



January 1

Annual Report

2015

TOWN OFFICERS ANNUAL REPORT

UPTON MA



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2015



TOWN OF UPTON

Incorporated June 14, 1735

2015	Town Census	7399
2014	Town Census	7431
2013	Town Census	7418
2012	Town Census	7360
2011	Town Census	7342
2010	Town Census	7366
2010	Federal Census	7542
2000	Town Census	6369
2000	Federal Census	5642
1990	Federal Census	4677
1980	Federal Census	3884
1970	Federal Census	3484
1960	Federal Census	3127
1950	Federal Census	2656

DOWN THROUGH THE YEARS

1735 - Approximately 50 Families

1790	833	1860	1986
1800	854	1870	1989
1810	995	1880	2203
1820	1088	1890	1878
1830	1167	1900	1937
1835	1410	1930	2026
1840	1658	1940	2249
1850	2018	2000	6369

Town Comprises 21.81 Square Miles

Land - 13,853.3 acres Water 104.7- acres

Town Highways - 74.00 miles

Pratt Hill – approximately 595 ft. above mean sea level

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

U.S. SENATORS
Ed Markey
Elizabeth Warren

CONGRESSMAN 2nd DISTRICT
James McGovern

STATE SENATOR, SECOND WORCESTER DISTRICT
Michael O. Moore

REPRESENTATIVE, NINTH WORCESTER DISTRICT
David 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



Elsie J. (Adams) Craib

March 10, 1946 – March 31, 2015

*Upton School Committee, Memorial
School Building Committee,
Conservation Commission, Chair of
the Upton Town Library Commission*



Nancy E. (Churchill) Kennedy

Nov 4, 1923 – Oct 30, 2015

*Member, Upton Historical Society,
volunteer Senior Center, poll worker*



William S. Evans

Sept 24, 1925 – Jan 21, 2015

*Served 24 years Upton Fire Dept./
retired Deputy Fire Chief,
member 9 years Upton Police
Assessor 17 years, member Upton
Housing Authority and member of
the Worcester County Highway
Supt. Association*



Troy Kevin McElreath

Aug 15, 1965 – July 31, 2015

Firefighter/EMT



Betty C. (Bragg) O'Connell

March 21, 1935 – Dec 14, 2015

Served on the Upton Board of Library Trustees



William H. Sadler

Sept 24, 1926 – Dec 3, 2015

Elected member Cemetery Commission for 53 years, honored as Citizen of the Year by the Blackstone Valley Heritage Homecoming Committee for years of exemplary service to his hometown



Martha R. Williams

Dec 14, 1935 – June 22, 2015

Town Clerk

Clerk to the Board of Selectmen

Upton Town Officers

UPTON TOWN OFFICERS

Elected

Assessor of Taxes

James Earl	term expires 2016
Kelly A. McElreath	term expires 2018
*Tracey Tardy, <i>Department Coordinator</i>	

Board of Health

Richard Desjardins	term expires 2017
Alfred C. Holman	term expires 2018
Richard V. Robinson	term expires 2016
* Patricia Parent, Rn, BsN, <i>Agent/ Town Nurse/Infection Control Coordinator</i>	
* Michael Moran, <i>Animal Control Officer</i>	
* Kelly A. McElreath, <i>Burial Agent</i>	
* Kenneth M. Pederson, Jr., <i>Assistant Burial Agent</i>	
* Janice Skinner, <i>Food Inspector</i>	
* Diane E. Tiernan, <i>Assistant Supervisor of Public Health</i>	
* Lenny Izzo, <i>Title V Agent</i>	
* Paul McKeon <i>Title V Agent</i>	

Board of Selectmen

James A. Brochu	term expires 2017
Robert J. Fleming	term expires 2018
Kenneth E. Picard	term expires 2016

Cemetery Commission

Glenn H. Fowler	term expires 2016
Joseph McMahon	term expires 2017
Robert R. Richard	term expires 2018

Collector-Treasurer

Kenneth W. Glowacki	term expires 2018
*Ann L. Perkins, <i>Treasurer-Collector Assistant</i>	
*Jane Snellman, <i>Department Associate</i>	

UPTON TOWN OFFICERS

Elected

Commissioner of Trust Funds

Kenneth W. Glowacki	term expires 2018
Steve McCaw	term expires 2017
Michael D. Oliver	term expires 2016

Constables

James R. Bates Jr.	term expires 2016
Barbara Burke	term expires 2016
James A. Comfort, Jr.	term expires 2016
Steven P. Driver	term expires 2016
Sandra J. Hakala	term expires 2016

Finance Committee

Jonathan Calianos (<i>Appointed by Moderator</i>)	term expires 2016
Robert Shawn Craig (<i>Elected</i>)	term expires 2017
Gene Cuenot (<i>Appointed by Moderator</i>)	term expires 2016
Paul T. Flaherty (<i>Appointed by Selectmen</i>)	term expires 2018
Steven Matellian (<i>Elected</i>)	term expires 2018

Capital Budget Committee

Sub-Committee established by Finance Committee

Appointed by the Finance Committee

Frank Aniello	term expires 2018
David O'Brien	term expires 2016
Jonathan Calianos	term expires 2016
Kenneth W. Glowacki	term expires 2017
<i>Appointed by the Planning Board</i>	
Thomas Davidson	term expires 2016

Mendon-Upton Regional School District Committee

Philip J. DeZutter	term expires 2017
Tanna Jango	term expires 2018
Dorothy Scally	term expires 2016

UPTON TOWN OFFICERS

Elected

Moderator

David C. Loeper

term expires 2016

Planning Board

Gary M. Bohan, Jr.

term expires 2018

Paul Carey

term expires 2019

Margaret Carroll

term expires 2017

Thomas C. Davidson

term expires 2020

Raymond P. Smith

term expires 2016

William Tessmer, *Associate Member*

term expires 2017

*M. Denise Smith, *Department Coordinator*

Public Library Trustees

Charlotte L. Carr

term expires 2017

Judith Katz-Goodman

term expires 2016

Francis Gustman

term expires 2017

Kathleen E. Kelley

term expires 2016

Joe McMahon

term expires 2018

C. John Minnucci

term expires 2017

John Robertson, Jr.

term expires 2018

Linda White

term expires 2016

Laurie Wodin

term expires 2018

Recreation Commission

Richard Gazorian

term expires 2017

Richard LaCross Jr.

term expires 2018

Paul A. Pirozzi

term expires 2016

*Bonnie Flink, *Recreation Director*

Upton Housing Authority

Linda M. Jones

term expires 2018

Richard P. Kennedy

term expires 2019

Mildred F. Morin

term expires 2016

Rena Richard

term expires 2020

Judith F. McGee *Appointed by Department of Communities & Development*

UPTON TOWN OFFICERS

Appointed by the Board of Selectmen

Affordable Housing Trust

Richard Desjardin	term expires 2017
Amanda Graham	term expires 2017
Karen Intinarelli	term expires 2017
Kenneth E. Picard	term expires 2017
Richard Whitehouse	term expires 2017

Aquatic Weed Control Committee

James R. Bates, Jr.	term expires 2016
Charles Pedersen	term expires 2016

Cable Television Advisory Committee

Richard Hellegers	term expires 2016
George Mattingly	term expires 2017

Central Massachusetts Regional Planning Delegate

Gary Bohan	term expires 2016
James R. Bates Jr. <i>Alternate</i>	term expires 2016

Community Preservation Committee

Appointments made per 2003 By-law

Appointed by the Board of Selectmen

Dave Adams	term expires 2017
Edward Darragh	term expires 2018
Richard Desjardins	term expires 2016

Appointed by the Conservation Commission

Chris Scott	term expires 2018
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Appointed by the Historical Commission

Russell Wood	term expires 2016
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Appointed by the Housing Authority

Rena Richard	term expires 2017
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Appointed by the Open Space Committee

Richard Holmes	term expires 2016
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Appointed by the Planning Board

Paul Carey	term expires 2018
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Appointed by the Recreation Commission

Rich Gazoorian	term expired 2016
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UPTON TOWN OFFICERS

Appointed by the Board of Selectmen

Conservation Commission

Scott Heim	term expires 2018
Sandra Lajoie	term expires 2016
Tom Jango	term expires 2016
Alan Miano	term expires 2018
Mary Overholt <i>Associate Member</i>	term expires 2017
Michael Penko	term expires 2017
Christine Scott	term expires 2017
Marcella Stasa	term expires 2016

* M. Denise Smith, *Department Assistant*

<i>Land Stewardship Committee</i>	term expires 2016
<i>Sub-Committee of the Conservation Commission by vote 2/22/2006</i>	
Scott J. Heim	Marcella Stasa
Mary Overholt	Cathy Taylor
Michael Penko	William Taylor

<i>Open Space Committee</i>	term expires 2016
<i>Sub-Committee of the Conservation Commission</i>	
Tom Dodd	Rick Holmes
Alan Miano	Mike Penko
Marcella Stasa	Bill Taylor

Council for the Aging

Myra Bigelow	term expires 2017
Judy Blanchard	term expires 2016
Annette Castonquay	term expires 2016
Elizabeth Consigli	term expires 2018
Maria Griffin	term expires 2016
Judith Pitts	term expires 2016
Richard Provost	term expires 2017
Grace Wadsworth	term expires 2017

County Advisory Board Member

Robert J. Fleming	term expires 2016
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UPTON TOWN OFFICERS

Appointed by the Board of Selectmen

Cultural Council

Joann Fitts	term expires 2016
Donna Marie Floyd	term expires 2016
Jean Marie Housekeeper	term expires 2017
Jennifer Johnson	term expires 2018
Julie Johnson	term expires 2018
Jodi McGowan	term expires 2017
Dawn Piekarski	term expires 2017
Shelly Ryan	term expires 2018

Custodian of Tax Title Properties

Kenneth W. Glowacki	term expires 2018
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Development & Industrial Commission (*Vacant*)

Disability Affairs Grievance Coordinator

Janice Read Nowicki	term expires 2016
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Disability Commission

Karen Intinarelli	term expires 2018
Blythe C. Robinson	term expires 2016

Green Community Designation Committee

Robert Jordan	term expires 2016
Brad Rolph	term expires 2016
Marcella Stasa	term expires 2016
William Taylor	term expires 2016

Fire & EMS Advisory Committee

Chief Aaron Goodale	
Anthony Cervasi	term expires 2016
Brian Kemp	term expires 2016
Kerry Stoopack	term expires 2016

UPTON TOWN OFFICERS

Appointed by the Board of Selectmen

Forest Fire Warden

Fire Chief Aaron Goodale term expires 2016

Historical Commission

Howard Glassman term expires 2016

Joyce Heywood term expires 2018

George Patterson term expires 2017

James Brochu term expires 2018

Cathy Taylor term expires 2016

Russell W. Wood term expires 2018

Library Feasibility Committee term expires 2016

Appointed by the Board of Selectmen

Robert Fleming

Kelly McElreath

Janice Nowicki

William Taylor

Appointed by the Library Trustees

Linda Arthur

Fran Gustman

Leah Hagen

Steven Rakitin

Alan Rosenfield

Municipal Hearing Officer (*Vacant*)

Other Post Employment Trust Commissioners

Kenny Costa, Town Accountant term expires 2016

Kenneth Glowacki, Treasurer term expires 2016

Robert J. Fleming, Chair BOS term expires 2016

Parking Clerk Warrant Officer

Kelly A. McElreath term expires 2016

UPTON TOWN OFFICERS

Appointed by the Board of Selectmen

Personnel Board

Debra Amorelli	term expires 2016
Robert Carnegie	term expires 2016
David Scribner	term expires 2017
Jane Snyder Gienger	term expires 2017
<i>*Deborah Teta, Department Assistant</i>	

Registrars of Voters

Jane Snyder Gienger (R)	term expires 2018
Cynthia Robertson (D)	term expires 2016
Eva Fowler (U)	term expires 2017
Kelly A. McElreath (U)	Ex-Officio Clerk

Senior Work-off Program Coordinator

Janice Read Nowicki	term expires 2018
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Tree Warden

Vincent J. Roy	term expires 2016
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Town Clerk

Kelly A. McElreath
M. Denise Smith, *Department Associate*

Town Counsel

Kopelman and Paige, P.C	term expires 2016
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Town Hall Building Committee

Kelly A. McElreath	term expires 2016
Steven Rakitin	term expires 2016

Town Manager

Blythe C. Robinson	Contract
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Veterans' Graves Director

Robin Fletcher	term expires 2018
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UPTON TOWN OFFICERS

Appointed by the Board of Selectmen

Veterans' Services Director

Robin Fletcher

term expires 2017

Zoning Appeal Board

Bill Andrews

term expires 2016

Stedman Briggs

term expires 2017

Joseph D. Lurie

term expires 2018

James R. Bates Jr., *Associate member*

term expires 2016

Richard Desjardins, *Associate member*

term expires 2017

*M. Denise Smith, *Department Assistant*

UPTON TOWN OFFICERS

Appointed by the Town Manager

Office of the Town Manager

Blythe C. Robinson

Executive Assistant	Sandra J. Hakala
Facilities/Custodian	Paul Marchand
PEGAccess Provider/UCTV Producer	Glenn Fowler
Town Accountant	Kenny Costa
Town Accountant Dept. Assistant	Ann L. Perkins

Council for the Aging

Janice Read Nowicki, Director

Department Specialist	Bernadette Denson
Social Services Coordinator	Jessica D'Amato

Code Enforcement

Patrick H. Roche, Inspector of Buildings

Inspector of Buildings, Assistant	Stephen Johnson
Department Assistant (ZBA)	M. Denise Smith
Department Coordinator	Diane Judd
Gas Inspector	Walter A. Hopkins
Gas Inspector, Assistant	Thomas E. French
Oil Burner Inspector	Aaron Goodale
Plumbing Inspector	Walter A. Hopkins
Plumbing Inspector, Assistant	Thomas E. French
Wiring Director (Inspector)	John Poirier
Wiring Inspector, Assistant	David Stanley

Department Of Public Works

Vincent J. Roy, Director

Department Specialist	Carol A. Peterson
Supervisor of Highways/Parks	John Johnson
Water/Wastewater Supervisor	Scott Hennessey

UPTON TOWN OFFICERS

Appointed by the Town Manager

Fire & EMS Department

Aaron Goodale, Fire & EMS Chief

Assistant Fire Chief	Michael Marchand
Fire Captain	Daniel Lazarz
EMS Captain	Brian F. Kemp
Fire Lieutenant	Zachary Ward
Fire Lieutenant	David Cialdea
Fire Lieutenant	Bonnie Lopez
Fire Lieutenant, Acting	Anthony Cervassi
EMS Lieutenant	Kerry Stoopak
Firefighter Paramedic	James Earl
Firefighter Paramedic	Robert Johnson
Director Emergency Management	Brian F. Kemp
Trench Permitting Authority	Aaron Goodale
EMT/Financial Assistant	Barbara Harris

Police & Communications Department

Michael J. Bradley, Jr., Chief of Police

Police Sergeant

Alan J. Cyr
Bruce D. Rivard
Lisa C. Vass

Part time Officers

Robert J. Miller
Thomas B. Stockwell

Patrol Officer

Carl A. Ambrosino
Michael D. Benjamin
James C. Fleming
Michael F. Lupachini
Erik M. Mager
Nicholas Palmieri
Isaiah R. Poxon
Matthew R. Rankins

Communications Officer

John Bergstrom
Victoria L. Burnham
Paula Deiana
Carl E. Hartwick
Shanna J. Jackman
Justin Kuras
Roberta L. Lamothe
Patrick Sheridan
Heidi Shultz-Ofria
MaryEllen Palmieri

UPTON TOWN OFFICERS

Appointed by the Town Manager

Honorary Police Officers

James R. Bates

Robert Coffin

Donald R. Keniston

Joanne Kinney

John Lebrun

Henry J. Poirier, Jr.

Bruno Ragaini

Department Specialist

Paula Deiana

** Town employee appointments made by the Elected Board.
Bold=Chair*

Warrants
&
Proceedings

TOWN OF UPTON / 11 FEBRUARY 2015 / STM WARRANT

IN THE NAME OF THE COMMONWEALTH OF MASSACHUSETTS, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in Elections and in Town affairs, to meet in the Auditorium at the Nipmuc Regional Middle/High School, 90 Pleasant Street, in Upton on Wednesday, the eleventh day of February 2015, at 7:00 o'clock in the evening, then and there to act on the following Articles:

ARTICLE 1: To see if the Town will vote to authorize the Board of Selectmen to acquire, on behalf of the Town, by purchase or eminent domain, for general municipal purposes, the fee in a parcel of land, together with the buildings and improvements thereon, located at 2 Grove Street, described in a deed recorded with the Worcester South Registry of Deeds in Book 53209, Page 164, and to authorize the Board of Selectmen to enter into all agreements, including a purchase and sale agreement, and take all related actions necessary or appropriate to carry out this acquisition, on such terms and conditions, and subject to such encumbrances, 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, to take any other action relative thereto.

Explanation/
Submitted by

To purchase the property at #2 Grove Street for future auxiliary parking for the Upton Town Hall.

Recommendation: Not Applicable

ARTICLE 2: To see if the Town will vote to transfer the sum of Eight thousand five hundred dollars (\$8,500.00) from the Community Preservation Act Undesignated Account (2400-300-3590-1000), specifically for the repair of the exterior staircase and landing on the Ramsay Building at Kiwanis Beach, including all costs

incidental and related thereto, or, to take any other action relative thereto.

Explanation/

Submitted by To make repairs to the exterior staircase of the Ramsay Building at Kiwanis Beach/Recreation Commission

Recommendation: Not Applicable

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

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

Given under our hands this twenty-seventh day of January in the year of our lord two thousand fifteen

**CERTIFICATION OF PROCEEDINGS
THE COMMONWEALTH OF MASSACHUSETTS
TOWN OF UPTON
SPECIAL TOWN MEETING
February 11, 2015**

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

Board of Selectmen Chair, Bob Fleming, led the audience in the Pledge of Allegiance.

During this meeting, 58 voters were checked in to the Nipmuc Regional Middle/High School by Tracey Tardy and M. Denise Smith meeting the necessary quorum of 40 voters.

By unanimous vote, guests present were: Lauren Goldberg, Town Counsel, Michelle Sanford, Town Crier; Michael Gleason, Milford Daily News; Christopher and Deborah Teta; Stanley Goodwin.

Purchase of 2 Grove St for Parking

ARTICLE 1: Upon motion of Robert Fleming, it was moved the Town vote to authorize the Board of Selectmen to acquire, on behalf of the Town, by purchase or eminent domain, for general municipal purposes, the fee in a parcel of land, together with the buildings and improvements thereon, located at 2 Grove Street, described in a deed recorded with the Worcester South Registry of Deeds in Book 53209, Page 164, and to authorize the Board of Selectmen to enter into all agreements, including a purchase and sale agreement, and take all related actions necessary or appropriate to carry out this acquisition, on such terms and conditions, and subject to such encumbrances, as the Board of Selectmen shall, in its discretion, deem reasonable, and to take all related actions necessary or appropriate to effectuate such acquisition.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

CPA Funds for Ramsey Building Repairs

ARTICLE 2: Upon motion of Rick Lacross, it was moved that the Town vote transfer the sum of Eight thousand five hundred dollars (\$8,500.00) from the Community Preservation Act Undesignated Account (2400-300-3590-1000), specifically for the repair of the exterior staircase and landing on the Ramsay Building at Kiwanis Beach, including all costs incidental and related thereto.

Favorable recommendation from the Community Preservation Committee/
Finance Committee

Moderator declared the motion passed unanimously

Upon motion of John Robertson, it was moved to dissolve this warrant and adjourn the Special Town Meeting at 7:08 pm.

Motion passed unanimously.

TOWN OF UPTON / 7 MAY 2015 / STM WARRANT

IN THE NAME OF THE COMMONWEALTH OF MASSACHUSETTS, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in Elections and in Town affairs, to meet in the Auditorium at the Nipmuc Regional Middle/High School, 90 Pleasant Street, in Upton on Wednesday, the seventh day of May 2015, at 6:30 o'clock in the evening, then and there to act on the following Articles:

ARTICLE 1: To see if the Town will vote to amend the vote taken under Article 3 of the May 9, 2014 Annual Town Meeting appropriating the fiscal year 2015 budget to make supplemental appropriations for the remainder of fiscal year 2015 for the purposes set forth below; and as funding therefor, to appropriate from available unappropriated funds in the Town Treasury, or transfer from Overlay Surplus or otherwise provide the total sum of Two hundred twenty thousand hundred dollars (\$220,000.00):

- a. Snow Removal Account - the sum of One hundred seventy-five thousand dollars (\$175,000.00) or any other sum;
- b. Fire Department Wages – the sum of Twenty thousand dollars (\$20,000.00), or any other sum;
- c. Nurse Wages– the sum of Two thousand five hundred dollars (\$2,500.00), or any other sum;
- d. Town Accountant Wages - the sum of Two thousand five hundred dollars (\$2,500.00), or any other sum;
- e. Town Counsel Expense – the sum of Ten thousand dollars (\$10,000.00) or any other sum;
- f. DPW Building Utilities – the sum of Ten thousand dollars (\$10,000.00) or any other sum;

or, to take any other action relative thereto.

Explanation/
Submitted by

To make transfers among accounts in the FY 2015 budget year to reconcile shortfalls in appropriations or unforeseen expenses/Board of Selectmen.

Recommendation: Favorable Action/Finance Committee

ARTICLE 2: To see if the Town will vote to amend the vote taken under Article 4 of the May 9, 2014 Annual Town Meeting appropriating the fiscal year 2015 Water Enterprise Fund budget to make supplemental appropriations for the remainder of fiscal year 2015 for the purposes set forth below; and as funding therefor, to appropriate from available unappropriated funds in the Town Treasury, or transfer or otherwise provide the total sum of Ten thousand dollars (\$10,000.00):

a. Water Expenses - the sum of Ten thousand dollars (\$10,000.00) or any other sum;

or, to take any other action relative thereto.

Explanation/
Submitted by

To make transfers among accounts in the FY 2015 budget year to reconcile shortfalls in appropriations or unforeseen expenses/Board of Selectmen.

Recommendation: Favorable Action/Finance Committee

ARTICLE 3: To see if the Town will vote to amend the vote taken under Article 5 of the May 9, 2014 Annual Town Meeting appropriating the fiscal year 2015 Wastewater Enterprise Fund budget to make supplemental appropriations for the remainder of fiscal year 2015 for the purposes set forth below; and as funding therefor, to appropriate from available unappropriated funds in the

Town Treasury, or transfer or otherwise provide the total sum of Fifteen thousand dollars (\$15,000.00):

- a. General Labor – the sum of Five thousand dollars (\$5,000.00) or any other sum;
- b. Wastewater Expenses - the sum of Ten thousand dollars (\$10,000.00) or any other sum;

or, to take any other action relative thereto.

Explanation/
Submitted by

To make transfers among accounts in the FY 2015 budget year to reconcile shortfalls in appropriations or unforeseen expenses/Board of Selectmen.

Recommendation: Favorable Action/Finance Committee

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

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

Given under our hands this twenty-first day of April in the year of our lord two thousand fifteen

**CERTIFICATION OF PROCEEDINGS
THE COMMONWEALTH OF MASSACHUSETTS
TOWN OF UPTON
SPECIAL TOWN MEETING
May 7, 2015**

Called to order at 6:30 pm by Moderator David Loeper.

During this meeting, 77 voters were checked in to the Nipmuc Regional Middle/High School by Tracey Tardy and M. Denise Smith meeting the necessary quorum of 40 voters.

By unanimous vote, guests present were: Lauren Goldberg, Town Counsel, Michelle Sanford, Town Crier; Michael Gleason, Milford Daily News; Janice Nowicki, COA Director; Vincent Roy, DPW Director; Matthew Bachtold, Library Directory; Paul Marchand, Lindsay Doyle, Jasmine & Sean Duffy, Stanley Goodwin.

Supplemental Funding Appropriations for FY2015

ARTICLE 1: Upon motion of Robert Fleming, it was moved the Town vote to appropriate the following amounts from the following sources of funds to make supplemental appropriations for the remainder of fiscal year 2015:

- a. Snow Removal Account - transfer from Free Cash the sum of One hundred fifty-five thousand dollars (\$155,000.00) and transfer from Insurance the sum of Twenty thousand dollars (\$20,000.00);
- b. Fire Department Wages – transfer from Insurance the sum of Twenty thousand dollars (\$20,000.00);
- c. Nurse Wages – transfer from COA Wages the sum of Two thousand five hundred dollars (\$2,500.00);
- d. Town Accountant Wages – transfer from COA Wages the sum of Two thousand five hundred dollars (\$2,500.00);
- e. Town Counsel Expense - transfer from COA Wages the sum of Ten thousand dollars (\$10,000.00);
- f. DPW Building Utilities - transfer from DPW Consultant the sum of Ten thousand dollars (\$10,000.00)

Favorable recommendation from Finance Committee

Moderator declared the motion passed unanimously

Water Enterprise Supplemental FY2015

ARTICLE 2: Upon motion of Ken Picard, it was moved the Town vote to appropriate the following amounts from the following sources of funds to make supplemental appropriations to the Water Enterprise Fund for the remainder of fiscal year 2015:

- a. Water Expenses - transfer from Retained Earnings the sum of Ten thousand dollars (\$10,000.00).

Favorable recommendation from Finance Committee

Moderator declared the motion passed unanimously

Wastewater Enterprise Supplemental FY2015

ARTICLE 3: Upon motion of Ken Picard, it was moved the Town vote to appropriate the following amounts from the following sources of funds to make supplemental appropriations to the Wastewater Enterprise Fund for the remainder of fiscal year 2015:

- a. General Labor – transfer from Retained Earnings the sum of Five thousand dollars (\$5,000.00);
- b. Wastewater Expenses - transfer from Retained Earnings the sum of Ten thousand dollars (\$10,000.00).

Favorable recommendation from Finance Committee

Moderator declared the motion passed unanimously

Upon motion of Paul Flaherty, it was moved to dissolve this warrant and adjourn the Special Town Meeting at 6:37 pm.

Motion passed unanimously.

TOWN OF UPTON / 7 MAY 2015 /ATM WARRANT

IN THE NAME OF THE COMMONWEALTH OF MASSACHUSETTS, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in Elections and in Town affairs, to meet in the Gymnasium at the Nipmuc Regional Middle/High School, 90 Pleasant Street, Upton on Tuesday, the fourth-day of May 2015, from Seven o'clock in the morning, until Eight o'clock in the evening, then and there to act on Article 1, and to meet at an adjourned session of the meeting in the Auditorium at said Nipmuc Regional Middle/High School on Thursday, May 7, 2015 punctually at Seven o'clock in the evening, then and there to act on the remaining Articles in the warrant.

ARTICLE 1: To choose necessary officers for the ensuing year, all to be voted for upon one ballot as follows: Moderator (1 for 1 year); Board of Selectmen (1 for 3 years); Board of Assessors (1 for 3 years); Mendon Upton Regional School Committee (1 for 3 years); Mendon Upton Regional School Committee (1 for 1 year); Board of Health (1 for 3 years); Cemetery Commission (1 for 3 years); Cemetery Commission (1 for 1 year); Library Trustees (3 for 3 years); Recreation Commission (1 for 3 years); Collector/Treasurer (1 for 3 years); Board of Trust Fund Commissioners (1 for 3 years); Planning Board (1 for 5 years); Finance Committee (1 for 3 years); Housing Authority (1 for 5 years).

Explanation/
Submitted by Choose officers for the ensuing year/Board of Selectmen

Recommendation: Not Applicable

ARTICLE 2: 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

Recommendation: Not Applicable

ARTICLE 3: 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, Section 108, as amended, and to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, such sums as may be necessary to defray expenses of the Town Departments for the ensuing fiscal year; or, to take any other action relative thereto.

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

Recommendation: To Be Determined/Finance Committee

ARTICLE 4: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Treasury, or transfer, the sum of One Million three hundred ninety-one thousand six hundred thirty-two dollars (\$1,391,632.00), or, any other sum, for the purpose of funding the Town’s assessment for the Mendon-Upton Regional School District for the fiscal year beginning July 1, 2015; provided that such appropriation shall be expressly contingent upon passage of a Proposition 2½ (so-called) override ballot question permitting the Town to raise the additional amount of One Million three hundred ninety-one thousand six hundred thirty-two dollars (\$1,391,632.00) outside the limits imposed by said Proposition 2 ½, all in accordance with Chapter 59, Section 21C(g) of the Massachusetts General Laws, or, to take any other action relative thereto.

Explanation/
Submitted by Proposition 2 ½ Override to fund the Town’s assessment for the Mendon-Upton Regional School District/Board of Selectmen

Recommendation: Favorable Action/Finance Committee

ARTICLE 5: To see if the Town will vote to raise and appropriate, transfer from available unappropriated funds in the Town Treasury, or transfer a sum of money to operate the Water Enterprise Fund as set forth below for the ensuing fiscal year; or, to take any other action thereto.

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

Wages & Salaries	\$ 229,653.00
Expenses	338,820.00
Capital Outlay	100,250.00
Debt	405,570.00
Extra/Unforeseen	50,000.00
Total	\$ 1,124,293.00

And that **\$1,124,293.00** be raised for such purposes as follows:

Department receipts	\$ 871,508.00
Retained Earnings	50,000.00
Tax Levy202,	785.00*
Free Cash	-0-

*(NOTE: As raised and appropriated under Article 3)

Explanation/ Submitted by	Annual budget for Water Enterprise Fund / Board of Selectmen
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Recommendation: To Be Determined/Finance Committee

ARTICLE 6: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer a sum of money to operate the Wastewater Enterprise Fund as set forth below for the ensuing fiscal year; or, to take any other action thereto.

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

Wage & Salaries	\$207,002.00
Expense	95,865.00
Capital Outlay	30,250.00
Debt	252,448.00
Extra/Unforeseen	30,000.00
Total	\$ 815,565.00

And that **\$815,565.00** be raised for such purposes as follows:

Department receipts	\$600,407.00
Retained Earnings	30,000.00
Tax levy	126,224.00*
	58,934.00
Free cash	-0-

*(NOTE: As raised and appropriated under Article 3)

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

Recommendation: To Be Determined/Finance Committee

ARTICLE 7: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Four hundred fifteen thousand nineteen dollars (\$415,019.00), or any other sum, in conformity with M.G.L. Chapter 32, Section 22(7)(c)(ii) of the General

Laws relative to the Pension, Expense, Worker's Compensation, and Military Service Funds of the Worcester Regional Retirement System for the fiscal year beginning July 1, 2015; or, to take any other action relative thereto.

Explanation/
Submitted by

Funding to meet the Town's obligations to the Regional Retirement System/Board of Selectmen

Recommendation: To Be Determined/Finance Committee

ARTICLE 8: To see if the Town will vote to establish the following revolving funds in accordance with M.G.L., Chapter 44, § 53E ½; and any balances remaining in such revolving funds as of June 30, 2015 shall carry forward and remain available for expenditure in FY 2016:

- A. Conservation Commission "Wetland By-Law Fund" - To pay costs associated with reviewing Wetlands Filings, processing Certificates of Compliance and related operating expenses and essential functions of the Conservation Commission; fees collected from filings made under the Town of Upton Wetlands By-Law shall be credited to the fund; expenditures shall be authorized by the chairperson of the Conservation Commission; limited to Twenty thousand dollars (\$20,000.00) for fiscal year 2016;
- B. Board of Health "Curbside Waste & Recycling Fund" - To pay costs of removing residential bulk items through curbside pick-up and purchase of recycling and/or trash bins; fees collected for removal of bulk items or from purchase of recycling and/or trash bin shall be credited to the fund; expenditures shall be authorized by the chairperson of the Board of Health, limited to Fifteen thousand dollars (\$15,000.00) for fiscal year 2016;
- C. Upton Town Library – To replace items lost or damaged by those who borrow materials and items used in activities for which a fee is paid, and to purchase new materials and equipment; fees and fines paid for lost or damaged materials, for overdue books, for use of the fax,

copier and printing facilities, and for purchase of used library material shall be credited to the fund; expenditures shall be authorized by the Library Director, with the approval of the Library Board of Trustees, limited to Six thousand dollars (\$6,000.00) for fiscal year 2016;

- D. Council on Aging Fund - To provide programming for the elderly of Upton as administered through the Senior Center and the Council on Aging; fees and charges for Senior Center and Council on Aging programs shall be credited to the fund; expenditures shall be authorized by the Director of the Upton Council on Aging, with the approval of the Council on Aging, limited to Ten thousand dollars (\$10,000.00) for fiscal year 2016;
- E. Recreation Commission Revolving Account – To collect fees for and fund all operating expenses of the various Recreation Programs administered by the Recreation Commission; fees and other receipts collected in connection with such Recreation Programs shall be credited to the fund; expenditures shall be authorized by the chairperson of the Recreation Commission limited to One hundred sixty-seven thousand dollars (\$167,000.00) for fiscal year 2016;
- F. Conservation Commission “Storm Water By-Law Fund” - To pay costs associated with reviewing Storm Water Bylaw applications and related operating expenses and essential functions of the Conservation Commission; fees collected from filings made under the Town of Upton Storm Water Management By-Law shall be credited to the fund; expenditures shall be authorized by the chairperson of the Conservation Commission limited to seven thousand dollars (\$7,000.00) for fiscal year 2016; provided further that any funds remaining in the revolving fund at the end of fiscal year 2015 shall be retained by said fund;
- G. Upton Land Stewardship Committee “Community Garden Fund”- To pay costs associated with maintenance, upgrades, further expansion and related operating expenses for the Upton Community Garden; fees and other receipts collected for use of such Garden, including fees from participating gardeners shall be credited to the fund; expenditures shall be authorized by the

chairperson of the Land Stewardship Committee limited to two thousand dollars (\$2,000.00) for fiscal year 2016;

- H. Land Stewardship Committee “Land Stewardship Fund” – To pay costs associated with management of conservation areas and open space parcels owned by the Town, to include, preparation of forestry and land stewardship plans, habitat management, trail development and maintenance, installation and maintenance of parking areas, bridges, boardwalks, fences, kiosks, and signage, and snow removal from parking areas; fees and other receipts received in connection with the sale and harvest of timber and other agricultural or forestry products derived from properties managed by the Land Stewardship Committee shall be credited to the fund; expenditures shall be authorized by the chairperson of the Land Stewardship Committee and be limited to Five thousand dollars (\$5,000.00) for fiscal year 2016;

Or, take any other action relative thereto.

Explanation/

Submitted by Approve Revolving Funds for various
activities/Board of Selectmen

Recommendation: To Be Determined/Finance Committee

ARTICLE 9: 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 fiscal year 2016, 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: To Be Determined/Finance Committee

ARTICLE 10: To see if the Town will vote to amend the Town of
Upton General Bylaws, by inserting in Title 3, a new
Chapter 6, for the purpose of establishing a process to
address properties that are determined to be a nuisance;
or, to take any other action relative thereto.

The complete text of the proposed by-law is available
for review at the Office of the Town Clerk.

Explanation/
Submitted by To establish a general bylaw to help secure the welfare
of the Town’s residents and neighborhoods by requiring
property owners to properly maintain their respective
properties/Board of Selectmen.

Recommendation: Favorable Action/Board of Health

ARTICLE 11: To see if the Town will vote to amend the provisions of
the Town of Upton Bylaws, Title 2, Chapter 16,
“Animal Control”, by deleting the Chapter in its
entirety and replacing it with a new Chapter entitled
“Canine Control”, in conformance with Chapter 193 of
the Acts of 2012, entitled, “An Act Further Regulating
Animal Control”; or, to take any other action relative
thereto.

The complete text of the proposed by-law is available
for review at the Office of the Town Clerk.

Explanation/

Submitted by To replace the General Bylaw on animal control with a newer version that complies with State law passed in 2012/Board of Selectmen.

Recommendation: Favorable Action/Board of Health

ARTICLE 12: To see if the Town will vote to accept the provisions of Massachusetts General Laws Chapter 59, Section 5, Clause 5C for the purpose of exempting from taxation the real property of incorporated organizations of veterans of any war; or, to take any other action relative thereto.

Explanation/
Submitted by To accept the relevant section of State law that enables the Board of Assessors to exempt from taxation the real estate held by the VFW Post/Board of Assessors

Recommendation:

ARTICLE 13: To see if the Town will vote to amend Section VII of the Personnel By-Law regarding Conditions of Work by adding a new paragraph F to establish standards for leave taken pursuant to the Massachusetts Domestic Violence Leave Act; or, to take any other action relative thereto.
The complete text of the proposed by-law amendment is available for review at the Office of the Town Clerk.

Explanation/
Submitted by To adopt standards for Domestic Violence Leave to implement a provision of State law that went into effect in August, 2014/Board of Selectmen

Recommendation: Favorable Action/Personnel Board

ARTICLE 14: To see if the Town will vote to amend Section IX-C of the Personnel By-law regarding Employee Benefits by

adding a paragraph following the first paragraph of the existing text to establish standards for eligible full-time employees to opt out of health insurance coverage from the Town; or, to take any other action relative thereto.

The complete text of the proposed bylaw is available for review at the Office of the Town Clerk.

Explanation/
Submitted by

This bylaw amendment would establish standards for employees to “opt out” of Town-provided health insurance coverage for themselves and/or their eligible dependents / Board of Selectmen

Recommendation: Favorable Action/Personnel Board

ARTICLE 15: To see if the Town will vote to amend the vote taken under Article 3 of the May 9, 2014 Annual Town Meeting appropriating the fiscal year 2015 budget to make supplemental appropriations for the remainder of fiscal year 2015 for the purposes set forth below; and as funding therefor, to appropriate from available unappropriated funds in the Town Treasury, or transfer from Overlay Surplus or otherwise the total sum of Ten thousand dollars (\$10,000.00):

g. Town Counsel Expense - the sum of Ten thousand dollars (\$10,000.00) or any other sum;

or, to take any other action relative thereto.

Explanation/
Submitted by

To make transfers among accounts in the FY 2015 budget year to reconcile shortfalls in appropriations or unforeseen expenses/Board of Selectmen.

Recommendation: To Be Determined/Finance Committee

ARTICLE 16: To see if the Town will vote to act on the report of the Community Preservation Committee on the fiscal year 2016 community preservation budget, and to appropriate the sum of Fifteen thousand dollars (\$15,000.00) from the Community Preservation Fund fiscal year 2016 estimated annual revenues to the Community Preservation Committee Administrative Expense Account for all necessary and proper administrative expenses of the Committee for fiscal year 2016; or, to take any other action relative thereto.

Explanation/
Submitted by To appropriate CPA estimated revenues for the Community Preservation Committee FY 2016 Administrative Expense Account/Community Preservation Committee

Recommendation: To Be Determined/Finance Committee

ARTICLE 17: To see if the Town will vote to transfer the sum of Fifteen thousand dollars (\$15,000.00) from the Community Preservation Fund – Undesignated Account for restoration and rehabilitation of land for recreational purposes, specifically for the final survey and site engineering expenses necessary to prepare for the future installation of a new parking lot adjacent to the upper field at Kiwanis Beach, to be completed under the supervision of the Recreation Commission, such sums to be added to those previously appropriated for such purposes and such project to be completed within three years; or, to take any other action relative thereto.

Explanation/
Submitted by To complete the survey and engineering work needed to plan for the installation of a new parking lot adjacent to the upper field at Kiwanis Beach/Community Preservation Committee

Recommendation: To Be Determined/Finance Committee

ARTICLE 18: To see if the Town will vote to accept the provisions of Massachusetts General Laws Chapter 143, Section 3Z (part-time building inspectors), Chapter 166, §2A (wiring inspectors), Chapter 142 Section 12 (plumbing and gas fitting inspectors), and Chapter 111, Section 26G (members of the Board of Health who are also septic system installers), to allow persons holding the specified positions to work in the Town in their trained profession, provided that they do not act as the inspector for such work and further that such work is inspected by an inspector from another municipality or a special inspector appointed by the Board of Selectmen or otherwise as specified in each such statute; or to take any other action relative thereto.

Explanation/
Submitted by

This article proposes acceptance of various provisions of law designed to allow persons that work for the Town in the specified positions to engage in the same type of work, provided that they are not involved in the inspection of such work/Board of Selectmen

Recommendation: Not Applicable

ARTICLE 19: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Two hundred ten thousand dollars (\$210,000.00), or any other sum, for the purchase of self-contained breathing apparatus (SCBA) and the purchase of any related equipment required to utilize this equipment for firefighting operations; or, to take any other action relative thereto.

Explanation/

Submitted by To purchase self-contained breathing apparatus (SCBA) for the Fire Department to replace equipment that is more than 15 years old and thus no longer may be kept in service/Board of Selectmen

Recommendation: To Be Determined/Finance Committee

ARTICLE 20: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Thirty thousand dollars (\$30,000.00), or any other sum, for the purchase of two Cardiopulmonary Resuscitation (CPR) machines for installation in the Town’s ambulances to be used in the provision of emergency medical services; or, to take any other action relative thereto.

Explanation/
Submitted by To purchase two CPR machines to be installed in each of the Town’s ambulances/ Board of Selectmen

Recommendation: To Be Determined/Finance Committee

ARTICLE 21: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Twenty-one thousand one hundred fifty dollars (\$21,150.00), or any other sum, for the purchase of turnout gear for the Fire Department; or, to take any other action relative thereto.

Explanation/
Submitted by To purchase eight sets of turnout gear worn by firefighters to replace sets that are no longer serviceable/Board of Selectmen

Recommendation: To Be Determined/Finance Committee

ARTICLE 22: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow, the sum of Fifteen thousand dollars (\$15,000.00), or any other sum, for the purposes of complying with the Phase II National Pollutant Discharge Elimination System (NPDES) Storm Water Program to address, evaluate, and monitor storm water discharges from the Town’s existing small municipal separate storm sewer systems (MS4s), including all costs incidental and related thereto. The Phase II NPDES storm water requirements are mandated by the United States Environmental Protection Agency and the Massachusetts Department of Environmental Protection; or, to take any other action relative thereto.

Explanation/
Submitted by To comply with DEP mandated storm water management regulations/Board of Selectmen

Recommendation: To Be Determined/Finance Committee

ARTICLE 23: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Sixty-five thousand dollars (\$65,000.00), or any other sum, for the purchase and equipping of a stainless steel truck body to be installed on an existing five-ton Public Works Highway Division truck and the purchase of any related equipment required to retrofit it for use in snow plowing operations; or, to take any other action relative thereto.

Explanation/
Submitted by To purchase a replacement stainless steel truck body to be mounted on Truck #24 to replace the body that has reached the end of its useful life/Board of Selectmen

Recommendation: To Be Determined/Finance Committee

ARTICLE 24: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Thirty-nine thousand five hundred dollars (\$39,500.00), or any other sum, for the purchase and equipping of a replacement one ton pickup truck for the Department of Public Works Highway Division; or, to take any other action relative thereto.

Explanation/
Submitted by To purchase a pickup truck to be assigned to the Highway Supervisor to replace a 2006 truck that has reached the end of its useful life/Board of Selectmen

Recommendation: To Be Determined/Finance Committee

ARTICLE 25: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Ten thousand dollars (\$10,000.00), or any other sum, to purchase various roadway signs that meet the Federal Highway Administration’s Minimum Maintained Sign Retroreflectivity Standard from the 2009 Manual on Uniform Traffic Control Devices; or, to take any other action relative thereto.

Explanation/
Submitted by To continue implementation of a roadway sign replacement program in accordance with State mandates/Board of Selectmen

Recommendation: To Be Determined/Finance Committee

ARTICLE 26: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer or borrow the sum of

Twenty-five thousand dollars (\$25,000.00), or any other sum, to be used for the replacement of the Town Hall Server including expenses incidental and related thereto, or, to take any other action relative thereto.

Explanation/
Submitted by

To purchase a replacement server for the Town Hall which will be five years old in this fiscal year; the existing server will be transferred to the Fire Department to upgrade that equipment/Board of Selectmen

Recommendation: To Be Determined/Finance Committee

ARTICLE 27: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer or borrow the sum of Seven thousand five hundred dollars (\$7,500.00), or any other sum, to upgrade the Town's website, including all costs incidental and related thereto, or, to take any other action relative thereto.

Explanation/
Submitted by

To upgrade the Town's website to enhance the ability to provide information to the public/Board of Selectmen.

Recommendation: To Be Determined/Finance Committee

ARTICLE 28: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Forty thousand dollars (\$40,000.00), 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 45 to fund the Town's future obligations for

the cost of other post-employment benefits identified by the GASB 45 Report; or, to take any other action relative thereto.

Explanation/
Submitted by

To add monies to the trust fund to meet the Town's future OPEB obligations/Board of Selectmen

Recommendation: To Be Determined/Finance Committee

ARTICLE 29: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Eighteen thousand dollars (\$18,000.00), or any other sum, for the revaluation to be performed by the Board of Assessors; or, to take any other action relative thereto.

Explanation/
Submitted by

To appropriate funds for the triennial revaluation process/Board of Assessors

Recommendation: To Be Determined/Finance Committee

ARTICLE 30: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer or borrow the sum of Fifteen thousand dollars (\$15,000.00), or any other sum, for owner's project manager and architectural services to determine the feasibility of constructing a joint Library and Council on Aging facility, including expenses incidental and related thereto, or, to take any other action relative thereto.

Explanation/
Submitted by

To cover the costs of owner's project manager and architectural services to develop that portion of a schematic design for a joint Library and Council on Aging facility attributable to the Council on Aging

portion consistent with the requirements of a State grant for the a study of the feasibility of a new Library facility/Board of Selectmen.

Recommendation: To Be Determined/Finance Committee

ARTICLE 31: To see if the Town will vote to set Fifteen thousand dollars (\$15,000.00) as the maximum spending limit for fiscal year 2016 expenditures for the “Senior Work Off” Program, which program allows senior citizens to work for the Town in exchange for credit on annual property tax assessments; or, to take any other action relative thereto.

Explanation/
Submitted by To set a limit of expenditure for this program at \$15,000.00/Board of Assessors.

Recommendation: To Be Determined/Finance Committee

ARTICLE 32: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow, the sum of Two hundred thousand dollars (\$200,000.00), 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; 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/Board of Selectmen

Recommendation: To Be Determined/Finance Committee

ARTICLE 33: To see if the Town will vote pursuant to M.G.L. Chapter 40, Section 5B to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer from Overlay Surplus or otherwise, or borrow the sum of One hundred thousand dollars (\$100,000.00), or any other sum, to the Capital Stabilization Fund; or, take any other action relative thereto.

Explanation/
Submitted by To transfer overlay surplus into the Capital Stabilization Fund/Board of Selectmen

Recommendation: To Be Determined/Finance Committee

ARTICLE 34: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow, the sum of Twenty thousand dollars (\$20,000.00), or any other sum, to the Finance Committee Reserve Account, said amount to be expended in accordance with M.G.L. Chapter 40, §6; or, to take any other action relative thereto.

Explanation/
Submitted by To provide for the Finance Committee Reserve Fund Account/Finance Committee

Recommendation: To Be Determined/Finance Committee

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

HEREOF FAIL NOT, and make due return of this Warrant, with your doings thereon, to the Town Clerk, at the time and place of meeting, as aforesaid. Given under our hands this twenty-first day of April in the year of our lord two thousand fifteen

PROCEEDINGS OF ANNUAL TOWN ELECTION

May 4, 2015

At 6:55 am, M. Denise Smith, Warden, declared the polls open at 7:00 am.

Throughout the day, election clerks on duty at the check-in table for precinct one were Agnita Knott, Joan Varney, Ida Jette and Kathy Langin. Elections clerks on duty at the check-in table for precinct two were Richard Robinson, Joan Burrell, Kathy Ramsey and Patricia Phyllis. Carol Owczarzak, Nancy Page, Paula Deiana and Rosemary Quirk were on duty at the checkout table for precinct one throughout the day. Also, Betty Consigli, Madeline Smith, Lynne Gruber and Mary Bradford were on duty at the checkout table for precinct two throughout the day.

At 8:01 pm the results of the election were printed from each of the two Accu-Vote tabulation machines. There were 1,131 votes (558 for precinct one and 553 for precinct two).

The following are the results of the election:

***Indicates Incumbent

Moderator (1 yr)

**David C. Loeper, 18 Nelson St, Upton	914
Blanks	217
Write In - Other	0

Selectmen (3 yrs)

**Robert J. Fleming, 54 East St, Upton	570
Frank V. Aniello, 23 Florence Cir, Upton	558
Blanks	5

Collector/Treasurer (3 yrs)

**Kenneth W. Glowacki, 15 Hickory Ln, Upton	758
Write In – Patricia Howell	90
Blanks	236

Assessors of Taxes (3 yrs)

Write in - Kelly McElreath	33
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Write in - Frank Aniello	3
Write in – Bob Fleming	3
Write in – Scott Henderson	3
Write In – Jim Earl	2
Write in – Garrett Ott	2
Write In - Other	18
Blanks	1067

Mendon Upton Regional School Committee (3 yrs)	
Tanna Jango, 131 Warren St, Upton	789
Blanks	328
Write In - Other	14

Mendon Upton Regional School Committee (1 yr)

Write in – Dorothy Scally	70
Blanks	1023

Cemetery Commission (3 yrs)

Robert Richard, 19 Mechanic St, Upton	839
Blanks	292

Cemetery Commission (1 yr)

Glenn H. Fowler, 55 Mendon St, Upton	809
Blanks	321
Write In - Other	1

Board of Health (3 yrs)

**Alfred C. Holman, 48 Mechanic St, Upton	733
Blanks	387
Write In - Other	11

Recreation Commission (3 yrs)

***Richard R. LaCross, Jr, 32 Taft St, Upton	775
Blanks	355
Write In – Other	1

Trustees of the Public Library (3 for 3 yrs)

**John Robertson, Jr, 59 Mechanic St, Upton	760
**Laurie S. Wodin, 7 Nelson St, Upton	745
Joseph McMahon, 28 Westboro Rd, Upton	735
Blanks	1152
Write In - Other	1

Planning Board (5 yrs)

**Thomas C. Davidson, 99 Fowler St, Upton	791
Blanks	340

Upton Housing Authority (5 yrs)

**Rena M. Richard, 125 Westboro Rd Upton	799
Blanks	331
Write In – Other	1

Finance Committee (3 yrs)

Stephen A. Matellian, 161 South St, Upton	815
Blanks	316

Board of Commissioner of Trust Funds (3yrs)

**Kenneth W. Glowacki, 15 Hickory Ln, Upton	783
Blanks	283
Write In – Other	1

The total number of ballots voted was 1,131 out of 4,984, (4,824 active, 200 inactive) (23% turnout). This included 50 absentee ballots. Town Clerk Kelly McElreath read the official results of the election at 8:30 pm. The used and unused ballots were sealed in separate containers and returned to the Town Hall at 8:45 pm.

Attest:

Kelly A. McElreath, Town Clerk

**CERTIFICATION OF PROCEEDINGS
THE COMMONWEALTH OF MASSACHUSETTS
TOWN OF UPTON
ADJOURNED ANNUAL TOWN MEETING
May 7, 2015**

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

During this meeting, approximately 263 voters were checked in to the Nipmuc Regional Middle/High School by Tracey Tardy and M. Denise Smith, meeting the necessary quorum of 40 voters.

Ken Picard, Chairman of the Board of Selectmen, addressed the voters. The Pledge of Allegiance was recited and a moment of silence was offered for the residents who have passed away over the past year and for the soldiers fighting overseas.

By unanimous vote, guests present were: Lauren Goldberg, Town Counsel, Michelle Sanford, Town Crier; Michael Gleason, Milford Daily News; Janice Nowicki, COA Director; Vincent Roy, DPW Director; Matthew Bachtold, Library Directory; Joseph Maruszczak, Superintendent of MURSD; Paul Marchand, Lindsay Doyle, Jasmine & Sean Duffy, Stanley Goodwin.

Consent Calendar: Upon motion of Ken Picard, it was moved the Town vote by unanimous consent the following Articles that have not been requested “hold”; those (consent calendar) Articles being: 2, 8, and 9.

The Moderator declared the motion carried unanimously

Financial Articles vote postponed

Motion to date certain: Upon motion of Ken Picard, it was moved the Town vote that consideration of the following articles, all dealing with monies to be raised and appropriated be moved to a date certain of Thursday, June 4, 2015 at 7:00 PM, here at the High School, and further that such articles be acted upon at such

continued session of Town Meeting in the order in which they appear on the warrant. Article numbers: 3, 5, 6, 7, 15, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, and 34.

The Moderator declared the motion carried unanimously

Approval of Annual Town Report

ARTICLE 2: Unanimous consent the Town vote to accept reports of all Town Officers and Appointed Committees, as printed in the 2014 Town Report, with the exception of the Finance Committee Report which will be addressed in Article three (3) of this Warrant.

MURSD Operating Budget Override

ARTICLE 4: Upon motion of Robert Fleming, it was moved the Town vote to raise and appropriate the sum of One Million three hundred ninety-one thousand six hundred thirty-two dollars (\$1,391,632.00), for the purpose of funding the Town's assessment for the Mendon-Upton Regional School District for the fiscal year beginning July 1, 2015; provided that such appropriation shall be expressly contingent upon passage of a Proposition 2½ (so-called) override ballot question permitting the Town to raise the additional amount of One Million three hundred ninety-one thousand six hundred thirty-two dollars (\$1,391,632.00) outside the limits imposed by said Proposition 2 ½, all in accordance with Chapter 59, Section 21C(g) of the Massachusetts General Laws.

Favorable recommendation from Finance Committee

The Moderator declared the motion carried unanimously

Approval of Revolving Funds

ARTICLE 8: **Unanimous consent** the Town vote to establish the following revolving funds, all as printed in the warrant: Wetland By-law Fund, Curbside Waste & Recycling Fund, Upton Town Library Fund, Council on Aging Fund, Recreation Commission Revolving Account, Conservation Commission Storm Water By-Law Fund, Land Stewardship Committee Community Garden Fund and Land Stewardship Land Stewardship Fund.

Chapter 90 Funds

ARTICLE 9: **Unanimous consent** the Town 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. c.90 or under any other state roadway reimbursement programs for fiscal year 2016, 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.

Nuisance General Bylaw

ARTICLE 10: Upon motion of James Brochu, it was moved the Town vote to amend the Town of Upton General Bylaws, by inserting in Title 3, a new Chapter 6, as set forth in the handout entitled “Town of Upton, Text of Various Warrant Articles, Article 10”.

Upon motion of Fran Gustman, it was moved to include the wording “view from within a public way” after the word ‘property’ in section III, paragraph 2.

The Moderator declared the amendment lost

Upon motion of Bill Andrews, it was moved to strike item ‘(i)’ from section III.

The Moderator declared the amendment carried Yes 58 and No 25

Upon motion of Robert Fleming was moved to question

The Moderator declared the motion carried by 2/3 majority

The Moderator declared the amended motion carried by majority

Canine Control Bylaw

ARTICLE 11: Upon motion of James Brochu, it was moved the Town vote to amend the provisions of the Town of Upton Bylaws, Title 2, Chapter 16, “Animal Control”, by deleting the Chapter in its entirety and replacing it with a new Chapter entitled “Canine Control”, as set forth in the handout entitled “Town of Upton, Text of Various Warrant Articles, Article 11”.

Upon motion of Amy Correia, it was moved to change the time under section 4, a PUBLIC SCHOOL GROUNDS to 7:00 am to 6:00 pm

The Moderator declared the amendment carried by majority

Upon motion of Michael Bradley, it was moved to include the wording “or to public safety dogs in the custody of an on-duty public safety officers of the Commonwealth of Massachusetts or any instrumentality thereof” in section 4, paragraph 2

The Moderator declared the amendment carried unanimously

Upon motion of Robert Fleming, it was moved to table Article 11 until June 4, 2015

The Moderator declared the motion to table carried by 2/3 majority

Acceptance of Chapter 59, Section 5, Clause 5C

ARTICLE 12: Upon motion of Ken Picard, it was moved the Town vote to accept the provisions of Massachusetts General Laws Chapter 59, Section 5, Clause 5C for the purpose of exempting from taxation the real property of incorporated organizations of veterans of any war.

The Moderator declared the motion carried unanimously

Personnel Bylaw Amendment

ARTICLE 13: Upon motion of Jane Gienger, it was moved the Town vote to amend Section VII of the Personnel By-Law regarding Conditions of Work by adding a new paragraph F, as set forth in the handout entitled “Town of Upton, Text of Various Warrant Articles, Article 13”.

The Moderator declared the motion carried unanimously

Personnel Bylaw Amendment

ARTICLE 14: Upon motion of Deb Amorelli, it was moved the Town vote to amend Section IX-C of the Personnel By-law regarding Employee Benefits, as set forth in the handout entitled “Town of Upton, Text of Various Warrant Articles, Article 14”.

The Moderator declared the motion carried unanimously

Administrative Expenses for CPC

ARTICLE 16: Upon motion of Rena Richard, it was moved the Town vote to act on the report of the Community Preservation Committee on the fiscal year 2016 community preservation budget, and to appropriate the sum of Fifteen thousand dollars (\$15,000.00) from the Community

Preservation Fund fiscal year 2016 estimated annual revenues to the Community Preservation Committee Administrative Expense Account for all necessary and proper administrative expenses of the Committee for fiscal year 2016

Favorable recommendation from Community Preservation Committee and Finance Committee

The Moderator declared the motion carried unanimously

Kiwanis Beach Parking Lot CPC Funding

ARTICLE 17: Upon motion of Richard LaCross, it was moved the Town vote to transfer the sum of Fifteen thousand dollars (\$15,000.00) from the Community Preservation Fund – Undesignated Account for restoration and rehabilitation of land for recreational purposes, specifically for the final survey and site engineering expenses necessary to prepare for the future installation of a new parking lot adjacent to the upper field at Kiwanis Beach, to be completed under the supervision of the Recreation Commission, such sums to be added to those previously appropriated for such purposes and such project to be completed within three years

Favorable recommendation from Community Preservation Committee and Finance Committee

The Moderator declared the motion carried unanimously

Acceptance of various MGLs

ARTICLE 18: Upon motion of Ken Picard, it was moved the Town vote to accept the provisions of Massachusetts General Laws Chapter 143, Section 3Z (part-time building inspectors), Chapter 166, §2A (wiring inspectors), Chapter 142 Section 12 (plumbing and gas fitting inspectors), and

Chapter 111, Section 26G (members of the Board of Health who are also septic system installers), to allow persons holding the specified positions to work in the Town in their trained profession, provided that they do not act as the inspector for such work and further that such work is inspected by an inspector from another municipality or a special inspector appointed by the Board of Selectmen or otherwise as specified in each such statute.

The Moderator declared the motion carried unanimously

Upon motion of Ken Picard, it was moved to adjourn the Town Meeting until June 14, 2015 at 7:00 pm at Nipmuc Regional High School

The Moderator declared the motion carried unanimously

**CERTIFICATION OF PROCEEDINGS
THE COMMONWEALTH OF MASSACHUSETTS
TOWN OF UPTON
ADJOURNED ANNUAL TOWN MEETING
June 4, 2015**

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

During this meeting, approximately 434 voters were checked in to the Nipmuc Regional Middle/High School by Lynne Gruber and M. Denise Smith, meeting the necessary quorum of 40 voters.

By unanimous vote, guests present were: Lauren Goldberg, Town Counsel, Michelle Sanford, Town Crier; Michael Gleason, Milford Daily News; Kenny Costa, Accountant; Janice Nowicki, COA Director; Vincent Roy, DPW Director; Matthew Bachtold, Library Director; Joseph Maruszczak, Jay Byer and Dale Kasal from MURSD; Dr. Fitzpatrick from BVT; Representative David Muradian; Lucille Mason, Megan Ronzio, Lisa Hamed, Lindsay Doyle,.

Consent Calendar: Upon motion of Ken Picard, it was moved the Town vote by unanimous consent the following Articles that have not been requested “hold”; those (consent calendar) Articles being: 22, 25, 28, 29, 31 and 34.

The Moderator declared the motion carried unanimously

FY 2016-2017 Budget

ARTICLE 3: Upon motion of Ken Picard, it was moved the Town vote to fix the salaries and compensation of all officers of the Town as provided by Chapter 41, Section 108, M.G.L. as amended, and to raise and appropriate \$18,650,269.00 as necessary to defray expenses of the Town Departments for the ensuing year, as set forth in the document entitled “Finance Committee Report, Town of Upton, Massachusetts, Fiscal Year 2016 Budget Recommendation” for all those items not requested

“hold”, and as amended, if applicable, by vote of Town Meeting for those items requested “hold”, with such sums to be added to those raised and appropriated under Article 4 on May 7, 2015, subject to the May 18, 2015 override election, for the Town’s FY2016 assessment from the Mendon Upton Regional District, and to balance the budget approved hereunder to incorporate the same, to reduce the following amounts in the Finance Committee Report for the regional school district:

Line 240 from \$9,898,285 to \$8,506,653
Line 245 from \$11,060,062 to \$9,668,430
Line 361 from \$20,041,901 to \$18,650,269

Lines numbered 24 and 173 were held
Favorable recommendation from Finance Committee

The Moderator declared the motion carried unanimously

Upon motion of Glenn Fowler, it was moved to increase line 24 from \$1,750 to \$19,425

The Moderator declared the motion lost

Upon motion of Paul Flaherty, it was moved to fund line 24 at \$1,750

The Moderator declared the motion carried unanimously

Upon motion of Paul Flaherty, it was moved to fund line 173 at \$18,500

The Moderator declared the motion carried unanimously

Complete Budget can be found at the end of the certification

Water Enterprise Fund

ARTICLE 5: Upon motion of Robert Fleming, it was moved the Town vote to appropriate the sum of One million one hundred twenty-four thousand two hundred ninety three dollars (\$1,124,293.00) to operate the Water Enterprise Fund as set forth below for the ensuing fiscal year:
That the following sums be appropriated for the Water Enterprise Fund:

Wages & Salaries	\$ 229,653.00
Expenses	338,820.00
Capital Outlay	100,250.00
Debt	405,570.00
Extra/Unforeseen	50,000.00
Total	\$ 1,124,293.00

And that **\$1,124,293.00** be raised for such purposes as follows:

Department receipts	\$ 871,508.00
Retained Earnings	50,000.00
Tax Levy	202,785.00*
Free Cash	-0-

*(NOTE: As raised and appropriated under Article 3)

Favorable recommendation from Finance Committee

The Moderator declared the motion carried unanimously

Wastewater Enterprise Fund

ARTICLE 6: Upon motion of Robert Fleming, it was moved the Town vote to appropriate the sum of Eight hundred fifteen thousand five hundred sixty-five dollars money to operate the Wastewater Enterprise Fund as set forth below for the ensuing fiscal year:
That the following sums be appropriated for the Wastewater Enterprise Fund:

Wage & Salaries	\$ 207,002.00
-----------------	---------------

Expenses	295,865.00
Capital Outlay	30,250.00
Debt	252,448.00
Extra/Unforeseen	30,000.00
Total	\$ 815,565.00

And that **\$815,565.00** be raised for such purposes as follows:

Department receipts	\$ 600,407.00
Retained Earnings	30,000.00
Tax levy	126,224.00*
	58,934.00
Free cash	-0-

*(NOTE: As raised and appropriated under Article 3)

Favorable recommendation from Finance Committee

The Moderator declared the motion carried unanimously

Pension Funding

ARTICLE 7: Upon motion of Robert Fleming, it was moved the Town vote to appropriate the sum of Four hundred fifteen thousand, nineteen dollars (\$415,019.00), in conformity with M.G.L. Chapter 32, Section 22(7)(c)(ii) of the General Laws relative to the Pension, Expense, Worker's Compensation, and Military Service Funds of the Worcester Regional Retirement System for the fiscal year 2016, and for such purposes to raise or transfer the following amounts:

Tax levy - \$390,019
Water Enterprise Fund - \$12,500
Wastewater Enterprise Fund - \$12,500

Favorable recommendation from Finance Committee

The Moderator declared the motion carried unanimously
Canine Control Bylaw

ARTICLE 11: Upon motion of Ken Picard, it was moved to take Article 11 off the table

The Moderator declared the motion carried unanimously

Upon motion of Ken Picard, it was moved to amend the Canine Control Bylaw, as originally set forth in the handout entitled “Town of Upton, Text of Various Warrant Articles, Article 11”, with the revisions set forth in the handout entitled, “Article 11 Handout 6/4/15, with the intent that such revisions shall completely replace any prior action taken by this Town Meeting with respect to said bylaw.

The Moderator declared the motion carried unanimously

FY 16 Town Counsel Expense Funding

ARTICLE 15: Upon motion of Ken Picard, it was moved the Town vote to appropriate the following amounts from the following sources of funds to make supplemental appropriations for the remainder of fiscal year 2015:

- a. Town Counsel Expense - transfer from Health Board Trash Bags the sum of Eight thousand dollars (\$8,000.00)

Favorable recommendation from Finance Committee

The Moderator declared the motion carried unanimously

SCBA Funding

ARTICLE 19: Upon motion of Ron Goodale, it was moved the Town vote to raise and appropriate the sum of Two hundred ten thousand dollars (\$210,000.00), for the purchase of self-contained breathing apparatus (SCBA) and the purchase

of any related equipment required to utilize this equipment for firefighting operations.

Favorable recommendation from Finance Committee

The Moderator declared the motion carried unanimously

CPR Machine Funding

ARTICLE 20: Upon motion of Ron Goodale, it was moved the Town vote to raise and appropriate the sum of Sixteen thousand dollars (\$16,000.00), for the purchase of two Cardiopulmonary Resuscitation (CPR) machines for installation in the Town's ambulances to be used in the provision of emergency medical services.

Favorable recommendation from Finance Committee

The Moderator declared the motion carried unanimously

Turnout Gear Funding

ARTICLE 21: Upon motion of Ron Goodale, it was moved the Town transfer from Free Cash the sum of Twenty-one thousand one hundred fifty dollars (\$21,150.00), for the purchase of turnout gear for the Fire Department.

Favorable recommendation from Finance Committee

The Moderator declared the motion carried unanimously

Stormwater Funding

ARTICLE 22: Unanimous Consent: the Town vote to raise and appropriate the sum of Fifteen thousand dollars (\$15,000.00), for the purposes of complying with the Phase II National Pollutant Discharge Elimination System (NPDES) Storm Water Program to address, evaluate, and monitor storm water discharges from the Town's existing small municipal separate storm sewer

systems (MS4s), including all costs incidental and related thereto. The Phase II NPDES storm water requirements are mandated by the United States Environmental Protection Agency and the Massachusetts Department of Environmental Protection.

Truck Body Funding

ARTICLE 23: Upon motion of Robert Fleming, it was moved the Town vote to raise and appropriate sum of Sixty-five thousand dollars (\$65,000.00), for the purchase and equipping of a stainless steel truck body to be installed on an existing five-ton Public Works Highway Division truck and the purchase of any related equipment required to retrofit it for use in snow plowing operations.

Favorable recommendation from Finance Committee

The Moderator declared the motion carried unanimously

Pickup Truck Funding

ARTICLE 24: Upon motion of Robert Fleming, it was moved the Town vote to raise and appropriate the sum of Thirty-nine thousand five hundred dollars (\$39,500.00), for the purchase and equipping of a replacement one ton pickup truck for the Department of Public Works Highway Division.

Favorable recommendation from Finance Committee

The Moderator declared the motion carried unanimously

Roadway Signs Funding

ARTICLE 25: Unanimous Consent the Town vote to raise and appropriate the sum of Ten thousand dollars (\$10,000.00), to purchase various roadway signs that meet the Federal Highway Administration's Minimum

Maintained Sign Retroreflectivity Standard from the 2009 Manual on Uniform Traffic Control Devices.

ARTICLE 26: Upon motion of Ken Picard, it was moved the Town vote to transfer from Free Cash the sum of Twenty-five thousand dollars (\$25,000.00), to be used for the replacement of the Town Hall Server including expenses incidental and related thereto.

Favorable recommendation from Finance Committee

The Moderator declared the motion carried by majority

Upgrade Town's Website Funding

ARTICLE 27: Upon motion of Ken Picard, it was moved the Town vote to raise and appropriate sum of Seven thousand five hundred dollars (\$7,500.00), to upgrade the Town's website, including all costs incidental and related thereto.

Favorable recommendation from Finance Committee

The Moderator declared the motion carried by majority

OPEB Funding

ARTICLE 28: Unanimous Consent the Town vote to transfer from Free Cash the sum of Forty thousand dollars (\$40,000.00), to the Other Post-Employment Benefits Liability Trust Fund established under Article 42 of the 2011 Annual Town Meeting.

Assessor Revaluation Funding

ARTICLE 29: Unanimous Consent the Town vote to raise and appropriate the sum of Eighteen thousand dollars (\$18,000.00), for the revaluation to be performed by the Board of Assessors.

Feasibility Committee Funding for COA and Library

ARTICLE 30: Upon motion of Robert Fleming, it was moved the Town vote to transfer from Free Cash the sum of Fifteen thousand dollars (\$15,000.00), for owner's project manager and architectural services to determine the feasibility of constructing a joint Library and Council on Aging facility, including expenses incidental and related thereto.

Favorable recommendation from Finance Committee

The Moderator declared the motion carried by majority

Limits on Senior Work Off Program

ARTICLE 31: Unanimous Consent the Town vote to set Fifteen thousand dollars (\$15,000.00) as the maximum spending limit for fiscal year 2016 expenditures for the "Senior Work Off" Program, which program allows senior citizens to work for the Town in exchange for credit on annual property tax assessments.

Road Repair Funding

ARTICLE 32: Upon motion of Ken Picard, it was moved the Town vote to raise and appropriate the sum of One hundred thousand dollars (\$100,000.00), 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.

Favorable recommendation from Finance Committee

The Moderator declared the motion carried unanimously

ARTICLE 33: Upon motion of Ken Picard it was moved to pass over this article.

Favorable recommendation from Finance Committee

The Moderator declared the motion carried unanimously

FinCom Reserve Funding

ARTICLE 34: Unanimous Consent the Town vote to raise and appropriate the sum of Twenty thousand dollars (\$20,000.00), to the Finance Committee Reserve Account, said amount to be expended in accordance with M.G.L. Chapter 40, §6.

Upon motion of John Robertson, it was moved to dissolve this warrant and adjourn the Annual Town Meeting at 7:53 pm.

Motion passed unanimously.

A True Copy,
ATTEST:

Kelly A. McElreath
Town Clerk

ARTICLE 3 FY2015-2016 BUDGET:

FY '16
Recommend

1	ACCOUNTANT:	
2	Wages	37,167
3	Salaries	-
4	Other Expense Detail	
5	Miscellaneous	2,000
6	Municipal Accounting Program	3,400
7	ACCOUNTANT TOTAL:	42,567
8	ANIMAL CONTROL:	
9	Wages	18,183
10	Salaries	-
11	Other Expense Detail	
12	Kennel Rental	2,000
13	Miscellaneous	1,000
14	Rabies Vaccine	1,500
15	Vehicle Expense	1,200
16	ANIMAL CONTROL TOTAL:	23,883
17	BLACKSTONE VALLEY REGIONAL SCHOOL:	
18	Other Expense Detail	
19	Expansion Debt Service	18,494
20	Town Funded Op Exp	1,210,136
21	BLACKSTONE VALLEY REGIONAL SCHOOL TOTAL:	1,228,630
22	BOARD OF ASSESSORS:	
23	Wages	46,783
24	Salaries	1,750
25	Other Expense Detail	
26	Interim / In Home Valuation	4,800
27	In Home Inspections	-
28	Mapping	3,850

29	Miscellaneous	3,900
30	Software	5,300
31	Software	-
32	Training and Certification	1,800
33	BOARD OF ASSESSORS TOTAL:	68,183
34	BOARD OF HEALTH:	
35	Wages	52,957
36	Salaries	1,750
37	Other Expense Detail	
38	Demolition/buildings	10
39	Miscellaneous	4,000
40	Food Inspector	2,472
41	BOARD OF HEALTH TOTAL:	61,189
42	BOARD OF SELECTMEN:	
43	Wages	232,850
44	Salaries	1,750
45	Other Expense Detail	
46	Town Manager Expenses	7,650
47	Annual Audit	16,000
48	General Computer Account	51,360
49	General Expenses	2,000
50	Insurance	944,805
51	Medical Testing	3,500
52	Printing	7,000
53	Telephone	15,840
54	BOARD OF SELECTMEN TOTAL:	1,282,755
55	BONDING TOWN OFFICERS:	
56	Other Expense Detail	
57	Miscellaneous	1,200
58	BONDING TOWN OFFICERS TOTAL:	1,200
59	CABLE ADVISORY	
60	Wages	49
61	Salaries	-
62	Other Expense Detail	
63	Miscellaneous	-

64	CABLE ADVISORY TOTAL:	49
65	CAPITAL BUDGET COMMITTEE:	
66	Other Expense Detail	
67	Miscellaneous	500
68	CAPITAL BUDGET COMMITTEE TOTAL:	500
69	CEMETERY COMMISSION:	
70	Wages	-
71	Salaries	1,750
72	Other Expense Detail	
73	Miscellaneous	-
74	CEMETERY COMMISSION TOTAL:	1,750
75	CODE ENFORCEMENT:	
76	Wages	139,306
77	Salaries	-
78	Other Expense Detail	
79	Continuing Education	1,500
80	Mileage	7,000
81	Miscellaneous	13,500
82	Office Expense	1,500
83	CODE ENFORCEMENT TOTAL:	162,806
84	CONSERVATION COMMISSION:	
85	Wages	19,173
86	Salaries	-
87	Other Expense Detail	
88	Beaver Management	8,000
89	Miscellaneous	7,500
90	CONSERVATION COMMISSION TOTAL:	34,673
91	COUNCIL ON AGING:	
92	Wages	136,546
93	Salaries	-
94	Other Expense Detail	
95	Electricity	6,000
96	Equip Maintenance	1,375
97	Gas (heat)	7,800
98	Membership Dues	300

99	Miscellaneous	2,000
100	Office Supplies	2,500
101	Programs	5,000
102	Rent	1
103	Training	2,500
104	Transportation	6,000
105	Water and Sewer	1,500
106	Computer Software	1,800
107	Telephone Expense	960
108	Custodial Services	5,824
109	Trash Removal	-
110	COUNCIL ON AGING TOTAL:	180,106
111	DEPT. OF PUBLIC WORKS:	
112	Wages	414,768
113	Salaries	-
114	Other Expense Detail	
115	Animal Disposal	1,200
116	Cemetery Maintenance	-
117	DPW General Expense	25,008
118	DPW Contracted Services	44,000
119	DPW General Highway Materials	22,500
120	DPW Oil & Paving	31,000
121	DPW Snow Removal	210,000
122	DPW Building Utilities	27,260
123	DPW Building Maint	8,500
124	DPW Radio Maintenance	1,250
125	DPW Training	1,800
126	DPW Clothing Allowance	4,200
127	DPW Consultant / Professional Services	15,000
128	Forestry Expense	-
129	Parks Ramsey Building	-
130	Parks Lawn Maintenance	-
131	Pest Control	-
132	Vehicle Fuel	27,463
133	Vehicle Maintenance/Repair	32,000

134	Weed Control	-
135	StormWater Management	24,000
136	DEPT. OF PUBLIC WORKS TOTAL:	889,949
137	DPW PARKS, FORESTRY & CEMETERIES	
138	Wages	136,609
139	Salaries	-
140	Other Expense Detail	
141	Cemetery Maintenance	20,000
142	Parks General Expense	1,400
143	Parks Radio Maintenance	250
144	Parks Training	400
145	Parks Clothing Allowance	1,400
146	Forestry Expense	22,500
147	Parks Lawn Maintenance	32,500
148	Pest Control	1,500
149	Vehicle Fuel	2,450
150	Vehicle Maintenance / Repair	1,000
151	Weed Control	6,500
152	DPW PARKS, FORESTRY & CEMETERIES TOTAL:	226,509
153	ELECTIONS & TOWN MEETINGS:	
154	Other Expense Detail	
155	Miscellaneous	11,000
156	ELECTIONS & TOWN MEETINGS TOTAL:	11,000
157	EMERGENCY MANAGEMENT	
158	Wages	6,658
159	Salaries	-
160	Other Expense Detail	
161	Miscellaneous	3,000
162	Reverse 911 Support	6,510
163	EMERGENCY MANAGEMENT TOTAL:	16,168
164	EMERGENCY MEDICAL SERVICES:	
165	Wages	91,821
166	Salaries	-

167	Other Expense Detail	
168	Ambulance Supplies	19,877
169	Ambulance Maintenance	3,000
170	Clothing Allowance	1,800
171	Licensing & Certification	4,400
172	Miscellaneous Office & Billing	4,093
173	Training	18,500
174	Vehicle Fuel	7,000
175	Paramedic Expense	10,000
176	Ambulance Billing Expense	9,000
177	EMERGENCY MEDICAL SERVICES	169,491
	TOTAL:	
178	FINANCE COMMITTEE:	
179	Salaries	-
180	Other Expense Detail	
181	Miscellaneous	1,000
182	FINANCE COMMITTEE TOTAL:	1,000
183	FIRE DEPARTMENT:	
184	Wages	642,148
185	Salaries	-
186	Other Expense Detail	
187	Building Maintenance	18,000
188	Clothing Allowance	5,600
189	Copier / Computer Maintenance	2,200
190	Fire Alarm Maintenance	1,000
191	Forest Fire Expenses	4,000
192	Fuel Expense	10,280
193	General Expenses	17,875
194	New Equipment	15,500
195	Radio Maintenance	3,000
196	Training Expense	6,000
197	Utilities Expenses	32,500
198	Vehicle Maintenance	30,000
199	FIRE DEPARTMENT TOTAL:	788,103
200	INTEREST PAID:	

201	Other Expense Detail	
202	Fire Station	-
203	Stefan's Property	-
204	Route 140 Water Main	-
205	General Obligation Bond 1	90,263
206	General Obligation Bond 2	15,050
207	General Obligation Bond 3	37,782
208	General Obligation Bond 4	12,325
209	BAN for Quint Fire Truck	3,000
210	INTEREST PAID TOTAL:	155,420
211	HOUSING AUTHORITY	
212	Salaries	2,250
213	Miscellaneous	-
214	HOUSING AUTHORITY	68,157
215	LIBRARY:	
216	Wages	176,875
217	Salaries	4,750
218	Other Expense Detail	
219	Library Materials	42,122
220	Library Network Membership	8,266
221	Miscellaneous Budget	9,960
222	Miscellaneous Credit	(7,824)
223	LIBRARY TOTAL:	234,149
224	MATURING DEBT:	
225	Other Expense Detail	
226	Admin Fee - Sewer	827
227	Fire Station	-
228	Sewer Plant Upgrade	117,087
229	Stefan's Property	-
230	Route 140 Water Main	-
231	General Obligation Bond 1	340,000
232	General Obligation Bond 2	230,500
233	General Obligation Bond 3	75,000
234	General Obligation Bond 4	15,000

235	BAN for Quint Fire Truck	50,000
236	MATURING DEBT TOTAL:	778,414
237	MENDON-UPTON REGIONAL SCHOOL:	
238	Salaries	1,750
239	Other Expense Detail	
240	Town Funded Operating Expenses	8,506,653
241	Capital Assessment	152,020
242	Nipmuc HS & Miscoe Bond	450,868
243	Memorial School Bond	469,130
244	Miscoe Hill Repairs	88,009
245	MENDON-UPTON REGIONAL SCHOOL TOTAL:	9,668,430
246	MISCELLANEOUS:	
247	Other Expense Detail	
248	Historical Commission	1,000
249	Memorial Day	2,300
250	Medicare - PR Taxes	68,000
251	Weights and Measures	1,200
252	Parking Ticket Warrant Officer	1,000
253	Street Lighting	36,000
254	Unemployment Comp.	15,000
255	MISCELLANEOUS TOTAL:	124,500
256	MODERATOR:	
257	Wages	-
258	Salaries	500
259	Other Expense Detail	
260	Miscellaneous	70
261	MODERATOR TOTAL:	570
262	MUNICIPAL BUILDINGS:	
263	Other Expense Detail	
264	Miscellaneous	75,600
265	MUNICIPAL BUILDINGS TOTAL:	75,600
266	NURSE - HEALTH SVCS:	
267	Wages	42,453
268	Salaries	-

269	Other Expense Detail	
270	Miscellaneous	1,900
271	NURSE - HEALTH SVCS TOTAL:	44,353
272	PERSONNEL BOARD:	
273	Wages	1,623
274	Salaries	-
275	Other Expense Detail	
276	Longevity Bonus	1,950
277	MMPA Membership	200
278	Miscellaneous	450
279	Training	400
280	Merit Bonus Pool	5,000
281	PERSONNEL BOARD TOTAL:	9,623
282	PLANNING BOARD:	
283	Wages	17,426
284	Salaries	2,750
285	Other Expense Detail	
286	Advertising/Printing	1,200
287	CMRPC	1,863
288	Membership & Training	320
289	Miscellaneous	250
290	Office Supplies	500
291	Postage	300
292	Professional Services	2,100
293	PLANNING BOARD TOTAL:	26,709
294	POLICE DEPARTMENT:	
295	Wages	1,422,407
296	Salaries	-
297	Other Expense Detail	
298	Building Maintenance	15,800
299	Computer Maintenance	12,000
300	Cruiser	34,000
301	Cruiser Maintenance	9,000
302	Cruiser Gas	36,000
303	Clothing Allowance	15,500

304	General Expenses	21,700
305	Training	4,500
306	Utilities	36,000
307	POLICE DEPARTMENT TOTAL:	1,606,907
308	POLICE DEPT. - COMMUNICATIONS:	
309	Other Expense Detail	
310	Disp Clothing FT	1,600
311	Disp Clothing PT	400
312	Radio Maintenance	2,200
313	POLICE DEPT. - COMMUNICATIONS TOTAL:	4,200
314	RECREATION:	
315	Wages	-
316	Salaries	1,750
317	Other Expense Detail	
318	Improvements to Programs & Infrastructure	25,000
319	Misc Expense	
320	Beach Program	8,000
321	RECREATION TOTAL:	34,750
322	REGISTRARS OF VOTERS:	
323	Wages	-
324	Salaries	-
325	Other Expense Detail	
326	Miscellaneous	3,500
327	REGISTRARS OF VOTERS TOTAL:	3,500
328	TOWN CLERK:	
329	Wages	69,436
330	Salaries	-
331	Other Expense Detail	
332	Miscellaneous	3,000
333	TOWN CLERK TOTAL:	72,436
334	TOWN COUNSEL:	
335	Other Expense Detail	
336	Miscellaneous	40,000
337	TOWN COUNSEL TOTAL:	40,000

338 **TREASURER-COLLECTOR:**

339	Wages	49,781
340	Salaries	54,522
341	Other Expense Detail	
342	Expenses	32,912
343	Tax Title Foreclosure	15,000
344	Tax Title Auction	-
345	TREASURER-COLLECTOR TOTAL:	152,215

346 **VETERANS SERVICES:**

347	Wages	7,982
348	Salaries	-
349	Other Expense Detail	
350	Benefit Payments	20,000
351	Miscellaneous	800
352	VETERANS SERVICES TOTAL:	28,782

353 **WASTE REMOVAL:**

354	Other Expense Detail	
355	Curbside Pickup	269,000
356	Disposal	94,000
357	Trash Bags	32,000
358	Hazardous Waste	6,000
359	WASTE REMOVAL TOTAL:	401,000

360

361 **Total Operating Expenses** **18,720,226**

Salaries	75,272
Wages	3,763,002
Total Salaries & Wages	3,838,274

Other Operating Expenses	14,881,953
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BVT	1,228,630
MURSD	9,668,430
Other Operating Expenses (not including schools)	3,984,893

**TOWN OF UPTON MASSACHUSETTS
SPECIAL TOWN ELECTION**

18 May 2015 Warrant

Worcester ss:

To either of the Constables of the Town of Upton in the County of Worcester,

Greetings: In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in Elections and in Town affairs, to meet at the Gymnasium at the Nipmuc Regional Middle/High School, 90 Pleasant Street, Upton on Monday, the eighteenth-day of May, 2015 from 7:00 a.m. to 8:00 p.m. for the following purpose:

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

BALLOT QUESTION 1:

Shall the Town of Upton be allowed to assess an additional One million three hundred ninety one thousand six hundred thirty two dollars (\$1,391,632.00) in real estate and personal property taxes for the purpose of funding the Town's assessment for the Mendon-Upton Regional School for the Fiscal Year beginning July first, Two thousand fifteen?

YES_____ NO_____

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

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

Given under our hands this twenty-first day of April in the year of our lord two thousand fifteen

PROCEEDINGS OF SPECIAL TOWN ELECTION

May 18, 2015

Rena Richard declared the polls open at 7:00 am.

Throughout the day, election clerks on duty at the check-in table for precinct one were Agnita Knott, Joan Varney, Ida Jette and Madeline Smith. Elections clerks on duty at the check-in table for precinct two were Richard Robinson, Joan Burrell, Kathy Ramsey and Robyn Sharp. Carol Owczarzak, Nancy Page, Kathy Langin and Donna Desjardins were on duty at the checkout table for precinct one throughout the day. Also, Betty Consigli, Harriet Fougere, Lynne Gruber and Mary Bradford were on duty at the checkout table for precinct two throughout the day.

At 8:01 pm the results of the election were printed from each of the two Accu-Vote tabulation machines. There were 1,777 votes (893 for precinct one and 884 for precinct two).

Override MURSD Budget

BALLOT QUESTION 1: Shall the Town of Upton be allowed to assess an additional One million three hundred ninety one thousand six hundred thirty two dollars (\$1,391,632.00) in real estate and personal property taxes for the purpose of funding the Town's assessment for the Mendon-Upton Regional School for the Fiscal Year beginning July first, Two thousand fifteen?

YES 1016

NO 761

BLANKS 0

The total number of ballots voted was 1,777 out of 4,996, (4,802 active, 194 inactive) (36% turnout). This included 76 absentee ballots. Warden Rena Richard read the official results of the election at 8:15 pm. The used and unused ballots were sealed in separate containers and returned to the Hall at 8:30 pm.

Attest:

Kelly A. McElreath
Town Clerk

TOWN OF UPTON / 17 NOVEMBER 2015 / STM WARRANT

IN THE NAME OF THE COMMONWEALTH OF MASSACHUSETTS, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in Elections and in Town affairs, to meet in the Auditorium at the Nipmuc Regional Middle/High School, 90 Pleasant Street, in Upton on Tuesday, the seventeenth day of November 2015, at 7:00 o'clock in the evening, then and there to act on the following Articles:

ARTICLE 1: To see if the Town will vote to amend the Fiscal Year 2016 operating budget as voted under Article 3 of the 2015 Annual Town Meeting by transferring the total sum of Sixty-two thousand nine hundred seven dollars (\$62,907.00) from the Housing Authority line to the line items and in the amounts substantially as specified in the chart below; or take any other action related thereto.

<u>Transfer from Housing Authority Line</u> <u>To:</u>	<u>Amount</u>
Interest Paid	\$3,000.00
Accountant Wages	371.67
Animal Control Wages	181.83
Board of Assessor Wages	467.83
Board of Health Wages	529.57
Board of Selectmen Wages	903.50
Cable Advisory Wages	0.49
Code Enforcement Wages	191.73
Conservation Comm. Wages	1,393.06
Council on Aging Wages	1,365.46
Dept. of Public Works Wages	4,122.03
DPW, PFC Wages	1,366.09
Emergency Management Wages	66.58
Emergency Medical Wages	805.15
Fire Dept. Wages	15,386.96
Library Wages	1,768.75
Nurse Health Service Wages	424.53

Personnel Board Wages	16.23
Planning Board Wages	174.26
Police Dept. Wages	13,554.07
Town Clerk Wages	694.36
Treasurer Collector Wages	497.81
Treasurer Collector Salaries	545.22
Veterans Agent Wages	79.82
Town Counsel Expense	15,000.00
Total	\$62,907.00

Explanation/
Submitted by

To make transfers among accounts in the FY 2016 budget year to reconcile formula errors in the budget file, provide a cost of living adjustment for employees equal to one percent of payroll and adjust for shortfalls in appropriations or unforeseen expenses/Board of Selectmen

Recommendation: Favorable Action

ARTICLE 2: To see if the Town will vote to amend the votes taken under Articles 4 and 5 of the May 7, 2015 Annual Town Meeting appropriating the Fiscal Year 2016 Water and Wastewater Enterprise Fund budgets, respectively, to make supplemental appropriations for the remainder of Fiscal Year 2016 for the purposes of increasing the budget line for General Labor; and as funding therefor, to appropriate from available unappropriated funds in the Town Treasury, or transfer from Retained Earnings or otherwise the total sum of Two thousand two hundred fifty-six dollars and seventy-five cents (\$2,256.75) to the Water Enterprise Fund and the total sum of Two thousand sixty-one dollars and ten cents (\$2,061.10) to the Wastewater Enterprise fund; or, to take any other action relative thereto.

Explanation/
Submitted by To increase the appropriation for Wastewater and Water Enterprise Fund budgets to provide a cost of living adjustment for employees equal to one percent of payroll

Recommendation: Favorable Action

ARTICLE 3: To see if the Town will vote to amend the vote taken under Article 19 of the May 8, 2015 Annual Town Meeting by reducing the amount to be raised and appropriated by the sum of One hundred seventy-five thousand dollars (\$175,000.00), or any other sum, for the purchase of self-contained breathing apparatus (SCBA) and any related equipment required to utilize this equipment for firefighting operations; or, to take any other action relative thereto.

Explanation/
Submitted by To reduce the appropriation to purchase self-contained breathing apparatus (SCBA) for the Fire Department by \$175,000 as the result of obtaining a FEMA AFG grant for this purpose/Board of Selectmen

Recommendation: Favorable Action

ARTICLE 4: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Twenty-three thousand nine hundred dollars (\$23,900.00), or any other sum, for the purchase and equipping of a vehicle assigned to the Town Manager, or, to take any other action relative thereto.

Explanation/
Submitted by To purchase a vehicle to be assigned to the Town Manager to replace a 2005 Crown Victoria/Board of Selectmen

Recommendation: Favorable Action

ARTICLE 5: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Twenty thousand dollars (\$20,000.00), or any other sum, for the purchase and equipping of a used vehicle assigned to the Animal Control Officer, or, to take any other action relative thereto.

Explanation/
Submitted by To purchase a vehicle to be assigned to the Animal Control Officer to replace a 2001 Chevrolet Blazer/Board of Health

Recommendation: Favorable Action

ARTICLE 6: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Thirty thousand five hundred dollars (\$30,500.00), or any other sum, for the purchase of a storage trailer and a temporary vehicle garage to be located at the Public Works Garage property including all expenses incidental and related thereto, or, to take any other action relative thereto.

Explanation/
Submitted by To purchase a storage trailer and temporary vehicle storage structure to house vehicles and small equipment that does not fit in the current DPW Garage/Board of Selectmen

Recommendation: To Be Determined

ARTICLE 7: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Seven thousand five hundred dollars (\$7,500.00), or any other

sum, for the painting and equipping of a used Oshkosh truck and the purchase of any related equipment required to retrofit it for use in snow plowing operations; or, to take any other action relative thereto.

Explanation/
Submitted by

To paint and equip a used Oshkosh truck to be used in snow plowing operations /Board of Selectmen

Recommendation: Favorable Action

ARTICLE 8: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Ten thousand dollars (\$10,000.00), or any other sum, for the Town of Upton's share to conduct an engineering assessment and budget estimate for repairs to the Fisk Mill Bridge that is jointly owned by the Towns of Milford and Upton; or, to take any other action relative thereto.

Explanation/
Submitted by

To pay one half the cost of an engineering assessment to determine a budget for repairs to the Fisk Mill Bridge. The bridge is jointly owned by the Towns of Milford and Upton/Board of Selectmen.

Recommendation: Favorable Action

ARTICLE 9: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Seven thousand nine hundred forty dollars and twenty-three cents (\$7,940.23), or any other sum, for the painting and equipping of Fire Department Tanker #2 truck including any expenses incidental and related thereto; or, to take any other action relative thereto.

Explanation/
Submitted by To make improvements to Tanker #2 including painting and installation of a storage body/Board of Selectmen

Recommendation: Favorable Action

ARTICLE 10: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Two thousand eight hundred seventy-five dollars (\$2,875.00), or any other sum, for the purchase of armored vests for use by the Police Department; or, to take any other action relative thereto.

Explanation/
Submitted by To purchase three armored vests for the Police Department. The Department must replace all 12 vests every five years. The remaining nine vests have been obtained through a federal grant/Board of Selectmen

Recommendation: Favorable Action

ARTICLE 11: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Nine thousand seven hundred fifty dollars (\$9,750.00), or any other sum, for the Planning Board to participate in the Central Massachusetts Regional Planning Commission (CMRPC) Planning Board Assistance Program; or, to take any other action relative thereto.

Explanation/
Submitted by To acquire 150 hours professional planning services from CMRPC to support the activities of the Planning Board/Planning Board

Recommendation: Favorable Action

ARTICLE 12: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer, or borrow the sum of Five thousand dollars (\$5,000.00) or any other sum, for a supplemental appropriation to the 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: To Be Determined

ARTICLE 13: To see if the Town will vote to authorize the Town Manager, with the approval of the Board of Selectmen, pursuant to General Laws Chapter 59, Section 38H(b), or any other enabling authority, to (i) enter into one or more PILOT agreements for payment of taxes related to personal and/or real property associated with the construction and operation of solar renewable energy generation facilities to be installed on privately owned parcels of land in the Town of Upton, shown on Assessor’s Map 25 as Parcel 31 and Assessor’s Map 29 as Parcel 37, with each agreement being for a term of up to twenty (20) years and on such terms and conditions and for such consideration as the Board of Selectmen deems in the best interests of the Town, and (ii) take any other actions and execute any other documents necessary, convenient, or appropriate to implement and administer such agreements; or, to take any other action relative thereto.

Explanation/
Submitted by To authorize the Town to enter into a payment in lieu of taxes “PILOT” agreement with a company to install a solar facility on two parcels of property located at the intersection of Route 140 and Chestnut Street/Board of Assessors

Recommendation: Favorable Action

ARTICLE 14: To see if the Town will vote to transfer from the Community Preservation Fund FY2016 estimated annual revenues not less than 10% to each of the following Community Preservation Fund reserve accounts to meet the requirements of M.G.L. c.44B, §6:

Historic Resources Reserve
Open Space Reserve
Community Housing Reserve;

and, further, to place any remaining FY2016 estimated annual revenues in a so-called “FY2016 Undesignated Budgeted Reserve”, or, to take any other action relative thereto.

Explanation/
Submitted by

To set aside 10% of CPA FY16 estimated annual revenues into each of the three standard reserve accounts, and to place the remainder into an “undesignated” reserve /Community Preservation Committee

Recommendation: Favorable Action

ARTICLE 15: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer from the Community Preservation Fund or otherwise, or from any combination thereof, the sum of Two Hundred ninety-one thousand seven hundred seventy-five dollars (\$291,775.00), or any other sum, to meet the third 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 third year principal and interest payments (i.e., debt service) on the Town Hall bonds, to be paid from CPA monies/Community Preservation Committee

Recommendation: Favorable Action

ARTICLE 16: To see if the Town will vote to transfer the sum of One hundred fifty-nine thousand dollars (\$159,000.00) from the Community Preservation Fund – Undesignated Account for rehabilitation and capital improvement of land for recreational purposes, specifically for the bidding, construction and construction administration necessary to install a new access road and parking lot adjacent to the upper field at Kiwanis Beach and all incidental and related expenses, to be completed under the supervision of the Recreation Commission, such sums to be added to those previously appropriated for such purposes and such project to be completed within three years; or, to take any other action relative thereto.

Explanation/
Submitted by

To complete the bidding, construction and construction administration phases to install a new access road and parking lot adjacent to the upper field at Kiwanis Beach/Community Preservation Committee

Recommendation: To Be Determined

ARTICLE 17: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer from the Community Preservation Fund – Open Space Account, or otherwise, or from any combination thereof, the sum of Twenty-four thousand dollars (\$24,000.00) for restoration and rehabilitation of land for recreational purposes, specifically for the treatment of Lake Wildwood for the eradication of invasive weeds, such project to be

completed within one year; or, to take any other action relative thereto.

Explanation/
Submitted by

To treat Lake Wildwood to eradicate fanwort weeds/Community Preservation Committee.

Recommendation: Favorable Action

ARTICLE 18: To see if the Town will vote to transfer the sum of Seventeen thousand five hundred dollars (\$17,500.00) from the Community Preservation Fund – Open Space Account for engineering services to evaluate access road alternatives and to design an access road at Stefan’s Farm, to be completed under the supervision of the Land Stewardship Committee, such project to be completed within three years; or, to take any other action relative thereto.

Explanation/
Submitted by

To hire an engineer to analyze three options for roadway access into the Stefan’s Farm property off Mechanic and Orchards Streets and develop a design on the preferred option/Community Preservation Committee.

Recommendation: To Be Determined

ARTICLE 19: To see if the Town will vote to raise and appropriate, appropriate from available unappropriated funds in the Town Treasury, or transfer the sum of Seventy thousand dollars (\$70,000.00), or any other sum, for the payment of principal and interest costs on the 2000 Platform Quint Fire Apparatus authorized for purchase at the May 8, 2014 Annual Town Meeting, Article 24; or, to take any other action relative thereto.

Explanation/
Submitted by:

To apply additional funds to the outstanding principal and interest costs of this fire truck/Board of Selectmen

Recommendation: To Be Determined

ARTICLE 20: To see if the Town will vote pursuant to M.G.L. Chapter 40, Section 5B to transfer the sum of Five hundred forty-nine thousand two hundred fifty-two dollars and seventy cents (\$549,252.70), or any other sum, from the MURSD School Stabilization Fund to the General Stabilization Fund; or, take any other action relative thereto.

Explanation/
Submitted by To transfer the School Stabilization Funds to the General Stabilization Fund/Board of Selectmen

Recommendation: Favorable Action

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

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

Given under our hands this twenty-eight day of October in the year of our lord two thousand fifteen

**CERTIFICATION OF PROCEEDINGS
THE COMMONWEALTH OF MASSACHUSETTS
TOWN OF UPTON
SPECIAL TOWN MEETING
November 17, 2015**

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

During this meeting, 106 voters were checked in to the Nipmuc Regional Middle/High School by Tracey Tardy and Lynne Gruber meeting the necessary quorum of 40 voters.

By unanimous vote, guests present were: Lauren Goldberg, Town Counsel, Michelle Sanford, Town Crier; Bill Shaner, Milford Daily News; Janice Nowicki, COA Director; Vincent Roy, DPW Director; Matthew Bachtold, Library Directory; Kenny Costa, Town Accountant; John Squadrille, Peter Magazzu.

The Pledge of Allegiance was led by Board of Selectmen Chairman Ken Picard. Chairman Picard also asked for a moment of silence to remember the victims of the Paris attack this past week.

COLA Increases for Non Union Employees

ARTICLE 1: Upon motion of Ken Picard, it was moved the Town vote to amend the Fiscal Year 2016 operating budget as voted under Article 3 of the 2015 Annual Town Meeting by transferring the total sum of Sixty-two thousand nine hundred seven dollars (\$62,907.00) from the Housing Authority line to the line items and in the amounts as specified in the warrant and as set forth on the screen in the auditorium.

On Screen:

<u>Transfer from Housing Authority Line</u>	<u>Amount</u>
<u>To:</u>	
Interest Paid	\$3,000.00
Accountant Wages	371.67
Animal Control Wages	181.83

Board of Assessor Wages	467.83
Board of Health Wages	529.57
Board of Selectmen Wages	903.50
Cable Advisory Wages	0.49
Code Enforcement Wages	1,393.06
Conservation Comm. Wages	191.73
Council on Aging Wages	1,365.46
Dept. of Public Works Wages	4,122.03
DPW, PFC Wages	1,366.09
Emergency Management Wages	66.58
Emergency Medical Wages	805.15
Fire Dept. Wages	15,386.96
Library Wages	1,768.75
Nurse Health Service Wages	424.53

Favorable recommendation from Finance Committee

Upon motion of Robert Snow, it was moved to amend the 2016 Operating Budget by \$68,157 by reducing the Housing Authority appropriation and to further appropriate \$62,907 for Article 1 from free cash.

The Moderator declared the motion lost

The Moderator declared the main motion carried unanimously

Enterprise Funds Transfer

ARTICLE 2: Upon motion of Robert Fleming, it was moved the Town vote to amend the votes taken under Articles 4 and 5 of the May 7, 2015 Annual Town Meeting appropriating the Fiscal Year 2016 Water and Wastewater Enterprise Fund budgets, respectively, to make supplemental appropriations for the remainder of Fiscal Year 2016 as follows:

- Transfer from Water Retained Earnings to Water General Labor the sum of Two thousand two hundred fifty-six dollars and seventy-five cents (\$2,256.75); and

- Transfer from Wastewater Retained Earnings to Wastewater General Labor the sum of Two thousand sixty-one dollars and ten cents (\$2,061.10)

Favorable recommendation from Finance Committee

The Moderator declared the motion carried unanimously

Rescind vote for SCBA Funding

ARTICLE 3: Upon motion of Aaron Goodale, it was moved the Town vote to amend the vote taken under Article 19 of the May 8, 2015 Annual Town Meeting by reducing the amount raised and appropriated by the sum of One hundred seventy-five thousand dollars (\$175,000.00), for the purchase of self-contained breathing apparatus (SCBA) and any related equipment required to utilize this equipment for firefighting operations.

Favorable recommendation from Finance Committee

Audience member Robert Snow recognized the Fire Chief and his staff for their assistance in obtaining this federal grant to assist the Town with this expense.

The Moderator declared the motion carried unanimously

Purchase of Town Manager Vehicle

ARTICLE 4: Upon motion of Ken Picard, it was moved the Town vote to raise and appropriate the sum of Twenty-three thousand nine hundred dollars (\$23,900.00), for the purchase and equipping of a vehicle assigned to the Town Manager.

Favorable recommendation from Finance Committee

The Moderator declared the motion carried by majority

Purchase of Animal Control Vehicle

ARTICLE 5: Upon motion of Richard Robinson, it was moved the Town vote to raise and appropriate the sum of Twenty thousand dollars (\$20,000.00), for the purchase and equipping of a used vehicle assigned to the Animal Control Officer.

Favorable recommendation from Finance Committee

The Moderator declared the motion carried unanimously

Purchase of Storage Trailer and Temp Garage DPW

ARTICLE 6: Upon motion of James Brochu, it was moved the Town vote to raise and appropriate the sum of Thirty thousand five hundred dollars (\$30,500.00), for the purchase of a storage trailer and a temporary vehicle garage to be located at the Public Works Garage property including all expenses incidental and related thereto.

Favorable recommendation from Finance Committee

The Moderator declared the motion carried unanimously

Oshkosh Truck Funding

ARTICLE 7: Upon motion of James Brochu, it was moved the Town vote to raise and appropriate the sum of Seven thousand five hundred dollars (\$7,500.00), for the painting and equipping of a used Oshkosh truck and the purchase of any related equipment required to retrofit it for use in snow plowing operations.

Favorable recommendation from Finance Committee

The Moderator declared the motion carried unanimously

Fisk Mill Bridge Funding

ARTICLE 8: Upon motion of James Brochu, it was moved the Town

vote to raise and appropriate the sum of Ten thousand dollars (\$10,000.00), for the Town of Upton's share to conduct an engineering assessment and budget estimate for repairs to the Fisk Mill Bridge that is jointly owned by the Towns of Milford and Upton.

Favorable recommendation from Finance Committee

The Moderator declared the motion carried unanimously

Fire Truck Funding

ARTICLE 9: Upon motion of Aaron Goodale, it was moved the Town vote to raise and appropriate the sum of Seven thousand nine hundred forty dollars and twenty-three cents (\$7,940.23), for the painting and equipping of Fire Department Tanker #2 truck including any expenses incidental and related thereto.

Favorable recommendation from Finance Committee

The Moderator declared the motion carried unanimously

Armored Vests Funding

ARTICLE 10: Upon motion of Michael Bradley, it was moved the Town vote to raise and appropriate the sum of Two thousand eight hundred seventy-five dollars (\$2,875.00), for the purchase of armored vests for use by the Police Department.

Favorable recommendation from Finance Committee

Audience member Robert Snow recognized the Police Chief and his staff for their assistance in obtaining this federal grant to assist the Town with this expense.

The Moderator declared the motion carried unanimously

CMPRC Assistance Funding

ARTICLE 11: Upon motion of Paul Carey, it was moved the Town vote to raise and appropriate the sum of Nine thousand seven hundred fifty dollars (\$9,750.00), for the Planning Board to participate in the Central Massachusetts Regional Planning Commission (CMRPC) Planning Board Assistance Program.

Favorable recommendation from Finance Committee

The Moderator declared the motion carried unanimously

Conservation Funding

ARTICLE 12: Upon motion of Marcella Stasa, it was moved the Town vote to raise and appropriate the sum of Two thousand dollars (\$2,000.00), for a supplemental appropriation to the Conservation Fund.

Favorable recommendation from Finance Committee

The Moderator declared the motion carried unanimously

PILOT Authorization for Solar Project

ARTICLE 13: Upon motion of Kelly McElreath, it was moved the Town vote to authorize the Town Manager, with the approval of the Board of Selectmen, pursuant to General Laws Chapter 59, Section 38H(b), or any other enabling authority, to (i) enter into one or more PILOT agreements for payment of taxes related to personal and/or real property associated with the construction and operation of solar renewable energy generation facilities to be installed on privately owned parcels of land in the Town of Upton, shown on Assessor's Map 25 as Parcel 31 and Assessor's Map 29 as Parcel 67, with each agreement being for a term of up to twenty (20) years and on such

terms and conditions and for such consideration as the Board of Selectmen deems in the best interests of the Town, and (ii) take any other actions and execute any other documents necessary, convenient, or appropriate to implement and administer such agreements.

The Moderator declared the motion carried majority

CPC Funding

ARTICLE 14: Upon motion of Paul Carey, it was moved the Town vote to transfer from the Community Preservation Fund - Undesignated Account sums equal to not less than 10% of the Community Preservation Fund FY2016 estimated annual revenues to the following Community Preservation Fund accounts to meet the requirements of M.G.L. c.44B, §6:

Historic Resources Account - \$53,483.40

Open Space Account - \$53,483.40

Community Housing Account - \$53,483.40;

and to place any remaining FY 2016 estimated annual revenues in a so-called "FY2016 Undesignated Budgeted Reserve".

Favorable recommendation from Finance Committee- Community Preservation Committee

The Moderator declared the motion carried unanimously

Town Hall Renovation Bond Funding

ARTICLE 15: Upon motion of Paul Carey, it was moved the Town vote to transfer the total sum of Two Hundred ninety-one thousand seven hundred seventy-five dollars (\$291,775.00) from the Community Preservation Fund to meet the third year payment of debt service owed on the General Obligation Town Hall Renovation Bonds, with Thirty-five thousand dollars (\$35,000.00) from the

Historic Resources Account and Two hundred fifty-six thousand seven hundred seventy-five dollars (\$256,775.00) from the Undesignated Account.

Favorable recommendation from Finance Committee- Community Preservation Committee

The Moderator declared the motion carried unanimously

Kiwanis Beach Parking Lot Funding

ARTICLE 16: Upon motion of Paul Carey, it was moved the Town vote to transfer the sum of One hundred fifty-nine thousand dollars (\$159,000.00) from the Community Preservation Fund – Undesignated Account for rehabilitation and capital improvement of land for recreational purposes, specifically for the bidding, construction and construction administration necessary to install a new access road and parking lot adjacent to the upper field at Kiwanis Beach, to be completed under the supervision of the Recreation Commission, such sums to be added to those previously appropriated for such purposes and such project to be completed within three years.

Upon motion of Matthew Connell, it was moved to table Article 16

Moderator declared this motion required a 2/3 majority

Moderator declared the motion lost the 2/3 majority

7 Voters challenged the declaration of the Moderator. A Standing Vote was called

Moderator declared the vote to be: Yes 31 No 52

The Moderator declared the motion to table lost

Upon motion of Bill Andrews, it was moved to question

Moderator declared this motion required a 2/3 majority

Moderator declared the motion to move to question lost

Upon motion of Bill Andrews, it was moved to question

Moderator declared this motion required a 2/3 majority

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

The Moderator declared the main motion passed by majority

7 Voters challenged the declaration of the Moderator. A Standing Vote was called

Moderator declared the vote to be: Yes 63 No 28

**The Moderator declared the main motion carried by majority
Weed Control Funding**

ARTICLE 17: Upon motion of Paul Carey, it was moved the Town vote to transfer from the Community Preservation Fund – Open Space Account the sum of Twenty-four thousand dollars (\$24,000.00) for restoration and rehabilitation of land for recreational purposes, specifically for the treatment of Lake Wildwood for the eradication of invasive weeds, such project to be completed within one year.

Favorable recommendation from Finance Committee- Community Preservation Committee

The Moderator declared the motion carried unanimously

Road Alternatives Stefan's Farm Funding

ARTICLE 18: Upon motion Paul Carey, it was moved the Town vote to

transfer the sum of Seventeen thousand five hundred dollars (\$17,500.00) from the Community Preservation Fund – Open Space Account for engineering services to evaluate access road alternatives and to design an access road at Stefan’s Farm, to be completed under the supervision of the Land Stewardship Committee, such project to be completed within three years.

Favorable recommendation from Finance Committee- Community Preservation Committee

The Moderator declared the motion carried unanimously

Payment of Quint Fire Apparatus Bond

ARTICLE 19: Upon motion of Aaron Goodale, it was moved the Town vote to raise and appropriate the sum of Sixty thousand five hundred thirty-four dollars and seventy-seven cents (\$60,534.77), for the payment of principal and interest costs on the 2000 Platform Quint Fire Apparatus authorized for purchase at the May 8, 2014 Annual Town Meeting, Article 24.

Favorable recommendation from Finance Committee

The Moderator declared the motion carried unanimously

School Stabilization to General Stabilization

ARTICLE 20: Upon motion of Robert Fleming, it was moved the Town vote pursuant to M.G.L. Chapter 40, Section 5B to transfer the sum of Five hundred forty-nine thousand two hundred fifty-two dollars and seventy cents (\$549,252.70), from the MURSD School Stabilization Fund to the General Stabilization Fund.

Favorable recommendation from Finance Committee

The Moderator declared the motion carried unanimously

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

Motion passed unanimously.

Town Officers
&
Appointed Committees
Reports

REPORT OF THE BOARD OF SELECTMEN

Introduction

The Board of Selectmen respectfully submits their annual report for the 2015 calendar year to the citizens of Upton. During this calendar year the Board was comprised of three members; Robert Fleming, James Brochu, and Kenneth Picard acting as chair. At the annual 2015 May election, Robert Fleming was reelected to the Board for a fourth consecutive term. Mr. Fleming has served in Upton town government for thirty three years, twenty-seven of those years as a selectman. Mr. Brochu has served five years as a selectman and Mr. Picard has served nine years as a selectman.

With the hiring of a Town Manager in 2010 the role of the Board transitioned from providing mostly management with some leadership to mostly leadership and some management. The Town Manager provides the operations management of our community's government with oversight from the Board. Leadership and management are two distinctive and complementary systems of action. Each function is necessary for success in an ever increasing complex and evolving local government environment. The Board is utilizing a leadership style that models the way, challenges existing processes, encourages development of the work force, and shares a vision of the future. The Board is committed to Upton's government becoming a provider of high performance municipal services for its stakeholders. To that end the Board continues to lead change by creating a climate for innovation, engaging and enabling the organization, and promoting sustainability.

Themes

Town government's ultimate goal is to provide value to its broad spectrum of stakeholders. It is up to leadership to know, effectively provide, and align services that their constituents need and want. To maintain the trust of stakeholders, leadership needs to ensure that the limited and valuable resources entrusted to them are not wasted. This is not just about reducing spending; it is more about creating efficiencies and the elimination of waste. There are a few key themes which the Board embraced to achieve increased value for Upton's government stakeholders. Those themes are:

Create Positive Impact

Outcomes that have impact by either reducing cost, improves quality, promotes sustainability, and community well-being.

Increase Transparency

Transparency is about being honest and open about what actions are taken, by whom, and on what grounds. It is about removing any barriers that hinder people from accessing information.

Continuous Improvement

To support continuous improvement, leadership must continually examine their processes to discover and eliminate waste. Typically, leadership will accomplish this by making small changes rather than implementing a large-scale alteration. Leadership will focus on making things better without finding blame, taking actions to reduce defects and waste, removing activities which provide no value, and improving stakeholder satisfaction.

Volunteerism and Recognize Contributions

The Board recognizes the importance of volunteerism within the community. Our local government would not be able to function and provide value without the contributions of volunteers. The Board wants to show appreciation for group and individual excellence. To this end the Board hopes to increase volunteerism and create a stronger spirit of community.

Maximum Value and Utilization

This philosophy maximizes the value for stakeholders by following policies and practice that (1) minimize cost and reduce waste while improving the quality of services, (2) offer programs and service that are utilized to the greatest extent possible, and (3) contribute to the well-being and sustainability of the community from which it draws its resources. Long term sustainability and short term rewards can be achieved with this type of triple bottom line approach.

Summary of Key Monthly Actions

January Applied for the status of a Purple Heart Community in an effort to formally recognize the sacrifice and service that our veterans provided.

An inter-municipal agreement was approved with the town of Blackstone to provide nursing services to our community and to the town of Blackstone.

Two District Local Technical Assistance (DLTA) grants offered by the Metropolitan Area Planning Council were applied for. The first grant application was to evaluate economic development within Upton's Main Street area. The second grant application was to promote appropriate development associated with and reduce impact of the local railroad trans-loading facility.

The Department of Public Works Director resigned; the Town Manager started the talent recruitment process immediately. The Town Manager handled the responsibilities of the department until a new Director was hired in May.

February Both the towns of Hopedale and Upton agreed to renew the 911 ring down service Upton provides to Hopedale.

The Board and CMRPC were granted DLTA funding to develop a model Village District Zoning Bylaw which could be applied in Upton's Village Center.

The months of December and January were relatively dry and snow free; February set a record for being the coldest being and the month had 64.8 inches of snow.

The season's snow amount depleted the snow and ice budget for the fiscal year and the summation of costs was \$441,559.

- March** Governor Baker released \$520,000 of Chapter 90 funding for roadway repairs. The following streets were the primary recipients of roadway repair; Cross Street, Maple Avenue, Mendon Street, Railroad Avenue, and Southboro Road.
- April** Mr. Ronald Sansouci retired after twenty-eight years of service with the Upton Department of Public Works – water/sewer division.
- May** The Town convened its annual town meeting and approved a budget of \$18.6 million and amended an assortment of town by-laws.
- A new DPW director was hired, Mr. Vincent Roy. Mr. Roy was previously employed by the town of Needham as the Superintendent of Water and Sewer Division.
- June** Town Clerk, Ms. Kelly McElreath, was recognized for her outstanding work with the award of Town Clerk of the Year by her peers at the Massachusetts Town Clerks Association.
- July** Both the towns of Upton and Mendon agreed to a proposition 2.5% tax override to provide additional funding to the Mendon Upton Regional School District.
- August** The Fire Department was awarded a FEMA grant in the amount of \$173,334 to provide replacement self-

contained breathing apparatus for the Town's fire fighters.

September The Town applied for green community status with the Massachusetts Executive Office of Energy and Environmental Affairs and was awarded a grant of \$148,350 to perform a number of energy conservation initiatives.

The Department of Public Works conducted its second pavement management study of roadway condition throughout town. An optimal road surface rating (RSR) is 80. The Town's RSR dropped six points from 74 to 68 in the last six years.

October The Fisk Mill Bridge has been identified that it is in need of major structural repair work. Repairs include but are not limited to replacement of the concrete girders, rails, and the roadway surface. This bridge is jointly owned by the towns of Upton and Milford. A repair and funding plan is being jointly developed by the towns.

A Community Compact Agreement with Lieutenant Governor Polito was signed by the Board. The voluntary agreement provides \$25,000 in funding to align Upton's financial policies with best practices.

The State Department of Transportation held a twenty-five percent design public hearing for the proposed Hartford Avenue Transportation Improvement Project (TIP).

November The Town Manager met with both the towns of Mendon and Milford to discuss jointly applying for Federal Community Development Block Grants.

A special town meeting was convened to review a number of articles dealing with finances and amending town by-laws. All article presented were voted on and received authorization to proceed.

In an effort to increase transparent communication the Board started two new initiatives. The Board published its first monthly newsletter with six areas of focus; board of selectmen actions, project updates, government business, community, history, and recognition. The Board is also offering regular business hours, Tuesday 5pm to 6pm, for constituents to discuss concerns with the Chairman of the Board.

December The Police Department's three year accreditation was renewed with just one action item for improvement. It was recommended that the evidence area be better secured.

The Grafton Upton Railroad transloading operation on Maple Avenue continues to be an issue for some of the site abutters. In October the Surface Transportation Board (STB) ruled that the operation had exemption from local regulations. This ruling was appealed to the Federal Court of Appeals by six abutters. The Federal court issued a stay of proceeding in its findings and sent the case back to the STB for another review. In December the STB filed to rehear the case.

Conclusion

The Board understands stakeholders want their government to be responsive, accountable, and transparent. The Board is committed to leading those ideals with their strategic leadership. Successful implementation of the strategic leadership requires the Board to clearly communicate the organization's core values, vision, mission, and strategy

themes to all stakeholders. With leadership strategy clearly in mind and communicated to all stakeholders, Upton's government will continue to improve value by managing resources, increasing capability, and strengthening customer responsiveness. The Board is committed to developing and maintaining a high performance government and signature experience for its stakeholders.

It is with appreciation that the selectmen thank all the elected officials, boards, commissions, committees, councils, employees, volunteers, and citizens for their service, team approach, and impact during this calendar year. Our local government would not be able to create the positive outcomes that it does for the community without the dedication, efforts, and input of the organization's work force and its volunteers. The Board would be negligent not providing additional recognition to the Board's staff, Executive Assistant, Ms. Sandra Hakala, and Town Manager, Ms. Blythe Robinson, for their assistance in making a difficult job easier.

"Management is doing things right; leadership is doing the right thing." - *Peter F. Drucker*

Respectfully submitted,

Board of Selectmen
Kenneth Picard, Chair
James Brochu
Robert Fleming

REPORT OF THE TOWN MANAGER

2015 began as a challenging year in terms of weather and the annual budget process, yet progress and improvements were made in several areas.

In early January, the Director of Public Works resigned to take a new position out of state. Beginning on January 26th the Town experienced four significant snow storms in a row that piled up eighty-seven inches of snow. Our DPW crews rose to the challenge to keep our roads clear, yet we struggled at times to obtain sufficient fuel, road salt and sleep needed to be effective. In my role as Acting Department of Public Works Director I did my best to support them and get them the tools they needed to be successful. The Town spent over \$440,000 on snow operations which was \$230,000 more than budgeted or 110%. Thanks to the diligent efforts of our Emergency Management Director Brian Kemp, we recovered \$63,000 from FEMA towards that deficit.

Development of the FY 2015/2016 budget also presented difficult choices this year. The Mendon Upton Regional School District budget request totaled a \$1.4 million increase over the previous year which was not achievable within the Town's ability to raise taxes 2.5%. The Selectmen decided to support that budget request, and that necessitated either a voter supported override, or reductions in Town services. It was the decision of the Board that should the override not pass, they would still support the school's request, but directed me to develop a budget reduction package that would result in no new taxes. I greatly appreciated the support across all town departments to work together to develop a list of cuts, including layoffs of personnel, that at the end of the process were not needed. By a 250-vote margin, the voters approved the override in the tax rate. That final budget enabled us to maintain town services.

Although we moved into the beautifully renovated town hall in the fall of 2014, the project continued in 2015. This year we have completed some tasks that weren't able to be finished before moving day; had the balance of the records stored at the DPW removed from there, cleaned and brought back to town hall, made some modifications to the schedule of the building to better suit the needs of residents, and revised the usage

regulations to encourage residents and groups to hold activities here. We were also pleased to welcome the Memorial School 3rd grade class back to town hall for the first time since 2012 for Town Government Day.

The recruitment and retention of excellent staff is a priority of the Board of Selectmen and 2015 was a transition year for the Department of Public Works. We were very pleased to recruit Vincent Roy as our new DPW Director who began his service to the town in May. We said goodbye to Ron Sansouci who served Upton for 28 years, most recently as the Water/Sewer Supervisor. Scott Hennessey was promoted from within to fill this role in which he is doing very well. We also welcomed Travis Acciavatti, Cody Schmitt and Ed Della Motte to Public Works in various roles to replace employees as they resigned.

Since 2010 the town has been working towards securing approval for a Transportation Improvement Program (TIP) project to renovate and improve the road corridor of Hopkinton Road, High Street and Hartford Avenue North. This project, currently valued at \$8.6 million, reached a milestone this year when the Central Massachusetts Metropolitan Planning Organization (CMMPO) voted to include funding for 2/3 of it in 2019, with the strong likelihood that the balance of the project would be approved for construction in 2020. That announcement over the summer led to the scheduling of a public hearing on the project in October, also a critical path element needed for construction to begin in 2019 on this heavily travelled road.

We continue to look for ways to provide excellent services at lower cost. This year we negotiated an agreement with the town of Blackstone to offer public health nursing services to them for up to six hours a week. Our town nurse, Trish Parent is performing this work, and the town receives not only her wages, but a portion of the benefits we were already committed to paying, saving the town money. The acquisitions of grants for items or projects that support town services are a priority of the Board. The town worked with the Central Massachusetts Regional Planning Agency to begin development of a Village Center Zoning District to encourage economic development in the downtown commercial district. We

also received two grants for the fire department. The first was a federal grant of \$175,000 to purchase new all new self-contained breathing apparatus to replace equipment that was too old to remain in service, as well as a grant of \$5,000 to purchase a new thermal imaging camera.

Strong financial planning is another priority of the Board. The Board of Selectmen joined the State's Community Compact program this year, which is a program designed to assist towns adopt best practices in an area they believe they can improve. The Board chose as its first task the development of a comprehensive set of financial policies and procedures. A request for proposals to retain a consultant to perform that work with a grant from the State to fund the effort was begun.

I want to thank the Board of Selectmen, staff and our residents for their support again this year. Special thanks go to town staff across all departments who contributed to helping people in need during the difficult winter, and keeping town services on track despite the weather. Thanks also go to Sandy Hakala who provides stellar support to our office on a daily basis. Together all of our town departments made strides forward in providing high quality services for which I am very proud. It is an honor to be Upton's Town Manager, and I look forward to doing so again in 2016.

Respectfully submitted,

Blythe C. Robinson
Town Manager

REPORT OF THE AFFORDABLE HOUSING TRUST

The Upton Affordable Housing Trust was approved by the Massachusetts Office of the Attorney General in September 2013 following a vote at the May 2012 Annual Town Meeting to add Chapter 23 entitled Upton Affordable Housing Trust Fund to the General By-Law and a May 2013 Annual Town Meeting vote to change the number of members from seven to five.

The purpose of the Upton Affordable Housing Trust shall be to provide for the preservation and creation of affordable housing in the Town of Upton for the benefit of low and moderate income households. The Trust shall be governed by Trustees in accordance with Massachusetts General Laws Chapter 44, Section 55C and the authority granted and amended accordingly by town meeting.

The Trust requested two hundred thousand dollars from the CPA affordable housing account at the Special Town Meeting held on November 18, 2014. The motion passed and the requested amount was approximately half of the balance available. The Trust felt the amount was reasonable enough to perform action if an opportunity presents itself. As the Trust moves forward, and if the need arises, a transfer of a determined amount could be requested and made annually from the CPA affordable housing account to the Trust.

On July 13, 2015 a grant agreement was drawn up between the Community Preservation Committee (CPC) and the Affordable Housing Trust (AHT). The grant agreement set out the conditions for the use of the two hundred thousand dollars. It also outlined steps for future requests for AHT funds held by CPA account.

In August 2015 the AHT requested the Board of Selectmen (BOS) to donate the town land at Orchard Street for use for an affordable housing project and this was approved. The AHT is working with the Central Mass Regional Planning Commission (CMRPC) to outline the next steps of the process such as a Request for Proposal (RFP) for bids to develop this land into affordable housing.

The Trustees have had discussions with other towns, members of Habitat for Humanity and the CMRPC to explore the best opportunities and direction for Upton. The Trustees are working with CMRPC to develop a strategy for using third party shared services including consulting services and administrative services to enable the trust to move ahead with the Orchard Street and future projects.

Respectfully submitted,

Amanda M Graham, Chair

REPORT OF THE ANIMAL CONTROL OFFICER

Mike Moran holds the position of Animal Control Officer in Upton. During the year of 2015 466 calls regarding domestic and wildlife animals were answered; 193 incidences regarding domestic and wildlife animals were responded to; and 25 quarantines were issued, 17 of which were for dogs and 8 for cats.

As part of the ACO responsibilities, 64 barn inspections were conducted as required by the state of Massachusetts to ensure the residents of Upton are maintaining a safe, healthy and clean environment for their livestock. This information was forwarded to Massachusetts Department of Agriculture. The number of small and large farms in Upton was reported to the Town of Upton.

The Town of Upton has issued six dog kennel licenses and one refusal. As of July 30, 2015, there are 649 dogs that are licensed and approximately 521 dogs are not licensed in the Town of Upton. There were 17 dog bites, 48 loose dogs, five lost dogs reported; and six dog barking complaints. Nineteen missing cats and one bat bite was also reported.

The livestock that resides in the Town of Upton is as follows:

Horses-155	Rabbits-8
Cows-14	Water Fowl-5
Sheep-22	Game Birds-66
Pot belly pigs-1	Peacocks-2
Llamas-4	Goats-62
Alpacas-13	Deer-3
Donkeys-6	Ponies-9
Chickens-288	

Respectfully submitted,

Mike Moran
Animal Control Officer

REPORT OF THE AQUATIC WEED CONTROL COMMITTEE

Aquatic Weed Control is a line item on the DPW budget. The Aquatic Weed Control Committee is responsible to assess, plan, and implement a program of aquatic vegetation control for the water bodies in Upton - Pratt, Wildwood, and Taft Ponds. The program is necessary to control invasive, non-native vegetation, which inhabits these ponds. This assures that they will continue to be important ecosystems supporting desired vegetation and wildlife and recreational use such as swimming, boating, and fishing. The Aquatic Weed Control Committee's annual budget is \$6,500. This money is allocated to treat most types of aquatic weeds.

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

The Town contracted with Aquatic Control Technology, Inc. (ACT) in 2015 to provide a whole pond treatment for aquatic weeds in Taft Pond. Pre-inspections identify the weeds to be targeted; post-inspections assess the success of the treatment and identify further follow-up to be conducted in the following year. The cost of treatment including DEP permitting was \$5,200.

Post treatment inspection indicated a successful eradication of 95% of the aquatic weeds and no follow up treatment was necessary for 2016.

In 2016, Lake Wildwood is scheduled for a whole lake treatment of aquatic weeds. The previous whole lake treatment was conducted 5 years ago so the aquatic vegetation has become well established during that time. The cost of treatment will be \$24,000. This amount greatly exceeds the annual budgeted amount so funding naturally must come from another source. The Community Preservation Committee was approached and

after negotiations the committee members generously agreed to provide the funds for treatment which will be conducted in late spring.

Pratt Pond was surveyed in early fall, 2015, and extensive weed growth was found in the northeast area of the Pond where inlet water comes from the Upton State Forest. Treatment of this area of the pond was recommended to keep the weeds from spreading into the main body of water as a way to postpone a whole pond treatment to be done in the future. The treatment will cost \$4,900 and will be paid for out of the annual budget.

As expensive as these treatments are, if a water body is not maintained, the cost of maintenance escalates over time. Upton is lucky to have the water bodies it has. Maintaining them assures they will continue to be important ecosystems supporting desired vegetation and wildlife and recreational use such as swimming, boating, and fishing.

Respectfully submitted,

Dr. Charles Pedersen, Chairman

REPORT OF THE BOARD OF ASSESSORS

The Upton Board of Assessors received approval in December from the Department of Revenue (DOR) for the fiscal year 2016 tax rate to be set at \$18.56; an increase of \$1.61 per thousand over the FY2015 tax rate.

Upton Town Meeting attendees voted to approve a FY2016 budget and other financial expenditures by raising and appropriating taxes in the amount of \$18,624,945. In addition, the voters approved a Prop 2.5% override in the amount of \$1,391,632, to fund the MURSD operational budget. These appropriations and the override contributed to the increase of the tax rate.

Upton has a single tax rate for all property classes. The current total assessment (value) of all property within the town of Upton is \$1,003,499,218. The property valuation reflects 94% residential, 2.2% commercial, 1% industrial and 2.8% personal property.

As you may be aware, Upton tax bills are paid on a quarterly basis. The first two payments are preliminary, based on the previous year's tax rate and value. Since the tax rate has been set and approved by the State, the second two payments are calculated on the actual tax rate plus the CPA surcharge. Therefore, the second two payments will be greater than the first two preliminary bills. The final two quarterly adjusted bills are mailed in late December. These tax bills are due in: February and May.

The Upton fiscal 2016 tax rate also includes nine previously approved debt exclusions. These account for \$3.02 (of the \$18.56) per \$1,000 of property valuation within the tax rate.

Tax Breakdown

Tax rate within Proposition 2 ½		\$15.54	
Debt Exclusions:			
School Bond (High School)	\$0.44	Memorial School	\$0.47
Wastewater Treatment Plant	\$0.12	Fire Station	\$0.27
Stefans Property (open space)	\$0.11	Third Water Source	\$0.11
Blackstone Valley Tech	\$0.02	Miscoe Hill	\$0.09
New School Override	\$1.39		

Below is recapitulation figures used when setting the tax rate for fiscal year 2016.

Total amount to be raised:	\$24,499,131.54
Total estimated receipts from other sources:	\$ 5,874,186.05
Total taxes levied on property:	\$18,624,945.49

More information and answers to the frequently asked questions can be found on the Town of Upton’s website under the Assessors page: <http://www.uptonma.gov/assessor>

In 2015, the Board of Assessors transitioned to new members. The Board would like to thank the previous members, Teresa Ambrosino (5 years), Glenn Fowler (10 years), and Charles Marsden (18 years) for their hard work and service to the Town of Upton. The Board also recognizes and thanks our Department Coordinator, Tracey Tardy. Tracy has worked hard this past year to assist the new Board with a seamless transition.

Respectfully submitted,

James Earl, Chairman
Kelly McElreath

REPORT OF BOARD OF HEALTH

The Board of Health respectfully submits the following report for the year 2015. Board members were as follows; Chairman, Richard Robinson; Member, Richard Desjardins; and Member, Al Holman.

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

Animal Control Officer:	Mike Moran
Burial Agent	Kelly McElreath
Assistant Burial Agent	Kenneth Pederson
Agent	Patricia Parent
Title 5 Agents	Lenny Izzo & Paul McKeon
Food Inspector	Janice Skinner
Asst. Public Health Supervisor	Diane Tiernan
Town Nurse	Patricia Parent
Town Physician	Dr. Donna Krauth

During the year 2015, 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 every second and fourth Thursday of the month to address any public health issues and to review septic and subdivision plans. The hazardous waste day event was held during the spring of 2015 and a shredding event was held in the summer to local residents free of charge as well.

Food inspections were completed by the food inspector on all food establishments in town. These inspections are completed bi-annually with follow up inspections of any establishment with violations. Inspections indicate 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.

At the request from several residents, the Board started offering in May a new smaller size trash bag in addition to the larger size. Residents now

have a choice to use a tall kitchen size bag or the larger size for those with more trash each week.

New regulations were approved at the annual town meeting to address Canine Control. The regulations were drafted together with the Town Manager and Animal Control Officer (ACO). These new regulations will assist the ACO in enforcing state regulations and animal nuisance control. The town also adopted a new nuisance regulation during the town meeting. These regulations were adopted to focus on the increase of abandoned and unattended homes throughout Upton.

During the year, the Board was challenged with issues that included property requiring condemnation due to unhealthy living conditions and an abandoned home being processed for receivership through the Attorney General's office. Through the receivership program, the courts appoint a "receiver" to make the required repairs for habitation.

In February of this year, Upton entered into an inter-municipal agreement to provide nursing service to the town of Blackstone. The content of the agreement was reviewed and agreed upon by the Boards of Health in each town and executed by the respective Selectmen.

Last flu season, the vaccine developed was not a good match for the influenza viruses circulating as reflected in the number of flu cases reported. This season, the match appears to be better but adult vaccine is no longer supplied to the towns by the state. Our BOH was able to purchase private adult vaccine using funds from previous years' vaccination reimbursement. The town nurse was able to vaccinate 200 adults and we intend to increase our purchase to provide for even more adult coverage going forward. The town nurse was also able to provide flu vaccine to those 18 years and under through state supplied vaccine some of those being given during the school day at BVT and Nipmuc HS. Approximately 250 doses were given to children in Blackstone and Upton.

The BOH applied for a mini grant to support capacity enhancement of local health officials to address local needs for medical waste/sharps

disposal offered by the Office of Local and Regional Health respond to the declared public health emergency surrounding the Opioid Addiction Epidemic. The BOH collects and disposes of sharps brought to our office, but it was felt that a population that could benefit from ease of disposal would be the seniors in our community. A kiosk was purchased and placed in the lobby of the senior center.

The BOH continues to send a representative to emergency planning meetings in Central MA Region 2. These include the Regional Emergency Planning Committee, the Public Health Emergency Planning Steering Committee and now our agent represents the region at the Health and Medical Coordinating Coalition meetings that bring all health related fields together to collaborate on plans and procedures to follow before, during and after an emergency.

The following communicable diseases were reported in 2015

2 Pertussis	39 Lyme disease
4 Campylobacteriosis	20 Influenza
5 Hep C Chronic	2 Salmonellosis
1 Hep A	1 Shigellosis
1 Hep B Acute	1 Yersiniosis
1 Hep B Chronic	

The following permits were issued under the BOH during 2015

Food	30	Well	10
Garbage & Offal	8	Septic permits	34
Tobacco Permits	7	Perc & Deephole	25
Installers	18	Dumpster	31
Trash Bags Sold	121,000		
Complaints Received	24		

Respectfully submitted,

Richard Robinson
Al Holman
Richard Desjardins

REPORT OF THE CABLE ADVISORY COMMITTEE

The Committee continued forward this year with two members, Richard Hellegers and George Mattingly. There is a vacancy and we would welcome a third member. Glenn Fowler, Cable Access Coordinator for Upton Cable TV, and Blythe Robinson, Town Manager, attended the meetings of the Committee to inform, advise and assist the members.

Cable Licenses

Charter and Comcast are currently licensed to provide cable television service in Upton. Charter serves most of Upton, while Comcast, with a head-end in Milford, serves approximately thirty-five Upton customers on Crockett Road whose properties are accessible by road only through Milford.

The Charter license continues in effect until 2021. The Comcast license was renewed in 2015, after a lengthy negotiation. It had been anticipated that Charter and Comcast were going to merge and that would have enabled Comcast to assume the Charter license with Upton, so that Comcast would handle cable service for the entire Town.

The Committee has reviewed the Comcast license and had discussions about the merger so that we could advise the Board of Selectmen concerning the terms. In the end, the merger did not take place, and the license with Comcast was renewed under essentially the same conditions for a new 10-year term.

Respectfully submitted,

Richard Hellegers
George Mattingly

REPORT OF UPTON CABLE TELEVISION

UCTV provides television coverage to Charter cable service subscribers and is also accessible on the town website at www.uptonma.gov/home/pages/video-streaming. Often times the Upton channel can also be viewed on YouTube. The cost of all operations and equipment utilized by UCTV other than office space and utilities is paid for by Charter.

In addition to providing service mainly for selectmen meetings, town meetings, major holiday events and parades, UCTV continues to produce a rich collection of public interest shows as “Be My Guest”. In addition to many authors who review their latest literary works in all genres, there have been many shows featuring hobbies, musicians, genealogy, detective work, FBI agents, Zoo’s, museums and many other subjects. The host Jan Lewis can be contacted at jjl3000@verizon.net with suggestions for interesting guests or subjects.

The operation and delivery facilities moved back to town hall from the temporary location following the completion of the renovation without much difficulty or down time. A nagging problem necessitated UCTV to send the video server out for diagnostics which resulted in four days off the air.

Installation, testing and startup of a new production facility was completed in the little town hall meeting room where now UCTV can originate and broadcast live activities such as selectmen meetings, training events, or public interest events. Broadcasts are no longer held at fire headquarters thus maintaining a more secure facility as designed.

A vast library of old VHS tapes have been converted to DVD format and cataloged to a database which involved about 1000 volumes; 100 mini cassettes remaining to be converted. This project is on hold until equipment that can read this media is located.

UCTV continues to provide full coverage for Multi Board Task Force rebroadcast and school committee meetings usually live on YouTube from either Nipmuc or Miscoe schools. This year UCTV participated in a multi

town effort to produce, distribute and broadcast BVT district school committee meetings. Douglas began the effort at the request of Mendon; Upton is now participating in this joint effort.

Respectfully submitted,

Glenn Fowler
UCTV Local Access Provider

REPORT OF THE CAPITAL BUDGET COMMITTEE

Per Chapter 9 of the town by-laws

“Committee to be known as the Capital Budget Committee shall be established composed of one member of the Town Finance Committee appointed by it and from it, one member of the Planning Board appointed by and from it, and four additional members to be appointed by the Finance Committee. The members from the Finance Committee and the Planning Board shall be appointed for one-year terms. The other members shall be appointed for four-year terms such that one will expire each year. Vacancies shall be filled for the unexpired terms in the manner of the original appointments. The Committee shall annually prepare a Capital Budget program for use by the Finance Committee, the voters, other Town Boards and officials in their deliberations. The Committee shall publish such a report or a summary thereof in a suitable manner and deposit the original with the Town Clerk. No motion relating to any capital expenditure of in excess of \$100,000.00 or any appropriation for such a capital expenditure shall be acted upon at any Town Meeting until it has been submitted to the Committee, except where provided otherwise by law. It shall be the duty of the Committee to make a recommendation, either verbally or in written form, to the Town Meeting concerning each article or transfer relating to capital expenditures of the Town.”

Process

A Capital Improvement Program (CIP) was initiated by the town manager this year which has made the budget process more efficient and timely.

That report can be found

at: http://www.uptonma.gov/sites/uptonma/files/uploads/capital_improvement_program_1.pdf

Votes

The committee votes and issues on capital projects were as follows:

- DPW request for 33,000 GVW dump truck.
 - o Favorable recommendation
- Fire Department request for 28 air packs (SCBA) at a cost of \$210,000
 - o Favorable recommendation
- Additional amount of \$200,000 above Chapter 90 money road construction/repair.
 - o Favorable recommendation
- Attended a joint meeting with the library trustees and building committee where the Capital Budget Committee voiced their concerns that a comprehensive building proposal must include a plan that takes into account the changing role libraries play in the digital world.

Respectfully submitted,

Kenneth Glowacki, Chairman

Dave O'Brien, Secretary

Tom Davidson, Member Planning Board

Jonathan Calianos, Member FINCOM

Frank Aniello, Member

REPORT OF THE CEMETERY COMMISSIONERS

Financials ending 06/30/2015

Revenue:	Value	Count
Sale of Cemetery Lots	\$ 950.00	19
Perpetual Care	\$ 8,075.00	19
Registering of Deeds	\$ 475.00	19
Interest Income	\$ 5,733.59	
Gifts & Donations	\$.00	
Open/Close graves	\$ 12,000.00	24
Total	\$ 27,233.59	
Expenses:		
Salaries	\$ 1,750.00	
Dues/Fees/etc.	\$ 90.00	
Total	\$ 1,840.00	
Ledger Balance:		
Perpetual Care	\$ 354,982.59	
Interest Income	\$ 46,061.07	

Improvements and Thank you

DPW – Director Vincent Roy and his team for rebuilding and repaving two streets in a front section, extending fence by the pond at Lakeview and quality maintenance efforts throughout the year for all five town facilities.

Eagle Scout – Russel Poirier and his fellow scouts for planning, funding provisioning, directing and completing redesign and rebuild of the Firemen's Memorial at the front of the Lakeview facility.

Eagle Scout – Dan Brochu supported by many more fellow scouts for identifying a need, promoting, designing, funding and provisioning a project to replace all street signs with granite posts, durable brackets and name plats for all streets in Lakeview Cemetery.

Respectfully submitted,

Joseph McMahon, Chairman
Glenn Fowler, Secretary
Robert Richard, Member

REPORT OF THE DEPARTMENT OF CODE ENFORCEMENT

This past year has been one of tremendous growth and activity for the Department, thanks to the new construction currently underway at our two sub-divisions: Crosswinds and Rockwood Meadows. As a result, building permits for new construction have tripled and we remain optimistic that this coming year will be as productive.

CODE ENFORCEMENT

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

PERMITS ISSUED

Building Division		Wiring Division	
New Home Construction	29	New Home Construction	29
Accessory Building	12	Accessory Building	1
Additions	6	Additions	8
Alterations/Remodels	56	Alterations/Remodels	18
Basement Finish	8	Basement Finish	6
Decks	7	Central AC	7
Demolition	3	Commercial	0
Doors & Windows	21	Appliances	0
Garage	1	Furnace/Oil Burner	14
Insulation	7	Garage	2
Other	5	Generator	7
Pools	1	Pools	3
Porch	2	Rewires	31
Repairs	20	Septic	3
Roof	48	Service Change	6
Sheet Metal	22	Solar	82
Solar	82	Security Alarm	16
Temporary Structure	2	Temporary Service	1
Solid Fuel	18	Other	16

PERMITS ISSUED

Building Permits	350
Wiring Permits	250
Plumbing Permits	106
Gas Permits	99

Building Permit Revenues	\$144,302.47
Wiring Permit Revenues	\$ 24,403.16
Plumbing & Gas Permit Revenues	\$ 16,795.00

Total Revenue	\$185,500.63
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ZONING BOARD OF APPEALS

Joseph D. Lurie	Chairman
Stedman F. Briggs, Jr.	Member
William Andrews	Member
James R. Bates, Jr.	Alternate
Richard Desjardins:	Alternate
Denise Smith:	Department Assistant

Variances	6	Special Permits	11
Amend Business Uses	1	Accessory Use (In Law Apt)	6
Conversion SF to 2 Family	1	Class II License	2
Demo/Replace Home	2	Class II License	W
Portable Storage Units	W	Home Business/Print Shop	1
Setbacks/Renovations	2	Home Business/Wood Shop	1
Setbacks/Renovations	Cont.	Town House	1
Variances Granted	6	Special Permit Granted	10
Variances Denied	0	Special Permit Denied	1
Variances Withdrawn	1	Special Permit Withdrawn	1
Variances Continued	1	Special Permit Continued	0
Variances No Action	0	Special Permit No Action	0
Appeal Hearings	1 Withdrawn		
Total Hearings	20		

A special thank you, once again, to all of the inspectors of the code enforcement department for their hard work, integrity and diligence in the conduction of their inspections, as well as to commend them for their professionalism, attention to detail and ongoing professional development. With 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.

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

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

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

REPORT OF THE COMMUNITY PRESERVATION COMMITTEE

The Community Preservation Committee (CPC) meets the first Wednesday of each month, unless otherwise posted, at the Upton Town Hall at 7:30 p.m. in the Ground Floor Conference Room.

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

The third year payment (\$291,775) of debt service on the general obligation Town Hall Renovation Bonds was approved at the November Special Town Meeting.

A major project for which funds (\$143,500) had been voted in 2014 was completed in the spring of 2015. The basketball and tennis courts at Kiwanis Beach were completely refurbished including new fencing. One of the courts was marked for pickle ball which is a fast growing sport across the country. Also in 2014, the town voted to transfer \$200,000 to the Affordable Housing Trust contingent upon the development and acceptance of a Trust Grant Agreement with the Board of Selectmen and the Community Preservation committee. This was accomplished with the assistance of Town Counsel.

At the February 11, 2015 Special Town Meeting, funds (\$8,500) were approved to replace the stairs and landing on the Ramsey Building at Kiwanis Beach to provide a safe additional egress from the second floor recreation room.

New requests in 2015 which were approved at the November 17, 2015 Special Town Meeting include:

1. \$159,000 for the rehabilitation and capital improvement of land for recreation specifically for the bidding, construction and administration to install an access road and parking area adjacent to the Kiwanis Beach soccer field. This is both an accessibility and safety issue.

2. \$24,000 for the restoration and rehabilitation of Lake Wildwood specifically for the treatment of an invasive weed species which is choking the pond.
3. \$17,500 for engineering services to evaluate access road alternatives and to design an access road to the town-owned Stefans Farm property.

Committee member personnel were unchanged this year but we added an administrative clerk, Deborah Teta, to the committee.

In November of 2015, the Town received \$190,051 from the Community Preservation Act Trust Funds. This was a 55.4% match of projected town revenues. This brings the total of CPA trust fund grants to the Town of Upton over the last 12 years to \$2,469,071. In conjunction with town revenues, state grant funds have allowed the Town of Upton to address the preservation and rehabilitation of the Upton Town Hall, the preservation of town records, the refurbishment of a number of recreational facilities, the preservation of open space and the opportunity to explore the need for affordable housing.

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

Respectfully submitted,

Rena M. Richard, Chair
David Adams
Paul Carey
Edward Darragh
Richard Desjardins
Richard Gazoorian
Rick Holmes
Christine Scott
Russell Wood

REPORT OF THE CONSERVATION COMMISSION

The Commission continued to administer the Massachusetts Wetlands Protection Act and the Town Wetland Protection Bylaw, issuing 8 Orders of Conditions (no Amended Orders) and 1 Extension. Also, 6 Determinations of Applicability were issued. No projects were denied by the Commission in 2015. Regular public meetings were generally conducted bi-weekly and numerous site inspections were held during the year. Many sites were reviewed and approved for building permit application sign-offs by the Conservation Commission Agent. Also, 3 Pre-Construction Evaluation applications were reviewed resulting in the issuance of 2 Erosion and Sediment Control Permits. The following major projects were monitored in 2015: Crosswinds subdivision site work located between Plain and Station Streets, Rockwood Meadows on East Street, and many Town roadway re-paving filings. The Commission also informally resolved several other minor violations of the Wetland Protection Act. Certificates of Compliance were issued for 4 completed projects.

The Stormwater Bylaw permits were reviewed and issued by the Commission.

The Commission provided several comment letters to the Planning Board regarding applications for large lot subdivisions and other development proposals.

The Commission and the Board of Health administered town funds allocated for beaver control. Funds were expended to remove a major dam build by beavers at the Southboro Road bogs. Trapping of beavers also occurred at this site.

The Commission accepted a Conservation Restriction and an Easement Deed for the Rockwood Meadows Senior Housing Community. A trail on the property will provide another access to the Peppercorn Hill Conservation Area. The Commission also accepted a Declaration of Restriction for the Crosswinds Subdivision to protect riparian habitat along Center Brook. "Pixie's Park", a 1.1 acre parcel on Meadow Drive

was donated to the town by Mike and Lisa Ryan, and is under the care, custody and control of the Conservation Commission.

The Commission directed a 2014 – 2015 study concerning habitat use by the Wood Turtle along the Warren Brook riparian corridor. Study costs were provided by a fund established by the Massachusetts Natural Heritage and Endangered Species Program as a permit condition for a recent private development project in town.

The Conservation Commission has received a Forest Stewardship Plan for the Warren Brook Watershed Conservation Area and adjacent town owned land in North Upton. The Massachusetts Division of Fisheries and Wildlife and Massachusetts Audubon Ecological Extension Service will be providing supplemental material. The Town was reimbursed for the full cost of the completed plan as well as an outreach plan prepared by the ULSC, through a grant from the DCR.

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 spring when no ice is visible in the pond from a vantage point near the intersection of School Street and North Main Street. In 2015, the pond was ice free on April 11.

With great regret the Commission accepted the resignation of our long-time agent Mathew Selby. Selby’s technical expertise and dedication will be missed.

Respectfully submitted,

Christine Scott, Chairperson
Mike Penko, Vice-Chairperson
Sandra Lajoie, Treasurer
Scott Heim, Member
Thomas Jango, Member
Alan Miano, Member
Marcella Stasa, Member

Mary Overholt, Associate
member
Denise Smith, Administrative
Assistant
Mathew Selby, Conservation
Agent

REPORT OF THE COUNCIL ON AGING

The Upton Center opened its doors 35 years ago! Since that time, with a dedicated team consisting of staff and volunteers, we have provided services to address many important issues facing seniors. Activities and programs are specifically designed to address the following areas: health, fitness and wellness, information, referral and assistance, meal(s) and nutrition, transportation services, social and recreational activities, education and arts programs, and intergenerational programs.

Various weekly activities and programs were held throughout the year. Some included Tai Chi, Healthy Talk, Strength and Stretch, Wii bowling, movies, the Library Table, computer classes with students from Nipmuc High School, canasta, knit & crochet, bingo, and card games. Monthly programs included coffee socials, holiday parties, birthday bash, out to lunch group, creative projects, and art projects with students from the Mendon/Upton After School Program, and the Men's Club Supper. Special performances by Native American flute player Strong Eagle, Johnny Diamond, Ed Cormier, the Trinity Big Band, and the Greendale Men's Chorus were enjoyed by all.

Intergenerational programs included entertainment by "Dennis the Magician" and "Creature Teachers". Annual events included the Upton Police Association's Annual Senior Spaghetti Dinner" and a Volunteer Appreciation Dinner in collaboration with Tri Valley.

A few of the educational programs offered included "Keep your Brain Sharp", "Adaptive Phone Equipment", and "Medication Management". Our "Health and Wellness Fair" was held in the fall and was very well attended. Our social services coordinator, Jessica D'Amato did a great job organizing this event. Many thanks to all who participated!

Various activities and educational events were held throughout the year in collaboration with Al Vautour, the nutrition site manager for Tri Valley Services. Congregate meals continue to be served Monday through Friday and Meals-on-Wheels are delivered in the towns of Upton and Hopedale.

The need for transportation services continued to increase. Rides were available five days a week to a variety of shopping destinations and medical appointments. We welcomed new drivers John Saulen and Lori McGann. Driver Alan Rainville submitted his resignation, and we wish him much happiness in his new home in Colorado. Our volunteer driver Jim Earl drove folks to the concert series at Kiwanis Beach, the Sherriff's annual picnic, and the Friends of Rachel's dinners at BVT. Other trips included a trip to the Worcester Art Museum, a tour of the town of Upton including the town hall, police and fire departments, and a special holiday lights ride.

Welcome to our new volunteer Debbe Saulen who is assisting our department specialist Bernadette Denson in the office.

The COA Board consists of: Chair- Myra Bigelow, Vice Chair -Maria Griffin and Secretary- Judy Blanchard. Members include Annette Castonguay, Betty Consigli, Richard Provost and Grace Wadsworth.

Thank you to our town departments, our Town Manager and the Board of Selectmen for their continued support.

Respectfully submitted,

Janice Read Nowicki
Director

REPORT OF THE CULTURAL COUNCIL

The Cultural Council respectfully submits the following report for the year 2015. Council members were as follows: Chair, Donnamarie Floyd; Treasurer, Jean Marie Housekeeper; and Members, Jen Johnson, Dawn Pekarski, JoAnn Fitts, Julie Johnson, Jodi McGowan, Shelley Ryan.

Since our last report the Upton Cultural Council received 15 applications, four less than the previous year. We are pleased to report that we granted \$4,498.00 worth in grants or 67% of total grants requested, up from the previous year. We are especially proud of the fact that we were able to fully/partially fund 90% of projects/performances that will be held in Upton. The following is a list of grants funded. Miscoe Hill 7th grade field trip granted \$649. William Moffit – holiday concert granted \$200. Stephen Collins, Irish voices show, granted \$350. Cathy Frary, Museum of Science to Miscoe, granted \$530. Gregory Maichak, art/painting night granted \$475. Tommy Rull, - senior center concert, granted \$250. Memorial School, museum of science field trip 4th granted \$880. Steve Hurlbut, Jumpin Juba concert granted \$400. Karen Arnold, Miscoe Hill Newspaper Club granted \$250. To Be Fit – Juggling Nutrition Magic Show granted \$514.

The council has started a Facebook page to alert citizens of upcoming events and add photographs of events as they happen. <https://www.facebook.com/groups/1496357997300885/> or on Facebook, search Upton Cultural Council.

Respectfully submitted,

Donnamarie Floyd, Chair

REPORT OF THE DEPARTMENT OF PUBLIC WORKS

The Department of Public Works hereby respectfully submits their annual report for the year ending December 31, 2015.

HIGHWAY DIVISION

The winter of 2014 – 2015 was unseasonably cold with a record setting blizzard in January that left 34 inches of snow as well as a record setting month of February that left a total snow accumulation of 53.5 inches. The Highway Division performed brilliantly in keeping the roads and sidewalks safe and clear for motorist, pedestrians and emergency vehicles with the 24 total snow storms that fell throughout last winter. This winter is the 5th snowiest on record with 103 inches of snowfall so far. The most snow during one season was 1992-1993 when Worcester saw 120.1 inches of snow. The Highway Division also performed the following tasks:

- Repaired and/or replaced (22) catch basins and man-hole structures
- Hot topped (patched) various locations throughout town
- Assisted numerous town departments
- Painted stop bars and crosswalks throughout the town
- Handled all regular and emergency tree removal operations
- Cleaned and reshaped drainage trenches throughout town
- Extensive brush cutting was accomplished throughout the town, both by our own crews and outside contractors
- Installed (2) catch basins structures at the public works facility
- Submission of Annual Stormwater Report to the EPA

The Highway Division reconstructed and paved the following roads with Massachusetts Department of Transportation (Mass DOT) Chapter 90 and Town appropriation:

STREET	LOCATION	WORK
1. Mendon Street	Chestnut Street - town line	Mill/Repaved
2. Maple Avenue	Pleasant Street - Main Street	Mill/Repaved
3. Southboro Road	Westboro Road town line	Mill/Repaved
4. Cross Street	Full length	Full Depth Reclamation/Repaved
5. Railroad Avenue	Full length	Full Depth Reclamation/Repaved

The following roads were crack sealed:

School Street	Laurel Lane	Wildwood Avenue
Spruce Drive	Grafton Road	Dairy Drive
Cider Mill Lane	Lodge Avenue	Quail Run
Fisk Avenue	James Road	Howarth Drive
Riverbend Road	Centerbrook Way	Francis Drive
Kiwanis Beach parking lot		

Additional road repair work was performed on High Street and Hopkinton Road this past spring with funding received from the State’s Winter Recovery Assistance Program (WRAP).

The DPW Highway Divisions also responded to numerous residents’ concerns throughout the year in a timely and professional manner.

I would like to thank Josh Foye, former town mechanic who has left the Town after nine years of service and welcome our newest team member Travis Acciavatti. Travis is an Upton resident and graduate from BVT. He is an excellent mechanic and welder who brought valuable experience to the Town of Upton.

PARKS, FORESTRY, CEMETERY DIVISION

The Parks, Cemetery and Forestry Divisions maintains 28 acres of Town owned property at Kiwanis Beach, Leland Field, West River athletic field; as well as the three Town cemetery’s; First Cemetery located on Grove Street, Lakeview located on North Main Street, and Bradish Cemetery located on Westboro Road at North Street. In addition to these locations, the Division also maintains the grounds at Town Hall, Library, Town Common, Police and Fire Stations, and street islands located throughout Town. Other tasks performed by the Parks Division include the following;

- 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, monitored water level throughout year
- Vegetation control
- Shrub and Tree trimming
- Soil analysis
- Town beach water quality – sampling and maintenance, performed weekly
- Pesticide and herbicide applications
- Fencing repairs as needed
- Playground equipment safety inspections and maintenance
- Collect trash in the 25 barrels located throughout Town, performed weekly
- Collection of revenue generated at Kiwanis Beach
- Annual installation and removal of docks at Kiwanis Beach
- Refinished 14 picnic tables and 25 trash barrels
- Submission of Annual Report to the Massachusetts Department of Agricultural Resources for the application of pesticides and herbicides.

Tasks performed at Lakeview ***Cemetery*** include;

- Excavated reconstructed two roads
- Planted three sugar maple trees
- Installed new fence adjacent to Pratt Pond and North Main Street
- Application of grub control in the front portion of the cemetery
- 26 full burials
- 16 cremations

Tasks performed within the ***Forestry Division*** include;

- Second Annual “Seedling Program” held – “Volunteered” distributed over 500 tree seedlings during the April recycling day at the Highway Garage.
- Removal of dozens of dead, diseased and hazardous trees throughout Town
- 12 tree stumps grounded

- 27 tree butts removed
- Handled all emergency calls

I would like to thank Robert Marcoux, former laborer who has left the Town after one year of service and to welcome our newest team member Cody Schmitt. Cody worked as a landscaper at his previous job and brings great experience to the Town of Upton.

WATER/WASTEWATER DIVISION

The Wastewater Division utilized in-house staff for several projects, resulting in savings to the Town and ratepayers. Some accomplishments for the year included:

- Processed and treated 56 million gallons of wastewater at the treatment plant in compliance with all Massachusetts Department of Environmental Protection regulations
- Prepared 43 metric tons of waste sludge for disposal
- Responded to 16 calls outside normal working hours
- Inspected 13 new connections to the collection system
- Performed significant preventative maintenance on wastewater collection and treatment infrastructure.
- Submitted Monthly Discharge Monitoring and Annual Reports to the Massachusetts Department of Environmental Protection Agency (MassDEP).

The Water Division has continued their efforts in upgrading water meters to make reading and billing significantly more efficient. The accomplishments for this year included:

- Treatment and pumping of 127 million gallons of water in compliance with all Massachusetts Department of Environmental Protection regulations
- Installation of 15 replacement water meters and radio transmitters
- Installation of 10 water meters and radio transmitters on new connections

- The inspection of 13 new connections to the water system
- Flushing of 186 fire hydrants for the spring and fall
- Replacement of one fire hydrant on Hartford Ave. North
- Tested 35 miles of water mains for leaks
- Repaired 9 water service leaks and 2 water main leaks/breaks
- Tested all commercial and municipal backflow devices during June and December
- Responded to 35 calls outside of regular hours
- Replaced the third and last motor and drive at North St. Booster station
- Performed significant preventative maintenance on the water treatment, storage and distribution infrastructure
- Submitted Monthly Chemical Addition and Annual Statistical Reports to the Massachusetts Department of Environmental Protection Agency (MassDEP)

I would like to thank Ron SanSouci who retired this year as the Water and Wastewater Division Supervisor and to welcome our new employee Ed Della Motte. I would also like to thank the Water and Wastewater team of Dean Parker, Todd Broberg and Jason Fleury for their hard work, the Highway Division for their cooperation through- out the year and DPW Clerk Carol Peterson.

Respectfully submitted,

Vincent Roy
Director

REPORT OF THE OFFICE OF EMERGENCY MANAGEMENT

In the event of a major incident or disaster, Upton's Emergency Management Director is the emergency resource coordinator for the Town. Each year three or more major events such as long duration blizzards, ice storms, hurricanes, tropical storms or damaging thunder storms with the threat of tornados impact Upton. Our Nor'easters cripple our town for days as they did in 2015. After the storm, the Director is responsible filing for assistance with the Federal Emergency Management Agency. This process involves extensive federal reviews before the Town is eligible to receive reimbursement for costs incurred during a federally declared disaster. For the Blizzard of 2015, the process began in February with contracts to award Upton reimbursement being signed in December. Upton will receive \$63,244.32 in federal funding for the 2015 Blizzard,

Upton's Emergency Management Director monitors the National Weather Service and the Massachusetts Health and Homeland Alert Network for events that may impact Upton. This information is passed on to Upton residents 24 hours a day by our two Community Notification Systems; Channel 191 and Code Red.

For 12 years Charter Cable Channel 191 has been Upton's Emergency Management channel, broadcasting public safety and emergency information such as severe weather information or health and safety advisories specifically for Upton citizens. Emergency warnings and advisories on Channel 191 are updated 24 hours a day. In 2015, there were over 100 warnings or advisories broadcast on Channel 191. Preparedness and safety presentations specific to Upton are broadcast when there are no advisories present. Upton Fire EMS radio transmissions can also be heard on Channel 191. New this year, residents can watch Channel 191 on the Upton Emergency Management webpage. If your electrical power or cable is out, you can still keep informed with your smartphone, tablet or at your work computer.

The Code Red Notification System is operated and maintained by the Emergency Management Director. Designed specifically for public safety, Code Red maintains a data base of our resident's telephone numbers. Residents can enter their cell phones and email addresses through the

Code Red website. Using advanced mapping programs, we have the option of calling the entire town or specific neighborhoods. There are several preplanned and prerecorded notifications for specific hazards that can be launched in as little as 2 minutes with the entire town notified in 6 to 8 minutes. Code Red will bring you emergency information, advisories, hurricane warnings, tornado warnings and storm recovery information specific to Upton. Go to Upton's webpage to register for Code Red.

Upton Emergency Management's constant focus is community preparedness. Our Emergency Preparedness Resource Guide was written for Upton citizens to use before, during and after a disaster. It contains valuable information such as our response plans to certain events, preparedness guides and sections for residents to enter their family's emergency information. It is available on the Upton Emergency Management webpage. Our webpage also has many useful links and a photo tour of our Emergency Operations Center.

Homeland Security Grants in 2015 provided funding for new radio pagers for members of the Upton Fire EMS Department. Equipment grants included camera equipped GPS units and first responder equipment bags. Upton Emergency Management maintains two trailer mounted message boards, several portable generators, the emergency response trailer and the road barricade trailer equipped with a large permanently mounted generator and emergency lighting.

The Town of Upton along with Grafton, Northbridge, Millbury and Sutton form the Blackstone Valley Regional Emergency Planning Committee. In 2015, I was elected Vice President of our Regional Planning Committee. The BRVEPC maintains a regional emergency plan that continually strives to minimize the risks from hazardous materials and protect the public health and environment of our communities. We bring greater access to federal grants to provide regional training and fund preparedness projects.

Respectfully submitted,

Brian F. Kemp, Director

REPORT OF THE FIRE AND EMERGENCY MEDICAL SERVICES DEPARTMENT

The past year has once again been busy for the Upton Fire – EMS Department. When we were not providing emergency and inspectional services we were working on several initiatives such as providing our first full year as an Advanced Life Support (ALS) emergency medical service, training using our new Self Contained Breathing Apparatus (SCBA) or completing our Tanker 2 project, just to name a few. We are once again grateful for the professionalism and dedication of our staff. We are also grateful for the support that the town has given us as we continue to provide professional services to meet the needs of our community.

Fire and EMS Training

We value our training at the Upton Fire-EMS Department. Our firefighters train a minimum of two nights each month. In addition, members of the fire department also attend specialized training classes such as auto extrication, ventilation, fire pumps and hydraulics and search and rescue. In addition members attend countless training opportunities provided by the Commonwealth's Department of Fire Services. This past May we had four new call firefighters complete the District 7 Call / Volunteer Fire Academy. This comprehensive training program required six months to complete. Those members were Matthew Gordon, Nicholas Muscente, Benjamin Sampson and Scott Rivers. In July career firefighter paramedic James Earle completed the Massachusetts Fire Academy's Nine Week Recruit Training Academy.

Our EMT's and paramedics are required to recertify every two years. As a result they attend training a minimum of once a month at the department on a variety of topics such as advanced airways and defibrillation. Our EMT's and paramedics also attend numerous programs outside of the department. A considerable amount of time was spent over the past year focused on interface training between our basic life support (BLS) and our advanced life support (ALS) staff.

Advanced Life Support (ALS)

The department ambulance service is licensed by the Commonwealth's Office of Emergency Medical Services or OEMS. We receive our medical direction and are provided with standing orders from our medical control physicians, Dr Greg Steinberg and Dr James Courtney through an affiliation with Milford Hospital. The past year was our first full year providing ALS services as a department. We provided ALS level services to more than 325 patients this year. We are grateful to our paramedics and emergency medical staff who have sacrificed to insure the success of our ALS program.

Self-Contained Breathing Apparatus (SCBA) Grant

The department received a \$173,334 grant from the Federal Emergency Management Agency's (FEMA) Assistance to Firefighters Grant (AFG) Program to purchase new SCBA this year. This competitive grant program provides millions of dollars annually to fire and EMS departments nationwide. We use SCBA regularly to protect our staff while they respond to incidents where there are environments that are dangerous or potentially dangerous. We feel fortunate to have received the AFG grant this year. The grant enabled our department to purchase 28 SCBA and 28 spare SCBA air bottles to outfit apparatus and provide an improved level of safety for our staff.

Jaws of Life

The Fire and EMS Association began a fundraiser last year to raise money to upgrade and replace the department's aging hydraulic extrication tools. The association decided upon an ambitious goal of raising \$40,000 through private donations along with a can and bottle redemption drive. By the Fall of 2015 they accomplished their goal. By the end of this year we completed the installation of new hydraulic rescue tools on our apparatus. Engine 1 now has a new complete set of tools that includes a hydraulic ram, a new spreader, a new cutter and a new power unit. Rescue 1 has new cutters, a new power unit and updated hydraulic hoses. Some of

our older tools have been updated and placed in service on Tower 36 including a cutter, a cutter / spreader combination tool and a power unit. All of our hydraulic tools have been serviced and have received factory updates. The department is grateful to the association along with so many people from town that donated and assisted in reaching the goal. We are now better prepared and equipped to respond to motor vehicle crashes especially those involving newer vehicles.

In closing I would like to thank all of our staff at the Upton Fire and EMS Department for their unselfish dedication to the town over the past year. Whether it is night or day, good weather or bad they answer the call and serve the residents of Upton. The members of the department are hardworking, dedicated and professional in their continuous delivery of services in town. They are knowledgeable and care about their community. Our staff is the backbone of our operation and I am grateful for their efforts. It has once again been a pleasure and an honor to serve as the Chief of the Upton Fire and EMS Department. I look forward to 2016.

Respectfully submitted,

Aaron Goodale
Fire – EMS Chief

REPORT OF THE GREEN COMMUNITY COMMITTEE

In December 2014 the town was designated a Green Community, which came with a \$148,350 grant from the Department of Energy Resources (DOER) for energy conservation measures. In May 2015 the committee received approval from DOER to use the grant to fund ten energy conservation projects. The projects were selected from those that had been included in the town's Energy Reduction Plan; one of the requirements for being designated a Green Community.

The projects included six at Memorial School, and one each at the DPW facility, the wastewater treatment plant, and the fire station. The projects also included the installation of an idle reduction system in one of the town's police cruisers. The Memorial School projects were optimization of the digital HVAC controls, installation of demand controlled ventilation equipment (CO2 sensors), installation of variable frequency drives in the heating and ventilation system, upgrading the refrigeration controls, upgrading the exterior lighting, and weatherizing the building. The DPW and wastewater treatment plant projects were upgrading the lighting. Nine of the ten projects were completed in 2015.

These projects are projected to save \$33,603/year, based on energy usage reductions of 125,982 kWh of electricity, 11,632 therms of natural gas, and 135 gallons of gas.

In addition to overseeing the energy conservation projects, the committee researched the feasibility of applying to the Solarize Mass program. The program is offered by DOER and the Massachusetts Clean Energy Center and is a community-based solar photovoltaic program that helps drive down the installation cost of residential solar through competitive bidding by solar installers and group purchasing. Solar installers bid to offer solar installations to a community under tiered pricing that falls as the number of installations increase. The Solarize Mass program comes with a grant of \$2,500 for marketing expenses. According to the program guidelines, successful applicants have a clear and comprehensive outreach plan and program timeline, a committed volunteer team, an engaged municipality and residents interested in participating in the program.

The committee met with members of Mendon's Solarize Mass program and two solar installers, and continues to gather information about the costs and benefits of residential solar power and the town's interest in and commitment to participating in a Solarize Mass program.

Respectfully submitted,

Robert Jordan

Brad Rolph

Marcella Stasa, Secretary

Bill Taylor, Chairperson

REPORT OF THE HISTORICAL COMMISSION

We started off the year approving our mission statement, and then we met with the Selectmen with the Historical Society to discuss similarities and differences of the two groups.

We were fortunate to have two Eagle Scout projects completed for Heritage Park this year, an informational kiosk by Mark LeClaire and a native plant project for the entranceway by Derek Mager assisted by Cissy Henderson and TJ Sullivan of Second Nature Landscaping.

We completed the conservation restriction for Heritage Park. This was required by the state of Massachusetts as we used Community Preservation Act funds to acquire it. The conservation restriction included language for the cultural resource and archaeological site of the stone chamber as well as the open space of the parcel. A gate for the entranceway for Heritage Park was discussed with input from DPW and presented to the Town Manager for inclusion in the 2016 town budget.

We had our second Massachusetts Archaeology Day on October 24. Shannon Mahan, Fred Martin and Cathy Taylor explained the Optical Stimulated Luminescence (OSL) dating information that was published in the Quaternary Geochronology Volume 30, Part B; October 2015. Three samples, taken from soil behind the lowest stones in the wall of the entrance passageway, returned OSL ages between 385 and 660 years ago (or from 1625 A.D. to 1350 A.D.; using the year 2011 as the 0 year). Strong Eagle Daly, a Nipmuc Indian musician, also presented flute and storytelling. The event was well attended, and Glenn Fowler filmed the event for the town cable station.

We had two demolition delay by-law proceedings this year. The first for a barn at 3 Centennial Court was considered historically significant and a public hearing in August was held and a one-year demo delay was voted on and is in effect. The barn at 3 Centennial Court was once a part of the Knowlton Hat Factory complex and is on the Massachusetts register of historically significant buildings. The second demolition delay by-law proceeding was for a building at 2 Grove Street bought for the town for additional parking for town hall. It was also considered a significant

historical building, as it is a contributing property in the newly designated National Register of Historic Places (NRHP) Upton Center District. A shortened period of a six months delay was voted for after the public hearing in September.

There was on-going discussion for preservation studies for the two oldest cemeteries in town. This discussion followed our 2014 approval of CPC monies for removal of pine trees at First Cemetery after cemetery headstone damage occurred with a falling pine tree. These two cemeteries designate the two oldest settlements in town before a compromise was met with having the town center be relocated to its present day location.

The historical commission office moved to a new room in the Knowlton-Risteen building, and Mortgage Master Loan Depot of Walpole generously donated an updated computer.

Historic Commission members Cathy Taylor and Joyce Heywood attended a Demolition Delay seminar by Preservation MA in Springfield in the spring. Historical Commission member Joyce Heywood attended a Preservation Conference in Worcester in August 2015.

The Historical Commission and Historical Society worked together with Senator Moore to have a hat from the Knowlton Hat Factory included in a new display case at the Massachusetts State House for a year.

At a Department of Conservation Resource (DCR) commemorative plaque ceremony at Upton State Forest in August, Cathy Taylor accepted an award for the historic commission for their help with the NRHP Upton State Forest district completed in 2012.

The pottery shard donated by Malcolm Pearson came up in discussion at the 2014 MA Archaeology Day and was located in the town vault.

Respectfully submitted,

Historical Commission

REPORT OF THE HOUSING AUTHORITY

Background

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

Mission

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

Board of Commissioners

Mildred Morin Galeone, Chairperson
Rena Richard
Linda Jones
Richard Kennedy
Judith McGee, State Appointee

Executive Director

Betty Roche

Monthly Commissioners Meetings

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

Current Housing Programs

Massachusetts Rental Voucher Program MRVP

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

Public Housing Program 667

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

Office

Upton Housing Authority located at 4 Hartford Avenue North, office hours are as follows:

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

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

Respectfully submitted,

Betty Roche
Executive Director

REPORT OF THE JOINT LIBRARY/COUNCIL ON AGING FEASIBILITY COMMITTEE

This annual report includes the activities of the Library Feasibility Committee and Designer Selection Committee as the work and membership of these committees were closely related to work and membership of the Joint Committee.

The Library Feasibility Committee was active from January to July and was charged with planning and designing a library to meet the town's library service needs for the next 20 years. This committee was dissolved in July and replaced by the Joint Library/Council on Aging (COA) Feasibility Committee. The Joint Committee is charged with recommending to the Board of Selectmen and Library Trustees either a stand-alone library or joint library/COA facility and planning and designing the selected facility.

The Designer Selection Committee was active from April to August and charged with conducting the designer selection process, which culminated in recommending to the Board of Selectmen and Library Trustees their top three choices of architects to provide designer services. The town hired the committee's top choice, Tecton Architects.

During its tenure the Library Feasibility Committee conducted the Owner's Project Manager selection process and recommended the Vertex Companies to the Library Trustees, which the town then hired; the Owner's Project Manager acts as the town's agent and consultant during a building project.

The Library Feasibility Committee also conducted the process of soliciting offers from property owners to sell or lease to the town land suitable for a library or library/COA facility. Three offers were received – 3 Centennial Court, 47-49 Main Street, and, under a 99-year lease, 50 Maple Avenue (part of the Maplewood Cemetery property.)

The Joint Committee assessed the three sites offered to the town and several town-owned sites for suitability for a stand-alone library or joint library/COA facility, and decided to go forward with the 47-49 Main Street and 50 Maple Avenue sites. The committee is also assessing the feasibility of renovating the existing library.

As of the end of the year, the Joint Committee was working with Tecton Architects on conceptual plans for a stand-alone library and a library/COA facility on the 47-49 Main Street and 50 Maple Avenue sites. Tecton Architects previously completed floor plans for the stand-alone and joint facilities. The Joint Committee will decide on a site/facility and will work with Tecton Architects to create schematic designs and cost estimates for the selected site/facility. The building floor plans and designs are based on the building programs written by the Library Director and the Council on Aging Director.

The Board of Selectmen and the Library Trustees appointed the members of the Joint Committee. The Board of Selectmen appointed Robert Fleming, Kelly McElreath, Janice Nowicki, and William Taylor, and the Library Trustees appointed Linda Arthur, Fran Gustman, Leah Hagen, Steve Rakitin, and Alan Rosenfield, Esq.

The Library Trustees appointed the members of the Library Feasibility Committee and Designer Selection Committee. The members of the Library Feasibility Committee were Michelle Goodwin, Chairperson, Bill Taylor, Vice Chairperson, Fran Gustman, Secretary, Linda Arthur, Kelly McElreath, Steve Rakitin and Alan Rosenfield, Esq. The Designer Selection Committee consisted of the members of the Library Feasibility Committee and Matthew Bachtold, Library Director.

The committee would like to thank Michelle Goodwin for her service as the Chairperson of the Library Feasibility Committee. Michelle stepped down as Chair in April and resigned from the committee in June when her family moved from Upton.

Respectfully submitted,

Bill Taylor, Chairperson
Linda Arthur, Vice Chairperson
Fran Gustman, Secretary
Robert Fleming
Leah Hagen
Kelly McElreath

Janice Nowicki
Steve Rakitin
Alan Rosenfield, Esq.

REPORT OF THE LAND STEWARDSHIP COMMITTEE (ULSC)

In 2015 the ULSC continued with the implementation of the Land Stewardship Plan for the Stefans Farm Open Space. The Community Preservation Committee approved, and the Town voted, to spend, up to \$17,500 for engineering services to evaluate options to improve vehicular access to the property and prepare plans for a recommended alternative.

The ULSC worked on kiosk design, with a prototype nearly complete at Stefans Farm. The funding for the construction of informational kiosks, purchase of signs and trailside interpretive panels comes from a Recreational Trails Program (RTP) grant for \$9,252. Brianna Croteau of Milford Girl Scout Troop 30147 constructed a kiosk at the Peppercorn Hill Conservation Area Crockett Road trailhead for her Girl Scout Gold Award project. The total cost of materials for her project was \$898, which included \$285 of donated materials.

For his Eagle Scout project, Brian Spiegelman of Milford Boy Scout Troop 4 installed a trail marking system on the Walleston loop trail at the Peppercorn Hill Conservation Area to make it easier for trail users to follow the trail.

Plots at the community garden were made available to Upton residents at no cost; however, it was decided that in 2016 gardeners will be asked to pay a \$5 participation fee to help defray costs. Full build-out of the Community Garden is nearly complete, which will make 8 more plots available starting in 2016.

The ULSC and Sudbury Valley Trustees (SVT) conducted routine yearly monitoring of the Sweetwilliam Farm Conservation Restriction and members of the ULSC accompanied SVT on its yearly monitoring of the Whitney Conservation Area Conservation Restriction.

The ULSC is exploring possibilities for linking Upton's trails to trails in abutting towns. The ULSC submitted a proposal to SVT in 2014 to request assistance for this through a MassLift–Americorps capacity building program that promotes land conservation. Our proposal was approved and in 2015 Jesse Koyen from MassLift–Americorps

contributed 120 hours assisting the ULSC by meeting with representatives of Land Trusts and municipalities, preparing a map identifying the existing trails and participating in site visits to investigate possible connections between Upton, Grafton, Hopkinton and Westborough trails.

Volunteers and committee members contributed 251 hours to develop trails and the community garden, map trail networks, prepare GIS maps, work with land owners, write grant proposals, and perform administrative work. Scouts working on Eagle and Gold Award projects contributed another 120 hours. The total value of all the hours contributed by the volunteers, Scouts and committee members was \$13,658, which includes the \$3,338 value of the Scouts' hours and the same amount for hours contributed by the MassLift–Americorps capacity building program. (Go to http://www.independentsector.org/volunteer_time for more information on valuing volunteer time.)

The Conservation Commission and ULSC received the Forest Stewardship Plan for the Warren Brook Watershed Conservation Area and adjacent town owned land in North Upton it commissioned. The Massachusetts Division of Fisheries and Wildlife and Massachusetts Audubon Ecological Extension Service will be providing supplemental habitat evaluations and management recommendations. The Town was reimbursed for the full cost of the completed plan (\$4,732), and for the cost of an outreach plan prepared by the ULSC (\$230), through a grant from the Department of Conservation and Recreation. The total value of grants, volunteer hours and in-kind donations is \$28,770.

Respectfully submitted,

Scott Heim
Mary Overholt
Mike Penko-Secretary
Marcella Stasa-Chairperson
Cathy Taylor
William Taylor

REPORT OF THE LIBRARY DIRECTOR

In 2015, the Upton Town Library focused its efforts on planning and designing a new library facility, while utilizing our existing space to its maximum potential.

Planning and Design activities: We began the year in January with a town-wide library services survey distributed with the town census. The 589 responses were used to prioritize library services throughout the planning process. The Library Trustees approved a new Library Building Program, written by Director Matthew Bachtold and Consultant Mary Braney. In March, an Owner's Project Manager was hired, followed by selection of Tecton Architects as our design firm in September. Throughout the fall and winter, the Feasibility Committee and designer worked to develop floorplans and evaluate potential sites for a new library facility.

Library expands into adjacent room: The Board of Health, which occupied offices adjacent to the Library in the Knowlton-Risteen building, relocated to Town Hall, leaving their space available. In February, the library re-carpeted, painted and furnished this space, and it is now available for public use as a reading room.

Friends of Upton Library Trust Inc.: FULTI, or the "Library Friends" as we affectionately call them, are a non-profit group dedicated to supporting the library. FULTI held two booksales this year, raising funds to purchase discount admission passes to 11 museums, and supported the Summer Reading Program. The Library would like to thank the 2015 directors of FULTI: Vicki Ludwigson, Chris Lazar and Caryn Byrnes.

eBooks and Digital Resources: A new eBook resource became available to Upton residents through the library's participation in the state-wide Commonwealth eBook collection. The library currently offers the following digital resources: eBooks and downloadable audio from the C/WMARS Overdrive collection, news articles online from Newsbank, language instruction from Transparent Language online, and continuing education from Universal Class.

Library Holdings

The addition of 4 new shelving units in the reading room allowed the library to slightly expand its physical collection size. Further collection growth remains limited by our shelving capacity.

Print Books – 23,120. Volumes of Periodicals – 106. Audio Materials – 1,248. Video Materials – 3,990. Downloadable materials – 39,927.

Library Usage

4,170 people are registered borrowers at the Upton Town Library, and 22,243 visits were made to the Upton Library during the 2,112 hours we were open.

Borrowing of physical items: Print Books – 30,710. Volumes of Periodicals – 1,250. Audio Materials – 2,815. Video Materials – 17,292. Downloads of electronic items: 5,210.

Public Technology

The library offers 24/7 free wireless internet access; 3 desktop computer workstations; 3 laptops available for in-library use; printing and photocopying services for 10 cents per page; free scanning services; outgoing faxes for 50 cents per page.

Planning for the Future

In 2016, the library will complete a planning and design process and present a new library facility to the town. The construction of a new facility would allow the Upton Library to become a true center of the community, with public meeting spaces and support for social interactions to complement our existing services of information and technology access.

Respectfully submitted,

Matthew R. Bachtold
Library Director

REPORT OF THE OF THE LIBRARY TRUSTEES

This year the focus of the Trustee's attention has been directed toward the planning and design of a new library facility. The grant from the State Library Commissioners and an appropriation by the town has allowed the Library Feasibility Committee to proceed with the project. The Progress has been significant with the building program written and the consultants hired. Another community need that of an improved facility for the Council for the Aging, was recognized. To meet this challenge, the Feasibility Committee was expanded to include members representing the Council in order to evaluate whether a larger joint facility should be designed in order to meet the Town's needs. The final site and designs have not been selected as yet but any proposals will be brought to the town for its approval during the coming calendar year.

Additional space in the Knowlton-Risteen building was allotted to the library when several departments were moved to the newly renovated Town Hall. The new space opened up several options for the library. The result has been a separate reading room for our patrons and a quiet study and tutoring area for those who need to concentrate without interruption. A small kitchen was also included and has made the working conditions for the staff a little easier and more pleasant while the main floor now has more space for servicing our patrons.

Less dramatic but still important is the progress made toward incorporating more electronic and digital materials and services into our library, with less emphasis on the hard copy. These older forms are still wanted by our patrons as indicated by a survey conducted early in the year. These materials are, however, declining in use and their space is needed to make room for the newer types of services to meet the needs of our younger patrons. The design of a new library must offer the ability to incorporate a changing mix of the old and the new over the life of its existence. The challenges of the 21st century will require continual change in the type of services provided for our patrons. These services must become available to the handicapped of our community for they are part of us and should have the ability to freely access our facility. Libraries are a cornerstone of our nation and must be available to all our citizens

including those without resources of their own. Serving all those who come to our door should be a commitment of our community.

The Feasibility Committee Chairman, Michelle Goodwin resigned and with her family returned to Alaska where they had lived for many years. She organized and chaired the committee with skill and determination. Her help was appreciated by all. The new chairman is William (Bill) Taylor who has picked up where Michelle left off.

The revolving account enabling-legislation requires a public accounting of its funds. This account contains monies received for damaged books, fines and the use of the copier. The fund received \$1,331.05 and expended \$1,315.01 with an ending balance of \$1,078.35 which will be credited to the FY17 expenses. At no time did the balance exceed \$6,000.00.

Our community and its representatives have helped the Trustees in our journey toward providing better services to all our citizens. This help has been generously given and warmly received. The Friends of the Library, the town departments and the citizens themselves have made our job a rewarding one.

Respectfully submitted,

John Robertson Jr., Chairman

Judith Katz, Vice Chairman

Charlotte Carr, Secretary

Katie Kelly, Treasurer

Frances Gustman

Joseph McMahon

John Minnuci

Linda White

Laurie Woden

REPORT OF THE TOWN MODERATOR

It was again my privilege to preside at the Annual Town Meeting on May 7, 2015; reconvened and dissolved on June 4. Also, there were Special Town Meetings on February 11, May 7 and November 17.

Once again the Town Clerk and I had the opportunity to speak with the third graders during Town Government Day about the working of the Town Meeting. The students were checked into the town hall in the same manner that registered voters are checked into a Town Meeting. There was a sample warrant with articles that the students discussed after they were made as motions. As usual, the third graders were polite and respectful to the entire process and had a wonderful time. Also, the Town Clerk and I spoke with the seniors at NRHS about the Town Meeting process in addition to what is expected of them as registered voters. As with the third graders, we had a warrant with articles that related to high school students. After we discussed the process for running a Town Meeting, the seniors “took over” and had their own meeting using the warrant provided for them. Of historical note, this year’s seniors were the first class to attend the mock Town Meeting back when they were third graders while attending Town Government Day (a number of them remembered when the Town Clerk and I had officiated at their meeting many years ago.)

The Annual Meeting of the Massachusetts Moderators Association (MMA) was held at The *Springfield Marriott* on November 6th. This year I had the opportunity to moderate a workshop that addressed how different towns approach the issue of *Citizen’s Petitions*. While each moderator addresses the issue a little bit differently, they all approach it in a way to allow for the citizen’s to have their say with regard to the issue at hand, but they also make sure that the petition does not take on a life of its own and dominate the entire meeting. I continue to serve as chair the *Town Meeting 2020* committee. The committee will look into and respond to the continuing changes in technology and how that has an effect on Town Meeting. In addition to being chair the 2020 committee, I am also a member of the education committee. Finally, I will be serving as first Vice-President of the association for this upcoming year.

Thanks again to all the people who help with the setup and running of the Town Meeting. I would like to especially thank Upton Cable Television who records and then plays all town meetings on the Upton cable channel. Also, I would like to thank the tellers, counters, Town Clerk, Board of Selectmen, Upton Police and the Nipmuc Regional School Administration.

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

Respectfully submitted,
David C. Loeper

REPORT OF THE OPEN SPACE COMMITTEE

The Open Space Committee:

- Sponsored or co-sponsored walks and events to encourage the public use and appreciation of Upton's open spaces. These included the following:
 - o Discover Easy Walks in Massachusetts program with Marjorie Turner Hollman, author of two "Easy Walks in Massachusetts" books. Co-sponsored with the Friends of Upton State Forest, the program included a presentation of some of the easy walks Ms. Hollman has discovered in southern Worcester County followed by an easy walk in Upton State Forest. Ms. Hollman has since been exploring the town's trails to evaluate them for inclusion in future Easy Walks books.
 - o Upton's Fungi program at Stefans Farm with Lawrence Millman, author of the guidebook "Fascinating Fungi of New England." The program included a talk by Mr. Millman, after which he led a walk on the Stefans Farm trails to find and identify fungi.
 - o Early morning birds walk at Stefans Farm with Upton resident Tom Dodd.
 - o A walk at the Whitney Conservation Area co-sponsored with Sudbury Valley Trustees.
 - o Nighttime viewings of Comet Lovejoy and the lunar eclipse at Stefans Farm.
- Worked with the Board of Selectmen, Town Manager and Conservation Commission on the donation by the Ryan family of a 1.1-acre parcel on Meadow Drive for open space purposes. The donation was finalized at the end of December.
- Presented to the Board of Selectmen an offer by the owner of a 26-acre land-locked parcel in north Upton to donate it to the town for open space purposes. The Massachusetts Turnpike also bisects the parcel. The Board of Selectmen voted not to accept the offer.

- Responded to a Hopkinton landowner's request for information on potential access to his land through Peppercorn Conservation Area.
- Participated in discussions with Sudbury Valley Trustees and the Department of Conservation and Recreation on the preservation of 72 acres on Westboro Road that abuts Upton State Forest.
- Assisted a landowner in an effort to protect part of her property as open space.
- Maintained the town's open space maps and the open space pages on the town's website.
- Members of the committee represented Upton in the West Suburban Conservation Council meetings, and the Regional Conservation Partnerships and Division of Fisheries and Wildlife Habitat conferences.

Respectfully submitted,

Tom Dodd (Secretary)

Rick Holmes (Community Preservation Committee representative)

Alan Miano

Mike Penko

Marcella Stasa

Bill Taylor (Chair)

REPORT OF THE PERSONNEL BOARD

Calendar year 2015 began with Michael Goodwin as Chair with members Debbie Amorelli, Bob Carnegie, Dave Scribner and Jane Gienger, In February, Erika Geyer stepped down as Department Assistant and the Board welcomed Deb Teta as the new Department Assistant. On July 1, Michael Goodwin stepped down as Chair. We thank him for his service on the Board and to the Town of Upton and appreciate all the institutional knowledge he brought to board meetings. Debbie Amorelli was unanimously elected as the Personnel Board Chairperson.

The Board conducted regular meetings throughout 2015, participated in job interviews, and was involved in several personnel and policy issues.

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

- Reviewed and approved changes to the position description for the Per Diem/EMT/Paramedic and ALS Coordinator
- Qualified applicants for the next step in the hiring process for following positions:
 - DPW Director
 - Part Time Communications Officer
 - Water & Wastewater Supervisor
 - Mechanic/Heavy Equipment Operator
 - COA Van Driver
 - Water/Wastewater Operator
 - Per Diem EMT/Paramedic
 - DPW Laborer
 - ALS Coordinator
 - Seasonal Snow Plow Driver
- Recommended a Meritorious Bonus for three employees under the provisions of Section VI.B of the Personnel By-Law which the Board of Selectmen approved.
- Board member Bob Carnegie conducted training on the Hiring Process for Town supervisors.

- Sponsored two articles that were adopted at the Annual Town Meeting to establish a Domestic Violence Policy and allow the Town to offer a Health Insurance Opt-Out Benefit.
- All members of the Board attended Open Meeting Law Training by Town Counsel.
- Reviewed and approved a pay for performance procedure for supervisors who would like to recommend the Board consider an increase in compensation above COLA for a non-union non contract employee.
- Reviewed and approved 6 requests for pay for performance increases.
- Reviewed the longevity matrix and approved extending it beyond the current 30 year maximum.
- Reviewed and approved a request to advertise for Per Diem EMS staff and increase the hourly rate to be more competitive.
- Approved 2% COLA for FY 16 and FY 17 for non-union employees.

The Board wishes to thank the Town Manager (especially in her role as Personnel Coordinator), the Board of Selectmen and all other boards, committees, and commissions for their support during 2015.

Respectfully submitted,

The Personnel Board

Debra J. Amorelli, Chair

Robert A. Carnegie

Jane S. Gienger

David T. Scribner

Deb Teta, Department Assistant

REPORT OF THE PLANNING BOARD

Summary

Throughout the calendar year 2015 the Planning Board reviewed or continued the review process of the various subdivisions, special permit and site plan approval applications. This year the Board reviewed its first application for a solar installation which was submitted under the recently adopted Large-Scale Ground-Mounted Solar Installation bylaw (2014).

With assistance from other town boards & committees and Central Massachusetts Regional Planning Commission (CMRPC) we continued to implement items from Upton's Master Plan (adopted 2005) and to update and/or amend zoning bylaws as applicable.

Zoning amendments: None for CY2015

Definitive Subdivision Plans reviewed/in progress:

- Crosswinds 32-lots located between Plain Street and Station Street. The roads (Blueberry Lane and Dogwood Drive) and infrastructure (water, sewer, pump station and gas lines) have been completed. Modification of the subdivision was presented and approved.
- Governor's Landing 59-lots off Milford Street. No recent action/discussion; construction has not been started.
- Hartford Highlands 4-lots located off Hartford Avenue South. Construction of infrastructure and roadways has begun.
- Sylvan Springs 54-lots located off Northbridge Road in Mendon; 6 houses located in Upton and 48 houses in Mendon. Construction has begun on the Mendon side.
- Whitney Farms at Cotton Gin Circle 8-lots located off Grove Street. Definitive subdivision plan submitted January 2014. Upon

review the plan was denied by the Board. Applicant has appealed the decision. Negotiations are on-going.

Special Permits reviewed/in progress:

Large-Scale Ground Mounted Solar Installation:

- Application (including Site Plan) for a 2.0± megawatt installation to be located off Milford St was submitted in October 2015. A public hearing was held and upon review the Board voted in December 2015 to approve the installation.

Wireless Data Transfer Facility:

- Application (including Site Plan) for a new Wireless Facility/tower to be located in Upton off Adam St (Westborough) was submitted in April 2015. A public hearing was held and upon review the Board voted in June 2015 to approve the facility.

Open Space Residential Subdivision:

- JR Estates 5-lots located off West River St. Roadway and infrastructures have been completed and houses are currently under construction.

Senior Housing Residential Community:

- Rockwood Meadow a 62-unit Senior Housing Community located off East St. Construction of the infrastructure, roadways and homes is being done in 2 phases. Several homes have been sold and are occupied.

Site Plan Approval Applications reviewed/in progress:

- Application for a 30 space parking lot adjacent to the Town's athletic field at the Kiwanis Beach facility was submitted in October 2015. Access for the parking lot is off Cider Mill Ln. The project is still being reviewed by the Planning Board; no decision has been issued.

- 3 Milford St – conversion of the non-residential structure (former church) into 3 residential units. A public hearing was held and upon review the Board voted in February 2015 to approve the Site Plan.

Plan Review

The data table below summarizes the Board's review activity for CY2015.

<u>Plan Type</u>	<u>Reviewed</u>	<u>Lots/Parcels</u>	<u>Fees Collected</u>
81P (ANR)	9	15 lots/4 parcels	\$1,600.00
Definitive Plan	0	NA	NA
Site Plan	1	1 lots	NA
Special Permits	2	2 lots	\$1500.00
Street Acceptance	0	NA	NA
Subdiv (started)	3	42	NA
Special Permits (started)	2	67	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 101, adjacent to the Town Clerk's office. Office hours are Tuesday 9:00 am – 3:00 pm and Thursday 8:00 am – 3:00 pm. Phone number: (508) 529-1008;

- E-Mail: planningboard@uptonma.gov or dsmith@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 at town hall, conference room 203. Town hall is handicap accessible, air conditioned, and has comfortable seating. The Board would like to encourage citizen participation in the town government process by attending board meetings.

At the Annual Town Election in May 2015 Thomas Davidson was re-elected to a 5-year term. By a joint vote of the Planning Board and Board of Selectmen, William Tessmer was re-elected in May 2015 as associate member for another 2 year term. Paul Carey continues to represent the Planning Board on the Community Preservation Committee. Gary Bohan serves as the delegate to the CMRPC and Thomas Davidson continues to serve as the representative to the Capital Budget Committee.

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,

Margaret Carroll, Chair
Paul Carey, Vice-Chair
Thomas Davidson, Treasurer
Raymond Smith, Clerk
Gary Bohan, Member
William Tessmer, Associate Member
Denise Smith, Department Coordinator

REPORT OF THE POLICE AND COMMUNICATIONS DEPARTMENT



Calls for Service/Activity 2015

Abandoned 911 Call	35	Lockout Motor Vehicle	48
Alarm	263	Loitering	3
Animal Complaint	79	Lost Animal	52
Animal Injured	12	Lost/Missing Person	6
Assault and Battery	5	Lost/Missing Property	48
Assist EMS	467	Loud Music Complaint	10
Assist Fire Department	240	Motor Vehicle Crash	198
Assist Other Agency	63	Motor Vehicle Violation	3722
Assist Other P.D.	117	Motor Vehicle Complaint	200
Assist With Pedestrian Traffic	6	Neighbor Dispute	2
Assist With Traffic	26	Obstruction in Roadway	181
ATV Complaint	18	Open Door	17
Breaking and Entering	16	Parking Complaint/Violation	82
Building Check	2731	Power Outage	15
Car Seat Installation	27	Restraining Order Viol	10
Disabled Motor Vehicle	148	Restraining Order Issued	8
Disorderly Person	6	Serve Legal Process	98
Disturbance	80	Shots Fired	10
Deliver Message	12	Solicitation	14
Domestic Disturbance	12	Suicidal Person	15
Extra Patrols Requested	23	Suspicious Motor Vehicle	153
Found Property	26	Suspicious Package	7
Fraud/Forgery	20	Suspicious Person	93
Fundraiser Scam	13	Threats	6
General Assistance	485	Trespassing	7
Harassment Prevention Order	7	Vandalism	25
House Check	205	Water Leak	13
Hunter Complaint	1	Well Being Check	93
Illegal Dumping	21	Wires Down	33
Larceny	38	911 Hopedale	841
Lockout House	13		

Offenses 2015

Forcible Rape	1
Indecent Assault and Battery	1
Aggravated Assault	6
Simple Assault	11
Intimidation	11
Breaking and Entering	16
Shoplifting.....	2
Theft from a Building	5
Theft from a Motor Vehicle.....	9
All Other Larceny	25
Motor Vehicle Theft	1
Impersonation	11
Destruction of Property	24
Drug Violations.....	6
Arson.....	3
Operating Under the Influence....	23
Protective Custody	4
Liquor Law Violations.....	6
Other Offenses	51
Criminal Traffic Offenses	371
Pornography/Obscene Material	1
Counterfeit	1

Top Ten Offenses Charged

1. Criminal MV Violations
2. Larceny
3. OUI
4. Destruction of Property
5. Breaking & Entering
6. Impersonation/Fraud
7. Theft from a Building
8. Assault & Battery
9. Intimidation
10. Drug/Liquor Law Violations

Arrests by Shift

Day Shift (8AM – 4PM).....	148
Evening Shift (4PM-12AM).....	47
Night Shift (12AM-8AM)	35

Arrests by Day of Week

Sunday	57
Monday.....	32
Tuesday	27
Wednesday	25
Thursday.....	34
Friday	21
Saturday.....	34

Offenses by Month

January	23
February	13
March	43
April	53
May.....	57
June.....	75
July	86
August	94
September.....	65
October	70
November	47
December	42

Motor Vehicle Violations 2015

Arrests	68
Civil Violations	695
Criminal Complaint	371
Written Warning	1553
Verbal Warning.....	1035

Top Ten Violations Cited

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

MV Violations by Location

Blueberry Lane.....	1
Breton Road	1
Brooks Street.....	1
Chestnut Street.....	3
Christian Hill Road	9
Church Street	2
Crockett Road	1
Cross Street	1
Depot Street	1
East Street	277
Elm Street.....	12
Farrar Road	2
Fiske Avenue	1

Fiske Mill Road.....	11
Florence Circle.....	1
Forest Street	1
Glen Avenue	2
Glen View Street.....	2
Grove Street	27
Hartford Avenue No.	179
Hartford Avenue So.	14
High Street	173
Hopkinton Road.....	387
Kiwanis Beach Road.....	1
Knowlton Circle.....	3
Main Street.....	811
Maple Avenue	63
Mechanic Street	3
Mendon Street.....	452
Merriam Way.....	1
Milford Street.....	331
Miscoe Hill Road	3
North Main Street	41
North Street	4
Old Grafton Road.....	6
Orchard Street	4
Plain Street.....	22
Pleasant Street	336
Prospect Street	3
River Street	2
Russell Avenue	2
Saddler Road.....	1
School Street	207
South Street.....	22
Station Street.....	1
Taft Street.....	4
West Main Street.....	67
West River Street	11
Walker Drive.....	1

Warren Road	2
Warren Street	5
Westboro Road.....	117
Williams Street.....	68
Wood Street	2

Taft Street.....	1
West Main Street.....	6
West River Street	2
Warren Road	1
Warren Street	4
Westboro Road.....	8

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

Brooks Street.....	1
Centennial Court	1
Chestnut Street	2
East Street	10
Elm Street.....	3
Fiske Avenue	1
Fiske Mill Road.....	2
Forest Street	1
Glen View Street.....	1
Grove Street	2
Hartford Avenue No.	9
Hartford Avenue So.	1
Henry’s Path.....	1
High Street	7
Hopkinton Road.....	16
Main Street.....	24
Maple Avenue	6
Mechanic Street	1
Mendon Street.....	14
Milford Street.....	12
Old Grafton Road.....	3
Pearl Street	1
Plain Street	3
Pleasant Street.....	11
School Street	7
South Street.....	2
Southboro Road	3
Stagecoach Road.....	1

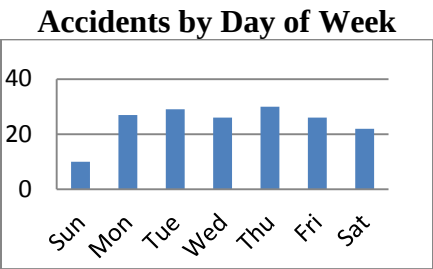
- Top Five Driver Contributing
Code for MV Accidents**
1. Driver Inattention
 2. Following Too Closely
 3. Speed Greater Than Reasonable
 4. Failure to Yield Right of Way
 5. Failure to Keep in Proper Lane

MV Accident Injury Status

Fatal Injury	1
Incapacitating	7
Visible injury.....	31
Minor injury	20
No Visible Injury.....	250

Operators Age/Gender

	Male	Female	Total
<19	15	14	29
19-21	18	2	20
22-25	18	9	27
26-35	25	21	46
36-45	19	16	35
46-60	18	31	49
>60	20	22	42
Total	135	115	248



Training

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

- Firearms Training (Pistol and rifle qualification)
- C.P.R. and First Responder Training
- A.E.D. (Automatic External Defibrillator) Training
- Educational Incentive Program (EIP) Class Training (monthly)
- Policy Manual Testing (monthly)
- Defensive Tactics Training
- Mental Illness Response
- Legal Updates
- Electronic Control Weapon Training and Recertification
- Human Trafficking
- Ethics Training

In addition to the mandatory training, Officers received training in the following specialized areas:

- DCJIS CJIS online training
- CPR/First Responder Instructor Conference
- Biohazards and Scene Safety
- Social Media Fundamentals for Law Enforcement
- Patrol Rifle Instructor
- Level III Firearms Instructor Certification
- Power Phone – Protecting LE Responders
- Bias Based Policing
- Eyewitness Identification
- Managing Critical Incidents
- Community Engagement
- Multi-Hazard Planning for Schools

Grants

The Upton Police & Communications Departments received the following grants for 2015:

- **Traffic Enforcement Equipment Grant: \$12,5000.00**
Funding provided through the Massachusetts Executive Office of Public Safety, Highway Safety Division for patrols to target seat belt safety, impaired driving, and aggressive driving.
- **State 911 Department Support Grant: \$54,376.00**
Funding was provided by the Massachusetts State 911 Department for equipment purchases within the communication center and for wage reimbursement that may be used for additional training.
- **911 Training Grant: \$10,000.00**
Funding was provided by the Massachusetts State 911 Department for E911 approved courses and overtime replacement costs for employees attending training.
- **Bullet Proof Vest Grant: \$7,865.00**
Funding from Federal and State grants for replacement of Ballistic Vests for all police officers.
- **MIIA Loss Prevention Grant: \$5,000.00**
Installation of DVR and cameras at Police Headquarters with the ability to tie into systems in the community.

Community Policing & Special Programs

The Upton Police Departments continues to support the philosophy of community policing by offering the following programs:

- R.A.D. Program for Adults and Children
- Officer Phil Program at Memorial School
- Annual Fishing Derby
- Seniors Spaghetti Supper
- Santa Claus Visit on Christmas Eve
- SRO (School Resource Officer)
- Massachusetts Police Certification/Accreditation Program
- Youth Recreation Program

Conclusion

The Upton Police Department continues its pursuit of excellence through involvement with the Massachusetts Police Accreditation Commission. We are currently one of forty-eight Massachusetts Municipal Police Departments to receive the honor of being “Accredited”. The Police Accreditation Commission completed a three day on-site assessment of the Upton Police Department on December 1-3, 2015. I am pleased to report that the assessment went well and look forward to receiving our award of Re-Accreditation for the next three years. The Massachusetts Police Accreditation Commission’s Accreditation Program provides the following benefits:

- Provides a norm for the Upton Police Department to judge its performance.
- Provides a basis to correct deficiencies before they become public problems.
- Provides accountability among agency personnel.
- Provides a means of independent evaluation of agency operations for quality assurance.
- Enhances the reputation of the agency and promotes public confidence in it.
- Reduces liability exposure by following best practices for delivery of services and supervision of personnel.

I would like to thank the Board of Selectman, Town Manager Blythe Robinson, town departments, school departments and residents for their support and cooperation while we pursue our mission.

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.

REPORT OF THE RECREATION COMMISSION

The year started out with our new Recreation Director, Bonnie Flink, taking over on January 5th. She immediately took up residence in the town hall and began working on our winter programs and setting up our Kids@Play program for the summer. Our overall enrollment numbers for programs remain consistent and Bonnie is examining how we can add more programs. We already started a Youth All Sports program on Friday afternoons for younger children and are looking to add three more programs in 2016. We are also planning on adding three new programs in 2016 to entice people of all ages to participate and adopt a healthy lifestyle.

This year we continued our work on the Ramsey Building by replacing the stairs on the side of the building using CPA (Community Preservation Act) funds. The DPW removed the wood chips around the pavilion, extended the irrigation system, installed a handicap ramp and planted grass.

2015 also brought the completion of two Eagle Scout projects. Brett Nasuti raised funds and built a fire pit complete with benches adjacent to the Kiwanis Beach. The pit was used during our concert series and throughout the fall. To assure that the pit is used appropriately, a permit is required for its use (visit the Recreation website for more details). A second project was the construction of a storage shed at Leland Field adjacent to Memorial School. This project was led by Zach Crosby. Because of Zack's effort we now have a storage shed to keep equipment for maintaining the fields. Congratulations to both Brett and Zack for their fine work.

The Upton town beach had another successful season in the summer of 2015. We extended our hours and opened weekends starting on Memorial Day. This would not have been possible without all of the good work done by the swim instructor, swim aides, lifeguards, gatekeepers, and the groundskeepers. The beach program's success also would not have been possible without the assistance and support from DPW Director Vincent Roy, Parks Supervisor John Johnson, Jr. and Gary Harper who keeps the fields in great shape.

Our attendance in the eleventh year of the Kids@Play Summer Program at the Upton town beach and athletic facility remains high. Over 275 children (grades K-8) spent part of their summer participating in the program. And participation in the Adventure Exploration program which provides a vehicle for older kids ages ten through fifteen to participate remained steady. Without the hard work of the program directors and counselors, this program would not have been possible, so we thank them for their important contributions.

The tennis and basketball courts at Kiwanis Beach were completely refurbished using CPA funds. We lined one of the tennis courts for Pickle Ball which is one of the fastest growing sports in America. This year we plan on sponsoring clinics to introduce the sport to the Upton community and will also make it part of our Kids@Play program.

The Kiwanis Beach softball/baseball field was used by the Upton youth Cal Ripken baseball teams as well as the Upton Men's and Women's softball leagues. The soccer/lacrosse field was extensively utilized by the Mendon Upton Youth Soccer Association, the Upton Women's Soccer League and the Mendon Upton Youth Lacrosse Association who held practices and a full slate of games in the spring. The DPW and the Recreation Commission continued their efforts to provide access to the soccer/lacrosse field for physically challenged people by building a parking lot adjacent to the field with access from Cider Mill Lane. The lot will also provide overflow parking for the lot adjacent to the beach.

We were unsuccessful in installing a berm on the tennis court at Leland Field in order to flood it for ice skating. The pitch of the courts is so steep that the berm would have to be at least fourteen inches high in one area. The highest berm mold is nine inches and other materials that we investigated would cause a high risk of injury so we were forced to abandon the idea.

2015 was the second year of our concert series and we were very pleased with both the groups and the attendance with the average crowds two to

three times that of the first year. We expanded the concerts and ended up with five (one was rained out).

In 2015, the Upton Recreation Commission offered the following recreation opportunities to Upton:

- Swim Lessons at Upton town beach
- Life Guard coverage at Upton town beach
- Kids@Play Summer Program for grades K-7
- Recyclable Boat Race at town beach
- Children's Youth Theater
- Adult Volleyball – pickup
- Coed Youth Volleyball
- Pilates
- Adult Yoga classes
- Zumba workout classes
- Boot Camp workout classes

The Recreation Commission is very interested in offering additional recreation opportunities to the citizens of Upton. We are also open to suggestions on future programs. If you have a program idea please drop us a note at: Rec-Com, One Main Street, Box 14, Upton or via e-mail at blink@uptonma.gov – we would like to hear from you.

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

Respectfully submitted,

Rich Gazoorian, Chairman
Rick LaCross
Paul Pirozzi

**RECREATION COMMISSION
CALENDAR YEAR 2015 FINANCIAL RESULTS SUMMARY**

Recreation Revolving Fund

Beginning Balance 1/1/2015	\$126,697.88
Revenue	\$172,988.92
Expenses	<u>\$207,013.36</u>
Ending Balance 12/31/2015	\$ 92,673.44

DPW Parks Revolving Fund

Beginning Balance 1/1/2015	\$ 9,476.71
Revenue	\$ 2,620.00
Expenses	<u>\$ 2,821.00</u>
Ending Balance 12/31/2015	\$ 9,275.71

Recreation Site Improvement Fund

Beginning Balance 1/1/2015	\$ 23,075.90
Budget Funding	\$ 25,000.00
Expenses	<u>\$ 23,567.80</u>
Ending Balance 12/31/2015	\$ 24,508.10

REPORT OF THE REGISTRAR OF VOTERS

I respectfully submit the following report for year ending 2015:

For 2015, members of the Registrar of Voters are Cynthia Robertson (D), Eva Fowler (D), Jane Gienger (R) and Kelly A. McElreath (U).

In 2015, we had two elections; the Annual Town Election on May 4 as well as an Override Ballot vote on May 18. The Annual Town Election had a 23% turnout while the override ballot vote had a 36% turnout.

Also, on May 16, the Board of Registrar met to review a recount petition filed by Frank Aniello for the Board of Selectmen. It was voted to hold the recount on May 20th.

On May 20, with the help of Town Counsel, the Board of Registrar held a recount. There were four teams of two election workers as well as the tally clerk. Town Counsel, Lauren Goldberg explained the process for the hand count of the ballots and gave instructions to the candidates and their observers. The votes from Precinct 1 were counted and then the votes from Precinct 2 were counted. Candidates and their observers were present for the opening of the ballots and the reading/tallying of the ballots. Candidates were also given the opportunity to review all absentee ballot information. Final results of the recount were:

Robert Fleming:	570 votes
Frank Aniello:	558 votes
Blanks:	5 votes

The registrars would like to thank all the participants who help ensure the recount was a success.

Again this year, the Board of Registrars held extended registration hours for all of these elections. The Board of Registrars encourages residents to register to vote and participate in all elections.

This past year, the Board of Registrars worked hard to certify the signatures on petition papers. The Town of Upton received many signed

petitions in order to place ballot questions on the November 2016 State Election.

As is our practice, our voter list is maintained through the state computer known as the Central Voter Information System. We update the CVR with information received from the annual town census and other sources. For the past 15 years, Denise Smith works hard to maintain the voter list on the CVR and keep our paperwork work up to day. The Board of Registrars would like to thank Denise Smith for her dedication maintaining the voter list.

In 2015, the number of total voters increased by 110 voters. As in past years, most of the new voter registrations are completed at the Registry of Motor Vehicles. Again this past year, in order to encourage young people to vote, I visited Nipmuc High School to register the students who are 18 or older.

At the end of 2015, there were 5,147 registered voters in the Town of Upton. The breakdown is as follows:

Unenrolled	3,331
Democrats	936
Republicans	831
United Independent	26
All other	23

Respectfully submitted,

Kelly A. McElreath
Ex-Officio Clerk to Registrars

REPORT OF THE TOWN ACCOUNTANT

Combined Balance Sheet- All Fund Types and Account Group

	General Fund	Special Revenue	Capital Projects	Agency & Trust	Enterprise Funds	Long Term Obligations	Combined Total
ASSETS:							
Cash	1,743,968	2,102,441	(45,080)	6,326,871	1,010,891		11,139,091
Receivables:							0
Property Taxes (Comm Presv)	759,389	12,459					771,848
Excise Taxes	127,793						127,793
Water/Sewer					469,156		469,156
Tax Liens	707,250	7,284			12,143		726,677
Other	40,748	43,815	47,897				132,460
Bonds Authorized						878,702	878,702
Amnt to be provided long-term debt						12,373,200	12,373,200
Total Assets	3,379,148	2,165,999	2,817	6,326,871	1,492,190	13,251,902	26,618,927
LIABILITIES & FUND EQUITY							
Liabilities:							
Accrued Payroll	134,778	23,366		1,792	10,222		170,158
Accrued P/R Withholdings	16,974						16,974
Deferred Revenue	1,287,583	19,743			481,299		1,788,625
Reserved for Abated Taxes	347,597						347,597
Notes Payable			312,007				312,007
Long Term Debt						12,373,200	12,373,200
Bonds Authorized & Unissued						878,702	878,702
Warrants Payable	189,047	24,947		8,135	30,895		253,024
Other liabilities	4,935			514,322			519,257
Total Liabilities	1,980,914	68,056	312,007	524,249	522,416	13,251,902	16,659,544
FUND EQUITY							
Reserved for Various Purp	611,158	641,431	(309,190)	5,802,622	432,785		7,178,806
Reserved for Deficit							0
Reserved for Ban Proceeds							0
Unreserved	787,076	1,456,512			536,989		2,780,577
Other							0
Total Fund Equity	1,398,234	2,097,943	(309,190)	5,802,622	969,774	0	9,959,383
Total liabilities and Fund Equity	3,379,148	2,165,999	2,817	6,326,871	1,492,190	13,251,902	26,618,927

Enterprise Funds Summary

WATER ENTERPRISE

Revenue

Interest	4,168.82
Water Usage Charges	736,492.66
Water Liens	73,809.36
Connection Fees	16,795.62
Misc. Revenue	6,680.55
Other Financing Sources - Transfers In	203,738.00
Total	1,041,685.01

Expenses

General Labor	215,420.02
Water Expenses	324,903.67
Capital Outlay	1,698.19
Article 10 5/10/12 - West River Pump Station	93,842.24
Article 35 5/10/12 - Hartford Water Main	7,306.71
FC ATM 05/08/2014 A31 Town Hall Water Pipe	9,447.46
Debt Service Expenses	406,245.95
Total	1,058,864.24

WASTEWATER ENTERPRISE

Revenue

Interest	5,422.10
Connection Fees	280.14
Waste Water Charges	500,688.00
Waste Water Liens	65,393.42
Misc. Revenue	5,631.73
Other Financing Sources - Transfers In	185,471.00
Total	762,886.39

Expenses

General Labor	201,162.87
Wastewater Expenses	248,217.35
Capital Outlay	18,700.00
Debt Service Expenses	253,255.17

Total 721,335.39

Encumbrances Summary

Town Accountant - GASB 45 FY08	9,200.00
Town Counsel - Chapter 40B FY08	2,707.68
DPW - InflowInfiltration Program FY07	3,625.60
STM 4/3/12 A 10 Upgrade Website	781.00
Debt - ATM 5/5/11 A15 Design Roadway Improvements	223,040.77
ATM 5/5/11 A24 Assessor Revaluation	7,083.96
ATM 5/5/11 A41 Ereaders	848.83
ATM FY13 5/10/12 Art 13 Classification Plan	3,500.00
ATM FY13 5/10/12 Art 22 Assessor Revaluation	18,000.00
ATM FY13 5/10/2012 A 28 Road Construction & Drainage Projects	33,764.40
ATM FY13 5/10/2012 A32 DPW Garage Add	25,000.00
Debt - FY14 ATM 5/9/2013 A9 Town Hall Renovations	16,555.73
ATM FY14 5/09/2013 Electronic Permitting System	3,455.04
ATM FY14 5/09/2013 A25 PH II NPDES Storm Water Program	18,355.42
ATM FY14 5/09/2013 A32 Supplement Towns Conservation Fund	2,000.00
ATM FY14 5/09/13 A15 Classification and Compensation Plan Rev	3,500.00
FC ATM FY14 05/09/2014 A27 DPW Oshkosh Truck	17,930.83
FC ATM FY14 05/08/2014 A30 DPW Various Roadway Signs	4,908.38
OS ATM FY14 05/08/2014 A36 Assessors - Title Research	6,000.00
FC ATM FY15 06/04/2015 A26 - IT Replacement Town Hall Server	25,000.00
FC ATM FY15 06/04/2015 A21 - Fire - Purchase Turnout Gear	21,150.00
ATM FY15 05/08/2014 A26 DPW - Phase II National Poll. Discharge	15,000.00
ATM FY15 05/08/2014 A29 DPW Equipment - Weed Trimmer Mower	37.44
FC ATM FY15 06/04/2015 A30 Lib. & COA Facility - Feasibility Study	15,000.00
ATM FY15 05/08/2014 A33 Town Library Facility Plan and Design	17,632.30
ATM FY15 05/08/2014 A35 Assessor Revaluation	18,000.00
ATM FY15 05/08/2014 A39 Town Roads Construction and Imp	49,385.45
Total	561,462.83

Expense Summary

Town Meetings - Elections	15,600.04	Fire Dept. Bldg. Maintenance	13,400.34	Health Board - Food Inspections	1,850.00
Moderator Salary	480.00	Fire Alarm Maintenance	500.36	Demolition of Buildings	0.00
Moderator Expense	59.00	Computer/Copier Maintenance	2,200.00	Board of Health Expense	2,337.15
Selectmen-Wages	225,287.81	Fire Dept. - Training	6,168.33	Health Board - Trash Bags	18,356.56
Selectmen - Salaries	1,750.00	Fire Dept. Expense	19,090.47	BOH - Hazardous Waste	6,000.00
Selectmen-Weights Measures Services	1,000.00	Fire Dept-Vehicle Fuel	9,381.74	Nurse Wages	32,718.00
Printing	8,822.37	Fire Dept. Vehicle Maint.	26,089.44	Nurse Wages - Blackstone IMA	2,679.76
Telephone Expense	15,433.21	Fire Dept. Clothing Allowance	5,624.97	Health Service Expense	475.45
Selectmen Expense	1,757.50	New Equipment	13,833.09	Council on Aging - Wages	115,921.57
Town Manager Expense	6,412.53	Amb. Serv. - Wages	91,567.48	COA Expense	22,592.19
Finance Committee Expense	1,000.00	Ambulance Service Supplies	38,963.05	Veterans Service - Wages	7,425.60
Finance Committee Reserve	0.00	Amb. Service - Licensing and Cert	3,399.50	Veterans Service Expense	1,174.15
Town Accountant Wages	39,834.92	Amb. Serv. - Clothing Allowance	297.61	Veterans Benefits	7,388.40
Audit Financial Records	15,000.00	Paramedics Expense	18,540.66	Library-Wages	167,920.30
Town Accountant-Accounting Program	3,382.47	Ambulance Billing	9,000.00	Library Expense	52,208.04
Town Accountant Expense	184.14	Code Enforcement - Wages	131,932.34	Recreation - Beach	8,000.00
Capital Budget Committee Expense	0.00	Code Enforcement - Training	920.00	Recreation - Site Improvements	8,542.00
Assessors-Wages	46,659.96	Building Inspector Expense	7,339.68	Parks Playground Maintenance	32,491.51
Assessors - Salaries	17,898.28	Code Enforcement - Mileage	4,054.40	Historical Commission Expense	573.69
Assessor - Software/Hardware	4,940.00	Emergency Management - Wages	6,733.16	Memorial Day	2,199.00
Assessors - Interim Valuations	4,800.00	Emergency Management - Expense	2,916.95	Long Term Principal	497,635.00
Assessors - Mapping	3,500.00	Emergency Mgmt - Reverse 911 System	6,510.00	Sewer Administration Fee	1,048.00
Assessor Expense	2,768.70	Animal Control Wages	11,225.55	Short Term Interest	2,007.50
TreasColl - Wages	48,007.42	Kennel Rental	175.00	Long Term Interest	110,450.75
TreasColl - Salary	54,318.00	Animal Control Expense	1,031.72	Air Pollution Control	2,339.00
TreasColl Expense	29,846.32	Animal Control - Rabies Vaccine	0.00	Boston Metro District	49,831.00
Town Counsel Expense	48,314.77	Animal Control Transportation	313.55	RMV Surcharge	4,960.00
Personnel Committee-Wages	875.19	DPW Parks Forestry & Cem.- Wages	114,952.04	Worc. City Retirement Pension Fund	437,815.00
Personnel Committee MMPA Membership	200.00	DPW Parks - Radio Maintenance	0.00	Unemployment Compensation Fund	11,706.40
Personnel Board - Merit Bonus Program	3,000.00	Forestry Expense	14,898.50	Medicare	63,102.80
Medical Testing	4,217.00	Pest Control	1,500.00	Parking Ticket Warrant Officer	705.00
Personnel Comm. - Longevity Bonus	1,820.77	DPW Parks - Training	137.00	Bond Town Officers	736.00
Personnel Committee - Training	0.00	Forest Fire Expense	3,996.75	Insurance	833,315.79
Personnel Committee Expense	109.43	DPW Parks - General Expense	497.20	Other Financing Uses Transfers Out	512,209.00
Tax Titles Foreclosures	14,925.00	DPW Parks Forestry & Cem.-Veh Fuel	2,280.77	DPW - Inflow/Infiltration Program FY07	7,380.39
Cable Comm. - Wages	0.00	DPW Parks Forestry & Cem.-Veh Maint	397.46	ATM 5/5/11 A12 Leland Field Renovation	490.64
Technology - Expense	41,911.76	DPW Parks - Clothing Allowance	493.46	STM 4/3/12 A 5 Exterior Police Stat	6,073.55
Town Clerk - Wages	67,374.89	Animal Disposal Service	0.00	STM 4/3/12 A 6 Knowlton Repair	4,563.00
Town Clerk Expense	3,131.27	Mendon-Upton Operating Expense	8,634,852.00	STM 4/3/12 A 10 Upgrade Website	199.00
Registrar of Voters Expense	3,066.58	Mendon-Upton Debt Exclusions	1,009,716.00	Debt - ATM 5/5/11 A15 Design Roadway Improvements	43,750.05
Conservation Comm. - Clerk Wages	19,080.39	Blackstone Valley Operating Expense	1,087,870.00	ATM 5/5/11 A41 Ereaders	202.94
Aquatic Weed Control	10,200.00	Blackstone Valley Capital Assessment	20,837.00	ATM FY13 05/10/12 A27 NPDES	4,520.66
Conservation Commission Expense	5,847.96	DPW - Wages	400,358.78	ATM FY13 5/10/2012 A 28 Road Construction & Drain	2,125.00
Beaver Control	1,364.00	DPW Consultant	1,000.00	Debt - FY14 ATM 5/9/2013 A9 Town Hall Renovations	258,216.78
Planning Bd. Clerk Wages	17,689.65	DPW Building Utilities	39,700.61	ATM FY14 5/09/2013 Electronic Permitting System	500.00
Regional Planner	1,908.96	Radio Maintenance	1,500.00	ATM FY14 5/09/2013 A25 PH II NPDES Storm Water	4,463.86
Planning Board Expense	2,258.71	DPW Building Maintenance	8,826.03	ATM FY14 5/09/13 A26 DPW Construction & Imp Roads	50,000.00
Town Bldg Expense	46,403.31	DPW - Contracted Services	29,290.19	ATM FY14 5/09/13 A30 Building Improvements to Lb	14,875.00
Police Wages	1,405,209.31	DPW - Training	2,450.00	FC ATM FY14 5/9/13 A23 Police Station Renovations	105,991.80
Police Utilities	37,007.81	DPW Expense	23,161.76	FC ATM FY14 05/09/2014 A27 DPW Oshkosh Truck	27,069.17
Radio Maintenance	1,558.46	DPW Vehicle Fuel	26,415.84	FC ATM FY14 05/08/2014 A30 DPW Var Roadway Signs	5,091.62
Police Building Maintenance	15,680.33	DPW Vehicle Maintenance	30,783.06	FC STM FY15 11/18/2014 A2 Police Dept Admin Vehicle	20,768.00
Police Training	4,951.57	Highway Material	21,954.99	FC STM FY15 11/18/2014 A3 Police Department DVR	7,000.00
Police Expense	19,620.61	Oiling Paving	33,999.12	ATM FY15 05/08/2014 A28 DPW Field Mower Equip	14,000.00
Cruiser Gas	30,795.59	DPW - Clothing Allowance	4,114.28	ATM FY15 05/08/2014 A29 DPW Equipment - Weed	11,862.56
Cruiser Maintenance	10,816.80	Snow Removal	381,912.53	ATM FY15 05/08/2014 A33 Town Library Facility Plan	4,367.70
Police Clothing Allowance	14,350.41	Street Lights	34,205.62	ATM FY15 05/08/2014 A39 Town Roads Construction	150,614.55
New Cruiser	34,000.00	Waste Removal - Disposal	82,410.72		
Computer Maintenance	13,000.00	Waste Removal - Curbside Services	261,040.04		
Dispatcher Clothing Allowance FT	1,180.00	DPW - Storm Water Management	22,507.80		
Dispatcher Clothing Allowance PT	270.00	Cemetery - Salaries	1,750.00		
Fire Dept - Wages	663,310.94	Cemetery Maintenance	19,960.41		
Fire Dept. - Utilities	38,085.03	Health Board - Wages	48,679.89		
Radio Repair	1,952.97	Health Board - Salaries	1,250.00		
				Total Expenditures	19,697,982.06

Parks Revolving Summary

Beginning Balance 7-1-14 \$ 10,000.00

Revenue \$ 15,107.50

Expenditures \$ 17,615.79

Ending Balance 6-30-15 \$ 7,491.71

Revenue Summary

Personal Property	\$467,641
Real Estate	\$16,158,088
Tax Liens	\$100,741
Motor Vehicle Excise	\$1,118,463
Penalties/Interest	\$129,240
Fees	\$111,414
Other Dept Revenue	\$456,109
Licenses and Permits	\$155,568
State - Cherry Sheet	\$690,669
Fines and Forfeits	\$16,992
Misc. Revenue	\$44,997
Invest Income	\$7,659
Transfers In	\$65,000

Total General Fund Revenue **\$19,522,581**

Respectfully submitted,

Kenny Costa
Town Accountant

REPORT OF THE TOWN CLERK

I respectfully submit the following report for year ending 2015:

The first half of 2015, I was still involved with the renovation of Town Hall. I am happy to report the project was completed on time and within budget. I will continue to work with the Town Manager and the Board of Selectmen on facility issues.

This past year we had two elections in 2015; the Annual Town Election as well as an Override Election. Each election had a 23% and 36% voter turnout. I would like to thank all of the elections workers, especially Denise Smith for their hard work to have successful elections in Upton.

Also in May, we conducted a recount for the office for the Board of Selectmen. With the help of Town Counsel, Board of Registrars and election workers, the recount was completed between the two elections. The results of the recount confirmed the results at the election.

I continue to be a member of four different town clerk's associations. These memberships have allowed me to attend training with the Massachusetts Town Clerk's Association and the Worcester County Town Clerks Association and keep me up to date to changes in procedures and laws affecting the role of the town clerk.

In June, at the Massachusetts Town Clerk's Association Annual Meeting/Conference, I was awarded the Town Clerk of the Year award. I was truly honored to be nominated by Upton's Board Of Selectmen and chosen by the committee to receive the inaugural award.

Also, during 2015, I worked with the Town Manager to get funding approved for an upgrade to the Town of Upton's website. Once funding was secured, I worked with the vendor to create the new website and migrate the information over from the old website. I am happy to report the new website will be live in January 2016.

A major function of the town clerk's office is to record documents for the town. The following records were recorded at the town clerk's office during 2015:

VITAL STATISTICS

48 Births
20 Marriages
41 Deaths

DOG LICENSES

727 Dog licenses
11 Kennel licenses

The town clerk's office generated approximately \$14,700.00 in revenue for fiscal year 2015. These funds were transferred to the town treasurer.

The town clerk office hours coincides with the hours the town hall is opened to the public: Monday, Wednesday, and Thursday: 8:00 am – 4:00 pm, Tuesday 9:00 – 6:00, Fridays 8:00 – 12:00.

As always, any requests or questions can be emailed to kmcelreath@uptonma.gov. For more information about the town clerk's office, please visit our web page at the town's website, www.uptonma.gov. To all the various boards, commissions and committees who have helped me this past year, thank you for your support. I look forward to your continued support.

Lastly, to Denise Smith, once again thank you for all of your hard work this past year. Your support and dedication to the office have supported me during a difficult year.

Respectfully submitted,

Kelly A. McElreath
Town Clerk

REPORT OF THE TOWN HALL BUILDING COMMITTEE

In May 2015, two committee members were reappointed to the Town Hall Building Committee by the Board of Selectmen to complete the final details the renovation of town hall.

In most of 2015, Kelly A. McElreath, Chair, has been working with the Town Manager and the Board of Selectmen to ensure the project is completed.

We are happy to report the renovation was completed within budget and on time. We hope the residents of Upton are happy with the town hall and use it for many years to come.

Respectfully submitted,

Kelly A. McElreath, Chair
Steve Rakitin, Secretary

REPORT OF THE TREASURER/COLLECTOR

Fiscal Year End June 30, 2015

TREASURER'S GENERAL FUND CASH ACCOUNT

Beginning Balance, June 30, 2014	not incl. trusts	\$ 7,795,350
Receipts 2015		\$ 24,281,286
GF Interest 2015		\$ 7,659
CPA Int/Earnings		\$ 6,871
Warrants 2015		\$ (26,805,779)
Ending Balance, June 30, 2015	not incl. trusts	\$ 5,285,387

BORROWINGS

<u>Type</u>	<u>Purpose</u>	<u>FY 15 Retired</u> <u>Amount</u>	<u>FY2015 YE</u> <u>Balance</u>	<u>Ending Term</u>
GOB	Stefan#2	\$ 88,500	\$ 496,500.00	2020
GOB	Fire Station	\$ 206,500	\$ 1,158,500	2020
GOB	Ambulance	\$ 18,500	\$ 129,500	2022
GOB	TIP Engineering	\$ 120,000	\$ 240,000	2017
GOB	Trackless Plow	\$ 29,000	\$ 58,000	2017
GOB	Dump Truck	\$ 18,500	\$ 129,500	2022
GOB	Town Hall Renovation	\$ 169,100	\$ 4,355,000	2034
MWPAT	Sewer Treatment Plant	\$ 290,500	\$ 1,252,100	2019
GOB	Main Street Water Line	\$ 49,000	\$ 930,750	2028
GOB	Pump Station	\$ 9,900	\$ 195,350	2028
GOB	3rd Water Source	\$ 145,000	\$ 3,110,000	2033
GOB	Glenn Well Repair	\$ 29,000	\$ 189,000	2022
GOB	3rd Water Source Design	\$ 60,000	\$ 120,000	2033
BAN	Quint Fire Truck	\$ 52,993	\$ 312,007	yearly
TOTAL		\$ 1,197,993	\$ 12,676,207	

Authorized and Unissued

Chapter 90 Roads	\$ 878,702
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Interest/Fees Collected 2015

Interest/Demand fees from R.E. and P.P.	\$ 87,928
Interest/Demand fees from MVE	\$ 16,810
Interest/Demand fees from Tax Title	\$ 29,751
Treasurer/Collector fees	\$ 9,009
Water/sewer enterprise interest	\$ 9,591

Respectfully submitted,

Kenneth Glowacki, CMMC, CMMT
Treasurer/Collector

REPORT OF THE TREE WARDEN

As Tree Warden and Director of Public Works, I hereby respectfully submit the Annual Report for the year ending December 31, 2015.

As the Tree Warden of the Town of Upton, I am responsible for upholding "The Shade Tree Act" Chapter 87, Massachusetts General Law. The Shade Tree Act was intended to protect public trees and to ensure that our town remains an environmentally healthy and attractive place to live. The Shade Tree Act was also intended to protect the public from dangers associated with potentially hazardous trees.

During the past year, the DPW has taken proactive measures to maintain the health of as many of our mature public trees as the forestry budget would allow; this included the removal of several public trees identified as hazardous. By trimming and pruning dead or diseased limbs, mature trees are less likely to succumb to violent weather, disease, and infestations of insects.

In addition to maintenance work performed on larger public shade trees, many smaller/young trees were pruned as part of a proactive program to ensure good form, structure and health as they develop towards maturity. As part of an ongoing program, many unsightly roadside stumps were ground up or removed during the year.

Two Tree Hearings were held during the year.

I would also like to thank John Johnson, Deputy Tree Warden, Gary Harper, and National Grid for their hard work and assistance in maintaining the town's trees.

Respectfully submitted,

Vincent Roy, Director
Department of Public Works

REPORT OF THE TRUST FUND COMMISSIONERS

The Town of Upton's Trust Fund Commissioners met during the course of 2015 on several occasions and consulted with our financial advisor relative to the investments of the trust fund accounts. The Board has continued to diversify the funds and maintained its investment discipline and adherence to our Investment Policy Statement.

We believe that diversification and investment discipline helped to protect the town's trust funds during the past and is the prudent course of action going forward.

The expendable portions of the trust funds are conservatively invested in fixed income securities. As these funds are potentially needed as appropriated, the investments consist of shorter duration fixed income investments. The returns for calendar year 2015 and the prior three years are presented below:

	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>
	-			
Expendable Portfolio	1.11%	1.74%	0.93%	7.86%
Citigroup Three Month Treasury Bill	0.00%	0.00%	0.40%	0.90%
			-	
Barclays Capital Bond Index	0.18%	6.01%	2.34%	4.82%
Barclays US Aggregate Credit - Corp.	-		-	
Investment Grade	0.68%	7.46%	1.53%	9.82%
Barclays US Aggregate Credit - Corp.	-			
High Yield	4.47%	2.45%	7.44%	15.81%

On a short term basis the more credit sensitive portion of the portfolio has detracted from performance. However, we continue to believe that the risk of buy long-term bonds continues to look poor and instead are focused more on shorter duration credit. Attempting to reposition into longer term bonds with a lower interest rate and greater interest rate risk is something we seek to avoid.

The non-expendable portions of the Trust Funds are invested in a diversified portfolio of both US Large, Mid and Small Capitalized

companies, International Investments and fixed income investments. The fixed income investments similarly are more focused on shorter duration fixed income. The returns for calendar year 2015 and the prior three years are presented below:

	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>
	-			
Non-Expendable Portfolio	0.54%	3.95%	19.00%	13.73%
Dow Jones Industrial Average	0.21%	10.01%	29.65%	10.24%
S & P 500 Index	1.38%	13.69%	32.39%	16.00%
	-			
Russell 2000	4.41%	4.89%	38.82%	16.35%
	-			
MSCI World Index	0.87%	4.94%	26.68%	15.83%
Barclays Capital Bond Index	0.18%	6.01%	-2.34%	4.82%
Blended Index	0.39%	7.72%	17.73%	12.14%

The recent results of the non-expendable account illustrate the fact the much of the recent S & P Index performance has been driven by just a handful of stocks. Our portfolio is diversified and will not always perform like a particular index or blended index but over time it does provide a useful means to measure the portfolio.

Although there have been changes to the portfolio over the year the overall asset allocation is consistent with last year.

Respectfully submitted,

Kenneth Glowacki, Chairman
Michael Oliver
Steve McCaw

REPORT OF THE TRUST FUND COMMISSIONERS

		FY2014 <i>Nonexpendable</i>	FY2014 <i>Expendable</i>	FY2015 <i>Nonexpendable</i>	FY2015 <i>Expendable</i>	<i>Trust Fund Specified Use</i>
1	Stabilization(s)		\$1,373,496.35		\$1,376,219.82	per town meeting
2	Post Emp. Benefits		\$30,053.16		\$95,096.18	
3	Law Enforcement		\$848.39		\$848.39	police drug enforcement
4	Conservation		\$5,010.90		\$7,519.96	conservation commission
5	Cemetery Interest	\$354,982.59	\$46,061.07	\$364,449.70	\$53,244.66	spendable and pric. earnings by cemetery comm
6	Knowlton Distress	\$7,145.98	\$83,250.82	\$7,192.90	\$83,550.12	by selectmen for townspeople in distress
7	Industrial Accident		\$1,433.23		\$1,435.83	for workmen's compensation law selectmen's rules
8	Batchelor School	\$7,145.98	\$31,479.19	\$7,192.90	\$31,684.85	support & maintenance of town schools
9	Schultz Library	\$2,858.39	\$5,806.16	\$2,877.16	\$5,876.15	library books
10	Risteen Scholarship	\$1,429.20	\$61.58	\$1,438.58	\$91.44	
11	Carpenter Library	\$1,429.20	\$3,224.71	\$1,438.89	\$3,260.29	books or art prints
12	Batchelor Library	\$7,145.98	\$2,746.84	\$7,192.90	\$2,900.53	support & maintenance of town library
13	Johnson Library	\$1,429.20	\$1,276.17	\$1,438.58	\$1,308.22	
14	W. Knowlton	\$676,916.68	\$114,234.29	\$681,811.61	\$88,716.13	controlled by the Selectmen for any public purpose
15	Keith Library	\$1,429.20	\$651.12	\$1,438.58	\$682.04	library
16	Batchelor & Knowlton	\$100,544.34	\$174,881.99	\$101,223.50	\$177,282.83	by school committee for care of school in Upton
17	Lora Davee Dearth	\$10,996.87	\$9,237.89	\$11,069.09	\$9,483.46	library books
18	Bates Scholarship	\$1,187.66	\$325.35	\$1,195.46	\$150.66	
19	E. W. Risteen B	\$558,918.97	\$751,345.10	\$563,003.02	\$739,080.43	welfare
20	E. W. Risteen C	\$558,918.96	\$43,221.63	\$563,003.02	\$10,302.16	schools(cy pres completed)
21	E. W. Risteen D	\$558,918.96	\$196,156.00	\$563,003.02	\$152,005.66	beautification
22	Newton	\$1,429.20	\$2,258.37	\$1,438.58	\$2,292.20	library books
23	Ramsey Scholarship		\$6,576.33		\$6,388.22	
24	Goodridge		\$15,344.03		\$15,371.79	Upton senior center
25	Wilson Library		\$2,940.29		\$2,945.61	childrens section of the library
26	Library Good Fortune		\$7,230.18		\$13,676.63	
27	Shraft Armstrong		\$2,585.36		\$2,590.03	benefit the library by the board of trustees & librarian
28	Frost Magnuson	\$3,572.99	\$2,361.86	\$3,596.45	\$2,440.50	library
<i>FY 2015 Expenditures</i>						
			Library Good Fortune	\$1,799.95		
			Ramsey	\$200.00		
			Risteen B	\$13,646.27		
			Risteen C	\$33,000.00		
			Risteen D	\$44,515.97		
			W. Knowlton	\$39,327.75		
			G Bates	\$200.00		

REPORT OF VETERANS' GRAVES

The position of Veterans' Graves Officer was vacated by Michael Goodwin and Veterans' Services Officer Robin Fletcher was appointed to fill the role.

That appointment commenced July 1, and I have begun the process of identifying recent veterans gravesites in an effort to update our records. This information has been integrated with existing research in the Cemetery Commissioner's possession and to a lesser degree, the local Veterans of Foreign Wars Post here in Upton. We hope to have more complete information available by the time it becomes necessary to decorate veterans graves for Memorial Day this year.

Respectfully submitted,

Robin Fletcher, Veterans' Graves
Officer

REPORT OF VETERANS' SERVICES

Once again, when looking for progress of the Department of Veterans' Services, we evaluate the number of cases handled, the demographic of the veteran population (the era, number of veterans served, and type of service provided, whether state or federal,) as well as other benefits provided, to determine if such benefits are meeting the needs of the individuals living in Upton. This year has been one of modest growth with new cases at the state level and many new cases at the federal level. In general, our efforts to assist seem to be effectively helping our veterans.

This is the first year that Veterans' Services Officers were required to be certified under Chapter 115 Massachusetts General Law (MGL) and Section 108 of the Code of Massachusetts Regulations (CMR.) The Valor Act enacted in 2014 required all VSO's to be certified by the Commonwealth and requires consistent administration of state benefits in their community, or be found noncompliant with Chapter 115 MGL. VSO's are also required to assist applicants in applying for federal benefits. A town or city found to be noncompliant may be penalized by virtue of a reduction in the rate of reimbursement from 75% to 50% of the amount expended for state veterans' benefits. Your Veterans' Services Officer is happy to report that he is certified by the Commonwealth, and that the Town of Upton is in full compliance with Chapter 115 MGL and CMR 108.

As the years march on, we are seeing a shift from one veteran era (World War II) to another (Korea and Vietnam,) where veterans from each of these eras are, in greater and greater numbers, needing help. As large numbers of veterans become eligible for Medicare, VA benefits, and other needs, the extent of their awareness and participation is evident.

Also, as was the case last year, we are beginning to see a greater awareness of the benefits that are available to veterans by those who were not involved in declared wartime activity. Our mission is to make them aware of these available programs and benefits, and to assist them in achieving their goals in education, training, health care, or whatever their need might be.

Once again, as your Veterans Services Officer, I place the highest priority on working with our veterans, widows of veterans, and in some cases, dependent families of veterans, in applying for their earned benefits, where the nation has been honorably served.

Respectfully submitted,

Robin Fletcher
Upton Veteran's Services Officer

School Report

REPORT OF THE BLACKSTONE VALLEY VOCATIONAL REGIONAL SCHOOL DISTRICT

**Fiscal Year 2015
July 1, 2014 – June 30, 2015**

Our Mission

To create a positive learning community that prepares students for personal and professional success in an internationally competitive society through a fusion of rigorous vocational, technical, and academic skills.

A Message from the Superintendent-Director

Thank you for your interest in the Annual Report of the Blackstone Valley Vocational Regional School District. As a resident of our 13-town District with a vested interest in the success of Blackstone Valley Regional Vocational Technical High School, please consider this document an account of how your investment was utilized and the return it yielded in Fiscal Year 2015 (FY15), July 1, 2014 - June 30, 2015.

FY15 will proudly be recalled as the year in which the 72nd Governor of the Commonwealth of Massachusetts shined a spotlight on your vocational technical education delivery system. Deservedly so, Governor Charlie Baker's "Spotlight on Excellence" inaugural event included a tour of Valley Tech's vocational technical programs, in which students acquire industry-relevant technical skills. Yet the inaugural event also highlighted Valley Tech's athletics, honors and Advanced Placement courses, and dozens of extracurricular clubs and activities. These entities are likely not the first to come to mind when thinking about a vocational technical school, but they play a critical role in providing our students the skills they need to succeed in the global economy.

As confirmed by the more than 500 business and industry representatives on Valley Tech's Program Advisory Committees, technical skills alone are no longer enough to secure professional success and career longevity. The employers of today and tomorrow require employees with mastery of both technical skills and the "soft" skills of communication, collaboration, problem-solving, creative thinking, and adaptability. Considered vital in the 21st century, such soft skills enable our graduates to keep pace with

inevitable advancements over the course of decades-long careers; like that of their alma mater, Valley Tech graduates' sustained success depends upon their ability to adapt to an ever-changing world of work.

Accordingly, innovative programming and extracurricular activities have joined expert technical training and academic rigor as cornerstones of the BVT experience. Multicultural collaboration is practiced by teaming up with high school peers in Russia to study the International Space Station. Communication skills are honed at the annual career fair, where students talk one-on-one with employers eager to hire them through the BVT cooperative education program. The value of teamwork is proven on the athletic field, while the ability to solve problems and think creatively are mastered in SkillsUSA, student government, and community service.

As with all of our methods, the effectiveness of Valley Tech's emphasis on 21st century skills is exemplified by our graduates. In FY15, Ryan Chamberland and Bella Picard utilized the tools of communication, collaboration, problem-solving, and adaptability to reach remarkable milestones. I invite you to join me in exploring their stories, and I thank you for your continued support of Blackstone Valley Tech.

Dr. Michael F. Fitzpatrick
Superintendent-Director

BVT to Beacon Hill

It was obvious back when he walked the hallways of Blackstone Valley Tech and it remains readily apparent today as he walks the historic halls of the Massachusetts State House:

Ryan Chamberland is the quintessential *people person*.

Whether in Upton or Boston, the 2006 BVT graduate always seems to know everyone by name and always has time to stop and share a few kind words. Seeing such affability in action, it's no wonder that Ryan has established himself in Massachusetts politics as a hard working young

man with a knack for pounding the pavement, knocking on doors, and rallying voters.

Although, to be fair, there is one person in the State House who doesn't appear to know Ryan: It's Governor Charlie Baker, who spots Ryan outside the Governor's Office and stops to ask, "Hey, who's this troublemaker?"

Of course, Governor Baker is only kidding. He's known Ryan Chamberland for years - he just likes to give the man he named Director of the Governor's Office for Western Massachusetts a good natured ribbing.

Sitting in the Governor's Council Chamber reflecting on his journey from BVT to Beacon Hill, Ryan says it all began when he won a five-way race for BVT Junior Class President by only 10 votes. As President, Ryan put on BVT's first-ever Battle of the Bands and raised thousands of dollars to offset the prom's fiscal impact on students and families. The hard work of his first term was rewarded by his classmates, who re-elected Ryan by an overwhelming majority.

"I always cite that election as the reason I fell in love with politics: If you actually do the job, people will appreciate it, and reward you for it," Ryan recalls.

With encouragement and guidance from teachers, counselors, and administrators, Ryan honed his community service skills in the BVT Student Ambassadors, Student Government, and Model United Nations programs, and soon set his sights on a career pathway in public service.

"Everyone at Valley Tech fostered my sense of public service. They saw that I loved it and they were all very supportive."

Since graduating, Ryan has crafted an impressive resume in state politics, including roles such as Deputy Campaign Manager for former state representative Senator Ryan Fattman, as well as Campaign Manager and Chief of Staff for Representative Leah Cole. It was his service on the local

level, however, that first caught the attention of the man who would one day lead the Commonwealth. In 2012, after meeting Ryan and applauding him for commuting 90 minutes from his hometown of Blackstone to attend Salem State University, the future governor was floored to learn that the 23-year-old also served on his hometown's board of selectmen.

"I was a young guy who knocked on 956 doors, beat a 17 year incumbent with 60% of the vote, and wanted to challenge the status quo," Ryan says. "We built a bond around that."

In late 2013, when then-candidate Baker announced his second gubernatorial bid, Ryan jumped onto the campaign trail, first as the MassVictory Central Massachusetts Field Director and then as Deputy Statewide Field Director. More than a year later, as the votes were being tallied, Ryan spoke with the Governor-elect, who congratulated Ryan on an overwhelming victory in Central Massachusetts.

"We won by the largest percentage of votes in the state. I've never been prouder than that moment," Ryan says with a smile.

With victory secured and a three-day inaugural ceremony underway, Ryan's political journey came full circle on January 9, 2015, when he returned to Valley Tech alongside Governor Baker for a "Spotlight on Excellence" inaugural celebration.

"It was the first time I'd been back to BVT since 2006, so it was very special for me. I couldn't stop talking about it. Everyone on the Governor's staff was teasing me, saying, 'Yeah, yeah, we get it. You went to Valley Tech.' "

In the years ahead, as he continues serving the 72nd Governor of the Commonwealth of Massachusetts, Ryan is hopeful that his dreams and aspirations, both personal and political, will once again meet at Blackstone Valley Tech.

"I know the Governor will continue to make Massachusetts great again. Massachusetts is my home and it's a place I'd like to start a family and raise my children. And if I do have kids, I'd love for them go to Blackstone Valley Tech and have the same experience as me."

One Step at a Time

Considering she once led the nation with a batting average of .877, it's surprising to learn that softball is not a lifelong passion of Isabella "Bella" Picard. The younger sister of a star UCONN soccer player and U.S. Women's National Team roster member, Bella grew up following in her sister's footsteps and dreamed of playing Division I soccer.

But the 2013 Blackstone Valley Tech graduate's dream came to a drastic halt after two successful seasons at BVT. Diagnosed with chronic compartment syndrome, Bella's body rebelled against the sport she loved, and the constant running inherent to soccer began causing numbness in her feet and cutting off circulation to her legs.

"The doctors told me, 'If you think you're playing Division I soccer, you're crazy,' " Bella recalls.

Turns out, the doctors were only half right. Although it wouldn't be on the soccer field, Bella would indeed go on to play at the pinnacle of college athletics. Forced to leave soccer behind, Bella listened to the encouragement of her friends, coaches, and Valley Tech teachers and administrators, and set her sights on softball.

"The coaches told me I had a lot of potential and people were telling me I could do it. It was uplifting after having soccer ripped away."

Applying the same grit, determination, and work ethic she the once brought to the soccer field, Bella soon emerged as an elite softball player. Her junior year, she held the top batting average in the nation. Senior year, she helped Valley Tech capture its first state vocational softball championship and signed a National Letter of Intent to play Division I softball at Saint Joseph's University.

Little could Bella know, however, that becoming a Division I athlete would result in the unexpected challenge of a lifetime. In April 2015, during the first inning of a game against Fordham University, Bella's head-first slide into second base resulted in a head-on collision with an opposing player's knee. When she regained consciousness, Bella walked off the diamond, but experienced fatigue and numbness in her right arm. A CAT scan revealed that she had hyperextended her spinal cord and fractured her fifth cervical vertebra (C5).

Days later, spinal swelling caused Bella to lose sensation in the right side of her body, and a six-hour surgery to fuse her C4, C5, and C6 vertebrae ensued. When doctors told Bella that she would likely regain the ability to walk in one to two years, but would never return to the physical form of a Division I athlete, the diagnosis was met with an unexpected response.

"I couldn't help but laugh. My whole life, I've been into sports and doing things like teaching myself to juggle four balls, or get 518 juggles with my feet. So when I heard that I'll never do those things again, I just laughed because those things are my life. I was made to be an athlete."

Defying her diagnosis would require Bella to approach physical therapy with the same tenacity that made her a Division I athlete in her second-choice sport. Fortunately for the BVT graduate, embracing a difficult challenge was nothing new.

"At BVT, if there was a challenge you didn't think you could meet, you had the teachers, the staff, even Dr. Fitz [Superintendent-Director Dr. Michael Fitzpatrick], encouraging you to try. If you fail, so what? Nothing bad can happen if you try your hardest. BVT promotes that confidence in its students."

Mere months following her accident, Bella says her doctors have marveled at her "miraculous" progress, including her ability to walk with a walker and fully extend her right arm. Bella credits her recovery to her faith,

family, friends, and supporters, and thanks Valley Tech for first showing her the power of healthy relationships.

"At BVT, they treat you like an adult. Like a coworker in the real-world. If you build good relationships with people, that's what happens; you treat them like a human being. BVT showed me that people skills and social skills are so important to success. Whether I'm a freshmen at BVT meeting new people, or I'm paralyzed in a rehab hospital, those skills are crucial to life in general."

As her rehabilitation continues, Bella knows the road to recovery will include more unexpected twists, turns, and detours, but she remains confident that she will reach her final destination and make a frequent stop along the way.

"BVT played a big part in who I am and is playing a big part now as I'm battling this unfortunate incident. I'm going to give back to that school in any way I can. I'll probably be walking those halls when I'm 80."

For Bella and those fortunate enough to know her, there is no doubt she will.

Governor's Spotlight on BVT

On January 9, 2015, Blackstone Valley Tech proudly hosted Governor Charlie Baker and Lieutenant Governor Karyn Polito for a "Spotlight on Excellence" inaugural event.

"As one of the Commonwealth's twenty-six regional vocational technical systems, we were pleased and honored to host Governor Baker and his team during his very first day in office," commented Superintendent-Director Dr. Michael Fitzpatrick. "Throughout his campaign, the Governor promoted the vision, vitality, and versatility of the state's quality vocational technical education network. We eagerly showcased our commitment in response to that quest."

Gov. Baker and Lt. Gov. Polito began the event with a tour of Valley Tech's Drafting Technology program, where students worked with new software donated by industry-partner Siemens to design and 3D-print customized "Keys to Valley Tech." In the new Engineering Technology laboratory, the visiting dignitaries teamed up to sink a basketball using a student-designed robot. The tour concluded in the Manufacturing Technology shop, where students demonstrated Computer Numeric Controlled (CNC) equipment recently acquired via grant funding and support from private partners.

Following their tour, the state's top policy makers joined a crowd in excess of 1,500 students, teachers, and invited guests for a spirited "Spotlight on Excellence" celebration in the Valley Tech Competition Center. Led by Assistant Superintendent-Director/Principal Anthony Steele, a group of Honors American Government students presented the state's new leaders with gifts crafted in Valley Tech programs, including 3D-printed "Keys to Valley Tech," a 3D-printed model of the Massachusetts State House, and customized hard hats and photo IDs to make sure the Governor and Lieutenant Governor are always prepared for another visit to BVT.

The event concluded with energized addresses from Lt. Gov. Polito and Gov. Baker, both of whom thanked the students for an enthusiastic welcome and applauded them for exemplifying the value of a vocational technical education.

"There's no greater opportunity we can give a young man or a young woman than a great education," Governor Baker said. "One of the things I love about schools like this is that they've figured out how to combine education with purpose. They help kids find direction and they help kids figure out what it is they want to do with their lives."

New Career Pathway: Engineering Technology

It may be the newest shop at the 50-year-old school, but Valley Tech's Engineering Technology program wasted no time in earning national accolades and placing its students on a launch pad to success.

Although extremely high public demand has filled the current instructional space to capacity, Valley Tech began making room for the new program in the spring of 2014 by utilizing volunteers, internal expertise, and donated materials to convert existing space into a state-of-the-art engineering laboratory. In August 2014, a group of sixteen freshmen comprising 7 females and 9 males enrolled in the program, which was officially approved by the Massachusetts Department of Elementary and Secondary Education in March 2015. As with all vocational technical programs, earning DESE approval was a defining milestone for Valley Tech's new career pathway.

"Vocational technical schools are uniquely capable of meeting the state's strict standards for professional instruction, relevant technology, and student-immersion in a given trade," explained Superintendent-Director Dr. Michael Fitzpatrick. "Meeting these standards ensures that our graduates get a significant head start on their chosen career pathways."

Following state approval, the shop received national certification from Project Lead the Way (PLTW), the nation's leading provider of STEM (Science, Technology, Engineering, Mathematics) education programs. According to Engineering Technology Team Leader Matthew Connors, the program's first class of students jumped at the chance to earn college credits by taking the national PLTW Intro to Engineering Design exam. Each BVT student scored Advanced or Proficient on the test, with 9 students earning Advanced scores in the 95th percentile of students nationwide.

"I was truly impressed with how high their scores were," Connors remarked. "It's a testament to the effectiveness of a full-time, immersive program. This isn't an elective; this is a program for students who picked this shop, who want to be here, and who are engaged in engineering. It's an amazing environment."

According to Superintendent-Director Fitzpatrick, Valley Tech is one of roughly a dozen schools statewide to host a nationally certified PLTW program. Citing the global economy's growing demand for a high-skill

STEM workforce, Fitzpatrick commended Valley Tech's 13 member communities for expanding opportunities in STEM education.

Employers Pursue BVT Students

Whoever coined the phrase, "Good help is hard to find," never attended the annual career fair at Blackstone Valley Tech.

The 2015 BVT career fair packed the school's competition center with hundreds of students and nearly 30 regional employers who hope to hire them one day. That day will come sooner than later for students like Matt Thompson, a Drafting and Engineering Technology junior from Northbridge. Through the BVT cooperative education (co-op) program, Matt can acquire career vocational technical credits and skills by working off-campus in his area of training every other week. Touring the career fair and speaking with potential co-op employers, Matt said he believes the program can pay big dividends for BVT students.

"It starts us off for the future," Matt said. "If we stay in that [co-op] job, or get another job, we'll definitely get promoted earlier because we started working in high school."

As Matt explored possibilities for his co-op employment, he received a firsthand account of the program's impact from 2004 BVT graduate Kenny Giacomuzzi, who attended the career fair on behalf of medical device manufacturer Tegra Medical. Giacomuzzi said the company's future depends on its ability to hire employees with both sophisticated technical skills and the soft skills necessary to master new technology over the course of their careers.

"The biggest thing you can come into our facility with is a willingness to learn," he told a group of BVT students.

50th Anniversary Celebration

William Lapierre and Jeffrey Hanratty are from different towns, grew up in different eras, and differ in age by more than 40 years, but they do have

one very important thing in common: They both say Blackstone Valley Tech changed their lives for the better.

Lapierre, a 1970 graduate of Valley Tech's first class, and Hanratty, an Electrical senior, got the chance to meet and talk shop during an open house held on October 25, 2014, in honor of the Blackstone Valley Vocational Regional School District's 50th anniversary. Lapierre told Hanratty that when BVT's doors opened in 1966, he had already completed his freshman year of high school and had to repeat the ninth grade in order to join Valley Tech's first class. Looking back, Lapierre said he wouldn't change a thing, and he credited Valley Tech's cooperative education program with placing him at Wyman Gordon of Grafton, where he went on to have a successful 43-year career.

Although his own career is just getting underway, Hanratty said that like Lapierre, he's confident BVT has placed him on the pathway to success.

"Coming here is the best decision I've made so far," Hanratty said.

Similar exchanges occurred throughout the open house, as 50 years' worth of alumni, staff, students, and supporters took guided tours of Valley Tech. While some looked back on their own time at BVT, others reflected on the experiences of their children.

"One of the coolest parts of my life was seeing my son graduate from Manufacturing," said Kevin Young of Uxbridge. "My daughter just did the freshman program exploratory. To see your kid come home excited about their day at school makes you feel good as a parent."

Merit and Medals

Fiscal Year 2015 marked another tremendous performance by Valley Tech students in the Olympics of vocational technical education.

At the SkillsUSA Massachusetts District V conference in March 2015, Valley Tech students earned 82 medals - 32 gold, 28 silver, and 22 bronze - and swept the categories of Culinary Arts, Diesel Equipment

Technology, Internetworking, Medical Terminology, Photography, Restaurant Service, Telecommunications Cabling, and Welding.

At the SkillsUSA Massachusetts State Leadership and Skills Conference Championships in May 2015, BVT students won 39 medals - 18 gold, 9 silver, and 12 bronze. The event was attended by Lieutenant Governor Karyn Polito and marked the ninth year in which Valley Tech played host.

Valley Tech students once again proved that their vocational skills are among the best in the nation by winning 7 medals - 6 gold and 1 silver - at the SkillsUSA National Leadership and Skills Conference Championships in June 2015. National medalists included: Health Services students Mikayla Corda of Grafton, Samantha Cella of Northbridge, and Hannah Licarie of Millbury (Community Service); Electronics and Engineering Technology seniors Dillon Arnold of Northbridge and Anthony Arrigo of Upton (Mobile Robotics Urban Search and Rescue); Health Services senior Francesca Niro of Mendon (Basic Health Care Skills); and Manufacturing and Engineering Technology junior Todd Mahoney of Sutton (Welding).

Several Valley Tech students also placed within the top-ten of their respective competitions: Drafting and Engineering Technology senior Jacob O'Donnell of Northbridge (4th Technical Drafting); Information Technology senior William Stevens of Millbury (5th Computer Programming); Health Services junior Carson Hope of Sutton (5th Health Occupations Professional Portfolio); and Multimedia Communications junior Rachel DeWolfe of Bellingham (8th Photography).

Health Services sophomore Stacey Muanya of Milford, Multimedia Communications sophomore Nicole Cella of Northbridge, Health Services junior Kayleigh Poudrier of Northbridge, and Health Services freshman Hailey Baldwin of Northbridge served as SkillsUSA National Voting Delegates.

Building Tomorrow's Classroom Today

It might be quite the hike and a bit of a swim from one school to the other,

but in the 2014-2015 school year, students at Blackstone Valley Tech teamed up with students in Arkhangelsk, Russia to prove that great distance is not a barrier to great collaboration.

The intercontinental program was formed in partnership with the Global STEM (Science, Technology, Engineering, Mathematics) Education Center, a charitable organization that connects schools with other countries, corporations, scientists, and engineers to develop STEM projects. At Valley Tech, Electrical, Culinary Arts, and Plumbing students partnered with their Russian peers in a collaborative study of the International Space Station.

Plumbing sophomore Daniel Aldonis of Millbury said that the project made him take a fresh look at his own vocational training.

"It's unique that we get to see a Russian perspective on what we are doing in shop," Aldonis said. "It really makes you think about how you might have to do things differently if you ever end up working in Russia."

To help more schools adopt the innovative program, Valley Tech partnered with the New England School Development Council and the Global STEM Education Center to produce the Global STEM Classroom Symposium®. Attended by educators and leaders of business and industry from throughout New England, the symposium was headlined by world-renowned technology education expert and international bestselling author Alan November. The founder and senior partner of November Learning shared his belief that schools like BVT are empowering students to succeed by engaging their innate passion for real-world problem solving.

"Authentic work that develops passion, teamwork, and global connectivity can and should be built into everything we teach," November said. "Our imagination is our only limit."

District of Distinction

In March 2015, an initiative to make engineering an everyday part of student life earned Valley Tech the title of "District of Distinction."

District Administration magazine created the District of Distinction program in 2014 to provide national recognition to school districts implementing innovative programs that are benefiting students and suitable for replication. Valley Tech was named a 2015 District of Distinction for its cross-curricular engineering initiative designed to develop students' critical thinking and problem solving skills.

Green Ribbon School

In spring 2015, Managing Director of the White House Council on Environmental Quality Christy Goldfuss and U.S. Secretary of Education Arne Duncan announced that Valley Tech was among the 2015 U.S. Department of Education Green Ribbon Schools award honorees. Valley Tech received this recognition for reducing environmental impact and costs, improving health and wellness of students and staff, and providing environmental education as a road to green career pathways.

“These honorees are compelling examples of the ways schools can help **children build real-world skillsets, cut school costs, and provide healthy** learning environments,” Duncan said.

Multiple renovations over BVT's fifty-year history have increasingly emphasized energy-efficient features, and the school's curriculum was adapted to complement the facility's green technology. Valley Tech's vocational technical shops have also made green technology and sustainability cornerstones of their training, with students and staff operating, maintaining, and upgrading the school's photovoltaic and high-efficiency heating and cooling systems.

Valley Tech Named To AP Honor Roll

The Blackstone Valley Vocational Regional School District was one of 547 school districts in the U.S. and Canada placed on the College Board's 5th annual AP District Honor Roll for increasing accessibility to AP courses and maintaining or increasing the percentage of students earning scores of 3 or higher on AP exams.

"AP courses help students become independent learners, focus on time management, and advocate for assistance if needed," said Director of Curriculum and Instruction Rebecca Swasey. "Students who gain these advanced academic skills are then capable of more complex vocational tasks, which fosters a high level skill set for students with post-secondary aspirations or for employers seeking high skill workers for high wage jobs."

Markham Award For BVT Beavers

In August 2014, the Blackstone Valley Tech Beavers were named winners in the Boston Globe's 42nd annual Scholastic Awards program. Each year, the awards rank schools based on their winning percentage during the regular season.

Valley Tech athletics won the Markham Division I large school vocational title after earning a 67.49 win-loss percentage during the 2013-2014 school year. With 156 victories, BVT earned its fourth Markham award in eight years by winning more games than any other vocational school in the Commonwealth.

Conservative Budgeting Pays Off

The refinancing of \$3.9 million in existing debt resulted in an improved bond rating for the Blackstone Valley Vocational Regional School District and anticipated savings of \$400,000 for its 13 towns.

While going through the rigorous refinancing process, the District requested that Moody's Investment Services perform a simultaneous review of its bond rating, which resulted in an upgrade from a rating of Aa3 to a rating of Aa2. In its report, Moody's indicated that three of Valley Tech's District towns share the favorable Aa2 rating and that the District's improved bond rating was largely based on its proven commitment to cost containment.

"Financial operations have been generally stable over the past six years and the district should maintain a sound financial position going forward given conservative budgeting practices," the report stated.

FY2015 Vocational & Academic Achievements

Blackstone Valley Regional Vocational Technical High School continues to earn accolades for its outstanding performance in both academic and vocational programs.

355

During the 2014-2015 school year, a total of 355 AP course exams were given to 231 students in English Language & Composition, English Literature & Composition, U.S. History, Calculus AB, Biology, Physics 1, and Spanish Language & Culture.

13 years

The Massachusetts Comprehensive Assessment System (MCAS) Spring 2014 test results revealed a tremendous performance by Valley Tech students for the 13th straight year. In English Language Arts, 98% of BVT students scored Advanced or Proficient, compared favorably to the statewide average of 90%. In Math, 93% of students scored Advanced or Proficient, compared favorably to the statewide average of 79%.

90%

The Department of Elementary and Secondary Education also requires passing the MCAS Science and Technology/Engineering exams as an additional prerequisite for a diploma. 90% of Valley Tech students scored Advanced or Proficient, compared to 71% statewide.

100%

In Spring 2014, 76 freshmen took the High School Science MCAS and 100% scored in the Advanced and Proficient categories.

\$1.2 Million

Members of the BVT Class of 2015 earned nearly 200 scholarships and awards with a collective renewable value in excess of \$1.2 million.

Return on Investment

The District's operating budget for FY15 was developed to provide maximum instructional resources that enhance and strengthen student

learning. Given the number of career and technical education programs, the specialized nature and cost of equipment, and the global workforce demands driven by continued advancements, we are ever diligent in seeking meaningful efficiencies in the delivery of instruction, purchasing, staffing models, and employee benefits. Maintaining a safe environment, relevant learning, and stakeholder confidence are our highest priorities. To that end, the total operating budget was developed with a modest 2.50% increase.

The District's FY15 operating budget of \$20,970,532 was funded primarily by State Aid and Member Assessments. However, many of our member towns continue to experience increasing state-mandated minimum contributions (see chart below). In addition to the efficiencies identified above, Valley Tech continually seeks partnerships with business and industry, non-traditional revenue sources, and the use of unreserved fund balance to mitigate increases to our member towns. Other efforts include cultivating partnerships with local and state legislative members to ensure appropriate levels of resources, providing special project services to our municipal partners and the public (at significant savings), and maintaining Valley Tech's facility using certified staff from various trades.

In FY15, the District maintained its commitment to a single, consolidated annual request to facilitate vital fiscal management and planning by our 13 towns in this period of fiscal austerity. Valley Tech operates within the dollars requested regardless of any unforeseen variables within anticipated revenue streams. In addition to the normal expenses included in a municipal school district, Valley Tech's budget includes several high dollar value line items that would normally be included within the General Government budget. Examples include debt, capital improvements, workers' compensation, health and life insurance, property and casualty insurance, unemployment, snow removal, treasurer, audit and other such expenses. As we look back on FY15 and embark on FY16, we thank our member towns for providing the ongoing support of a true partnership.

Community Projects

Each year, student work projects provide District residents with a tangible return on their investment while providing Valley Tech students real-world experience. Throughout our 13-town District, Valley Tech's work on capital improvement projects is a welcome source of financial relief for local budgets. As a vocational technical school, we maximize the impact of stakeholder investments by using internal talent and resources on campus improvements and renovations. District residents realize further savings by enjoying the discounted services offered in Valley Tech's student-run restaurant, salon, and school store.

In FY15, a total of 563 projects and services resulted in significant savings for District communities and residents:

Direct Savings to Towns	\$292,529
In School Projects/Installations/Repairs	\$191,315
Total Savings to District Taxpayers	\$483,844

Among many others, community projects in FY15 included the construction of a wheelchair ramp at an Uxbridge residence, the restoration of a greenhouse at the Community Harvest Project farm in Grafton, and the creation of jungle-themed carriages for the Southwick Zoo's SkyFari Sky Ride in Mendon.

Inside Valley Tech, staff and students tackled several capital improvements, including the conversion of an Auto Body annex into Career Enrichment classrooms, and the renovation of the Multimedia Communications program to include studio space for audio/video production. By turning the renovations into hands-on projects for programs such as Construction Technology, Electrical, Plumbing, HVAC & R, and others, Valley Tech scaled back costs and gave students powerful hands-on experience. Students also put their skills to work assisting on upgrades to the Manufacturing, Information Technology, Engineering Technology, Painting and Design Technologies, and Auto Body programs.

Building More With Less

There are no coupon booklets for capital improvement projects, but Valley Tech nevertheless finds ways to clip costs and maintain its commitment to self-funding upgrades.

In February 2015, Valley Tech announced plans to enter the Massachusetts School Building Authority's (MSBA) Accelerated Repair Program, which offers a reimbursement rate of 53.53% for a preventive maintenance project on the BVT roof. Valley Tech's share of the roughly \$741,000 project will come largely from capital funds generated from MSBA reimbursements during the prior major roof repair project.

Valley Tech brought the same conservative approach to the restoration of its main athletics field. Groundbreaking on the restoration project marked the first major work on the field in 15 years. In that time, Valley Tech athletics grew in size and success and the field experienced the natural, yet significant, wear and tear of hosting freshman, junior varsity, and varsity programs in football, track and field, soccer, and lacrosse. Faced with the need to preserve the field for years to come, school officials chose to pursue the most fiscally conservative option.

The \$226,059.88 non-debt restoration price tag is roughly one-quarter the construction cost of a typical artificial field.

Grants

As state and local dollars grow increasingly hard to come by, Valley Tech continues its diligent pursuit of alternative revenue sources. In FY15, local assessments were complemented by nearly \$1.5 million in grants, private sector support, and efficiencies.

In 2014, using a \$180,000 grant from the MetroWest Health Foundation, Valley Tech became the nation's first vocational technical school to offer a specialized program to assist students returning from extended absences due to a range of medical and mental health issues. Called the BVT Bridge, the new program helps returning students make a smooth

transition back to school by providing flexible scheduling, individual instructional assistance, and support services.

Valley Tech's commitment to training students on industry-standard equipment received significant assistance in FY15 in the form of a \$90,000 award from the Massachusetts Life Sciences Center Equipment and Supplies Grant Program and a \$99,070 grant from the Massachusetts Vocational Equipment Grant Program. This funding will upgrade career-training equipment and technology, including the purchase of cutting-edge Computer Numerical Control (CNC) milling machine, as well as robotic building kits.

In Northbridge, a \$25,000 award from the SkillsUSA/Lowe's 2015 Campus Improvement Grant Program will enable Valley Tech to make several renovations on the property of Alternatives Unlimited, Inc. Students in programs such as Construction Technology, Electrical, Drafting Technology, and others will gain valuable hands-on experience making improvements to the nonprofit's carriage house facility, which could house future Valley Tech projects.

Two grants totaling \$10,000 from the New England School Development Council and the Biogen Idec Foundation/Cambridge Community Foundation enhanced the school's ongoing partnership with the Global STEM Education Center. The District also earned a Vocational Leadership grant of \$11,425 from the Massachusetts Department of Elementary and Secondary Education in recognition of BVT's improved MCAS performance.

Class of 2015: Upton Graduates

Anthony James Arrigo (NHS), Electronics & Engineering Technology; Jacob Daniel Babbitt, Construction Technology; Anthony Ezio Betti, HVAC & R; Derek James Briggs (NHS), Electrical; Charles Robert Brodeur (NHS/NTHS), Electrical; Julia Rose Calianos (NHS/NTHS), Culinary Arts; Chelsea JoAnn Colwell, Dental Assisting; Zachariah Daniel Christian Crosby (NTHS), Culinary Arts; Alexia Mary DeDeus (NHS/NTHS), Dental Assisting; Luke Thomas Granato, Auto Body;

Parker Averil Grant, IV., Electronics & Engineering Technology; Gabrielle Noel Heffron, Business Technology; Amber Jean Jones, Multimedia Communications; Megan Germaine Lavoie (NHS/NTHS), Dental Assisting; Emily Rose MacDonald, Culinary Arts; Rachel Margaret Maloney, Dental Assisting; Adriana May Mattingly, Dental Assisting; Brett Tyler Keck May, Automotive Technology; Gabriella Gina Melnick (NHS/NTHS), Business Technology; David Donald Morais (NHS/NTHS), Electrical; Annelise Moyer (NHS/NTHS), Painting & Design Technologies; Emerson Georgy Mulhern (NTHS), Auto Body; Danielle Sheridan Reed(NHS/NTHS), Business Technology; Joshua Daniel Renfro, Automotive Technology; Abigail Marie Sheehan, Cosmetology; Dominique Lindsay Silvestri (NHS/NTHS), Electronics & Engineering Technology; Samantha Danielle Smith (NHS/NTHS), Culinary Arts; Gabriella Ann Suazo (NHS/NTHS), Multimedia Communications; Ella Rose Lee Tamagni, Multimedia Communications; Jake Henry Tancrede, HVAC & R; Alyssa Rosario Tomas, Multimedia Communications; Nathan Thomas Zaslow, Information Technology.

NHS = National Honor Society

NTHS = National Technical Honor Society

Our School Committee

Valley Tech's 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. In FY15, the Committee thanked several retiring members for their longstanding dedication and leadership: William Pontes of Blackstone served on the Committee for 11 years and was a former Science teacher at BVT; Paul Yanovitch of Hopedale served on the Committee for 7 years, including 5 years as the Assistant Treasurer; and Kenneth Pedersen, Jr. represented the town of Upton for 11 years.

The Committee also wished a fond farewell to Diana Pedersen, who retired after 21 years as the District Secretary, Recording Secretary, and Assistant Director of External Resources and Community Relations. Diana

is thanked for her countless behind-the-scenes contributions, which had impact far greater than many are aware.

Committee members elected in November 2014 include Joseph A. Broderick of Blackstone, Mitchell A. Intinarelli of Hopedale (formerly of Sutton), Julie H. Mitchell of Sutton, and David R. Bartlett of Upton.

Chairman - Joseph M. Hall of Bellingham

Vice Chairman - Gerald M. Finn of Millville

Assistant Treasurer - Arthur E. Morin, Jr. of Milford

Secretary - Anthony M. Yitts of Grafton

Joseph A. Broderick of Blackstone

John C. Lavin, III of Douglas

Mitchell A. Intinarelli of Hopedale

Dennis P. Braun of Mendon

Chester P. Hanratty, Jr. of Millbury

Jeff T. Koopman of Northbridge

Julie H. Mitchell of Sutton

David R. Bartlett of Upton

James H. Ebbeling of Uxbridge

Superintendent-Director – Dr. Michael F. Fitzpatrick

Assistant Superintendent-Director/Principal – Anthony E. Steele, II

District Treasurer – Barbara A. Auger

Please Note: This condensed report is provided at the request of municipal authorities. A full-length version can be obtained by visiting our website [www.valleytech.k12.ma.us] and/or by contacting the Office of the Superintendent-Director at (508) 529-7758 ext. 3037.

REPORT OF THE MENDON-UPTON REGIONAL SCHOOL DISTRICT

Superintendent's Report Dr. Joseph P. Maruszczak

The state of the Mendon-Upton Regional School District is very strong as 2015 showed remarkable growth and success for the district. I am fortunate to be leading a district where there are caring and committed teachers, administrators, and support staff. Equally strong is our student body, which comes to school ready to learn, bolstered by supportive parents and community members. While there are short-term and long-term challenges ahead, I know that the capacity for continuous improvement is very strong in our school district.

As it has been for the past three years, our blueprint for continuous improvement is detailed in *Forward: The Mendon-Upton Regional School District Strategic Plan, 2013-18*. This document is a robust strategic plan that contains a shared vision of improving teaching and learning in the MURSD. This plan has guided the district's initiatives, programming, and budgeting and will continue to over the next two years. While the plan has many facets, the four overarching goals, or strategic objectives, are the following:

- 1. Instructional Excellence:** *We will provide a rigorous curriculum and effective teaching that engages ALL students*
- 2. Expanding Educational Options & Opportunities:** *We will provide new, innovative programming that supports student acquisition of 21st century skills*
- 3. Performance Management:** *We will provide feedback about performance to students and adults to support improvement and create accountability for results*
- 4. Improving Communication, Collaboration & Outreach:** *We will create new relationships and partnerships with our families and community to improve student outcomes*

The district is able to see through our many initiatives in these goal areas through the extraordinary support of our communities. We have been able to accelerate the process through the successful passage of two Proposition 2 ½ operational overrides - \$1.4 million in Upton and \$1.1 million in Mendon - this past spring. This infusion of funding has had significant impact on the quality of programming and services that the district offers all students. All of our investments have been made in direct response to the priorities that have been identified by all of our stakeholders: parents, students, teachers, and community members. Specific improvements as a direct result of the override passage include:

- The maintenance of reasonable class sizes at all levels. At present, the average class sizes are the following: Grades K-2: 18-20; Grades 2-4: 21-23; Grades 5-8: 22-24; Grades 9-12: 20-22. These class sizes are highly conducive to personalized learning where individual student needs may be effectively met.
- The implementation of a full inclusion model at the elementary schools. Students receiving special education services for mild to moderate disabilities in all elementary grades now receive services through a co-teaching model, within the regular classroom, rather than through pull-out services.
- The reduction of fees associated with athletics and co-curricular programs. Long overdue, the exorbitant user fees (\$350-\$425) for athletics at Nipmuc were reduced to a flat fee of \$175/sport. Additionally, most after and before school co-curricular programs are now free or have reduced fees.
- The restoration of the library-media program and world languages at Miscoe Hill. A full-time library media specialist now services our middle school for the first time since the budget cuts of 2008. Additionally, world language programs in Spanish and French were restored. For the first time, Mandarin is also being offered to middle school students!
- Continued upgrades to district technology, networking, and infrastructure. The district is now in its 4th year of the 1:1 Learning Initiative, where each student in the middle school and high school uses an iPad to access and create content. Through the override

passage, the district has begun the transition to the ownership and financing of the tablets. The district will also continue to upgrade the network so the WiFi at all four schools is robust.

We are proud of the improvements the district has made in recent years and look forward to continuing the trend. The investment that our communities make in the Regional District continues is paying dividends in student performance. By both traditional and qualitative measures, student performance remains very strong in the MURSD, the highest of any district in the Blackstone Valley. Amongst our district and students' accomplishments in the past year are the following:

- Nipmuc Regional High School is one of only 44 Commendation Schools as identified by the Massachusetts Department of Elementary & Secondary Education. This prestigious designation is due to the school's continued high level of performance and continued growth of number of students achieving at the highest level (advanced). Tenth grade MCAS (Massachusetts Comprehensive Assessment System) scores are a common benchmark of a district's performance as it is a high-stakes test required for graduation. The Nipmuc Regional High School student performance on the 10th grade MCAS tests is exemplary with 99% of students scoring proficient or higher in English language arts and 93% of students scoring proficient or higher on both the mathematics and science tests. Of all students tested in grades 3-10, 80% are proficient or higher in English language arts and 70% are proficient or higher in mathematics and science. These rates are among the highest in the Blackstone Valley.
- Nipmuc Regional High School has continued its excellence in expanding opportunity and improving achievement in Advanced Placement coursework. In 2015, 178 students accessed this rigorous coursework in 17 different AP courses with 77% receiving qualifying scores on 365 AP exams that were administered. Fifty-six Nipmuc students were designated as AP Scholars (scoring 3 or higher on 3 or more AP exams) in 2015.

- The district's STEAM (Science, Technology, Engineering, Arts, & Mathematics) programming in all schools continues. Miscoe Hill has many opportunities for students, including the Lego Robotics Team, the 3D Printing Miscoe Maker Crew, and formal partnerships with the Blackstone Valley education Foundation and the Cummings School of Veterinary Science at Tufts University to give students opportunities to shadow manufacturing careers and conduct hands-on experiments. Also growing is the Nipmuc STEM Scholars Program is a cutting-edge, nationally recognized program that enables juniors and seniors to have meaningful career exploration experiences through job shadowing and internships in STEM-related fields.
- Our work in teaching all students pro-social behaviors and habits of mind continues on a daily basis, The *Rachel's Challenge* program has been implemented in all of the district's schools. At Clough and Memorial the Kindness & Caring Club, is embedded in the specialist curriculum as well as school life. Our children continue to do good deeds and have partnered with such organizations such as the United Parish Food Pantry, the American Heart Association, and the ALS Association to raise funds and awareness.

I am grateful for the significant investment that the communities of Mendon and Upton make in the public education of our children. We have made significant progress and continuation of this journey will require ongoing support. I thank you for the investment in our most valuable commodity, our children. I will strive to lead the district in producing outstanding returns on that investment, namely increased achievement for *every* student.

Cordially,
 Dr. Joseph P. Maruszczak
 Superintendent of Schools

Mendon-Upton Regional School District
Administrator's Report
Student Support Services

The Student Support Services department of the Mendon-Upton Regional School District is responsible for the special education services for eligible students ages 3 through 21. The district provides special education and or related services to 364 students with Individualized Education Programs. Mendon-Upton schools have been including students with disabilities in the general education classroom and follows the mission to create an environment that respects all ability levels and learning styles, and one that offers the full range of the curriculum and the full resources of our teachers and our facilities to all students.

Research and literature on the best inclusionary practice overwhelmingly supports including students with disabilities with their non-disabled age-appropriate peers. The Mendon-Upton Regional School District acknowledges the significance of meaningful inclusion and instructional excellence. A strategic initiative described in the district's five year plan is to support the delivery of special education through inclusion at all levels. To this end, in all four of our district school buildings, general education teachers, special education teachers, and paraeducators are working collaboratively in the planning, teaching, and assessing students' progress in the general education curriculum. A focus over our last three school years has been to move to co-teaching learning environments. A co-teaching classroom features a general education teacher and a special education teacher who share instructional responsibility for all students and work as equal partners in a single classroom. The district has been very successful in meeting this goal at both of our elementary schools in grades 1-4 and has begun the process of bringing the co-teaching culture to the classrooms at the Miscoe Hill Middle School in grades 5-8. Educating students in the least restrictive environment is mandated by state and federal standards and recognized as best practice by the district. Due to unique and varied learning profiles some students need more supportive programs and more intense instruction in order to make effective progress academically, socially, and behaviorally. In addition to

a comprehensive inclusion model, the district has various educational opportunities in all four buildings that can support the diverse education needs of the student body.

The Mendon-Upton Regional School District offers an Integrated Pre-Kindergarten Program that provides a structured learning environment for children both with and without disabilities. The integrated pre-kindergarten program follows the Tools for the Mind curriculum which combines activities specifically designed to promote self-regulation and executive functioning skills, with research-based academic activity content. Children with disabilities are provided additional support and specialized instruction as directed by their Individualized Education Programs. These services are not only provided by the pre-kindergarten staff but also the speech/language therapist, occupational therapist, and physical therapist as needed in an integrated service learning approach. The therapists work within the pre-kindergarten classrooms and specialized locations throughout the buildings.

The elementary and secondary levels support a STAR Program (Success Through Alternative Resources). The curriculum practiced in the STAR classrooms is varied but is primarily based on the principles of Applied Behavioral Analysis which features teaching methods including: task analyzed instruction, discrete trial training, fluency based instruction, incidental teaching methods, a rich array of prompting and reinforcement strategies, and behavior reduction strategies. The STAR program offers behavioral interventions, student specific inclusion opportunities, parent support, as well as consultative support to general education teachers.

Students also receive support from the district's Language Based Program. Language Based instruction employs direct, explicit instruction within a teaching/learning framework that isolates and directly teaches to the individualized student's needs (i.e. reading, written, spoken language, and/or math skills) consistently across the instruction. In this setting teacher directed instruction and information is presented in a highly structured, organized manner, using oral and visual methods to support both written and spoken language comprehension and to emphasize

important concepts and main ideas. Language Based instruction can be concentrated in a small group setting with opportunities to practice and generalize skills in the large group setting.

The Mendon-Upton Regional School District recognizes the importance of social and emotional learning and the larger influence it has on student and teacher performance, school culture, and community access. Miscoe Hill Middle School's BRAVES Center (Be Respectful, Accommodating, Value Every Student) supports students in grades 5-8 who experience significant emotional and behavioral dysregulation so they can be more successful in their home, school, and community settings. A full time school adjustment counselor in the BRAVES Center is responsible for providing therapeutic interventions as well as coordinating wraparound services for those students who require assistance from various social service agencies and community care providers.

Nipmuc Regional High School is the home of the Vista Program. The Vista curriculum is provided in a small group setting, but allows for opportunities for inclusion as well as outside activities within the community. Academically, reading, written language, mathematics, social studies and science are the core, base curricula within the academic day. A life skills component related to current events, health, nutrition, safety, money handling skills, and community involvement, including travel within the area, is also part of this comprehensive curriculum.

A Transition Program is offered for students with disabilities from the ages of 18 through 21. The Transition Program curriculum covers a wide range of functional skills that students will need to lead independent and productive adult lives. Core elements of the program integrate specific academic, social, communication, and activities of daily living skills into learning environments that include the school setting, the community, home, and vocational training sites. The Transition Program is the bridge from school services to adult services. The district works collaboratively with state agencies such as the Bureau of Transitional Planning, Department Of Mental Health, Department of Developmental Services, Department of Children and Families, and/or the Massachusetts

Rehabilitation Commission to foster a seamless transition from school to adult services for our students.

The mission of the Mendon-Upton Regional School District, in partnership with our communities, is to deliver a progressive educational experience focused on the unique needs of each child, providing them a competitive advantage in the 21st century. The Student Support Services department adamantly adheres to this commitment and uses this goal as a benchmark when developing and maintaining programs worthy of distinction. These programs, described in the aforementioned paragraphs, provide all students with an education that promotes intellectual rigor, responsible citizenship, and lifelong learning.

Respectfully submitted,

Dennis Todd
Director of Student Support Services

Mendon-Upton Regional School District
Administrator's Report
Director of Curriculum

Curriculum Office

The Curriculum Office is responsible for coordinating the following activities:

- Professional development opportunities for the district
- Curriculum review, revision, and alignment to the Massachusetts Curriculum frameworks
- Ongoing development and articulation of curriculum both vertically and horizontally
- State and Federal Entitlement Grants and Competitive Grants
- Mentoring and New Teacher Induction Program
- Support, resources and professional development for the new Educator Evaluation System
- Evaluation and recommendations of instructional materials, methods, and programs to support curriculum
- Analysis of student performance using multiple data sources
- Adhering to and implementing Department of Elementary and Secondary Education mandates

Professional Development

The Mendon-Upton Regional School District is dedicated to helping its educators improve their practice through participation in high quality professional development. High quality professional development is a set of coherent learning experiences that is systematic, purposeful, and structured over a sustained period of time with the goal of improving teacher practice and student outcomes. Through our district strategic planning, we prioritize our professional development to support our district initiatives. In 2015, key initiatives around technology implementation, reading program implementation, quality performance assessments, curriculum alignment and mapping, and inclusion were at the core of our professional development focus.

Professional Development Days

The following is a highlight of the key objectives for our professional development days in 2015:

- January 16: Quality Performance Assessments, Wonders training, Report Card Alignment
- March 13: IEP writing, math, CPR, classroom management, formative assessments, STEM, curriculum writing, online newsletters, technology integration, collaborative projects
- May 15: Quality Performance Assessments, student placement
- September 1: Alan November Keynote, EdCamp Sessions
- October 9: Report Card Assessment benchmarks, technology integration, curriculum and assessment design

One of the greatest highlights of our professional development days in 2015 was our kick-off to the school year on September 1. The day began with an inspirational keynote by internationally renowned speaker Alan November and was followed by an EdCamp model professional development day, led and facilitated by our own faculty and staff. Over 50 workshop sessions were offered by our staff in areas such as: Twitter 101, math journaling, DIBELS training, Co-teaching, Digital photo editing, Smartboards, argumentative writing, close reading, reading interventions, and many sessions on vertical curriculum work.

Professional Development Affiliations

The district maintains support of professional development for our faculty and staff not only within the district, but through a variety of regional options. Our teachers are constantly seeking to update their skills and content knowledge with outside professional development as well. There are many external organizations that provide opportunities for professional growth. The staff is encouraged to attend seminars and workshops that address district goals and/or areas of certification. Ongoing support for conference attendance, study group activities, and partial tuition reimbursement for graduate courses are some of the strategies used to support our staff.

Blackstone Valley Curriculum Consortium

A vital group that our district is an active member of is the Blackstone Valley Curriculum Consortium (BVCC). The BVCC consists of eleven local districts (Bellingham, Blackstone Valley Technical High School, Blackstone-Millville, Grafton, Hopedale, Milford, Millbury, Northbridge, Sutton, and Uxbridge). All of the BVCC directors and assistant superintendents work together to plan shared professional development for our specialists (Librarians, PE./Health, Art, Music and Technology) as well as other specialty areas such as Nurses, O.T., P.T, Guidance, World Language and the Speech and Language staff. Furthermore, the BVCC provides professional development workshops and courses at no-cost to member districts. Through the BVCC, members of Mendon-Upton Regional School District participated in a wide array of workshops including a STEM courses, Close Reading workshops, Power writing, Technology webinars and workshops, and math courses last year.

Local Staff Development Opportunities

Another collaborative our district belongs to is the Local Staff Development Opportunities Organization (LSDO). LSDO is a collaborative group of educational administrators from Bellingham, Foxboro, Franklin, Mendon-Upton, Milford, Millis, Norfolk, North Attleboro, and Norton, who work together to effectively offer high quality, content-related professional development programs to their respective faculties. All LSDO courses are developed through a comprehensive multi-district needs assessment, which targets topics the teachers have requested. LSDO offerings in 2015 included sessions for school nurses, music, and in improving instructional practices.

Summer Professional Development

The summer of 2015 was an extremely busy summer for our Mendon-Upton educators. The district offered numerous in-district learning opportunities in technology integration, curriculum, and mathematics. In addition to attending workshops, many educators also worked on curriculum development and revision, as well as collaborative learning projects. The following courses and workshops were provided for teachers in the summer of 2015:

- Curriculum Institute
- Technology Academy
- Close Reading
- STEM Workshops
- Math Workshops

Grants

In 2015, the district was successful in receiving numerous entitlements, non-competitive, and competitive grants. The Curriculum Office is responsible for the writing and management of many of the district grants. For example, in total, the district was able to receive over \$245,000 in grant money. Below is a listing of some of the grants received:

- Academic Support Grant: targeted interventions at the high school level
- Metrowest Health Grant: introduction of Dialectical Behavior Therapy training for K-12 counselors and nurses
- Quality Kindergarten Grant: professional development, technology integration tools, instructional resources
- Early Education Program Improvement Grant: professional development, instructional and technology supplies
- Title I Grant: targeted assistance to students in reading and writing to students through Title I tutors
- Title IIA Grant: teacher quality/mentoring program and professional development

Report Card Alignment

A major initiative in 2015 was to realign the elementary standards-based report cards to the 2011 Massachusetts Curriculum Frameworks, which incorporate the Common Core State Standards. The Massachusetts Curriculum Frameworks describe what students should know and be able to do in pre-kindergarten through grade 12. During the year, a district report card committee, consisting of administrators and teacher representatives across all grade levels from both elementary schools, worked diligently to revise the district report card to better communicate student progress towards meeting end-of-year learning expectations. As a

district, we have set specific benchmarks for each term to show growth towards the end-of-year goals. The revised report cards were implemented for the first time during the first trimester reporting period.

Curriculum Revision and Alignment

One of the district's strategic initiatives is to align all K-12 ELA and mathematics curriculum to the Common Core State Standards using a common, clear template. In addition to this initiative, the district outlined specific goals to succeed in meeting this initiative. As a result, in 2015 the district continued to complete district curriculum maps using an online tool called Atlas Rubicon. Over the course of the year, teachers met in departments and across grade levels to create curriculum maps that are aligned to our Massachusetts standards. Teachers were trained in the methods of curriculum mapping using a backwards design, in other words, starting with the end in mind by identifying what students should know and be able to do. Teachers analyzed the state standards and identified the following in their curriculum units:

- Enduring understandings: Big ideas that give meaning and importance to the facts and are at the heart of the discipline
- Essential questions: Questions that recur throughout one's learning and spark curiosity
- Content: What students should know in the unit
- Skills: What students should be able to do in the unit
- Standards: State content standards

To view our currently published district curriculum maps go to the following link:

<https://mursd-public.rubiconatlas.org/Atlas/Public/View/>

Respectfully submitted,

Maureen Cohen, Director of Curriculum

Mendon-Upton Regional School District
Administrator's Report
Nipmuc Regional High School

For Nipmuc Regional High School, 2015 was a year characterized by student engagement, growth, and achievement. Throughout the year, the school redefined its commitment to college, career, and community readiness. Some of the highlights of 2015 include the following:

- On May 29, 2015 Nipmuc Regional celebrated its fifty-fifth commencement as 165 students received their diplomas. The Class of 2015 helped to establish the culture of high expectations at the high school. Ninety percent of graduates continued their education in colleges or universities. The class included 37 members of the National Honor Society. Additionally, two-thirds of the class participated in Advanced Placement courses while at the school, and more than forty students participated as members of the STEM Scholars Program.
- The Massachusetts Department of Secondary and Elementary Education recognized Nipmuc Regional as a “2015 Commended School” for the school’s high progress and achievement with the Massachusetts Comprehensive Assessment System (MCAS). Nipmuc was one of only 45 schools across the state to earn this distinction. Additionally, it is one of only five high schools in the Commonwealth to receive this commendation. Some of the highlights of students’ achievement with the 2015 MCAS include:
 - o 99% of students scored proficient or advanced in ELA
 - o 72% of students scored advanced in ELA
 - o 0 ELA failures
 - o 92% of students scored proficient or advanced in mathematics
 - o 74% of students scored advanced in mathematics
 - o 94% of students earned proficient or advanced in science
 - o 0 science failures
- Student enrollment and achievement in Advanced Placement (AP) courses continued to grow to new heights during 2015. More than

half of Nipmuc's upperclassmen participated in these College Board-audited courses, experiencing the rigor and expectations of a collegiate level course while studying at Nipmuc. The program continues to grow through support of a grant from MassInsight Education (MIE). In the fall of 2015 MIE honored Nipmuc mathematics teacher, Mr. Ronald Cochran, with the Partners in Excellence Award, recognizing him as one of the top AP teachers in the Commonwealth. This was Mr. Cochran's second time receiving this prestigious recognition and the fourth time a Nipmuc teacher has received this honor. Some of the highlights of the program include:

- o 17 AP courses offered (increase of 117% in five years)
 - o 178 AP students (increase of 71% over five years)
 - o 365 tests administered (increase of 102% over five years)
 - o 56 AP Scholars (increase of 130% over five years)
- Following the introduction of the 1:1 learning program in the fall of 2014, Nipmuc integrated instructional technology as a powerful support of teaching and learning. More than 70% of Nipmuc's teachers adopted a technology-based student learning goal, with the majority of teachers more than doubling their output on this goal. The school developed a collaborative vision to "communicate, collaborate, and innovate" through instructional technology. The early and ongoing success of the 1:1 learning program has allowed the school to become a leader in the state in modeling the use of instructional technology. Nipmuc's educators have hosted professional development programs for schools across the state, providing guidance on how to use technology to improve teaching, support student engagement, and encourage creativity in learning.
- The Nipmuc STEM Scholars Program continued to grow in 2015 through support of a grant from the Blackstone Valley Education Foundation. The program provides students with a variety of learning experiences aimed at developing college and career readiness. As part of the program, students had the opportunity to participate in a STEM career and college fair, career readiness programming, a STEM alumni fair, mock interviews, a visit to

Olin College's SCOPE Expo, STEM-focused community service, computer aided research and citizen science with WPI professors, and career shadowing.

- In 2015 Nipmuc introduced a process to formally teach and assess 21st century learning expectations that support students' career and college readiness. The expectations assess students' abilities to apply their learning through communication, problem-solving, technology integration, collaboration, adaptability, and civic engagement.
- The arts and electives at Nipmuc continued to shine in 2015. At the annual Fine Arts Festival more than 1000 pieces of student work were displayed, with senior Kristen Brien receiving recognition as "Best in Show". The Nipmuc band and vocal groups received awards for their performances. Additionally, Nipmuc's DECA program excelled in 2015 with 110 students competing at the state level and 21 students advancing to international competition.
- In November 2015 Nipmuc welcomed a team of sixteen evaluators from the New England Association of Schools and Colleges (NEASC) to the school for its decennial accreditation evaluation. Nipmuc's continued growth and progress has been driven by its adherence to NEASC's standards for accreditation. As a result, the evaluation was a chance to showcase the school's progress and highlight its continued improvement.

Through the extraordinary efforts of teachers, the ever-increasing high expectations of students, and the continued support of the community, Nipmuc Regional enjoyed a phenomenal year in 2015. The school looks forward to the year ahead.

Respectfully submitted,

John K. Clements
Principal

Mendon-Upton Regional School District
Administrator's Report
Miscoe Hill School

Mission Statement

The mission of Miscoe Hill School is to provide all students with a safe and respectful school community that engages each student in a meaningful and challenging curriculum while promoting responsible citizenship and the desire for lifelong learning.

The goal of Miscoe Hill Middle School is to prepare our students for high school and beyond as well as fostering a sense of community and responsibility in our population, providing our students the highest quality educational experience that is possible, and preparing them for the twenty-first century with skills that are needed. The current fifth through eighth grade configuration of the Miscoe Hill School enables us to be a true middle school, which provides for developmentally appropriate schedules, procedures, curriculum, and activities. All four grade levels participate in a six-day rotating schedule, which enables our students to take both core courses as well as electives. We believe our Miscoe middle school students are receiving the relevant, challenging, integrative, and exploratory curriculum and programs to which they are entitled.

A primary focus at Miscoe Hill is the implementation of a true inclusionary school where the special education teachers co-teach with regular education teachers to ensure that all students receive the same high quality instruction and opportunities for learning. The teachers continued their work in the areas of integration of technology and on curriculum with a focus on assessment.

Miscoe Hill's 1:1 iPad program was enhanced in September with the addition of a much-needed Technology Director, which is shared with the high school. This new position is to support student learning and quality instruction through technology. The students and teachers have adopted the use of the iPads in their work with great enthusiasm and now they can be additionally supported by our Technology Director.

Miscoe Hill was able to add a Library/Media Specialist to our staff after enduring multiple years without a library. This new position has been updated to include research with technology and tools needed to research effectively and accurately. It is essential for a public school to having a working library and the support from our communities enabled us to accomplish this goal.

Our World Language Program was restored this year to include Spanish and French for seventh and eighth grade students and Mandarin to our fifth and sixth grade students. The Spanish Immersion Program continues in the same format with fifth grade instructing math and science in Spanish and sixth grade in social studies and science. Our seventh and eighth grade students receive one block of Spanish instruction each day. The focus of the Spanish Immersion Elective in seventh and eighth grades is Spanish grammar and literature, along with culture.

Our Student Activities Program was very successful this year with continued resurgence. This program supports three quarters of our student body with activities throughout the school year. We were able to provide two Jazz Bands, two Choral sections, Student Council, Lego Robotics Club, the Miscoe Youth Theatre, two Art Clubs, Ski Club, and the Friends of Rachel (FOR) Club. We added National Junior Honor Society, Newspaper Club, and Peer Mentoring Program. It is our goal to provide opportunities for enrichment to all students in the middle school for the social and emotional wellbeing as well as added skills and interest.

Our successful Interscholastic Sports Program entered its eighth year in fall 2015. We continued with cross-country, basketball, softball, baseball, and track and field. We were able to add volleyball for girls and boys and will add soccer in the next school year. The Interscholastic Sports Program has been consistently met with enthusiasm from parents, staff, and students, and it has successfully sustained itself financially through the concerted efforts of the students, staff, the Sports Booster Club, and this year with the help of funding from the district for transportation.

Our successful Student Council and Rachel's challenge continue to provide for our community families in need. They provided holiday dinners for Thanksgiving, Christmas, and Easter and gifts to area families.

The Miscoe Hill Youth Theatre continues with their high level of success. Under the direction of Dan Rogers and Stacy Appleby, the students were able to perform in high-level production while learning essential skills like organization, preparation, public speaking, and teamwork. Over one hundred fifty students were involved in the three major productions this school year. They included; Fall Charlotte's Web, our One-Act Play Competition, and our Spring Peter Pan.

Our Music Program continues to be highly successful. Besides the two school concerts performed by each grade level band, jazz bands, and chorus; the Jazz bands competed at the UNH Jazz Festival & the MAJE receiving Gold Medals for their work, seventh & eighth grade bands and chorus competed at MICCAA Festival receiving a Silver and Gold Medal, at the Great East Festival the seventh and eighth grades and chorus all received Gold Medals. Each year our students compete in the Central Districts and seventeen of the Miscoe Hill band and eleven chorus members received their highest award.

The support of the Mendon and Upton communities continued to be an integral component to our success throughout 2015. The number of parents who attended our programs truly reflects the commitment that community members have made to our school. The parent volunteers who entered our school to assist teachers, teach a class, share a meaningful experience with students, or assist in a fundraising effort is also truly commendable. Miscoe Hill School has experienced a solid education year in 2015 and look forward to future growth.

Respectfully submitted,

Ann J. Meyer, Principal

Mendon-Upton Regional School District
Administrator's Report
Memorial Elementary School

At Memorial Elementary School we strive to promote a love of learning by providing all students with a safe, supportive, and child-centered learning environment. We believe in preparing our students to be responsible citizens in an ever changing global society. Our programs are aligned with state standards and promote rigor through relevance. We focus on the development of the “whole child” and provide opportunities for students to grow in their appreciation of community, cultural, linguistic, and individual differences. In addition, through Character Education and the Rachel’s Challenge Kindness and Compassion Club, we promote respect, responsibility, fairness, caring, citizenship, compassion and trustworthiness. Students are taught conflict resolution skills through the Second Step Program.

Students in Kindergarten through Grade 4 receive literacy instruction through the Wonders Reading program and Empowering Writers program. Both programs provide resources which enable teachers to more effectively differentiate their instruction, providing both remediation and enrichment. All classrooms have leveled-libraries which contain books addressing the same topic; at different reading levels, including below grade level, at grade level, beyond grade level, and for English language learners. The Wonders Reading Program also includes numerous on-line tools which classroom teachers can utilize with their SMART Boards and laptops to provide “hands-on” and interactive opportunities for their students. At the elementary level, Investigations is used as our core mathematics program. In addition, teachers are using supplemental materials/lessons to better meet the requirements of the Massachusetts Curriculum Frameworks. Greater emphases on automaticity with math facts, as well as more in-depth instruction in fractions, decimals, and problem solving strategies, have been implemented to address the changes. As the state of Massachusetts prepares to finalize the Curriculum Frameworks in the area of Science, the teachers at Memorial Elementary School continue to introduce students to opportunities for hands-on science exploration, as well as problem solving through the use

of engineering and design techniques. During the summer of 2015, a group of teachers and administrators, with the financial support from the PTO and MUEF, updated the Science Lab with new furniture and instruments to better meet the needs of STEAM (Science, Technology, Engineering, Arts, and Math) instruction.

It is our belief that the integration of technology, in all areas of our curriculum, is essential in preparing our students to be successful in the 21st Century. Students are provided with numerous opportunities to utilize resources such as web sites, streaming video, virtual fieldtrips, and web quests through the use of SMART Boards, laptop computers, and iPads which are located throughout the building. Teachers and their students have also been able to communicate with schools around the world on special projects through the use of Skype. Programs such as Razz Kids and IXL allow students to practice their literacy and math skills from home. Teachers at Memorial Elementary School strive to remain current in the area of technology integration and share their strategies with colleagues through “Lunch and Learns” as well as by offering workshops before and after school.

The 2015 MCAS scores indicate that a higher percentage of third and fourth grade students from Memorial Elementary School scored “Proficient or Higher” on the English Language Arts and Mathematics MCAS than the state average. Massachusetts aims to reduce proficiency gaps by half between *all* students and students identified as *high needs* by 2017. Based on the Department of Elementary and Secondary Education’s accountability system, Memorial Elementary School has once again been identified as a Level 1 school.

In addition to taking pride in the exceptional work that they do in the classroom, the students had the opportunity to showcase their work with the specialists at the Memorial Elementary School Specialists’ Night. The evening consisted of dance performances, digital portfolios, artwork which was showcased throughout the building, poetry and fairytales written by the students, as well as musical performances. Family members also had the opportunity to enjoy the students’ musical talents when they were treated to a mid-winter concert which was presented at Nipmuc High School.

Members of the Upton community were invited to attend a Memorial Elementary Day Concert honoring all those who have served and sacrificed in the armed forces. Students at all grade levels performed patriotic songs.

Memorial Elementary School continues to be recognized as an International Spanish Academy. The International Spanish Academy Program was established by the Ministry, through the Education Office of the Embassy of Spain to promote the development of quality Spanish-English bilingual education programs which promote high academic standards, as well as provide students with the values of multicultural education.

During the 2015-2016 school year, we were fortunate to have the opportunity of adding a reading specialist to the faculty of Memorial Elementary School. In doing so, we have increased our progress monitoring of early literacy skills and implemented additional supports through regular education to promote students' success in the areas of reading and writing. With the increase of Title I and an additional special education teacher, Memorial Elementary School is now able to provide inclusion support in all classrooms in kindergarten through fourth grades. Many of our teachers have completed the Sheltered English Immersion Endorsement program through the Department of Elementary and Secondary Education. SEI endorsed teachers and our teacher of English language learners provide support to students who speak another language at home and/or have English as their second language.

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. Together, we strive to honor the Memorial Elementary School Mission Statement: "In a partnership with families and community, Memorial Elementary School empowers our students to become active learners and to be socially responsible in an ever-changing world."

The Mendon Upton Educational Foundation (MUEF) has also played an important role in supporting innovative programming at Memorial Elementary School. Through their fundraising efforts, staff members are provided with the opportunity to develop and implement creative programs which are funded through MUEF grants. Memorial Elementary School was also the recipient of \$1000.00 which was utilized to increase STEM supplies and materials within our science lab.

The staff and students of Memorial Elementary School are committed to creating a safe learning environment for all. In an effort to promote conflict resolution and prevent bullying, the Second Step Program is utilized at all grade levels. In addition, Rachel's Challenge, a program previously implemented at the secondary level, was introduced at the elementary schools in 2011 and returned to Memorial Elementary School in the fall of 2015 thanks to funding through the PTO. The Specialist Team meets with students bi-weekly to implement Rachel's Challenge lessons promoting kindness and caring. All Memorial Elementary School staff and students are encouraged to "give a link" recognizing "Random Acts of Kindness". The links are combined throughout the year and displayed in the lobby of our school to represent the "CHAIN REACTION" that is promoted through this program. The tradition of inviting our community's senior citizens to the first grade Caring Breakfast continued with excited guests attending this event. Our guests enjoyed art work, songs and poems, as well as a special souvenir made by the first graders as part of their Character Education Curriculum.

To continue to meet the needs of our families, the Before and After School Program offers child care at Memorial Elementary School. Parents are able to access care from 7:00 a.m. until 6:00 p.m. This program also offers an exciting variety of activities through their Summer Fun Program. Students are also invited to participate in a number of enrichment activities which are offered before and after the typical school day. The enrichment activities are taught by Memorial Elementary School teachers and include titles such as: Silly Sports, Basketball, Legos, Running Club, Music with Computers, Science Club, Art Club, and CrossFit for Kids, Fun with Bugs, Spanish, and Crazy Crafts.

In addition to the important academic programs that define Memorial Elementary School, the school community has come together to support others through their participation in a number of charitable opportunities. Students and staff raised Sixteen thousand, three hundred thirty six dollars (\$16,336.) for the American Heart Association through the *Jump Rope for Heart* program. Together the students and staff at Memorial Elementary School raised one thousand four hundred fifty four dollars (\$1,454.00) for the United Parish Food Pantry of Upton through our Kindness and Caring in our Community Project. The Memorial Elementary School staff participated 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. To support our students during the summer months, "Beyond Bundles" were shared with several families. Students and staff from Memorial Elementary School teamed up with Nipmuc Students to collect art supplies for the Pediatric Unit of Milford Regional Hospital. In addition we support Veteran's Inc. by collecting new t-shirts and socks for homeless veterans.

The staff of Memorial Elementary School believes in supporting family friendly activities to promote a strong Home-School Partnership. Families were invited to participate in numerous activities including the kindergarten playdate prior to the beginning of the new school year, First Grade Science Fair, Travel the World Celebration with second graders, Mystery Dinner Theater which was written and performed by our fourth graders, STEAM Night in which families experienced a hands-on inquiry based engineering challenge with their third grade students, Winter and Memorial Elementary Day Concerts, a Community Sing-a-Long, Author's Tea in which first grade students shared the books they wrote and Specialist Night which showcased the work students had completed in music, art, physical education, technology, and library throughout the school year.

Respectfully submitted,

Debra Swain, Principal

Mendon-Upton Regional School District
Administrator's Report
Henry P. Clough Elementary School

We, at Henry 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.

Henry P. Clough Elementary School houses students in grades pre-school through grade 4. Additionally, we have our Spanish Immersion Program that runs from grades kindergarten through grade 4. We have been recognized by the Spanish Ministry of Education for our academic excellence in language education. We were also selected for membership in ISA (International Spanish Academy) to promote high academic standards, as well as to provide students with the values of multicultural education.

For the 2015 MCAS, Clough School has once again met their targets and has been identified by the Department of Elementary and Secondary Education as a Level one school. Grade 3 and 4 students outscored the state in both ELA and Math MCAS. In the ELA MCAS, our fourth grade students SGP (student growth percentile) scores were ranked 9th out of the 451 Massachusetts Elementary Schools who took the MCAS this past year.

Staff at Clough worked collaboratively on their first Keys to Clough Informational Extravaganza for the parents of the Clough community. This informational evening featured 18 different sessions revolving around educational topics that help, support, and maintains educational excellence.

Our vision in the area of STEAM (Science, Technology, Engineering, Art, and Math) is to actively engage, motivate and inspire all students while

increasing their STEAM literacy and communication skills in grades Pre-K - 4. We received a VEX IQ Robotics Engineering Grant through the MUEF Foundation. The purpose of the VEX IQ Challenge is to engage students in hands-on robotics engineering and boost their interest in STEAM. The Robotic kits are utilized in the afterschool enrichment program and will be implemented with fourth grade students during Science.

Mr. Joshua Pelletier held two school wide concerts: Winter Concert and Memorial Day Concert. Specialist night was held in April for all students and their parents. This was an opportunity for students to showcase what they do in art, music, technology, library and physical education classes.

The School Counseling Program offers small group counseling sessions for our students. Small counseling groups give students a chance to belong, a chance to express themselves, and a chance to benefit from the support of group members while learning essential social/emotional skills. Throughout the year, the school counselor saw over 175 students in small groups. Group sessions are lesson based and can integrate the technology of an iPad and SMART Board. The School Counseling Program is also offering classroom-based lessons in Pre-School and Kindergarten. The newest revised version of the research based Second Step program is used. Lessons incorporate skills for learning, emotion management, problem solving, and empathy training. An at-home parent component is also incorporated. The School Counselor participated in Keys to Clough night. The presentation focused on the School Counseling Program, the RTI model, and the Second Step program. Throughout the year, the school counselor organizes programs to help Clough families in financial need. In collaboration with St. Gabriel the Archangel Church, we have provided families with holiday meals and grocery store gift cards for Easter, Thanksgiving, and Christmas; a summer lunch program for kids; and new winter coats. Also in collaboration with the Mendon Lion's Club and St. Gabriel's, Clough staff sponsored the annual Giving Tree. Together we provide holiday gifts for Clough families.

In an effort to promote conflict resolution and prevent bullying, we utilize the Second Step Anti-Bullying Curriculum at all grade levels. The Second

Step Program is a research-based curriculum that integrates academics with social and emotional learning. Students in Pre-Kindergarten through Grade 4 learn and practice vital social skills, such as empathy, emotion management, problem solving, and cooperation. These essential life skills help students in the classroom, on the playground, and at home. To ensure that students experience a more humanistic learning environment in which they are responsible for their actions, respect all individuals, and establish positive relationships outside of their school community, we have “KCR Time” (Kind, Caring and Respect) embedded into our specialists’ curriculum. Our school focuses on three main character traits throughout the school day: being Kind, Caring, and Respectful. Every week the students have “KCR” time with the specialists. Our dynamic KCR program offers students the opportunity to learn about the above three character traits plus many others such as teamwork and sportsmanship through a variety of projects, role-playing, videos, group discussions, literature, hands-on activities, and guest speakers from the community. KCR is a great way for our students to come together and grow as a school, and as individuals. We also incorporate, the principal’s Principle every day into our morning announcements. This offers a concise communication resource that creates a character driven focus for the entire day. It has made it possible for all staff and students to learn a specific character word each week and allow everyone to have discussions and mini lessons around this topic. The principal’s principle along with our KCR program sets consistent and high expectations for student behavior. We continue to work with Nipmuc students in the DECA Program, School Council, and National Honor Society by helping them with their service projects.

We incorporate the inclusion model with special education teachers, a reading specialist, and RtI (Response to Intervention) support staff working directly in the classrooms to help support students. RtI is a general education multi-tiered approach designed to maximize student achievement, address the needs of struggling learners, and to reduce behavior problems. With RtI, staff identifies students at risk and those students, who are ready to be challenged, monitor student progress, provide evidence-based interventions and adjust the intensity and nature of

those interventions depending on a student's responsiveness, and identify students with learning disabilities or other disabilities. We have been able to successfully meet the needs of our students through the inclusion practices that have been put in place in all classrooms.

The H.P. Clough Elementary School community is most fortunate to have the support of our PTO. They are an outstanding group of parents that continuously work to support our staff and students. They provide wonderful cultural and fine arts programs, social activities that are important for developing the social culture as well as making important purchases to support the school.

Our school garden went from an idea to a beautiful 6 bed garden. Students are responsible to plant, take care of, and pick the vegetables. The garden even inspired students to attend before school to learn about growing, maintaining and harvesting fresh vegetables. With help of local businesses and families the garden fed students during daily school lunches and the elderly in our Mendon community during the summer months. Our Fuel Up to Play 60 program continues to grow and be successful. Groups of 4th grade students last year and now this year take the lead on making our school wide walks charity events raising money and awareness for their favorite charities such as Make a Wish Foundation, cancer survivor fund, Maple Farm Sanctuary, and Salvation Army.

The Henry P. Clough School, in conjunction with Charles River Bank, offers our Clough students the opportunity to learn the principles of saving through our school-banking program. First Grade Students visited the Taft Library and received their very own Library card. The children in our school are indeed fortunate to have the support from Mendon Fireman, Jim Huth, and Mendon Police Officer, Eddie Pokornicki, who come in to our school regularly and work with the students. Additionally we would like to thank all the members of the Mendon Fire Department who assist us in our fire drills.

H.P. Clough Elementary School is grateful to have the continuous support from parents, community members, and the school committee. The success of our students is a direct result of this strong partnership. We are

thankful for the ongoing opportunity to work with both communities towards a common goal: to assist each student to reach his or her highest potential. With this continued involvement and support, we will continue to enhance our reputation for excellence. “One Team, One Goal, No Limits”.

Respectfully submitted,

Janice Gallagher, Principal

Mendon-Upton Regional School District
Administrator's Report
Director of Technology Operations

In 2015, 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 continued the 1:1 learning initiative at the middle school and the high school, serving students in grades 5-12.

New classroom instructional hardware (SMARTBoards) was acquired for Miscoe Hill School through a mix of grant and operational funds. The district replaced the district instructional technology specialist with a new administrative position of Director of Instructional Technology. We also hosted several open house events, including the Community iFair, parent information nights, and EdCamp professional development days. The district has emerged a leader in 1:1 digital learning, and we continue to share our experiences with other schools.

The district's parent organizations assisted in the purchasing of the following equipment for classroom teachers:

Clough PTO: Laptops and iPads for K-4 classrooms

Memorial PTO: Laptops and iPads for K-4 classrooms

The District's annual technology plan was approved by the Massachusetts Department of Elementary and Secondary Education, and the district is eligible for state and federal grant funding opportunities in the 2015-2016 school year. We began the process of reviewing and revising the long term technology plan in December to align the new plan with the current district strategic plan and goals.

Respectfully submitted,

Joseph S. Leacu, Director of Technology Operations

Annual Town Report 2014 - 2015
DISTRICT EMPLOYEE LISTING - YEAR ENDING JUNE 30, 2015

**SCHOOL
COMMITTEE**

Angenent, Pamela		Term Expires 2017
Dezutter, Phil		Term Expires 2014
Duncan, Diane		Term Expires 2016
Jango, Tanna		Term Expires 2015
Martin, Leigh	Chairperson	Term Expires 2015
Russo, Christopher	Vice Chairperson	Term Expires 2015

ADMINISTRATION

Belland, Kimberly A.	Accountant/Human Resources	\$72,293.00
Byer, Jay	Business Assistant	\$51,030.00
Choiniere, Kenneth H.	Director Grounds/Maintenance	\$99,940.00
Clements, John K.	Principal, Nipmuc Regional High School	\$112,270.00
Cohen, Maureen M.	Director of Curriculum	\$100,425.00
Gallagher, Janice E.	Principal, Clough Elementary	\$105,060.00
Leacu, Joseph S.	Director Informational Technology	\$81,600.00
Maruszczak, Joseph P.	Superintendent	\$150,000.00
Meyer, Ann J.	Principal, Miscoe Hill School	\$108,150.00
Moran, Mary Anne	Associate Principal, Nipmuc	\$92,400.00
Swain, Debra E.	Principal, Memorial Elementary	\$105,060.00
Todd, Dennis	Director of Pupil Personnel Svcs.	\$100,940.00

TEACHERS/GUIDANCE/NURSES

Afable, Mary K.	Teacher	\$41,518.68
Ahmed-Jussaume, Julie A.	Teacher	\$75,894.00
Alibozek, Sandra N.	Teacher	\$72,055.00

Allen, Kathleen M.	Guidance Counselor	\$78,067.00
Allen, Patrick J.	Teacher	\$75,894.00
Alsen, Sheila C.	Teacher	\$78,335.00
Amitrano, Anthony J.	Dean of Students	\$93,840.00
Amitrano, Lauren M.	Teacher	\$75,894.00
Antonelli, David C.	Teacher	\$82,804.00
Antonellis, Carla	Teacher	\$18,590.80
Appleby, Stacy L	Teacher	\$72,816.00
Ariel, Veronica C.	Speech Pathologist	\$82,804.00
Augustino, Gail P.	Occupational Therapist	\$84,732.00
Barrows, Mary E.	Teacher	\$78,067.00
Barrows, Tara M	Teacher	\$55,072.00
Beaudoin, Lori L.	Teacher	\$78,067.00
Beauregard, Victoria L.	Guidance Counselor	\$84,732.00
Bellefontaine, Tara A.	Nurse	\$63,327.00
Berthao, Kristen	Teacher	\$75,894.00
Bertram, Susan J.	Teacher	\$78,067.00
Bisbee, Bruce R	Teacher	\$59,123.00
Blackburn, Lauren S	Teacher	\$46,545.00
Blain, Kelly L	Teacher	\$58,442.00
Borgatti, Diane M.	Teacher	\$66,772.00
Brazil, Meagan M.	Teacher	\$65,773.00
Brigham, Marie E.	Teacher	\$78,067.00
Brown, Gail N.	Teacher	\$81,197.00
Campbell, Kevin M.	Teacher	\$75,894.00
Cardamone, Kathryn L.	Teacher	\$7,331.52
Casey, Linda J.	Physical Therapist	\$57,282.40
Chapman, Patricia A.	Teacher	\$82,804.00
Chase, Allison L	Teacher	\$45,865.00
Checkoway, Gail E.	Nurse	\$75,894.00
Clark, Robert E.	Teacher	\$84,732.00
Claro, Kristine L.	Teacher	\$75,894.00

Clements, Michael J.	Teacher	\$82,804.00
Clish, Alison L.	Teacher	\$78,067.00
Cochran, Ronald A.	Teacher	\$82,804.00
Cody, Ryan J.	Teacher	\$59,549.00
Cohen, Howard W.	Teacher	\$84,732.00
Connolly, Kerry P.	Teacher	\$75,687.50
Connors, Kevin M.	Teacher	\$78,067.00
Cook, Shelley A	Teacher	\$53,526.00
Costello, Ann T.	Teacher	\$78,894.00
Cote, Linda	Teacher	\$70,063.00
Couture, Alyssa	Teacher	\$78,067.00
Cullen, Alyson	Teacher	\$70,063.00
DaSilva, Meagan E	Teacher	\$68,500.00
D'Elia, Lisa	Teacher	\$45,536.40
DellaRovere, Steven J.	Teacher	\$67,450.00
DeRosa, Denise	Teacher	\$58,144.00
Deschenes, Kathleen P.	Teacher	\$66,772.00
Devlin Ellis, Kami R.	Teacher	\$81,197.00
Dunton, Kati Lyn	Teacher	\$57,549.00
Eagan, Michael A.	Teacher	\$75,894.00
Edwards, Susan N.	Vision Services	\$42,230.04
Evans, Christopher P.	Teacher	\$72,055.00
Evans, Leigh Ann	Teacher	\$51,807.00
Fagan, Kerry A.	Guidance Counselor	\$75,894.00
Farley, Amanda J.	Speech Pathologist	\$67,450.00
Feeley, Allysen M	Teacher	\$15,658.70
Ferrari, Brendan M.	Teacher	\$56,606.00
Field, Jennifer C.	Teacher	\$81,197.00
Flanders, Jessica A	Teacher	\$51,373.00
Fowler, Jessica A.	Teacher	\$72,816.00
Frary, Cathy A.	Teacher	\$72,816.00
Gauthier, Kristin E.	Nurse	\$55,988.00

Gentili, Alice M.	Teacher	\$82,804.00
Gervais, Beth A.	Teacher	\$75,894.00
Gilchrist, Amy E.	Teacher	\$82,804.00
Glassman, Scott R.	Teacher	\$75,894.00
Gonzalez, Carlos J	Teacher	\$51,807.00
Grant, Jennifer L.	Teacher	\$51,807.00
Grau De Arcieri, Olgaalexandra	Teacher	\$49,212.00
Guertin, Kathy A.	Guidance Counselor	\$86,107.00
Guglietti, John M.	Teacher	\$75,894.00
Guillen, Julio A	Teacher	\$6,809.17
Hall, Jennifer S.	Teacher	\$75,894.00
Hansen, Jonathan M.	Teacher	\$70,063.00
Hardin, Rebecca A.	Teacher	\$70,063.00
Harding, Simon	Teacher	\$67,450.00
Hart, Doreen P	Teacher	\$48,011.00
Hayes, Daniel P.	Teacher	\$75,894.00
Hefez, Meredith J.	Teacher	\$49,212.00
Henderson, Amy E.	Teacher	\$55,072.00
Hendricks, Barbara R.	Teacher	\$60,715.00
Henry, Courtney A.	Teacher	\$70,063.00
Hensler, Emma C.	Teacher	\$49,212.00
Hicks, Stefani L.	Guidance Counselor	\$55,072.00
Holloway, Laurie A.	Teacher	\$67,377.00
Horn, Christine K.	Teacher	\$68,883.00
Ishler, Marabeth	Teacher	\$70,063.00
Jarvis, Jacquelyn	Teacher	\$75,894.00
Johnson, Douglas K.	Teacher	\$60,025.00
Jolie, Jennifer S.	Teacher	\$51,807.00
Jordan, Katie J.	Teacher	\$82,804.00
Joyce, Carla J.	Teacher	\$78,067.00
Kadra, Elizabeth M.	Teacher	\$60,884.00
Kahler, Brittney A.	Teacher	\$51,373.00

Kasal, Dale	Teacher	\$84,732.00
Keenan, Jaclyn M.	Teacher	\$75,894.00
Kennedy, Mary Ellen	Teacher	\$59,123.00
Keough, Kathy-Ann	Teacher	\$51,807.00
King, F. Andrew	Teacher	\$75,894.00
Kinkela, Melisa J.	Teacher	\$82,804.00
Konstantopoulos, Maria	Teacher	\$48,011.00
Kornblum, Alexis P	Teacher	\$51,807.00
Kyrka, Pamela S.	Teacher	\$86,107.00
Labarre, Ryan G.	Teacher	\$45,865.00
Lafflash, Kathleen A.	Teacher	\$82,804.00
Lajoie, Lauren B.	Teacher	\$75,894.00
Lambert, Elizabeth E.	Teacher	\$84,732.00
Langdon, Heather B.	Teacher	\$75,894.00
LaPete, Nicholas T.	Teacher	\$58,442.00
Larracey, Katherine A.	Guidance Counselor	\$86,107.00
Leaver, William D.	Teacher	\$86,107.00
Leja, Courtney M	Teacher	\$60,025.00
Lizotte, Janice G.	Teacher	\$75,894.00
Lopes, Kimberly A.	Teacher	\$48,029.00
Lopes, Nancy M.	Teacher	\$82,804.00
Luzzetti, Renee	Teacher	\$78,067.00
MacFadden, Oliver H.	Teacher	\$70,070.00
MacIsaac, Daniel A.	Teacher	\$67,450.00
MacMurray, Robert T.	Teacher	\$62,794.00
Maglione, Janet R.	Teacher	\$84,732.00
Maloney, Michael E.	Teacher	\$78,067.00
Maloney, Rae A.	Teacher	\$46,840.00
Manser, Caterina A.	Teacher	\$66,772.00
Manzella, Christine D.	Teacher	\$49,212.00
Marques, Heather L.	Teacher	\$67,450.00
McCourt, Heather A.	Teacher	\$75,894.00

McDonald, Michele M.	Teacher	\$82,804.00
McInnis, William R.	Teacher	\$75,894.00
McIntyre, Sara Jean	Teacher	\$72,816.00
McNamara, Allison J.	Guidance Counselor	\$53,315.00
Merten, Matthew N.	Teacher	\$78,067.00
Messick, Robert S.	Teacher	\$84,732.00
Moffett, William J	Teacher	\$13,423.80
Mojica, Margarita	Teacher	\$51,807.00
Moloney, Tricia	Teacher	\$75,894.00
Monroe, Wanda B.	Teacher	\$78,067.00
Montano, Sarah C.	Teacher	\$75,894.00
Monterotti, Lori A.	Teacher	\$51,373.00
Moroney, Jill A.	Teacher	\$68,500.00
Morrison, Wendy H.	Speech Pathologist	\$84,732.00
Murphy, Sharon M.	Teacher	\$78,067.00
Naples, Amy B.	Teacher	\$74,845.00
Oldfield, III, Frederick G.	Teacher	\$86,107.00
O'Neil, Maureen A.	Teacher	\$67,450.00
Parent, Jennifer L.	Teacher	\$34,148.18
Patacchiola, Kathleen M.	Teacher	\$84,732.00
Perras, Gary E.	Teacher	\$48,011.00
Perry, Kathleen B.	Teacher	\$70,063.00
Pilkington, Rebecca J	Teacher	\$51,807.00
Pilotte, Kathleen M.	Teacher	\$78,067.00
Pokornicki, Lauren E.	Teacher	\$57,549.00
Pool, Grace G.	Teacher	\$45,536.40
Poxon, Lauren N.	Teacher	\$55,072.00
Presbrey, Karen A.	Teacher	\$84,732.00
Raposa, Ann	Teacher	\$72,055.00
Reardon, Kathryn M.	Teacher	\$62,794.00
Rempe Obrador, Kira E.	Teacher	\$49,212.00
Rhodes, Kathleen A.	Teacher	\$82,804.00

Rogers, Daniel D.	Teacher	\$67,450.00
Ronnquist, Josephine	Teacher	\$51,373.00
Rosenau, Brendon T.	Teacher	\$50,394.00
Rutkowski, Andrea L.	Teacher	\$75,894.00
Ryan, Lisa	Nurse	\$75,894.00
Sadler, Betsy J.	Teacher	\$86,107.00
Sanford, Amanda A.	Teacher	\$82,804.00
Sheehan, Paula R.	Teacher	\$68,883.00
Smith, Heather A.	Teacher	\$75,894.00
Smith, Lise M.	Teacher	\$84,732.00
Soto, Ana M.	Teacher	\$82,804.00
Spindel, Roy R.	Teacher	\$70,070.00
St. Pierre, Lauren	Teacher	\$67,450.00
Stanas, Julie	Teacher	\$58,232.00
Suffredini, Carol R.	Speech Pathologist	\$60,715.00
Thomsen, Timothy P.	Teacher	\$75,894.00
Torres Garcia, Kharen	Teacher	\$65,287.00
Tremblay, Ann Marie	Teacher	\$60,025.00
Venkataraman, Suzanne M.	Teacher	\$53,279.00
Waltz, Robert L	Teacher	\$66,772.00
Warren, Kristen L.	Teacher	\$75,894.00
Washburn, Melonie A.	Teacher	\$75,894.00
Waterman, Heather A.	Teacher	\$82,804.00
Webster, Brenda L.	Teacher	\$75,894.00
Welch, Marney P.	Teacher	\$67,450.00
Wernig, Elizabeth A.	Teacher	\$75,894.00
Wheelock, Jacqueline B.	Teacher	\$84,732.00
White, Cari A.	Teacher	\$67,450.00
Willinski, Maria E	Teacher	\$73,926.00
Wood, Melissa A.	Teacher	\$67,450.00

SUPPORT STAFF

Abalos Coyle, Deborah Y	Academic Tutor	\$28,872.00
Agro, Ellen S	Aide	\$15.45/hr.
Anderson, Sheri L	Aide	\$15.45/hr.
Appell, Lisa A	Network Technician	\$53,040.00
Arcudi, Laurie A.	Accounting Clerk	\$49,500.00
Arthur, Michele G	Lunch/Recess Aide	\$10.00/hr.
Ashby, Wanda L.	Aide	\$15.19/hr.
Aubut, Kelley A	Lunch/Recess Aide	\$10.00/hr.
Barr, Diane L	Aide	\$16.41/hr.
Bentley, Justin A	Before School Aide	\$10.00/hr.
Black, Elizabeth S	Lunch/Recess Aide	\$10.00/hr.
Boczanowski, Carla A	Aide	\$16.90/hr.
Bohan, Carol B.	Nurse Asst.	\$12,666.40
Bukunt, Cheryl N.	Lunch/Recess Aide	\$10.00/hr.
Burns, Kristin A	Aide	\$15.45/hr.
Burroughs, Denise	Lunch/Recess Aide	\$10.00/hr.
Busby, Julia S	Aide	\$14.10/hr.
Callahan, Debra A.	Aide	\$16.41/hr.
Campbell, Lauren R	Summer Fun Program	\$9.00/hr.
Campbell, Roseann M	Aide	\$15.45/hr.
Canciani, Karen A	Summer Fun Program	\$10.00/hr.
Capalucci, Kara J	Lunch/Recess Aide	\$10.00/hr.
Capuzziello, Cassie R	Summer Fun Program	\$9.00/hr.
Clark, Micaela R	Summer Fun Program	\$9.00/hr.
Corey, Christine	Sped. Aide	\$15.01/hr.
Cote, Tiffany L	Sped. Aide	\$15.91/hr.
Curley, Peter J	Aide	\$16.90/hr.
Curran, Catherine A	ABA Tech.	\$20.68/hr.
Curtis, Bernadette F.	District Data Administrator	\$58,381.00
Dauley, Jennifer H	ABA Tech.	\$20.31/hr.
DeLuca, Sherry Lynn	ABA Tech.	\$21.30/hr.
Dewitt, Theresa N	ABA Tech.	\$20.68/hr.

Dumas, Alicia H	Aide	\$15.45/hr.
Farrell, Denise A.	Administrative Assistant	\$47,736.00
Ferris, Jay C.	Administrative Assistant	\$37,603.28
Ferrucci, Lauren	Admin Asst to Superintendent	\$58,454.00
Fior, Cora	ABA Tech.	\$22.23/hr.
Fotheringham, Angela JH	Lunch/Recess Aide	\$10.00/hr.
Fleury, Katherine B.	Tech. Teaching Asst.	\$30,041.00
Gale, Karlyn M.	Library Teaching Asst.	\$30,041.00
Gaskill, Karen M	Aide	\$14.10/hr.
Gibson, Carol A.	Administrative Assistant	\$46,779.20
Gorman, Robin Anne	Sped. Aide	\$13.86/hr.
Gorman, Susan E	Aide	\$19.02/hr.
Grady, Janis L.	Administrative Assistant	\$44,800.08
Graves, Gina	Aide	\$20.31/hr.
Gujarathi, Roma A	After School Aide	\$9.00/hr.
Hack, Catherine A.	Library Teaching Asst.	\$30,642.00
Hagan, Maribeth	Sped. Aide	\$13.68/hr.
Hardcastle, Moreen	Lunch/Recess Aide	\$10.00/hr.
Harrison, Karen A	Aide	\$10.00/hr.
Herd, Jacqueline R	Aide	\$15.45/hr.
Hess, Mary E	ABA Tech.	\$18.91/hr.
Hodgens, Tammy A	Aide	\$16.41/hr.
Holmes, Ellen F	Aide	\$17.39/hr.
Hurd, Lisa M	ABA Tech.	\$21.30/hr.
Hureau Allaire, Cora J.	Sped. Aide	\$14.10/hr.
Jayes Olasso, Larissa I.	Aide	\$13.86/hr.
Kavanagh, Kathleen E.	Nurse Asst.	\$13,444.38
Kilcoyne, Cheryl L.	Aide	\$15.19/hr.
Laczka, Lana M.	Before/After School Program	\$24.96/hr
Laucis, Debra A	Sped. Aide	\$13.68/hr.
Linehan, Deborah A.	Administrative Assistant	\$34,234.20
Lipscomb, Carol L	Aide	\$16.04/hr.

Loeper, Lorraine G	Aide	\$16.41/hr.
Lowther, Kimberly M	Aide	\$15.14/hr.
Luccini, Christine L	Sped. Aide	\$13.86/hr.
Malisz, Ann Marie	Accounts Payable	\$45,694.00
Moloney, Maria A	After School Aide	\$9.00/hr.
Manzella, Deborah R	Administrative Assistant	\$21,792.96
Mateer, Lisa	Aide	\$20.13/hr.
Mayzel, Karen S	Aide	\$14.10/hr.
Mccluskey, Heidi E	Aide	\$17.39/hr.
McDevitt, Cynthia L.	Administrative Assistant	\$47,736.00
McQuilkin, Erika K	Aide	\$15.45/hr.
Milton, Lori	ABA Tech.	\$20.31/hr.
Motyka, Lisa C	ABA Tech.	\$19.02/hr.
Mullarkey, Debra A.	Administrative Assistant	\$46,779.20
Murphy, Jodi M	Nurse Asst.	\$18,627.00
Murphy, Kristen A	ABA Tech.	\$19.02/hr.
Noreau, Catherine A	ABA Tech.	\$18.91/hr.
O'Connor, Natasha J.	ABA Tech.	\$18.91/hr.
Offord, Kristen E.	ABA Tech.	\$18.91/hr.
Oglesby, Pamela M.	Aide	\$15.19/hr.
Paiva, Susan J	ABA Tech.	\$20.68/hr.
Perkins, Carol M	ABA Tech.	\$20.68/hr.
Perkins, Tracee L	Clerical Asst.	\$13.68/hr.
Petrie, Sandra	ABA Tech.	\$21.30/hr.
Phipps, Wayne R	After School Aide	\$10.50/hr.
Phipps, Wayne R	Before School Aide	\$10.50/hr.
Pulkkinen, Diane C.	Administrative Assistant	\$48,672.00
Ramos Mahoney, Gloria M	Lunch/Recess Aide	\$10.00/hr.
Rapp, Karen P	Aide	\$14.10/hr.
Rawlings, Nancy	ABA Tech.	\$20.68/hr.
Richardson, Mary E	Clerical Asst.	\$13.68/hr.
Richardson, Mary E	Lunch/Recess Aide	\$10.00/hr.

Ristaino, Rosa A.	Lunch/Recess Aide	\$10.00/hr.
Robbins, Nancy C.	Nurse Asst.	\$32,298.00
Rodriguez Serrano, Diana I.	Aide	\$13.86/hr.
Roecker, Susan L	Media Aide	\$17.76/hr,
Rofrano, Julie A	ABA Tech.	\$18.91/hr.
Rogers, Spencer W	After School Aide	\$9.00/hr.
Round, Barbara A.	Preschool Aide	\$14.10/hr.
Russell, Linda J	ABA Tech.	\$18.91/hr.
Scanlon, Nancy J	ABA Tech.	\$20.31/hr.
Schandelmayer Davis, Autumn M	Aide	\$13.68/hr.
Scholten Barys, Gretchen	Aide	\$15.45/hr.
Scott, Timothy D	ABA Tech.	\$20.31/hr.
Sewell, Ashley A	After School Aide	\$9.00/hr.
Sheehan, Michelle R	ABA Tech.	\$19.02/hr,
Siska, Joan E.	A.P.E.	\$28.91/hr.
Smith, Rene D	Aide	\$13.86/hr.
Stamm, Robert T	Sped. Aide	\$15.01/hr.
Stand, Sabrina L.	Before School Aide	\$15.74/hr.
Stanley, Maria A	Aide	\$16.04/hr.
Steiger, Danielle L	ABA Tech.	\$20.68/hr.
Sullivan, Carol E.	Academic Tutor	\$28,516.00
Taylor, Edward R	After School Aide	\$9.00/hr.
Taylor, Kelly S.	Aide	\$13.86/hr.
Thornton, Omaira J	Aide	\$15.59/hr.
Tinio, Angela M	Sped. Aide	\$13.86/hr.
Turner, Deborah J	ABA Tech.	\$20.68/hr.
Underhill, Sherri A	Lunch/Recess Aide	\$10.00/hr.
Vandervalk, Mary A	Aide	\$15.59/hr.
Vanslette, Cynthia K	Aide	\$15.14/hr.
Vazquez, Lilia	Aide	\$15.01/hr.
Verrone, Marcy K.	Ext. Day Aide	\$15.19/hr.

Villemaire, Lori A.	Administrative Assistant	\$44,096.00
Wilcox, Lorraine R	Aide	\$20.13/hr.
Williams, Kimberly A	Aide	\$15.14/hr.
Zinno, Denise L.	Administrative Assistant	\$32,902.88

CUSTODIANS

Baker, John C.	Custodian	\$33,238.40
Bergeron, Brett R.	Custodian	\$38,438.40
Burke, Frances J.	Custodian	\$55,161.60
Burton, David M.	Custodian	\$30,596.80
Carlson, Richard P.	Custodian	\$49,753.60
Choiniere, Brad H.	Custodian	\$41,017.60
Coburn, Douglas E.	Custodian	\$44,928.00
Ellis, Gary R.	Custodian	\$39,977.60
Engblom, Gary A.	Custodian	\$33,238.40
Gentili, Richard B.	Custodian	\$49,150.40
Hackenson, Justin T	Custodian	\$7,693.00
Hackenson, Kevin A.	Custodian	\$43,971.20
Handley, Steven M.	Custodian	\$13,020.00
Jandrow, Ryan J	Custodian	\$32,988.80
King, Mark W.	Custodian	\$45,635.20
MacDonald, Robert H.	Custodian	\$44,657.60
Masters, Patrick K.	Custodian	\$33,238.40
Mullen, Jr., Joseph I.	Custodian	\$37,131.04
Nealley, John H. Jr.	Custodian	\$17,117.10
Tobin, Jr., William H.	Custodian	\$37,024.00
Wheet, Jeffrey M.	Custodian	\$39,707.20
Willinski, John J.	Custodian	\$46,758.40

CAFETERIA

Braga, Dianne	Food Service Director	\$50,470.00
Armstrong, Laurie J.	Cafeteria	\$16.16/hr
Auty, Maryanne	Cafeteria	\$16.16/hr
Burton, Sherry A.	Cafeteria	\$16.95/hr
Byer, Daniel N	Cafeteria	\$15.84/hr
Camire, Denise M.	Cafeteria	\$16.47/hr
Clifton, Theresa A	Cafeteria	\$16.47/hr
Cote, Doreen J.	Cafeteria	\$19.57/hr
Dixon, Janet R	Cafeteria	\$15.84/hr
Doe, Charlene A.	Cafeteria	\$16.47/hr
Gannon, Nancy E.	Cafeteria	\$16.47/hr
Gardner, Elaine M.	Cafeteria	\$16.47/hr
Hadley, Karen A.	Cafeteria	\$19.57/hr
Jionzo, Laura J.	Cafeteria	\$16.16/hr
Johnson, Lucia	Cafeteria	\$18.82/hr
Siple, Mary Lee	Cafeteria	\$19.57/hr

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TOWN DIRECTORY

EMERGENCY Police / Fire / Ambulance	911
Animal Control Officer	529-6813
*Assessors.....	529-1002
*Code Enforcement	529-2633
*Collector/Treasurer <i>Monday-Thursday 9:00am-4:00pm</i>	529-3737
*Conservation Commission	529-6286
Council on Aging Center	529-4558
Emergency Management Director.....	529-3421
Fire Department Business	529-3421
*Health, Board of	529-6813
Highway Department.....	529-3067
Historical Commission	529-3791
Historical Society.....	529-6600
Housing Authority.....	529-9332
Library	529-6272
*Nursing and Health Service <i>Mon-Thurs 8:00am-2:00pm</i>	529-3110
Parks and Recreation Building (<i>Summers Only</i>)	529-3232
*Planning Board.....	529-1008
*Plumbing Inspector	529-2633
Police Department Business.....	529-3200
Public Works Department	529-3067
*Selectmen.....	529-6901
Superintendent of Schools	634-1585
*Town Accountant	529-1013
*Town Clerk.....	529-3565
*Town Manager	529-6901
Tree Warden	529-3067
*Upton Cable Television.....	529-1736
*Veterans' Services.....	529-6723
Water/Wastewater Department	529-3993/529-3216
Water Department Emergencies.....	529-3200
*Wiring Inspector.....	529-2633
*Zoning Board of Appeals.....	529-2633

*TOWN HALL HOURS

Monday, Wednesday, Thursday	8:00 am - 4:00 pm
Tuesday	9:00 am - 6:00 pm
Friday	8:00 am - 12:00pm
<i>*Treasurer/Collector's Office</i>	
<i>Monday-Thursday 9:00am-4:00pm Closed Friday</i>	

Please check our website at uptonma.gov for additional information.