transfers Out	687,950.00
Capital Budget Committee Expense	0.00	Mendon-Upton Operating Expense	13,645,045.95	FC STM FY18 11/14/2017 A6 DPW TIP Required Easements	12,500.00
Town Counsel Expense	58,473.08	Mendon-Upton Debt Exclusions	386,029.46	FC ATM FY20 06/23/2020 A29 BOS/TM - Purchase Software for Tracking Personnel Time	3,500.00
Personnel Committee Expense	0.00	Blackstone Valley Operating Expense	1,315,075.00	ATM FY21 06/23/2020 A9 DPW - Town Roads Construction and Improvements	173,113.28
Human Resources Expenses	20,708.54	Blackstone Valley Capital Assessment	14,291.00	FC ATM FY21 05/08/2021 A21 Fire EMS - Purchase Records Management System	10,452.22
Tax Title Auction Expense	0.00	DPW - Wages	453,364.71	FC ATM FY21 05/08/2021 A26 Building - Library ADA accessibility	3,796.90
Tax Titles Foreclosures	0.00	DPW Consultant	10,500.00	FC STM FY22 11/02/2021 A2B DPW-Cemetery - Purchase Dump Truck	35,000.00
Management Information Systems - Expense	176,167.55	DPW Building Utilities	25,478.33	FC STM FY22 11/02/2021 A4 Police - Purchase 10 Bullet-Proof Vests	10,026.00
Town Clerk - Wages	97,784.27	DPW Building Maintenance	5,828.22	FC STM FY22 11/02/2021 A12 Building - Upgrading Door Access	4,252.72
Town Clerk Expense	6,200.83	DPW - Contracted Services	37,456.11	STM FY22 11/02/2021 A18 DPW - Town Roads Construction and Improvements	169,583.00
Registrar of Voters Expense	3,477.16	DPW - Animal Disposal Services	0.00	FC STM FY22 11/02/2021 A19 DPW - Aquatic Weed Treatment at Lake Wildwood Pratt & Taft Pond	2,000.00
Conservation Comm. - Clerk Wages	29,319.34	DPW - Stormwater Management Plan	55,157.17	FC ATM FY22 05/05/2022 A15 Fire-EMS - Purchase Ambulance	336,325.06
Conservation Commission Expense	8,831.99	DPW - Training	1,553.00	FC ATM FY22 05/05/2022 A16 DPW - Purchase Front-end Loader	231,000.00
Beaver Control	3,712.50	DPW Expense	24,672.32	FC ATM FY22 05/05/2022 A22 COA - Purchase 14-Passenger Minivan	45,000.00
Planning Board - Salaries	2,750.00	DPW Vehicle Fuel	26,569.55	ATM FY23 05/05/2022 A9 DPW - Town Roads Construction and Improvements	46,817.63
Planning Board Wages	10,342.40	DPW Vehicle Maintenance	50,644.28	FC STM FY23 11/01/2022 A5 Police - Training for Police Department	12,000.00
Regional Planner	2,314.00	DPW - Highway Material	12,357.23	FC STM FY23 11/01/2022 A6 Fire - Purchase Replacement Vehicle	54,272.79
Planning Board Expense	1,098.78	DPW - Oiling Paving	12,603.02	FC STM FY23 11/01/2022 A8 COA - Purchase 14-passenger Minivan	40,000.00
Town Planner Expense	0.00	DPW - Clothing Allowance	3,095.00		
Housing Authority - Salaries	2,250.00	Snow Removal	233,328.50		
Town Bldg. Wages	51,428.62	Waste Removal - Disposal	94,835.74		
Town Bldg. Expense	128,349.67	Waste Removal - Curbside Services	536,811.41		
Police Wages	1,703,161.86	Cemetery Commission - Salaries	1,250.00		
Police Utilities	45,342.62	Cemetery Maintenance	18,788.22		
Police Building Maintenance	25,300.00	Health Board - Wages	65,188.81		
Police Training	17,957.53	Health Board - Salaries	750.00		
Police Expense	24,216.93	Health Board - Food Inspections	1,250.00		
Police Cruiser Gas	38,804.87	Demolition of Buildings	0.00		
Police Cruiser Maintenance	11,447.32	Board of Health Expense	4,012.31		
Police Clothing Allowance	18,977.69	Health Board - Trash Bags	29,915.05		
Police Capital - New Cruiser	44,967.20	BOH - Hazardous Waste	0.00		
Fire EMS Dept. - Wages	998,761.24	Beaver Management	480.00		
Fire EMS Dept. - Utilities	48,726.52	Nurse Wages	39,251.57		
Fire EMS Dept. - Ambulance Billing Services	8,131.52	Nurse Wages - Blackstone DMA	7,738.31		
Fire EMS Dept. Bldg. Maintenance	29,708.05	Health Service Expense	418.93		
Fire EMS Dept. - Training	13,067.00	Elder & Social Services/COA - Wages	160,060.61		
Fire EMS Dept. Expense	32,229.58	Elder & Social Services/COA - Building Maintenance	12,020.72		
Fire EMS Dept. - Ambulance Service - Licensing & Certi	2,950.00	Elder & Social Services/COA - Expense	18,060.86		
Fire EMS Dept. - Ambulance Service Supplies	36,921.87	Veterans Service - Wages	10,448.51		
Fire EMS Dept. - Paramedics Expense	400.00	Veterans Service Expense	292.89		
Fire EMS Dept.-Vehicle Fuel	16,995.49	Veterans Benefits	17,845.70		
Fire EMS Dept. Vehicle Maint.	27,981.42	Library-Wages	212,298.32		
Fire EMS Dept. Clothing Allowance	14,844.28	Library - Salaries	4,250.00		
New Equipment	24,330.63	Library - Postage Expense	0.00		
				Total Expenditures	\$ 27,407,626.15

Parks Revolving Summary

Beginning Balance 7-1-22 \$ 11,712.90

Revenue \$ 24,300.43

Expenditures \$ 25,014.40

Ending Balance 6-30-23 \$ 10,998.93

General Fund - Revenue Summary

Personal Property	\$565,955
Real Estate	\$23,248,395
Tax Liens	\$106,058
Motor Vehicle Excise	\$1,311,927
Penalties/Interest	\$96,250
Fees	\$179,536
Other Dept Revenue	\$679,572
Licenses and Permits	\$369,355
State - Cherry Sheet	\$970,488
Fines and Forfeits	\$13,725
Misc. Revenue	\$10,791
Invest Income	\$338,626
Total General Fund Revenue	\$27,890,678

Enterprise Funds Summary

<u>WATER ENTERPRISE</u>		<u>WASTEWATER ENTERPRISE</u>	
<u>Revenue</u>		<u>Revenue</u>	
Interest	6,889.34	Interest	7,810.88
Water Usage Charges	876,653.57	Connection Fees	249,000.00
Water Liens	38,972.15	Waste Water Charges	894,822.64
Connection Fees	120,919.23	Waste Water Liens	36,458.27
Misc. Revenue	20,287.93	Misc. Revenue	0.00
Other Financing Sources - Transfers In	122,337.00	Other Financing Sources - Transfers In	0.00
Total	1,186,059.22	Total	1,188,091.79
<u>Expenses</u>		<u>Expenses</u>	
General Labor	224,923.24	General Labor	224,923.69
Worcester Cty Retirement Pension Fund	38,952.00	Worcester Cty Retirement Pension Fund	38,952.00
Water Expenses	342,718.98	Wastewater Expenses	309,649.14
Capital Outlay	25,853.73	Capital Outlay	164,474.57
Debt Service Expenses	381,640.03	Debt Service Expenses	18,907.82
Total	1,014,087.98	Total	756,907.22

Revolving Funds

FUND	Balance Forward 7/1/2022	Current Year Other Receipts	Current Year Expenditures	Funds Available 6/30/2023	Expenditure Limit	Exceeded Expenditure Limit
RECREATION REVOLVING	\$ 138,775.50	\$ 239,112.67	\$ 214,471.27	\$ 163,416.90	\$ 260,000.00	\$ -
LIBRARY REVOLVING	\$ 54.03	\$ 557.00	\$ 298.21	\$ 312.82	\$ 6,000.00	\$ -
ESS-COA REVOLVING	\$ 18,818.93	\$ 6,497.92	\$ 8,181.97	\$ 17,134.88	\$ 10,000.00	\$ -
UPTON WETLAND BYLAW FEE REVOLVING	\$ 38,148.05	\$ 5,270.00	\$ 1,060.76	\$ 42,357.29	\$ 20,000.00	\$ -
BOH BULK ITEM REVOLVING	\$ 74,390.45	\$ 11,162.94	\$ 1,315.94	\$ 84,237.45	\$ 15,000.00	\$ -
STORM WATER BY-LAW FUND - CON. COMM.	\$ 3,090.00	\$ 325.00	\$ -	\$ 3,415.00	\$ 7,000.00	\$ -
COMMUNITY GARDEN FUND	\$ 894.86	\$ 290.00	\$ 388.34	\$ 796.52	\$ 2,000.00	\$ -
LAND STEWARDSHIP REVOLVING	\$ 22,612.67	\$ -	\$ 9,449.80	\$ 13,162.87	\$ 10,000.00	\$ -
TAX TITLE COLLECTION REVOLVING FUND	\$ 8,523.78	\$ 6,364.75	\$ 5,379.70	\$ 9,508.83	\$ 15,000.00	\$ -
BOH - TITLE V REVOLVING FUND	\$ 28,151.60	\$ 9,700.00	\$ 10,590.00	\$ 27,261.60	\$ 10,000.00	\$ 590.00
	\$ 333,459.87	\$ 279,280.28	\$ 251,135.99	\$ 361,604.16		

Respectfully submitted,

Kenny Costa
Finance Director/Town Accountant

TREASURER/COLLECTOR

The office of the Treasurer/Collector has a multitude of responsibilities and is committed to achieving a high standard of service to the taxpayers and municipal employees of Upton. The systems/procedures in place follow MCTA best practices and represent the most cost-efficient use of staff & resources available.

The Treasurer/Collector's office handles a wide variety of duties which include the collection, reconciliation and reporting of all Real Estate, Personal Property and Motor Vehicle Excise taxes, as well as water and sewer charges, and other various municipal fees. The office also receives State/Federal revenue including state-aid and grant funds awarded to the town. Municipal Lien Certificates are prepared upon request and all outstanding accounts are monitored regularly to ensure legal collection efforts are pursued in a timely manner.

The Treasurer/Collector is the custodian of all town funds, which must be deposited, invested, and dispersed in accordance with Massachusetts General Laws. The office is also responsible for the processing of weekly payroll and is accountable for the collection of employees' withholdings and benefit premiums due for both active and retired employees of the Town.

I would like to thank the dedicated staff of the Treasurer/Collector's office for their hard work and commitment to excellence over the past year!

Respectfully submitted,

Jessica Gomez
Treasurer/Collector

Fiscal Year End June 30, 2023

TREASURER'S YEAR-END CASH REPORT SUMMARY

Cash and Checks in Office	\$400.00
Non-Interest Bearing Cking Accounts	\$46,248.39
Interest Bearing Checking Accounts	\$2,346,903.27
Liquid Investments	\$15,240,393.51
Term Investments	\$2,068,610.59
Trust Funds	\$9,670,456.45
Total Cash and Investments 6/30/23	\$29,373,012.21

DEBT

	Outstanding July 1, 2022	New Debt Issued	Retirements	Outstanding June 30, 2023	Fiscal Year Ending Term
Long Term Debt - Inside the Debt Limit					
Town Hall Renovation	\$ 3,165,000.00	\$ -	\$ 245,000.00	\$ 2,920,000.00	2034
Fire Rescue Pumper Truck	\$ 361,310.00	\$ -	\$ 72,310.00	\$ 289,000.00	2047
New Community Center	\$ 10,384,500.00	\$ -	\$ 309,500.00	\$ 10,075,000.00	2047
Long Term Debt - Outside the Debt Limit					
Water Line	\$ 440,660.00	\$ -	\$ 68,640.00	\$ 372,020.00	2047
Pump Station	\$ 91,220.00	\$ -	\$ 14,000.00	\$ 77,220.00	2047
3rd Water	\$ 2,075,000.00	\$ -	\$ 180,000.00	\$ 1,895,000.00	2034
Water Mains - Hartford Ave	\$ 922,310.00	\$ -	\$ 45,550.00	\$ 876,760.00	2047
TOTAL Long Term Debt	\$ 17,440,000.00	\$ -	\$ 935,000.00	\$ 16,505,000.00	
Short Term Debt - No Activity/Outstanding During FY23					
TOTAL Short Term Debt	\$ -	\$ -	\$ -	\$ -	
GRAND TOTAL All Debt	\$ 17,440,000.00	\$ -	\$ 935,000.00	\$ 16,505,000.00	

Authorized and Unissued Debt

Purpose	Date of Vote	Article Number	Amount Authorized	Issued / Retired / Rescinded	Unissued 6/30/2023
Chapter 90 Roads	05/10/12	9	\$ 319,629.00	\$ -	\$ 319,629.00
Chapter 90 Roads	05/05/11	13	\$ 320,049.00	\$ -	\$ 320,049.00
Chapter 90 Roads	05/07/10	17	\$ 239,024.00	\$ -	\$ 239,024.00
Grove St Bridge Project	11/01/22	11	\$ 1,330,000.00	\$ -	\$ 1,330,000.00
TOTAL Authorized and Unissued Debt					\$2,208,702.00

Outstanding Receivables as of June 30, 2023

Personal Property Taxes	73,867.72
Real Estate Taxes	768,082.42
Motor Vehicle Excise	202,506.13
Tax Liens/Tax Title	560,954.58
Tax Foreclosures/Tax Possessions	344,632.47
Community Preservation Act	16,643.18
User Charges Receivables - Water	91,400.51
User Charges Receivables - Sewer	110,431.03

2023 PAYROLL - CALENDAR YEAR

Last Name	First Name	Department	Total Gross	Earnings	Overtime	Detail	ARPA
Acciavatti	Travis	DPW	83,906.40	72,349.12	5,357.28		6,200.00
Acker	Carolyn	Recreation	3,496.57	3,496.57			
Acker	Joseph	Recreation	6,567.75	6,567.75			
Alves	Mark	Police	648.00	0.00		648.00	
Ambrosino	Carl	Police	8,972.00	0.00		2,772.00	6,200.00
Amorelli	Debra	Library Trustee	1,250.00	1,250.00			
Andrews	William	Elections	135.00	135.00			
Anthony	Nick	Police	440.00	0.00		440.00	
Antonellis	Michael	Town Planner	95,159.14	95,159.14			
Austin	Micaela	Library	36,457.26	33,357.26			3,100.00
Bachtold	Matthew	Library	90,833.25	84,633.25			6,200.00
Bandstra	Aidan	Recreation	2,266.89	2,266.89			
Barry	Lisa	Police	3,544.81	444.81			3,100.00
Bartlett	Tyler	Education	500.00	500.00			
Benjamin	Michael	Police	191,478.60	129,666.01	43,676.59	11,936.00	6,200.00
Bergstrom	John	Police	120,181.56	89,870.96	18,013.35	6,097.25	6,200.00
Bern	Kathleen	Town Clerk	23,195.80	23,195.80			
Bohan Jr	Gary	Planning Bd	500.00	500.00			
Bonina	Amy	Bldg Insp	61,388.77	61,388.77			
Boroczky	Ian	Police	92,996.76	74,603.72	8,183.04	4,010.00	6,200.00
Bradford	Mary	Elections	97.50	97.50			
Bradley	Michael	Police	223,302.67	216,513.71	588.96		6,200.00
Brault	Betty	Senior	627.85	627.85			
Briggs	Stedman	BOH	1,169.33	1,169.33			
Broberg	Todd	Water	74,846.08	63,698.44	4,947.64		6,200.00
Brochu	Lisa	Elections	90.00	90.00			
Brochu	Lindsey	Ambulance	1,534.18	1,534.18			
Brown	Scott	DPW	7,532.96	7,532.96			
Brownell	Grace	Conservation	38,034.40	38,034.40			
Burrell	Joan	Elections	105.00	105.00			
Butler	Brady	DPW	4,200.00	4,200.00			
Caponera	Michael	Senior	1,325.72	1,325.72			
Carey	Paul	Planning Bd	500.00	500.00			
Carr	Charlotte	Library Trustee	500.00	500.00			
Carr	Savannah	Recreation	1,371.75	1,371.75			
Carroll	Margaret	Planning Bd	500.00	500.00			
Carroll	Samantha	Recreation	1,952.25	1,952.25			
Cervassi Sr.	Anthony	Ambulance	12,332.36	9,232.36			3,100.00
Chace	Gavin	Recreation	2,247.51	2,247.51			
Chamberlain	Scott	DPW	63,086.14	53,705.48	3,180.66		6,200.00
Charpenier	Jesaiah	DPW	3,120.00	3,120.00			
Cherubino	Maria	Recreation	67,019.71	67,019.71			
Chiaradonna	Max	Recreation	2,433.52	2,433.52			
Christensen	Alissa	Recreation	3,487.53	3,487.53			
Cialdea	David	Ambulance	12,056.90	8,956.90			3,100.00
Ciccone	Anthony	Police	216.00	0.00		216.00	
Clare	Tyler	Recreation	1,591.25	1,591.25			
Connors	Ryan	Police	101,152.71	77,395.25	13,689.46	10,068.00	
Cook	Douglas	Ambulance	10,686.45	7,586.45			3,100.00

Last Name	First Name	Department	Total Gross	Earnings	Overtime	Detail	ARPA
Costa	Kenny	Finance	61,771.19	58,671.19			3,100.00
Costello	Gwyneth	Dispatchers	15,295.32	11,805.14	390.18		3,100.00
Cotter	Emma	Recreation	2,660.00	2,660.00			
Cowen	Michael	DPW	64,789.10	55,205.48	3,383.62		6,200.00
Crosby	Joshua	Ambulance	1,663.94	1,663.94			
Curley	Noah	Recreation	3,806.45	3,806.45			
Cyr	Alan	Police	32,598.70	114.20		29,384.50	3,100.00
Daugherty Jr	Gary	Trust Fund	500.00	500.00			
Davidson	Thomas	Planning Bd	750.00	750.00			
Deering	Carolyn	Senior	2,029.43	2,029.43			
Deiana	Paula	Police	77,734.93	59,426.64	12,108.29		6,200.00
Deiana	Jay	Police	121,373.10	84,603.54	14,091.18	22,678.38	
Dela Motte Jr	Edward	Water	107,988.04	89,144.16	12,643.88		6,200.00
DiFronzo	Mark	Fire Dept	6,200.00	0.00			6,200.00
DiGregorio	Barbara	COA	1,033.87	1,033.87			
Dunham	Jack	Recreation	4,596.80	4,596.80			
Dunham	Patrick	Recreation	6,776.70	6,776.70			
Dunlavey	Philip	Police	408.00	0.00		408.00	
Dupre	Rachel	Recreation	4,548.14	4,548.14			
Dwinnell	Maureen	Selectmen	500.00	500.00			
Earle Jr.	James	Fire Dept	116,370.93	96,194.17	13,976.76		6,200.00
Edmonds	Robert	Ambulance	4,458.72	4,458.72			
Eugster	Corey	Police	115,959.47	85,800.60	14,384.87	9,574.00	6,200.00
Fedor	Michael	Recreation	2,047.25	2,047.25			
Ferrandino	Julia	Recreation	2,018.90	2,018.90			
Ferrelli	Edward	COA	3,332.49	3,332.49			
Fleming	Robert	Trust Fund	1,500.00	1,500.00			
Foley	Amelia	Recreation	902.50	902.50			
Foster	Marjorie	Finance	27,902.60	24,802.60			3,100.00
Fountain	Kayleigh	Recreation	1,826.25	1,826.25			
Fowler	Glenn	Cemetery	750.00	750.00			
Fransen	Adam	Recreation	4,227.75	4,227.75			
Fraser	Joseph	Recreation	2,278.51	2,278.51			
French	Kylie	Recreation	2,421.90	2,421.90			
French	Thomas	Bldg Insp	24,216.34	21,116.34			3,100.00
Gagin	Matthew	Recreation	2,061.50	2,061.50			
Gallagher	Victoria	Dispatchers	7,407.01	4,307.01			3,100.00
Gallagher	R Neil	DPW	69,005.15	57,995.48	4,809.67		6,200.00
Gallant	Linda	Senior	121.77	121.77			
Gazoorian	Richard	Recreation	750.00	750.00			
Giancola	Jacob	Recreation	2,926.00	2,926.00			
Gilronan	Michael	Elections	120.00	120.00			
Gilronan	Sadalit	Library Trustee	500.00	500.00			
Gladu	Tyler	Recreation	615.00	615.00			
Glowacki	Kenneth	Trust Fund	6,700.00	500.00			6,200.00
Golden	Richard	Ambulance	3,852.12	3,852.12			
Gomez	Jessica	Finance	84,653.03	84,653.03			
Grisanti	Massimo	Recreation	2,299.00	2,299.00			
Gruber	Lynn	Elections	272.25	272.25			

Last Name	First Name	Department	Total Gross	Earnings	Overtime	Detail	ARPA
Gundersen	Margaret	COA	78,829.06	78,829.06			
Hakala	Sandra	Selectmen	99,545.46	93,345.46			6,200.00
Hamed	Nader	Ambulance	4,311.42	1,211.42			3,100.00
Harper	Gary	DPW	86,036.89	75,531.44	4,305.45		6,200.00
Harris	Barbara	Fire Dept	78,805.62	63,570.39	9,035.23		6,200.00
Hazard	Patrick	Ambulance	6,597.87	3,497.87			3,100.00
Hill	James	Ambulance	8,401.95	5,301.95			3,100.00
Johnson	Stephen	Bldg Insp	28,367.50	25,267.50			3,100.00
Johnson	John	DPW	115,964.12	90,539.60	19,224.52		6,200.00
Johnson Hellegers	Tamosin	Library Trustee	500.00	500.00			
Joseph	Benjamin	Recreation	2,883.25	2,883.25			
Julian	Allison	Recreation	1,176.69	1,176.69			
Kara	Emily	Library	2,804.61	2,804.61			
Katz	Judith	Library Trustee	500.00	500.00			
Kearns	Karen	Senior	2,074.43	2,074.43			
Keaveney	Kyle	Recreation	395.26	395.26			
Kennedy	Richard	Housing	1,000.00	1,000.00			
Kenney	Seema-Jayne	Elections	365.50	365.50			
Kerr	Matthew	Water	105,695.33	84,450.66	15,044.67		6,200.00
Killeen	Lily	Recreation	2,189.39	2,189.39			
Knott	Agnita	Elections	135.00	135.00			
Landry	Craig	Police	852.00	0.00		852.00	
Lane	Kathleen	Elections	105.00	105.00			
Laydon	Joseph	Selectmen	158,057.87	158,057.87			
Lazarz	Jason	Recreation	3,355.77	3,355.77			
Lazarz	Daniel	Ambulance	16,531.69	13,431.69			3,100.00
Lenfest	Julia	Recreation	2,414.14	2,414.14			
Leonardo	Valerie	Finance	78,731.83	78,731.83			
Loeper	David	COA	9,721.09	9,721.09			
Lopez	Bonnie	Fire Dept	101,529.56	82,041.95	13,287.61		6,200.00
Loschiavo	Alec	Recreation	2,855.90	2,855.90			
Lupachini	Michael	Police	8,045.24	1,413.24		432.00	6,200.00
MacDonald	Kylie	Recreation	2,498.50	2,498.50			
Mager	Erik	Police	22,965.65	6,615.41	435.24	9,715.00	6,200.00
Maljanian	Mark	Ambulance	6,744.90	3,644.90			3,100.00
Mandelenakis	Ava	Recreation	2,286.26	2,286.26			
Manning	Michael	Dispatchers	9,087.02	8,946.68	140.34		
Mansfield	Paul	Police	207,191.69	105,787.18	56,850.26	38,354.25	6,200.00
Marchand	Paul	Custodian	59,979.05	51,945.16	1,833.89		6,200.00
Marchand	Michael	Fire Dept	97,810.24	94,710.24			3,100.00
Marchand	Shaun	Fire Dept	100,754.20	80,414.42	14,139.78		6,200.00
Martin	Melinda	Library	3,287.88	3,287.88			
Marvelle	Patricia	Finance	62,379.79	56,179.79			6,200.00
Matellian	Stephen	Selectmen	500.00	500.00			
Mawn	Calvin	DPW	7,080.00	7,080.00			
McEniry	Kyle	Dispatchers	87,339.40	66,269.74	18,295.28	2,774.38	
McGowan	Erika	Library	3,363.64	3,363.64			
Merrill	Ava	Recreation	1,766.25	1,766.25			
Miller	Alex	Senior	1,372.53	1,372.53			

Last Name	First Name	Department	Total Gross	Earnings	Overtime	Detail	ARPA
Miller	Travis	Recreation	2,421.90	2,421.90			
Miller	Brennan	Recreation	3,747.82	3,747.82			
Mitchell	Bruce	COA	2,460.91	2,460.91			
Moen	Jonathan	Ambulance	6,031.18	2,931.18			3,100.00
Moffitt	Jude	Recreation	1,657.50	1,657.50			
Montenegro	Lauren	Elections	272.25	272.25			
Montequin	Blake	Fire Dept	133,977.75	89,592.77	38,184.98		6,200.00
Moran	Michael	Dog Officer	22,002.56	16,266.09	2,636.47		3,100.00
Moreira	Davide	Ambulance	4,179.96	4,179.96			
Moroney	Joyce	Elections	135.00	135.00			
Morris	Patrick	Veterans Agent	14,654.63	11,554.63			3,100.00
Murphy	LeeAnn	Library	62,857.72	56,657.72			6,200.00
Nalon	Bianca	Police	78,394.14	74,290.64	3,691.50	412.00	
Negrotti	Jessica	Dispatchers	80,742.31	65,496.59	9,045.72		6,200.00
Niane	Marie	Recreation	2,263.01	2,263.01			
Nogler	Shane	Water	47,100.21	46,504.60	595.61		
Norton	Paul	Cable	11,345.80	11,345.80			
Norton	Thomas	Fire Dept	147,019.46	91,354.66	49,464.80		6,200.00
Nowicki	Janice	COA	6,200.00	0.00			6,200.00
O'Connor	Ciara	Police	95,000.76	76,987.29	8,781.47	3,032.00	6,200.00
O'Donnell	Benjamin	Police	432.00	0.00		432.00	
Orchard	Dylan	DPW	51,202.71	48,829.67	2,373.04		
O'Reilly	Liam	Recreation	3,038.02	3,038.02			
Ouillette	John	Police	432.00	0.00		432.00	
Overholt	Mary	Conservation	29,635.37	29,635.37			
Palmer	Gabrielle	Recreation	1,984.02	1,984.02			
Parker	Dean	Water	6,200.00	0.00			6,200.00
Patzer	Julia	Dispatchers	53,176.83	49,673.75	3,503.08		
Peairs	Andrei	Ambulance	321.44	321.44			
Perkins	Ann	Finance	3,100.00	0.00			3,100.00
Pfeiffer	Susan	Library	22,907.28	19,807.28			3,100.00
Phillips	Edward	Senior	333.09	333.09			
Pierce	Cameron	Recreation	3,390.65	3,390.65			
Pighetti-Parent	Patricia	Nursing Serv	53,990.12	47,790.12			6,200.00
Pisano	Ashley	Recreation	3,736.33	3,736.33			
Plotkin	Diana	Recreation	3,464.27	3,464.27			
Poirier	Mary	Recreation	3,162.03	3,162.03			
Poirier Jr.	John	Bldg Insp	31,596.34	28,496.34			3,100.00
Porter	Maureen	Senior	98.93	98.93			
Porter	Richard	Recreation	1,250.00	1,250.00			
Poxon	Isaiah	Police	123,905.94	99,178.68	8,283.76	10,243.50	6,200.00
Pray	Robert	Cemetery	500.00	500.00			
Rakitin	Steven	Senior	815.83	815.83			
Ramsey	Kathleen	Elections	120.00	120.00			
Rankins	Matthew	Police	148,666.50	105,405.32	26,008.93	11,052.25	6,200.00
Richard	Rena	Housing	750.00	750.00			
Richard	Van	Recreation	2,051.25	2,051.25			
Richie	Owen	Recreation	1,908.75	1,908.75			
Richie	Jackson	Recreation	3,111.63	3,111.63			

Last Name	First Name	Department	Total Gross	Earnings	Overtime	Detail	ARPA
Rick	Timothy	DPW	64,867.65	53,680.40	4,987.25		6,200.00
Rivard	Bruce	Police	31,699.42	561.29		24,938.13	6,200.00
Rivers	Scott	Water	93,454.05	72,659.38	14,594.67		6,200.00
Roberts	Donna	Senior	1,035.01	1,035.01			
Robertson	Katherine	Planning Bd	500.00	500.00			
Roche	Charles	Ambulance	1,909.50	1,909.50			
Roche	Patrick	Bldg Insp	38,229.82	35,129.82			3,100.00
Roecker	Susan	Library	16,211.31	13,111.31			3,100.00
Ronzio	Megan	Elections	272.25	272.25			
Ropiak	John	Police	216.00	0.00		216.00	
Ross	Dominique	Library Trustee	500.00	500.00			
Ross	David	Trust Fund	1,000.00	1,000.00			
Roy	Nancy	Senior	1,402.39	1,402.39			
Salsman	Kenneth	Bldg Insp	7,132.66	4,032.66			3,100.00
San Clemente	Katelyn	COA	52,677.04	52,677.04			
Sanders	Linda	Senior	1,442.55	1,442.55			
Saulen	Debra	Senior	2,029.43	2,029.43			
Saulen	John	COA	3,924.28	3,924.28			
Schechter	Dana	Recreation	2,356.01	2,356.01			
Scheuer	Lauren	Library	13,182.02	13,182.02			
Schrafft	Peter	Ambulance	8,990.94	5,890.94			3,100.00
Schulte	Ethan	Recreation	2,056.75	2,056.75			
Scott	Lauren	Recreation	1,410.75	1,410.75			
Scott	Patrick	Recreation	2,468.10	2,468.10			
Scribner	Joan	Elections	112.50	112.50			
Sharp	Robyn	Elections	67.50	67.50			
Shea	Dennis	Ambulance	4,967.56	4,967.56			
Shults	Gary	Ambulance	10,017.47	6,917.47			3,100.00
Shults	Conner	Ambulance	17,810.12	14,710.12			3,100.00
Sicurella	Gabriel	Recreation	1,838.25	1,838.25			
Simas	Brett	Selectmen	750.00	750.00			
Smith	Mary	Town Clerk	79,663.95	73,463.95			6,200.00
Snow	Jacob	Ambulance	1,327.90	1,327.90			
Spargo	William	Recreation	3,084.52	3,084.52			
Stanley	David	Bldg Insp	9,869.98	6,769.98			3,100.00
Stanley	Michael	Police	78,876.67	73,261.82	4,054.85	1,560.00	
Stifnagle	Nicole	COA	26,023.07	25,957.17	65.90		
Stroup	Vanessa	Recreation	2,526.52	2,526.52			
Taylor	William	DPW	63,355.23	56,374.93	780.30		6,200.00
Tiernan	Diane	BOH	74,794.62	68,547.28	47.34		6,200.00
Usher	Douglas	Ambulance	3,100.00	0.00			3,100.00
Valdivieso	Javier	Police	111,713.69	92,101.27	8,734.92	4,677.50	6,200.00
Vallee	Calliope	Recreation	15.00	15.00			
Vandervalk	Nicole	Dispatchers	1,698.22	1,698.22			
Varney	Karen	COA	14,868.77	14,868.77			
Vinson	Samuel	Recreation	3,274.39	3,274.39			
Wagner	Timothy	Fire Dept	103,041.67	78,093.16	21,848.51		3,100.00
Warchol	Walter	Police	1,501.50	0.00		1,501.50	
Westgate	Dennis	DPW	160,764.85	154,564.85			6,200.00
Whitmore	Ashley	Dispatchers	79,367.72	63,189.54	16,178.18		
Whitney	Joseph	Senior	91.32	91.32			
Wodini	Laurie	Library Trustee	500.00	500.00			
Wojdag	Diane	Senior	764.84	764.84			
Young	Scott	Ambulance	7,540.57	4,440.57			3,100.00
Young	Regina	Library	17,355.13	14,255.13			3,100.00
Zufriategui	Nestor	DPW	8,075.30	1,875.30			6,200.00

FIRE AND EMERGENCY MEDICAL SERVICES

Calls for Service/Activity 2023

Inspectional Services & Permits

Inspections	215
Burning Permits	262

Fire Response

Reported Fires	36
Rescue and EMS Incident	64
Hazardous Condition	39
Severe Weather	1
Good Intent Call	32
False Alarm	159
Service Call	40

EMS Calls for Service

BLS Transports	495
ALS Transports	311
Refusals, lift assists	187

ALS members placed 200 IVs, performed 238

Twelve lead ECGs and gave over 244 meds. 85% of transport were to Milford Regional Medical Center and 13% to UMass University in Worcester. The most common complaint was “generalized illness” followed closely by breathing difficulty, falls and chest pain

EMS Training:

CVA Training

Department members reviewed stroke signs and symptoms, covered basic cerebral anatomy and physiology. Providers were trained on FAST-

ED stroke tools and transport decision-making. Finally, department members reviewed documentation and hospital handoff.

Protocol Update Course

Each year, the Office of Emergency Medical Services updates prehospital protocols utilized by EMT and Paramedic providers. March is traditionally reserved for mandatory protocol updates. This update allowed for new medications to be utilized by EMT basics, as well as increased doses for paramedics under the pain control protocol.

Stretcher and Lifting Ergonomics

With the purchase of a new stretcher, in-service stretcher safety courses need to be held. The department trained on the safe utilization of the auto-load stretchers. Additionally, providers reviewed safe lifting techniques.

Paramedic/Basic Interface

The Town of Upton Fire Department utilizes two levels of providers to staff ambulances: Paramedic and EMT-Basic. The paramedic–basic interface reviews overlapping scopes of practice between the two certifications and how to seamlessly work as a team to provide advanced life support care.

Patient Refusals and Documentation

After every call, EMS staff must document the encounter; what they write becomes a legal document and often a permanent part of the patient’s medical record. Providers reviewed best practices for documenting calls, specifically patient refusals.

Sepsis

Sepsis is a true medical emergency involving a systemic reaction to an infection. Providers discussed updated protocols, treatments, and hospital transport factors.

Myocardial Infarction (Heart Attacks)

Providers reviewed signs and symptoms, treatment protocols, and transport factors for patients experiencing cardiac artery blockages. Did you know – if you're experiencing a heart attack, EMS staff cannot transport you to Milford Regional? UMASS University is the preferred point of entry for cardiac concerns.

Supraglottic Airways for BLS Providers

Upton Fire Department trains and deploys multiple "expanded protocols" for BLS and ALS providers. Upton EMTs are specially trained in advanced airway capabilities, but this skill requires annual maintenance.

CPAP for BLS Providers

This course was held in conjunction with the Supraglottic course. CPAP is another special training for EMT-Basic providers. CPAP is used to treat respiratory emergencies such as congestive heart failure, chronic obstructive pulmonary disease, and carbon monoxide poisoning.

Albuterol, Check and Inject Epinephrine

Albuterol and Epinephrine are two medications used to treat allergic reactions as well as bronchospasm. These two medications are more optional expanded protocols for BLS providers.

Working with the Deaf Community

Not every patient is straightforward. Many patients require special attention while being treated. Every year the department brings in special guest lecturers to help prepare providers for as many scenarios as possible. This class focused on basic sign language for EMS providers and best practices for working with the deaf community.

"Skills Fair"

Providers' skills were put to the test with multiple scenarios, including active shooter bleeding control, respiratory emergencies, and cardiac

arrest. This hands-on class was the culmination of classes held throughout the year in a controlled chaotic environment.

Y7Miscellaneous

In addition to the above courses held in-house, department members have been busy attending required M&M rounds, training for Nero's Law, as well as required American Heart Association trainings, including Basic Life Support, Advanced Life Support, and Pediatric Life Support.

Fire Training:

Water Rescue-Donning and Doffing Water Rescue Suits, Boat Operations
Tower Ladder Operations- Tower Placement and Deployment at High Hazard Buildings in Town

Ground Ladders- Deployment of Ground and Roof Ladders- 1 Firefighter and 2 Firefighter Deployment

Live Fire Training- 2 Live Fire Trainings. Drills occurred in the Training Trailer at the Station. Worked on Search and Rescue of Victims and Extinguishing Fires

Vehicle Extrication- Jaws of Life

Vehicle Stabilization- Using Struts and Cribbing to Stabilize Vehicles

Active Shooter Training

Ice Rescue- Rescue Sled Deployment, Donning and Doffing Rescue Suits

Hazmat- Identifying unknown materials from Placards on Vehicles using Emergency Response Guide (ERG)

Meter training for Railyard Response - Tech from the State Hazmat Team came out and trained members on new meters.

Search and Rescue- searching for victims in low visibility and removing victim from buildings

Tanker Operations- Use of Tankers to Haul Water to a Fire scene. Use of Engine to Draft from Taft Pond to Fill Tankers

Drafting from Water Cisterns- Shoemaker Ln and Claflin Farm Rd

Grants:

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

FY23 Emergency Management Performance Grant \$3,000.00

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

FY23 Firefighter Safety Equipment Grant \$13,793.00

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

DFS Safe Grant: \$6,727.00

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

VFA Grant: \$2,500.00

Funding provided by DCR for the Volunteer Fire Assistance (VFA) Program to purchase forest fire safety and response equipment.

Personnel:

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

Fire Prevention:

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

Fire Protection:

Sprinkler Trailer Demonstration during Heritage Day

Work with Code Enforcement with inspection and compliance issue with various buildings in Communities.

Continuous work with installation of Sprinklers in Residential Structures

Continued education with schools and elderly

Preparing for our new inspection program for quarterly, bi-annual, and annual fire inspections

Conclusion:

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

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

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

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

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

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

Respectfully submitted,

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

GREEN COMMUNITY COMMITTEE

Summary

In 2023 the Green Community Committee, with the help of the Central Massachusetts Regional Planning Commission, completed the fiscal year 2023 annual report to the Green Communities Division. The annual report confirms the town’s compliance the five Green Communities designation criteria: progress towards meeting the goal of reducing

energy use by 20% over five years, purchasing fuel-efficient non-exempt vehicles, ensuring homes and certain commercial buildings are built in accordance with the stretch energy code, and permitting by-right largescale, ground-mounted solar photovoltaic systems within a year. As of the date of this report, the Green Communities Division is still reviewing the town's annual report.

Streetlight LED Project

The committee has continued to work with town officials and National Grid to explore the feasibility of converting the streetlights to LEDs. It appears from information gathered in early 2024 that it would be cost effective for the town to purchase the existing streetlights from National Grid and to replace them with town-owned and town-maintained LED streetlights.

Food Waste Composting Program

The Committee continues to investigate the feasibility of implementing a town-wide curbside food waste composting program through Black Earth Composting. A Committee member met with the Board of Health for feedback on the program, and to discuss how it would fit in with the town's overall trash hauling program. The Board was concerned that a composting program could attract rats and the Board agreed to investigate other town's experience with composting programs. The Board contacted all the communities with composting programs through Black Earth Composting and none had problems with rats. The Committee will meet with the Board of Health to relay this finding and to resume the discussion of implementing a composting program. A representative of Black Earth Composting contacted the Committee late in the year to discuss the feasibility of conducting a joint effort to market a food waste composting program. Black Earth Composting needs 50 Upton residents to sign up for a composting program for it to be feasible for them to run a curbside composting program.

Respectfully submitted,

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

HISTORICAL COMMISSION

Commission members were Edward W. Phillips - Chair; Katherine Worsham, Co-Chair; Joan Burrell – Treasurer; Donna Kempton; Russell Wood; Craig Weinfuss – Secretary; Patrick Rosendale.

A contract was signed to have BVT construct a new sign for Heritage Park to replace the deteriorated wooden sign. The new sign will be constructed from a high-density structural foam and will be nearly identical to the existing sign but will last possibly 100 years. Total cost approx. \$1300 to be paid from CPC funds.

Emergency roof repairs were completed on Holy Angels Church to stop several leaks by Heritage Exteriors of Upton for approx. \$1500 from the selectmen's discretionary funds.

The Commission was approached by the Upton Grange #125 seeking financial assistance to continue much needed restoration work to their building. The building was built in 1851 and as a new central schoolhouse and is currently our oldest standing school building. Sold by the town to the Grange in 1926, it currently is in desperate need of external restoration work. Our commission assisted the Grange in a request to the CPC for funding, successfully receiving a \$120k grant, and submitted an extensive grant request to the Massachusetts Historical Commission and successfully received an additional \$50k matching grant from them. An architect, GRLA, an Upton firm, was selected to provide bid specifications and oversee the restoration work, currently planned for the Spring of 2024. This work will provide for a complete roof replacement, much needed siding, and trim repairs, a complete repaint for the exterior using

yet to be determined original colors, and possibly other work such as a new handicap ramp. The restoration work will hopefully provide another 50 years' life to this historic town structure.

The commission submitted a warrant article at the May town meeting to appropriate \$25k for the commission's future use, hopefully allowing for a quicker response when confronted with historic building demolitions request, documenting historic properties, replacing historic infrastructure in our cemeteries or with signage around town, with selectman pre-approval a prerequisite.

Discussion began to create a framework for Upton's not too far off 300th anniversary year of 2035. Further discussion will be required to raise funding for such an event.

We were informed during the Spring that the property at 33 Milford Street, built in about 1846, had been purchased and was completely gutted with the intent to renovate and resell for a profit. As of December, this building sits gutted and empty. Hopefully in the new year this building gets a major restoration, and we don't receive a request for demolition.

The Upton Historical Society approached our commission to discuss their future and the future of their tenancy in the Knowlton-Risteen building, as the library was moving to their new building which opened in June. We agreed to forward our support of their remaining in their second-floor location to the select board. As of this writing they received support to remain in the building while proposals would be sought by the select board to rent or lease the first floor, the old library space. Additionally, the finding by virtue of a warrant article was approved at the November special town meeting to clean and paint the building's exterior. This same article also successfully raised funding to do the same to Holy Angles Church while that building still awaits a future owner to purchase and restore it.

The "Friends of the Upton Forest, Bill Taylor – President, and Ellen Arnold, requested our assistance in contacting the State DCR to request they complete the "Interpretive Plan" for the CCC Camp in North Upton that was begun over ten years ago and never finished. The Commission sent a letter to the new DRC Commissioner, Brian Arrigo, but a response was never received. Bill and Ellen arranged for a tour of the CCC Camp in September where we toured an original building built in the 1930s when the camp was in operation.

National Grid is planning to replace wooden utility poles along the high-tension corridor that runs from Grafton to Milford. We visited a site just off the Hopkinton Road where an old cellar hole was discovered and provided research to the archeological organization contracted by National Grid, Gray and Pape, that the homestead had probably been constructed by Ezra Whitney and sold to Chaplin Wood in the 1820s.

The commission heard presentations regarding Governors Landing development project off route 140 and a separate proposal for a 4 story, 68-unit low-income apartment building to be built behind Pickering Funeral home, adjacent to a downtown historical district. The second proposal raised a lot of concern from the abutters and others in town about a multiple story building in the middle of one of our historical areas. The Commission explained we had no power to affect this proposal, that there were no historic structures on this property, but did agree a building of this stature would impact the historic view of this neighborhood. We agreed and forwarded a letter of support to the Select Board against this project in the proposed location.

Patrick Rosendale took on the role of Social Media chair and began efforts to grow our social media presence amongst our residents. He also investigated adding another social media site called Threads. We prepared a booth for the town's annual Heritage Day in late September which received much interest.

Discussions were begun on how we can further document our historic infrastructure in town. Approximately 187 properties were documented

back in the 1990s and three historic districts were created from this work, Upton Center, Upton North, and West Upton. We look forward to furthering this conversation in the new year.

Respectively submitted,

Edward W. Phillips, Chair

HOUSING AUTHORITY

Background: Upton Housing Authority (UHA) is a public housing agency that provides a safe and secure living environment for the elderly and Disabled persons of low income. We Strive to Provide the best Community within our means, to allow our residents to stay independent, self-sufficient while residing at the Housing Authority. State Public Housing Authorities receive direct funding from the Executive Office of Housing and Livable Communities (EOHLC), who empower the authority to operate, manage, construct, modernize and administer all rules and regulations concerning state public housing.

Mission: The mission of Upton Housing Authority 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 and create and maintain public confidence with Housing Authority operations and staff.

Board of Commissioners:

Brittany Besler, Chairperson

Brandy Capistran, Vice Chairperson, State Appointee

Richard Provost, Tenant Member

Charlene Williams, Member

Richard Kennedy, Member

Board Meetings: Upton Housing Authority Board of Commissioners holds meetings on the Second Wednesday of every month. The Board of Commissioners meetings are held in the community rooms at Coach Road Apartments, 4 Hartford Ave N. Upton, MA 01568 at 5:00 p.m. As public officials, meetings are held according to M.G.L. chapter 39 section 2B of the open meeting law. All meetings are posted at the Town Hall at One Main Street, Upton, MA 01568. The Housing Authority Website and Community room.

Current Public Housing Programs: Elderly and Disabled units at Coach Road Apartments - 40 one bedroom units, (1 MRVP Voucher) Upton Housing Authority is Managed by the Northbridge Housing Authority FY 24-27.

Eligibility: 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. **Income limits** for state public housing are: **one person \$65,550, two persons \$74,900, three persons \$84,250, four persons \$93,600, five persons \$101,100.**

Local Resident Rule: 760CMR (5) Local Resident - a person who has a principal residence or a place of employment in a city or town at the time of application to an LHA in that city or town and at the time of final determination of eligibility and qualification. Temporary residence with relatives or friends in the city or town is not sufficient unless the person's last residence and domicile was in the city or town.

Housing Authority Office Information: Upton Housing Authority office is located at 4 Hartford Ave N. Upton; MA 01568 Our telephone/Fax number is **(508) 529-3293** and the **Maintenance emergency line (508) 529-3293 x 3** that handles emergencies only and all other calls will leave a message on main line and be addressed during business hours.

Monday	by Appointment.
Tuesday	8:00 a.m.- 3:00 p.m.
Wednesday	by Appointment.
Thursday	8:00 a.m.- 3:00 p.m.
Friday	by Appointment

Applications for Housing: Anyone interested in applying for housing may call the office at **(508) 529-3293** to have an application mailed or if you prefer, applications may be picked up at the office during office hours or 8am-5pm Monday - Friday in the community room. Application can be done online at www.uptonha.org or at

<https://publichousingapplication.ocd.state.ma.us/>

New Activity: In 2023, the Authority received several awards in which will have and be utilized through to 2024 to include:

1. Received funding from the ARPA grant to replace fire alarm system.
2. \$149,504.75 Accessible Path per MAAB Order.
3. \$34,080.32 Front and rear Awning replacement.
4. Applied for funding to host the RSC program with multiple agencies.

Funding for the projects came from the Executive Office of Housing and Livable Communities (EOHLC).

New pursuits: Upton Housing Authority is always seeking funding for the Authority to Grow and add more affordable housing, become more energy efficient, improve outdated units and maintain its commitment to affordable housing.

Service: The Upton Housing Authority would like to thank all our Town Agencies for all their help and support to keep providing affordable housing in the community.

Respectfully submitted,

Brett R. Lambert
Executive Director
Upton Housing Authority

LAKES - POND COMMITTEE

The Lakes-Ponds Committee (LPC) Was active in three areas in 2023.

1.A Pilot Program (Phase 1) for surveying Water Quality, Sediment Content and Algal Populations was described, put out for bids and then implemented and completed (contracted to TRC, East Providence, R.I.). Pratt Pond and Mill Pond water quality was sampled monthly from April – October , for a full range of depths and for superficial sediment at several of the same sampling locations. A Report of this year’s work has been received from TRC and reviewed preliminarily. An expanded long-term program would include sampling of more ponds, e.g. Taft Pond, Lake Wildwood and beginning population assays of fish, birds and mammals. Problems noted at Pratt Pond include invasive aquatic weeds (Fanwort and Milfoil), high nutrient levels (phosphorus), low dissolved oxygen levels, occasional beach closures (bacteria), cyanobacteria blooms (2017, 2023), and an inadequate boat ramp. Problems at Mill Pond include aquatic weeds, shoaling/loss of open water habitat, seepage through the dam outlet, high phosphorus levels, and low dissolved oxygen.

2. Phase 2 of this pilot project was submitted and approved at the Special Town Meeting of November 7, 2023, to be funded from the Community Preservation Act (CPA) Funds. In this phase a Management Plan, based on

last year's Pilot Survey data (Phase 1), will be developed to identify *Watershed Delineation and Land Use* for Pratt and Mill Ponds, thus identifying shorelines and tributaries and assessing their individual contribution to the ponds' *Water Quality, assay Nutrient and Pollutant Loading*, to be correlated with algal blooms such as *Cyanobacteria* (which forced closing of Kiwanis Beach for two weeks last summer), *Review Dam Structures* for function and safety, semi-quantitatively summarize the *Recreational Uses (swimming, boating, fishing)*, and *Assess Biological Resources* (shore plants, aquatic vegetation (native and invasive species), fish habitats. The paid Consultant who conducts these surveys will provide a detailed report and management plan, with several options for each item, to address issues of Water Quality, Plant Populations, suggest alternative sites for Boat Access, and the Restoration of Mill Pond (by dredging accumulated sediment and dam repair).

Additional water quality surveys will be conducted by members of the LPC and other volunteers.

The November Special Town Meeting also approved use of CPA funds to purchase equipment and laboratory services to monitor water quality in town ponds.

3. Recognizing the intrinsic integration of lakes and ponds with their multiple tributaries, inflowing streams and brooks, and outflows contributing to the larger watershed, i.e., Blackstone R., the LPC has requested a name change to "Lakes, Ponds and Streams" (LP&S). A revised Mission Statement makes the case for an expanded domain (it was always here, but we weren't looking at it the right way) and responsibility.

The committee would also like to acknowledge the thoughtful, generous contributions of founding member Ed Bergmann who passed away in October.

Respectfully submitted,

Recreation Commission Member

Debbie Amorelli (Resigned November 2023)

Conservation Committee Member

Mike Penko (vice-chair)

DPW Member

Bill Taylor

Residents

Ed Bergman (passed away, October 2023)

Sally Kent

Gary Strichartz (Chair)

LAND STEWARDSHIP COMMITTEE

There are nearly 20 miles of trails on town-owned conservation areas and open space in Upton. The Land Stewardship Committee (LSC) dedicated multiple work dates to clearing trails plus building and repairing boardwalks. Trail clearing and improvements will continue in 2024 as is safe and practical. Trail help was provided by volunteers from the LSC's volunteer list. They are notified of work parties and assist with trail development and maintenance.

Interest in spending time outdoors continues to grow and the townlands are seeing increased use. This clearly demonstrates that open space is important to and appreciated by the public. Members of the LSC and interested residents kept an eye on the various parcels to ensure access to and maintain the trails. There have been some heavy winds, and there were a number of blowdowns that needed to be cleared away. Many of our town signs, boardwalks and bridges are at an age now, where major rehab is needed. We have addressed several of those areas this year, to bring them back to standards.

There continues to be motorized vehicle use on some of Upton's properties. The Peppercorn Hill Conservation Area is particularly affected. This disrupts wildlife, damages trails, and disturbs trail-users. The LSC has

placed signs indicating that motorized vehicles are prohibited and is working in partnership with the Upton Police Department to curtail use of motorized vehicles. The large sign which was stolen from the Crockett Road trailhead has been replaced.

The purchase of 94 acres off of Mechanic Street as protected open space has provided an opportunity to develop new trails that make a connection between the Robertson Family Conservation Area and Stefans Farm. The Sudbury Valley Trustees hold the conservation restriction on the parcel and will be taking the lead in its management as described in an MOU between SVT and the Conservation Commission. Proposed trails have been flagged by the LSC and approved by the Sudbury Valley Trustees. Two parking areas are proposed, one on Fowler Street to accommodate two vehicles and one on Mechanic Street. Wetlands will dictate the number of parking spaces on Mechanic Street, but 8 spaces are proposed as the maximum. The LSC has begun discussions with the Planning Board about potential change of use filing for the construction of the parking lots.

The LSC worked with the Sudbury Valley Trustees and the Conservation Commission to finalize the Mechanic Street Conservation Restriction and it has been submitted to the Division of Conservation Services for review.

The Rockwood Meadows open space area is private property surrounding the Rockwood Meadows development that includes a public parking area on East Street in Hopkinton (near the Upton border) and an easement for a public trail that connects the parking lot to the trails in the Peppercorn Hill Conservation Area. It is subject to conservation restrictions held by the Upton Conservation Commission and the Hopkinton Area Land Trust. Snow plowing of the parking lot by a private contractor will continue by the LSC. This parking area is well used so keeping it accessible in the winter is important for safety and to discourage parking on private property or roadsides. Post and rail fencing was installed to guide traffic near the parking lot entrance and protect shade trees planted in 2022. .

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

The Stefans Farm community garden is now at full capacity. Interest in gardening plots continues to increase. Plots at the community garden are available to Upton residents who have been asked to pay a participation fee to help defray costs. Fees are deposited in the Community Garden Revolving Fund. The cost of providing water to the garden comes out of this fund. Having running water on site has been greatly appreciated by the gardeners. Several hazelnuts were planted in the field near the parking lot and most of the apples planted in 2021 have survived.

With the forestry project at the Warren Brook Watershed Conservation Area completed, there are trails which need to be upgraded and relocated so they can be enjoyed by public walkers, bikers, and horseback riders. Improvement of the Grafton Road parking area continues. In 2023 the large sign was upgraded, and a gravel path was installed through the open area of the trailhead behind the gate, this area was also seeded with native meadow plant seeds and fertilized.

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

Laura Matei of the Sudbury Valley Trustees conducted routine yearly monitoring of the Fivefork Farms (formerly Sweetwilliam Farm) Conservation Restriction. Additional conservation restriction monitoring was done by a representative of the Sudbury Valley Trustees at Whitney West and the Kelly Parcels at the Peppercorn Hill Conservation Area.

A bridge is planned to be built at the Robertson Family Conservation Area in 2024 to connect trails on either side of Warren Brook, which flows through the property. Engineered plans have been prepared by Tahawus Trails. Community Preservation Act funding for the project was approved by a town vote in May. Funds to offset costs to the town are being sought through the 2024 MassTrails Grant program.

The LSC was approved for additional Community Preservation Act funding for the repair and upgrade of the Warren Brook Watershed Conservation Area Bridge. Additional funding was provided by BSTRA and NEMBA.

The LSC has been working to improve the trail network within Town land behind the Dogwood Drive Subdivision.

A trailhead sign was installed at the Warren Street access to the Pleasant Woods Conservation Area.

Stream temperature data loggers were installed in Center Brook to determine if the stream provides cold water fish habitat. Locations downstream of the Mill Pod Dam, near Station Street, and near Mendon Rd. were far too warm to support cold water species such as brook trout.

Volunteers and LSC members contributed an estimated 462.5 hours to maintain trails, oversee the community garden, prepare trail maps, conduct studies, perform administrative work and other management activities. Based on the 2023 Independent Sector report on the value of volunteer hours in Massachusetts, the contribution to the town by LSC volunteers is valued at \$18,125.

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

Upton Police Department

Respectfully submitted,

Scott Heim
Libba Moore
Mary Overholt
Mike Penko-Secretary

Eric Reustle
Marcella Stasa, Chair
William Taylor

LAND USE AND INSPECTIONAL SERVICES

The past year continued to be an active one for the department. We saw a 34.15% decrease in the revenue of permits issued over the previous year, but an 2.50% increase in total permits pulled. This is partly due to the decrease in the post-covid building uptick, but mostly due to the completion of construction of all units for Upton Ridge, a 139 Unit Subdivision. Construction continued but was slower for the Preserve at Dean Pond, the Upton Community Center was completed, and construction continued at Cobbler’s Creek, a 55 and over development of 61 units. Currently there are several more subdivisions in the Zoning and Planning stages.

INSPECTIONAL SERVICES

Michael Antonellis	Land Use & Inspectional Services Director (LUIS)/Town Planner
Patrick H. Roche	Building Commissioner / Zoning Officer
Stephen C. Johnson	Local Building Inspector
Thomas E. French	Plumbing & Gas Inspector
Kenneth Salsman	Assistant Plumbing & Gas Inspector
John G. Poirier, Jr.	Wiring Inspector
David A. Stanley	Assistant Wiring Inspector
Amy Bonina	LUIS Administrator
Grace Brownell	LUIS Department Specialist

PERMITS ISSUED

Demolition	1
Minor Repairs	27
Solar	87
New Construction	15
Misc.	301
Residential Building	403
Sign	7
Solid Fuel	6
Temp Structure	3
Sheet Metal	72

Building Permits

Demolition	1
Minor Repairs	27
Residential	403
Sheet Metal	72
Sign	7
Solid Fuel	6
Temporary Structure	<u>3</u>
Total	531

Commercial Building	14
Wiring Permits	382
Plumbing Permits	161
Gas Permits	123

Residential & Commercial Building Permit Revenues	\$ 159,308
Wiring Permit Revenues	\$ 54,885
Plumbing & Gas Permit Revenues	\$ 29,675
Total Revenue	\$ 243,868

ZONING BOARD OF APPEALS

William Andrews	Chairman
Eric Reustle	Asst. Chairman
Robert Butler	Member
Michael Gelb	Member
Robert Humes	Member
Don Spargo	Alternate

<u>Variances</u>	8	<u>Special Permits</u>	16
Deck	2	Accessory Apt.	
Frontage/Setbacks	3	(In-Law)	10
Garage	2	Home	2
Pool	0	Business	3
Shed	0		
Variances Granted	6	Special Permits Granted	13
Variances Denied	1	Special Permits Denied	2
Variances Withdrawn	1	Special Permits Withdrawn	1

CODE ENFORCEMENT

In 2023 the newly formed Land Use and Inspectional Services (LUIS) Department began tracking complaints in its Violation Enforcement Log. While previous practice was to catalog complaints and resulting enforcement actions within building files and or separate enforcement files, the LUIS department instituted a tracking system. The Enforcement Log is used to revisit all ongoing enforcement matters on a weekly basis and update the log based on any new action. This system ensures that violations will be kept up-to-date, to be checked regularly for compliance, and to follow up on any outstanding items.

In 2023 the LUIS department tracked a total of **34 violations**. While some violations were of a building code nature the vast majority were zoning violations. That number does not include enforcement orders issued by the Conservation Commission. However, it is worth noting that many

violations require inspection and continued attention by our building inspectors, Fire Department, Board of Health, and Police Department.

As more and more people are working from home since the pandemic coupled with the increase in home values and home sale prices, the LUIS department continues to see a steady flow of complaints. As 2024 begins it shows no sign of slowing. Code Enforcement continues to occupy more time of our local inspectors and administrative staff. Each complaint will continue to be logged, inspected, and appropriately followed through with any required next steps.

Enforcement Spotlight:

Working collaboratively with the Fire Department, the LUIS Department was able to identify significant building code, health, safety, and fire code violations within a multi-family, mixed use building in Town. The new owner of this building was very responsive to requests for safety inspections and promptly addressed problems as they were identified. The property owner is now working to address one last outstanding item on the building. However, to date, they have brought the building almost completely up to code and eliminated several hazards. The property, the owner, the Town residents who occupy the building, as well as all Upton residents and patrons from surrounding communities are now safer for these improvements. Many thanks to the Fire Department and all of our local inspectors as well as the property owner for addressing these issues.

GRANTS

2023 was an exceptional year for grant awards. The LUIS department was able to secure funding for the following:

\$10,000 – From the MassHousing Partnership 40B Technical Assistance Program, for legal consult throughout the Comprehensive Permit process of a proposed 68-unit apartment building

- \$30,000 – From the Community Compact Grant Program For Technical Assistance in achieving compliance with MBTA Communities Act.
- \$50,000 – From the Housing Choice Grant Program to conduct a feasibility analysis for redevelopment of Holy Angel's.
- \$3.6 Million – From the Housing Works/Mass Works Grant Program for the extension of Sewer and Water down Route 140 in conjunction with an approved 137-unit 55+ community.

As always, a special thank you goes out to all the Inspectors for their hard work, integrity and diligence when conducting their inspections. We commend them for their professionalism, attention to detail and ongoing professional development. With Safety Codes ever changing, it is crucial that we interpret and enforce the various Codes in order to ensure the safety and well-being of our residents. LUIS had two new additions to our department. Grace Brownell joined us as the Department Specialist, primarily assisting our Planning Board as well as the Conservation Commission. Also, in January of 2023 the department was joined by its first full-time Director of the department and Town Planner, Michael Antonellis.

Many thanks to the Town Manager as well as the Board of Selectmen for their ongoing support of our department.

Finally, many thanks to all the various boards, committees, and commissions with whom we deal, as well as the admirable residents of Upton, for their input, collaboration, and support.

Respectfully submitted,

Michael Antonellis

Town Planner / Director Land Use & Inspectional Services

LIBRARY DIRECTOR

In 2023, Upton Town Library moved our services into the newly constructed Upton Community Center building on May 2, 2023. This much needed upgrade to our facility allowed us to bring our services up to the standard of a modern, accessible, full-service library.

Community Center Upgrades Library Services:

The Community Center building is a total of 15,132 square feet, of which 5,461 is assigned to the library (staff offices and collection space) and 4,819 is shared space (meeting and program rooms), for 10,280 square feet of library services, 3.2 times larger than our previous 3,200 square feet.

Monday hours were added for a total of 54 hours per week of library services.

All library services now meet physical accessibility standards.

Available collection shelving space increased by 40% to 2,448 linear feet.

To replace a single, 300 square foot program room, the library now offers for public use the following fully equipped and furnished spaces: The Greatroom (1,890 sqft, 95 capacity), the Classroom (476 sqft, 31 capacity), the Conference Room (168 sqft, 8 capacity) and three private study rooms (48-64 sqft, 2-4 capacity.)

Public seating availability increased from 10 to 54.

Parking spaces increased from 8 to 28, with an additional 58 spaces made available through a shared parking agreement with the adjacent Upton VFW.

Library staff now have adequate private workspaces instead of a single shared office.

Adult Librarian: In July 2023, the library added a full time Adult Librarian to our staff. This position allowed us to add the following library services:

Passport acceptance services, started Dec 2023.

Drop-in technology help monthly and by appointment.

Additional monthly adult book group.

Monthly crafting and art programs.

Monthly lectures and workshops by expert presenters.

Greatroom available for use by community groups outside of library hours.

Children's Programs: The Community Center provides accessible, fully equipped locations to hold children's programs. After the move, the library now provides:

Direct access from the library building to a safe, accessible children's playground and nature play area.

An indoor children's play area stocked with educational toys, games and craft materials.

Baby Storytime for ages 0-3 weekly.

Preschool Storytime for ages 3-5 weekly.

Music and Movement program for ages 0-5 twice per month

Saturday Storytime for ages 0-5 monthly.

STEM or crafting programs for ages 5-12 monthly.

Kids' Book Club for ages 8-12 monthly.

Dungeons and Dragons for ages 10-14 twice per month.

Teen Group for ages 10-16 weekly and Teen Book Club for ages 13-18 monthly.

Summer Reading: 260 children registered for the 2023 Summer Reading Program, 'Find Your Voice.' 24 different programs were offered (some with multiple sessions), with a total attendance of 875. Significant funding for the program was donated by UniBank, Wegmans, Price Chopper, the Massachusetts Library System, and the Friends of the Upton Town Library.

Personnel: Micaela Austin was promoted to Adult Librarian in July 2023. Library Assistant Sue Roecker retired in Sept 2023. Emily Kara and Mindy Martin were hired as new Library Assistants in Sept 2023, and Erika McGowan was hired as Library Assistant in Oct 2023.

The library employs a full time Library Director, a full time Children's and Young Adult Librarian, a full time Adult Librarian, five part time Library Assistants (76 total hours per week), and one part time Graphic Design and Marketing Specialist (12 hours per week).

Revolving Fund: The library is authorized by Town Meeting to maintain a revolving fund to purchase library items and materials. In FY2023, this fund started with \$271, received \$657 in income, expended \$318, and had an ending balance of \$610. The balance of the fund never exceeded \$6,000.

Library Holdings: The library maintained our usual pace of new acquisitions, which will slowly fill our expanded shelving space. Outdated and damaged items are continuously removed from the collection. Audio formats were reviewed and reduced in number during the move. Downloadable materials are provided by our consortium membership, and steadily grow at little cost to the Upton library.

Print Books – 21,790. Volumes of Periodicals – 53. Audio Materials – 1,187. Video Materials – 4,262. Downloadable materials – 209,190

Library Usage and annual change for FY2023: The move to the Community Center was in the final two months of FY23, so increases in activity will be reflected in the 2024 annual report.

3,499 Upton residents are registered borrowers at the Upton Town Library (-6.3%), 16,575 visits were made to the library (+39%), 2,744 people attended programs (+67%) and the library was open 2,096 hours (-0.6%).

Borrowing of physical items: Print Books: 33,053 (+9.6%). Volumes of Periodicals: 947 (+15%). Audio Materials: 762 (-11%). Video Materials: 3,799 (-13%).

Downloads of electronic items: 13,349 (+19%).

Future: In 2024, the library will continue to adapt our services to the new facility. Our goal is to add more programs, especially additional sessions of popular children’s programs, to ensure all residents are able to benefit from library services.

Respectfully submitted,

Matthew R. Bachtold, Library Director

LIBRARY TRUSTEES

At long last, Upton has a new Library! It was decades in the making, but the Trustees were beyond thrilled to open the new library in the spring of 2023 at the Upton Community Center.

Community Center

In preparation for the grand opening, much thought was put into how to operate the new facility effectively and efficiently. The Library Director and library staff worked tirelessly to move the collection from the

Knowlton-Risteen building, set up each area of the new library, create new policies and procedures and initiate new programming in the Community Center.

Expanded Programming, Services and Hours

We are proud that the library is now open six days a week, providing more opportunities for residents to visit the library, participate in a program or partake in other services the library offers.

Other highlights:

- More children can attend more programs at the new library. Attendance limits were increased for each Storytime session from 10 to 12 for Baby Storytime and up to 16 for Preschool Storytime.
- The children's play area is now available for drop-in crafts.
- Saturday Storytime sessions are now monthly instead of quarterly.
- Passport services, which were suspended during the pandemic, re-launched in the fall. This is one of the most often-requested services at the library.
- Many adult programs were offered, including a lecture series on gardening and birdwatching and talks by local authors.
- More space for community events such as the yarn tales knitting group, neighborhood meetings, Cub Scouts and Girl Scouts.
- Quiet study rooms are now available for community use.
- The number of computers available for public use increased from 4 to 7.
- Conference rooms are set up for remote meetings.
- Towards the end of the year the library became a member of the Library Speakers Consortium. The Consortium offers 2-3 online bestselling-author events per month which are streamed to patrons of every member library. These are live events with interactive Q&A sessions where participants can ask questions directly to the author.

- A new display case is available for community groups to post information or display memorabilia.
- The library created an area in the vestibule for donations, which will allow individuals or groups to collect items for individuals or organizations in need.

Outgoing Library Trustees

The Trustees wish to thank Sadalit Van Buren (Sadie to her friends) for serving as a Library Trustee. Her years as a Trustee, as well as her time spent with Friends of the Library, are much appreciated.

New Library Trustees

The Trustees welcomed Alycia Phylis and Joseph Poirier to the Trustees in 2023. We thank them for their willingness to serve the Town.

Staff Update

After 7 years of loyal service, Susan Roecker, Library Assistant, retired in the fall. The Trustees wish to thank Sue for her work at the library.

The library welcomed three new part-time staff members in the fall - Mindy Martin, Emily Kara and Erika McGowan.

The library added a full time Adult Librarian to the staff, but she is a familiar face to library patrons. Micaela Austin transitioned into this new position and immediately began focusing on programming and services geared toward the adult population. This balances nicely with our Children's Librarian Lee Ann Murphy to provide programs and services to patrons of all ages.

Recognizing John Robertson

John Robertson, Jr., long-time Chair of The Trustees and unwavering advocate for a new library, passed away early in 2023 and sadly did not witness the opening of the new building that he worked so hard to build. But John's story was a key part of the Community Center dedication ceremony in June. The Trustees placed a plaque honoring John in the Children's Area and a teddy bear picnic event was held in the fall to honor him. There are no words to express our gratefulness to John for his

leadership in providing Upton with a facility that properly serves the Town.

Friends of the Library

The Friends of the Library sponsored events in the Community Center after it opened and held their first book sale in the new building to raise funds for continued assistance to the library. The Friends are actively recruiting new members and working on new ways to support programming in the coming year. The Trustees would like to thank outgoing President Alisa Bernat for her contribution to the library during her tenure.

Respectfully submitted,

Debbie Amorelli, Chair
Bill Taylor, Vice Chair
Charlotte Carr, Secretary
Judith Katz
Laurie Wodin
Dominique Fyfe Ross
Tamosin Johnson-Hellegers
Alycia Phylis
Joseph Poirier

MODERATOR

It was my privilege to preside at the Annual Town Meeting on May 4th and a Special Town Meeting on November 7th. For both the ATM and STM the town continued to use the current state protocols with respect to the ongoing pandemic. My appointments to the Finance Committee are Nicholas Ensko and Stephen Bern.

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

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

Respectfully submitted,

David C. Loeper, Town Moderator

MOSQUITO AND TICK CONTROL BOARD

Background: The Mosquito and Tick Control Board (MTCB) was originally formed in 2021 as the Mosquito Control Board (MCB) after several years of Upton residents voting at annual town meetings not to accept the services of the Central Massachusetts Mosquito Control Project, and citizens' objections to the state's aerial spraying to control mosquito populations. The MCB has been engaged in educating the public about mosquitos, mosquito borne illnesses, and ways to discourage the presence of breeding grounds at residents' homes. In 2021 the MCB was tasked with the preparation and submission of the state application to opt out of state spraying for mosquitoes in the Town. This was denied due to Upton's extensive wetlands.

In 2023 the mission of the Board evolved to include education regarding ticks and tick-borne diseases. The current mission statement reads as follows:

The goal of Mosquito and Tick Control Board is to support mosquito and tick monitoring and education in order to prevent the spread of insect-borne diseases. The intent is to monitor insect populations and presence of insect-borne disease in Upton and the surrounding areas; to inform and educate the public in ways to protect themselves from mosquito and tick-borne diseases; to educate about the risks of these diseases; and to share nontoxic, best practice ways to prevent these same diseases as an alternative to aerial spraying by the Commonwealth of Massachusetts, and as a viable alternative to participation in the Central Mass Mosquito Control Project. The board may explore options for educating the public, monitoring, and testing for control of disease-carrying mosquito and tick populations.

For practical reasons, the Board was reduced from 7 members to 5 who do not necessarily represent specific committees. The understanding being that information and advice be sought as needed from other relevant committees and groups such as the Board of Health, the Conservation Commission and Sustainable Upton.

Citizen volunteers, members of the MTCB and Land Stewardship Committees helped with the removal of tires in Center Brook during the Earth Day clean-up efforts.

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

Respectfully submitted,

Alisa Bernat, Member

Gavin Jones, Secretary

Christine Scott, Vice Chair

Marcella Stasa, Chair

Gary Strichartz, Member

MUNICIPAL COMMUNITY CENTER BUILDING COMMITTEE

The Committee met 13 times in 2023 as a committee. In addition, committee members have attended weekly construction meetings with Hutter (General Contractor), T2 Architects and Vertex (OPM).

The Community Center was officially opened on May 1, 2023. A ceremonial book walk was held on April 29 2023 where many town residents and children carried books from the old library and carried them the to the new library. The building dedication ceremony was held on June 14, 2023.

There were many startup issues that were not unexpected for the opening of a new building. The Building Committee worked with the General Contractor (Hutter), the Architects (T2), our OPM (Vertex) and the Town's Facilities Director (Dennis Westgate) to resolve most of the issues. The Town is indebted to the Facilities Director (Dennis Westgate) for coming in late in the project and taking ownership of resolving a myriad of mechanical and technical issues that arose during the first few months. His knowledge and leadership have made the opening a huge success.

As a result of the committee's diligence, the project is still under budget.

The Town has embraced the new Community Center as evidence by the significant increase in library patrons (adults and children) who are taking advantage of expanded programs. Having the children's library adjacent to the Playground has greatly increased the popularity of the newly revamped Playground. In addition, the Community Center has seen a corresponding increase in the number of seniors who are participating in a wider variety of events and activities. Events like Bingo, Mah Jong, and the Men's Club Dinner have drawn larger crowds with many new faces are showing up for these events.

Having a commercial grade kitchen available has also allowed the Town to make the Great Room available for private events.

A plaque recognizing the leadership of the Chair of the Building Committee (Jim Brochu) has been installed in the lobby on the library side of the building. A similar plaque honoring John Robertson Jr. has also been installed near the Children's Library.

Many issues related to the Playground have been identified and addressed.

The parking lot is in the process of being re-designed to add additional HP parking spaces. A new ramp has been installed near the Senior Center entrance to make it safer for seniors with mobility issues.

Next spring, the parking area will be re-striped and new traffic signs will be installed as requested by the Police Chief.

Respectfully submitted,

James Brochu, Chair Emeritus

Paul Flaherty, Vice-chair

Dee Hakala

Mike Howell

Justin Pollard

Steven Rakitin, Clerk

Don Spargo

OTHER POST EMPLOYMENT BENEFITS

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

private trust funds. Interest earned on the investment of fund monies belongs to the fund.

Given the foregoing:

- The Committee has received the OPEB actuarial valuation report for the date of June 30, 2023. Per GASB and the Town’s schedule, that is the most recent evaluation date required. It was noted by the Committee that the overall unfunded liability has remained steady since the last valuation in 2022 and it is now just over \$6.9 million. The actuarial determined contribution has decreased from \$978,000 per year to over \$785,000. A new evaluation will be conducted for FY2024.
- The Committee had adopted an investment strategy of aggressive-moderate option that consisted 65% of Equity Securities and 35% of Fixed Income Securities. The OPEB Trust portfolio return on investment was 7.84% over the past year and 5.23% since the inception date of November 7, 2016.

Respectfully submitted,

Kenny Costa, Finance Director/Town Accountant

OPEN SPACE COMMITTEE

Summary

In June, the Upton Conservation Commission, and the Massachusetts Department of Agricultural Resources (MDAR) closed on the purchase of the Agricultural Preservation Restriction (APR) on 28 acres of the Town Line Dairy Farm on Williams Street. The Conservation Commission co-owns the APR with MDAR.

The Open Space Committee started work on two land preservation opportunities in 2023. In June, the Committee approached the owners of 22 acres on Mechanic Street about purchasing the 15 acres at the rear of the property. The 15 acres straddle Warren Brook and abut protected land to the north and town land to the south. In December, the owners of 49.2 acres between the western shore of Lake Wildwood and the Grafton and Upton Railroad right-of-way approached the town about the town's interest in purchasing the land. Both parcels have significant conservation values.

Town Line Dairy Farm APR

MDAR's APR program pays farmland owners the difference between the fair market value and agricultural value of their farmland in exchange for a permanent deed restriction that protects farmland for future agricultural use. The Town Line Dairy Farm APR permanently protects 28 acres their farm on Williams Street. The land is being used primarily to graze beef year-round and for seasonal poultry and pork production. Two acres are used for vegetable production. The products are sold at the Town Line Dairy farm stand. The APR was purchased by MDAR and the Conservation Commission for \$205,000. MDAR contributed \$190,000 and the Conservation Commission contributed \$15,000.

Mechanic Street Rear Acres

The Committee is working with the owners of a 22-acre parcel on Mechanic Street to purchase 15 acres at the rear of the property in connection with the sale of the whole property. The rear acres straddle Warren Brook and are bounded by the 48-acre Robertson Family Conservation Area to the north and a 6-acre parcel currently subject to a tax-taking that also straddles Warren Brook and has access to Merriam Drive.

Protecting this land will further protect Warren Brook and protect a historic mill site. It will also provide the opportunity to extend the town's trail network to Merriam Drive.

The Committee is working with Metacomet Land Trust to acquire the property. The Committee and MLT will collaborate on raising the funds to purchase the rear acres. The transaction costs are expected to be funded through the Community Preservation Fund. The Committee plans to submit a request for \$12,500 for the transaction costs to the Community Preservation Committee for consideration at the May Annual Town Meeting.

Lake Wildwood Land

In December, the owners of 49.2 acres between the western shore of Lake Wildwood and the Grafton and Upton Railroad tracks contacted the town about its interest in buying the land (the land is just to the northeast of the Dairy Drive development). Eleven of the 49.2 acres are in Grafton. The land has significant conservation benefits, so the Committee started the process of attempting to purchase it for conservation and passive recreation purposes.

The land includes 4,000 feet of shoreline on the west side of Lake Wildwood. The entire property is located within the Miscoe, Warren and Whitehall Watersheds Area of Critical Environmental Concern and mapped as BioMap core or critical landscape habitat. Part of it is designated as Priority Natural Habitat. It is part of a 600+ acre block of undeveloped land, 552 acres of which are permanently protected Grafton open space held by Grafton and the Grafton Land Trust.

There are existing trails on the property that can be reached from Williams Street through the 1.7-acre parcel located between the Grafton and Upton Railroad right-of-way and Lake Wildwood that the Commission purchased in 2022. The Commission purchased the land specifically to enable the town to access trails in the Grafton open space should the opportunity arise to pass over this land to the Grafton land.

The Committee is working with the Sudbury Valley Trustees to purchase the land.

Respectfully submitted,

Tom Dodd
Cheryl Macindoe
Alan Miano
Mike Penko
Bill Taylor, Chair

PERSONNEL BOARD

The Board began this year with 4 members – Chairperson Scott van Raalten, Vice Chairperson Michelle Rivers, and members Marcia Kasilowski, and John Westerling.

The Board conducted regular meetings throughout the year virtually and in person under the guidance of the Governor's orders.

Personnel Board members assisted in the screening, interviewing, and hiring for the following positions:

Police Officer
Communication Officer
Library Assistants
Director of Elder and Social Services
ESS Department Specialist
Van Driver
LUIS Department Specialist
Fire Fighter/EMT

The Board worked toward updating the Compensation and Classification Plan for FY24. We reviewed and discussed appropriate merit raises for town employees and discussed updating the sick leave and parental leave policy.

The Board wishes to thank Town Manager Joseph Laydon and the Human Resources Director, Sandra Hakala, for all their hard work and assistance to the Board throughout the year and to the Select Board for allowing us to serve.

Respectfully submitted,

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

PLANNING BOARD

Summary

Throughout the calendar year 2023, the Planning Board reviewed or continued the review process of various subdivisions, special permits, and site plan approval applications. For the entirety of 2023, the Planning Board conducted its meetings and hearings on a hybrid model at the Town Hall in the General Floor Conference Room G07 as well as remote via Microsoft Teams.

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

In January of 2023, Michael Antonellis started as the Town Planner/Director for the Land Use and Inspectional Services Department. In March 2023, Grace Brownell joined as administrative staff.

Proposed Zoning Bylaw amendments.

- The Board held a public hearing on April 11, 2023, for the Citizen's Petition to amend Town of Upton Zoning Bylaws Section 300-6.6: Wireless Data Transfer Facilities to adopt Wireless Telecommunications Facilities (WTFs) application requirement for completeness. Upon the close of the public hearing, on April 25, 2023, the Board voted to recommend unfavorable action with a split vote of (3-2). The amendment was denied at Annual Town Meeting on May 4, 2023.
- The Board held an additional public hearing on April 11, 2023, for the proposed amendment to the Town of Upton Zoning Bylaws Section 300-9.2 A which increases the Zoning Board of Appeals from three (3) to five (5) full members of the Board and to stagger the initial term of the two new members to a one-year term and a two-year term. Upon the close of the public hearing, on April 25, 2023, the Board voted to recommend the amendments to be accepted at the Special Town Meeting. Amendments were accepted at the Annual Town Meeting on May 4, 2023.
- The Board held a public hearing on October 10, 2023, for the proposed amendment to Town of Upton Zoning Bylaws 300-3.1 Table of Principle Uses which seeks to allow certain "Personal Services" and "Amusements" as of right within the Upton Center Business District (UCBD). Upon the close of the Public Hearing on October 10, 2023, the Board voted to recommend the amendments to be accepted at the Special Town Meeting with a unanimous vote of (5-0). The amendment was approved at the Special Town Meeting on November 7, 2023.
- The Board held a public hearing on October 10, 2023, for the proposed amendment to the Town of Upton Zoning Bylaws Section 200-3.1 Table of Principle Uses and Section 200-6.6 Large-Scale Ground-Mounted Solar Photovoltaic Installations (LGSPi) to allow LGSPi in the Agricultural Residential (AR) Zoning District by Special

Permit through the Planning Board and establish new dimensional requirements. Upon the close of the public hearing on October 24, 2023, the Board recommended the amendments to be accepted at the Special Town Meeting with a split vote of (3-2). The amendment was denied at Special Town Meeting on November 7, 2023.

- The Board held a public hearing on October 10, 2023, for the proposed amendment to the Town of Upton General and Zoning Bylaws to replace the language of “Board of Selectmen” with “Select Board”. With the close of the public hearing on October 10, 2023, the Board voted to recommend the amendments to be accepted at the Special Town Meeting with a unanimous vote of (5-0). The amendment was approved at Special Town Meeting on November 7, 2023.

Definitive Subdivision Plans reviewed/in progress:

- “East Street Estates” 16-lot definitive plan located off East St.; the Board continued its review of the plans. On August 22, 2023, the Board voted to approve the applicant’s request to withdraw the application without prejudice.

Special Permits reviewed/in progress:

Large Lot Frontage Reduction:

- Application for two reduced frontage lots located at 108 Grove St. Upon review, the plan was approved. The applicant later filed an ANR with the Board, which received approval.
- Application for extension of Special Permit for the construction of one reduced frontage lot located on Westboro Rd. and North Rd. Upon review, the extension was approved.

Common Driveway:

- Application for extension of Special Permit for the creation of two house lots at 30-32 Mendon St. Upon review, the plan was approved.

Open Space Residential

- “The Preserve at Dean Pond” 14-lots located off Hopkinton Rd. on Claflin Farm Rd.; The subdivision was approved in 2020. Infrastructure work has been completed and houses are under construction with several completed & occupied. In November 2023 Stantec completed sidewalk and ramp inspections.

Senior Housing Residential Community:

- “Upton Ridge North & Upton Ridge South” 139-unit (including ten (10) affordable units) Senior Housing Community located off Hartford Ave. South. As of December 2023, the last occupancy permits have been issued.
- “Cobbler’s Creek” 59 single-family unit Senior Housing Community located off North St/Westboro Rd/Eames Ln. Upon review the Board approved the project in November 2021; site work & infrastructure has been started. As of December 2023, eight units have been issued their occupancy permits.
- “Governor’s Landing” A formal application was submitted in November 2021 for a 110-unit Senior Housing Community and 34-unit Townhouse Development to be located off Milford St. A public hearing has been opened and continued throughout 2022 to 2023. On September 12, 2023, the Board voted to approve the Plan as amended.

Site Plan Approval Applications reviewed/in progress:

- Application for the Upton Community Center to be located at 9 Milford St. was approved in September 2021. Site clearing and infrastructure began in 2022; construction of the building was finalized in Spring of 2023 and the Grand Opening took place in June 2023.
- Application for Site Plan Minor Modification filed by Black Brook Properties Realty LLC located off North St/Westboro Rd/Eames Ln. In August 2023, upon review, the Board approved the modification to include the removal of pickleball courts.

- Application for Site Plan Minor Modification filed by the Recreation Commission for Kiwanis Beach. In October 2023, upon review, the Board denied the modification to amend Site Plan Approval condition number six (6) without prejudice to submission of request for approval of the modification as a Material Modification.

Plan Review

The data table below summarizes the Board’s review activity for CY2023.

<u>Plan Type</u>	<u>Reviewed</u>	<u>Lots/Parcels</u>	<u>Fees Collected</u>
81P (ANR)	6	1 Lots/7 Parcels	\$950.00
Definitive Plans	1	16	NA
Site Plans	2	59	\$350.00
Special Permits	1	110	\$500.00
Street Acceptance	NA	NA	NA
61A (Chapter Land)	2	2 Lots/ 2 Parcels	NA

Goals

- Continued implementation of items from the Master Plan.
- Review and propose amendments to the Upton Zoning Bylaws as may be necessary.
- Review and amend the Rules & Regulations for various projects/applications as may be necessary.
- Attend workshops, seminars, and training sessions in order to keep up to date on information pertinent to the Planning Board.

General

- Office is located in Town Hall, **Room 201** Monday, Wednesday, & Thursday: 8:00 a.m.- 4:00p.m.; Tuesday: 8:00 a.m.-6:00p.m. Phone number: (508) 529-0219 or (508)-603-0128

- E-Mail: planningboard@uptonma.gov, mantonellis@uptonma.gov, or gbrownell@uptonma.gov

The Planning Board's meetings are held on the second and fourth Tuesday each month at 7:00 p.m.; meetings are held in-person and virtually.

We would like to thank the various Town Boards, Commissions, Departments, and the citizens of Upton for their continued cooperation, participation, and support during the year.

Respectfully submitted,

Katherine Robertson, Chair
Margaret Carroll, Vice-Chair
Paul Carey, Clerk
Kenneth Raye, Treasurer
Thomas Davidson, Member

POLICE AND COMMUNICATIONS DEPARTMENT

Calls for Service/Activity 2023

Abandoned 911 Call	451	Larceny	49
Alarm	111	Lockout House.....	8
Animal Complaint.....	120	Lockout Motor Vehicle.....	22
Animal Injured.....	19	Lost Animal.....	27
Assault and Battery	2	Lost/Missing Person.....	10
Assist EMS	579	Lost/Missing Property	59
Assist Fire Department	230	Loud Music Complaint	31
Assist Other Agency	213	Motor Vehicle Crash	209
Assist Other P.D.	449	Motor Vehicle Violation.....	2431
Assist with Pedestrian Traffic... 2		Motor Vehicle Complaint.....	310
Assist with Traffic.....	39	Neighbor Dispute	17
ATV Complaint	6	Obstruction in Roadway	191
Breaking and Entering.....	12	Open Door.....	8
Building Check.....	2170	Parking Complaint/Violation..	43
Car Seat Installation	61	Power Outage	29
Disabled Motor Vehicle	102	Restraining Order Viol.....	15
Disorderly Person.....	11	Restraining Order Issued.....	47
Disturbance	71	Serve Legal Process.....	73
Deliver Message.....	6	Shots Fired	5
Domestic Disturbance	27	Solicitation	36
Extra Patrols Requested.....	27	Suicidal Person	18
Found Property	12	Suspicious Motor Vehicle.....	64
Fraud/Forgery	18	Suspicious Person	77
Fundraiser Scam.....	54	Threats	10
General Assistance.....	1519	Traffic Enforcement Assign..	450
Harassment Prevention Order	18	Trespassing.....	11
House Check.....	31	Vandalism.....	12
Hunter Complaint	6	Water Leak	30
Illegal Dumping	17	Well Being Check.....	119
		Wires Down.....	51
		911 Hopedale	975

Offenses 2023

Sexual Assault 1
Indecent Assault..... 2
Aggravated Assault 9
Simple Assault..... 17
Intimidation..... 10
Extortion..... 3
Theft from a Building 7
Theft from a Motor Vehicle 1
All Other Larceny 17
Motor Vehicle Theft..... 3
Counterfeiting / Forgery 3
False Pretenses 6
Impersonation..... 24
Pornography/Obscene Material 5
Destruction of Property 16
Drug Narcotic Violations 16
Weapon Law Violations 10
Disorderly Conduct 4
Driving Under the Influence..... 13
Liquor Law Violations..... 3

Arrests by Shift

Day Shift (8AM – 4PM)	51
Evening Shift (4PM-12AM)	90
Night Shift (12AM-8AM)	34

Arrests by Day of Week

Sunday..... 27
Monday 25
Tuesday 24

Wednesday 26
Thursday..... 31
Friday..... 24
Saturday 19

Offenses by Month

January 44
February 45
March 35
April 51
May 54
June 24
July 60
August 40
September..... 35
October 63
November 33
December..... 26

Top Ten Offenses Charged

- 1. Criminal MV Violations
- 2. False Pretense/Fraud
- 3. Simple Assault
- 4. Destruction of Property
- 5. Larceny
- 6. Drug offenses
- 7. Operating Under the Influence
- 8. Intimidation
- 9. Weapons Law Violations
- 10. Theft from a Building
- .

Motor Vehicle Violations 2023

Arrests 19

Civil Violations..... 117

Criminal Complaint 118

Written Warning 627

Verbal Warning 1670

Top Ten Violations Cited

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

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

Chestnut Street 4

Church Street 2

East Street 5

Elm Street..... 1

Fiske Avenue 1

Fiske Mill Road 1

Forest Street 1

Glen Avenue..... 1

Glen View Street 2

Grove Street..... 1

Hartford Avenue North 7

Hartford Avenue South 1

High Street 5

Hopkinton Road 13

Main Street 31

Maple Avenue 7

Mendon Street..... 13

Milford Street..... 22

North Main Street 3

North Street 2

Oak Drive..... 1

Pleasant Street 27

Pond Street 1

River Street 1

School Street..... 5

South Street 1

West Main Street 1

West River Street 3

Westboro Road 11

Williams Street..... 2

**Motor Vehicle Crashes by Day of
Week**

Sunday..... 13

Monday 29

Tuesday 15

Wednesday 36

Thursday..... 27

Friday..... 36

Saturday 21

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

1. Driver Inattention
2. Following Too Closely
3. Failure to Yield Right of Way
4. Distracted
5. Negligent Operation

**Motor Vehicle Accident Injury
Status**

Incapacitating.....	2
Visible injury.....	32
Minor injury	20
No visible injury.....	271

Age and Gender Breakdown of Operators

	Male	Female	Total
<19	23	24	47
19-21	11	5	16
22-25	11	7	18
26-35	30	24	54
36-45	30	15	45
46-60	16	22	38
>60	31	25	56
Total	152	122	274

Training:

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

- Firearms Training (Pistol and rifle qualification)
- C.P.R., First Responder Training, Nasal Naloxone Training and EPI Pen
- A.E.D. (Automatic External Defibrillator) Training
- Educational Incentive Program (EIP) Class Training (monthly)
- Policy Manual Testing (monthly)
- Defensive Tactics Training
- Conflict of Interest Law Training
- Legal Updates

- Frontline Digital Evidence
- 212 Degrees Preventing Officer Crises
- Hate Crimes
- Officers Response to Interpersonal Violence
- Trauma Informed Policing
- Taser Training X2 Recertification

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

- APCO EMD
- APCO PST-1
- DCJIS CJIS & NCIC training
- MPTC Sexual Assault Investigator Certification
- FEMA ICS-100
- FEMA ICS-200
- FBI CJIS NIBRS Training
- MPI Advanced Sexual Assault Training
- Radkids Phase II Simulation Instructor Certification
- 911: Responding to Crisis
- Domestic Violence – The ECC Response
- Building Resiliency & Understanding Stress
- Intellicom Guide Card Training
- Dispatchers Response to Persons with Mental Illness
- Handling Mental Health, Substance Abuse & Cognitive Impairment Calls
- Dynamics of Domestic Violence
- Crisis Negotiations

Grants:

The Upton Police & Communications Departments received the following grants for 2023:

- **State 911 Department Support Grant: \$279,763.00**
Funding was provided by the Massachusetts State 911 Department for equipment purchases within the communication center and for wage reimbursement for 911 call takers.
- **911 Training Grant: \$47,430.00**
Funding was provided by the Massachusetts State 911 Department for E911 approved courses and overtime replacement costs for employees attending training.
- **MIIA Wellness Grant \$5,000.00**
Funding was provided by the MIIA for a wellness program for the Police Department.
- **MRS Traffic Safety Grant \$19,964.00**
Funding for traffic safety equipment and mobilizations to target traffic violations.

Community Policing & Special Programs:

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

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

Conclusion:

The Upton Police Department provides Law Enforcement Services to the Town of Upton and
Emergency 911 Dispatch Service to the Towns of Upton and Hopedale.
The Police Department employs fourteen full-time personnel which includes a Police Chief, Police Lieutenant, three Sergeants, one Detective,

one School Resource Officer, seven Patrol Officers and one Department Coordinator. Our communications department employs four full-time Dispatchers and four part-time Dispatchers.

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

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

The Department operates eight police vehicles: including five fully marked vehicles and three unmarked vehicles, with annual calls for service/activity levels of approximately fourteen thousand five hundred incidents. The Upton Police Department is fully committed to the concept of Community Policing and engages its citizens through proactive police contacts, community partnerships, social media, and special events.

Mission Statement

“The Upton Police Department is dedicated to providing quality and professional policing to our community. Through the use of proactive community policing programs, we strive to reduce crime, the fear of crime and to enhance the quality of life for all residents. We value honesty,

integrity, compassion, and fairness, while delivering police services in partnership with the community we serve."

Respectfully submitted,

Chief Michael J. Bradley, Jr.

RECREATION COMMISSION

A report was not submitted.

REGISTRAR OF VOTERS

The Registrars respectfully submit the following report for year ending 2023:

The members of the Board of Registrar are Amy Bonina (U), Cynthia Robertson (D) and M. Denise Smith (U). Former Registrar Joseph Poirer resigned as he was elected to the Board of Library Trustees in May 2023.

In 2023 the Annual Town Election (May) was the only election. The Board of Registrars held extended voter registration hours for the election. We encourage residents to register to vote and participate in all elections.

Voter turnout for the Annual Town Election on May 9, 2023: total ballots voted was 850 out of 6,315 registered voters (13% turnout). This included 53 absentee/early vote by mail ballots. No in-person early voting was held for this election.

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

change to an existing voter’s status before the registration can be processed. The Board of Registrars are thankful for the assistance of the Town Clerk’s Office as they review and keep voter information updated on the Central Voter Registration system.

The Board of Registrars also reviewed and signed numerous petitions and nomination papers which were signed by Upton voters. These petitions and nomination papers were submitted to the State to be included on the State Election ballot for November 2024.

At the end of 2023, there were 6,464 registered voters in the Town of Upton. The breakdown is as follows:

Unenrolled	4,553
Democrats	1,058
Republicans	770
All other	83

The Registrars would like to thank Joseph Poirier for his many years of service as a Registrar to the Town of Upton.

M. Denise Smith,
Ex-Officio Clerk to Registrars

TECHNOLOGY COMMITTEE

The Technology Committee was formed in December of 2017. A new member (Jeff Boss) was appointed in 2023. Committee members Charles Borghetti and Rob Bruno have resigned. We appreciate all of their invaluable contributions, especially related to the Community Center.

Summary of Accomplishments

Community Center

The Community Center opened to the public in May of this year. The Technology Committee provided IT design services during the design and construction phase of the project and as a result, helped reduce the project cost by a considerable amount. The committee worked closely with our IT team to ensure that Town staff had working computers, printers and phones on opening day.

IT Staff

The IT Director (Joe Leacu) and IT Support Engineer (Chris Carron) are supporting the Town's IT needs and maintain the IT Infrastructure. Joe and Chris were instrumental in helping to get the Community Center network up and running in time for the opening in May. We are very fortunate to have them working for the Town. As a result, the committee is re-focusing our mission statement to reflect IT topics that are strategically important to the Town.

Fiber Optic Cable Grant

The Town of Upton received \$237,500 to connect various town and school facilities with fiber. All of the fiber optic cable has been installed. Our IT Staff is working to install fiber-capable networking equipment at all town buildings and plans to have this completed by end of December.

Incident Response Planning

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

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

The committee's first goal is to review Town policies and procedures and recommend changes - such as requiring cybersecurity training for all new employees as well as on-going training for existing employees.

Town Hall Server

The committee worked with our IT Director to recommend that the Town lease a replacement server for Town Hall. The Town has signed a contract for a 5-year lease for this equipment. This experience may lead to additional leases in the future for Public Safety servers.

IT Managed Services Vendor

The committee changed RetroFit's role. RetroFit is providing network monitoring services and would be available for providing on-site support on an as needed basis.

Respectfully submitted,

Jeff Boss

David Brooks, Secretary

John Daly

Dave Lane

Steven R. Rakitin, Chair

TOWN CLERK

I respectfully submit the following report for year ending 2023:

2023 was a routine election year as we did not have any State or Federal elections. In May we had the annual town meeting and town election, then in November we had a special town meeting. Throughout the year we processed voter registrations submitted in-person, by mail and online. With Automatic Voter Registration, additional work is required to ensure our voter list is up to date on a weekly basis. The allowance for voters to receive ballots by mail (Vote by Mail or Absentee Ballot) also keeps our office busy. While voting on election day is a priority for many, any opportunity that allows the voter to cast their ballot and be counted is the goal.

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

Another major function of the Town Clerk’s office is to record documents for the Town. The following records were recorded at the Town Clerk’s office during 2023:

VITAL STATISTICS

- 60 Births
- 48 Deaths
- 33 Marriages

DOG LICENSES

- 783 Dog licenses
- 5 Kennel licenses

The Town Clerk’s office generated approximately \$15,000.00 in revenue for 2023. These funds were transferred to the Town Treasurer.

With the support of the Town, I held memberships with the Massachusetts Town Clerk’s Association, the Worcester County Town Clerks Association, and the New England Clerks Association. These memberships allowed me to attend various training workshops and conferences. I also participated in many virtual trainings to keep up to date on changes with laws affecting the Town Clerk’s office and election and voting regulations.

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

I want to thank Kathleen Bern, Assistant Town Clerk, for her dedication and invaluable assistance to this office and the community. Also, for

taking on the task of learning the new website and assisting all departments in transitioning to the new site. Lastly, thank you to the residents of town, co-workers and Board & Committee members for your continued support.

Respectfully submitted,

M. Denise Smith
Town Clerk

TRUST FUND COMMISSIONERS

As the town's Trust Fund Commissioners, we meet every month to review and adjust Upton's trust fund accounts.

The mission of the Trust Commissioners is prudent investment of Upton's trust using a long-term objective, ensuring the growth of trust asset.

We strive to increase the visibility of trust funds. Contributions to existing trusts are always welcome, and a new trust to benefit some aspect of Upton can be established for as little as \$10,000. We continue to seek contributions and bequests from civic minded citizens with a desire to improve the quality of life in our community for present and future generations. We are happy to assist in the establishment of additional trusts for any worthy civic purpose. A trust is a wonderful way to commemorate an individual, a special event, or to support a designated town purpose.

As commissioners we also believe that the trust funds investment strategy could be beneficial to other Upton organizations. For example, funds raised and held in low interest bank accounts, by private and non-profit town groups, with the approval of town meeting, could be moved to the Upton Trust Fund roster and thus take care of lower management fees and investment diversification that the larger pool of assets allows.

Please feel free to reach out to any member of the trust commission or attend one of our monthly meetings which are posted on the Town of Upton website.

The trustees in conjunction with our financial advisor review the individual trusts on an ongoing basis for performance measures and where necessary reallocate investments. Changes to the holdings are made considering risk adjustment performance measures and the overall allocation of funds. Although there have been changes to the portfolio through the year, the asset allocation, which has proven to be effective, is consistent with prior years.

Expendable trust funds are invested in fixed income securities. As these funds are potentially needed as appropriations, the investments consist of shorter duration fixed income investments.

The return on the Expendable Trusts by year are;

2023	7.19%
2022	-7.07%
2021	1.16%
2020	4.07%

Non-expendable trusts funds are invested in a diversified portfolio of equity and fixed income investments. The fixed income investments are focused on shorter duration fixed income.

The return on non-expendable trusts by year are;

2023	14.33%
2022	-13.68%
2021	12.33%

2020 14.56%

The commission has continued to diversify the funds and maintain a disciplined investment strategy. We believe the diversification and investment discipline protect the town's trust funds, which has continued to be a prudent course of action to be used going forward.

Expendable Accounts

Trust	<u>Current \$ Value</u>	<u>YTD Return</u>
Batchelor Knowlton – Library	92,718	7.18%
Cemetery Expendable	85,362	7.14%
Risteen	27,136	6.01%
Risteen B- Needy/Welfare	691,329	7.33%
Risteen C- Schools	86,207	7.29%
Risteen D- Beautification	176,664	7.06%
William Knowlton- genera	95,334	6.93%
Pooled Expendable Accounts (1) (2)	26,160	7.25%

1. Throughout the fiscal year funds are appropriated from these accounts.
2. Pooled accounts are comprised of fifteen smaller valued trusts which for accounting purposes are combined as one entity. Each of these trusts has a value of less than \$15,000 and are independent as to purpose and appropriation.

Non-Expendable Accounts

Trust	<u>Current \$ Value</u>	<u>YTD</u>
<u>Return</u>		

Batchelor Knowlton- Library	143,195	14.36%
Cemetery	605,768	14.12%
Risteen	2,389,245	14.36%
William Knowlton	961,370	14.36%
Pooled non-expendable	67,499	14.36%

Asset Allocation by Equity Size and Style

Expendable Trusts

	<u>Current Value</u>	<u>% Of Portfolio</u>
Cash and Cash Alternatives	\$101,906	6.88 %
Fixed Income	<u>\$ 1,397,003</u>	93.12%
	\$1,498,909	

Non-Expendable Trusts

Cash and Cash Alternatives	\$64,176	1.54%
Fixed Income	\$1,467,060	35.21%
Equity	<u>\$2,635,841</u>	63.25%
	\$4,167,077	

Respectfully submitted,

Robert Fleming, Chair
Kenneth Glowacki
Stephen Matellian

VETERANS' SERVICES

Upton maintains a Department of Veterans' Services through which the municipality makes available to all residents the services of a Veteran Service Officer (VSO). Upton's VSO is here to assist all qualified veterans and their dependents in understanding and accessing Federal, State, and local benefits for services to which they are entitled.

Upton supports its residents through various programs, whether seeking assistance with VA medical, employment, education, housing, Massachusetts Chapter 155 benefits or numerous other referral programs.

Any veteran or veteran family members are encouraged to contact the Veteran's office in the Town Hall. We are here to serve.

Respectfully submitted,
Patrick D. Morris. VSO

SCHOOL REPORTS

BLACKSTONE VALLEY VOCATIONAL REGIONAL SCHOOL DISTRICT

Message from our Superintendent Director:

Thanks to your continued support, our students received an exceptional education during FY23. Always mindful of your investment in your regional vocational-technical school system, we carry out our mission with care and consideration to cost. We enhance our vocational, academic, and community offerings with grants that strengthen our ability to serve our students and the greater community.

With a \$225,000 FY22 MA Skills Capital Grant received in FY22, our highly-popular Heating, Ventilation, Air Conditioning & Refrigeration (HVAC&R) shop received numerous equipment upgrades that our students enjoyed in FY23. Building partnerships with MiltonCAT, PulteGroup, and others led to learning opportunities for our skilled students. We embraced the arts and culture within our community with our Drama Club's production of "Murder's in the Heir," our Multicultural Festival, Paint Night: Kindness Matters event, and Spring Art Show. And we secured nearly \$3 million in grants that support your regional vocational-technical school.

We are proud to see our students balance athletics and extra-curricular activities, excel on MCAS exams, and earn certifications. Taking part in our Co-op program, they further their vocational-technical training alongside industry experts and gain hands-on experience to help launch their careers. While there is no single recipe for success at BVT, passion is one essential ingredient that ignites our school community and creates a happy, healthy, and positive learning environment for our students and staff.

We invite you to turn the page to discover how pastry artist Sarah Arnold found her true calling in our Culinary Arts program; and channeled her

creativity into a passion for cakes that look beautiful and taste amazing by sharing photos, stories, and videos of her creations with friends and followers on Instagram, which led to incredible new connections and sweet experiences.

At BVT, we take pride in the passion and accomplishments of our students. We share their success as evidence of a positive return on your investment.



Dr. Michael F. Fitzpatrick
Superintendent-Director

Alumni Profile: Sarah Arnold (*Culinary Arts, Class of 2018*)

Recipe for Success

If you flip open the 2018 yearbook, you will find this quote under Sarah Arnold's name, "Dessert makes everything better." It's a motto she takes to heart. Pastry artist Sarah Arnold (*Culinary Arts, Class of 2018*) designs exquisite custom wedding cakes that look beautiful and taste amazing. Learn how Sarah found her true calling in our Culinary Arts program; and channeled her creativity into a passion for cakes by sharing photos, stories, and videos of her creations with friends and followers on Instagram, which has led to incredible new connections and sweet experiences.

"I always knew I wanted a creative career, but I needed to figure out what to pursue."

My mother is an artist, and I've always loved drawing and painting. I loved the idea of going to school for cosmetology, so I decided to apply to

BVT," said Sarah. "Little did I know that the kitchen would intrigue me more after the exploratory process, making the Culinary Arts program my first choice."

Sarah participated in extracurricular activities earning many accolades in the SkillsUSA Commercial Baking competition. As a junior, she won the gold medal at the district and state levels and placed 7th at nationals. As a senior, she won a gold medal at the district and state levels and a silver medal at nationals.

While in our Culinary Arts program, Sarah worked in the kitchen, dining room, and bake shop. She had a well-balanced understanding of the fundamentals. However, in the pastry industry, so much skill goes into the tempering of chocolate, the lamination of viennoiserie doughs, and the intricate temperatures for poured, pulled, and blown sugar. These techniques and training are part of the Johnson & Wales University (JWU) Baking & Pastry Arts program. She said, "While I could have easily worked at a bakery or restaurant after BVT, I wanted to work at a high-end resort or boutique wedding cake shop, so I knew JWU was my next step."

"After high school, I wanted to become a highly skilled pastry artist, designing wedding cakes like Ron Ben-Israel," said Sarah. "So, I decided to attend JWU to further the foundational skills I had learned at BVT and master more advanced wedding cake design and gum-paste floral arrangements techniques to help elevate my work."

"BVT helped shape my career path and taught me the essential skills that gave me an advantage over my classmates," said Sarah. "In JWU's introductory classes that taught baking principles, knife cuts, and different cooking methods, I found the classes easier, so the chef gave me a few side projects. While the other students practiced julienne knife cuts, I learned how to pipe chocolate filigrees. BVT set me up for success, teaching me to be productive and efficient in my work."

Sarah graduated (*summa cum laude*) from JWU in December 2021 with a Bachelor's degree in Baking & Pastry Arts.

Lights, Camera, Action!

During an internship at a specialty cake shop, Sarah received a phone call from a casting associate who had seen her Instagram account and loved it. They invited her to apply for the Food Network's *Holiday Wars*, a pastry competition hosted by Jeff Mauro with judges Aarti Sequeira and Shinmin Li. They oversee groups of ho-ho-holiday baking enthusiasts who face off for a chance at the very merry prize of \$25,000! Sarah had several rounds of interviews before the producers welcomed her as a contestant.

"I grew up watching the Food Network but never imagined I would one day be on it," said Sarah. "It was such a whirlwind. I was unaware of how much preparation goes into an episode. I was allowed to pack one suitcase and had to decide which sugar tools to bring. Could I take a blowtorch on a flight? What specialty molds, spatulas, and bowls would be on set? Fortunately, a culinary team ensured their giant pantry was stocked with everything we needed."

Sarah flew to Park City, Utah, to film at their production studio for Episode 3: Thanksgiving Turkey Trot. In this final qualifying round, three teams battle it out with a down-on-the-farm theme with Thanksgiving-inspired creations. Sarah, on Team Red Velvet Vixens, alongside teammates Michelle Scurio, owner of Cake Monstah in Boston, and Sharon White, a bakery owner in Maryland, competed against the best cake and sugar artists from across the country.

"Filming an episode was a twelve-plus hour day," said Sarah. "The actual competition was a complete adrenaline rush. I'm used to an extended schedule due to my training and the SkillsUSA competitions. I used to be painfully shy. I opened up at BVT and became more comfortable having the chefs, other students, and, eventually, SkillsUSA judges watch me

work. I appreciate how those experiences prepared me for this on-camera pastry competition. Our producer requested that we speak directly to them when prompted to describe our work and ignore the camera. I was already comfortable sharing what I was doing and why because I learned and practiced the skill at BVT."

"Teamwork was a big challenge, especially when working with different personalities. The experience was like asking three artists to work together on a painting. Creatively, there are bound to be different ideas, designs, and approaches," said Sarah. "Communication is crucial in knowing what components others plan to make so you can create your pieces to the proper scale and color. One person may think something is too easy, while another might think it's complicated. Someone has to be willing to adapt."

"The competition was challenging due to the higher elevation of Utah," said Sarah. "The higher the altitude, the lower the air pressure. So temperatures or bake times had to be altered to come out correctly. I had to adapt and lower the temperature when working on my sugar art components."

Sugar art uses different techniques to manipulate sugar into confectionery sculptures, like flowers and animals, which are decorative and edible. "My favorite part of our piece was the sugar mice made out of blown sugar," said Sarah. "It was a fun challenge making whimsical and playful mice. In the episode, I used thin strips of sugar pulled fast to form pointed noses with tapered ends, curly, irregularly shaped tails, and delicate, fragile whiskers. It was a fun TV moment showing what you can do with sugar."

"I was blown away by the amount of talent on set. I had been following some of the contestants on Instagram and couldn't believe I was meeting them in person. Chris Teixeira, a contestant on another team, was the chef who ran the national commercial baking competition for SkillsUSA

when I competed in 2018. I couldn't believe I was competing against him," said Sarah. "Still, it was a great confidence booster that the network recognized my talent and selected me to compete with all these other industry professionals."

"I learned so much about collaborating and navigating disagreements," said Sarah. "I'm proud of what we accomplished. I pushed myself far out of my comfort zone, but I'm happy I did. I'm confident in my abilities and ready for the next challenge!"

Dessert Makes Everything Better!

"My favorite thing to make is cakes. It's a blank canvas. I enjoy the possibilities that come with cake decorating," said Sarah. "I also enjoy sculpting with chocolate and sugar because it allows for more artistic ability and design."

Sarah is an Assistant Pastry Chef at Wequassett Resort & Golf Club in Harwich, MA, where she handles all specialty cake orders for the five-star resort. She has created a wedding cake program offering impressive show-stopping cakes. "My education, training, and work experience have prepared me for this new role. I enjoy the precision and skill in creating high-end pieces and producing an incredible experience for our guests."

"Someday, I want to have my own business and put my name behind my work. I would love to have a pastry shop that produces the highest quality cakes, cookies, chocolates, and pastries for the public," said Sarah. "But, for now, I love my job at the resort, and the management experience I'm getting is invaluable."

If there's a simple recipe for success, Sarah would say, "work toward your goals, do what truly brings you joy, and practice, practice, practice!" She would also point out that her work five years ago looks nothing like it does today. "Don't be discouraged if you think you're not good at

something. It just means you need to practice more," said Sarah. "Follow those who inspire you on Instagram and see what they're creating. Get inspired! And use that excitement to fuel your creativity."

Visit www.valleytech.k12.ma.us/alumnispotlights to see how other alums benefit from BVT's career and life-ready education.

New Equipment, New Opportunities

Our highly-popular Heating, Ventilation, Air Conditioning & Refrigeration (HVAC&R) shop received an impressive renovation. A \$225,000 FY22 Massachusetts Skills Capital Grant allowed the District to keep pace with technological advancements by acquiring new equipment.

The District acquired and installed industry-grade equipment like air purification systems, boilers, furnaces, building automation workstations, and line sets. The numerous upgrades increased the vocational-technical training for our day students and adult learners. In FY23, we expanded our Moonlight Programs, offering a new Heating, Ventilation, Air Conditioning & Refrigeration course to help increase the number of skilled workers entering the trades.

The shop renovation occurred over the 2022 summer break with the help of students, staff, retirees, and the Facilities department, which manages numerous preventative maintenance projects. It was an impressive undertaking:

- All furniture and equipment were removed.
- Shop ceiling, walls, and trim were cleaned and painted.
- Interior and exterior shop doors were replaced.
- Installation included a new epoxy floor, LED lighting, moveable wood workstations, a sink, student lockers, a heating/AC unit, and standard safety signage.

In-house resources were used to clean, paint, and install equipment and workstations. Vocational instructors helped with plumbing, electrical, carpentry, and painting projects. Additionally, HVAC&R Instructor Matthew LaJoie, had students Travis Cook and Robert Poirier work in the shop over the summer, as did Painting & Design Instructor Tim Buono, who worked with students Maddison Moore and Emma Fiore.

The District will make nearly a half-million dollars of enhancements parlaying the grant from the state with a \$200,000 match from its certified excess and deficiency fund with the added value of student project designers and laborers to renovate without financially impacting local tax dollars or municipal assessment requests.

If you're ready to take that next step toward a new and exciting career, one of our adult [Moonlight Programs](#) might be for you.

Hands-On Skills

"It is nice to work on clean, new equipment," said Victoria Russo of Milford. "But the reality is, we will not only be working on and installing brand-new systems. So having access to the older equipment for training and knowing how it works is helpful as we will encounter them when working in the field."

Victoria recently attended the Massachusetts Girls in Trades Conference and Career Fair. She said, "It was an excellent opportunity to meet other strong women with insight into the benefits of the trade union. I want to continue to advance my vocational training."

In the meantime, as a skilled young woman, Victoria recognizes that she is in a unique position to inspire other young women to pursue their passion and find their confidence in the skilled trades. How amazing is that?!?!?

Celebrating Our Seniors

Spring can be a bittersweet time for our seniors as they prepare to graduate and complete their high school careers. The Class of 2023 appreciated every last moment they had together leading up to commencement. See how we celebrated our seniors and their accomplishments:

Senior Class Day

This ceremony included Academic and Vocational Awards, Attendance Awards, Yearbook Dedication, Class Officer, and Commendation recognition for the Class of 2023.

Full Steam Ahead!

Our Cooperative Education Program (Co-op) held its 3rd annual Career Signing Day on May 12th. The ceremony celebrated our senior Co-op and career placement students who announced their career plans and signed a commitment letter to work with their employer after graduation. They've proven to their employers that they're ready to go, full steam ahead, directly from high school into high-skill, high-wage employment. www.valleytech.k12.ma.us/careersigningday2023

Class of 2023 Scholarship Night

The generous donation of scholarships and awards makes a difference in the lives of our graduates. At Scholarship Night on May 23rd, we thanked our donors for their generosity and continued partnership in support of our future graduates, and we distributed Community, Memorial, and Military awards. Check out the awarded scholarships that will help propel our graduates toward a bright future: www.valleytech.k12.ma.us/scholarshiprecipients2023.

Marking a Milestone

We celebrated our graduates and said farewell as they left for their next great adventure. The Class of 2023 Graduation Ceremony was held at The

Hanover Theatre & Conservatory for the Performing Arts in Worcester on May 25th. To view the ceremony, visit:
www.valleytech.k12.ma.us/classof2023.

"Few know the obstacles you have overcome to be where you are today. You, the Class of 2023, are part of our legacy and forever a part of our collective voyage. As you set your sights on your future goals, do not give up on your dreams, because real magic happens when you take a leap of faith and believe in yourself. We look forward to celebrating your continued success. Congratulations!"

- Dr. Michael F. Fitzpatrick, Superintendent-Director

Career & Life Ready!

College is a continuation of learning. Many of our students simultaneously pursue a post-secondary education while working in their vocations.

Class of 2023 - 294 Graduates:

Workforce/Apprenticeship Program: 15.65% (46 students)

4 Year College/Tech College: 73.47% (216 students)

2 Year College/Certificate Program: 5.10% (15 students)

Military: 2.04% (6 students)

Gap or Service Year: 3.74% (11 students)

Class of 2022 - 297 Graduates:

Workforce/Apprenticeship Program: 20.20% (60 students)

4 Year College/Tech College: 70.37% (209 students)

2 Year College/Certificate Program: 6.73% (20 students)

Military: 0% (0 students)

Gap or Service Year: 2.69% (8 students)

Class of 2021- 300 Graduates:

Workforce/Apprenticeship Program: 13.33% (40 students)

4 Year College/Tech College: 72.67% (218 students)

2 Year College/Certificate Program: 9.67% (29 students)

Military: 1.67% (5 students)

Gap or Service Year: 2.67% (8 students)

Off to work they go, building credentials, pursuing industry licenses, certifications, and degrees.

Air Force, Assumption University, Army National Guard, Barrows Contracting Inc., Bryant University, Centerline Mechanical LLC, Concord Electrical Supply, Clark University, Dean College, Dileo Gas Inc., Embry-Riddle Aeronautical University-Daytona Beach, Emmanuel College, Frank I. Rounds Company, G&C Plumbing & Heating, Georgia Institute of Technology, Grieco Electric, Griffin Electric Inc., Grillo Plumbing, JB Sawmill, JJ Mechanical Services, Johnson & Wales University, Jordao's Design & Construction, Louisiana State University, Marine Corps, Massachusetts College of Art and Design, Massachusetts Maritime Academy, Medway Oil and Propane, Inc., MiltonCAT, Navy, New England Institute of Technology, New York University, Nichols College, Nicolopoulos Plumbing and Heating, Northeastern University, Primetals Technologies, Quinnipiac University, Quinsigamond Community College, R Harris Plumbing and Heating, Renaud Electric, Rensselaer Polytechnic Institute, Roger Williams University, Spa Tech Institute, Suffolk University, TJ's Plumbing & Heating, United States Postal Service, University of Massachusetts-Amherst-Boston-Dartmouth-Lowell, University of New England, University of the Arts London, Vanderzicht Towing, Victory HVAC, Wayne J. Griffin Electric Inc., Wentworth Institute of Technology, Worcester Polytechnic Institute, Worcester State University, and Worldband.

FY23: An Amazing Year of Achievements

Our students continually demonstrate mastery of rigorous academic studies and industry-validated vocational-technical competencies.

Members of the Class of 2023 earned more than 320 scholarships and awards with a collective renewable value nearly exceeding \$7 million.

PSAT/NMST

A total of 268 juniors and sophomores participated in the fall PSAT/NMSQT and early spring PSAT-10 test administrations during the 2022-23 school year. The tests designed by the College Board are an early indicator of potential student success on the SATs and in the Advanced Placement program.

AP Course Exams

In May 2023, all Advanced Placement students took their AP College Board Exams in person. These traditional and difficult exams are designed for students to earn college credit for an AP class. Spring 2023, 373 AP course exams were given to 345 students in English Language & Composition, English Literature & Composition, U.S. History, Biology, Chemistry, Calculus AB, Calculus BC, Computer Science A, Computer Science Principles, Human Geography, Psychology, Physics 1, Physics C: Mechanics, and Spanish Language & Culture. Our English Literature & Composition students also participated in the College Board's pilot study by taking their exams online.

MCAS: The Results Are In!

For the past 24 years, the Massachusetts Comprehensive Assessment System (MCAS) exams have played a role in determining a student's readiness for career and college. Students are required to achieve a Competency Determination on these exams. It's a graduation

requirement.

Positive Outcomes ...

The Department of Elementary and Secondary Education (DESE) released the 2022 MCAS results on September 29, 2022, providing the state with its second overview of statewide learning since the start of the pandemic. The latest results were "mixed," said DESE, and state education officials said the learning loss due to the pandemic and its shift towards remote schooling for more than two years was still showing up in standardized test results.

However, as educators across the state reviewed their results, some districts, including ours, have shown improvement. The data reflected the scores of the Class of 2024, who took the MCAS exam as sophomores. It is worth noting that this class began their BVT careers remotely during the pandemic and, due to an altered testing schedule, had not taken an MCAS since the 7th grade.

The results were impressive despite the pandemic-related challenges. 79% of students in English Language Arts were in the Exceeding or Meeting Expectations category. In Mathematics, 75% of students were in the Exceeding or Meeting Expectations category. In Science (Biology and Physics combined), 72% of students were in the Exceeding or Meeting Expectations category. All were well above the reported state averages.

After examining the MCAS data and reflecting on the results, it was apparent to Mr. Evans that the positive outcomes were no accident. Instead, he credits the improvements to hard-working students and dedicated teachers. "We strive to do everything possible to keep our kids

engaged and focused on learning. This was especially true during the pandemic," said Mr. Evans. "We put in the effort and worked with an all-hands-on-deck approach to make school happen, no matter what that looked like. We were quick to adapt to an unorthodox model during the pandemic because we have an unorthodox model operating within a longer school year."

BVT is proud to have an enviable history of high student growth and achievement well above the state averages.

Partnerships: A Win-Win!

With the recent shortage of people entering the construction industry, combined with the hiring challenges all companies are facing, building a professional association that can be mutually beneficial is a win-win. Partnerships can foster innovation, communication, and connection.

We are proud to have partnered with Milton CAT and its sister companies, SITECH Northeast, Milton Rents, and Tri-Point Construction Layout, which offers valuable industry insight through guest speakers, on-site demonstrations, mentorships, and co-op opportunities.

"Through our partnership with BVT, we are supporting our industry's future. An industry on which our country's infrastructure depends," Mark Biron, Milton CAT's Vice President of Service, explained. "We hope to help set the students up for success in their trade and show them, through first-hand experiences, how rewarding their careers can be."

With their headquarters in Milford, MA, Milton CAT offers accessible co-op opportunities.

Recently, two of our students worked in their service and parts departments. They helped rebuild machine components such as hammer attachments and hydraulic cylinders in service. Where as in parts, the students experienced the entire parts lifecycle, from maintaining inventory integrity to fulfilling

customer orders.

“The partnership with Milton CAT has created new learning opportunities for our skilled students to delve deeper into their career options,” said Superintendent-Director Michael F. Fitzpatrick. “While there are many paths to success, we are proud to see our students further their vocational-technical training alongside industry experts and gain experience that will help launch their careers.”

This relationship has the potential to set a new threshold for cost-effective community collaboration with more on-campus events that support our students in their career pursuits. It’s nice to have Milton CAT by our side, offering our students numerous career opportunities as they prepare to enter the workforce.

Generous Donation Supports Career Education

We are honored to have a partner like the PulteGroup, who is supporting vocational-technical education.

PulteGroup, Inc., one of America's largest homebuilders, has announced its New England division recently contributed \$10,000 to the Blackstone Valley Tech Educational Foundation, Inc. The donation will enhance our students' learning experiences in our Advanced Manufacturing & Fabrication, Construction Technology, Electrical, HVAC&R, and Plumbing programs.

"Giving back to the communities we serve is an important part of our culture at PulteGroup," said Brian Lupien, vice president of operations for PulteGroup's New England division. "At BVT, incredible work happens every day to prepare tomorrow's leaders for the many family-sustaining career possibilities in the homebuilding trades. We are proud to do our part to support their efforts and help more students get a head start on their future."

"On behalf of our school community, I want to thank PulteGroup for their generous donation," said Dr. Michael F. Fitzpatrick, Superintendent-Director. "Thanks to partners like PulteGroup, we can provide our students with the highest quality vocational-technical education central to the careers of today and tomorrow."

Activities & Clubs

Our Students Shine at SkillsUSA

The annual SkillsUSA competition series is a showcase for vocational technical education where students test their competency by competing with each other in hands-on technical exams designed and judged by industry leaders and experts. In 2023, our students proved their technical skills are among the best in the country by earning 173 medals at the district, state, and national levels.

Massachusetts District V Conference: 37 Gold, 37 Silver, 30 Bronze

Massachusetts State Leadership & Skills Conference: 25 Gold, 19 Silver, 18 Bronze

National Leadership & Skills Conference: 1 Gold, 3 Silver, 3 Bronze
1 GOLD

- Caitlin Brown, Health Occupations Professional Portfolio

3 SILVER

- Riley Driver, Industrial Motor Control
- Daniel Cardone, Web Design
- Natalia Vazquez, Web Design

3 BRONZE

- Lucien Stenehjem, Robotics & Automation Technology

- Jacob Giancola, Robotics & Automation Technology
- Emily Wildfeuer, Architectural Drafting

5th PLACE

- Naomi Tsuda, Commercial Baking
- Grant Purcell, Grace Mathieu, and Ava Mills: Career Pathways Showcase/Industry & Engineering

7th PLACE

- Skyler Robinson, Restaurant Service
- Carolyn Powers, Collision Damage Appraisal

NATIONAL VOTING DELEGATES

- Kallie Allen of Hopedale, Ella Foster of Hopedale, and Allison Garden or Millbury

NATIONAL PARLIAMENTARIAN

- Hunter Claflin of Douglas

STATE OFFICER CANDIDATE ELECT

- Kallie Allen of Hopedale

All contestants who medaled or met a threshold contest score were awarded a Skill Point Certificate.

Drama Club Presents Murder's in the Heir

Many were intrigued, hungry, and joined us for our Drama Club's production of "Murder's in the Heir" on May 4th and 5th.

This interactive dinner mystery theatre by American playwright, Billy St. John is where you, the audience, must follow the clues to determine who

did it. Each of the heirs to the tyrannical billionaire is a suspect, and almost every character in this hilarious mystery has the motive, means, and opportunity to commit the unseen crime.

Drama advisors Chelsea Swan and Alicia Winske directed the show, which featured many vocational department contributions. Culinary Arts students prepared and catered a delicious dinner for guests to enjoy while taking in the production's impressive set made by our Construction Technology students. Multimedia Communications created tickets and advertising materials, and many of the props were sourced from those shops and with the help of Health Services and Automotive Technology.

5 Years in a Row!

For their exemplary record of leadership, service, and activities that assist the school and community, our Student Council has once again been recognized as a 2023 National Gold Council of Excellence by the National Student Council. It is the fifth consecutive year our Student Council has earned this top award.

To meet the National Council of Excellence Award requirements, a student council must meet various criteria, such as crafting a written constitution, conducting regular meetings, and adopting a democratic election process. Additionally, demonstrate successful sponsorship and participation in leadership development and activities that serve its school and community.

It has been an exceptional year for the Council: named a Gold Council by the Massachusetts Association of Student Councils (MASC), and Megan Potenti, earning the 2023 Henry Sullivan MASC Advisor of the Year Award.

Accolades & Awards: Celebrating Excellence

The accomplishments of our students and staff included numerous awards and recognitions in FY23.

The FIRST Impact Award

Our Robotics Team, Team 61, The Intimidators, competed against the top robotics teams across New England and won the FIRST Impact Award (formerly the Chairman's Award). It is the most prestigious award at FIRST, it honors the team that best represents a model for other teams to emulate and best embodies the mission of FIRST. It was created to keep the central focus of FIRST Robotics Competition on the ultimate goal of transforming the culture in ways that will inspire greater levels of respect and honor for science and technology, as well as encouraging more of today's youth to become science and technology leaders.

Project Lead the Way Distinguished School

The nationally recognized nonprofit organization Project Lead the Way (PLTW) has named BVT a 2022-23 PLTW Distinguished School. It is the sixth consecutive year that we have earned this national recognition.

MAVA/MVA Outstanding Vocational Student of the Year

Each year, this award is presented by the Massachusetts Association of Vocational Administrators (MAVA) and the Massachusetts Vocational Association (MVA) to one student from each vocational-technical high school in Massachusetts. The award recognizes students who have made significant contributions to their local school district and the statewide vocational education system. Recipients must have excellent attendance, a minimum of a 3.5 GPA, and vocational-related work experience. In addition, the students must demonstrate leadership qualities, technical competence, involvement in the community, and extracurricular activities. Katelyn Steele of Upton, a well-rounded and dedicated senior

in our Engineering & Robotics program, earned the 2023 MAVA/MVA Outstanding Vocational Student of the Year award.

BVT Earns NEASC Accreditation!

A globally recognized standard of excellence, NEASC Accreditation attests to a school's high quality and integrity. The Committee on Technical and Career Institutions, at its June 25, 2023 meeting, reviewed the Decennial Accreditation report from the March 21-24, 2023 visit to Blackstone Valley Regional Vocational Technical High School and voted to award the school continued accreditation in the New England Association of Schools & Colleges.

Community Investments

Our students participate in community projects each year, which provide a tangible return on investment for District residents and provide our students with invaluable hands-on, real-world experience. Whether it's reconstructing a playground, creating a sign for your business, or remodeling a public building or local landmark, we believe in giving back by using our vocational training and skills to enhance the communities that support our students. BVT's work on capital improvement projects throughout our 13-town District is a welcome source of financial relief for local budgets by utilizing in-house talent and resources. We're proud to provide additional savings to District residents by welcoming our stakeholders to enjoy discounted services in our student-run restaurant, salon, and design and print center.

A few examples of the FY23 community projects include:

Lions Club Dropbox

The eyeglass collection box for the Lions Club was a multi-shop project involving skilled students in our Drafting & Design Technology, Advanced Manufacturing & Fabrication, Automotive Collision Repair & Refinishing, and Painting & Design Technology working together to complete this

project. Matthew Mooney of Douglas, a senior in Automotive Collision Repair & Refinishing, used body filler and sanding techniques to repair dents, ensuring a smooth surface was prepared before a paint was applied to the metal box.

A Café with a Whole Lotta ‘Soul’!

When the Soul Fuel Community Cafe in the United Parish of Upton, located on the Town Common, needed a sign, our students were proud to respond. The cafe is a great spot to gather with friends for a coffee, work remotely with free Wi-Fi, read a book, or practice an act of kindness by purchasing a \$2.50 coin for someone else without cash to buy a coffee. All proceeds support the ministries and missions of the parish, including the food pantry, early learning center, community Supper, and much more. The Church appreciated the detailed custom sign work our skilled students put into producing the sign. So the next time you're in Upton, drop by for a meaningful cup of java.

Eagle Scout Project

Our Painting & Design Technology students helped Nicholas Coppolino (Troop #1 Blackstone) complete his Eagle Scout project. The students applied a patriotic vinyl wrap to a collection box. The box is intended to collect worn, torn, faded, or badly soiled American flags. When a flag is in such a condition that it is no longer a fitting emblem for display, it should be destroyed, in a dignified way, preferably by burning. The flags collected in this box will be properly disposed of in a flag retirement ceremony.

A Badge of Honor

A team of our Multimedia Communications students worked on a logo redesign project for the Municipal Police Institute (MPI). Based in Grafton, MA, this non-profit organization provides cutting-edge training

for Massachusetts law enforcement officers. Ultimately, the team at MPI chose the design created by Avery Herrick, a junior from Uxbridge. After a few iterations, the logo was ready. Avery also put the logo on t-shirt renderings to give MPI a more accurate idea of how it would look when used on clothing.

"We really love this design and have decided to use it as our new logo. I am grateful to you and the team for your work on this graphic design project."

- David OLaughlin, MPI Director of Training

Return on Investment

Maximizing Our Budget, Reducing Costs & Enhancing Education

As a regional school district, we take many steps to create a mindful and sustainable operational budget that compliments local assessments. Our proposed annual budget for the fiscal Year 2023 (FY23) was advanced and unanimously approved by its 13-member town district. With the assistance of gifts, grants, private funding, and a minor increase in state aid, the District kept the budget to a 4.9% increase. Also, to help offset the state-mandated escalation of our member town's minimum contributions (4.6% in FY23), the District applied \$225,000 of its available reserve funds to reduce the assessment impact on its municipal partners.

Our Excess & Deficiency (E&D) Funds are generated by maximizing federal, state, and local grant opportunities and donations through individual and business partnerships. The District realized cost savings through investments in utility efficiencies, identifying and securing rebates, sound purchasing practices, and providing technical services via on-campus trade specialists and students. Our Facilities Department, vocational instructors, and students in HVAC&R and Construction Technology programs often collaborate and use their training and skill to maintain our facility during the school year. These identified sources

provide savings that directly contribute to E&D and reflect our commitment to fiscal austerity.

The FY23 operating budget of \$27,690,140 was funded primarily by \$9,877,063 in Chapter 70 & 71 State Aid and \$17,228,077 in Total Member Assessments. BVT is a fiscally responsible partner in seeing our District towns through fiscal management, austerity, and planning by presenting a consolidated annual request to operate within the dollars requested regardless of any unforeseen variables within anticipated revenue streams.

Quote for sidebar:

“The Skills Capital Grant Program awards grants for the purchase and installation of equipment to support vocational and technical training. These equipment upgrades aim to expand career technical education and training programs that are aligned to regional economic and workforce development priorities for in-demand industries, providing students training for career opportunities in high-skill, high-demand industry sectors.”

- James Poplasky, Skills Capital Grant Manager for the Massachusetts Executive Office of Education.

Budgeted Revenue Required to Support Operational Expenditures

Revenue Category	FY2021	% Increase	FY2022	%Increase	FY2023	% Increase
Member Town Assessments						
Minimum Contribution	\$12,576,061	5.59%	\$13,031,695	3.62%	\$13,631,634	4.60 %
Non Net School Spending Items*	\$1,676,735		\$1,698,994		\$2,020,867	
Member Credits/Charges**	\$1,045,617		\$1,278,241		\$1,167,276	
Debt Service	\$446,550		\$429,850		\$408,300	
Total Member Assessments	\$15,744,963	5.23%	\$16,438,780	4.41%	\$17,228,077	4.80%

State Aid						
Chapter 70 – Regional Aid	\$8,211,324		\$8,228,565		\$8,564,738	
Transportation Reimbursement	\$1,204,663		\$1,271,357		\$1,312,325	
Total State Aid	\$9,415,987	1.73%	\$9,499,922	0.89%	\$9,877,063	3.97%

Other Revenue Sources						
Miscellaneous Income	\$217,000		\$233,000		\$360,000	
Unreserved Fund Balance	\$225,000		\$225,000		\$225,000	
Total Other Revenue	\$442,000	4.25%	\$458,000	3.62%	\$585,000	27.73%

Grand Totals	\$25,602,950	3.90%	\$26,396,702	3.10%	\$27,690,140	4.90%
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*Non NSS Items Include: Transportation (over state aid), Capital Equipment, and Retiree Medical.

**Additional assessments constitute contributions over and above the Massachusetts Department of Revenue established absolute minimum obligation (AMO) levels. The Commonwealth has acknowledged the AMO

does not include all costs nor address actual inflationary expenses. Additional assessments are calculated under equalized per-student charges for all member communities.

Complementing Community Support

As part of our mission to transform education, we complement community support by seeking non-taxpayer resources and aggressively pursuing available public and private grants or donations to enhance learning and support programs and services for our students. In FY23, local assessments were complemented by nearly \$3 million in grants, private-sector support, and efficiencies.

We're proud to enhance our academic, vocational, and community offerings with grants that strengthen our ability to serve our students and the greater community. Thanks to the MA Skills Capital Grant program, BVT has received over \$4 million in grants from the Baker-Polito and the Healey-Driscoll Administrations. The District has historically used grants to complete numerous enhancements and upgrades without financially impacting our sending towns.

In FY23, the MA Skills Capital Grant program awarded BVT a \$1.25 million grant for new industry-grade equipment in our Construction Technology, Electrical, Electronics & Engineering Technology programs and a \$150,000 grant for equipment in our Health Services and Dental Assisting program. The new equipment will allow for enhanced training.

"Finding skilled talent for in-demand roles is among the greatest challenges impacting Massachusetts' economy. We need to harness the full potential of our community colleges, technical schools, apprenticeship programs and untapped talent to train the next generation of workers who will drive our economy, and we need to make sure those workers' rights are protected each step of the way."

- Lauren Jones to be Secretary of the Executive Office of Labor and Workforce Development

In addition to grants, \$133,523 in generous donations from business and industry partners were secured. For example, a \$60,000 donation from Milton CAT will allow the District to purchase a heavy equipment simulator for our Construction Pathways. Our students can access advanced, in-depth scenarios necessary to enhance training and assist in the Hoisting Engineer licensure exam preparation. A \$10,000 donation from PulteGroup, Inc., will enhance student learning in our Advanced Manufacturing & Fabrication, Construction Technology, Electrical, HVAC&R, and Plumbing programs. Our student transportation vans, used for community projects and educational field trips, are maintained with the support of several local banks.

Thanks to these competitive grants, learning opportunities were made possible by:

- Bayer Fund supported the entry fees for our robotics team to participate in the FIRST® Robotics competitions, enhancing their skills in science and engineering.
- Blackstone Valley Education Foundation funded 3D Printers and graphing calculators used by our Engineering & Robotics students.
- Member Town Cultural Councils supported our Multicultural Festival and Paint Night: Kindness Matters event.

FY23 Grants

Grants	Amount
Competitive Grants	
Anonymous Donor (Machining, Welding, Plumbing Equip.)	\$400,000
Fuel Up to Play 60 (Picnic Tables & VITA Fitness Equip.)	\$4,000
Bayer Fund (FIRST Robotics Team 61 Competition Entry Fees)	\$3,000
Member Town Cultural Councils (Multicultural Festival)	\$3,000
MA Cultural Council (Multicultural Festival & Paint Night)	\$2,500
BVEF (Engineering - 3D Printer)	\$2,000
MA Dental Society Foundation (Project SMILE - Oral Hygiene Kits)	\$2,000
Member Town Cultural Councils (Paint Night)	\$1,400
BVEF (Engineering - Graphing Calculators)	\$1,000
Competitive Grants Subtotal	\$418,900

State Entitlement Grants	
MA Skills Capital Grant (Construction, Electrical, Electronics - Equip.)	\$1,250,000
Dept. of Public Health (School Based Health Center/Milford Reg. Medical Center)	\$150,000
MA Skills Capital Grant (Health Services, Dental Assisting - Equip.)	\$150,000
MA Life Sciences Center (Biotech Cell Culture Equip./Professional Develop.)	\$73,268
Career Tech Ed. Perkins Program Improvement (Engineering - Equip.)	\$39,610
Career Tech Ed. Equitable Access (Students w/Disabilities & EL Recruitment)	\$21,200
MA State Funded Legislative Special Support (Student Wellness Center Equip.)	\$20,000
Career Tech Ed. Programs - Perkins Reserve (PN Program)	\$11,895
Grade 10 Math Accel. Academy, Summer 2022 (Fed. COVID Relief Prog. - ESSER)	\$11,250
State Entitlement Grants Subtotal	\$1,727,223

Federal Entitlement Grants	
Special Education 94-142 (IDEA)	\$335,577
Perkins	\$182,623
Title I	\$43,029
Title IIA	\$17,225
Title IV	\$10,000
Perkins Post-Secondary (PN Program)	\$4,138
Federal Entitlement Grants Subtotal	\$592,592

FY23 Grand Total	\$2,738,715
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Note: The District also secured substantial donations in the form of cash, tools, raw materials, and technology.

Our School Committee

Our School Committee is comprised of 13 dedicated individuals, elected district-wide, with representation from each of our member towns. With many years of experience in fields ranging from business and industry to law and education, they provide invaluable expertise in overseeing operations and setting District policy.

Chair: Joseph M. Hall, Bellingham

Vice Chair: Gerald M. Finn, Millville

Assistant Treasurer: Chester P. Hanratty, Jr., Millbury

Secretary: Anthony M. Yitts, Grafton

Joseph A. Broderick, Blackstone

Mark J. Potter, Douglas

Mitchell A. Intinarelli, Hopedale

Edward D. Cray, III, Mendon

Paul J. Braza, Milford

Jeff T. Koopman, Northbridge

Julie H. Mitchell, Sutton*

David R. Bartlett, Upton*

James H. Ebbeling, Uxbridge

Superintendent-Director: Dr. Michael F. Fitzpatrick

Assistant Superintendent-Director/Principal: Anthony E. Steele, II

Business Manager: Lorna M. Mangano

District Treasurer: Christopher C. Pilla

Recognition of Retirement & Welcoming New Members*

With sincere appreciation, we thank Mr. David R. Bartlett and Mrs. Julie H. Mitchell for their years of service and dedication as District School Committee members. We offer warm wishes and congratulations as they

conclude their term of office. On January 19, 2023, the School Committee appointed and welcomed two new members: James M. Mitchell, Sutton, and Tyler D. Bartlett, Upton.

Thank You for Your Support

The success of our mission wouldn't be possible without the ongoing support of the residents and business partners of our District. Blackstone Valley Regional Vocational Technical High School, based in Upton, Massachusetts, proudly serves the towns of Bellingham, Blackstone, Douglas, Grafton, Hopedale, Mendon, Milford, Millbury, Millville, Northbridge, Sutton, Upton, and Uxbridge.

Thanks to support from District towns, advisory committees, business partners, and local stakeholders, Blackstone Valley Tech offers expert training in the following vocational programs:

- Advanced Manufacturing & Fabrication
- Automotive Collision Repair & Refinishing
- Automotive Technology
- Biotechnology
- Construction Technology
- Cosmetology
- Culinary Arts
- Dental Assisting
- Drafting & Design Technology (2-year program for Juniors and Seniors only)
- Electrical
- Electronics & Engineering Technology
- Engineering & Robotics
- Health Services
- Heating, Ventilation, Air Conditioning & Refrigeration
- Information Technology
- Multimedia Communications
- Painting & Design Technology

- Plumbing

We also offer Moonlight Programs for adult learners:

- Advanced Manufacturing Foundational Skills
- Heating, Ventilation, Air Conditioning & Refrigeration
- Practical Nursing (Post-Secondary)

MENDON-UPTON REGIONAL SCHOOL DISTRICT

Superintendent's Report

Dr. Maureen M. Cohen

Dear Mendon and Upton Communities:

Dear Mendon and Upton Communities:

Let me begin by sharing what many of you may already know--our school district is special. Each day I am witness to our talented educators, collaborative community members, and amazing students who demonstrate an uncommon dedication to our mission, vision, beliefs, and values.

This past year, after a six-month collaborative endeavor with community members, we launched our next strategic plan for our school district. The plan sets an aspirational course for the next five years - one that is rooted in our shared vision for a thriving community of inspired learners. As a result of broad stakeholder input, our school community envisions a future where every individual is empowered to unleash their potential. By bringing this vision to life, we will create a school environment where curiosity is nurtured, where talents are honed, and where barriers are replaced with opportunities.

Our strategic plan articulates our conviction that learners thrive when they are active participants in their own education. We believe that meaningful and authentic experiences are the foundation of effective learning. As a

result, we are committed to designing opportunities that ignite engagement, invite inquiry, and empower our learners to take ownership in their education both within MURSD and beyond.

With the firm belief that education is not confined to textbooks and classrooms, we strive to cultivate a culture where every learner, regardless of age, is inspired to ask questions, seek answers, and embrace a continuous journey of discovery. Therefore, our plan's focus is to have our learners experience relevant, forward-thinking, and personally meaningful learning that will enable each student to develop our Portrait of a Learner competencies, further preparing them for what the future holds.

A thriving learning community is not built on academics and college/career pathways alone. It is a place where each learner feels known, valued, celebrated, and supported. Safety, inclusivity, and belonging are the cornerstones of this environment.

In the Mendon-Upton Regional School District's 2023 Annual Report, you will find that our school leadership, teachers, and support staff are committed to the following four strategic priorities:

Deeper Learning: Providing opportunities where every student will experience relevant, future-ready, and personally meaningful learning that will help them to reflect on and develop the Portrait of a Learner Competencies.

High-Quality Curriculum and Instruction: Developing and implementing collaborative structures that enable data-informed decisions, vertically aligned curriculum, and high-quality instruction for each learner.

Equity, Inclusion, and Well-Being: Expanding programs and practices to ensure each member of the school community is known, valued, celebrated, and supported.

Community Support: Developing systems for equitable and sustainable resources and community partnerships to support learning.

Consistent support from our community allows us to continue to provide a high-quality education for our Mendon-Upton students in support of our strategic goals and our mission. This has involved investments in areas such as mental health support for our students, investments in instructional staff to keep class sizes appropriate, and investments in programming that delivers authentic learning experiences that prepare students for the future, such as participation in innovative career pathways, internships, and enhanced science, technology, engineering, and mathematical opportunities. Our next area for long-term investment will be in our facilities and fields so we can ensure the safety and security of our facilities, the continuation of our programming, and the ability to offer our students a competitive advantage in all aspects of their educational experience. The capital planning committee has developed a needs list and a long-term plan for capital improvements.

It is an honor and a privilege to serve the community as Superintendent of Schools and to be entrusted with the care of your children, our most precious members of our communities. We do not take this privilege lightly. Our annual report will provide a window into the world that is the Mendon-Upton Regional School District. Please follow us on our upgraded websites and expanded social media outlets to learn more about our student successes and district outcomes.

As always, thank you for your active engagement and unwavering support.

Respectfully submitted,

Dr. Maureen M. Cohen
Superintendent of Schools

Mendon-Upton Regional School District
Assistant Superintendent's Report
Dr. Cheryl L. Kirkpatrick

Department of Teaching Learning:

The Department of Teaching and Learning is responsible for coordinating the following activities:

- Professional development for the district faculty and staff
- Curriculum review, revision, and alignment to the Massachusetts Curriculum Frameworks
- Support for implementing authentic, deeper learning experiences that develop MURSD Portrait of a Learner competencies
- State and Federal Entitlement Grants and Competitive Grants
- Mentoring and New Teacher Induction Program
- Support, resources, and professional development for the Educator Evaluation System
- Evaluation and recommendations of instructional materials, methods, and programs to support teaching and learning
- Data inquiry and the use of multiple sources of student performance and SEL data
- District Curriculum Accommodation Plan (DCAP) revision and implementation
- English Language Learner programming
- Implementation of Department of Elementary and Secondary Education (DESE), state, and federal regulations

The priorities expressed in our new 5-year strategic plan encourage us to continue the good work we have been doing to enable all learners to thrive, while exploring ways to strengthen the MURSD community. We are committed to engaging all students in deeper learning experiences that integrate Portrait of a Learner competencies through authentic, real-world challenges. We deliver and continuously seek to improve rigorous, grade-appropriate, high-quality instruction that attends to the diverse strengths and needs of all learners through multi-tiered systems of support (MTSS). We know that school cultures that are equitable, inclusive and focused on well-being generate a true sense of belonging for each learner and family.

Our collaboration with families and community partners is essential to best support the strengths and needs of each learner. Guided by these priorities, here are our 2023 highlights from the Department of Teaching and Learning.

Curriculum, Instruction, and Assessment

MURSD continues to develop multi-tiered systems of support (MTSS) to ensure that every student can engage in rigorous, grade-appropriate and authentic learning experiences. In support of this goal, we deliver instruction that enables all learners to experience deeper learning, regularly review our curriculum and curriculum resources, and collaboratively engage in data inquiry to formatively ask, “How are we doing?”

Instruction that enables deeper learning for all

We strive to deliver instruction in ways that will engage all learners in authentic, deeper learning experiences. Using MTSS (Multi-Tiered Systems of Support) as an instructional framework, we ensure that deeper learning experiences are accessible for all students at Tier I. Whole student reviews supported by our Systemic Student Supports (S3) partnership, help us focus on the unique strengths and needs of each learner. Our District Curriculum Accommodation Plan (DCAP) provides an evolving resource for helping educators attend to the needs of diverse learners. For the last 2 years we have supported a district-wide co-teaching model through professional learning and collaborative planning time. We continue to develop Project-Based Learning (PBL) through the School leadership Network with a goal that every middle school student will experience at least 2 PBL units in 2023. Our partnership with Project Lead the Way (PLTW) has invigorated STEM instruction at every level by helping educators deliver instruction in Computer Science at the high school, innovative technology at the middle school, and science concepts at the elementary level. At Nipmuc, educators engage in leveling-up their instruction using an authenticity framework developed through the Applied Learning Network and supported by the One8 Foundation. To further support our instructional improvement efforts, we have convened a

group of Instructional Partners who work with their colleagues to support ongoing instructional improvement that leads to deeper learning for all.

Curriculum and Curriculum Resource Review

The curriculum review cycles provide grade level teams and departments with a process by which curriculum and common assessments can be regularly reviewed and articulated in all content areas. High-quality, standards-aligned curriculum, and the adoption of High Quality Instructional Materials (HQIM) are essential to supporting the teaching and learning process. In 2023 MURSD acquired high-quality curriculum resources in 5th grade Social Studies, funded by a Civics grant. We also purchased supplemental elementary and middle level literacy resources, through an SOA grant. In addition to the acquisition of curriculum resources, both the elementary and middle schools re-engaged with a review of standards alignment and progressions. Writing progressions have been the focus at the elementary level, while at Miscoe Hill Middle School each departmental team reviewed standards-based progressions. This work will continue into 2024 and has been guided by our data inquiry efforts.

In 2023 Nipmuc Regional High School created an Innovative Career Pathway (ICP) in Computer Science, through which students can take progression of Computer Science courses from 9th through 12th grades. Nipmuc hired a Career, Community and Innovations Coordinator to support the development and implementations of ICPs, and the team was awarded a second ICP grant in late 2023, this one will be focused on Business and Finance.

Collaborative Data Inquiry:

Our district regularly monitors student progress through a process of data inquiry that uses a combination of benchmark and formative assessments in key academic and social emotional areas. Through data inquiry cycles grade-level and department teams identify areas of strength and focus, as well as identify students who may need additional support, intervention or extension. In addition MCAS, we use i-Ready assessments in grades K-8 to formatively assess progress in reading and math, and DIBELS

assessments as a universal early literacy screener for grades K-3. We also administer a screener for social-emotional learning (SEL) competencies and well-being for all students in grades 3-12. In 2023 the district piloted Open Architects, a data platform that displays the results of these assessments in one place, and enables educators to build a data record for each student that highlights strengths and areas of growth and will follow a students' K-12 journey.

In addition to using data inquiry cycles to identify trends that will strengthen instruction, we are in year two of a three-year partnership with the Systemic Student Support (S3) network, facilitated by the Rennie Center and Boston College, by which teams of educators conduct whole student reviews in an effort to identify extensions and interventions responsive to each student's strengths and needs.

Professional Development

The Mendon-Upton Regional School District is dedicated to helping its educators improve their practice through participation in high-quality professional development. Aligned with our strategic plan, and guided by the district's PD Committee, we identify focused and sustained professional development to support our district priorities. Last year our offerings have included multiple workshops on trauma-informed practices including regulation and de-escalation techniques; a book study of Your Students, My Students, Our Student by Lee Ann Jung; PBL 101 training; co-teaching workshops and coaching; PLTW training; an inquiry training; review of writing standards and progressions; workshops on authenticity; and learning to support educator well-being. Opportunities for PD are also offered through our partnerships with the Blackstone Valley Curriculum Consortium, Local Staff Development Opportunities (LSDO), Primary Source, MA Partnerships for Youth, ST Math, S3, PBL Works and the Applied Learning Network. We also provide annual mandated state and federal training in bullying, cyberbullying, child abuse, discrimination, FERPA, sexual harassment, and health emergencies for all educators. To view our district professional development website, go to: www.mursdpd.weebly.com

Mentoring and Induction

MURSD implements a multi-year induction program for its newest educators. This program matches educators who are new to the district with experienced mentors. New educators participate in an induction seminar that meets five times over the course of the year and focuses on topics like parent engagement, and culturally responsive teaching. Mentors meet with educators regularly and are trained in areas like providing feedback, asking questions, and supporting adult learners. Our induction supports also include inviting second and third-year educators to participate in learning walks with Milford Public Schools and Ashland Public Schools.

Grants

In FY24, MURSD received several entitlement and competitive grants that provided over \$437,000 in funding to support our work. The Department of Teaching and Learning collaborates with others to write and manage many of these grants. We are always seeking additional funds from external sources to meet the growing needs of our students and schools. Below are some of the entitlement grants and competitive grants received:

- Title I Grant: targeted assistance to students in literacy and math to students through Title I tutors at Clough and Memorial Elementary Schools
- Title IIA Grant: teacher quality/mentoring program and professional development
- Title IV Grant: innovative practices and social-emotional learning system of supports
- Summer Extension Learning Grant: Summer support for academic and social well-being of students who are at risk
- ESSER Grant: digital textbooks, personal protective equipment, and online assessment system
- Civics Teaching and Learning: Providing professional learning and curriculum resources for civic engagement across the curriculum.
- Project-Based Learning Leadership Academy: Training for project-based learning instruction
- PLTW Grant: expansion of Project Lead the Way programming to grades K-8

- ST Math Grant: fiscal support for ST Math continuation and expansion to grades 5 & 6
- Accelerating Literacy through HQIMs Grant: fiscal support for K-4 ELA resources
- Student Opportunities Act Evidence-Based Practices Grant: support for co-teaching, professional learning, teacher leadership development, and supplemental curriculum resources
- High Quality Instruction through Ed Tech Grant: support for professional learning and teacher leadership development
- Summer Expansion Grant: summer enrichment programming

Respectfully,

Dr. Cheryl L. Kirkpatrick
Assistant Superintendent of Schools

**Mendon -Upton Regional School
District Administrator's Report
Director of Student Support Services**

The Student Support Services Department of the Mendon-Upton Regional School District provides a continuum of services, accommodations, and modifications designed to meet the unique needs of each student identified through the IEP process. Our district is dedicated to providing meaningful instructional practices to ensure high-quality learning for all students within the least restrictive environment. Services are provided for students eligible for special education from the ages of 3-22 years. The Student Support Services department is committed to collaborating with families, general and special educators, related services providers, administrators, and community partners to ensure equity and access for all students. Updates to support our collaboration include the addition of a Board Certified Behavior Analyst at the elementary level. Additionally, a reduction in contracted service fees has allowed us to welcome three new full time positions; a Physical Therapy Assistant and two Speech Language Assistants.

The Mendon-Upton Regional School District recognizes the importance of Least Restrictive Environment (LRE) outlined in the IDEA and substantiated by decades of research that show that the more normative the environment the better the outcomes for children. To this end, each of our four district school buildings promote collaborative planning, teaching and assessing student progress among general and special educators, service providers, and paraeducators in the general education setting. The co-teaching model consists of a general educator and special educator working as equal partners sharing instructional responsibility for all students in a single classroom. Students with significant skill deficits in the areas of reading, written language, spoken language, and/or math skills may also receive explicit instruction in a small group setting at the elementary and middle school levels. In this small, specialized setting, information is presented in a highly structured, organized manner, using a multi-sensory approach to support both written and spoken language comprehension emphasizing key concepts and main ideas.

The Mendon-Upton Regional School District offers an Integrated Pre-Kindergarten Program that provides a structured learning environment for children both with and without disabilities. The Integrated Pre-Kindergarten Program provides identification, educational and support services for preschool age children. Pre-kindergarten classes are located at the H.P. Clough and Memorial Elementary Schools and typically enroll 15 to 16 students at each location. Our integrated pre-kindergarten utilizes the World of Wonders curriculum which aligns with our K-4 Wonders curriculum. The World of Wonders curriculum provides developmentally appropriate instruction for young learners including cross-curricular activities, focus on socio-emotional development, and preparation for kindergarten and beyond. A comprehensive range of services is provided by the pre-kindergarten staff as well as related service providers including speech language therapist, occupational therapist, and physical therapist as needed in an integrated service learning approach. The district works collaboratively with early intervention programs to ensure eligible students are ready to receive specialized instruction and/or related services starting on their third birthday.

In addition to a comprehensive inclusion model, the district also offers more intensive programming to meet the needs of students with significant disabilities requiring a varied learning environment to make effective progress. The elementary and secondary levels offer support and services through the STAR Program (Success through Alternative Resources). The instructional practices in the STAR classrooms are primarily based on the principles of Applied Behavioral Analysis (ABA), which feature teaching methods including task analyzed instruction, discrete trial training, fluency-based instruction, incidental teaching methods, and behavior reduction strategies. The STAR program offers behavioral interventions, student specific inclusion opportunities, family support and engagement, as well as consultative support to general educators.

Nipmuc Regional High School also offers support and services through the Vista Program. The Vista curriculum is provided in a small group setting but allows for inclusion opportunities as well as community-based activities to maximize the potential and independence of each student. Academically, core content instruction focuses on reading, written language, mathematics, social studies, and science as the base curricula within each day. A life skills component related to current events, health, nutrition, safety, money handling skills, and community involvement, including travel within the area, is also part of this comprehensive curriculum. In addition, transition services are offered for students accessing support and services through our VISTA and STAR programs for students from the ages of 18 through 21. The transition curriculum covers a wide range of functional skills that students will need to lead independent and productive adult lives. Core elements of the instruction integrate specific academic, social, communication, self-determination, and activities of daily living skills into a variety of learning environments including school, community, home, and vocational training sites. The transition curriculum provides a foundational bridge for school services to adult services.

New this year was the addition of a therapeutic classroom providing therapeutic support and services within a hybrid model for students who require specialized instruction and therapeutic support in order to make effective progress. Ongoing communication with parents, guardians, and

school personnel is an integral part of the model. Additionally, the Cares team engages in communication and collaboration with parents and community-based mental health providers to encourage a wraparound system of therapeutic support.

The mission of the Mendon-Upton Regional School District, in partnership with our communities, is to empower all learners to thrive. The Student Support Services department affirms this commitment and uses this goal as a benchmark when developing and maintaining programs worthy of distinction. These programs, described in the aforementioned paragraphs, provide all students with an education that promotes intellectual rigor, responsible citizenship, and lifelong learning.

Respectfully submitted,

Ms. Jennifer D’Angelo
Director of Student Support Services

**Mendon-Upton Regional School District
Administrators’ Report
Nipmuc Regional High School**

For Nipmuc Regional High School, 2023 was a year characterized by academic growth and achievement, the expansion of programs to meet the needs of the whole child, and vibrant student activities and campus life. Included below are some updates from an exciting year.

Teaching and Learning Highlights

- The DECA program, focused on business/marketing studies, continues to thrive with more than 100 students participating at the state-wide conference and 30 students who traveled to Orlando to compete at DECA’s International Career Development Conference.
- The Science and Civics Symposiums provided approximately 300 students with the chance to develop projects focused on real-world challenges and showcase their learning to audiences of community members.

- Nipmuc’s engineering program, under the leadership of department chairperson Jim Gorman, provided students with a wide range of opportunities to apply their learning to real-world engineering challenges, including partnering with professionals to launch satellite-based experiments into space, visiting NASA Goddard in Maryland, and presenting at the Maine Space Conference.
- All sophomores participated in a career shadowing program, providing the opportunity to explore careers with support from community partners and professionals.
- The district hosted two Inspired Learning Days, including a district-wide design challenge in February and a full day of deeper learning activities that were supported by DESE funding in June.
- During 2023, 21 students received the Seal of Biliteracy across 3 languages in recognition of their high levels of proficiency in the study of world languages.
- Nipmuc hosted 25 international students from León, Spain and participated in an exchange experience in which students traveled abroad to support their language and cultural studies with students from the Divina Pastora School.
- Nipmuc’s chapter of the National Honor Society inducted 52 new members.
- Science teacher Bonnie Nieves was honored as the Central Massachusetts Science Teacher of the Year.
- Nipmuc was ranked in the top 9% of US high schools by *US News and World Report*.

Student Achievement

Nipmuc’s students succeeded in MCAS testing and Advanced Placement (AP) courses. Some of the highlights from MCAS testing include:

- Achieving “high growth” designation in English language arts (11% above the state average) and math (14% above the state average).
- Earning a higher average score than students from across the state (ELA = 16% above average, math = 11% above average, science = 15% above average).

- Recognizing 44 members of the Class of 2024 as recipients of the John and Abigail Adams Scholarship based on their performance on the MCAS testing.

Some of the highlights from the AP program include:

- Administering 370 exams, an increase of 33% since Nipmuc expanded its AP program through a partnership with MassInsight Education.
- Earning qualifying scores at a rate of 82.3%, the highest success rate since 2010.
- Supporting the success of 64 AP Scholars, including 21 students who achieved status as AP Scholars with distinction.

Celebrating the Class of 2023

On June 2, 2023, Nipmuc celebrated the graduation of the Class of 2023 at the Hanover Theater in Worcester, MA. 87% of the Class of 2023 enrolled in further education beyond high school with 79% of students attending 4-year colleges or universities. Students gained acceptance to 165 different universities.

Innovation Career Pathways

In 2023 Nipmuc received Innovation Career Pathway designation from the Department of Elementary and Secondary Education. Through this designation, Nipmuc received approximately \$70,000 to support the development of a multi-year course of study in computer science. Students in the program will engage in a specialized course of study that culminates in a 100-hour internship with a professional partner.

Mastery Learning Records

As one of approximately 400 member schools of the Mastery Transcript Consortium, Nipmuc launched a pilot program in which students created and applied to college using a digital, ungraded, and dynamic school transcript called the Mastery Learning Record. The program highlights Nipmuc's leadership in helping students tell powerful stories of learning beyond traditional measures of achievement.

Athletics

Some of the highlights from athletics in 2023 included:

- Winning six league championships (girls indoor track, girls outdoor track, baseball, softball, girls soccer, girls volleyball)
- Winning four Central Massachusetts Championships (girls and boys lacrosse, girls soccer, fall cheerleading).
- Athletic Director Christopher Schmidt's recognition as the District 2 Athletic Director of the Year.

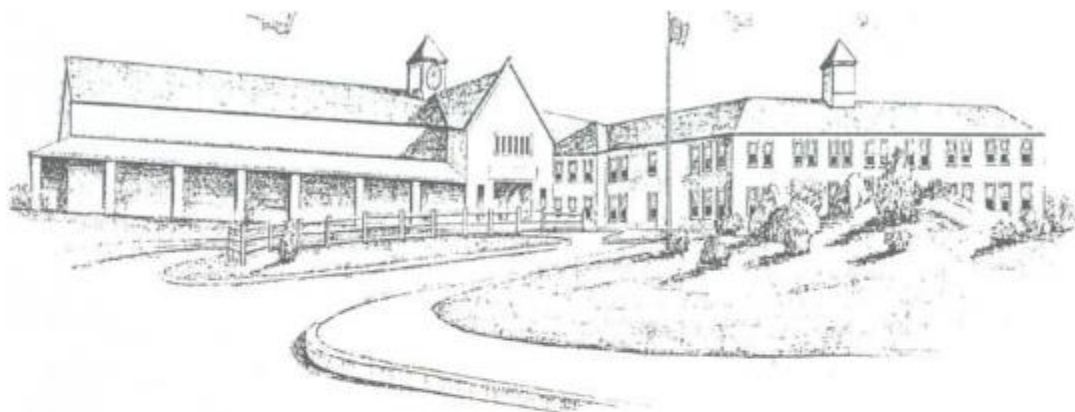
Reflection

We continue to be thankful to be part of a vibrant, caring, and dynamic community that is dedicated to the success of our students. We look forward to another year of growth and learning in 2024.

Respectfully Submitted,

John Clements and Mary Anne Moran
Co-Principals

Nipmuc Regional High School



Sixty-third Annual Commencement Exercises

Friday, June 2, 2023

Nipmuc Class of 2023

Dominic Salvatore Abisso

Kayla Marie Antonelli

Kelly Ann Bailey

Luke Daniel Barnes

Genevieve Faith Basile

Makenzi Eve Beuparlant

Dylan Grey Bick

Jacob David Bigelow

Sabrina Marie Boyle

Emily Rae Brackett

Colin Michael Bradford

Rylan Shane Bravetti

Colin Patrick Brennan

Caroline Marie Brigham

Marina Raquel Brockett-Delgado

Penelope Madeleine Brodeur

Arda Bukucu

Colin Leeds Burchard

Aidyn Juill Byrne

Brianna Marie Camilli

Tabitha Lauren Carberry

Hunter Luis Carvalho

Rachael Judith Jiang Cavanaugh

Derek Joseph Cerundolo

Mallory Jean Chace

Emily Elizabeth Claro

Nickolas Thomas Collins

Derek Anthony Consigli

Alyssa Marie Crotty

Elizabeth Rose DeJesus

Diya Aakash Deliwala

Josephine Mary DeLorme

Eva Caroline Diaz

Brian Thomas Dubowik

Erika Lynn Duplessis

Ella Margaret Fernald

Marcelo Alves Filho

Bryson Darren Fitts

Ryan Patrick Fournier

Daniel Russell Fransen

Gavin Eric French

Arthur Jordan Frieswick

Avery Sue Gemmel

Andrew Michael George

Alexa Marie Gibson

Novi Gillis

Jonathan Miguel Ginsberg

Kiah Truth Gorman

Sophia Chen Gu

Michael Constantine Guarnieri

Cameron James Hagan

Zeng Hee Han

Reham Harrati

Ellie Mary Harvey

Josephine Mary Hayes

Fiona Meredith Ann Healey

Alex Jonathan Heather

Dylan Warren Hodge

Victor James Horton

Sean Patrick Hurley

Gabriella Josephine Iadarola

Connor Edward Jason

Kevin John

Drew Alexander Johnson

Kara Lynn Johnson

Kendyl Lee Johnson

Lucy Kay Johnson

Danielle Lucienne Jolie

Ronan Brady Joyce

Brady Christian Karmelek

Orick Patrick Kelley

Charles Patrick Kerins

Matthew Edward Kiley

Ryan Logan Kuczinski

Tyler Aidan Ladd

Cameryn Ann Laplante

Astrid Olivia Lee

Kevin Pires Lino

Alec James LoSchiavo

Stone Robert Lozano

Sarah Rose Ludwigson

Allyson Rose Lukasek

Liam Michael Martel

Samuel Anthony Mayo

Jack McCauley McGuire

Isabelle Jade Merrill

Lucy Bella Michaud

Julia Maria Mistretta

Adam Nicholas Moeckel

Jacob David Moffitt

Rissa Mae Montano

Christian Wade Morrice

Bridget Frances Murphy

Kassidy Elizabeth Murray

Emma Rose Nadolski

Liam John-Harrison O'Connell

Sarah Elizabeth Page

Liana Marie Patrick

Rowan John Paulman

Antonia Martina Pereira

Anthony Joseph Perrone

Chanel Porto Pires

Lauren Nicole Plumb

Mia Rose Prentiss

Avery Maureen Quinn

Nicole Ramos-Lopes

Jason Patrick Raymond

Declan Frederick Rich

Gabriel Sebastian Rojano

Leilani Theoni Rona

Thomas William Ruan

Eva Lynn Sanders

Katrina Marie Schmitt

Patrick John Schrafft

Syed Abdurrahman Shazli

Reanna Shrestha

Jamie Martin Sims

Olivia Ann Skiba

Benjamin Ross Collins Slayter

Jacob Daniel Snow

Megan Catherine St.Jean

Annmari Linnea Stasio

Katherine Elise Stewart

Rebecca Rose Tabakin

Kali Katie Tewksbury

Jackson Fox Theall

Cody Brian Tkaczyk

Cecelia Joan Van Norman

Alexander Edward Vanasse

Luke Anthony Venable

Shana Kessoon Victor

Jeremy Joseph Walker

Danielle Kayla Walsh

Riley Quinlan Webster

Case Alexander Welch

Maya Beverly Welch

Ava Louise Whitney

Emma Jane Wiersma

Khloee Mary Anne Williams

Tia Irene Wright

Gianna Bella Yordanopoulos

Program

Processional*.....Nipmuc High School Band
"Pomp and Circumstance" by Sir Edward Elgar, arranged by Merle J. Isaac

National Anthem*.....All Present
"The Star Spangled Banner" arranged by Steve Smith

Welcome.....Emma Nadolski
Failing FAST Senior Class President

Principals' Address.....John K. Clements and Mary Anne Moran
 Nipmuc Principals

Musical Selection.....Josephine DeLorme
"A Piece of Sky" by Michel Legrand

Essay.....Rebecca Tabakin
The Big Moment

Musical Selection.....Nipmuc Choruses
"Rise Up" by Cassandra Batie and Jennifer Decilveo

Essay.....Reham Harrati
What the Weatherman Doesn't Know

Musical Selection.....Nipmuc Wind Ensemble
"Siciliano" by Malcolm Arnold

Remarks.....Maureen M. Cohen, Ed.D.
 Superintendent of Schools

Presentation of Diplomas.....John K. Clements and Mary Anne Moran
 Nipmuc Principals

Recessional*.....Nipmuc High School Band
"Marche Romaine" by Charles Gounod arranged by John Cacavas

*Audience Standing

Congratulations to the Class of 2023

Senior Class Officers

President	Emma Nadolski
Vice President	Marina Brockett-Delgado
Secretary	Lauren Plumb
Treasurer	Alex Heather

Senior Class Advisors

Shelley Cook
James Gorman

Nipmuc Administrators

John K. Clements, Co-Principal
Mary Anne Moran, Co-Principal

District Administrators

Dr. Maureen M. Cohen, Superintendent of Schools
Dr. Cheryl L. Kirkpatrick, Assistant Superintendent of Schools
Jay Byer, Director of Finance and Operations
Jennifer D'Angelo, Director of Student Support Services
Dr. David J. Quinn, Director of Technology Integration
Joseph S. Leacu, Director of Technology Operations

School Committee Members

Erick Brown
James Forkey
Matthew Hagen
Kerry Laurence
Vikki Ludwigson
Sean Nicholson

Nipmuc Regional High School Faculty and Staff

Julie Ahmed-Jussaume	Erin Dailey	Amy Huchowski	Jennifer O'Brien
Sandra Alibozek	Darcy Daniels	Lisa Hurd	Ciara O'Connor
Patrick Allen	Steven Dellarovere	Laura Jionzo	Samuel O'Neal
Johanna Annunziata	Kathleen Deschenes	Brian Kelly	Kristen Oberg
David Antonelli	Katy Dreher	Gina Keniry	Michael Pilla
Kaitlyn Asam	Erin Ellis	Mary Ellen Kennedy	Lauren Plante
Maryann Auty	Christopher Evans	Marc King	Kathryn Reardon
John Baker	Kerry Fagan	Melisa Kinkela	Nancy Robbins
Lori Beaudoin	Scott Felper	Meghan Kirby	Rachel Robbins
Bruce Bisbee	Jennifer Field	Courtney Leja	Cassidy Rousseau
Elizabeth Black	Cora Fior	Kim Lopes	Nicole Savickas
Lauren Blackburn	Kathleen Foisy	Daniel MacIsaac	Amy Schmidt
Meagan Brazil-Sheehan	Amy Gilchrist	Michelle Manoogian	Christopher Schmidt
Kristin Burns	Samantha Glynn	Christine Manzella	Whitney Simmonds
Amy Buzzell	James Gorman	Sarah McCausland	Ana Soto
Kevin Campbell	Bret Hackenson	Leslie McInnis	Kendra Swenson
James Caprarella	Kevin Hackenson	Matthew Merten	Allison Towne
Christopher Carron	Karen Hadley-Nawrocki	Robert Messick	Amy Townsley
Alison Clish	Simon Harding	Lori Milton	Justin Townsends
Ronald Cochran	Meredith Hefez	Brian Moloney	Jeff Wheat
Christopher Cook	Diane Hegarty	Tricia Moloney	Cari White
Shelley Cook	Courtney Henry	Dianne Mucci	Denise Zinno
Peter Curley	Ellen Hester	Bonnie Nieves	

Class of 2023



Awards
Scholarships
Future Plans

Please note that scholarships listed are at the time of the printing.

Dominic Salvatore Abisso

Future Plans: Trade School

Kayla Marie Antonelli

First Unitarian Society of Upton Scholarship

French Honor Society

James M. Samarco Memorial Scholarship

John Cruden Memorial Scholarship

Western New England University Early Action Scholarship

Western New England University Education Assistance Award

Western New England University Provost Scholars Award

Future Plans: Western New England University

Kelly Ann Bailey

Italian Honor Society

National Honor Society

Future Plans: University of Colorado Boulder

Luke Daniel Barnes

All Nipmuc Team Award

Spanish Honor Society

Future Plans: Gap Year

Genevieve Faith Basile

Future Plans: Worcester State University

Makenzi Eve Beauparlant

Spanish Honor Society

University of Hartford Founders Scholarship

University of Hartford Barney Support Scholarship

Future Plans: University of Hartford

Dylan Grey Bick

French Honor Society

Social Studies Medal Award

Future Plans: University of Massachusetts - Amherst

Jacob David Bigelow

Global Seal of Biliteracy (Working Fluency)
John and Abigail Adams Scholar
Louis Armstrong Award
Mendon-Upton Music Boosters Senior Music Scholarship
MURSD Spanish Immersion Scholar
Seal of Biliteracy with Distinction
Future Plans: University of Massachusetts - Amherst

Sabrina Marie Boyle

DAR Good Citizen Scholarship
Global Seal of Biliteracy (Functional Fluency)
John and Abigail Adams Scholar
National English Honor Society
National Honor Society
Nipmuc Student Council
Rochester Institute of Technology Presidential Scholarship
Rochester Institute of Technology Performing Arts Scholar Award
Seal of Biliteracy
Spanish Honor Society
Tri-County Chamber of Commerce Scholar
Future Plans: Rochester Institute of Technology

Emily Rae Brackett

Future Plans:

Colin Michael Bradford

All Nipmuc Team Award
Western New England University Early Action Scholarship

	Western New England University Education Assistance Award <i>Future Plans: Western New England University</i>
Rylan Shane Bravetti	<i>Future Plans: Employment</i>
Colin Patrick Brennan	Bridgewater State University Merit Scholarship <i>Future Plans: Bridgewater State University</i>
Caroline Marie Brigham	Italian Honor Society John and Abigail Adams Scholar National Honor Society <i>Future Plans: University of Massachusetts - Amherst</i>
Marina Raquel Brockett-Delgado	Global Seal of Biliteracy (Working Fluency) MURSD Spanish Immersion Scholar National English Honor Society National Honor Society Nipmuc Class of 2023 Vice President Nipmuc Portrait of a Learner Scholar Seal of Biliteracy with Distinction Spanish Honor Society University of Connecticut Leadership Scholarship <i>Future Plans: University of Connecticut</i>
Penelope Madeleine Brodeur	John and Abigail Adams Scholar National English Honor Society National Honor Society Nipmuc Student Council Public Relations Spanish Honor Society University of Massachusetts - Boston Chancellor's Merit Scholarship

Arda Bukucu

Future Plans: Gap Year

Colin Leeds Burchard

Italian Honor Society

Future Plans: Colby-Sawyer College

Aidyn Juill Byrne

Future Plans: Gap Year

Brianna Marie Camilli

Framingham State University Honors Scholarship

Italian Honor Society

Future Plans: Framingham State University

Tabitha Lauren Carberry

University of Massachusetts - Boston Beacon Merit Scholarship

Future Plans: University of Massachusetts - Boston

Hunter Luis Carvalho

Future Plans: Gap Year

Rachael Judith Jiang Cavanaugh

University of Massachusetts - Dartmouth Chancellor's Merit Scholarship

Future Plans: University of Massachusetts - Dartmouth

Derek Joseph Cerundolo

Assumption University Milleret Scholarship

John and Abigail Adams Scholar

Physical Education Medal Award

Spanish Honor Society

Future Plans: Assumption University

Mallory Jean Chace

Excellence in Acting Award

Jesse A. Taft Scholarship at University of Massachusetts - Amherst

John and Abigail Adams Scholar

Nipmuc Portrait of a Learner Scholar

Spanish Honor Society

Future Plans: University of Massachusetts - Amherst

Emily Elizabeth Claro

John and Abigail Adams Scholar

Suffolk University Dean's Scholarship

Future Plans: Suffolk University

Nickolas Thomas Collins

Future Plans: Trade School

Derek Anthony Consigli

Bryant University Archway Scholarship

Bryant University Vice Presidential Scholarship

Homefield Credit Union Scholarship

National Honor Society Secretary

Future Plans: Bryant University

Alyssa Marie Crotty

Global Seal of Biliteracy (Functional Fluency)

John and Abigail Adams Scholar

MURSD Spanish Immersion Scholar

National English Honor Society

National Honor Society

Seal of Biliteracy

Spanish Honor Society

University of New Hampshire Trustee's Scholarship

Future Plans: University of New Hampshire

Elizabeth Rose DeJesus

Dean Bank Scholarship

Future Plans: Framingham State University

Diya Aakash Deliwala

Allan Frederick Rawson Memorial Scholarship

Global Seal of Biliteracy (Functional Fluency)

National English Honor Society

National Honor Society

Seal of Biliteracy

Spanish Honor Society

University of Massachusetts Dean's Scholarship

Future Plans: University of Massachusetts - Amherst

Josephine Mary Delongchamp

Deborah Beltramini Memorial Scholarship

Future Plans: Studying Opera Abroad

Eva Caroline Diaz

Future Plans: Worcester State University

Brian Thomas Dubowik

John and Abigail Adams Scholar

National English Honor Society

Spanish Honor Society

Future Plans: Providence College

Erika Lynn Duplessis

Coastal Carolina University Scholar Award

Coastal Carolina University Teal Scholar Award

French Honor Society

Future Plans: Coastal Carolina University

Ella Margaret Fernald

French Honor Society

John and Abigail Adams Scholar

National English Honor Society

	National Honor Society <i>Future Plans: University of Massachusetts - Amherst</i>
Marcelo Alves Filho	Global Seal of Biliteracy (Functional Fluency) Seal of Biliteracy <i>Future Plans: University of Massachusetts - Lowell</i>
Bryson Darren Fitts	Global Seal of Biliteracy (Functional Fluency) Maine Maritime Academy Mariner Scholarship MURSD Spanish Immersion Scholar Seal of Biliteracy <i>Future Plans: Maine Maritime Academy</i>
Ryan Patrick Fournier	Global Seal of Biliteracy (Functional Fluency) MURSD Spanish Immersion Scholar <i>Future Plans: University of Rhode Island</i>
Daniel Russell Fransen	John and Abigail Adams Scholar National Honor Society Spanish Honor Society Tri-County Chamber of Commerce Scholar <i>Future Plans: Cornell University</i>
Gavin Eric French	Bentley University Dean's Scholarship Bentley University Trevolt's Scholarship

	Global Seal of Biliteracy (Working Fluency)
	John and Abigail Adams Scholar
	MURSD Spanish Immersion Scholar
	Seal of Biliteracy with Distinction
	Spanish Honor Society
	<i>Future Plans: Bentley University</i>
Arthur Jordan Frieswick	Bentley University Dean's Scholarship
	National Honor Society
	Nipmuc Student Council
	Spanish Honor Society
	<i>Future Plans: Bentley University</i>
Avery Sue Gemmel	Fordham Loyola Scholarship
	French Honor Society
	<i>Future Plans: Fordham University</i>
Andrew Michael George	Science Book Award
	<i>Future Plans: Salem State University</i>
Alexa Marie Gibson	All Nipmuc Team Award
	Andrew Sala Memorial Scholarship
	Career Athlete Award
	National English Honor Society
	Next Step Sports Academy Scholarship
	Spanish Honor Society
	<i>Future Plans: St. John Fisher College</i>
Novi Gillis	Global Seal of Biliteracy (Functional Fluency)
	John and Abigail Adams Scholar

	<i>Future Plans: Gap Year</i>
Jonathan Miguel Ginsberg	<i>Future Plans: Employment</i>
Kiah Truth Gorman	Emmanuel College Dean's Scholarship National English Honor Society <i>Future Plans: Emmanuel College</i>
Sophia Chen Gu	John and Abigail Adams Scholar Lawrence M. and Augusta L. Keeler Scholarship National English Honor Society National Honor Society Nipmuc Student Council Nipmuc Portrait of a Learner Scholar Spanish Honor Society Tri-County Chamber of Commerce Scholar <i>Future Plans: Tufts University</i>
Michael Constantine Guarnieri	Italian Honor Society <i>Future Plans: Florida Atlantic University</i>
Cameron James Hagan	<i>Future Plans: Fitchburg State University</i>
Zeng Hee Han	Italian Honor Society John and Abigail Adams Scholar <i>Future Plans: Mount Holyoke College</i>
Reham Harrati	John and Abigail Adams Scholar National English Honor Society National Honor Society

	Nipmuc Portrait of a Learner Scholar
	Nipmuc Student Council
	Spanish Honor Society
	Tri-County Chamber of Commerce Scholar
	<i>Future Plans: Harvard College</i>
Ellie Mary Harvey	French Honor Society
	<i>Future Plans: San Diego State University</i>
Josephine Mary Hayes	National Honor Society
	Siena College Presidential Scholarship
	Siena College Soccer Scholarship
	<i>Future Plans: Siena College</i>
Fiona Meredith Ann Healey	Global Seal of Biliteracy (Functional Fluency)
	MURSD Spanish Immersion Scholar
	Seal of Biliteracy
	Spanish Honor Society
	<i>Future Plans: Bryant University</i>
Alex Jonathan Heather	Business Proficiency Award
	Dean Bank Scholarship
	Global Seal of Biliteracy (Functional Fluency)
	Hopkinton Running Club Scholarship
	John and Abigail Adams Scholar
	Mendon Lions Club Scholarship
	Mendon-Upton Youth Soccer Association Scholarship (Dennis)
	MURSD Spanish Immersion Scholar

	National Honor Society
	Nipmuc Class of 2023 Treasurer
	Nipmuc Portrait of a Learner Scholar
	Seal of Biliteracy
	Spanish Honor Society
	Tri-County Chamber of Commerce Scholar
	<i>Future Plans: North Carolina State University at Raleigh</i>
Dylan Warren Hodge	Andrew Sala Memorial Scholarship
	National Honor Society
	Nipmuc Portrait of a Learner Scholar
	University of Tampa Merit Scholarship
	<i>Future Plans: University of Tampa</i>
Victor James Horton	<i>Future Plans: Army National Guard</i>
Sean Patrick Hurley	Saint Michael's Purple and Gold Scholarship
	Spanish Honor Society
	<i>Future Plans: Saint Michael's College</i>
Gabriella Josephine Iadarola	<i>Future Plans: Bridgewater State University</i>
Connor Edward Jason	Italian Honor Society
	John and Abigail Adams Scholar
	National English Honor Society
	Worcester Polytechnic Institute Presidential Scholarship
	Worcester Polytechnic Institute Theory and Practice Award
	<i>Future Plans: Worcester Polytechnic Institute</i>
Kevin John	Italian Honor Society

	John and Abigail Adams Scholar
	Tri-County Chamber of Commerce Scholar
	Worcester Polytechnic Institute Presidential Scholarship
	Worcester Polytechnic Institute Theory and Practice Award
	Worcester Polytechnic Institute NCSSSMST Scholarship
	<i>Future Plans: Worcester Polytechnic Institute</i>
Drew Alexander Johnson	<i>Future Plans: University of Southern Maine</i>
Kara Lynn Johnson	John and Abigail Adams Scholar
	National Honor Society
	Physical Education Medal Award
	<i>Future Plans: Pennsylvania State University</i>
Kendyl Lee Johnson	English Medal Award
	Global Seal of Biliteracy (Working Fluency)
	John and Abigail Adams Scholar
	MURSD Spanish Immersion Scholar
	National English Honor Society
	National Honor Society
	Seal of Biliteracy with Distinction
	Spanish Honor Society
	Tri-County Chamber of Commerce Scholar
	University of Vermont Presidential Scholarship
	<i>Future Plans: University of Vermont</i>
Lucy Kay Johnson	French Honor Society
	French Medal Award
	National English Honor Society
	University of Connecticut Academic Excellence Scholarship

Danielle Lucienne Jolie	<p><i>Future Plans: University of Connecticut</i></p> <p>Broadway Youth Dance Theater Scholarship</p> <p>Clark University Robert Goddard Merit Scholarship</p> <p>French Honor Society</p> <p>John and Abigail Adams Scholar</p> <p>National English Honor Society</p> <p>National Honor Society</p> <p>Tri-County Chamber of Commerce Scholar</p> <p><i>Future Plans: Clark University</i></p>
Ronan Brady Joyce	<p>All Nipmuc Team Award</p> <p>John and Abigail Adams Scholar</p> <p>MURSD Spanish Immersion Scholar</p> <p><i>Future Plans: University of Massachusetts - Boston</i></p>
Brady Christian Karmelek	<p>John and Abigail Adams Scholar</p> <p>Nipmuc Gridiron Club Scholarship</p> <p>Sacred Heart University Merit Scholarship</p> <p><i>Future Plans: Sacred Heart University</i></p>
Orick Patrick Kelley	<p>Hall Memorial Scholarship</p> <p>Jack Gaskill Award</p> <p>Nichols College Provost's Scholarship</p> <p>St. Gabriel Catholic Women's Scholarship</p> <p>Upton Bloomer Girls Scholarship</p> <p><i>Future Plans: Nichols College</i></p>
Charles Patrick Kerins	<p>Roger Williams University Dean Scholarship</p> <p><i>Future Plans: Roger Williams University</i></p>

Matthew Edward Kiley	<i>Future Plans: Employment and Trade School</i>
Ryan Logan Kuczinski	<i>Future Plans: Employment</i>
Tyler Aidan Ladd	<i>Future Plans: Champlain College</i>
Cameryn Ann Laplante	<i>Future Plans: University of Alabama</i>
Astrid Olivia Lee	Artistic Craftsmanship Medal Award BigFuture Scholarship Clark University Jonas Clark Scholarship Italian Honor Society John and Abigail Adams Scholar National Honor Society <i>Future Plans: Clark University</i>
Kevin Pires Lino	Global Seal of Biliteracy (Functional Fluency) Seal of Biliteracy <i>Future Plans: Trade School</i>
Alec James LoSchiavo	Eileen Lucier Award Nipmuc Gridiron Club Scholarship University of Tampa Merit Scholarship <i>Future Plans: University of Tampa</i>
Stone Robert Lozano	<i>Future Plans: Trade School</i>
Sarah Rose Ludwigson	Broadway Youth Dance Theater Scholarship Calculus Medal Award

Connecticut College Founders Scholarship
 Global Seal of Biliteracy (Working Fluency)
 John and Abigail Adams Scholar
 Mendon-Upton Music Boosters Senior Music Scholarship
 MURSD Spanish Immersion Scholar
 National Choral Award
 National English Honor Society
 National Honor Society
 Statistics Medal Award
 Seal of Biliteracy with Distinction
 Spanish Honor Society
 Spanish Medal Award
 Tri-County Chamber of Commerce Scholar
Future Plans: Connecticut College

Allyson Rose Lukasek

Italian Honor Society
 John and Abigail Adams Scholar
 Mendon-Upton Music Boosters Senior Music Scholarship
 National Honor Society
 Nipmuc Portrait of a Learner Scholar
 Scholar Athlete Award
 University of Kentucky Bluegrass Spirit Scholarship
Future Plans: University of Kentucky

Liam Michael Martel

Future Plans: Gap Year

Samuel Anthony Mayo

AMDA College of the Performing Arts Merit Scholarship
 Director's Award for Chorus
Future Plans: AMDA College of the Performing Arts

Jack McCauley McGuire

Future Plans: University of New Haven

Isabelle Jade Merrill

John and Abigail Adams Scholar

Mendon-Upton Youth Soccer Association Scholarship (Dennis)

National Honor Society

Spanish Honor Society

University of South Carolina - Columbia Merit Award

Future Plans: University of South Carolina - Columbia

Lucy Bella Michaud

Milford Federal Savings and Loan Scholarship

Future Plans: Bridgewater State University

Julia Maria Mistretta

Italian Honor Society

Italian Medal Award

National English Honor Society

National Honor Society

University of New Hampshire Trustee's Scholarship

Future Plans: University of New Hampshire

Adam Nicholas Moeckel

Future Plans: University of Arizona

Jacob David Moffitt

National English Honor Society

Nipmuc Student Council Treasurer

Future Plans: Sacred Heart University

Rissa Mae Montano

John and Abigail Adams Scholar

Murphy Insurance Agency Scholarship

National English Honor Society

National Honor Society

Spanish Honor Society

	University of South Carolina Reduced Tuition Rate Scholarship <i>Future Plans: University of South Carolina</i>
Christian Wade Morrice	All Nipmuc Team Award William Leaver Leadership Award <i>Future Plans: Gap Year</i>
Bridget Frances Murphy	Artistic Creativity Medal Award French Honor Society Wheaton College Presidential Scholarship <i>Future Plans: Wheaton College</i>
Kassidy Elizabeth Murray	<i>Future Plans: Community College of Rhode Island</i>
Emma Rose Nadolski	All Nipmuc Team Award Broadway Youth Dance Theater Scholarship Bryant University's Trustee Scholarship Dean Bank Scholarship Global Seal of Biliteracy (Working Fluency) John and Abigail Adams Scholar MURSD Spanish Immersion Scholar National English Honor Society National Honor Society Nipmuc Class of 2023 President Seal of Biliteracy with Distinction Spanish Honor Society Upton Bloomer Girls Scholarship William Leaver Leadership Award <i>Future Plans: Bryant University</i>

Liam John-Harrison O'Connell

Future Plans: Worcester State University

Sarah Elizabeth Page

John and Abigail Adams Scholar

John Philip Sousa Award

University of Vermont Presidential Scholarship

Future Plans: University of Vermont

Liana Marie Patrick

DECA Proficiency Award

Global Seal of Biliteracy (Working Fluency)

MURSD Spanish Immersion Scholar

National Honor Society

Seal of Biliteracy with Distinction

Spanish Honor Society

University of Delaware Presidential Scholarship

Future Plans: University of Delaware

Rowan John Paulman

Future Plans: Florida Atlantic University

Antonia Martina Pereira

Future Plans: Gap Year

Anthony Joseph Perrone

Future Plans: Roger Williams University

Clara Porto Pires

Global Seal of Biliteracy (Functional Fluency)

Seal of Biliteracy

Future Plans: Gap Year

Lauren Nicole Plumb

Italian Honor Society

John and Abigail Adams Scholar

National English Honor Society

Nipmuc Class of 2023 Secretary

Future Plans: Syracuse University

Mia Rose Prentiss

Future Plans: Employment and Art Classes

Avery Maureen Quinn

Rochester Institute of Technology Founders Scholarship

Future Plans: Rochester Institute of Technology

Jason Patrick Raymond

Spanish Honor Society

Future Plans: Nichols College

Nicole Ramos-Lopes

Future Plans:

Declan Frederick Rich

Future Plans: Providence College

Gabriel Sebastian Rojano

French Honor Society

John and Abigail Adams Scholar

National English Honor Society

Future Plans: Northeastern University

Leilani Theoni Rona

Future Plans: Apprenticeship

Thomas William Ruan

John and Abigail Adams Scholar

University of Massachusetts - Boston Beacon Merit Scholarship

Future Plans: University of Massachusetts - Boston

Eva Lynn Sanders

Spanish Honor Society

Future Plans: Framingham State University

Katrina Marie Schmitt

Nipmuc Portrait of a Learner Scholar

University of Massachusetts - Dartmouth Admissions Award

Future Plans: University of Massachusetts - Dartmouth

Patrick John Schrafft

Future Plans: Bridgewater State University

Syed Abdurrahman Shazli

First Unitarian Society of Upton Scholarship

French Honor Society

James M. Samarco Memorial Scholarship

John and Abigail Adams Scholar

National Honor Society

Nipmuc Student Council

Worcester Polytechnic Institute Presidential Scholarship

Future Plans: Worcester Polytechnic Institute

Reanna Shrestha

Dean Bank Scholarship

French Honor Society

Future Plans: University of Massachusetts - Amherst

Jamie Martin Sims

History Medal Award

John and Abigail Adams Scholar

National English Honor Society

National Honor Society

Nipmuc Student Council

Scholar Athlete Award

	Tri-County Chamber of Commerce Scholar
	University of Chicago First Phoenix Scholarship
	<i>Future Plans: University of Chicago</i>
Olivia Ann Skiba	Global Seal of Biliteracy (Functional Fluency)
	MURSD Spanish Immersion Scholar
	National English Honor Society
	National Honor Society
	Nipmuc Student Council
	Seal of Biliteracy
	Spanish Honor Society
	University of Connecticut Academic Excellence Scholarship
	<i>Future Plans: University of Connecticut</i>
Benjamin Ross Collins Slayter	Framingham State University Presidential Scholarship
	Leonard F. Leamy Scholarship
	<i>Future Plans: Framingham State University</i>
Jacob Daniel Snow	<i>Future Plans: Massachusetts Fire Academy - EMT Training</i>
Megan Catherine St. Jean	John and Abigail Adams Scholar
	<i>Future Plans: Gap Year</i>
Annmarie Linnea Stasio	<i>Future Plans: Associate Degree</i>
Katherine Elise Stewart	Jenna Giardini Memorial Scholarship
	John and Abigail Adams Scholar
	Michael G. Anderson Scholarship
	National English Honor Society

	National Honor Society
	Nipmuc Portrait of a Learner Scholar
	Nipmuc Student Council Vice President
	Sacred Heart University President's Excellence Award
	Sacred Heart University Thomas More Honors Scholarship
	Spanish Honor Society
	Tri-County Chamber of Commerce Scholar
	<i>Future Plans: Sacred Heart University</i>
Rebecca Rose Tabakin	National English Honor Society
	National Honor Society
	Nipmuc Portrait of a Learner Scholar
	Nipmuc Student Council President
	Spanish Honor Society
	University of North Carolina - Chapel Hill Global Launch Participant
	<i>Future Plans: University of North Carolina - Chapel Hill</i>
Kali Katie Tewksbury	All Nipmuc Team Award
	John and Abigail Adams Scholar
	National English Honor Society
	Spanish Honor Society
	<i>Future Plans: University of Massachusetts - Amherst</i>
Jackson Fox Theall	<i>Future Plans: Trade School</i>
Cody Brian Tkaczyk	<i>Future Plans: Wentworth Institute of Technology</i>
Cecelia Joan Van Norman	Excellence in Technical Theatre Award
	John and Abigail Adams Scholar
	Johnson and Wales University Academic Achievement Award

	Johnson and Wales University Academic Excellence Award
	Johnson and Wales University Presidential Academic Scholar
	<i>Future Plans: Johnson and Wales University - Providence</i>
Alexander Edward Vanasse	Career Athlete Award
	Global Seal of Biliteracy (Functional Fluency)
	MURSD Spanish Immersion Scholar
	Next Step Sports Academy Scholarship
	Seal of Biliteracy
	Spanish Honor Society
	University of South Carolina - Columbia Academic Scholar Me
	<i>Future Plans: University of South Carolina - Columbia</i>
Luke Anthony Venable	John and Abigail Adams Scholar
	Mendon-Upton Music Boosters Senior Music Scholarship
	Tri-County Chamber of Commerce Scholar
	Worcester County Superintendents' Association Scholar
	<i>Future Plans: Vanderbilt University</i>
Shana Kessoon Victor	<i>Future Plans: Massachusetts Bay Community College</i>
Jeremy Joseph Walker	<i>Future Plans: Employment</i>
Danielle Kayla Walsh	Global Seal of Biliteracy (Functional Fluency)
	MURSD Spanish Immersion Scholar
	Spanish Honor Society
	<i>Future Plans: Community College of Rhode Island</i>
Riley Quinlan Webster	Jack Gaskill Award

	Northern Vermont University - Lyndon Academic Scholarship <i>Future Plans: Northern Vermont University - Lyndon</i>
Case Alexander Welch	John and Abigail Adams Scholar <i>Future Plans: Champlain College</i>
Maya Beverly Welch	George Washington University Presidential Scholarship John and Abigail Adams Scholar National English Honor Society National Honor Society Nipmuc Portrait of a Learner Scholar Spanish Honor Society Tri-County Chamber of Commerce Scholar <i>Future Plans: George Washington University</i>
Ava Louise Whitney	John and Abigail Adams Scholar National English Honor Society National Honor Society Spanish Honor Society Tri-County Chamber of Commerce Scholar <i>Future Plans: Florida State University</i>
Emma Jane Wiersma	John and Abigail Adams Scholar Liz Wernig Memorial Scholarship Loyola Damen Scholarship Loyola Director's Scholarship National English Honor Society National Honor Society Spanish Honor Society <i>Future Plans: Loyola University - Chicago</i>

Khloee Mary Anne Williams

Future Plans: Community College of Rhode Island

Tia Irene Wright

John and Abigail Adams Scholar

Future Plans: University of Massachusetts - Amherst

Gianna Bella Yordanopoulos

All Nipmuc Team Award

Future Plans: Towson University

Mendon-Upton Regional School District Administrators' Report Miscoe Hill Middle School

Miscoe Hill Middle School staff, students, families, and community members have embraced the mission of the District Strategic Plan: *Empowering all learners to thrive*. The developmental needs of students in early adolescence are unique and require a unique skill set of the adults who support their learning. For students to grow and thrive requires expertise in supporting the many physical, mental, emotional, and social changes that occur between the ages of ten and fourteen. This is the focus of Miscoe Hill Middle School.

Included below are some updates and highlights from an eventful year:

Project Based Learning

Miscoe Hill Middle School has continued its participation in PBLWorks' Project Based Learning Leadership Network. This opportunity, provided through the MA School Leader Network, is specifically tailored for Massachusetts school leadership teams, consisting of district and building administrators and classroom teachers, aiming to cultivate an environment for project-based learning to thrive. Project Based Learning involves engaging students in a prolonged project—ranging from a week to a semester—that challenges them to tackle real-world issues or address complex inquiries. This approach not only fosters profound content understanding but also cultivates critical thinking, collaboration, creativity, and communication skills among students. During our second year of participation, our aim is to have seventy percent of the faculty complete PBL 101 training with a goal of involving each student in at least two project-based learning experiences annually.

Inspired Learning Days

Miscoe Hill Middle School successfully organized two Inspired Learning Days for students, held in February and June. These days were dedicated

to Inspired Learning sessions, allowing students to immerse themselves in topics with their grade-level teams. The feedback received for these days was overwhelmingly positive, and the support extended beyond the school community, with families and community members generously contributing materials to enhance the learning experience. This collaboration underscored the shared commitment to fostering a dynamic and engaging educational environment at Miscoe Hill Middle School.

Monitoring Student Progress

Finally, as a school district, our commitment lies in the ongoing monitoring of students' learning progress, encompassing both the content and skills outlined in the Massachusetts Frameworks and their social-emotional development. This year, at Miscoe we have contributed to these efforts collecting and analyzing evidence of learning from a variety of sources and continuing to develop our skills in this area by maintaining a focus on data inquiry by our grade level and content area team. We now have a system where iReady assessments are conducted in the fall, winter, and spring to provide valuable data on literacy and mathematical skill growth. Additionally, we implement an annual well-being survey that aids us in assessing and enhancing social-emotional teaching and learning. Administered biennially, the Metrowest Youth Health Survey supplies data instrumental in establishing building goals. Additionally, the Massachusetts Comprehensive Assessment System (MCAS) provides insights into the alignment of our curriculum and teaching with the MA Frameworks, as well as the effectiveness of learning among cohorts or individual students in mastering the content and skills specified in those frameworks. The data generated from all of these sources, when looked at holistically alongside educator observations, enables us to scrutinize instructional methods, assess our resources, and develop a curriculum that aligns with our mission of empowering all learners to thrive.

Moving forward, our focus will continue to be on creating deeper learning experiences for our students and in utilizing data to inform instruction and monitor progress in the upcoming year.

Respectfully submitted,

Dr. Robin Benoit
Principal
Miscoe Hill Middle School

Mendon-Upton Regional School District
Administrator's Report
H. P. Clough Elementary School

H.P. Clough Elementary School's Mission Statement is: "We, at H.P. Clough Elementary School, are committed to working collaboratively with students, parents and the community to create a trusting and caring environment where excellence is achieved through high quality, research-based instruction that is focused on the unique needs of each child. Exemplary teaching and a high-quality curriculum equip our students with the skills to create solutions for a rapidly changing, technologically rich, and culturally diverse world."

This year, our school community has come together and set student-centered goals as we continue to transition out of the pandemic. Our primary focus has been on serving the whole child in our school. We want to continue to provide our students with the highest quality educational experience, but we also want to make sure we are meeting their social, emotional, and behavioral learning needs as well. We continually strive to strengthen our learning environment through the promotion of core values such as honesty, acceptance, trust, friendship, and respect. We work together as a team to create a positive, safe, and supportive environment where students develop the excitement to learn as well as the confidence to explore the unknown. The end goal is to work collaboratively with families and community members to prepare our students to compete in a world of constantly changing cultures, technology, and societal values and to be productive and responsible citizens as well as acknowledging and addressing social and emotional needs. It is our belief that developing

academic skills, obtaining increased knowledge, and connecting and collaborating with peers is paramount in growing life-long learners who become successful adults. We have been embedding the Portrait of a Learner competencies into various activities and events, utilizing a superhero theme to help our learners recognize the POL superpowers that they each possess.

We have continued to invest in improvements to our early education literacy and math instruction. Students in Pre-k through grade 4 receive literacy instruction, utilizing the Wonders Reading program as well as other supplemental resources. We have continued to implement our new Math Program K-4, called Bridges. Both programs provide resources that enable teachers to differentiate their instruction effectively, providing both remediation and enrichment. We have been working collaboratively in grade level teams to learn more about and implement new strategies that help us provide effective Tier 1 instruction for all students. We have identified a need to focus on writing instruction and have been providing professional development to teachers related to writing. We continue to collaborate on ways to increase students' stamina in writing and to provide opportunities for them to write across all curriculum areas throughout the day. Students have also continued to utilize online tools such as STMath, a visual instructional program that provides students with access to learning through challenging puzzles and formative feedback. It builds a deep conceptual understanding, builds confidence, and helps students to become active problem solvers. We have been rolling out select modules of Project Lead The Way, a STEM curriculum resource, in technology class, as well as all 4th grade classrooms. We are working to expand Project Lead the Way into all of the grades.

As part of our Multi-Tiered Systems of Support, we have embraced universal screeners. Clough utilizes iReady as our screening tool in both math and reading for students in K-4. The use of i-Ready assists our teachers to determine student's needs, personalize their learning, and monitor progress throughout the school year. Additionally, we incorporate a full inclusion model with special education co-teachers in grades 1 through 4, a reading specialist, and academic and Title 1 tutors working

with small groups to provide intervention as needed. We have been taking a closer look at our literacy instruction which includes teaching foundational reading skills, teaching reading comprehension, and teaching writing. Clough has implemented phonics instruction, utilizing the FUNdations program, with K through 2nd grade, and has even been incorporating important phonics instruction into 3rd grade as well. The district instructional coach and the principal have been working with teams to utilize the district data inquiry cycle, help them strategize about their instructional practice, and push new and veteran teachers to continuously grow and improve. In March, Clough hosted a successful Family Literacy Night in order to bring families together to celebrate a love of reading. We also held several book swaps so that students could bring home lots of books during vacations.

H.P. Clough Elementary School continues to be recognized by the Spanish Ministry of Education for our academic excellence in language education. We were also selected for membership in the International Spanish Academy, (ISA) which promotes high academic standards, and to provide students with the values of multicultural education.

Throughout the year, the school counselor organizes programs to help Clough families in financial need. In collaboration with St. Gabriel the Archangel Church and the Mendon's Lion's Club, we have provided families with holiday meals and grocery store gift cards for Easter, Thanksgiving, Christmas, and a summer lunch program for children. Clough staff sponsored the annual Giving Tree to provide holiday gifts for Clough families. Clough PTO and the school counselor have coordinated ways to assist students experiencing financial hardship through the Good Neighbor Program.

To promote conflict resolution and prevent bullying, we have utilized the Second Step Social-Emotional Learning Curriculum at all grade levels, a research-based curriculum that integrates academics with social and emotional learning, as well as focusing on key core values across all grades with lessons and read-alouds from the school counselor, the specialists, and the classroom teachers. In the fall, Clough introduced the

Choose To Be Nice program to all students. Every student took the pledge and signed the banner, committing to focus on kindness whenever and wherever possible. Through the Choose To Be Nice program, students focus on core values, such as honesty, respect, acceptance, and friendship. We have hosted several whole school assemblies where students are nominated by their teachers and are recognized for demonstrating the important core values they are learning about each week. We revamped and brought back our SOAR (our Positive Behavior Intervention and Support program) plan. SOAR is an acronym for being Safe, On task, Acting KCR (kind, caring and respectful) and Responsible. Our Safety Committee has continued to work with our school resource officer, Officer Sinko, to resume our ALICE safety training.

To increase student voice and leadership, we have a grade 4 student council. Members continually shared creative and innovative ideas to improve the school during their meetings. The Student Council has helped with community drives to collect clothing and canned goods. They have also helped spread positive messages to all of the students and staff, and they have assisted in leading school assemblies.

Our music program at Clough Elementary School continues to thrive, as well as our innovative opportunities for students. The 4th grade chorus performed numerous times this year. They sang at a Worcester Railers game and will be holding a winter concert for families. In the fall, all Clough students enjoyed a Cardboard Creation Day and several Play Days. Parent volunteers, as well as district administrators were able to support these engaging and inspiring learning experiences.

The Clough community is most fortunate to have the constant support of our PTO, our parents, and the school committee. The success of our students is a direct result of this strong community partnership. We are also grateful for our Mendon Fire Department coming in and teaching our students about fire safety, and the Taft Public Library for opening their doors to our first grade and second grade students and giving many of them their first library card. Clough also partnered with the public library in the spring to host book clubs for 4th graders.

We are thankful for the ongoing opportunity to work together towards a common goal: to assist each student to reach his or her highest potential and to keep them safe and happy. With the constant involvement and support from staff, families, and the community, we will continue to enhance our reputation for excellence.

Respectfully submitted,

Ms. Liz Garden
Principal

**Mendon-Upton Regional School District
Administrator's Report
Memorial Elementary School**

Memorial Elementary School's Mission Statement is, "In partnership with families and the community, Memorial School empowers our students to become active learners and to be socially responsible in an ever-changing world."

Memorial School's goals for the school year are to actively support the social, emotional, behavioral, and academic growth of every student and meet the needs of all learners. Our curriculum proudly includes a deep focus on both academics as well as the social and emotional development of every child. All of our students engage in a daily morning meeting, participate monthly in small group families, engage in a monthly all school meeting, and follow the RISE (Respect, Inclusivity, Safety, Empathy) acronym throughout the school day. We use Positive Office Referrals as a way to recognize acts of kindness and to build rapport between the students and administration. In addition, students and staff are all taught the Zones of Regulation and are able to use the vocabulary to describe how they are feeling, as well as identify strategies to assist in the reduction of anxiety, stress, etc.

At Memorial Elementary School, we have continued to invest in our early education literacy and math instruction. Students in Pre-k through grade 4 receive literacy instruction, utilizing the Wonders Reading program. In grades K-2, we are also in year two of using the Foundations phonics program. We have continued to implement our new Math Program K-4, called Bridges. Both programs provide resources that enable teachers to differentiate their instruction effectively, providing both remediation and enrichment. We have been working collaboratively in grade level teams to learn more about and implement new strategies that help us provide effective Tier 1 instruction for all students.

In the fall of 2020, we began a full 1:1 iPad program from grades preschool through four and we continue to utilize them for instruction. Moving towards redefining learning through the use of technology is a goal for us and we are tapping into our innovative educators to help us to move forward with this implementation. We have continued our implementation of ST Math across the school and are enjoying the opportunities to problem solve and build our conceptual understanding of mathematics. We have set school goals to get 80% of our students through the grade level ST Math journey this year. Every classroom is also equipped with an interactive whiteboard to promote greater engagement through the use of online features with our literacy, math, and science programs. Programs such as Lexia, Raz-Kids, and Epic allow students to practice their skills independently.

Memorial Elementary School has been recognized as an International Spanish Academy for our Spanish Immersion Program. The International Spanish Academy Program was established by the Ministry, through the Education Office of the Embassy of Spain to promote the development of quality Spanish-English bilingual education programs that promote high academic standards, as well as provide students with the values of multicultural education. This year, we are hosting six visiting teachers from Spain who have joined our staff at Memorial School as well as a Spanish Language assistant. Currently, Memorial School houses Spanish immersion classes for kindergarten through fourth grade.

Memorial School continues to conduct universal screenings at all grade levels in the area of reading and mathematics. We continue to use the iReady screening tool three times a year for both reading and math. Additionally, all students in K-3 use the DIBELs assessments as a reading screening three times a year. We have a team of educators who complete ongoing progress monitoring in the area of reading for our most at-risk students. As a team, our classroom teachers, special educators, reading specialist, and Title 1, and Academic Tutors are able to provide intensive remediation with letter recognition, letter/sound correspondence, decoding, blending, fluency, and reading comprehension as part of our regular education support system. Tutoring is also provided through regular education in the area of mathematics.

As part of our Tier 2 and Tier 3 support, we utilize a W.I.N. (What I Need) block at each grade level. Four days a week, Tier 1 instruction is paused for 30-40 minutes so that students can be flexibly grouped among the grade level. Students are grouped for math or literacy instruction based on formative assessment data that has been collected. Within these groups, students are provided with intervention, extra practice, or enrichment based on what they currently need to support their continued development. Aside from the WIN block, all students are provided with small group instruction to receive remediation and pre-teaching of specific skills as needed within the classroom. Ongoing progress monitoring allows us to identify areas of concerns quickly and document student growth for more personalized interventions. At Memorial Elementary School, we provide special education services in the least restrictive learning environment. We currently have three co-taught classrooms- one each in grades two, three, and four in which a general education teacher and a special education teacher co-plan, co-instruct, and co-assist in meeting the needs of all students in their classroom.

Memorial Elementary School is fortunate to have committed groups of community members working in partnership with our school toward a common vision, and with a commitment to education, to ensure that all students are successful. The Memorial Elementary School Council and Memorial Elementary School Parent Teacher Organization are critical

members of the school community. In addition, MUEF (Mendon Upton Education Foundation) has funded grants for innovative programs. The Upton Fire Department teaches fire safety to our students in a virtual environment. We continue to work closely with both the Upton Fire Department and Upton Police Department to review and revise safety protocols.

To meet the needs of our families, the Before and After School Program continues to offer childcare at Memorial Elementary School. Parents can access care from 7:00 a.m. until 6:00 p.m. We continue to have a wide variety of after-school enrichment opportunities this year and the participation has been tremendous. We have been able to offer everything from dodgeball to Legos to art classes to a running club.

In addition to the academic programming at Memorial, The Memorial Elementary School staff participates in the *Giving Tree* program, providing support to families in need during the holiday season. Working with St. Gabriel's Church, we distributed groceries and gifts for Thanksgiving, Christmas, and Easter. We are grateful for the generous hearts and the giving culture within our community.

Respectfully submitted,

Ms. Wendy Bell
Principal

**Mendon-Upton Regional School District
Administrator's Report
Director of Innovative Learning and Technology**

Innovative Learning and Technology acts as the crucial link connecting educational technology infrastructure with teaching and learning processes. Our primary focus is to guarantee the seamless and efficient operation of our digital investments, ensuring that students and teachers have access to the necessary devices to facilitate effective teaching and

learning. Furthermore, our team is dedicated to delivering professional learning opportunities and on-demand support for educators, empowering them to optimize their instructional designs and harness the potential of our district's digital investments.

iPads for K-5 Students

Over the summer, our team received, prepared, and passed out iPads to students in grades K - 5. Each student in these grades have been provided with a 10th-generation iPad, case with a keyboard and adapter for headphone connection. The iPads will provide students with immediate access to the curriculum and digital support to assist them in achieving success.

Project Lead the Way & Innovation Pathway Expansion

This year we have continued to expand the implementation and training of the Project Lead the Way (PLTW) program, which provides a real-world, hands-on, and problem-based approach to learning. This year one of our elementary teachers completed course work to be able to provide training to their colleagues and assist in the expansion of the PLTW curriculum. Currently, the PLTW modules, hosted in our technology classes at Miscoe Hill Middle School, include Design and Modeling, Computer Science for Innovators and Makers, and Automation and Robotics. We intend to continue to expand our focus on STEM programming through the support of PLTW.

Last spring, we received the Innovation Pathways designation from the Massachusetts Department of Elementary and Secondary Education for the Computer Science program. Innovation Pathways offer students a four-course, two college-level courses, and two technical courses pathway in a high-demand career sector. Participation in the grant will also afford our Nipmuc students the opportunity to have career exposure by taking advantage of a 100-hour internship or completion of a capstone project.

The field of Computer Science is expanding, and the designation of this pathway equips our students with essential skills to advance in this domain. Offering such pathways also addresses the increasing demand for

a skilled and versatile workforce in industries that prioritize innovation. By guiding students along these pathways, we will be able to contribute to the development of a talent pool that can drive innovation, productivity, and competitiveness in the broader economy. As of November 1, 2023, we have 17 students who have committed to the Computer Science Pathway.

Nipmuc Regional High School took the initiative to apply for a second Innovation Career Pathways designation in Business and Finance. The collaborative team, comprised of the Career, Community, & Innovations Coordinator, business department, art department, Nipmuc Media Specialist, the technology department, and the school counseling department received notification in early December 2023 that we were invited to continue on the Part B application. The application will be submitted to the Massachusetts Department of Elementary and Secondary Education in early February.

In addition, Innovation Career Pathways provide students with the opportunity to explore and discover their passions within a specific industry. This exploration can lead to more informed career choices, enabling students to make decisions based on their interests, strengths, and the evolving landscape of various professions.

Overall, the decision to offer Innovation Career Pathways reflects a commitment to equipping students with the knowledge, skills, and mindset needed to thrive in the ever-changing landscape of the professional world. Our school district's goal is to be catalysts for innovation, empowering students to become proactive contributors to their chosen fields and these Innovative Career Pathways assist us in this endeavor.

In the Fall we received the Building Capacity for High-Quality Instruction EdTech grant. The purpose of this federally funded grant is to provide financial support for our district to be able to expand the utilization of technology while delivering high-quality instruction.

The technology department and district are focused on cybersecurity and data privacy. Last spring, we were recipients of the Municipal

Cybersecurity Awareness Grant Program (MCAGP) through the Executive Office of Technology Services and Security (EOTSS). The grant provides our district with training modules to help educate our staff on how to be cyber safe. Engaging in the modules will not only provide us with knowledge to ensure our online safety within the district, but it will also instruct us on safeguarding personal information for online use.

In addition to cybersecurity measures, we are also proactively safeguarding the personal identifiable information of our students and staff. This year, we became members of the Massachusetts Student Data Privacy Consortium (<https://sdpc.a4l.org>) to reinforce our commitment to protecting sensitive data.

Our district is committed to innovation, technological advancement, and comprehensive efforts to ensure the privacy and security of student and staff data. These initiatives collectively contribute to a dynamic educational environment, preparing students for success.

Respectfully submitted,

Colleen Terrill

Director of Innovative Learning and Technology

**Mendon-Upton Regional School District
Administrator's Report
Director of Technology Operations**

In 2023, 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 district maintained the 1:1 learning initiative at all schools, serving all students grades K-12.

The district will continue to evaluate its investment in instructional technology replacing aging out-of-date projectors, smartboards, and sound hardware to pair with our existing fleet of Apple laptops, tablets, and other

mobile devices. The district made significant investments in infrastructure to support classroom instruction. We are currently evaluating a replacement project for our network switches, and power systems. We hope to have a replacement plan and project booked in 2024. We continue to expand and further our investment in Google products for classroom communications, operations, and management.

The district partnered with the Town of Upton to share some technology support services and collaborate on purchasing and strategic technology-related goals. This partnership will continue into 2024.

The district has advanced in following the current MURSD Strategic Plan. The district is eligible for State and Federal grant funding opportunities in the 2023-2024 school year and has received over \$100,000 in Federal and State technology funding in 2023.

Respectfully Submitted,

Joseph S. Leacu,
Director of Technology Operations

Mendon-Upton Regional School District
District Employee Listing - Year Ending June 30, 2023

Name	Description	Amount
Abalos Coyle, Deborah Y	Teacher	\$83,127.00
Abdelmasieh, Sara	Lunch/Recess Monitor	\$2,970.00
Abdulwahab, Kawther	Paraprofessional	\$6,984.90
Adams, Angelina C	Administrative Assistant	\$54,808.00
Aguilar, Ana M	Paraprofessional	\$22,954.43
Ahmed-Jussaume, Julie A	Teacher	\$88,704.00
Aissis, Katherine M	Teacher	\$78,916.00
Alibozek, Sandra N	Teacher	\$101,016.00
Allen, Kathleen M	Guidance	\$96,781.00
Allen, Patrick J	Teacher	\$88,704.00
Alsen, Sheila C	Teacher	\$101,016.00
Amitrano, Lauren M	Teacher	\$88,704.00
Angel, Felipe A	Tech. Assistant	\$63,037.50

Annunziata, Johanna M	Teacher	\$67,050.00
Antonelli, David C	SpEd Teacher	\$96,781.00
Anzivino, Kathleen Marie	Daycare Aide	\$29,240.00
Appleby, Stacy L	Teacher	\$91,244.00
Armstrong, Laurie J	Cafeteria	\$24,253.04
Arthaud, Taylor V	Teacher	\$54,927.00
Asam, Kaitlyn E	Teacher	\$68,921.00
Aube, Kristen L	Teacher	\$88,704.00
Auty, Maryanne	Cafeteria	\$24,253.04
Ayers, Emily R	Teacher	\$17,196.70
Baer-Clark, Kenya I	ABA Tech.	\$32,863.60
Baker, John C	Custodian	\$46,425.60
Bangma, Jennie L	Lunch/Recess Monitor	\$4,230.00
Barr, Mazie L	Daycare Aide	\$15.00/hour
Beaudoin, Lori L	SpEd Teacher	\$91,244.00
Bell, Wendy L	Principal	\$126,997.50
Bellefontaine, Tara A	Nurse	\$96,781.00
Benyamin, Mariam B	ABA Tech.	\$19,137.79
Bergeron, Brett R	Custodian	\$51,209.60
Bisbee, Bruce R	Teacher	\$101,016.00
Black, Elizabeth S	Data Administrator	\$66,000.00

Black, Shelby B	Teacher	\$52,299.00
Blackburn, Lauren S	Teacher	\$79,966.00
Blackney, Anne F	Guidance Counselor	\$65,953.00
Bliss, Kimberly A	Lunch/Recess Monitor	\$4,230.00
Boczanowski, Carla A	Paraprofessional	\$26,300.63
Bohan, Carol B	Nurse Assistant	\$14,935.89
Bortolotti, Ashley J	Teacher	\$54,927.00
Boucher, Charlene M	Daycare Aide	\$17.00/hour
Boucher, Gianna M	Daycare Aide	\$35,360.00
Boudreau-McAlister, Stefanie	ABA Tech.	\$32,863.60
Bradford, Kendal N	After School Aide	\$15.00/hour
Brazil-Sheehan, Meagan M	Teacher	\$91,244.00
Brogioli, Victoria L	Teacher	\$58,935.00
Bukunt, Cheryl N	Academic Tutor	\$35,426.05
Burns, Kristin A	Paraprofessional	\$25,540.13
Busby, Julia S	Administrative Assistant	\$58,032.00
Buzzell, Amy K	Administrative Assistant	\$38,136.70
Byer, Jay R	Financial Officer	\$117,875.00
Cahill, Amelia S	After School Aide	\$15.00/hour
Calvo Lillo, Marta	Teacher	\$57,519.00
Camara, Jill T	Paraprofessional	\$22,954.43

Camire, Jonathan R	Custodian	\$43,076.80
Campbell, Kevin M	Teacher	\$88,704.00
Campbell, Roseann M	Paraprofessional	\$25,540.13
Cangi, Deborah L	After School Aide	\$16.25/hour
Caprarella, James R	Teacher	\$52,299.00
Carron, Christopher J	Tech. Assistant	\$50,000.00
Carter, Maureen P	Before School Aide	\$16.65/hour
Carter, Nadine L	Teacher	\$56,116.00
Casey, Linda J	SpEd Teacher	\$50,214.00
Ceruti, Suzanne	Teacher	\$85,354.00
Chavira Gomez, Carlos	Custodian	\$11,872.72
Choiniere, Kenneth H	Dir. of Maintenance	\$117,358.40
Chuk, Lauren	Assistant Principal	\$99,276.92
Clark, Julia	Daycare Aide	\$15.00/hour
Clark, Robert E	Teacher	\$99,035.00
Clements, John K	Principal	\$136,073.88
Clemons, Jessica A	After School Aide	\$15.00/hour
Clish, Alison L	Teacher	\$101,016.00
Coburn, Douglas E	Custodian	\$53,747.20
Cochran, Ronald A	Teacher	\$96,781.00
Cohen, Maureen M	Superintendent	\$180,000.00
Cole, Jeffrey A	Paraprofessional	\$23,189.86
Cole, Maryellen E	Title I	\$14,759.55

Connolly, Kerry P	SpEd Teacher	\$96,781.00
Considine, Skyler M	Teacher	\$52,299.00
Cook, Christopher D	Teacher	\$99,035.00
Cook, Shelley A	Teacher	\$91,719.00
Costello, Ann T	SpEd Teacher	\$12,534.26
Cote, Linda	Teacher	\$88,704.00
Couture, Alyssa L	Teacher	\$91,244.00
Cowdrey, Jacob M	Teacher	\$62,043.00
Creighton, Cheryl M	Title I	\$14,759.55
Cudmore, Patricia L	Lunch/Recess Monitor	\$8,775.00
Cuomo, Nicholas B	Assistant Principal	\$108,000.00
Curley, Peter J	Paraprofessional	\$26,300.63
Curran, Catherine A	ABA Tech.	\$35,484.54
Curry, Amy L	SpEd Team Chairperson	\$91,244.00
Dailey, Erin A	Guidance	\$60,434.00
D'Angelo, Jennifer L	Dir. of Student Support Services	\$121,706.45
Daniels, Darcy L	Teacher	\$78,186.00
DelDotto, Danielle Marie	Teacher	\$57,498.00
DellaRovere, Steven J	Teacher	\$88,704.00
Deluca, Charlene F	Cafeteria	\$25,143.60
Deschenes, Kathleen P	SpEd Teacher	\$96,781.00
Desruisseaux, Maria L	Teacher	\$96,781.00

Devlin Ellis, Kami R	Teacher	\$101,016.00
DiGiovanni Eby, Dawn Marie	Teacher	\$67,108.00
Dixon, Janet R	Cafeteria	\$30,263.40
Doe, Charlene A	Cafeteria	\$10,603.92
Dominguez, Santiago	Teacher	\$88,704.00
Dreher-Morse, Katy A	Teacher	\$65,953.00
Duncan, Diane E	Title I	\$16,258.21
Dunham, Patrick R	After School Aide	\$15.50/hour
Dunton, Kati Lyn	Teacher	\$91,244.00
El Khoury, Antoinette	Paraprofessional	\$20,951.78
Elliot, Elizabeth L	Title I	\$14,759.55
Ellis, Erin KM	Teacher	\$75,201.00
Engblom, Gary A	Custodian	\$46,425.60
Ethier, Charlese V	Daycare Aide	\$17.00/hour
Ethier, Nicole M	Daycare Aide	\$28,288.00
Evans, Christopher P	Teacher	\$91,244.00
Fagan, Kerry A	Guidance Counselor	\$99,035.00
Faltaous, Linda L	Title I	\$14,804.96
Farley, Amanda J	Speech Language Pathologist	\$101,016.00
Farquharson, Gail E	Nurse	\$88,704.00
Farrell, Denise A	Clough Team Chair Admin. Asst.	\$24,668.88

Fater, Erin	Paraprofessional	\$23,347.35
Felper, Scott	Custodian	\$43,076.80
Fermin, Miriam M	Teacher	\$75,906.00
Field, Jennifer C	Teacher	\$101,016.00
Figgins, Nancy Q	ABA Tech.	\$31,791.25
Fior, Cora L	ABA Tech.	\$35,484.54
Flannery, Sondra	ABA Tech.	\$22,059.59
Floum, Erika L	Teacher	\$75,201.00
Foisy, Kathleen A	Paraprofessional	\$20,951.78
Fournier, Elizabeth L	Paraprofessional	\$5,885.75
Fowler, Jessica A	Teacher	\$91,244.00
Frary, Cathy A	Teacher	\$91,244.00
Gale, Karlyn M	Library Asst.	\$35,426.05
Gannon, Nancy E	Cafeteria	\$22,520.68
Garden, Elizabeth M	Principal	\$120,000.00
Gaskill, Karen M	ABA Tech.	\$34,493.20
Gatewood, Emily R	Paraprofessional	\$15,716.03
Gervais, Beth A	Teacher	\$91,244.00
Gibbons, Abigail K	After School Aide	\$15.00/hour
Giglio, Hannah E	After School Aide	\$14.25/hour
Gilchrist, Amy E	Teacher	\$101,016.00
Giordono, Lori A	Lunch/Recess Monitor	\$4,230.00
Glassman, Scott R	Teacher	\$88,704.00

Glynn, Samantha L	School Psychologist	\$69,578.35
Gorman, James J	Teacher	\$99,035.00
Gowen, Madeleine G	After School Aide	\$15.00/hour
Gowen, Sarah E	Administrative Assistant	\$28,809.90
Grady, Rose M	Cafeteria	\$13,184.08
Griswold, Abigail L	Teacher	\$58,935.00
Gronda, Judith L	Nurse Assistant	\$21,534.23
Guanipa, Leah	Cafeteria Worker	\$10,567.20
Guertin, Alisa E	Paraprofessional	\$5,995.37
Guertin, Kathy A	Guidance Counselor	\$101,016.00
Hack, Catherine A	Teacher	\$75,201.00
Hackenson, Kevin A	Custodian	\$52,395.20
Hadley Nawrocki, Karen A	Cafeteria	\$31,477.80
Hagen, Leah M	Teacher	\$71,885.00
Hall, Jennifer S	Teacher	\$88,704.00
Handley, Steven M	Custodian	\$49,441.60
Hansen, Jonathan M	Teacher	\$91,244.00
Hanson, Evan P	Guidance Counselor	\$65,678.00
Hanson, Gretchen	Paraprofessional	\$21,536.78
Hardin, Rebecca A	Teacher	\$91,244.00
Harding, Simon P	Teacher	\$91,244.00
Hart, Amanda E	Occupational Therapist	\$21,246.20

Hayes, Daniel P	Teacher	\$88,704.00
Heath, David L	Teacher	\$83,906.00
Hefez, Meredith J	Guidance Counselor	\$85,354.00
Henderson, Amy E	Teacher	\$95,689.00
Henry, Courtney A	Teacher	\$88,704.00
Herd, Jacqueline R	Paraprofessional	\$25,540.13
Herrera Ligerio, Elisa M	Teacher	\$83,690.00
Hess, Mary E	ABA Tech.	\$35,484.54
Hester, Ellen M	Speech Language Pathologist	\$36,497.60
Higgins, Sara Jean	Teacher	\$88,704.00
Ho, Hong	Nurse Assistant	\$32,435.06
Hodgens, Tammy A	Paraprofessional	\$26,300.63
Holloway, Laurie A	Teacher	\$101,016.00
Hopkins, Christy M	SpEd Teacher	\$68,921.00
Howard, Sabrina K	Paraprofessional	\$23,347.35
Huchowski, Amy P	Teacher	\$54,402.00
Hurd, Lisa M	ABA Tech.	\$35,484.54
Ibanez Moreno, Macarena	Teacher	\$88,704.00
Ishler, Marabeth	Teacher	\$96,781.00
Jandrow, Ryan J	Custodian	\$16,153.80
Jayyosi, Amany	ABA Tech.	\$30,772.28

Jionzo, Laura J	Cafeteria	\$23,166.52
Johns, Allison	Teacher	\$54,927.00
Johnson, Asimina	Administrative Assistant	\$14,823.90
Johnson, Grace M	After School Aide	\$14.25/hour
Johnson, Lucia	Cafeteria	\$31,662.72
Johnson, Sarah J	Teacher	\$52,299.00
Joseph, Benjamin E	Tech. Assistant	\$8,568.00
Joyce, Carla J	Teacher	\$96,781.00
Kadra, Elisabeth M	Teacher	\$101,016.00
Kahler, Brittney A	Teacher	\$88,704.00
Kairit, Matthew A	Before School Aide	\$16.65/hour
Kairit, Matthew A	Paraprofessional	\$22,954.43
Karayan, Nikoletta A	Teacher	\$52,299.00
Keenan, Jaclyn M	Teacher	\$88,704.00
Kelly, Brian J Jr.	Teacher	\$56,116.00
Keniry, Gina M	Teacher	\$68,921.00
Kennedy, Mary Ellen	Teacher	\$101,016.00
Kennedy, Scott D	Custodian	\$17,077.20
Kessler, Chloe E	After School Aide	\$15.50/hour
Kevorkian, Kimberly E	Paraprofessional	\$6,868.49
King, Marc W	Custodian	\$54,038.40
Kinkela, Melisa J	Teacher	\$96,781.00
Kirby, Meghan A	Paraprofessional	\$24,804.98

Kirkpatrick, Cheryl L	Asst. Superintendent	\$146,000.00
Labarre, Ryan G	Teacher	\$80,777.00
LaButti, Rachel A	Teacher	\$91,244.00
Laczka, Lana M	After School Director	\$47,413.84
Lafreniere, Brielle M	Paraprofessional	\$22,954.43
Lajoie, Lauren B	Teacher	\$88,704.00
Lalakidis, Evmorfili R	Speech Language Pathologist Assistant	\$6,567.36
Lambert, Elizabeth E	Teacher	\$101,016.00
Langdon, Heather B	Teacher	\$91,244.00
Leacu, Joseph S	Dir. of Technology	\$110,000.00
Leblanc, Michael E	Custodian	\$19,565.00
Leja, Courtney M	Teacher	\$96,781.00
LeMaire, Chelsea L	Teacher	\$49,115.65
Leone, Melissa A	Teacher	\$96,781.00
Lepe, Olaya G	Paraprofessional	\$23,347.35
Lizotte, Vanessa I	Tech. Assistant	\$8,568.00
Loeper, Lorraine G	Paraprofessional	\$26,300.63
Lopes, Kimberly A	Teacher	\$92,073.00
Lopes, Nancy M	Teacher	\$99,035.00
Lopez, Alexandria L	After School Aide	\$14.25/hour
Lowther, Kimberly M	Administrative Assistant	\$58,032.00
Macdonald, Brooke A	Paraprofessional	\$23,347.35

MacIsaac, Daniel A	Teacher	\$96,781.00
Mackinnon, Bonnilee	Daycare Aide	\$35,360.00
MacMurray, Robert T	Teacher	\$88,704.00
MacNaughton, Lianne E	Paraprofessional	\$22,954.43
Maglione, Janet R	Teacher	\$101,016.00
Maisonave, Eneida	Academic Tutor	\$9,426.87
Manoogian, Michelle M	Cafeteria	\$10,722.60
Manser, Caterina A	Teacher	\$99,035.00
Mansy, Aghaby L	Paraprofessional	\$22,954.43
Manzella, Christine D	Teacher	\$88,905.00
Marques, Heather L	Teacher	\$91,244.00
Martin, Melinda R	Title I	\$18,449.44
Martinez Perez, Maria Dolores	Teacher	\$88,905.00
Massey, Christopher K	Guidance Counselor	\$65,953.00
McCourt, Heather A	Teacher	\$88,704.00
McDonald, Michele M	Teacher	\$99,035.00
McGovern, Denise M	Teacher	\$93,813.00
McGrath, Kendall M	After School Aide	\$15.00/hour
McInnis, Leslie E	Nurse	\$80,510.00
McInnis, William R	Teacher	\$88,704.00
McNeil, Kevin	Teacher	\$88,704.00
McQuilkin, Erika K	Paraprofessional	\$31,510.03

Merten, Matthew N	Teacher	\$96,781.00
Messick, Robert S	Teacher	\$101,016.00
Miller, Linara M	After School Aide	\$14.25/hour
Milton, Lori A	ABA Tech.	\$33,474.70
Moeckel, Benjamin H	After School Aide	\$14.25/hour
Moen, Christina L	Title I	\$17,711.46
Moloney, Brian J	Teacher	\$80,510.00
Moloney, Tricia E	Teacher	\$88,704.00
Monroe, Wanda B	Preschool Teacher	\$99,035.00
Monterotti, Lori A	Teacher	\$91,244.00
Moran, Mary Anne	Principal	\$136,073.88
Moreno Lopez, Ana Belen	Teacher	\$75,906.00
Moss, Lorna	Lunch/Recess Monitor	\$6,300.00
Motyka, Lisa C	ABA Tech.	\$33,474.70
Moussa, Mariana	Lunch/Recess Monitor	\$675.00
Mulligan, Jeremy E.	Teacher	\$99,035.00
Mumbiela Sierra, Rosa	Teacher	\$88,704.00
Murphy, Barbara J	After School Aide	\$16.65/hour
Naples, Amy B	Teacher	\$96,781.00
Nealley, John H Jr	Custodian	\$26,114.40
Niane, Marie M	After School Aide	\$15.00/hour
Nieves, Bonnie	Teacher	\$88,532.00

Nieviera, Kathleen M	Teacher	\$91,244.00
Niro, Laurie J	Daycare Aide	\$35,360.00
Noreau, Catherine A	ABA Tech.	\$34,493.20
Nulty, Jessica L	Speech Language Pathologist	\$71,885.00
O'Brien, Jennifer A	Administrative Assistant	\$50,477.28
O'Brien, Shannon L	ABA Tech.	\$32,863.60
O'Connell, Abigail Ann	Paraprofessional	\$20,672.93
O'Connell, Ryan	Teacher	\$62,043.00
O'Neal, Samuel N	Tech. Assistant	\$53,300.00
Oberg, Kristen M	Cafeteria	\$13,328.96
Oberg-Braga, Dianne L	Cafeteria Director	\$67,941.10
Oglesby, Pamela M	ABA Tech.	\$34,493.20
Oldfield, Frederick G III	SpEd Teacher	\$101,016.00
Oleksyk, Amy C	ABA Tech.	\$29,908.28
ONeil, Maureen A	Teacher	\$88,704.00
Paiva, Susan J	ABA Tech.	\$35,484.54
Parent, Jennifer L	Teacher	\$86,292.00
Parent, Karen E	Academic Tutor	\$17,358.76
Parsons, Alyssa C	Teacher	\$37,261.96
Partlow, Danielle M	ABA Tech.	\$32,863.60
Patel, Hiral F	Paraprofessional	\$22,700.93
Paul, Abigail	After School Aide	\$15.50/hour

Pelletier, Hanna C	Lunch/Recess Monitor	\$8,775.00
Pelletier, Jill M	ABA Tech.	\$15,529.50
Perkins, Alexandra Rose	Paraprofessional	\$931.32
Perkins, Tracee L	Administrative Assistant	\$16,321.50
Perry, Kathleen B	Teacher	\$99,035.00
Peterson, Lisa M	Daycare Aide	\$17.00/hour
Petrie, Sandra L	ABA Tech.	\$35,484.54
Petti, Laurie A	Accountant/HR	\$85,000.00
Piche, Sabrina L	After School Assist.	\$34,456.40
Pike, Meagan ED	Teacher	\$88,704.00
Pilkington, Rebecca J	Teacher	\$83,906.00
Pilla, Michael A	Custodian	\$43,076.80
Pisano, Kari M	Cafeteria Worker	\$11,038.20
Plante, Lauren R	Teacher	\$72,913.00
Pokornicki, Lauren E	SpEd Team Chairperson	\$88,704.00
Pool, Grace G	SpEd Teacher	\$53,222.40
Porter, Kathleen A	Paraprofessional	\$22,878.38
Poxon, Lauren N	Teacher	\$88,704.00
Prairie, Kayla M	Teacher	\$57,498.00
Prior, Keith R	Custodian	\$43,888.00
Quimby, Adam L	Teacher	\$52,299.00
Quinn, David J	Dir. Instr. Technology	\$112,750.00
Rabbitt, Brian J	Custodian	\$43,888.00

Racenet, Cristiana M	Speech Language Pathologist	\$82,119.00
Ramsey, Paula J	Academic Tutor	\$17,358.76
Raposa, Ann MO	SpEd Teacher	\$101,016.00
Rayne, Diana L	Paraprofessional	\$7,450.56
Reardon, Kathryn M	Teacher	\$88,704.00
Rempe Obrador, Kira E	Teacher	\$80,777.00
Renk, Jonathan M	After School Aide	\$14.25/hour
Renk, Julie A	Cafeteria	\$11,375.28
Rhodes, Casey A	Teacher	\$64,102.00
Robbins, Nancy C	Nurse Assistant	\$37,339.73
Robbins, Rachel A	Paraprofessional	\$21,319.35
Rodriguez, Cindy A	After School Aide	\$16.65/hour
Rodriguez, Cindy A	Before School Aide	\$16.65/hour
Rodriguez, Jose L	Lunch/Recess Monitor	\$5,400.00
Ronchetti, Mary	Teacher	\$52,299.00
Rondinelli, Julie A	Teacher	\$76,792.00
Rosenau, Brendon T	Teacher	\$90,268.00
Round, Barbara A	Paraprofessional	\$23,588.18
Rousseau, Cassidy L	Teacher	\$53,588.00
Russell, Linda J	ABA Tech.	\$35,484.54
Rutkowski, Andrea L	Teacher	\$96,781.00
Ryan, John T	Custodian	\$47,736.00

Ryan, Lisa	Nurse	\$88,704.00
Saletnik, Karina	Nurse Assistant	\$24,185.68
San Clemente, Mark R	ABA Tech.	\$29,908.28
Sanford, Amanda A	SpEd Teacher	\$101,016.00
Sannicandro, Lauren	Administrative Assistant	\$75,507.24
Saucier, Caleigh C	Administrative Assistant	\$37,427.18
Savini, Christina M	Teacher	\$56,116.00
Scanlon, Nancy J	ABA Tech.	\$35,484.54
Schaffer Tatro, Frances M	Lunch/Recess Monitor	\$8,775.00
Schechter, Dana M	After School Aide	\$15.00/hour
Schmidt, Amy C	Administrative Assistant	\$52,707.20
Schmidt, Christopher P	Teacher	\$88,704.00
Schneider, Deborah E	After School Aide	\$16.65/hour
Schneider, Deborah E	Before School Aide	\$16.65/hour
Schwartz, Mary L	Title I	\$18,449.44
Sears, Kyle William	Teacher	\$75,201.00
Sheehan, Paula R	Teacher	\$80,510.00
Shilale, Donna M	Teacher	\$80,510.00
Silva, Kimberly A	After School Aide	\$16.65/hour
Simmonds, Whitney M	Teacher	\$83,906.00
Simon, Sara R	After School Aide	\$16.65/hour
Simon, Sara R	Before School Aide	\$16.65/hour

Smith, Heather A	Teacher	\$101,016.00
Smith, Molly J	Teacher	\$68,921.00
Smith, Rene D	Paraprofessional	\$22,878.38
Snelgrove, Rebecca K	School Psychologist	\$101,016.00
Snow, Danielle G	After School Aide	\$16.65/hour
Snow, Danielle G	Before School Aide	\$16.65/hour
Soto, Ana M	Teacher	\$96,781.00
St John, Jennifer E	Teacher	\$52,299.00
St Pierre, Lauren K	Teacher	\$91,244.00
Stanas, Julie T	Teacher	\$96,781.00
Steiger, Danielle L	ABA Tech.	\$35,484.54
Stone, Chelsea M	Teacher	\$75,201.00
Studley, Sophia M	After School Aide	\$14.25/hour
Swanson, Nicole L	Administrative Assistant	\$52,707.20
Swenson, Kendra C	Guidance Counselor	\$88,532.00
Talbot, Rosemary	Teacher	\$57,653.80
Taylor, Kelly S	ABA Tech.	\$32,266.63
Taylor, Kelly S	Paraprofessional	\$2,933.13
Tepper, Rebecca	Paraprofessional	\$13,504.14
Testa, Joseph N III	Custodian	\$46,092.80
Thibault, Kristine L	Teacher	\$88,704.00
Thibodeau, Georgia G	After School Aide	\$16.65/hour
Thibodeau, Georgia G	Before School Aide	\$16.65/hour

Thomas, Alicia E	ABA Tech.	\$31,791.25
Thomas, Laurie A	Accounting Clerk	\$48,939.65
Tinio, Angela M	Administrative Assistant	\$54,808.00
Towne, Allison J	Guidance Counselor	\$88,532.00
Townsend, Justin P	Teacher	\$75,201.00
Townsley, Amy Marie	Teacher	\$56,116.00
Trimble, Lara S	Library Asst.	\$35,426.05
Vandervalk, Mary A	ABA Tech.	\$30,103.78
Verrone, Marcy K	Academic Tutor	\$17,358.76
Villemaire, Lori A	SpEd Administrative Assistant	\$74,712.00
Walsh, Molly A	Teacher	\$78,186.00
Walsh, Rebecca R	Cafeteria	\$15,999.72
Ward, Hannah D	Teacher	\$65,953.00
Ward, Layne M	SpEd Teacher	\$62,043.00
Warren, Cindy	Daycare Director	\$43,680.00
Weber, Michael J	Teacher	\$71,885.00
Webster, Brenda L	Teacher	\$91,244.00
Welch, Erin J	Teacher	\$82,119.00
Welch, Marney P	Teacher	\$88,704.00
Wheet, Jeffrey M	Custodian	\$49,441.60
White, Cari A	Teacher	\$88,704.00
Whitney, Denise J	Daycare Director	\$49,920.00

Williams, Justin	Teacher	\$57,135.00
Williams, Kimberly A	PreK Paraprofessional	\$24,247.28
Willinski, John J	Custodian	\$56,451.20
Willinski, Maria E	Teacher	\$99,035.00
Wood, Kelly I	Cafeteria	\$11,437.44
Yordanopoulos, Gillian B	After School Aide	\$14.25/hour
Young, Steven W	Custodian	\$45,552.00
Zalusky, Brianna P	Teacher	\$71,885.00
Zinno, Denise L	Memorial Team Chair Admin. Asst.	\$43,962.66

Foundation Report 2023

Mendon																		\$19
Cloagh		5	74	47	77	57	54											314
Memorial				10		5	7											22
Miscue								65	58	45	77							245
Nipmuc												47	54	58	68			227
Out Of District														1			4	5
S & L only		3																
Upton																		1097
Cloagh																		0
Memorial		12	80	97	90	85	92											456
Miscue								91	101	65	79							336
Nipmuc												56	69	88	76	2		291
Out Of District									1			2	2	1	3			9
S & L only		4	1															5
Choice In																		160
Cloagh		1	12	10	9	11	6											49
Memorial		1	2	1	1	1	1											6
Miscue								13	17	18	7							55
Nipmuc												17	10	8	5			40
PK - Tuition																		30
Mendon-Mem		1																1
Mendon-Clo		15																15
Upton-Clo																		0
Upton-Mem		14																14
Priv-Char Out																		183
Mendon-Private		4	3	3	5	3	10	5	10	9	6	13	7	8	5			91
Mendon-Charter			1	3	1	1	2	1	2		2							13
Upton-Private		3	2	4	3	1	1	4	2	11	8	13	3	11	8			73
Upton-Charter			1		1	1	1					1			1			6
Choice Out																		60
Mendon		1	1	1	1	2		1			2	4	2	7	6			28
Upton				2		1				1	5	1	2	5	3	2		22
Voo Out																		183
Mendon-BVT												20	20	19	16			75
Men-Norfolk Aggie												1	4	2	3			10
Upton-BVT												24	24	18	27			93
Upton-Norfolk Aggie												1	3	1				5
Totals		64	177	178	188	168	174	150	182	163	182	201	203	226	220	8		2609